

PROFILING RETURNEE MIGRANT WORKERS FOR LABOUR MARKET INTEGRATION



Government of Nepal
Ministry of Labour, Employment and Social Security



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FOREWORD

The research “Profiling Returnee Migrant Workers for Labour Market Integration” presents valuable countrywide information regarding Nepalese returnee migrant workers, such as skills, education level and work at destination, age, monthly earnings and the status of returnee workers after their return. The study is based on a rich database and on interviews with both men and women returnee migrant workers living across Nepal.

I am confident that the important insights offered by the research will support all relevant stakeholders in the development and planning of reintegration programmes to benefit migrant workers and society.

This study will help understand how the returnee Nepali migrant workers can be supported in the reintegration into employment, self-entrepreneurship, private sector and collaborative projects and play their role for sustainable development in the country. The Government of Nepal has already initiated the skill certification program of returnee migrant workers; the migrant workers’ profiles will provide valuable information on the prior learning (RPL) status and skills gained during their migration experience abroad.

IOM thanks the Ministry of the Labour, Employment and Social Security for leading the study and the technical committee members from the National Planning Commission, the Ministry of Education, Science and Technology and the Ministry of Federal Affairs and General Administration for their technical inputs and guidance for the successful completion of the study. The IOM team is thankful to all the stakeholders from government, academia, CSOs and researchers who rendered critical input at various stages of the study. Finally, I would like to thank the IOM colleagues in Nepal for the technical supervision and guidance and our thematic specialists at the Regional Office for Asia and Pacific for their technical contributions.



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FOREWARD

Foreign Employment has become an everyday phenomenon among Nepali Youth. It was evident before the pandemic that about 1200 Nepali citizens would fly from the only international airport in Kathmandu to several labour destination countries, particularly in the Golf corridor and Malaysia. Our internal research suggests that the Covid-19 pandemic has obviously impacted the normal flow of foreign employment, but the virus does not massively hamper the overseas job opportunities for Nepali people. However, research carried out in other contexts suggests that the pandemic has impacted unskilled labour migrants alerting both labour receiving and sending countries to focus on boosting capacity development and introducing skills training programs for potential migrant workers.

It is in this context that this report provides an in-depth information and analysis on the demographics of Nepali migrant workers and the skills they gained during their overseas employment. The comprehensive information presented in this report regarding the status of skills of returnee migrant workers would ultimately help not only Nepali policy makers to formulate the policies for the benefit of the returnee migrant workers but also provide knowledge input to the practitioners in similar contexts. The report came out at a good time to persuade Government of Nepal's reform initiatives, utilizing the skills and expertise of migrant workers and reintegration of the returnee migrant workers. I firmly believe that the available information and analysis, and the proposed recommendations would be very supportive for the returnee migrant workers' integration. I am equally hopeful that the findings of this research will also be helpful to the academia and journalists to carry out critical analysis and sharing the credible information.

I thank the IOM Nepal for their leading role in conducting this research. The Ministry of Labour, Employment and Social Security has provided significant advisory support to produce this research. I thank undersecretary Dr. Thaneshwar Bhusal for his tireless work on devising research methodology, organizing meetings of the advisory committee, and exploring secondary dataset needed for this research. The excellent quality team of the Mount Digit Technology Pvt. Ltd. also deserve my thanks for their outstanding work to make this research possible.

Surya Prasad Gautam
Secretary
Ministry of Labour, Employment and Social Security

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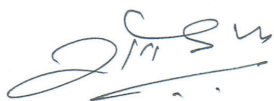
The International Organization Migration (IOM) entrusted this study entitled “Profiling Returnee Migrant Workers for Labour Market Integration” to Mount Digit Technology (P) Limited (MDT) in April 2021. We would like to thank the IOM team, particularly Programme Manager Mr Prajwal Sharma for providing technical supervision, valuable inputs to the survey tools and his support during the various stages of the study. Likewise, we express our gratitude to Mr Surya Prasad Gautam, Secretary of the Ministry of Labour, Employment and Social Security for his intellectual guidance throughout this research process. Similarly, our heartfelt thankfulness goes to Dr. Thaneshwar Bhusal, Under Secretary of the Ministry for his analytical input in this report along with his strong support in designing research methodology among others. We are indebted to both IOM team in Nepal and Regional Office for Asia and Pacific in Thailand and MoLESS team who provided their valuable suggestions during several formal and informal consultations to make the final report better and credible.

We are grateful to the study team members who carried out the study satisfactorily. In this regard, we would like to thank Team Leader Prof. Yogendra B. Gurung, Phd for leading the entire research process, Data Analyst Dhanendra V. Shakya, Phd for doing the arduous work of data processing, analysis, and Expert Member of the team Mr Kishore K.C, for doing chapter six, and working on the entire report. We are particularly impressed with their effective coordination before, during and after the research work.

Mount Digit is thankful to Mr Ramu Sharma who assisted in expediting the field level supervisors and accelerated the interview process. We thank him for his excellent coordination at the local level. Thanks are due to the province supervisors Ms. Pooja Shrestha, Mr Narayan Bahadur B.K, Mr Dipak Bist, Mr Sanoj Pande, Mr Bipin Poudel, Ms. Shova Bhattarai, and Ms. Rupa Shrestha who conducted online interviews in their respective provinces. Finally, Mr Rajesh Kumar Singh and Mr Bigyan Rawal Chhetry of Mount Digit Technology deserve our thankfulness for providing financial management and administration support throughout the entire study period.

We are hopeful that the findings of this research will be helpful to the policymakers, academia and journalists in making evidence-based policy, conducting critical analysis and sharing plausible information respectively.

Thank you!



Rajeshwor Karki
Executive Chairperson

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ABBREVIATIONS

CBS	: Central Bureau of Statistics
CCMC	: COVID-19 Crises Management Center
COVID-19	: Coronavirus disease caused by the SARS-Cov-2 virus
CSEDC	: Small Scale Enterprises Development Center (CSEDC)
FY	: Fiscal Year
GCC	: Gulf Cooperation Council
GDP	: Gross Domestic Product
GEFONT	: General Federal of Nepal Trade Unions
IOM	: International Organization for Migration
MFA	: Ministry of Foreign Affairs
MOF	: Ministry of Finance
NAFEA	: Nepal Association of Foreign Employment Agencies
NGO	: Non-Governmental Organization
NLFS	: Nepal Labour Force Survey, 2017
PEMP	: Prime Minister's employment Programme
RPL	: Recognizing of Prior Learning
TIA	: Tribhuvan International Airport
USD	: United States dollar
WMWs	: Nepalese Women Migrant Workers

CHAPTER 1

INTRODUCTION

1.1 BACKGROUND

Nepal's labour migration can be divided into internal migration, migration to India and migration to countries other than India. The migration to countries other than India is referred as "foreign employment". Movement within Nepal, and to and from India can be done without any restrictions, there is no need for a passport or a work permit to go to India and take employment; however, migration to countries other than India is regulated by legislation and also in line with bilateral labour agreements between Nepal and labour receiving countries. Labour migration for employment has been a common livelihood strategy for many Nepali people living in both rural and urban areas of the country. The remittances generated from the employment have become a major contributing factor to Nepal's economy, which was equivalent to NPR961.05 billion in the last fiscal year (FY 2020/21), ending mid-July, an increase of 10 per cent year to year. The remittance amount constitutes 22.5 per cent of Nepal's current gross domestic product of NPR4.26 trillion evaluated at current market prices.¹ Remittances have been contributing to the improvements in the living standards of Nepalese people where one in three Nepali households receives remittances.²

Migrants contribute to the economy of the places they go and through remittances, skills, knowledge, network and technology, to their community back home. The spread of the COVID-19 pandemic has negatively impacted migrant workers in terms of loss of jobs and economic opportunities both in Nepal and in destination countries. Contrary to the general impression that remittances have been negatively impacted by the COVID 19 crisis, remittance flows proved to be resilient.. In 2020, remittance flows to low- and middle-income countries (LMICs) reached USD540 billion, only 1.6 per cent below the USD548 billion seen in 2019. And the decline in remittances is far lower than the 11 per cent decline in foreign direct investment (FDI) flows to LMICs seen in 2020. Looking ahead, remittance flows to low- and middle-income countries are expected to increase by 2.6 per cent per year, to USD553 billion in 2021.³

In 2020 COVID-19 has affected an estimated 200 million migrant workers, half of them women, and their 800 million family members back home.⁴ Nepal is no exception, as the top recipient of remittances as a share of GDP in South Asia, and the fifth-most remittance-dependent economy (28.6%) in the world. Remittances to Nepal from abroad have tripled in the last decade, from USD 2.54 billion to USD 8.79 billion in 2020. With the pandemic, Nepal Rastra Bank, the country's central bank, estimates inflows to fall by 14 per cent. In addition to the loss of income, the pandemic poses another challenge with 15 to 33 per cent of migrant workers expected to lose their jobs and return to Nepal. It is necessary to integrate the returnees into the domestic job market.

The economic disruption created by the COVID-19 pandemic has a significant impact on the global supply chain, travel, trade and economy. Migrant workers are among the most affected population. The pandemic has created widespread health and safety concerns in Nepal, resulting in rapid and widespread termination of economic activities. This had directly affected Nepal's economy, people's livelihoods and psychosocial well-being.

In a world dealing with COVID-19, migrants repatriate from destination countries and they need new employment and income-generation opportunities back at home. Focusing on migrants who repatriated, the mapping of their skills should be carried out based on type of job they are interested in, the skill sets they are holding and the types of support they are looking for and their willingness to re-migrate to the destination country (or a different one) if the situation comes back to normal.

1 Nepal Rastra Bank, Department of Foreign Employment (<https://tkpo.st/3y6VLH1>).

2 Nepal Rastra Bank, Status of Remittance Inflow in Nepal, 2020.

3 Migration and Development Brief 34 May 2021, World Bank Group (KNOMAD).

4 International Fund for Agricultural Development, (IFAD), 2020.

During the pandemic, approximately one million Nepali migrants returned to Nepal, among which a significant proportion are migrant workers.⁵ It is a big challenge to the country to create employment opportunities and reintegrate the large number of returnee migrant workers utilizing their skills and expertise for the development of Nepal while the domestic economy has burnt of crisis.

In Nepal, programmes like Rural Enterprise Remittances Programme/SABRIDDHI (Rural Enterprises and Remittances Project (moics.gov.np)), IOM reintegration programmes, Nepal Agriculture Services Development Programme (NASDP) www.rural21.com/english/from-our-partners.html work with the migrant families to develop and improve on-farm and off-farm enterprises in rural areas. They also help young people to enter into the labour market by making it easier for them to acquire the market responsive technical and vocational skills, enter into apprenticeships, access to finance and aspire to become entrepreneurs, which can support the government to manage the returnee migrant workers. In a study conducted by IOM, it was found that one-third of the migrant workers had lower secondary while only 25 per cent had secondary level education.⁶ The education and skills were important for relative security of work in countries of destination. As most of them acquire skills and experiences abroad, these returnee migrant workers expect a supportive environment from the Government for entrepreneurship development and self-employment opportunities.

In 2020, the Foreign Employment Board estimated that more than 500,000 migrant workers were returning from the Gulf countries and Malaysia after lifting the lockdown in Nepal. More than 200,000 Nepali migrant workers in India were reported to have returned to Nepal before the lockdown in the country and several thousands more returned during the lockdown and after lifting the lockdown during 2020. This situation will further put pressure on the job market in Nepal and will require immediate strategic instruments to stimulate the economy by creating new jobs and self-employment at local levels.

The majority of Nepali migrant workers receive labour permits to work abroad in low skilled jobs, however, they acquire skills and knowledge while working abroad or as part of on-the-job training which could be a major capital to trigger local employment and enterprises. The information generated from the tracking of returnee migrant workers will help to know their skill sets and provide skills certification of the skills they have learned abroad. That in turn would help them to be self-employed or find jobs in the private sector business and the local level in the government programmes.

1.2 OBJECTIVES OF THE STUDY

The specific objectives of the study are to:

- a. Understand the vulnerabilities, protection, concerns, and skills acquired by the migrant workers who were repatriated to Nepal from destination countries during the COVID-19 pandemic.
- b. Understand to which extent the domestic industries (both service and manufacturing) can accommodate the skills and experiences of repatriated migrant workers.
- c. Provide evidence to the currently under consideration reintegration procedures of the government of Nepal.

The overall objective is to create the skills profile of the returnee migrant workers consisting of detailed qualitative and quantitative information/analysis of the returnee migrant workers to Nepal from overseas. This study will help understand how the repatriated Nepali migrant workers can be reintegrated into employment, self-entrepreneurial, private sector and collaborative projects. Government of Nepal has already initiated the skill certification program of the returnee migrant workers. The migrant workers' profile will provide useful information on the prior learning (RPL) status or level of the returnee migrant workers.

1.3 SCOPE OF WORK

The study has provided first-hand information on the returnee migrant workers' skills and qualifications acquired while working abroad, leveraging important insight for the reintegration process and planning. The following is the chronology of tasks performed.

- i. Conducted a desk review of existing available information on migration database and profiles, review of existing literatures and government documents, returnee migrant workers affected by COVID-19, review of technical and vocational education and training policy and strategy.
- ii. Consulted with relevant government authorities in regards with the preliminary findings suggested by the desk work.

⁵ Foreign Employment and Its Impact on the Economy of Nepal, NPC, 2020.

⁶ Status of Nepali Migrant workers in relation to COVID-19, IOM/ NIDS 2020.

- iii. Developed and finalized the questionnaires after the pre-test, to collect information on the COVID-19 affected returnee migrant workers in order to create a profile of these migrants, which will serve as an evidence base that can be used to gauge the current skills and capabilities of the returnee migrant workers.
- iv. Presented the inception plan to IOM and after receiving the inputs finalize it.
- v. Analysed the collected data using the Google online app on various aspects of the sampled COVID-19 affected returnee migrant workers.
- vi. Developed the profile of COVID-19 affected returnee migrant workers.

1.4 METHODOLOGY OF THE STUDY

The following sections provides the analytical framework, type of data/information needed for the study, sample size determination and sample design.

1.4.1 Analytical framework

The returnee migrant workers, who want to stay in Nepal after returning, are the target population for this study. The study aims to prepare the returnee workers' profile on the skills and qualifications acquired by them domestically as well as working abroad with a view to integrate them to the domestic labour market. The analytical framework is shown in the table below:

Table 1.1. Input, process and output

Inputs	Process	Output
Data/information on the returnee migrant workers' profile	Mapping different skills and qualifications acquired by returnee migrant workers while working in foreign countries	Profile of the returnee migrant workers for policy and planning

1.4.2 Data collection method

Quantitative data

The quantitative data was obtained from the structured questionnaire administered to returnee migrant workers Annex 1 (A) - Questionnaire. The quantitative data obtained from the questionnaire has been analysed through the per cent/frequency distribution, cross tables and charts. The questionnaire was drafted and discussed with the IOM team. The data was collected using the Google Survey Forms, which avoided downloading the software. Given the lockdown and the restrictions in the mobility, ten supervisors located in seven provinces were engaged to interview the returnee migrant workers.

Qualitative data

The qualitative data was obtained from Key Informant Interview (KII) using the checklist and a separate checklist for the in-depth interviews with the migrant workers (Annex 1 (B)-KII checklist and Annex 1 (C) - In-depth interview Checklist). The KII checklist was used while discussing with the representative and officials of the Foreign Employment Board, Manpower Association, Department of Foreign Employment, province level chief of training centre, government agencies, General Federation of Nepalese Trade Unions (GEFONT), etc. Annex 1 (D) provides both the list of individuals interacted for KII and in-depth interviews. A separate section will be devoted to present the findings from the KII and in-depth interviews.

Likewise, the study team reviewed various relevant publications of the donor agencies, government agencies and INGOs, mostly made available by IOM in particular and the MoLESS. Those reports provided the key data and information for the current study.

1.4.3 Sample size

It is a common practice in determining the sample size that the size of samples is largely an outcome of a compromise with time and resources. In determining sample size using probability method for cluster sample survey is given by

$$n = \frac{z^2 \cdot p \cdot (1-p)}{d^2}$$

$$n_{srs} = \frac{n}{1 + (n/N)}$$

$$n_{cluster} = n \times deff \times k$$

Where,

- n = initial sample size
- n_{srs} = sample size using simple random sample
- $n_{cluster}$ = sample size for cluster design
- z = the value from the standard normal distribution reflecting the confidence level (1- α)
- p = estimated proportion of a key indicator of the survey
- d = margin error
- N = population size
- deff = design effect
- k = adjustment for non-response rate ($k = 1/\text{response rate}$)

For determining the sample size, confidence level is set at 95 per cent and estimated proportion of a key indicator of survey is expected to be 50 per cent. Similarly, margin error is set at ± 4 per cent along with design effect of 2, and non-response rate is assumed to be 10 per cent. Putting all these values in the equation, the sample size would be $1,334 \approx 1,350$. Following this principle, a sample of 10 respondents per cluster would make 135 clusters altogether for the survey ($1,350 \div 10 = 135$). So based on this formula, a total of 1,350 interviews was targeted from 7 provinces of the country but ultimately ended up interviewing 1,400 returnee migrant workers from seven provinces, exceeded the target respondents by 50.

1.4.4 Selection of sample and respondents

The study team obtained a list of 130,661 returnees (18,914 women; 111,747 males) from the COVID-19 Crisis Management Center (CCMC). The CCMC database includes the list of returnees who entered to Kathmandu from Tribhuvan International Airport (TIA) during a six-month period, 14 June to 16 December 2020. Of the total 130,661 returnees, only 66,115 were returnee migrant workers, while the remaining returnees were diplomats, businessmen, occasional visitors, students, tourists, among others. So a total of 66,115 returnee workers was used as the sample frame for the study (summary table presented in Chapter 2).

The returnee migrant workers were separated out to get the number for each of the seven provinces. Accordingly, migrant workers in Province-1 were found to be 24.7 per cent followed by Province-2 (19.3%), Bagmati (18.7 %), Lumbini (18.4 %) and Gandaki (15 %). The proportions of migrant workers in other two provinces, namely Sudurpaschim and Karnali were quite small with only 2 per cent and 1.8 per cent returnees, respectively. If the total sample size of 1,350 were to be allocated proportionately for all seven provinces, then there would be only a few respondents for the latter two provinces, which might not represent the returnee migrant workers in these two provinces. In order to make the sample sizes representative for Sudurpaschim and Karnali provinces, additional 120 returnee workers were added to the initial proportionate sizes of each of the two provinces to make sample size of these two provinces close to the one that has the lowest sample size among the rest of other 5 provinces, while maintaining the total sample size at 1,350.

Then the list of migrant workers for each of the seven provinces was prepared from the main sample frame. Table 1.2 shows the sample size allocated to each of the provinces.

A random selection technique was carried out using Microsoft Excel software. The software randomized the lists of migrant workers allocating random numbers to each of the respondents which was then managed in ascending order.

Table 1.2. Sample size determination and allocation of sample to the provinces

SN	Province	Sample size	
		Target	Interviewed
1	Province-1	272	280
2	Province-2	212	237
3	Bagmati	206	210
4	Gandaki	165	166
5	Lumbini	203	207
6	Karnali	144	146
7	Sudurpaschim	147	154
	Total	1 350	1 400

Mount Digit team's hiring and training of field personnel

A total of ten supervisors and a coordinator were hired to conduct the online interview with the returnee migrant workers. Considering the larger sample size in provinces 1, 2 and 3, additional supervisors, one each in the three provinces, were engaged for the interview. Qualification, experience of data collection using electronic device, gender and willing to work were adopted in hiring supervisors.

First of all, the questionnaire was pre-tested in two provinces and few minor revisions were made in the questionnaire. Second, the questionnaire was shared among all the 10 supervisors, who went through all the questions to be familiar with the issues. Third, two Zoom meetings were conducted with the study team members, supervisors and the coordinator to discuss on the intended purpose, questions, survey approach and the methodology. Since the questions were straight forward and objective, the supervisors did not have any difficulty in understanding as well as enumerating. It took 17 days to accomplish the interview with 1,400 returnee migrant workers in all the seven provinces.

Training of the Surveyors

Due to the lockdown and mobility restrictions, surveyors were provided online training on the survey approach and methodology. The following flow chart describes the training process and approach to make sure that surveyors understood the questions to ensure accuracy.

*Outputs*

The returnee migrant workers' profiles, mapping different skills and qualifications acquired by them while working abroad are the ultimate output. Since the relevant data was gathered from the target population directly it would contribute to the evidence-based policymaking in the field of migration governance in Nepal.

1.4.5 Limitations of the study

Due to the COVID-19 crisis, the field visit was constrained carrying out the face to face interview as the number of positive cases were increasing. So, the online Google Survey Forms method was used to conduct the interviews with the target groups. The online Google survey went smooth throughout the entire enumeration except that some respondents denied completing the interviews as they did not want to expose information to the unknown interviewers. However, the entire interview took lesser amount of time as compared to face to face interview due to the travel time saving of the supervisors.

The database used was the one obtained from CCMC. Almost all the returnees in the CCMC database were the returnees from abroad and did not include returnees from India. The returnee migrant workers from India mostly enter Nepal through the India–Nepal border checkpoints. Due to the COVID 19 pandemic and the subsequent mobility restrictions, it was not possible to send the surveyors to the border checkpoints to administer the questionnaires. Furthermore, the border entrants were sent to the isolation camps due to the risk of transmission of COVID-19 and the situation was not practical to conduct interviews with the returnee migrants from India.

CHAPTER 2

CONTEXT OF MIGRANT WORKERS IN NEPAL

This chapter provides the context of migration of Nepalese workers overseas, trend of remittance earnings, and an overview of macroeconomic situation including the structure of economy. While dealing with the structure of economy, capacity of industry and service sectors to absorb the returnee migrant workers have been examined. The returnee migrant workers' reintegration efforts of the Government of Nepal, efforts towards the vocational education and training, and the legislative framework of foreign labour migration have been assessed.

2.1 CONTEXT OF LABOUR MIGRATION ABROAD

According to the population census of Nepal, the working age population (15–64 years) represented 56.4 per cent in 2001, which increased to 59.8 per cent in 2011. Currently, Nepal Labour Force Survey 2018 (NLFS) recorded the working age population to be 64.1 per cent in 2018, which means Nepal has 186 million people in the working age group (Central Bureau of Statistics–CBS, 2019).⁷ By 2030, this group of population is estimated to increase by more than two-thirds (69.3%), which is projected to rise until about 2045 (Jones, 2021).⁸

In the 2001 population census, the dependency ratio (proportion of dependent population) was 77.2 per cent and declined to 67.2 per cent in 2011 census, which further declined to 56 per cent in 2018 (CBS, 2019). It is estimated that the dependency ratio will reach its lowest, i.e. 40 per cent of the total population in 2045 but expected to rise again to 60 per cent in 2068 (Jones, 2021). As argued by Jones, this demographically favorable period in terms of low proportion of dependent population, will last for a period of about 51 years. Hence, Nepal is experiencing a “demographic window of opportunity”, which is at its early stage, – only about 4 years now (ibid). It has the potential of yielding a “demographic dividend”, resulting in a huge productive age group where more than 500,000 youth enter the labour market every year. However, Nepal has not been able to take this advantage of the population dividend mainly due to lack of employment since a huge chunk of Nepal's working-age population is migrating to overseas countries for employment. It is argued by experts that Nepal will ultimately lose economically and socially if the current migration trend continues for a long time.

Nepal went through a very turbulent sociopolitical phase during the past 25 years. The country's economy was shattered by several political upheavals, insurgency between 1996 to 2006, lengthened political transition aftermath, an earthquake of 7.8 in the Richter scale hitting the country in 2015, and a 6-month long border impasse along land border. The border impasse interrupted its regular supply of fuel and other, and cut-off of supply lines due to the protests, had left the landlocked nation in economic hardship, while was also recovering from the devastating earthquake.

The political stalemate that persisted during the COVID-19 pandemic crisis had further fueled the situation. The country's challenge is how to reinvigorate the economy, reinventing the wheels of development to retain thousands of youths returning and or migrating abroad for work.

2.1.1 Labour migration and remittances

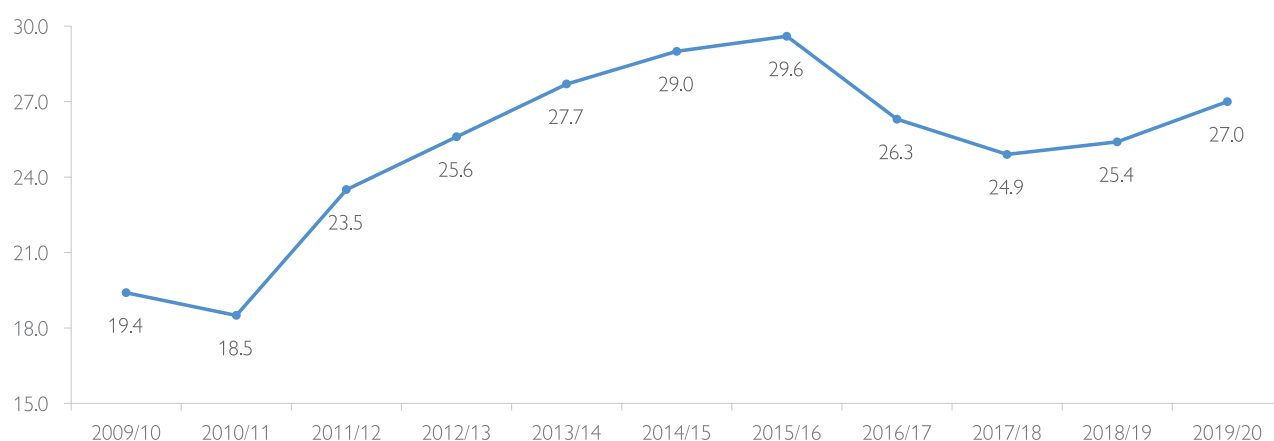
Labour migration has been primarily an economic phenomenon in Nepal, where a mass able-bodied population leaves home to foreign countries every day to earn livelihood for the families. The inability of country's economy to absorb the incoming labour force has forced the youths of the country to go abroad for employment. The most common destinations for work are Gulf Countries, Malaysia, the Republic of Korea, and other East Asian countries. Along with these countries, India is historically a common destination to earn seasonal as well as yearly livelihood.

⁷ CBS (2019). Report on the Nepal Labour Force Survey 2017/18. Kathmandu: Central Bureau of Statistics, NPC, Government of Nepal.

⁸ Jones, Gavin (2021) Nepal Population situation analysis, Draft report, Kathmandu, UNFPA Nepal.

Currently, Nepal is the fifth-most remittance-dependent country in the world (IOM, 2021)⁹. The contribution of remittance to GDP was 24.9 per cent, 25.4 per cent, and 27 per cent in the FY 2017/18, 2018/19, and 2019/20, respectively (Figure 2.5).¹⁰ As shown in the Figure the contribution of remittance was highest in the fiscal year 2015/16 (29.6%) and then started declining subsequently. However, the remittance did not drop as much as expected due to the effect of COVID-19. The small decline in its per cent share to GDP over the years may be due to various reasons.

Figure 2.1. Remittance as percentage of GDP in Nepal, 2007–2020



Source: Nepal Rastra Bank (2020). Status of remittance inflow in Nepal.

Annex 2 Table 2.1 shows the monthly flow of remittances in the country over a period of six years from 2014/15 to 2019/20. The data shows that the annual remittance is rising every year but only marginally declined in FY 2019/20 as compared to FY 2018/19 from NPR 879.3 billion to NPR 875 billion. In FY 2020/21 its value further declined and was NPR 642.1 billion (for FY 2020/21 data).¹¹ When gauging at the time series data on the remittances inflows within the country and the Government of Nepal's official permits for the migrant workers, it is evident that number of such permits sharply declined from 500,000 labour permits in FY 2013/14 to almost 225,000 in FY 2018/19 (Annex 2 Figure 2.2). The decrease in the number of permits issued by the Government was mainly due to the COVID-19 infection spread in the destination countries, and the large number of migrant workers has returned to Nepal. Both of these factors led to the reduction in the remittance inflows.

2.2 TREND AND PATTERNS OF NEPALESE MIGRANT WORKERS

2.2.1 Nepal workers' migration overseas

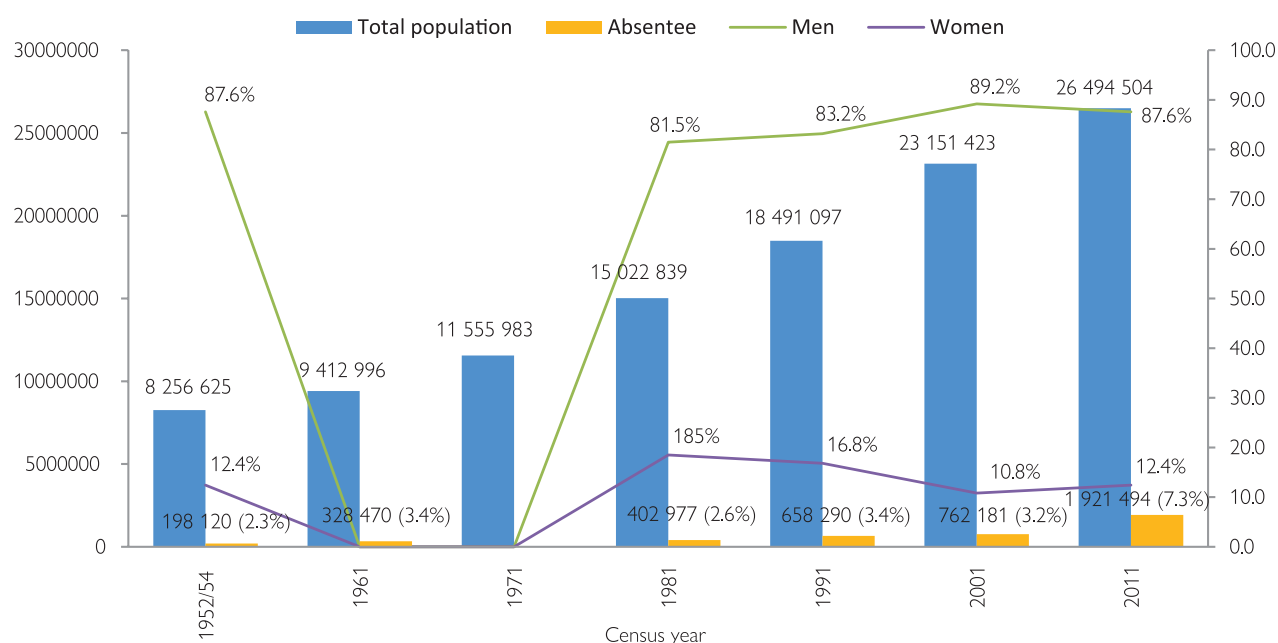
The first modern Census of Nepal in 1952/54 recorded that 2.3 per cent (198,120) of the total population were absentees who migrated outside country (Figure 2.2). This slightly increased to 3.4 per cent in the following Census in 1961. After 1961 the trend in out-migration is almost constant until 2001 Census, which dramatically increased to 7.3 per cent (1,921,494) in Census 2011. The proportion of women absentees is consistently low since the beginning which is 12.4 per cent (237,400) out of 1,921,494 absentees in 2011 Census. Majority of the absentees were the population chunks who were migrating to other countries for work.

⁹ IOM (2021). Remittance Inflows Trends Snapshots 2020. IOM Asia-Pacific Regional Data Hub.

¹⁰ <http://nepaleconomicforum.org/neftake/while-nepals-remittance-keeps-increasing-it-mostly-gets-spent-on-unproductive-areas/#:~:text=In%20Nepal's%20case%2C%20remittance%20has%20been%20significantly%20contributing,to%20the%20nation's%20development%20has%20been%20often%20debated.>

¹¹ MOF, Economic Survey, FY2020/21 (Nepali Version), Government of Nepal. p. 99.

Figure 2.2. Absentee population by census year, 1952–2011

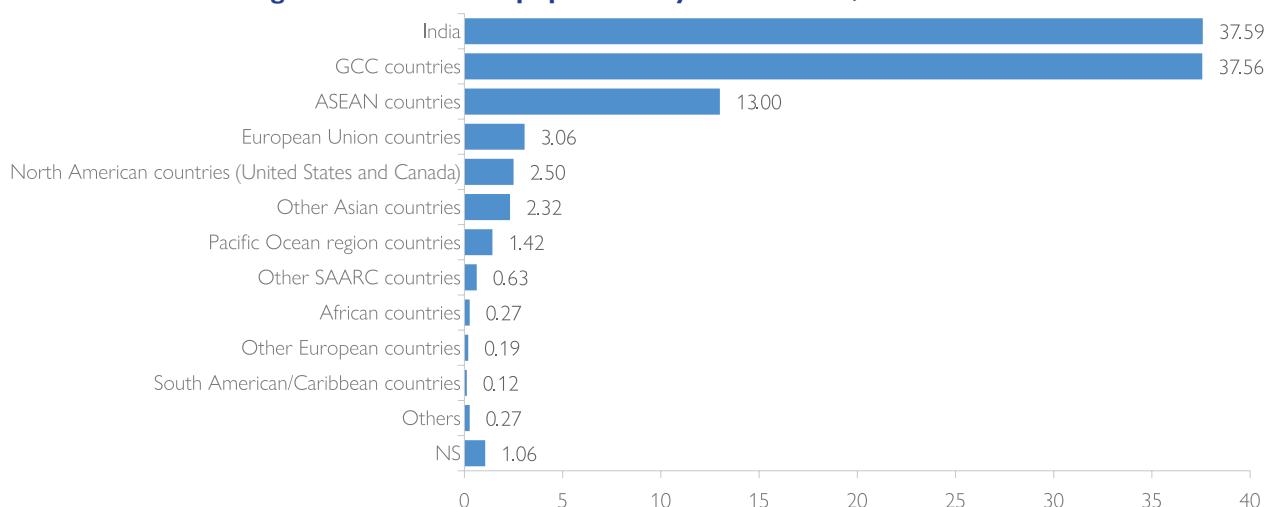


Source: IOM (2019), Table 5, p. 36.¹²

Among the absentee population migrating to India was significant with consistent increase over the years compared to those going to other countries. Between 1952/54 and 2001 censuses, the volume of migrants heading to India increased by 3.7 times¹³ and (Kansakar, 2003).¹⁴ The share of migrants to India was 79.4 per cent in 1952/54, which increased to 93.1 per cent in 1981. The share of migration to India began to decline after 1981, which was 77.3 per cent in 2001. In 2011 Census, Nepali migrants to India drastically decreased by more than two-times and dropped down to 37.6 per cent (Figure 2.3). Sudden increase in percentage of absentees to 7.3 per cent (Figure 2.2) and the decline in the migration to India were the result of considerable increase in the migration to other countries.

The Nepali migration to India is still dominant. In recent years, migration destination has begun to diversify to the third countries. The population census 2011 recorded that the proportion of migrants going to the Gulf Cooperation Council (GCC) member countries is almost equal to those going to India alone, i.e. 37.6 per cent (Figure 2.3) (CBS, 2014).¹⁵ ASEAN countries such as Malaysia, the Republic of Korea, Hong Kong, Special Administrative Region (SAR), China, Japan, etc., are also common destinations for Nepali migrant workers, which accounted for 13 per cent. The European Union countries, North American countries (United States and Canada), other Asian countries and Pacific region ranged between 1.4 per cent and 3.1 per cent as the destinations of Nepali migrant workers.

Figure 2.3. Absentee population by destinations, 2011 Census



Source: CBS (2014), Table 9.6, p. 226.

¹² IOM (2019). Migration in Nepal: A country profile 2019. Kathmandu: International Organization for Migration.

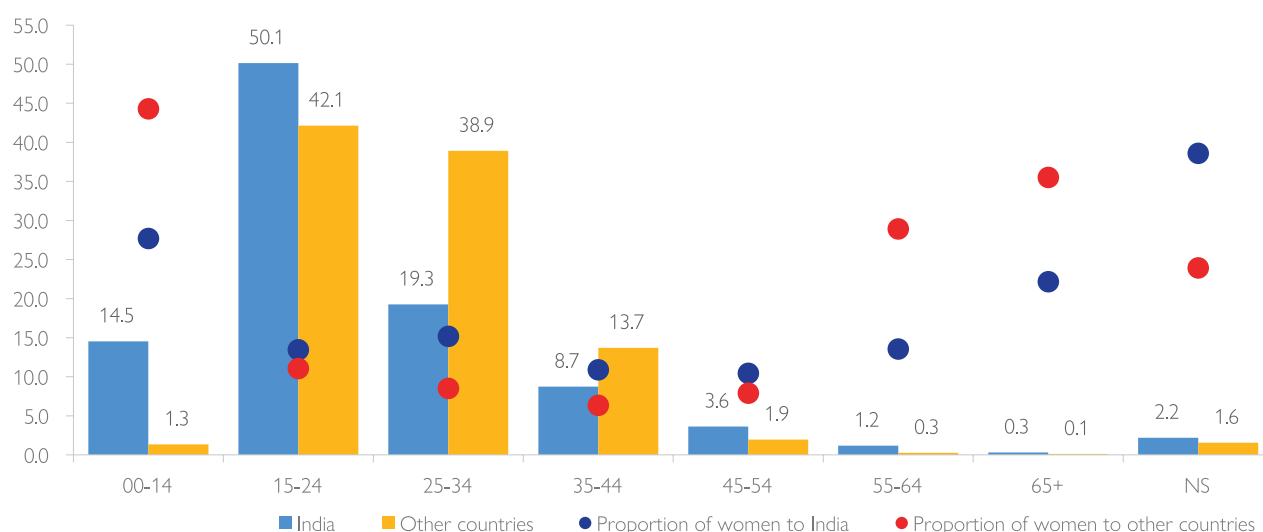
¹³ Ibid.

¹⁴ Kansakar, Vidhya. B.S., 2003. "International Migration and Citizenship in Nepal", Population Monograph of Nepal, Vol. II, Chapter 14 (Kathmandu: Central Bureau of Statistics, Nepal), pp. 85–120.

¹⁵ CBS (2014). Population Monograph, Volume I, Chapter 9, pp. 221–240. Kathmandu: Central Bureau of Statistics, Government of Nepal.

Migration is age and gender selective. Migration started at the early ages (0–14 years), peaked at 15–24, declined as age advanced and almost stopped at 65 and above years (Figure 2.4). The proportion of migrants who migrated to India was considerably higher than those who migrated to other countries. In contrast, specifically at ages 25–44, the proportion of migrants to other countries was higher than those migrating to India. The gap was much higher among those aged 25–34 years, i.e. migrants who migrated to other countries were more than double (38.9%) than those who migrated to India (19.3%).

Figure 2.4. Age and gender of absentees by country of destination, 2011 Census



Source: CBS (2014), Table 9.6, p. 226.

As discussed above, women absentees were considerably lower as compared to their men counter parts at each age group and for all destinations (Figure 2.4). Females who migrated to other countries were less than 10 per cent for the age group 25–54 years. The proportion of women who migrated to India was lower than those migrating to other countries at early ages (0–14) and later ages (55 and above). But the proportion of women of age group, 15–54 years migrating to other countries was higher than those who migrated to India.

Looking at the reasons for absence in 2011 Census (Figure 2.5), most people were absent from home for jobs (81%) for both private and institutional job, demonstrating that huge chunk of the individuals migrated for work. Furthermore, the migrants who were in the private jobs accounted for 71 per cent, while those in the institutional jobs were 10 per cent. Population going out of country as dependent and for study purposes was also significant. The business and conflict induced migration were negligible. Gender segregation of migration was quite interesting. Men migrants were dominant for both the private and institutional jobs, whereas women migrants were dominant among the dependent and student category (Figure 2.6). The gender gap was wider among those who migrated for the private job, i.e. males were 75.4 per cent and women were 39.6 per cent. Among those who migrated as dependent or who accompanied with their family, women were 32.2 per cent but males were only 3.3 per cent.

Figure 2.5. Reasons for absence (in %), 2011 Census

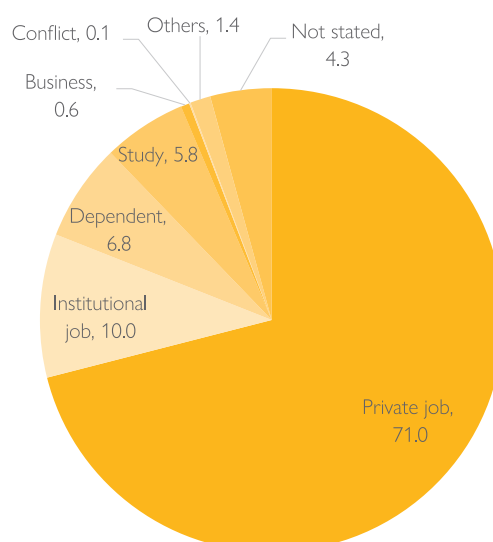
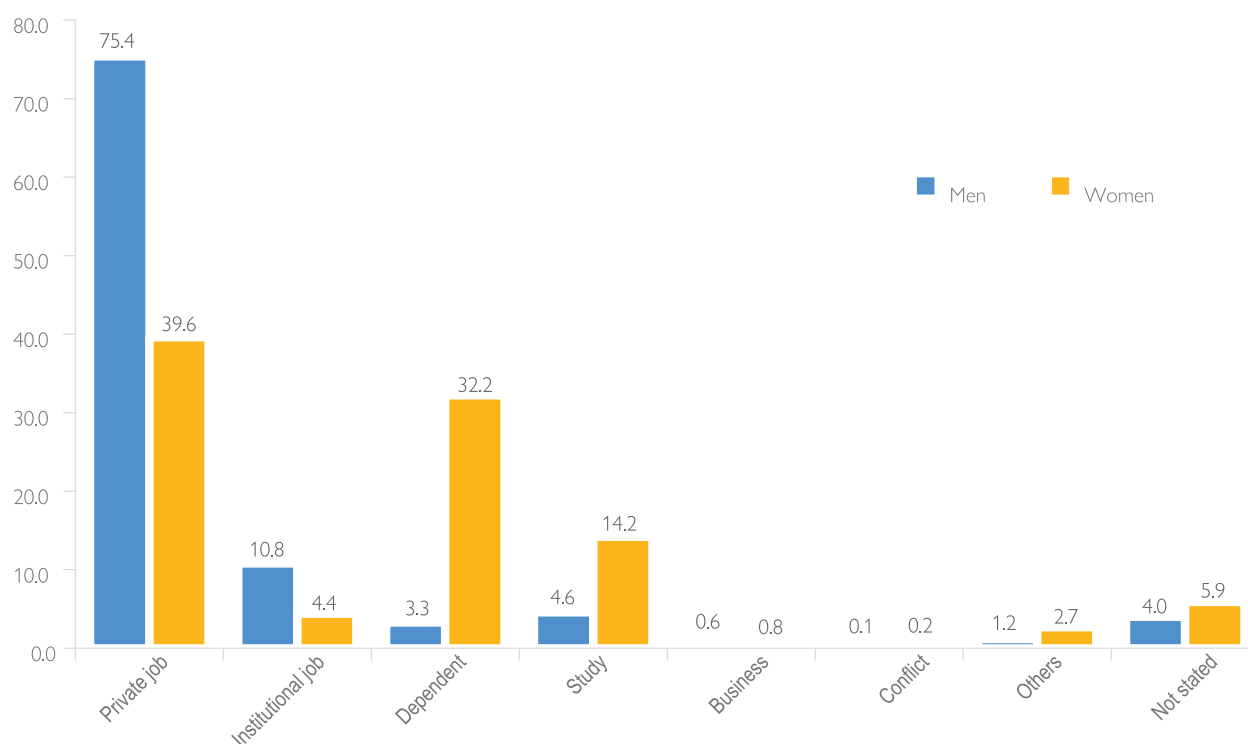


Figure 2.6. Reasons for absence by gender (in %), 2011 Census



Source: CBS (2014), Table 9.9, p. 229.

2.2.2 Recent trend and patterns of cross-border labour migration

In 1980s, the Gulf countries and Malaysia were experiencing rapid economic growth with a notable construction and service sectors boom, where they required mass labourers in these sectors. Nepal together with South Asian, South-East Asian and African countries realized abundance employment opportunities in Gulf countries and Malaysia. With the employment opportunities abroad and huge unemployment situation domestically, Nepal passed its first Foreign Employment Act in 1985 to grab the employment opportunities abroad. With this government step, a number of labour recruitment agencies were established and started facilitating migration of able-bodied youths to these countries for work. Currently, there are more than 3,000 registered and active recruitment agencies in Nepal who have been facilitating foreign labour employment in various destinations.¹⁶

The above section discussed more on absentee population who migrated out of country according to the Census record. The subsequent sections discuss about the foreign labour migration excluding that to India. The Department of Foreign Employment (DoFE) of the Ministry of Labour, Employment and Social Security (MoLESS) is the only authentic institutions that record and disseminate the data on overseas employment. Thus, the discussion is based on DoFE data adapted from various sources.

The cumulative figure of the labour permits shows that till the date 2020 a total of 6,462,563 permits were issued by the government, among which males were 6,178,017 and women were 284,546 (NPC, 2020).^{17,18} Looking at the trend of issuance of labour permits since 2008, it peaked in 2013/14 with 519,638 which was the highest in the history of foreign labour migration (Figure 2.7).¹⁹ The number decreased afterwards and considerably fell to 236,211 in 2018/19, just before the effect of COVID-19 began, which was almost equal to the year back in 2008/09. From the beginning of the foreign labour employment, males were dominant and the proportion of women was less than 10 per cent. Nevertheless, women share was slowly increasing i.e. from 4.5 per cent in 2008/09 to 8.7 per cent in 2018/19.

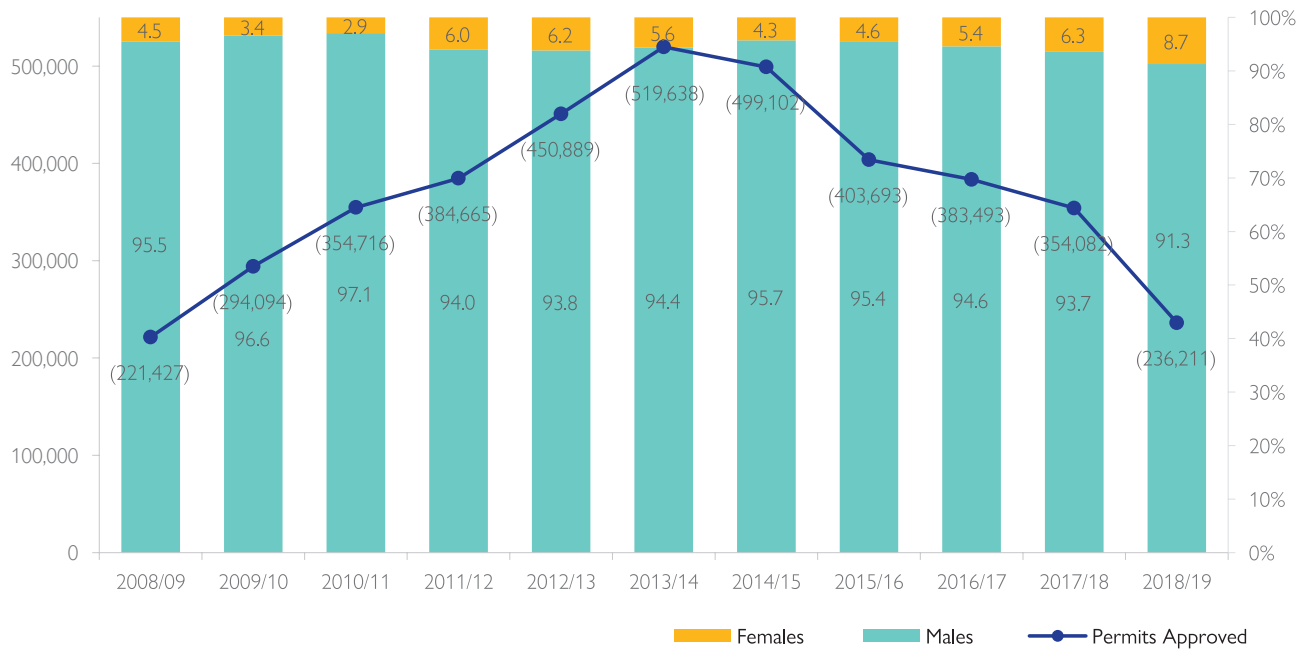
¹⁶ DoFE listed 2,896 recruitment agencies involved in issuance of labour permit from 16/07/2017 to 16/07/2018.

¹⁷ It also includes the persons who received labour permits multiple times (see Table 2.2).

¹⁸ NPC (2020). The effects of Covid-19 pandemic on foreign employment and its impact on the economy of Nepal. Kathmandu: National Planning Commission (NPC), Government of Nepal.

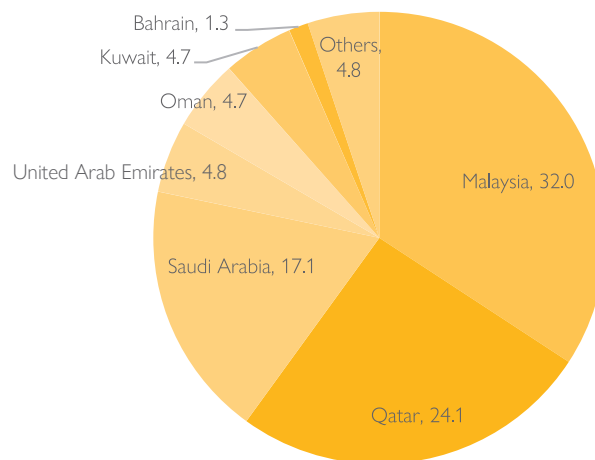
¹⁹ MoLESS (2020). Nepal Labour Migration Report 2020. Kathmandu: Ministry of Labour, Employment and Social Security, Government of Nepal.

Figure 2.7. Issuance of labour permits by gender since 2008



Source: : MoLESS (2020), Figure 17, p. 27.

Figure 2.8. Top destinations (in %) excluding India, July 2015 to April 2019

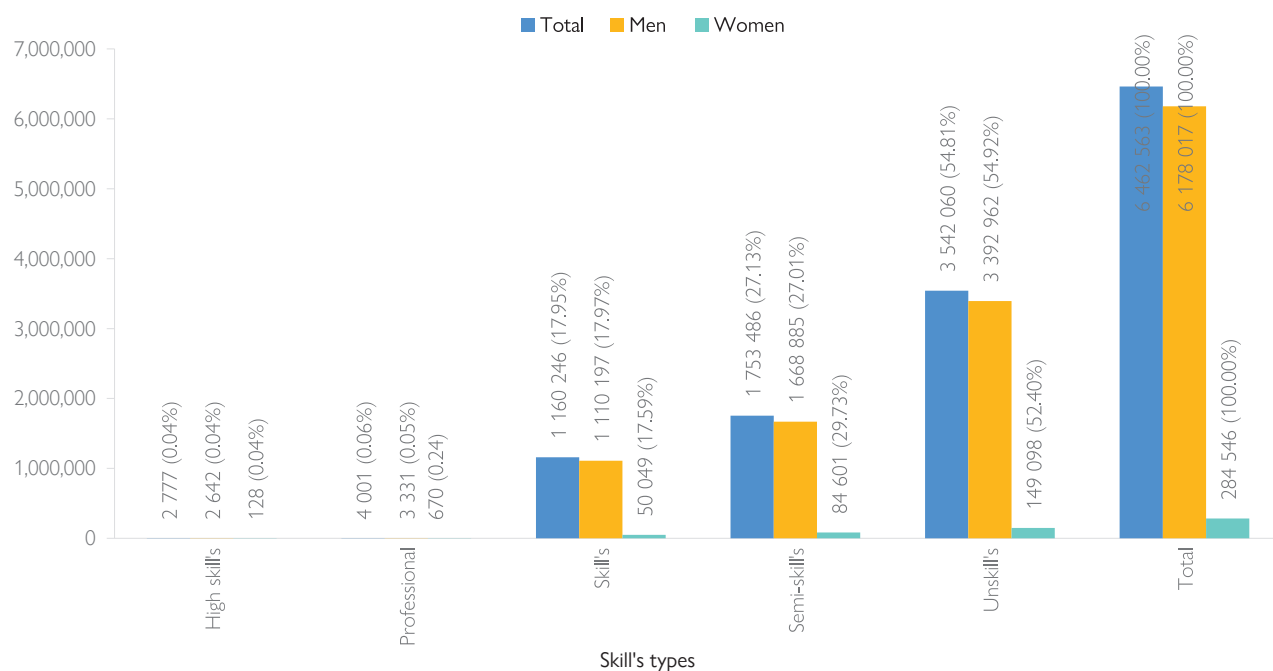


Source: : Adapted from NPC (2020), Figure 3, p. 4.

FEIMS record shows that labour approvals were obtained for 132 countries in 2017/18 and 128 countries in 2018/19 (MoLESS, 2020), and reached 178 countries in 2020/21. Looking at the migration trend since 2015 by destination, top destinations were Malaysia, Qatar, Saudi Arabia, United Arab Emirates, Oman, Kuwait, and Bahrain (Figure 2.8). Among them, highest proportion of foreign labour migration was for Malaysia (32%), followed by Qatar (24.1%) and Saudi Arabia (17.1%) and migration to all other countries were less than 10 per cent.

According to the FEIMS record of labour permits since the last 20 years, majority of the labour migrants were unskilled (54.8%) followed by semi-skilled (27.1%). The skilled labourers were also close to one-fifth of the total (18%). The professional and high skilled labourers were insignificant, less than one per cent. Gender pattern looked similar i.e. proportions of men and women according to skill types were not so different – women were about 3 per cent higher than males for the semi-skilled labour during the time of receiving the permit.

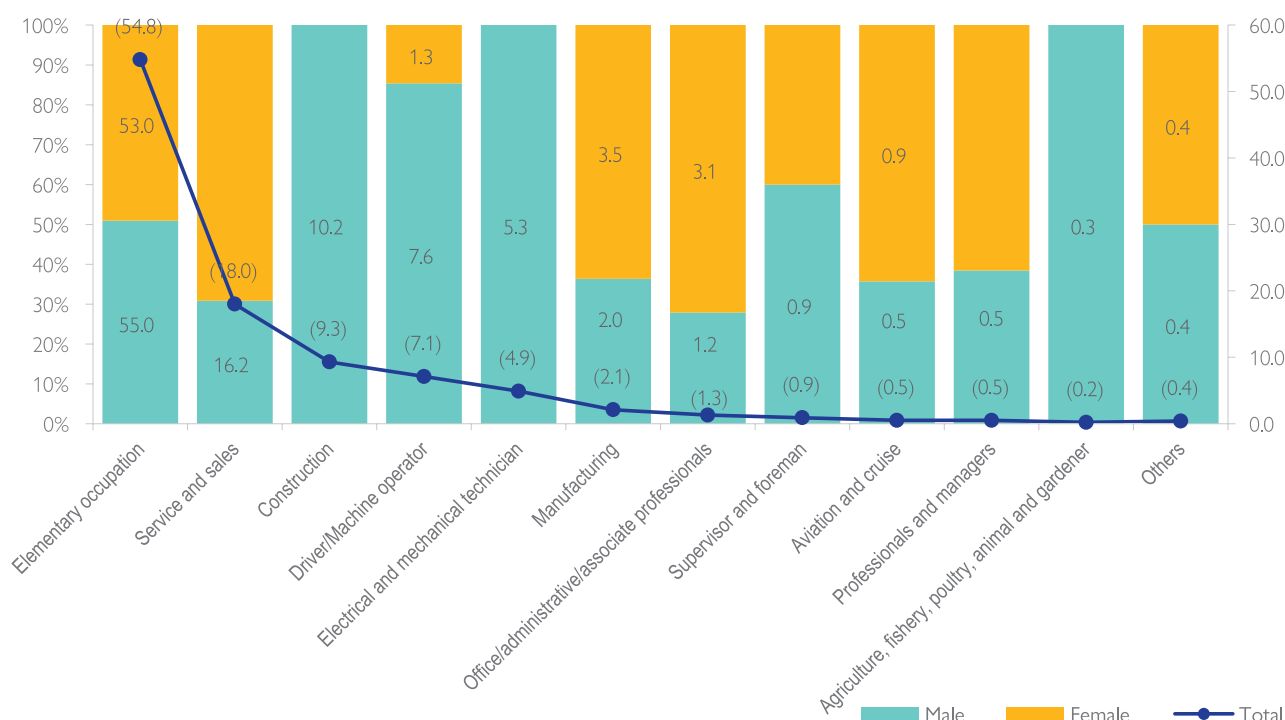
Figure 2.9. Past 20 years' cumulative number of migrant workers who had received the final work permit classified by skill types



Source: NPC (2020), Table 1, p. 6. (Workers' skill types are based on NPC).

Note: The number includes also the persons who received labour permits for multiple times over the period, and large numbers of them have already returned and settled back in the country.

Figure 2.10. Per cent of migrant workers by occupation by gender



Source: MoLESS (2020), Table 23, p. 101.

Given the existing situation of mismatch between educational and occupational qualification of migrant workers at the origin and the qualifications required at the destinations, DoFE reclassified the occupation based on the demand side in 2019. DoFE identified 12 major broader occupational categories in new classification (Figure 2.10). According to new classification, majority of the migrants reported receiving labour permits for elementary work (54.8%) which included cleaning and laundry, general labour, packaging, loading, shipping and delivery (MoLESS, 2020), followed by service and sales (18%). Other two categories were construction (9.3%) and driver/machine operator (7.1%). Females were almost non-existent in some selected occupation

such as construction, electrical and mechanical technician, fishery, poultry, and gardener. But women were dominant in sub-sectors like service and sales, manufacturing, office/administrative/associate professionals, aviation and cruise and professional and managers.

2.2.3 Estimates of migrant workers and the returnees

Based on the data of the Nepalese Diplomatic Missions and the Ministry of Foreign Affairs, NPC (2020) estimated a total of 3,210,848 Nepalis currently residing in more than 42 countries around the globe.²⁰ This estimate was about 11 per cent of the 2020 projected total population of Nepal, and comprised about 4 per cent more than the absentee population recorded by the 2011 Population Census. Five major destinations such as India, Qatar, Malaysia, Saudi Arabia and United Arab Emirates occupy more than 70 per cent of the total migrants abroad.

Due to the COVID-19 pandemic, it was estimated that within a year about 618,700 migrant workers will return to Nepal (Lando, 2020).²¹ As shown by CCMC data, there were 130,661 arrivals in TIA within a period of six months from July–December 2020. After eliminating the non-migrants from the total entries, there were 66,115 migrant workers, of which 60,824 (92%) were males and 5,265 (8%) were women. There were 145 countries throughout the globe from where the migrant workers had returned. The top 15 destination countries are displayed in Table 2.1. Singapore and the United Kingdom are known for employment in police and army, respectively. There were about 45 police and armies in the total figure. The top 15 destinations comprised about 97 per cent of the total migrant workers.

Table 2.1. Top 15 destination countries of returnee migrant workers, 14 June – 16 Dec 2020

SN	Destination	Men		Women		Total*	
		N	%	N	%	N	%
1	United Arab Emirates	16 316	26.8	1 695	32.2	18 020	27.3
2	Saudi Arabia	12 067	19.8	134	2.5	12 203	18.5
3	Malaysia	11 132	18.3	220	6.3	11 464	17.3
4	Qatar	9 981	16.4	285	5.4	10 269	15.5
5	Kuwait	4 438	7.3	1 016	19.3	5 461	8.3
6	Republic of Korea	990	1.9	71	3.5	1 061	2.1
7	Bahrain	930	1.6	99	1.3	1 030	1.6
8	Japan	540	1.5	300	1.9	841	1.6
9	Oman	532	0.9	92	5.7	624	1.3
10	Maldives	366	0.9	71	1.7	437	0.9
11	United States	259	0.6	140	1.3	399	0.7
12	Australia	153	0.4	131	2.7	284	0.6
13	United Kingdom	168	0.3	92	2.5	260	0.4
14	Iraq	103	0.3	78	1.7	181	0.4
15	Singapore	135	0.2	32	1.5	167	0.3
Grand total*		60 824	-	5 265	-	66 115	-
Row %		92.0	-	8.0	-	100.0	-

Source: CCMC database.

Note: *26 cases of gender reported as "other" category is also included in the total cases.

India is not concluded in the list since migrant workers from India enter Nepal through border checkpoints, and this data base is based on the entries through TIA.

According to IOM Rapid Survey, the number of migrant workers currently at work in the foreign countries ranged between 2.4 million to 3.0 million.²² In 2018/19, major destinations of Nepali migrant workers were noted as Qatar (31.8%), United Arab Emirates (26.5%), Saudi Arabia (19.5%) and Kuwait (6.8%). Major job-cuts were reported in these countries because of COVID-19. The Foreign Employment Board of Nepal estimated that about half a million migrant workers would have returned from GCC nations and Malaysia. In late 2020, the Government had decided to repatriate about 25,000 Nepali

20 Projected total population for 2020 is 29,996,478 (see CBS 2014, Chapter 12, Table 12.1, p. 316).

21 Lando, Lorena. (2020). Strategies for post-COVID-19 recovery amidst falling remittances. The Himalayan Times, English Daily Newspaper, 15 June 2020.

22 Status of Nepali Migrant Workers in Relation to Covid-19- Rapid Phone Survey, IOM, 2019.

migrants living in vulnerable condition in various countries. About 200,000 Nepali migrant workers in India were reported to have returned to Nepal just before the national lockdown. According to the Ministry of Home Affairs report 700,000 migrants have returned home from India alone during the lockdown. Hence, the estimate suggests that altogether 1.4 million migrant workers have returned to Nepal during the COVID-19 crisis.²³

Table 2.2 presents the estimated number of the returnee migrant workers from various sources. The first row which was estimated by NPC, which was based on sources namely, NLSS, 2017/18, MFA (Ministry of Foreign Affairs) and the returnee migrant workers who entered Nepal through TIA in 2020, January–March (Annex 2 Table 2.3). The number of the returnee migrant workers was estimated at 979,321. There is no mention of any specific timeframe but tentatively within a period of one year, as of mid-year 2020. This survey had covered the returnee migrant workers from over 41 destination countries.

Table 2.2 presents the number of returnee migrant workers, who entered Nepal also through the TIA during the period of six months from July–December 2020, which recorded 145 destination countries (as described in the preceding section). The third row provides the data from MoLESS, where the number of returnee migrant workers was based on the TIA entries as well from January–March 2020. It recorded a total of 16,6247 returnees in three-month period.

Table 2.2. Estimated returnee migrant workers by various studies and sources

SN	Source/ period covered	Duration of return	Number of destination countries considered	Migrant population estimate	Potential returnees within 1 year	Potential returnees who may come soon	Total estimated returnees
1	NPC, 2020	Jan–Mar 2020 + other sources	42	3 210 848	618 700	360 621	979 321
2	CCMC database	Jul–Dec 2020	145	130 662	NA	NA	66 116
3	MoLESS, 2020	Jan–Mar 2020	10	NA	NA	NA	166 247
4	NAFEA	May 2020	7	1 837 500	NA	NA	448 950

Sources:

1. The effect of COVID-19 pandemic on Foreign Employment and Its Impact on the Economy of NPC, 2020.
 2. CCMC database, 2020. Also included the total number of migrants in India relying on the NLFS 2017/18.
 3. MoLESS 2020, Nepal Migration Report.
 4. NAFEA publication, 18 May 2020.
- NA data not available.

Finally, the NAFEA publication provided the estimates of returnees based on the migrant workers in seven key destinations and also estimated the proportion of job losses in those destinations. NAFEA calculated in May 2020 that a total of 448,950 migrant workers returned to Nepal (Annex 2 Table 2.4). It however, considered only the key destinations covering about 80 per cent of the Nepalese migrant workers.

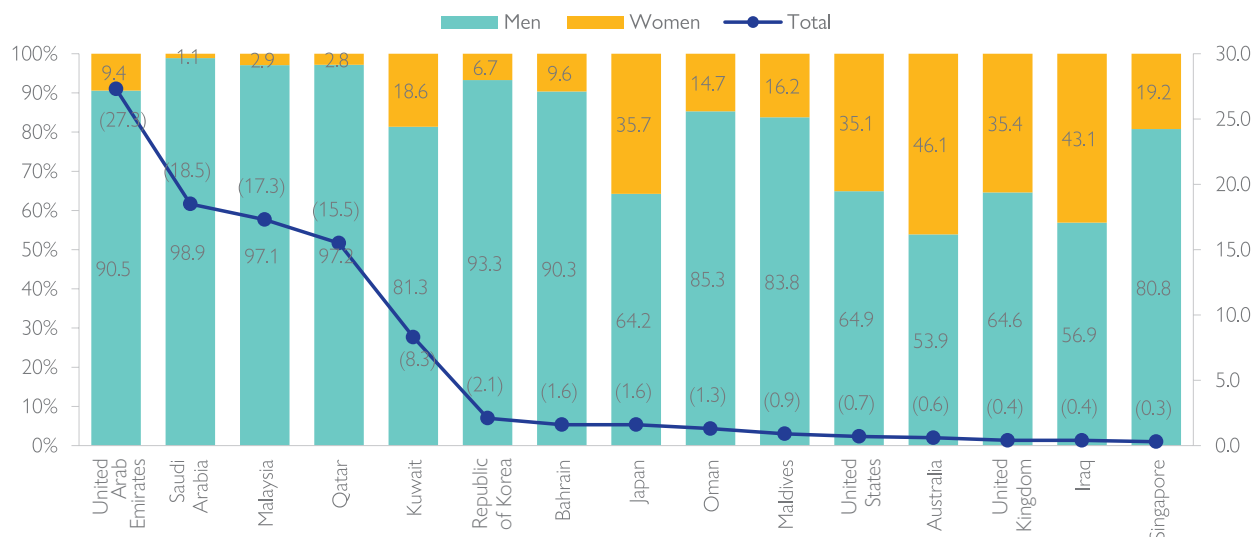
It would be hard to arrive at the exact number of returnee migrant workers in the country. During the COVID-19 crisis, a large number of migrant workers have been repatriated from the Indian cities and abroad. They are not really re-migrating to their destinations because of COVID-19 threat and the lockdown although the returnees from India have started re-migrating particularly from the Sudurpaschim and the far-western provinces of Nepal. Considering the number of returnees presented in Table 2.2, the NPC estimate is considered plausible. Hence, approximately one million migrant workers have already returned to Nepal. Similarly, the NAFEA estimate of almost half a million also seems reasonable considering only seven top destination countries.

2.2.4 Top destinations of Nepali migrant workers and the reasons for returning

Figure 2.11 shows the returnee migrant workers from 15 destinations, where four top destinations were GCC council (United Arab Emirates, Saudi Arabia, Qatar and Kuwait) and Malaysia, which constituted 90 per cent of the total returnees. Among them, the United Arab Emirates was at the top (27.3%), followed by Saudi Arabia (18.5%), Malaysia (17.3%), Qatar (15.5%) and Kuwait (8.3%). Males comprised 92 per cent of the returnees.

²³ Ibid.

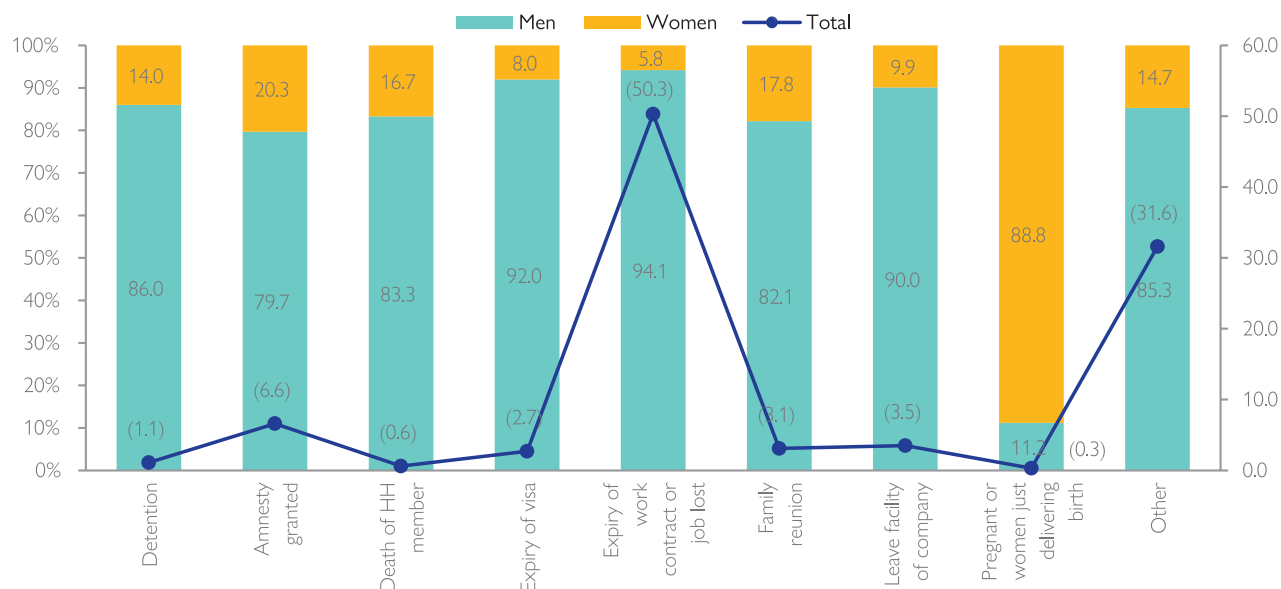
Figure 2.11. Top 15 destination countries of returnee migrant workers by gender, 14 June–16 December 2020



Source: CCMC data.

Figure 2.12 shows the returnees' explained reasons for returning to Nepal as per the CCMC database. There were eight explained reasons for returning to Nepal. The main reasons were "expiry or the end of contract tenure or lay off" accounting for 50.3 per cent, followed by "child bearing/delivering", 11.2 per cent, "Amnesty granted", 6.6 per cent, "family reunion", 3.1 per cent, "expiry of visa", 2.7 per cent. However, those giving the reason as "others" were 31.6 per cent and the returnees did not want to give any reason for returning.

Figure 2.12. Reasons for returning to Nepal by gender



Source: CCMC data.

2.2.5 Nepali migrant population in India

The data on Nepali migrant population in India is sketchy. The factors like open border between the two countries and absence of registration system for crossing the border have constrained to estimate the size of the labour migration to India. However, some studies in the past tried to estimate the number of Nepali migrant workers to India. GEFONT (1998) estimated 2.8 million Nepali migrant workers in India; another study estimated the number to be 1.3 million (Seddon, et al., 2002), and CBS showed 589,050 (CBS, 2001).²⁴ A report done in 2006 by India Nepalese Immigrant Association estimated 3 million Nepalese in India alone (Thieme, 2006).²⁵

²⁴ Keshav Bashyal. A Survey on Nepali Migrants in India: An Empirical Study, Department of International Relations and Diplomacy, Tribhuvan University, Kathmandu, Nepal, November, 2020.

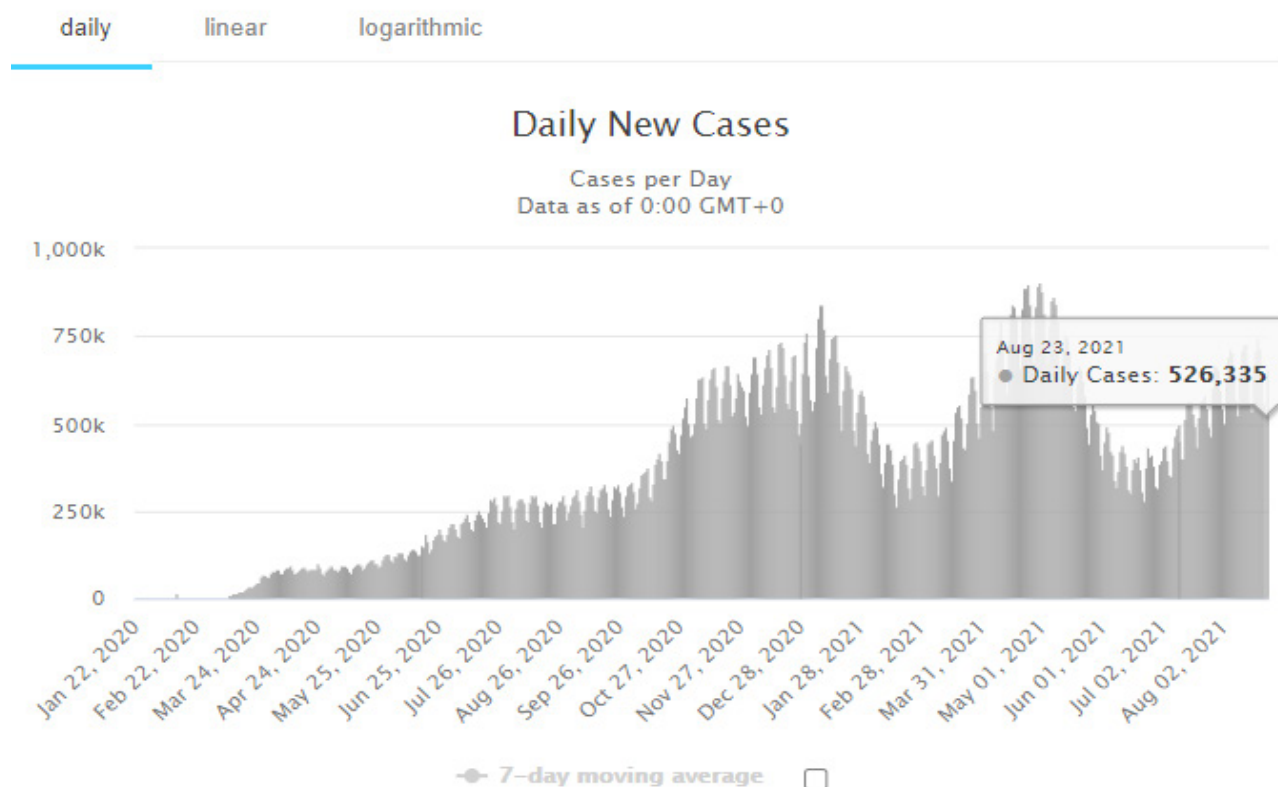
²⁵ Thieme, S. (2006). Social networks and migration: Far-west Nepalese labour migrants in Delhi. Münster, 36–40.

Nearly 400,000 Nepali workers returned from India following the COVID-19 lockdown, Many are now headed back because they have not been able to find jobs in their home country (Khadka, 2020).²⁶

2.3 A BRIEF OVERVIEW OF ECONOMY OF NEPAL

It is pertinent to discuss about the COVID-19 pandemic which has negatively affected the global economy. The crisis still continues in several countries with variation in severity and impact. The series of lockdowns have affected the global and internal trade and tourism, economic activities and the general lives of people.

Figure 2.13. COVID-19 infected daily new cases



Source: Worldometer, 24 August 2021.

The daily infected cases around the world were 526,335 (average of a week) on 23 August, 2021 (Figure 2.13). The trend shows ups and down in the weekly averages, reached peak during January 2021, declined during May and June, and then rose again during July 2021. As of 23 August, total global confirmed infected cases were 214 million and the total deaths were 4.5 million.

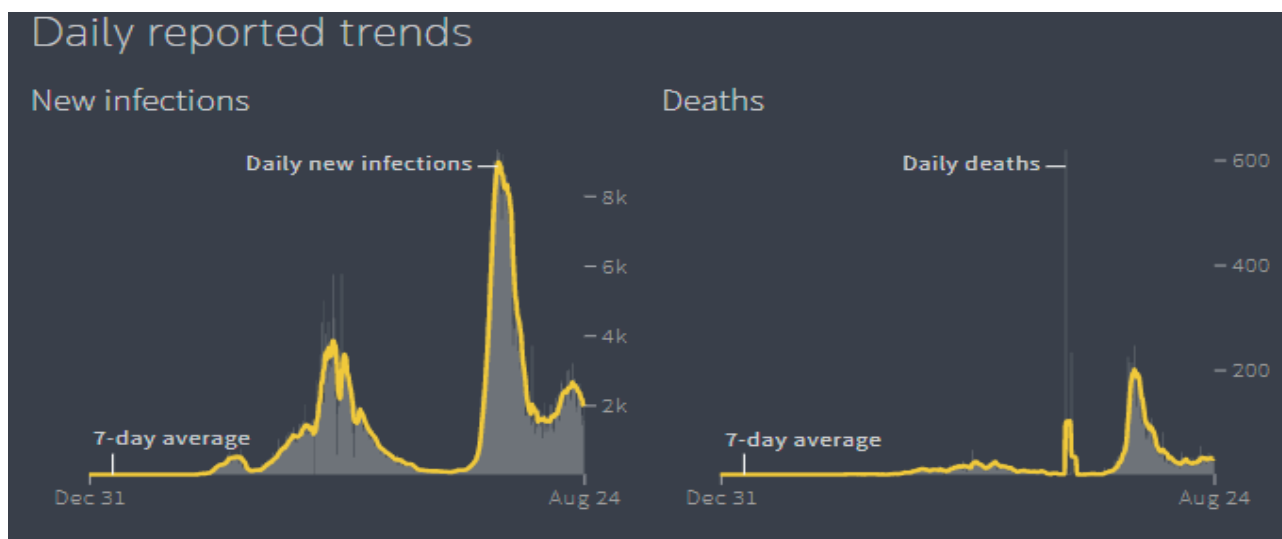
The virus also struck Nepal and resulted in subsequent lockdowns. Since the COVID-19 pandemic started, the total number infected cases in Nepal were 751,000 as of 24 August 2021 and total number of COVID-19 related deaths was 10,568.

Figure 2.14 shows the daily infected cases (left graph) and daily deaths (right graph). Accordingly, daily new infections were 1877, and daily deaths were 16 people. As compared to December 2020, the daily new infections and deaths have gone up (Reuter's COVID-19 Tracker).²⁷

²⁶ U. Khadka, Nepali Times, 7 September 2020.

²⁷ Reuters Covid-19 Tracker, 25 August 2021.

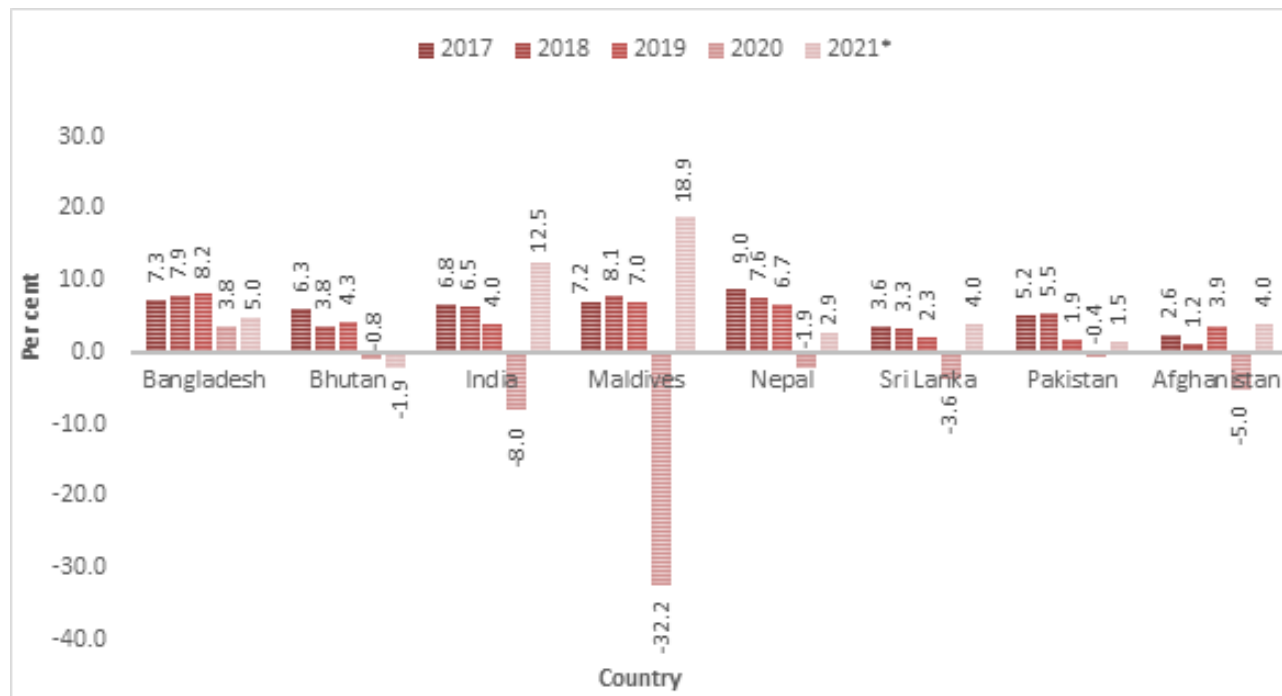
Figure 2.14. Trend of Corona virus infected cases in Nepal, July 2021



Source: Reuters Covid-19 Tracker- <https://graphics.reuters.com/world-coronavirus-tracker-and-maps/countries-and-territories/nepal/>.

The adverse effect of COVID-19 is visualized in the South Asian countries in terms of their GDP decline as shown in Figure 2.15. Nepal's economic growth was 6.7 per cent in 2019 and went down to - 1.9 per cent in 2020. The IMF projects Nepal's GDP to expand by 2.9 per cent in 2021. The decline is Nepal's GDP due to the effect of corona virus. Among the South Asian nations, economic growth rates of Bhutan, Maldives, Sri Lanka, Pakistan and Afghanistan were negative in 2020, and projected to improve in 2021.

Figure 2.15. Economic growth rate of South Asian countries (in %)

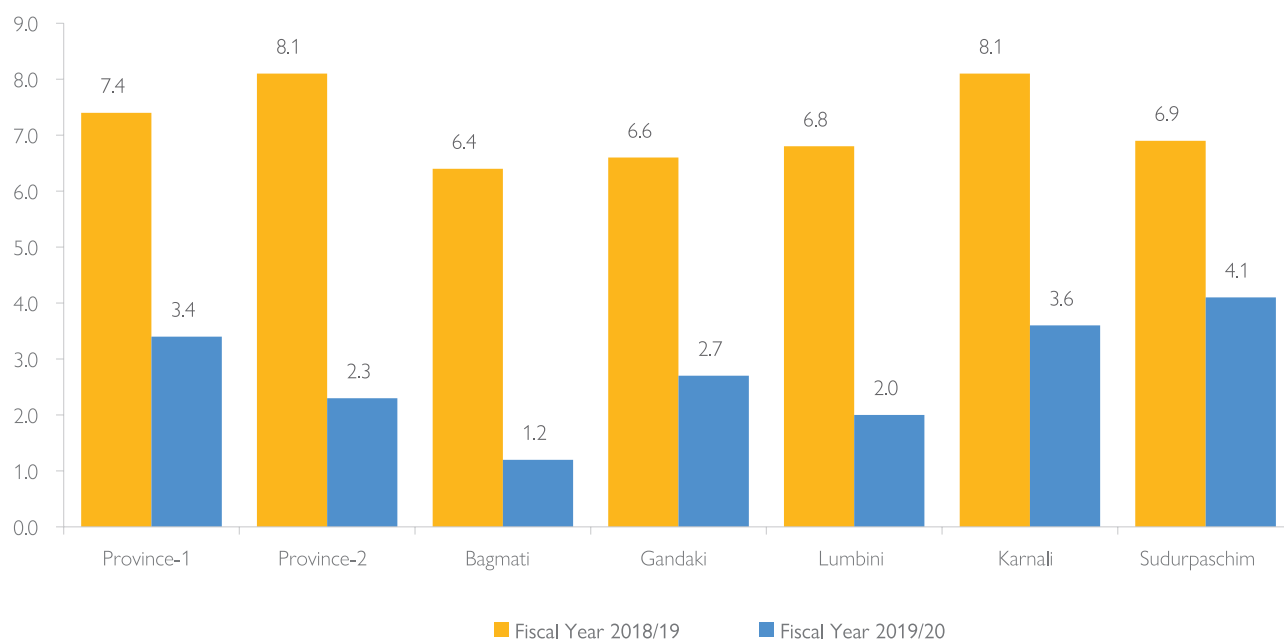


Source: Data adopted from International Monetary Fund, April, 2021.

Note: Estimated.

Figure 2.16 shows the GDP growth of provinces in FY 2018/19 and FY 2019/20. The dark green shades referred to the GDP growth rates for FY 2019/20 and were smaller than the light green shades referring to the GDP growth rates for FY 2018/19. All the seven provinces experienced decline in the GDP growth rates.

Figure 2.16. Nepal's province wise GDP growth rate (%)



Source: Central Bureau of Statistics, 2020.

2.3.1 Structure of Nepal's economy

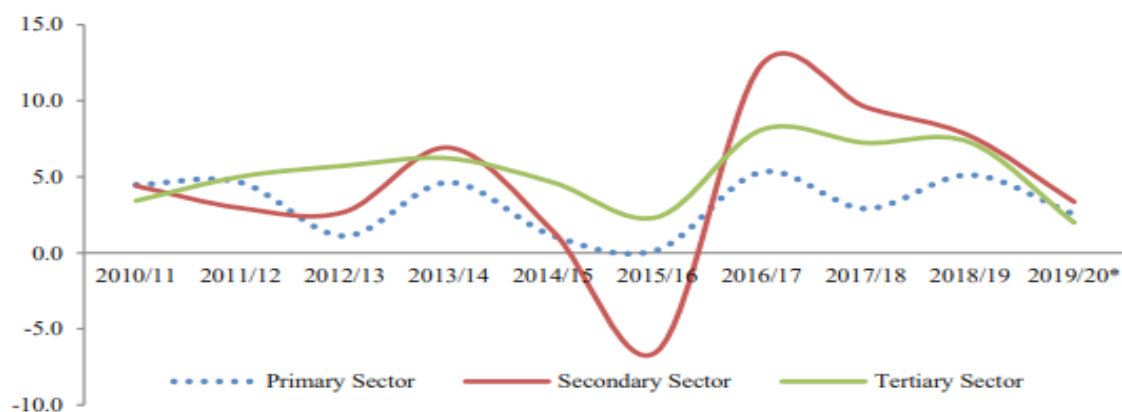
Figure 2.17 presents the sectoral GDP growth namely GDP growth of the so-called primary, secondary and tertiary sectors. The primary sector is also termed as the "aggregate agriculture sector", which includes sub-sectors like agriculture, fishery, mining and quarrying. The secondary sector includes sub-sectors like manufacturing, construction, electricity, gas and water. Finally, is the tertiary Sector which is mainly "service sector" consisting of wholesale and retail business, hotel and restaurant, transport and communication, storage, real estate and business service, banks and financial institutions and public administration.

Figure 2.17 shows that the tertiary sector is the most volatile sector among the three sectors, showing oscillatory behaviour for the review period, FY 2010/11–FY 2019/20. The other two sectors i.e. primary sector and secondary sector looked relatively stable during the review period. The growth rate of GDP for all the sectors declined sharply in FY2014/15–FY 2015/16, and notably the negative growth for the secondary sector (red line). That was the period aftermath the devastating earthquake of 2015.

The primary sector

The contribution of the Primary dropped during FY 2019/20–FY 2020/21 due to the decline in paddy production, disruption in supply chain of vegetable production and production and supply of meat and dairy products. The value addition of mining and quarrying had been negative due to the retrenchment of construction work.

Figure 2.17. Sector wise GDP growth



Source: Central Bureau of Statistics, 2020.

Note: Estimated.

The secondary Sector

The secondary sector's (manufacturing, construction, electricity, gas and water sub-sectors) value addition decreased by 2.27 per cent in FY 2019/20 as compared to the previous Fiscal Year. The manufacturing sector's GDP growth, in particular, would be negative mainly due to COVID-19, caused by the lockdown of industries and business and disruption of supply chain. As this sector employs a large chunk of workforce, many workers have been adversely impacted in terms of reduced earnings and job losses.

The tertiary Sector

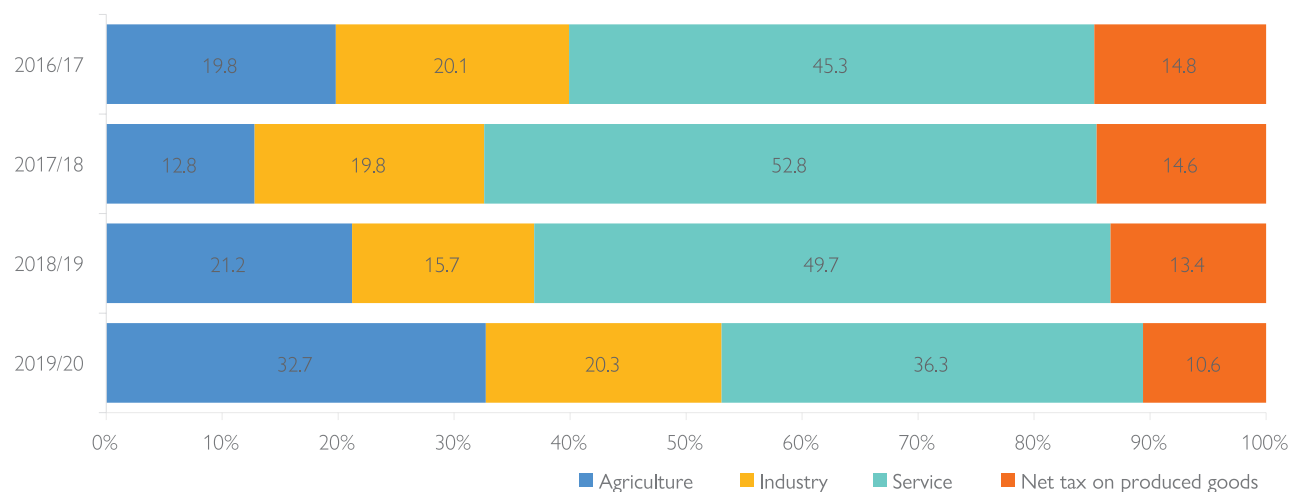
The tertiary Sector (wholesale and retail business, hotel and restaurant, transport and communication and the storage, real estate and business service, and banks and financial institutions and public administration) is quite crucial from the viewpoint of workforce absorption. This sector's contribution to GDP started declining since FY 2019 and continued to decline until the end of 2020.

2.3.2 Agriculture, Industry and Service sectors' contribution to GDP growth

Another way is to observe the respective contribution of agriculture, industry and service sectors to GDP which explains the relative significance of each of the sectors' employment potentials as well.

Figure 2.18 shows the sectoral contribution of agriculture, industry, and the service sectors to the growth of GDP, including the tax on produced goods. In the review period FY 2016/7–FY 2019/20 the contribution of agriculture sector to GDP growth (blue bar) have gradually increased and reached 32.7 per cent in FY 2019/20, Industry sector's contribution decreased in FY2018/19 but maintained at 20 per cent, and service sector's contribution showed a declining trend from 45.3 per cent in FY2016/17 to 36.3 per cent in FY 2019/20. Finally, the contribution of the net tax on goods looked in the graph like the inverted pyramid which means its contribution was gradually declining since FY 2016/17. In a nutshell, the service sector is being affected the most by COVID-19 pandemic as its GDP contributions declined the most as compared to other sectors. Industry sector actually revived in FY 2016/17 to FY 2018/19 since its contribution to GDP reached 20.3 per cent in FY2019/20. Finally, the agriculture sector was the least affected sector by COVID-19 as its contribution to GDP growth reached 32.7 per cent in FY 2019/20 as compared to 21.2 per cent in FY 2018/19.

Figure 2.18. Sectoral contribution to GDP growth (in %), 2016/17–2019/20

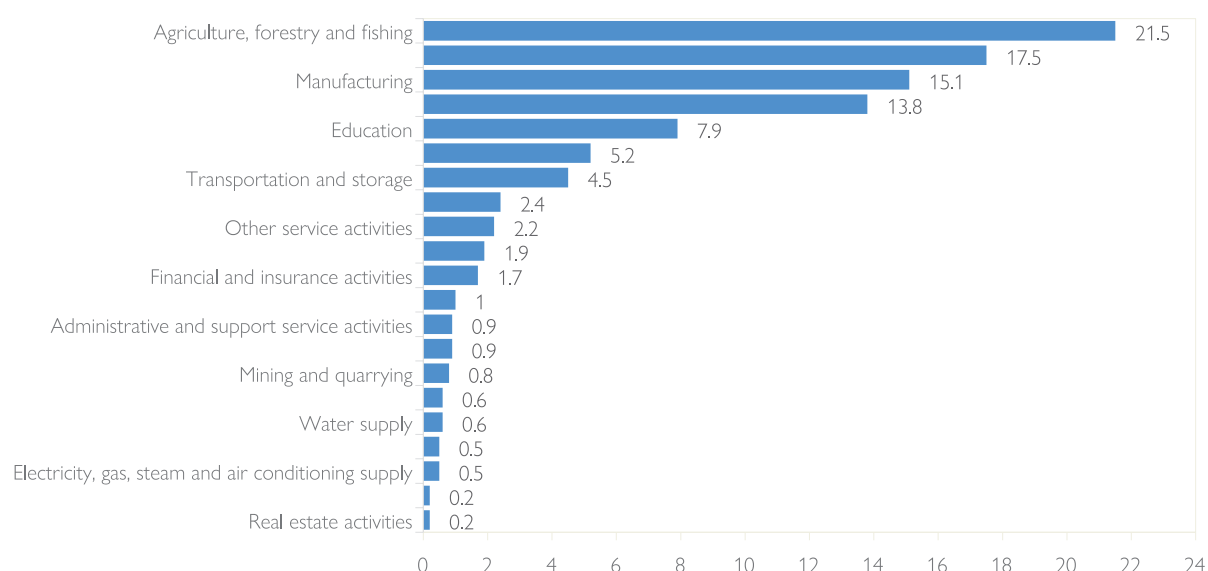


Source: Economic Survey 2019/20.

2.3.3 Employment by Types of Industry (Nepal Labour Force Survey, 2018)

NLFS, 2018 recorded 21 types of industries where people were employed (Figure 2.19). The "agriculture, forestry and fishing" sector provided the highest proportion of employment (21.5%), seconded by wholesale and retail trade sector (17.5%), and motor vehicles and motorcycles repair (17.5%). The manufacturing sector and construction sector were providing employment to 15.1 per cent and 13.8 per cent respectively.

Figure 2.19. Share of employment by industry, NLFS 2018



Source: NLFS 2018; Table 4.1.

Table 2.3 shows an aggregated sectoral contribution to the GDP and employment. More than two-thirds (70%) of the total employment was dominated by the aggregate agricultural sector (agriculture, forestry and fishing), and its share in GDP was 26 per cent. The aggregated service sector (includes hotels and tourism, wholesale and retail trade, etc.) was driving the economy, which contributed 17 per cent to total employment and 52 per cent to the GDP. It is notable that in FY2018 the tourism sector, restaurant and hotels sector contributed the highest to the GDP. In the industry sector both the employment and GDP shares were at around 13 per cent.²⁸

Table 2.3. Employment and GDP share of key aggregate sectors (%), 2019

Sector	Employment Share (%)	GDP share (%)
Agriculture	70	26
Service	17	52
Industry	13	13
Total	100	100

Source: Labour market Profile 2019, Danish Trade Union Development Agency, Nepal.

Over the past several years, the agriculture sector is squeezing in terms of its GDP contribution. The persistent low labour productivity in this sector; irregular monsoon rainfall, lack of irrigation, lack of fertilizers, and the natural disasters have created major setback in the agricultural production. A lack of access to machines and vocational training are other challenges in the development of this sector. So, the traditional agriculture sector is less likely to grow unless farm mechanization is exercised to absorb additional workforce.

The industry sector's contribution to both the GDP and employment was 13 per cent. The small and medium scale enterprises (SMEs), which are the sub-sectors of the manufacturing sector, represented significant position in the employment provision. Nepal's Industrial Enterprise Act 2020 has classified firms by size based on the value of fixed assets. In 2016, SMEs contribution was about 22 per cent to GDP and employed about 1.7 million people.²⁹ Table 2.4 shows that SMEs were providing employment to 510,523 persons, and stands as one of the top sub-sectors which could be the most potential sub-sector of employment to the returnee migrant workers, when the COVID-19 pandemic lessens. While gauging into the SMEs, both registered and unregistered, there were 104,058 manufacturing establishments in the country then.³⁰ This poses a huge potential to employ additional workforce.

Table 2.4 shows almost 98 per cent of the manufacturing establishments were small units, while 1.6 per cent were the medium-sized units and 0.7 per cent were the large units, as number of persons employed are considered for ranking the

²⁸ Labour market Profile 2019, Danish Trade Union Development Agency, Nepal.

²⁹ Paras Kharel and KshitizDahal, ADBI Working Paper Series, Small and Medium-Sized Enterprises in Nepal: Examining Constraints on Exporting, No. 1166 July 2020.

³⁰ National Economic Census (NEC) 2017/18 (CBS, 2019).

establishments. The data shows that SMEs account for two thirds of employment in the manufacturing sector. Moreover, establishments employing more than ten persons make up 95 per cent of the total enterprises, and 46 per cent of the total workforce engaged. If the subsector would invigorate with some sort of support from the government then additional employment could be generated.

Table 2.4. Employment in manufacturing establishment, 2018

SMEs details	Small	Medium	Large	Total
No of establishment	101 697 (97.73%)	1 629 (1.57%)	732 (0.70%)	104 058
Employment (persons engaged)	268 783 (52.65%)	66 250 (12.98%)	175 490 (34.37%)	510 523
No. of establishments with less than 10 persons engaged	98 983 (95.12%)	NA	NA	NA
Employment (persons engaged) in establishments with less than 10 persons engaged	233 881 (45.81%)	NA	NA	NA

Source: Authors' calculation from CBS (2019), ADBI Working Paper Series, Small and Medium-Sized Enterprises in Nepal: Examining Constraints on Exporting, Paras Kharel and Kshitiz Dahal No. 1166 July 2020.

NA: Data not available at table source for the stated classification.

2.3.4 Impact of COVID-19 on key economic sectors and sub-sectors

It is interesting to observe the sectors having had "high" and "medium" impact caused by the COVID-19 and the consequent lockdowns. It is less likely to create demand for labour in the short run for those sectors suffering "highly impact" by COVID-19. Table 2.5 shows that hotel and restaurants, and transport, storage and communication were "highly impacted" by the COVID-19. The output growth of the sector had declined by more than 50 per cent. The 'medium impact' sectors were the manufacturing, construction, agriculture and forestry, wholesale and retail trade. As compared with FY2018/19, output growth of the sector in FY2019/20 declined sharply.³¹ It is noteworthy that they were providing jobs to millions of work force in the country.

Table 2.5. Specific sector output growth between FY2018/19 and FY2019/20 (%)

High impact sectors	FY 2018/19	FY2019/20	Medium impact sector	FY2018/19	FY2019/20
Hotels and restaurants	7.33	-16.3	Manufacturing	6.82	-2.27
Transport, storage and communications	5.9	-2.45	Construction	8.05	-0.31
Arts, entertainment and recreation	NA	NA	Agriculture and forestry	5.05	2.48
			Wholesale and retail trade	11.06	2.11

Source: Nepal Rapid Assessment of socio-economic impact of COVID-19, UNDP/ IIDS, 2020.

2.3.5 Potential employment sectors for the returnee migrant workers

The agriculture sector's GDP is declining over the years but it still is providing employment to 70 per cent of the workforce. With enhanced access to machine and irrigation, and vocational education and skills, agriculture sector can absorb a large number of workforces in the country. The investment mechanism needs to be transformed following the commodity wise investment policy. There is high scope of coffee production considering high potential to expand its cultivation, production, exports and employment generation. Annex 2, Tables 2.5, 2.6 and 2.7 provide the data on coffee cultivation, its cultivation potentials, demand gaps and the scope of employment. Due to the large migration of household members to overseas in search of work, there is fallow land throughout the country. The uncultivated land could be brought under cultivation to generate additional employment.

³¹ Nepal Rapid Assessment of socio-economic impact of COVID-19, UNDP/ IIDS, 2020.

The aggregate Industry sector contributes 17 per cent of the overall employment. As shown in the preceding sections, the manufacturing as well as the SMEs sub-sectors, construction, wholesale and retail trade sub-sectors have huge potential to absorb the additional workforce. Although adversely impacted by the corona pandemic at present, industry sector is potential for workforce absorption.

2.4 LABOUR AND FOREIGN EMPLOYMENT – A LEGAL FRAMEWORK

In order to incorporate all the dispersed provisions related to labour and foreign employment, provide accessible migration process and lead the foreign employment management protecting the rights of Nepali workers abroad, the Foreign Employment Policy 2068 BS (2012 AD) was framed. The goal of the Foreign Employment Policy is to ensure safe, organized, respected and reliable foreign employment to contribute to the poverty reduction along with sustainable economic and social development through the foreign employment. The objective of the Policy is to provide knowledge and skill-based training to Nepalese human resources to develop skilled, empowered and competitive as per demand of international market creating safe, organized and respectable environment for foreign employment.³²

The major policies adopted are:

1. To identify and promote employment opportunities at international market;
2. To develop skilled human resources having competitive capacity for maximize benefits from foreign employment;
3. To create each step of foreign employment simple, transparent, reliable, organized and safe;
4. To address concerns of women workers on labour market and ensure their rights in overall migration cycle;
5. To ensure good governance on foreign employment management;
6. To mobilize local, national and international resources for foreign employment management and also promote collaborative efforts through increasing sectoral partnership; and
7. To mobilize remittance on human development and productive sector as much as possible.

The following activities have been planned to develop skilled human resources having competitive capacity for maximizing the benefits of foreign employment.

Study and analysis of trends of international labour market to enhance capacity of Nepali

- Skill based training programmes in line with the demand by international labour market shall be carried out through professional Training and Skill Development Centres at local level.
- Collaboration with Council For Technical Education and Vocational Training (CTEVT) and other related institutions to provide various trainings and improve skills of workers.
- Foreign employment centric trainings shall be carried out to make accessible to women, indigent, Dalit, population of remote and disadvantage groups or sectors and shall be made foreign employment inclusive.
- Foreign employment shall be taken an opportunity to bring new skill and technology to utilize individual's capacity of the returnees of the foreign employment by promoting and mobilizing their skill and entrepreneurship.

The policy has envisaged making the foreign employment simple, transparent, reliable, organized and safe by strengthening the foreign employment information system, by developing due activities related to pre-employment, pre-departure, departure, on the job, and reintegration. The employment policy advocates to control the human smuggling and trafficking, to perform corporate social responsibilities of foreign employment agencies, of the training related agencies, bank and financial agencies. The policy intended to introduce the foreign employment related curriculum at school/college level.

The foreign employment policy also intended to mobilize Foreign Employment Welfare Fund on the protection and welfare of foreign employees, conduct activities related to data collection, information communication, control of fraudulent activities and rehabilitation of works shall make more effective through mobilizing local authorities and NGOs, execute bilateral agreement to return Nepali workers who are in the prison in foreign jail and make foreign employment related information/communication systematic and conduct special programmes to raise sensitization at the village level shall be initiated.

³² Foreign Employment Policy, 2086, Government of Nepal.

Regarding reintegration, the foreign employment policy has provisioned that the foreign employment shall be developed as a tool to transfer the new skill and technology to the Nepali worker community, and the returnees shall be recognized as development partners for national development and poverty reduction by utilization of their skill and savings. An effective social and economic reintegration package will be introduced for the returnee migrant workers, and they shall be utilized as trainers for orientations and skill trainings. A data base of Nepali worker going abroad for foreign work and returnees will be developed. Furthermore, the foreign employment policy aims at establishing the psychosocial counselling, and rehabilitation centers with the Foreign Employment Welfare Fund.

Nepal's planned development began since 1956, which was Nepal's First Five Year Plan (1956–61). Over a period of 65 years Nepal already completed Fourteenth Plan and currently implementing the Fifteenth Plan. This Plan has envisioned a decent and safe employment as a part of the implementation of the Sustainable Development Goals. The Plan has envisioned enhancing employment reducing the rate of unemployment by making the opportunities available for all citizens in a dignified and productive employment. These issues are the priorities of the Government as indicated by the periodic plans and labour policies. The FY 2020/21 budget of the Government has announced creating 700,000 jobs allocating NPR 4.34 billion for training to support the returnee migrants.³³

2.5 FOREIGN EMPLOYMENT RELATED SERVICES BY THE GOVERNMENT OF NEPAL

There are various problems that the Nepalese migrant workers face during the period of employment such as low salary, unsafe working conditions, sexual harassments and torture, and even deaths during the overseas employment. Table 2.6 shows a total of 6,236 deaths in eight years period. The last column of the table shows government's financial assistance to the victims' families. Every year the government spends millions of rupees to the migrant workers as compensation.

Table 2.6. Number of deaths during foreign employment and details of financial assistance

Fiscal year	Men	Women	Total	Financial assistance (in NPR 10 million)
2012/13	853	24	877	12.06
2013/14	1 000	6	1 006	21.74
2014/15	792	24	816	22.16
2015/16	738	18	756	22.63
2016/17	801	20	821	45.65
2017/18	731	23	754	50.02
2018/19	645	16	661	41.54
2019/20*	534	11	545	38.16
Total	6 094	142	6 236	253.96

Source: Foreign Employment Board Secretariat, 2020.

Note: *as of March 2020.

Since 2015, the Government of Nepal has initiated various activities to address the migrant workers' problems. The Government has also initiated the employment promotion and skill development training for those who intended to go abroad for work as well as for the internal workforce. This included the training to women who planned to work as domestic workers abroad. In order to make the foreign employment safe, the Employment Information Management System (EIMS) was developed, awareness programmes were carried out thorough media, and about 1,200 complains were dealt with.³⁴

Table 2.7 shows various supports received by the migrant workers, namely services from Migrants' Resource Centre, legal counselling, skill development, psychological counselling, and financial literacy. The time series data over the period of seven years however, shows erratic trends for most of the services provided except for legal assistance. The legal assistance service receivers were 1,715 individuals but higher in 2017/18, and 2018/19. The most erratic trend is seen for the Migrants' Resource Centre (MRC) service recipients, which reached the highest 126,605 in FY 2015/16 but only 54,458 in a period of eight months in FY2019/20. The service receivers on psychological counselling and the financial literacy have shown fluctuating trends. From the data it is evident that number of service recipients was low considering the large number of workers going abroad each year, repatriating and probably seeking for short skill training.

³³ IOM Rapid phone survey, Status of Nepali Migrant Workers in Relation to COVID-19, 2020

³⁴ MOLESS, FY 2071/72, The Nepalese Journal of Labour and Employment, Government of Nepal.

Table 2.7. Details of foreign employment related service recipients

Fiscal year	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20*
Number of service recipients at Migrants' Resource Centre (person)	29 441	92 736	126 605	118 181	113 766	87 377	64 458
Legal assistance and counselling (person)	2 016	1 670	1 943	2 091	2 905	3 015	1 715
Skill development (person)	790	1 001	2 353	3 061	1 263	1 229	1 067
Psychological counselling services (person)	312	1 631	2 783	2 805	3 304	2 117	236
Financial literacy (person)	-	634	1 088	1 571	1 780	717	3 613
Total	32 559	97 672	134 772	127 709	123 018	94 455	71 089

Source: MoLESS, Government of Nepal, 2020.

Note: *First Eight Months.

2.5.1 Prime Minister's employment programme

Government of Nepal is addressing the immediate employment problems of the returnee migrants and those who lost jobs because of the COVID-19 pandemic through its Prime Minister's Employment Programme (PEMP) along with other ongoing programmes are provincial and local level. The programme was launched in February 2019, and it does not exclude the returnee unemployed migrant workers. The programme is a sort of livelihood scheme for employment to the laid-off unemployed citizens. In FY 2019/20, approximately NPR 5 billion was allocated and NPR 2.30 billion was disbursed to the municipalities for the sake of wage payments to the laid off workers through the local programmes and projects.³⁵

Table 2.8 shows that In FY 2019/20 the PEMP were implemented in 541 local levels out of the total 753. Altogether 150,635 individuals got employment from 4,302 projects were implemented. The average employment day created was only 16. It was further reported that MoLESS was still collecting the details from the local units who have had implemented the projects under the PEMP.

Table 2.8. Employment created by Prime Minister Employment Programme

Province	No of local levels	Project-Implemented local levels	Project not implemented local levels	No. of projects implemented	Number of persons employed	Average employment days	Total days of employment
Province-1	137	101	36	671	15 048	16	234 513
Province-2	136	76	60	395	9 484	16	148 097
Bagmati	119	82	37	678	143 55	14	196 019
Gandaki	85	69	16	488	9 611	13	124 238
Lumbini	109	84	25	775	21 123	15	296 156
Karnali	79	60	19	587	16 438	19	296 648
Sudurpaschim	88	69	19	708	19 576	18	343 729
Total	753	541	212	4302	105 635	16	1 639 400

Source: Economic survey FY2020/21.

Table shows that 541 local units have implemented the programmes out of 753 local units in the country. The PEMP however, recognizes that the progress had not been satisfactory, and the main reasons behind it were the late budget dispatch, inabilities of local entities to start projects on time and so on. The budget allocated for PEMP in the previous Fiscal Year (FY) was not been fully expended.

In theory, Government of Nepal has the reintegration programmes, provision of soft loans, and also jobs through the PEMP. However, the PEMP was not well received for creating just 13 days of employment for 175,909 returning migrant workers in the past fiscal year. The returnee soft loan programme approved credit for 0.55 per cent of the total 18,000 applicants. The FY 2019/20 budget had employment centric strategies, but implementation had been slow.

³⁵ <https://www.opmcm.gov.np/en/annual-progress-report-of-prime-ministers-self-employ-program/>

There were various special training, such as residential women skill development training, special skill training to foreign employment seekers, and youths choosing self-employment (caregiver, sales girl, wood carving, security guard, men and women, mushroom farming, small hotel business, rural animal husbandry, rural worker, scaffolding, shuttering carpentry, steel fixer, cook, Thangka painting, nursery, front-office management, entrepreneurship training, etc.). The skill training curriculum are drafted and revised in the Bhaiseapati, Kathmandu Training Centre. Then, revisions are made based on the international and domestic market demand for skills. It follows the double track system of training which means that any training such as TOT orientation and skill development capacity enhancement training could be conducted depending on the demand of such training without affecting the regular annual training programmes.

Table 2.9. Vocational and skills development training carried out by the Government of Nepal

Type of vocational and skill development training		
Accounting application operator	Carpentry	Natural fibre-based handicraft maker
Cutting and sewing	Cleaner	Plumbing
Computer training	Electricity fitting	Pump set mechanics
Advanced cutting and sewing	Dhaka making	Receptionist cum telephone Operator
Automobile maintenance	Electricity maintenance	Salesperson
Basic security guard	General mechanics	Shuttering/carpentry
Beautician advanced	Mason	
Bet/Bamboo	Welding	
Bike maintenance	Mobile phone repair	
Care giver	Tile and marble fixing	

Source: Bhaiseapati Training Centre website, August, 2021.

The cottage and small-scale enterprises development promotion centre of the Government of Nepal is providing host of skills training of varying depths with a view to develop entrepreneurship among the youth population who are unemployed. Annex 2, Table 2.8 shows 60 types of training ranging from a seven-day to 3 months training that was advertised in Gorkhapatra daily Newspaper in January 2021 by cottage and small scale industry development centre. Those were the sort of regular training activities being conducted by the cottage and small-scale industry. Due to the lack of regular monitoring, and follow up mechanism in place, the post training status of the trainees are not known.

2.5.2 Returnee migrant workers' nature of work at destination

The dataset on the skill demand of the workers was received from MoLESS for the period of 16 July 2017 to 15 July 2021, which was approved by and recorded in the DOFE database. The data set was cleaned for skill categories for uniformity. The data set covered 708,453 migrant men and women approved for various work destinations abroad. Annex 2, Table 2.9 shows the approved work categories that the returnee migrant workers were being hired at various destinations. The table shows that majority of men were approved for general work (39.41%), followed by factory work (10.19%), cleaning (9.83%), and security guard (8.45%). Similarly, majority of women migrant workers were approved for the cleaning work (48.53%), followed by housekeeping (16.59%) and factory work (8.79%). Overall, almost 37 per cent were approved for the general work while almost 13% were for cleaning work. It showed that majority of migrant workers seemed to have been approved for semi-skilled or unskilled type of work at destinations.

CHAPTER 3

PROFILE OF RETURNEE MIGRANT WORKERS

The individual attributes like age-sex composition, household size, educational status and place of residence of the population may have association with migration. An attempt has been made to examine the association between these issues along with other information obtained from the returnee migrant workers. Other information such as age at the time of first migration to foreign country for employment; marital status; training received on job-related before leaving the country for the first time; place of destinations; frequency and duration of migration for employment; and reasons for returning to homeland are mainly analysed in this chapter.

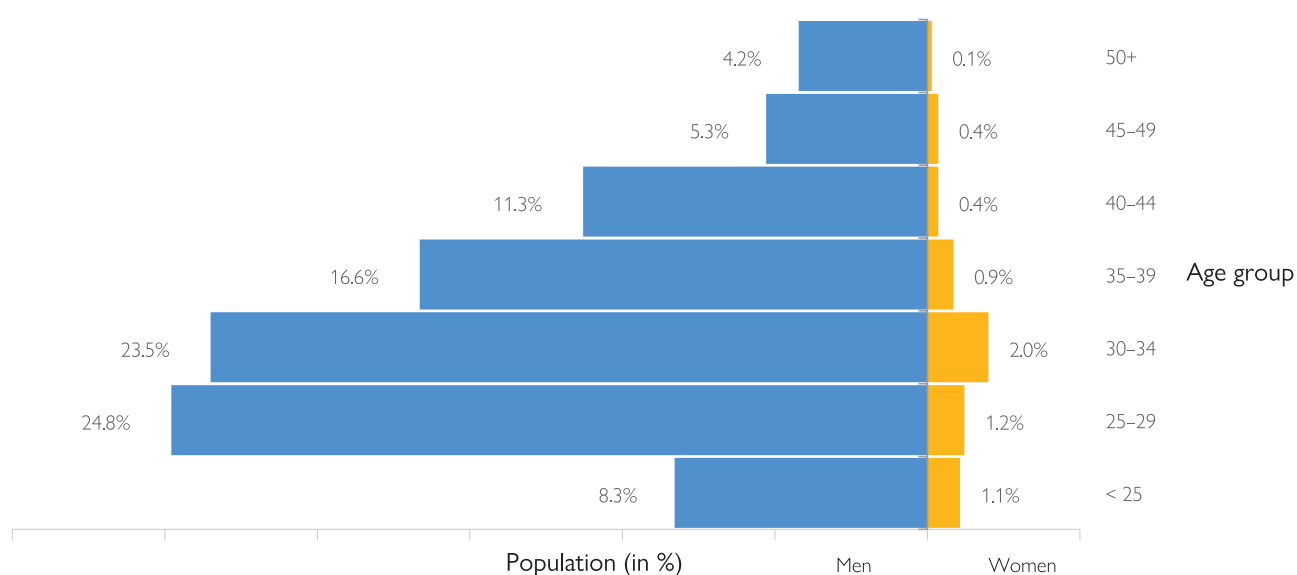
3.1 AGE AND SEX COMPOSITION

Age and sex composition of returnee migrant workers, their household size and number of family members in broad age group categories, i.e. children (0–14 years), working age population (15–64 years), and elderly (65+ years).

3.1.1 Age and sex composition of returnee migrant workers

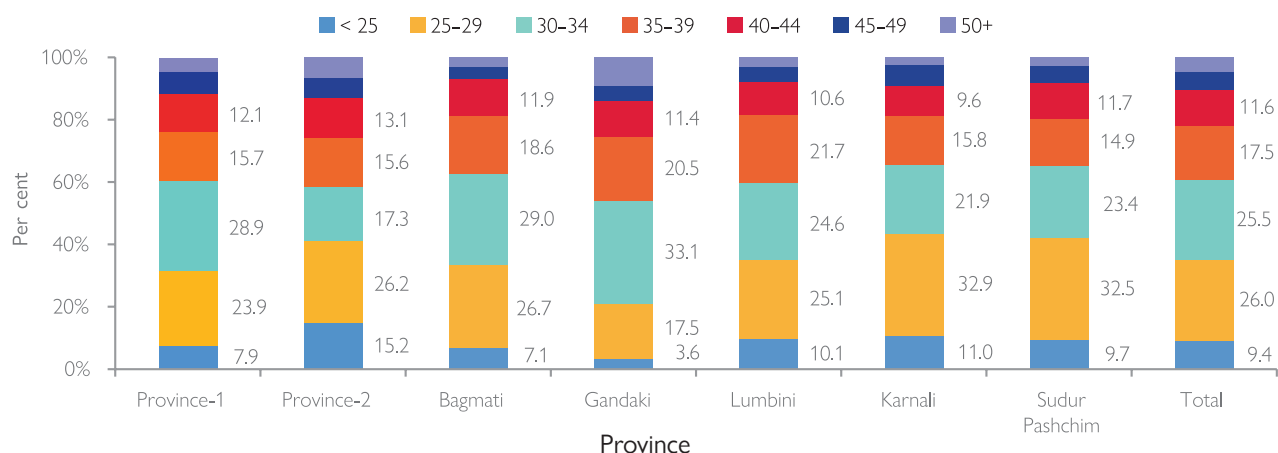
The age-sex composition is shown by the population pyramid in Figure 3.1. The figure shows that a large proportion of the respondents was men (94%), while women were only 6 per cent. Almost one-fourth of the returnee migrant workers were in the age group 25–29, followed by 23.5 per cent in age group 30–34. Almost two-thirds were in the age group 25–39, and age group 50+ years were in small proportion. In comparison with the national statistics, the age group 25–39 comprised only one-fifth of the total population of Nepal (CBS, 2014).

Figure 3.1. Population pyramid of returnee migrant workers



There were only 2 per cent returnee migrant women workers, and majority were in age group 30–34 years. It is observed that 25–34 years were the prime ages for seeking employment in foreign country both for men (51.4%) and women (53.5%), which altogether constituted 51.5 per cent of the migrant workers (Figure 3.2). For detailed information see Annex 3 Table 3.1. The age pattern of returnees is almost similar across all the provinces with a little variation between age groups of 25–29 and 30–34 years, somewhat higher proportion was observed in the former age group in Karnali, Sudurpashchim and Province-2.

Figure 3.2. Age composition of returnee migrant workers (in %)

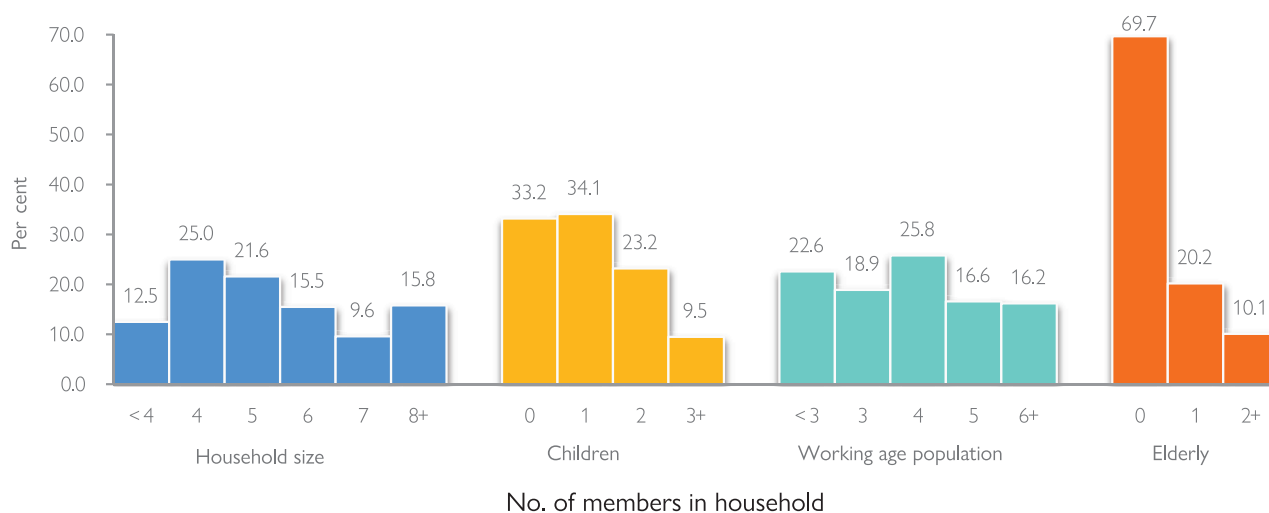


3.1.2 Age composition of household members

In the study of demography, the population age group less than 15 years is considered as dependent, whereas population age group 65 years and more are considered as the dependent old-age population. Therefore, age group 15–64 is considered as working age group. In Nepal, Labour Rules 1993 has defined age to be more than 14 years of age to deploy for any work (Nepal Law Commission, 2018).

From the data on age composition of household members of the returnee migrant workers, it was observed that 34.1 per cent of them had one child in their households below 15 years of age and 33.2 per cent had not even one child in that age category (Figure 3.3). So, more than two third of them had one child below 15 years of age. About 23 per cent of them had 2 children, while 9.5 per cent had 3 or more children in that age category.

Figure 3.3. Returnee migrant workers (%) according to size of household, child population (0–14), working age population (15–64) and elderly (65+)



Almost 70 per cent of them had no elderly family member (65+ years) in their households, 20.2 per cent had only elderly family member, and only 10.1 per cent had 2 or more elderly family members. Thus, the findings may indicate that people with no child or less number of children below 15 years of age and elderly population of 65 years or above were more likely to go abroad for employment.

In working age group category, 25.8 per cent of returnee migrant workers had four household members followed by 22.6 per cent with less than three, 18.9 per cent with three, 16.6 per cent with five and 16.2 per cent with six or more members of working age population in their households (Table 3.1 and Figure 3.3). If one categorizes four or more household members of this age group as a single category, then almost three fifths of them had four or more working age population in their households. It may suggest that unlike number of children and elderly population, individuals with larger household number, i.e. four or more of working age group were more likely to seek employment abroad.

Table 3.1. Returnee migrant workers (%) according to broad age group of household members

Broad age group	Gender		Province							Total
	M	W	1	2	3	4	5	6	7	
Children (0-14)										
0	32.6	42.9	31.8	32.5	40.0	30.1	28.5	39.7	31.2	33.2
1	33.5	42.9	37.9	19.4	30.0	44.6	44.9	38.4	25.3	34.1
2	23.9	13.1	22.9	26.6	25.2	19.3	18.8	19.9	29.2	23.2
3 and more	10.0	1.2	7.5	21.5	4.8	6.0	7.7	2.1	14.3	9.5
Average	1.2	0.7	1.1	1.5	1.0	1.0	1.1	0.9	1.4	1.1
Working age population (15–64)										
Up to 2	22.5	23.8	34.6	13.9	24.3	28.9	15.5	17.8	18.8	22.6
3	18.4	26.2	19.3	13.5	27.1	22.3	23.2	16.4	7.8	18.9
4	25.5	29.8	22.1	20.7	31.9	30.7	26.6	31.5	20.1	25.8
5	17.0	9.5	13.2	25.7	8.6	12.0	16.9	17.1	23.4	16.6
6 and more	16.6	10.7	10.7	26.2	8.1	6.0	17.9	17.1	29.9	16.2
Average	4.1	3.6	3.5	4.7	3.5	3.5	4.2	4.1	4.9	4.0
Elderly (65 and above)										
0	69.0	81.0	73.6	66.7	72.9	62.0	80.2	62.3	64.3	69.7
1	20.7	13.1	18.9	21.9	15.2	26.5	17.4	21.9	22.1	20.2
2 and more	10.3	6.0	7.5	11.4	11.9	11.4	2.4	15.8	13.6	10.1
Average	0.4	0.3	0.3	0.5	0.4	0.5	0.2	0.5	0.5	0.4
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

Note : M=men, W=women.

3.1.3 Household size

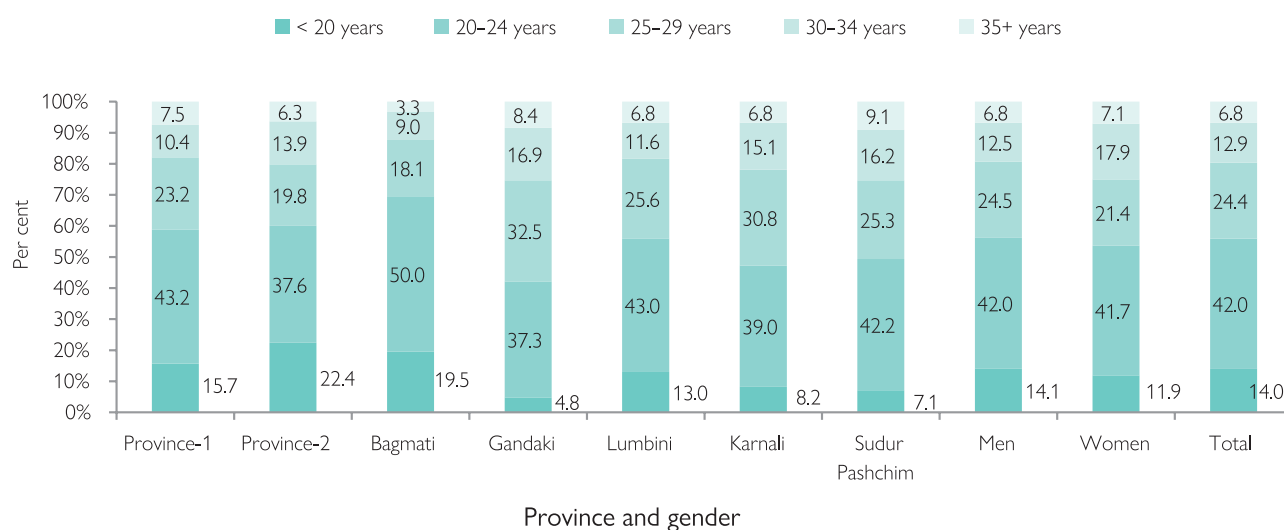
The average household size of the returnee migrant workers was 5.6 members. One fourth of the returnee migrant workers had four members in their households, 21.6 per cent had 5 members, followed by about 16 per cent with eight or more members in the family (Figure 3.3). The average household size of returnee migrant workers was found higher than the national average and even when compared with the census figure of 2011 (4.9) and Annual Household Survey 2015-16 (4.6), implying that usually people with larger household size tend to move abroad for foreign employment.

3.1.4 Age at first migration for employment

Most returnee workers under purview migrated abroad for employment for the first time at the ages of 20–24 years. Its share was 42 per cent (Figure 3.4). This was followed by the age group 25–29 years with 24.4 per cent and less than 20 years of

age (14%), 30–34 years (12.9%) and 35 years or above (6.8%). The data patterns on age at first migration were almost similar by gender and province category with a little variation in magnitudes.

Figure 3.4. Returnee migrant workers (%) according to age at first migration for employment in foreign country

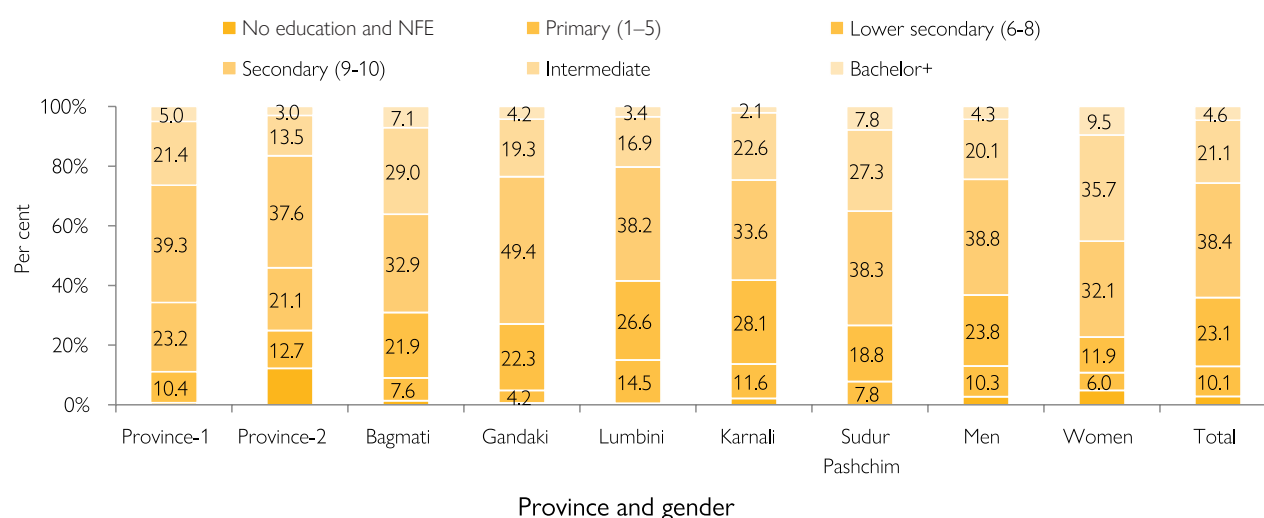


The average age at first migration was found to be 24.8 years with little higher among women (25.2%) than men migrant workers (24.8%). The lowest average at first migration for employment was observed among migrant workers of Bagmati with 23.3 years and highest among that of Gandaki (26.4 years). It was 24.2 years for Province-2 followed by Province-1 (24.5 years), Lumbini (24.8 years), Karnali (25.5 years) and Sudurpaschim (25.7 years). It concludes that the average age of first migration ranged between ages 23.3–26.6 years for both men and women.

3.2 EDUCATION

Figure 3.5 shows the education level of the returnee migrant workers. Over one-third (38.4%) of the returnees had secondary level (grades 9–10), and 23.1 per cent had lower secondary level of education (grades 6–8). Hence, majority of the respondents (61.5%) had acquired secondary and lower secondary education as compared to corresponding national figure of only 22 per cent in the latest 2011 Census (CBS, 2014). A little over one-fifth had intermediate level education. Comparatively, proportion of women returnees acquiring both intermediate and above level of education, and secondary and above level of education were found higher than those of their men counterparts.

Figure 3.5. Returnee migrant workers (%) according to level of education

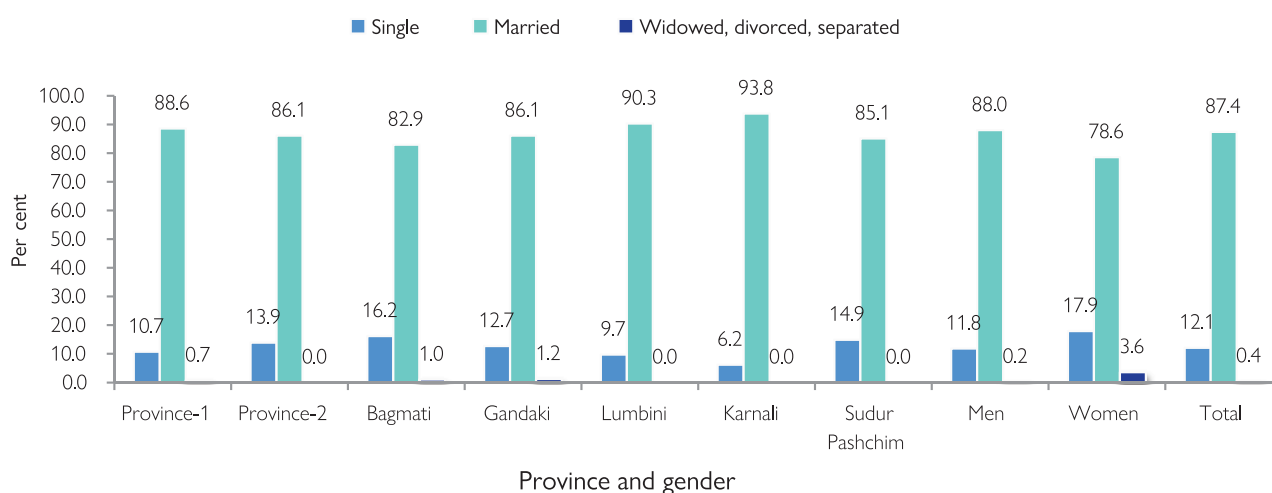


The returnees acquiring secondary and above level of education were highest among the returnees of Sudurpaschim (73.4%) followed by Gandaki (72.9%), Bagmati (69%), Province-1 (65.7%), Lumbini (58.5%), Karnali (58.3%) and Province-2 (54.1%). The data shows that returnees having secondary level education migrated relatively more for employment. Comparatively returnees with higher level of education from Bagmati and Sudurpaschim, and with lower level of education from Province-2 had migrated for employment abroad.

3.3 MARITAL STATUS

Majority of the returnees were married (87.4 %), whereas only 12.1 per cent were found to be single (never married) and a very few cases (0.4%) were reported as widowed, divorced or separated (Figure 3.6). It reflected the societal practice of seeking for higher earnings employment after marriage by leaving for foreign countries in expectation of better earnings employment. Relatively more men returnees were married (88%) compared to their women counterparts (78.6%), while more women migrant workers were widowed, divorced or separated than their men counterparts (17.9% vs. 11.8% and 3.6% vs. 0.2%, respectively). The pattern of marital status of migrant workers was same in all provinces of Nepal with a little variation in the magnitudes.

Figure 3.6. Returnee migrant workers (%) according to marital status



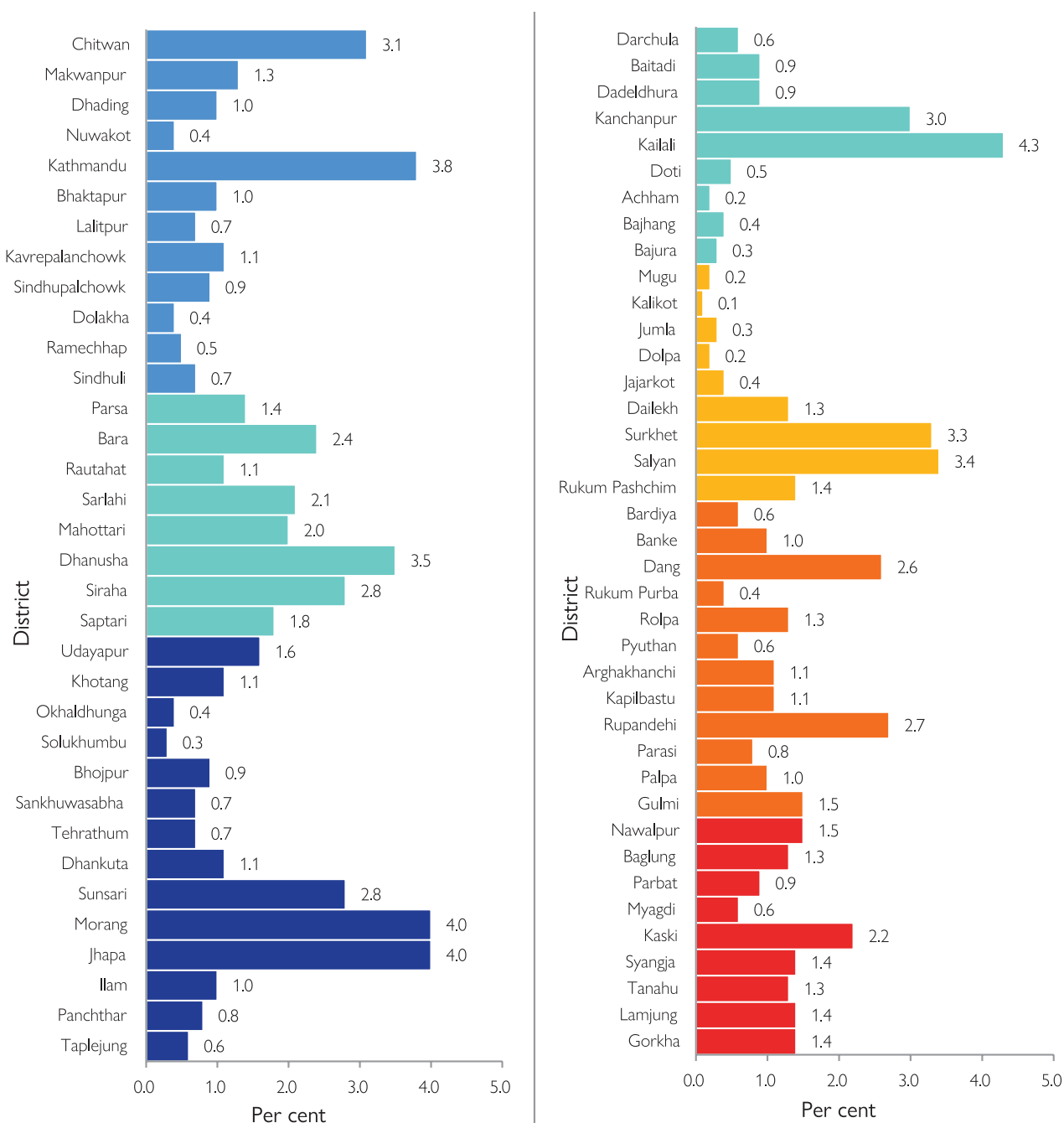
3.4 PLACE OF RESIDENCE

Place of residence of the returnees by districts, rural–urban and provinces have been categorized. The sample of this study covered the returnees from 73 out of 77 districts of Nepal. The districts not covered by the survey are Rasuwa, Manang, Mustang and Humla. There were only few returnees from those districts, which were not captured by the sample.

3.4.1 Place of residence–districts

The detailed information about place of residence district and by gender is presented in Figure 3.7. So the places of resident of the returnees were quite spread covering 73 out of 77 districts as stated above. Most of the returnee migrant workers were from Kailai (4.3%), Jhapa (4%), Morang (4%), Kathmandu (3.8%), and Dhanusha(3.6%). The details of the districts of residence of the returnee migrants are given in Annex 3 Table 3.2.

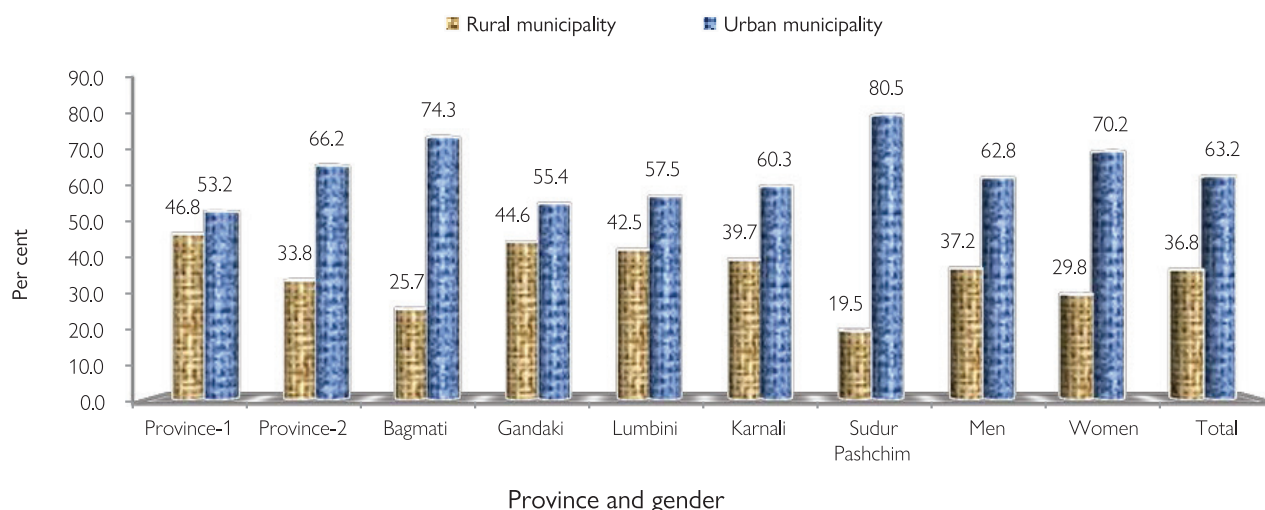
Figure 3.7. Returnee migrant workers (%) according to place of residence district



3.4.2 Place of urban–rural residence

Almost two thirds of returnees' places of residence were urban municipality and slightly over one third were from rural municipalities (Figure 3.8). The proportion of women returnees living in urban municipality was higher (70.2%) compared to men returnees (62.8%). Likewise at the province level, the proportion of migrant workers living in urban area ranged between 80.5 per cent in Sudurpaschim and 53.2 per cent in Province-1. The detailed data on place of urban–rural residence is presented in Figure 3.8.

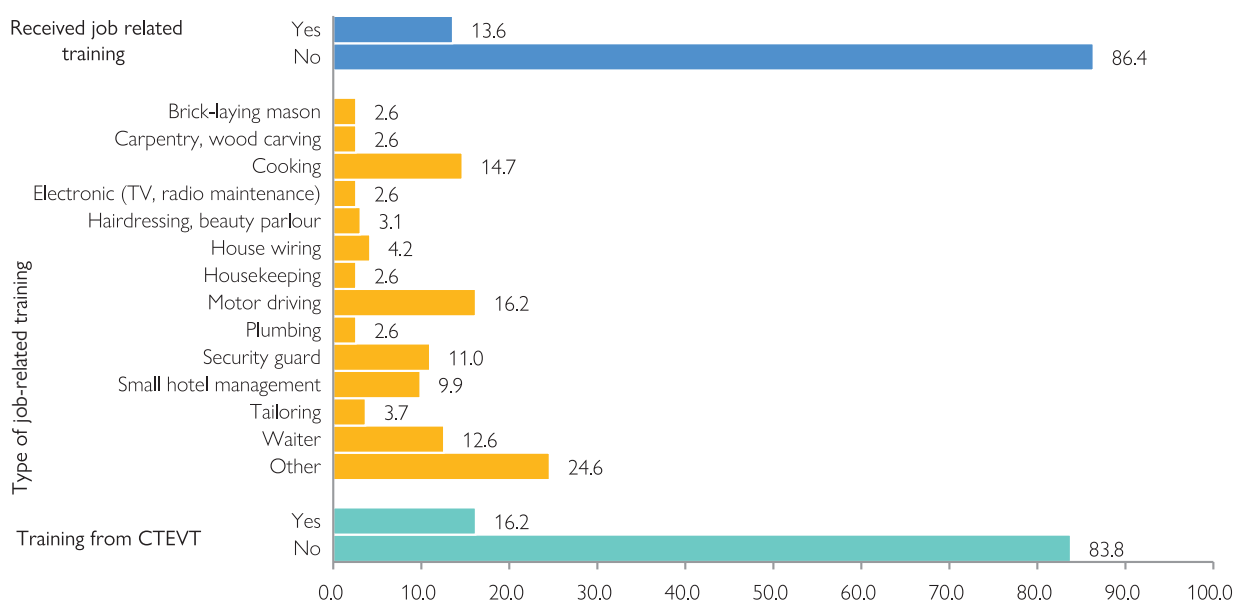
Figure 3.8. Returnee migrant workers (%) according to urban–rural place of residence



3.5 RECEIVING JOB RELATED TRAINING

The survey also examined the on-the-job training status of the returnee workers before leaving Nepal. The result showed that only 13.6 per cent of the returnees had received on-job-related training before migrating for the first time (Figure 3.9).

Figure 3.9. Returnee migrant workers (%) according to on the job training before migrating



Among those who received on the job training prior to their first departure, 16.2 per cent had received training on the driving of vehicle and 14.7 per cent on cooking followed by waiter (12.6%), security guard (11%), small hotel management (9.9%), house wiring (4.2%), tailoring (3.7%), hairdressing/beauty parlour (3.1%) and 2.6 per cent each on brick-laying mason, carpentry/wood carving, electronics (TV, radio) maintenance, housekeeping and plumbing. Some 24.6 per cent of them reported that they received training on "other" category of job-related trainings (although they were provided with a total of 49 types of categorical options).

Only 16.2 per cent out of those migrant workers who had received job-related training said that they had received job-related training from governmental training institute CTEVT, while remaining received the training from other private or non-formal institutes. For more details on job-related training by gender and province level, see Annex 3 Table 3.3.

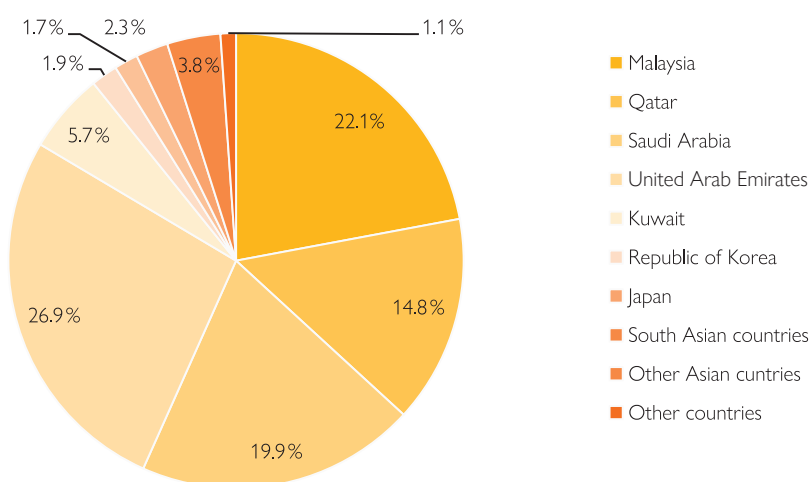
3.6 RETURNEE MIGRANT WORKERS' DESTINATION

The returnees' destinations for employment were studied in terms of most recent destination for employment, and number of countries migrated for work in the lifetime (as of survey date) outside Nepal by gender and province level.

3.6.1 Most recent destination for employment

The most recent and popular destination of the migrants was United Arab Emirates which comprised nearly 27 per cent. The second popular destination was Malaysia (22.1%) followed by Saudi Arabia (19.9%), Qatar (14.8%), Kuwait (5.7%), the Republic of Korea (1.9%) and Japan (1.7%). The South Asian countries as the most recent destination comprised 2.3 per cent, while other Asian countries' share was 3.8 per cent (Figure 3.10). Hence, four Gulf countries and Malaysia were the top five recent destinations for employment of Nepalese migrant workers. Further details on the countries of most recent destinations for employment classified by gender and province level are presented in Annex 3 Table 3.4. The distribution patterns were similar to that of the overall pattern.

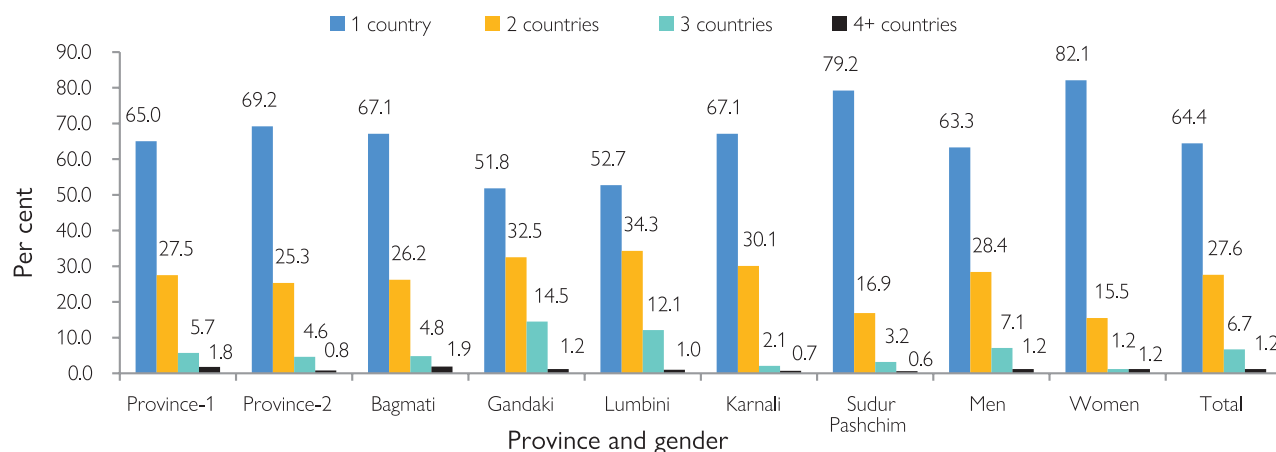
Figure 3.10. Returnee migrant workers (%) according to country of last destination of employment



3.6.2 Number of countries migrated for employment

Almost two-thirds 64.4 per cent of the returnees had migrated to only one country for employment in their lifetime. The rest 35.6 per cent migrated to more than one country for employment in their lifetime. Among those who migrated to more than one country for work, 27.6 per cent had migrated to two countries, 6.7 per cent to three and 1.2 per cent to four or more countries (Figure 3.11). The proportion of women workers migrating to only one country for employment were much higher compared to men workers (82.1% vs. 63.3%).

Figure 3.11. Returnee workers (%) by number of country migrated for employment



Workers migrating to two countries for employment in their lifetime were more in Lumbini with 34.3 per cent followed by Gandaki 32.5 per cent, Karnali 30.1 per cent, Province-1 27.5 per cent, Bagmati 26.2 per cent, Province-2 25.3 per cent, and

Sudurpaschim 16.9 per cent. It was Gandaki with more workers (14.5%) migrating to three countries for employment in their lifetime followed by Lumbini (12.1%).

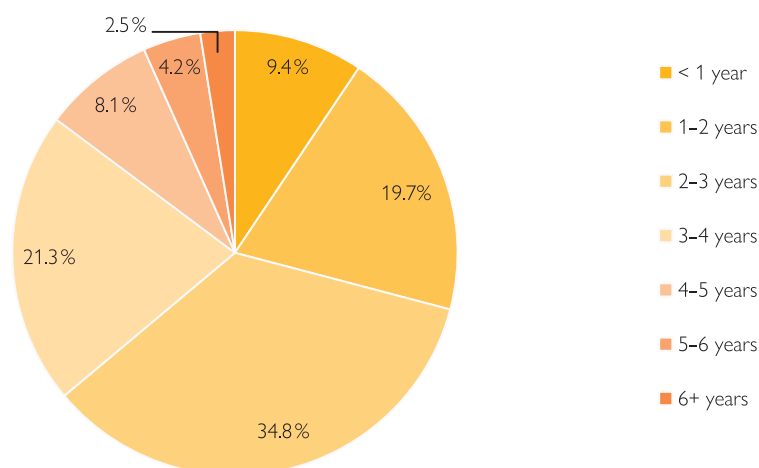
3.7 DURATION OF STAY AT DESTINATION OF EMPLOYMENT

Duration of stay at destination of employment was examined in relation to duration of stay at latest destination, total duration of stay including multiple stays during multiple entries.

3.7.1 Duration of stay at the latest destination of employment

Most of the returnee migrant workers (34.8%) had stayed 2-3 years, i.e. two years or more but less than three years at their latest country of migration at the time of survey (Figure 3.12).

Figure 3.12. Returnee migrant workers (%) according to duration of stay (in years) at the place of latest destination of employment

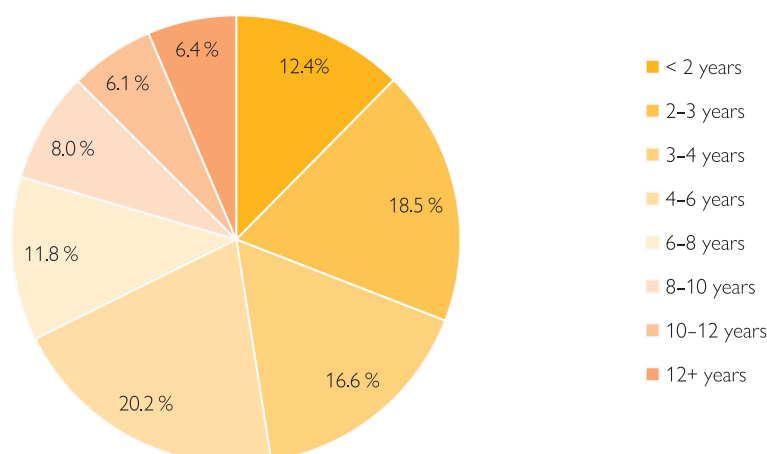


About one-fifth of the returnees had stayed 3–4 years followed by those staying for 1–2 years (19.7%), less than one year (9.4%), 4–5 years (8.1%), 5–6 years (4.2%) and 6 years or more (2.5%). The average duration of stay at place of latest destination was found to be 2.5 years with slightly higher for men than women workers (2.5 vs. 2.3 years). The longest average duration of latest stay was observed for workers of Province-2 with 2.9 years and the shortest for Gandaki (1.9 years). Other patterns of duration of stay at place of latest destination country of employment are more or less similar for all the provinces (Annex 3 Table 3.5).

3.7.2 Total duration of stay at the latest destination of employment

Those staying for 4–6 years at the same destination were 20.2 per cent, while 18.5 per cent stayed for 2–3 years, 16.6 per cent for 3–4 years, and less than two years (12.4%). Viewed alternatively, 55.3 per cent stayed for 2–6 years in their latest destination (Figure 3.13).

Figure 3.13. Returnee migrant workers (%) according to total duration of stay (in years) at place of latest destination of employment

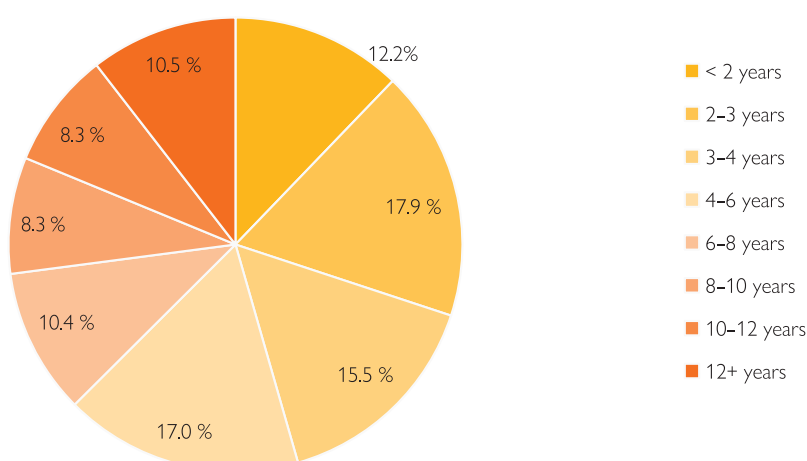


The average duration of stay at the last destination was 5 years for men and 4.3 years for women returnees. The average duration in total was highest for migrant workers of Bagmati with 5.8 years, indicating that they stayed for long duration at the same last destination. The shortest average duration of stay in total was observed for migrant workers of both Lumbini and Karnali provinces (4.4 years each, see Annex 3 Table 3.6 for more details).

3.7.3 The lifetime duration of stay at all destinations of employment

Almost 18 per cent of the returnees stayed for 2–3 years in foreign countries for employment in their lifetime, i.e. as of survey date, followed by 17 per cent staying for 4–6 years, 15.5 per cent staying for 3–4 years, and 12.2 per cent staying for less than two years. So, it was observed that 50.4 per cent had stayed for 2–6 years in foreign countries for employment in their lifetime (Figure 3.14).

Figure 3.14. Returneemigrant workers (%) classified bylifetime duration of stay for employment in foreign country



The average lifetime duration of stay abroad for employment was 5.6 years (5.6 years for men and 4.7 years for women workers). Such duration was highest among the returnees of Gandaki (6.9 years), while the shortest average duration of stay was for the returnees of Karnali (4.7 years, see Annex 3 Table 3.7 for more details).

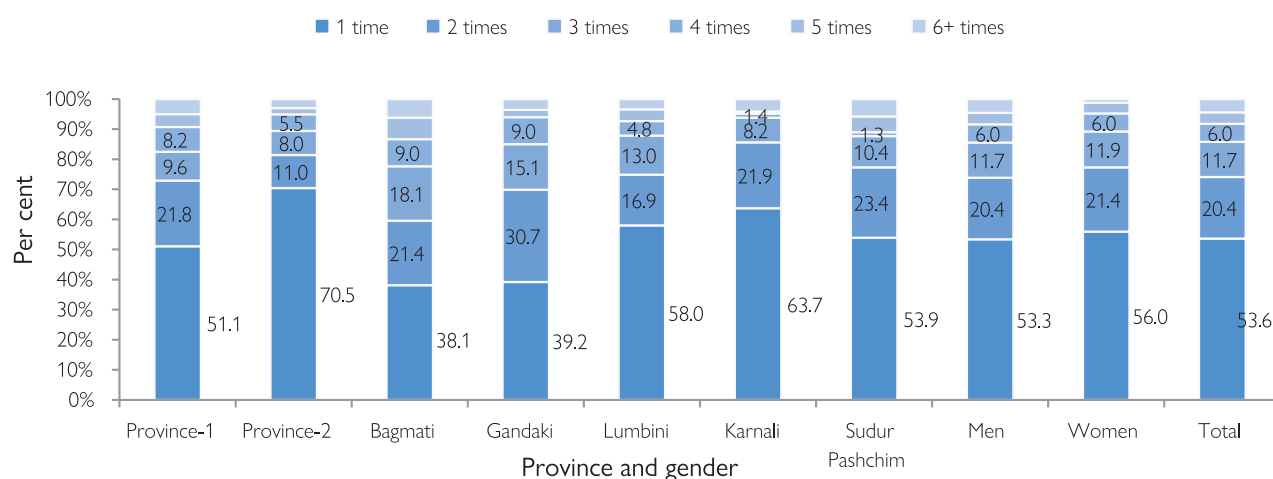
3.8 FREQUENCY OF MIGRATION FOR EMPLOYMENT

The frequencies of migration for employment at the latest destination as well as in the multiple destination countries were also observed. The findings are given in the subsequent section.

3.8.1 Frequency of migration at the most recent destination

The data shows that nearly half (46.4%) of the returnees had migrated more than once to the most recent destinations with more for men (46.5%) than women (44%). The proportion of these migrant workers was highest in Bagmati (61.9%) as compared to other provinces (Figure 3.15). Similarly, 60.8 per cent migrant workers from Gandaki had migrated more than once to the last destination followed by Province-1 (48.9%), Sudurpaschim (46.1%), Lumbini (42%), Karnali (36.3%) and the least among that of Province-2 with only 29.5 per cent.

Figure 3.15. Returnee migrant workers (%) according to frequency of migration at the most recent destination



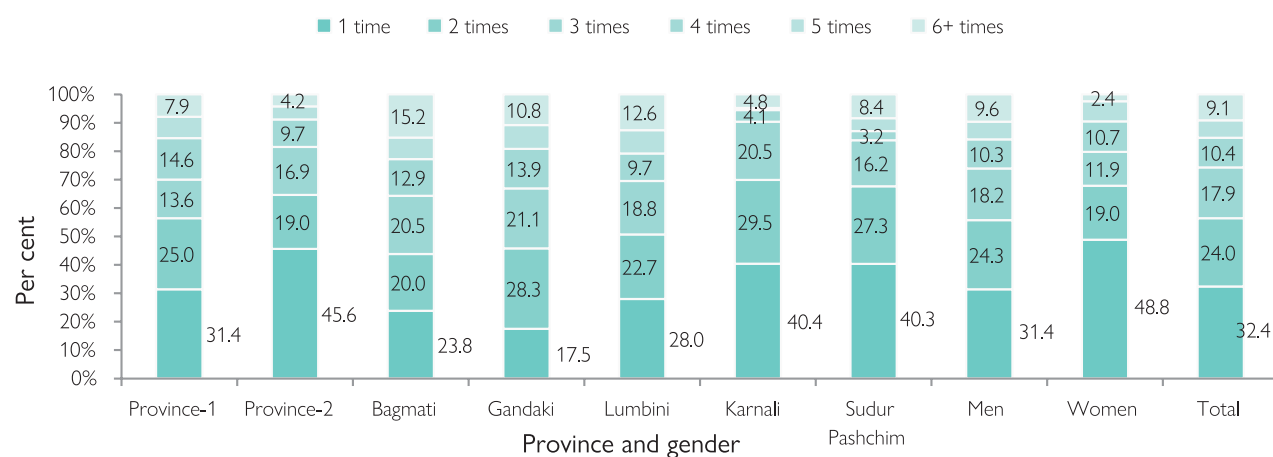
A little over one-fifth migrant workers had migrated twice (20.4% men and 21.4% women), 11.7 per cent migrated thrice (11.7% men and 11.9% women) and 6 per cent had migrated four times (6% each for both men and women) to their most recent destinations. The proportion of those migrating twice was highest in Gandaki (30.7%), while it was highest for Bagmati migrating four times or more (33.4%).

3.8.2 Frequency of lifetime migration at destinations

How many times the Nepali migrant worker migrated in his or her lifetime is termed as “lifetime migration”. Almost one-third of the returnees had migrated only once, about one-fifth migrated twice, 17.9 per cent migrated thrice, and 10.4 had migrated four times (Figure 3.16) for employment in their lifetime, i.e. as of the survey date. Men returnees had high tendency of migrating multiple times as compared to women (68.6% vs. 51.2%).

There were some variations in the migration frequencies, twice and more across the provinces. The proportion was high in Karnali migrating twice (29.5%), while the proportion of those migrating thrice was high in Bagmati and Karnali (20.5% each).

Figure 3.16. Returnee migrant workers (%) according to overall lifetime frequency of migration for employment in foreign country



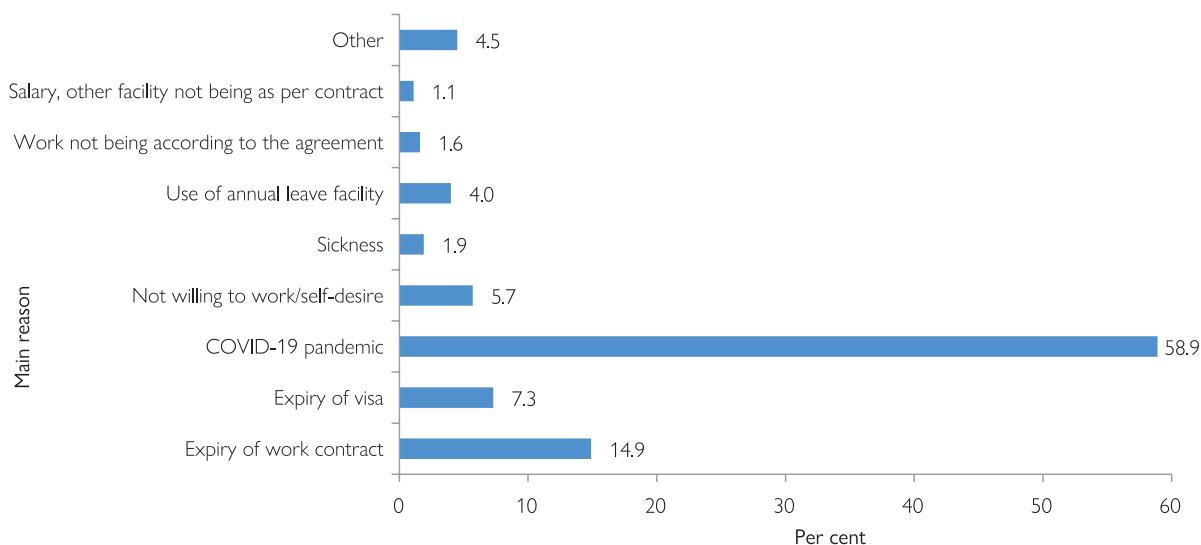
3.9 REASON FOR RETURNING HOME FROM THE MOST RECENT MIGRATION

Reason for returning home from the overseas was examined among the returnee migrant workers. The subsequent section portrays the reasons for migrant workers' return.

3.9.1 Main reason for returning home from most recent migration

Nearly three-fifth of the migrant workers who were working in foreign countries returned home from the most recent migration due to COVID-19 pandemic (Figure 3.17). The next main was the "expiry of work contract", which was explained by 14.9 per cent. The other reasons given were 7.3 per cent due to expiry of visa, not willing to work anymore (5.7%), used annual leave facility (4%), sickness (1.9%), work not being according to the agreement (1.6%) and salary and other facility not being as per contract of the work (1.1%).

Figure 3.17. Returnee migrant workers (%) according to main reason for returning home from the most recent migration



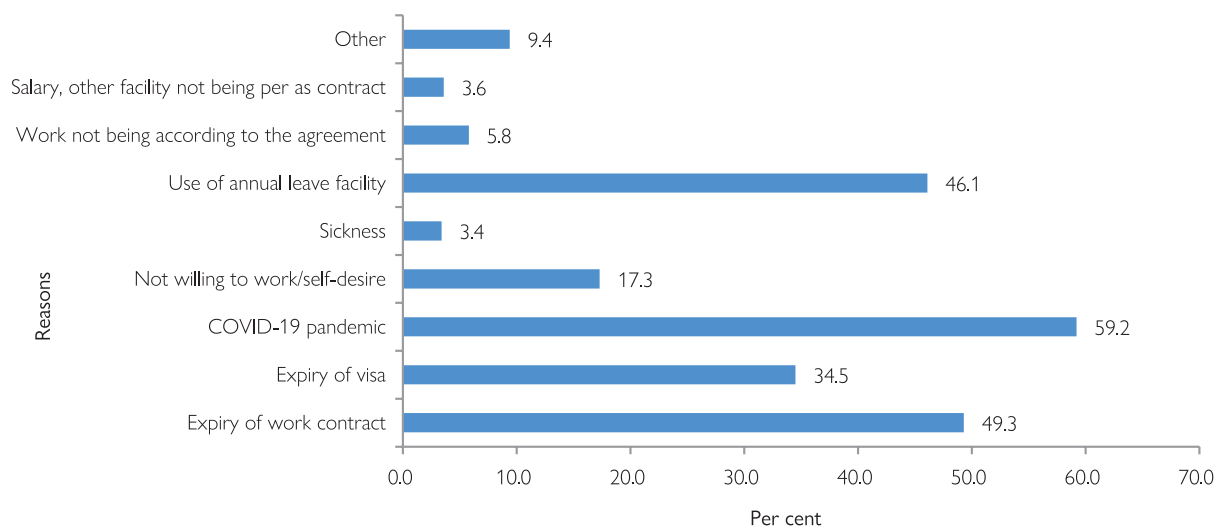
Since the study was carried out during the COVID-19 crisis period, it was expected that COVID-19 pandemic was the main reason for returning home. The patterns on main reason for returning home last time for gender and province level were more or less similar.

There were eight respondents from the in-depth interview, among which half of them reported that the main reason of their return was COVID-19. A migrant worker from Banke, who had migrated several times for employment, was working as a computer operator in Dubai. As soon as he started his work, COVID-19 pandemic began, and he had to live in a camp where many people lived together due to COVID-19. He stayed in the camp for four months and finally returned home in five months. A migrant worker from Bhaktapur was working in an international ship repair company since last 12 years. After COVID-19 break out, there were no work in the workshop, and he had no option but return home. Another returnee from Gulmi had left Nepal 18 months ago to work as supervisor in a five-star hotel in Dubai. As COVID-19 broke out, the hotel business was badly affected and he had to leave the work and join other colleagues in a camp, and ultimately return to Nepal. For other returnees also the main reason to come back was COVID-19. When asked about their plan ahead, they said they liked to re-migrate once the situation cools down.

3.9.2 Reasons for returning home from the destination countries

As in the case of returning home from the latest migration, COVID-19 was explained to be the major reason for returning home several times from the migrations at different times to the same or different destinations (Figure 3.18). Results from the multiple responses of reasons for returning home several times showed that among the migrant workers who returned home several times from different migrations, 59.2 per cent had returned home due to COVID-19, 49.3 per cent returned due to the expiry of work contract, 46.1 per cent for using the annual leave facilities provided by the company, and 34.5 per cent due to expiry of visa. The proportion of returnees saying low salary or other facility not being as per work contract was only 3.6 per cent, while those saying the sickness was the reason for the return were 3.4 per cent.

Figure 3.18. Returnee migrant workers (%) according to reasons for returning home several times from employment in foreign country



The reasons for returning home several times from migrations at different times were more or less similar across gender and provinces.

CHAPTER 4

EXPERIENCES AND SKILLS LEARNED AT DESTINATIONS

This chapter is organized into two broad sections. First section explains as to what benefits home country could gain from the returnee migrant workers and vice versa. Second section assesses the evidence on the benefits from the returnee migrants to their households or families. For this purpose, first two subsections are devoted to assessing the nature of work and level of income earned at destination; third and fourth subsections discuss about personal safety and job satisfaction at destinations; subsection five discusses on the skills and experiences learned at the destination, contribution of migration to household and the family.

4.1 WHAT ELSE BENEFIT FROM RETURNEES TO ORIGIN?

Migration is a means through which people could expand and diversify their knowledge and skills and earn money for living. Migrants can gain new knowledge, skills and idea from "learning by doing", interacting with people from different world who have different knowledge and skills and the way of living, and fulfilling the requirements of new place. Learning new thing is a necessary survival strategy of people to be adapted in the new environment. Therefore, when migrants return they bring not only money but also skills, knowledge, ideas and all positive and negative experiences learned at destination.

Wahba (2015) identifies that the migrants transfer human, financial, and social capital to their home country. First, individual migrants learn new skills and knowledge as well as confidence of living that the non-migrants may not have. A recent mapping survey in Jharkhand, India, shows that 70 per cent of migrant works are skilled (Dey, 2020). They were largely engaged in construction, automotive and electronics sectors. Second, migrants when returned to home contribute financial capital to both migrant's household and home countries. Lokshin, et al. (2011) found that remittances from foreign labour migration are more likely to be invested in productive asset. The reason may be that households that receive international remittances tend to treat such funds as positive transitory income shocks that should be invested. They concluded that, in Nepal between 1992 and 2004, increased work-related migration contributed almost 20 per cent of the decline in poverty. Adams (2005) during the same time attributes the effect of remittances to 5 percentage points of poverty reduction in Ghana, 6 percentage points in Bangladesh, and 11 percentage points in Uganda. Third, migrants contribute also to enhance social capital of their family in the society at origin. Work migration emerges broadly through "de-motivation" and "expectation" (Gurung, 2013). Demoti is related to "push factors", whereas expectation is "future expectation" of life chances that derives economic prosperity, lifestyle preferences, and social status. Accordingly, increased skills and knowledge as well as financial status of a family are the future expectations fulfilled when returned. This does mean enhanced social status in the society that expands relationship with neighbors.

Based on the survey, this study deals with some economic and skills transferred by the migrants when they returned to Nepal.

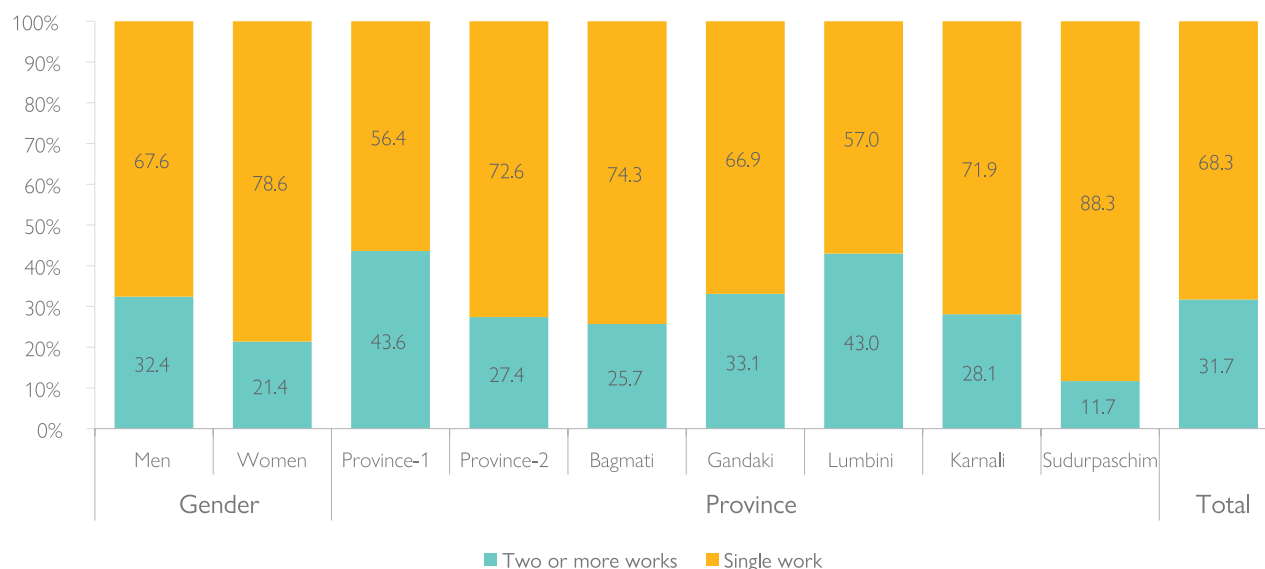
4.2 EVIDENCE OF BENEFITS FROM FOREIGN LABOUR MIGRATION

4.2.1 Type of works at destination

The survey interviewed 1,400 returnee migrant workers randomly selected from each seven provinces, of which 6 per cent were women and 95 per cent were men respondents. About 32 per cent of the returnees reported that they performed more than one work during time of employment at foreign country and remaining more than two-thirds were involved in the single work that was contracted to them (Figure 4.1). Proportion of returnees who performed two or more works was higher among men (32.4%) than women (21.4%). This scenario was relatively higher for Province-1 (43.6%), Lumbini (43%) and Gandaki (33.1%) than in other provinces and was lowest in Sudurpaschim accounting for only 11.7 per cent.

Figure 4.1. Percentage of returnees who performed two or more works at destination by gender and province (n=1,400)

Figure 4.1: Percentage of returnees who performed two or more works at destination by gender and province



It would be important to know what types of work were performed by 444 returnee migrants who had performed two or more jobs during their migration. Almost half reported that they were involved in factory work (Table 4.1), followed by construction work (40.3%), general labour (32.2%) and hotel/restaurant work (23.4%). In contrast, agriculture (farm, plantation, and livestock), electrician and engineering works were the type of jobs where less than 5 per cent were engaged. Majority of women, i.e. 55.6 per cent were engaged in the hotel/restaurant and housekeeping. A little over one-fifth of women were involved in the factory work, general labour and shop worker. None of the women returnees reported that they were involved in mason, welder/scaffold, electrician, driving and other professional work.

Majority of the returnees from Province-1 were in the factory work (52.5%) and construction work (54.9%), from Province-2 majority were in the construction work (53.8%) and general labour (43.1%), hotel/restaurant (40.7%) and housekeeping (40.7%) for Bagmati Province, factory work (30.9%) hotel/restaurant (27.3%) for Gandaki, factory work (80.9%) and general labour (62.9%) for Lumbini Province, hotel/restaurant (46.3%) and factory work (43.9%) for Karnali, and factory work (38.9%) for Sudurpaschim. Hence, the most common jobs were the factory, construction, hotel/restaurant and the general labour.

Table 4.1. Returnee migrant workers (%) according to nature (type) of work performed during lifetime employment at foreign countries among those who worked for more than one kind of work

Nature of work	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
Factory work (prod. and manufac.)	50.9	22.2	52.5	35.4	37.0	30.9	80.9	43.9	38.9	49.8
Construction labour	41.3	16.7	54.9	53.8	13.0	16.4	55.1	19.5	22.2	40.3
General labour	32.6	22.2	23.8	43.1	33.3	9.1	62.9	7.3	22.2	32.2
General cleaning labour	10.1	5.6	4.1	23.1	1.9	3.6	16.9	12.2	5.6	9.9
Agriculture (farm, plantation, livestock)	4.9	5.6	5.7	9.2	0.0	7.3	1.1	2.4	16.7	5.0
Mason, carpenter, painter	8.7	0.0	6.6	7.7	5.6	9.1	4.5	29.3	0.0	8.3
Welder, scaffold	7.5	0.0	4.1	4.6	5.6	20.0	4.5	12.2	5.6	7.2
Electrician	4.9	0.0	7.4	0.0	3.7	9.1	2.2	2.4	11.1	4.7

Shop worker	6.1	22.2	5.7	9.2	7.4	12.7	3.4	4.9	5.6	6.8
Security guard	14.6	16.7	11.5	13.8	20.4	25.5	9.0	14.6	16.7	14.6
Hotel/restaurant worker	22.3	55.6	22.1	10.8	40.7	27.3	12.4	46.3	22.2	23.6
Driving vehicles	8.5	0.0	10.7	1.5	18.5	10.9	4.5	4.9	0.0	8.1
Housekeeping	8.7	50.0	11.5	1.5	40.7	3.6	5.6	2.4	5.6	10.4
Engineering works	4.0	5.6	4.1	3.1	3.7	3.6	1.1	9.8	11.1	4.1
Other professional works	7.5	0.0	2.5	3.1	9.3	21.8	6.7	9.8	0.0	7.2
Other works	8.2	11.1	0.0	24.6	5.6	10.9	0.0	0.0	16.7	8.3
Total (n)	426	18	122	65	54	55	89	41	18	444

Note: M=men, W=women; other works include teaching and research, AC fitting/maintenance, machinery work of vehicles/ship and other unspecified; and percentages presented in the table are obtained from the multiple responses to the question.

Table 4.2 shows the type and pattern of works the returnee migrants had performed during their last destination. The types of work type performed during the last destination follow a similar pattern for the multiple works at multiple destinations (Table 4.1). That again means the most common work performed at last destination was factory work (18.9%), followed by hotel/restaurant (17.9%) and construction work (11.9%). The construction work was mostly carried out by men migrant workers, whereas women did mostly the hotel/restaurant work. Similarly, factory work is common for those who belonged to Lumbini Province, whereas construction works for Provinces 1 and 2, and hotel/restaurant for Bagmati, Gandaki, Karnali and Sudurpaschim Provinces. This indicated that the hotel/restaurant work was more related to sales and services that have been emerging type of work in current days for the migrant workers at destination.

Table 4.2. Returnee migrant workers (%) according to type of work performed last time at the country of last destination of employment

Nature of work	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
Factory work (prod. and manufac.)	19.1	16.7	16.8	14.8	8.6	8.4	45.4	18.5	19.5	18.9
Construction labour	12.5	1.2	20.7	19.4	4.3	4.8	6.3	9.6	11.7	11.9
General labour	6.8	6.0	9.6	9.7	9.0	3.0	3.4	1.4	7.1	6.7
General cleaning labour	3.8	7.1	3.2	7.6	1.9	4.2	2.4	3.4	5.2	4.0
Agriculture (farm, plantation, livestock)	1.4	0.0	1.4	0.4	1.0	1.2	1.0	0.7	3.9	1.3
Mason, carpenter, painter	3.0	0.0	2.1	7.6	0.5	3.0	2.9	13.7	1.9	2.8
Welder, scaffold	3.1	0.0	0.4	3.4	1.0	11.4	1.4	2.7	2.6	2.9
Electrician	2.5	2.4	4.3	4.2	1.0	1.2	1.4	0.7	3.2	2.5
Shop worker	4.5	4.8	2.5	4.6	9.5	4.8	3.4	0.0	6.5	4.5
Security guard	8.9	2.4	8.6	5.5	8.1	13.3	6.3	12.3	7.8	8.5
Hotel/restaurant worker	17.3	26.2	14.6	6.8	30.5	18.7	13.0	24.7	22.7	17.9
Driving vehicles	6.0	0.0	7.9	3.8	11.4	6.0	3.9	2.1	1.9	5.6
Housekeeping	1.4	22.6	3.2	0.4	8.6	1.8	2.4	0.0	0.6	2.6
Engineering works	3.2	1.2	3.2	2.1	1.0	1.8	2.9	8.2	3.2	3.0
Other professional works	3.2	6.0	0.4	4.2	2.9	11.4	3.9	2.1	0.0	3.4
Other works	2.0	3.6	1.1	5.5	1.0	4.8	0.0	0.0	1.9	2.1
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

Note: M=men, W=women; other works include teaching and research and other unspecified.

4.2.2 Income of migrant workers at destination

The NLFS 2018 found that GCC countries (43.4%), India (26.4%) and Malaysia (25.8%) were the most common last destinations for Nepali returnees and mostly were involved in the elementary occupation (45.6%) and service and sales work (20.7%) (CBS, 2019).

Table 4.3 shows the survey finding of the earnings details of the returnee migrant workers. On average, the returnees earned NPR 54,656 per month at last destination. When examining the various income ranges, 72.2 per cent returnees were within the income range of NPR 20,000 and NPR 60,000. However, about 10 per cent of returnees also earned NPR 100,000 and more per month.

Interestingly, the average income was much higher for women (NPR 62,571) than men (NPR 54,148). That might be attributed to the reason that women workers mostly were in high paying work like sales and service whereas men were mostly involved in the elementary work (Table 4.2). High proportions of men and women were earning between income range of NPR 20,000 and NPR 60,000. However, proportion of men was highest for those who earned NPR 30,000 to 39,999 (28.1%), whereas proportion of women was highest for NPR 40,000 to 49,999 (32.1%). Interestingly, at higher income levels, proportions of men were lower than women. Furthermore, women who earned NPR 100,000 and more per month were 15.5 per cent.

The level of income was highest for the returnees of Bagmati (NPR 76,428), followed by Gandaki (NPR 65,410). The monthly income was lowest for the returnees of Karnali (NPR 34,548). Similarly, returnees of province-2 had very low income level (NPR 42,448) relative to other provinces. Monthly earnings for provinces 1, Lumbini and Sudurpaschim ranged between NPR 50,000 to 59,999.

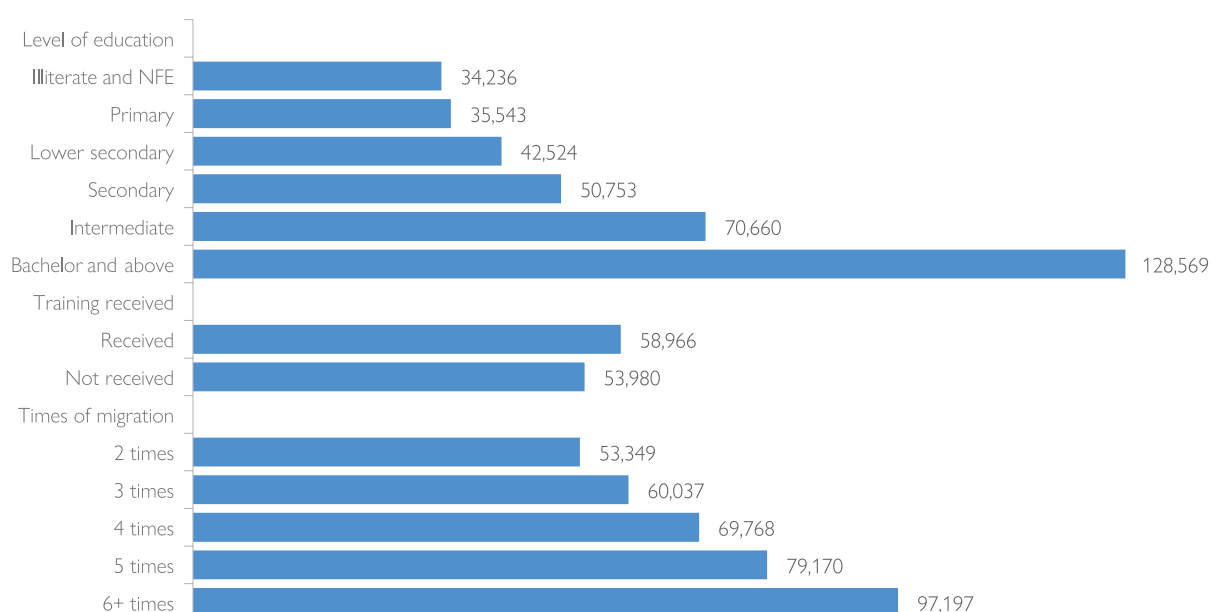
Table 4.3. Returnee migrant workers (%) according to level of monthly income at the place of last destination of employment

Level of income (in NPR)	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
< 20000	3.7	0.0	5.4	3.8	0.5	0.0	1.4	10.3	3.2	3.4
20 000 – 29 999	14.9	4.8	15.1	23.6	2.4	1.8	9.2	37.7	12.3	14.3
30 000 – 39 999	28.1	23.8	32.6	29.5	11.5	21.3	34.3	28.1	36.4	27.8
40 000 – 49 999	19.3	32.1	15.4	19.0	25.5	26.2	30.0	8.2	14.3	20.1
50 000 – 59 999	10.0	9.5	10.4	9.3	10.6	18.3	9.7	3.4	7.1	10.0
60 000 – 69 999	6.9	2.4	4.7	4.6	11.5	4.9	6.8	6.2	8.4	6.6
70 000 – 79 999	4.7	7.1	3.6	2.1	9.6	6.7	3.4	4.8	4.5	4.8
80 000 – 99 999	3.3	4.8	2.5	3.4	6.2	7.3	0.5	0.0	3.9	3.4
100 000 – 149 999	3.9	3.6	5.7	3.0	7.7	4.9	0.5	0.7	3.2	3.9
150 000 – 199 999	2.3	8.3	1.8	0.8	8.7	3.7	0.0	0.0	3.9	2.7
200 000 and more	3.1	3.6	2.9	0.8	5.8	4.9	4.3	0.7	2.6	3.2
Average income	54 148	62 571	50 326	42 448	76 428	65 410	57 072	34 548	56 240	54 656
Total (n)*	1 311	84	279	237	208	164	207	146	154	1 395

Note: *5 cases (for men) are missing; M=men, W=women.

The range of average monthly income of returnee migrant workers (at last destination) was wider than expected, from NPR 3,500 to NPR 1,200,000. Income was much higher among those who were skilled or worked as professionals, such as teaching and research, engineering, livestock/animal husbandry, and shopkeepers. Higher earnings were also associated with the level of education, training and times of migration (Figure 4.2).

Figure 4.2. Average monthly income (NPR) at last destination by education, training and times of migration



Migrants who had received Bachelor's degree or above earned on average NPR 128,569 per month, followed by those who had intermediate level education (NPR 70,660), but illiterate migrants earned NPR 34,236 per month. Similarly, migrants who received some kind of training before the migration earned slightly higher than those who did not have any training. Frequency of migration did have a lot of implication on income as shown in Figure 4.2. The more frequently a migrant worker migrated for work the more he or she would have the potentiality to earn better. The reason is that those who acquire some more skills have potential to get a better paying job. In the in-depth interview, a respondent who was an accountant in a textile factory in the United Arab Emirates reported that his earning ranged between NPR 300,000 to NPR 400,000 per month depending upon number of hours he worked per day. He worked for 12 years in the company and the latter provided him annual leave for visit home.

All the migrant workers who worked for a long time did not necessarily have earned much. The lowest income was associated mainly with the menial work that was not classified as a skilled work. However, there were some kind of skilled work such as mason and carpenter, which were associated with relatively low income. For example, a couple currently living in Panauti-Kavre, worked in a food factory in Malaysia for 18 years but their monthly income ranged between NPR 20,000 to 30,000.

4.2.3 Vulnerability and safety

i. Workplace risk and safety

The survey collected information on the perceived risk at working in the destination. Sixteen possible categories of risks based on knowledge from the previous studies were classified in the questionnaire. One of the sixteen categories was "not any risk" accounting for 38.6 per cent, and remaining 61.4 per cent had perceived some kind of risk while working at destination (Table 4.4).

Table 4.4. Returnee migrant workers (%) according to their perception on risks while working at foreign country

Risk while working outside the country	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
Workplace accident	34.7	2.4	8.2	66.7	3.8	7.8	83.6	32.2	23.4	32.7
Road accident	21.2	2.4	6.1	23.6	1.4	0.6	85.5	7.5	10.4	20.1
Fights between co-workers	16.6	3.6	5.7	25.3	0.0	0.6	53.1	16.4	7.1	15.9
Attempt of murder	6.5	2.4	1.4	4.6	0.0	0.0	30.9	0.0	5.2	6.2

Depression	38.1	20.2	46.8	31.6	1.9	7.8	89.4	51.4	22.7	37.0
Attempting suicide	5.9	1.2	1.8	2.1	0.0	0.0	32.9	0.7	0.0	5.6
Termination from the job	21.0	8.3	14.3	5.9	1.4	0.0	90.3	11.0	15.6	20.3
Not paying for the work	26.2	13.1	31.8	9.7	5.7	10.8	88.4	5.5	14.9	25.4
Paying less than agreed	25.8	14.3	28.2	12.7	9.5	9.0	89.4	6.8	8.4	25.1
Taking to custody for overstay	16.7	7.1	6.4	5.9	0.0	0.0	87.4	1.4	7.1	16.1
Holding passport by company	15.7	4.8	6.1	5.9	0.0	0.6	86.0	0.7	0.0	15.1
Sending to another country by agent	14.8	4.8	5.7	4.2	0.0	0.0	82.6	1.4	0.0	14.2
Fraud activity by company	21.4	6.0	18.6	8.9	3.3	4.8	84.1	13.7	2.6	20.4
Sickness due to adverse climate	20.5	6.0	25.0	11.8	0.5	8.4	56.5	11.6	18.2	19.6
Other	6.8	1.2	1.8	30.0	0.5	3.6	1.0	3.4	0.6	6.5
No any risk	36.6	69.0	31.4	7.2	84.3	65.1	1.0	37.0	61.0	38.6
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

Note: M=men, W=women; and percentages presented in the table are obtained from the multiple responses, except for the response as "not any risk", to the question.

Among those who perceived risk, "depression" was among the top perceived risk as reported by 37 per cent of the returnees, followed by the workplace accident (32.7%). Possibility of "no pay for the work", "paying less than agreed", "road accident", "termination of job", and "fraud activity by company" were also found to be some common associated risks at work.

In the "not any risk", category, proportion of men returnees was higher for men (63.4%) than that of women (31%). Almost all the returnees of Lumbini perceived risk at work (99%). Those who perceived risk at job was also higher for Province-2 (92.8%). Returnees from other Provinces had similar level of perspective of risks at work, except Bagmati, which were only 15.7 per cent. The returnees of all the Provinces perceived work accident, depression, risk related to low pay, termination of job, fraud activity by company and sickness due to adverse climate as the common risks.

The question asked during the interview was on the job security and work safety. The responses are shown in Table 4.5. The bottom row shows the "none" category, indicating no any job insecurity and there existed lack of safeguards in the workplace. Among those who experienced job security and safeguards, highest proportion was for 'accommodation provision from the company' (58.2%), followed by "use of safety kits at work" (51%), "leisure time" (47.7%) and "two-way tickets for travelling to go to Nepal" (39.2%).

The pattern of job security and safeguards was similar across provinces, except Province-1 where 21.4 per cent of the returnees reported that there was no job security and safeguards at work. "Use of safety kits", "accommodation", "insurance for accident", "sick leave", and "leisure time" were common facilities provided by the company as reported by the returnees of all Provinces.

Table 4.5. Returnee migrant workers (%) according to their perception on benefits regarding job security/safeguards while working at foreign country

Benefit	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
Use of safety kits while working	52.7	23.8	8.9	63.7	11.9	80.1	95.2	66.4	55.8	51.0
Security from physical attacks	21.0	9.5	5.4	22.4	0.0	7.2	92.8	4.1	4.5	20.4
Accommodation from company	58.2	58.3	14.3	46.4	90.0	79.5	93.2	9.6	89.0	58.2
Guarantee of job as per contract	20.8	8.3	6.8	13.5	9.0	6.0	90.3	0.7	8.4	20.1
Insurance for workplace accident	36.7	39.3	13.2	32.9	84.3	2.4	90.3	0.7	20.8	36.9
Bonus for work	21.8	38.1	23.2	5.1	67.1	12.0	5.8	38.4	8.4	22.8
Support for legal documents	16.0	8.3	4.6	3.0	7.6	0.6	86.5	0.7	0.0	15.5

Sick leave	30.5	46.4	16.8	18.1	89.5	4.2	48.3	25.3	11.7	31.4
Leisure time	47.2	56.0	52.1	38.8	89.0	4.8	54.1	60.3	22.7	47.7
Allowed to rejoin at work	18.1	4.8	5.4	23.2	4.2	13.3	51.7	3.4	18.8	17.3
2-way tickets to visit back home	38.3	53.6	67.5	27.0	70.5	2.4	26.1	26.0	33.8	39.2
Meal facility	36.9	42.9	11.1	32.5	66.2	30.1	18.4	66.4	58.4	37.3
Other	4.6	1.2	0.4	22.8	0.5	0.6	0.5	2.1	0.0	4.4
None	7.4	6.0	21.4	1.3	3.3	4.2	2.4	7.5	6.5	7.4
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

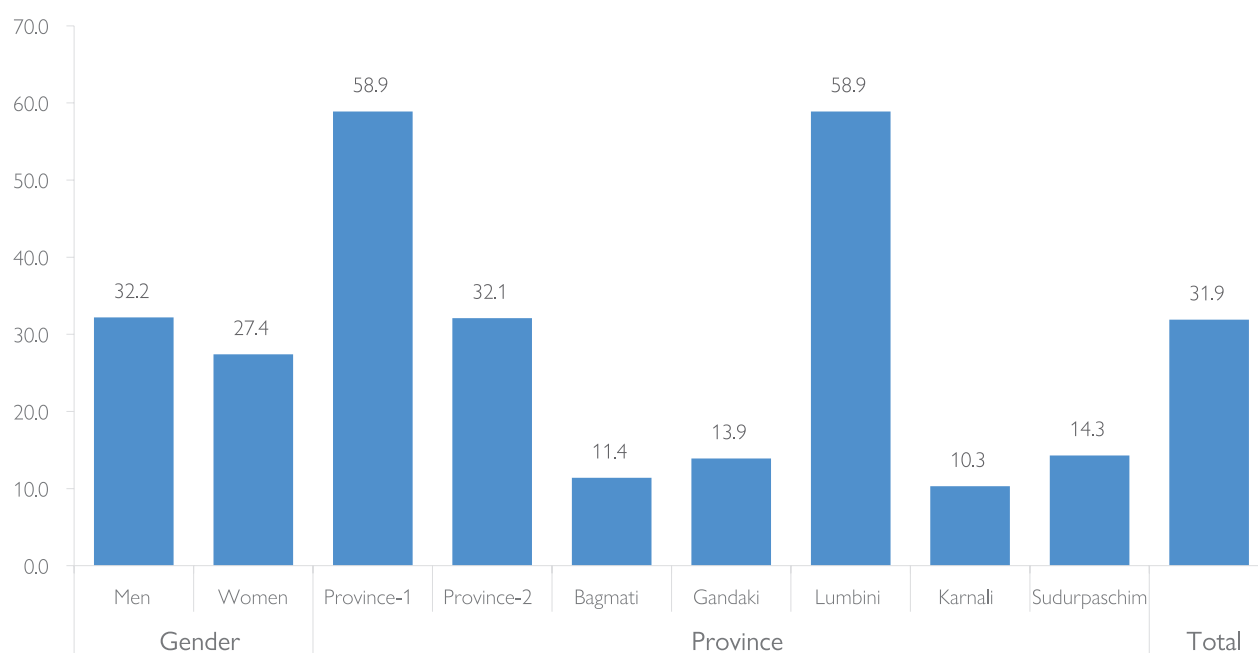
Note: M=men, W=women; and percentages presented in the table are obtained from the multiple responses, except for the response as "none", to the question.

During the in-depth interview the returnees said that they required any such assistance during the work. However, they all ubiquitously reported that the Embassy of Nepal was not accessible to the migrant workers. Embassy people never received the phone calls. Even if the phone calls were received embassy staff asked the migrant workers to visit and register the grievance, which was almost impossible for them to do so due to the time and cost constraints.

ii. Health risk and safety

Regarding health-related risk/problems, almost one-third reported that they suffered from health-related problems during work at destination (Figure 4.3). Men (32.2%) were slightly more than women (27.4%) who suffered from the health problems. Percentage of returnees who suffered from health problems was highest in Province-1 (58.9%) and Lumbini (58.9%), whereas it was lower for Karnali (10.3%) and Bagmati (11.4%).

Figure 4.3. Percentage of returnees suffered any health related problems during work at destination by gender and province (n=1,400)



Of the total 1,400 returnees, 447 reported that they suffered from health-related problems during work at destination. Altogether 9 types of health-related problems were listed in the questionnaire. According to the response, tiredness (fatigue) and body pain were highest as 73.6 of the returnees had such problems during work, followed by 'headache' (51.2%) and "hands, legs ache" (48.5%) (Table 4.6).

Table 4.6. Returnee migrant workers (%) according to suffering any health related problem during employment outside the country

Type of health problem	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
Tiredness, body pain	74.1	65.2	86.1	73.7	25.0	17.4	82.0	53.3	59.1	73.6
Headache	50.9	56.5	60.6	60.5	29.2	8.7	51.6	46.7	18.2	51.2
Hands, legs ache	47.6	65.2	58.2	50.0	33.3	4.3	53.3	13.3	31.8	48.5
Stomachache	23.8	17.4	27.9	23.7	4.2	13.0	23.8	40.0	9.1	23.5
Eyes pain	16.3	8.7	27.9	18.4	0.0	8.7	4.9	6.7	9.1	15.9
Problems due to excess hot, cold	15.1	13.0	11.5	6.6	16.7	17.4	13.1	60.0	45.5	15.0
Cuts, wounds	11.1	8.7	16.4	10.5	8.3	8.7	1.6	0.0	36.4	11.0
COVID-19	4.7	0.0	1.8	10.5	8.3	4.3	0.8	13.3	13.6	4.5
Other	17.2	13.0	1.2	55.3	54.2	34.6	4.9	13.3	13.6	17.0
Total (n)*	424	23	165	76	24	23	122	15	22	447

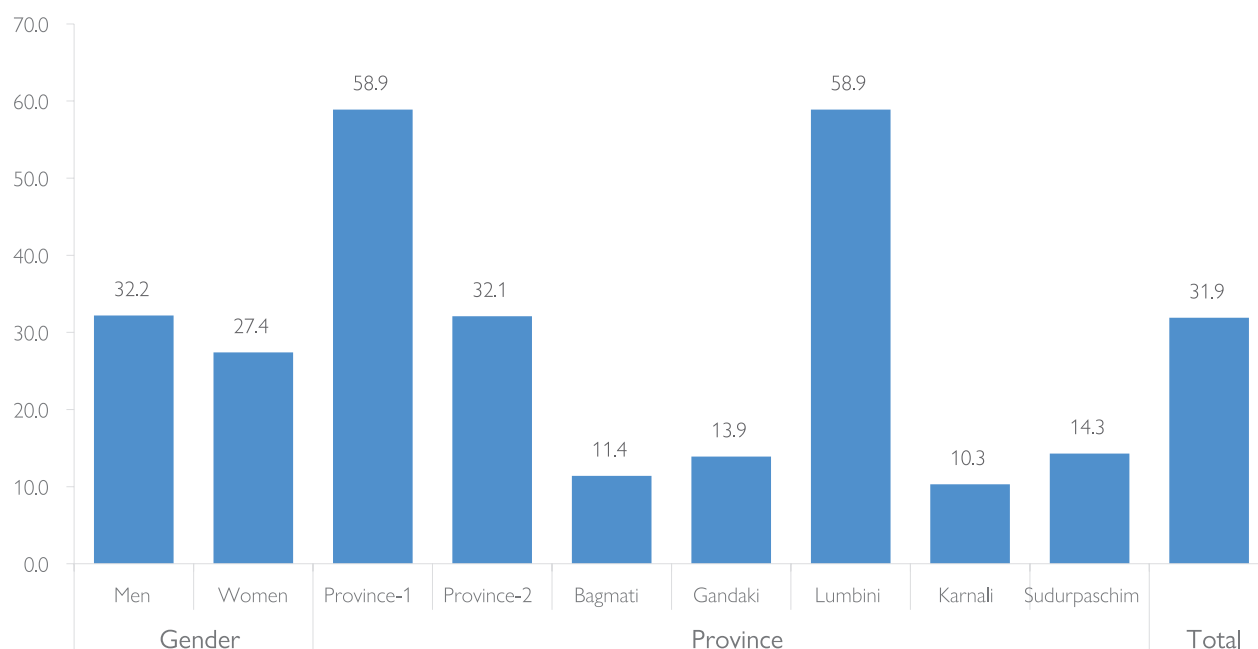
Note: *Only those returnee migrant workers who suffered health problem during employment outside the country; other include heart disease, kidney problem, pneumonia, tuberculosis, sexually transmitted infections, handicapped and other; and M=men, W=women.

Patterns were not so different for men and women and for all Provinces. However, 'tiredness and body ache' was most common health problem for returnees who belonged to Provinces 1, 2, Lumbini and Sudurpaschim, whereas problems due to extreme 'hot/cold' were the most common issues for Karnali.

4.2.4 Job satisfaction

Of the total 1,400 returnees, 78.7 per cent reported that they were satisfied with their work (Figure 4.4). Proportion of returnees with job satisfaction was much higher for women (86.9%) than men (78.2%). Bagmati had the highest proportion of returnees who had job satisfaction at destination (97.6%), followed by Sudurpaschim (89%). The proportion of returnees with job satisfaction was lowest for Province-1 (58.9%). Among the respondents of in-depth interview, almost all reported that they were satisfied with their job. They ubiquitously report, "We had to be satisfied with our jobs if not we needed to quit the job". Longer period spent in the same job may be the evidence of job satisfaction. For instance, out of eight respondents of the in-depth interview, one stayed for four years, two for six years, two for 12 years and two for 18 years in the same job in the same company. Only one returned after five months due to COVID-19.

Figure 4.4. Percentage of returnees with job satisfaction at destination by gender and province (n=1400)



4.2.5 Skills learned at destination

Sociologist Benjamin Waddell (2021) said, "when migrants go home, they bring back money, skills and ideas that can change a country".³⁶ Along with other things, migrants learn skills and knowledge while working at destination and they bring back what they learned. Figure 4.5 shows whether returnees had learned any skills and knowledge at their destinations.

Figure 4.5. Percentage of returnees who learned some skills and knowledge during work at destination by gender and province

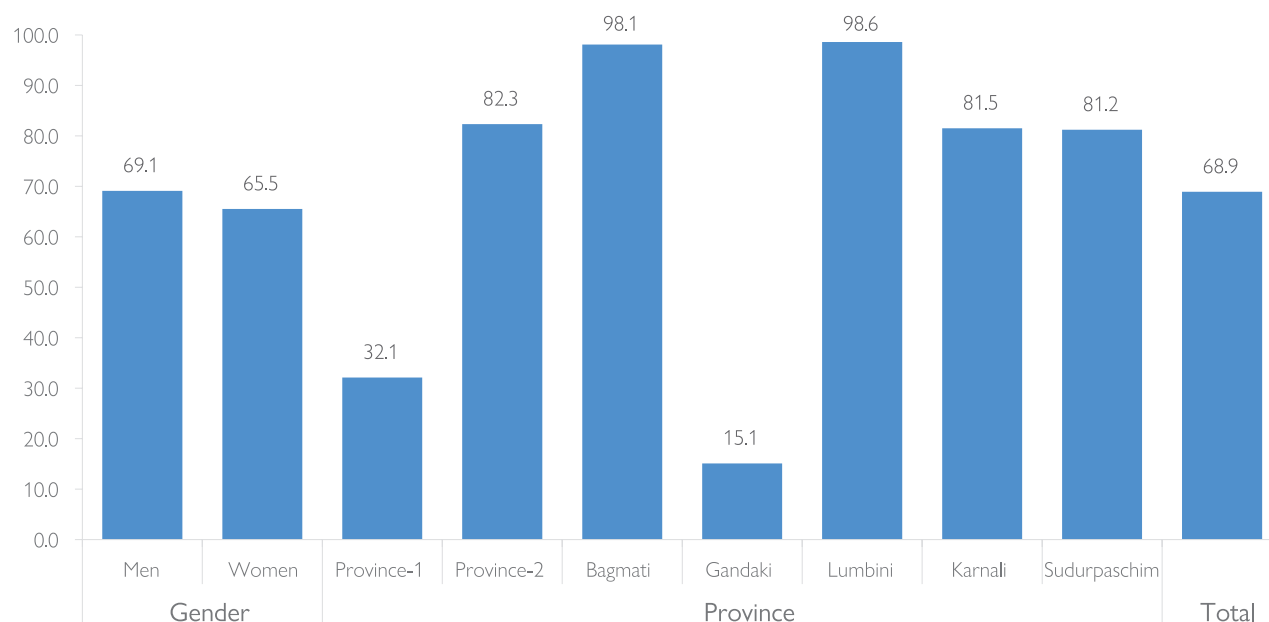


Table 4.7 displays a list of skills and knowledge they had learned. Of the total 1,400 returnees, more than two-thirds reported that they learned some kind of skills (68.9% or 1,288), with slightly more for men (69.1%) than women (65.5%). Almost all migrants from Bagmati and Lumbini Province had learned some skills, whereas Gandaki and province 1 had considerably low proportion of migrants who learned skills and knowledge.

³⁶ <http://theconversation.com/when-migrants-go-home-they-bring-back-money-skills-and-ideas-that-can-change-a-country-118093>.

Table 4.7. Returnee migrant workers (%) according to skills learned during employment at foreign country

Skills learned	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
Factory work (prod. and manuf.)	23.4	14.3	12.5	24.5	17.6	3.0	59.9	17.8	22.7	22.9
Livestock/animal husbandry	0.7	0.0	0.0	0.8	0.0	1.2	0.5	0.0	2.6	0.6
Mason	2.9	0.0	1.1	3.8	1.4	0.6	1.9	11.6	0.6	2.7
Carpentering	2.4	0.0	1.4	3.8	0.5	1.2	1.4	6.2	1.9	2.2
Painting	1.2	0.0	0.7	1.3	1.4	1.2	1.4	2.1	0.0	1.1
Welding	2.5	0.0	1.4	3.4	1.9	1.8	1.4	6.8	0.6	2.4
Scaffolding	1.6	0.0	0.7	3.4	0.5	0.6	2.4	0.7	1.9	1.5
Electric wiring	2.8	0.0	2.1	4.2	1.4	0.6	1.9	4.1	4.5	2.6
Security guard	6.4	1.2	0.7	5.1	10.0	1.2	7.2	14.4	7.8	6.1
Hotel/restaurant worker	15.2	19.0	6.8	5.5	33.3	3.6	15.9	26.7	23.4	15.4
Driving vehicles	5.5	0.0	6.4	3.0	12.4	0.0	4.3	3.4	5.2	5.2
Housekeeping	5.8	21.4	2.9	2.1	18.1	0.0	17.9	2.1	1.9	6.7
Engineering works	3.1	1.2	1.1	3.0	1.4	0.0	2.4	12.3	3.9	3.0
Other professional works	10.0	15.5	2.5	6.8	24.8	0.0	12.6	26.7	2.6	10.3
Other works	8.1	6.0	0.7	29.1	8.1	0.6	0.5	6.2	8.4	8.0
Total (n)	1 209	79	278	168	193	165	206	137	141	1 288

Note: M=men, W=women; other works include teaching and research, and other unspecified; and percentages presented in the table are obtained from the multiple responses, except for the response as 'nothing', to the question.

Of the total 1,288 returnees who reported to have learned some skills during work at destination, highest proportion learned factory work such as production and manufacturing (22.9%), followed by hotel/restaurant (15.4%) (Table 4.7). A bit more than one-fifth women learned housekeeping skill (21.4%). In addition to the factory and hotel/restaurant work, Bagmati had significant proportion of returnees who learned some professional type of work, housekeeping, driving and security guard. The returnees of Lumbini learned skills like housekeeping, some professional work and security guard. For Karnali, it was mason, security guard, engineering works and other professional works.

Data clearly indicates that the main skills the returnees had learned at the destination were factory work and hotel/restaurant work. In addition, they had also learned other professional works, housekeeping, security guard, and driving.

Out of eight in-depth interviews, only two respondents reported that they had acquired some sort of skills prior to migration. One from Arghakhanchi was 'computer operator' that he learned during work in India and the other from Sindhupalchok had learned 'accountancy' before migration. Both of them utilized their skills in the foreign country. One from Bhaktapur worked as 'blasting and painting' in a ship repairing workshop, and the other from Budhanilkanth worked as 'barista' in a restaurant. One respondent from Gulmi worked as "supervisor" in a five-star hotel. When he started work 12 years ago in the hotel, he was just a labour. He was promoted to a supervisor and that took several years. All of them had learned skills while working at the destinations, which they did not have such skills before migration.

It was also reported by the in-depth interview respondents that huge majority of the migrant workers did not have the type of skills required by the jobs in the destinations. Whatever skills they had learned in Nepal did not match with their jobs provided by the company. Some skills such as mason, carpenter, construction work and cleaning were mostly paid low. Those who had abilities learned new skills during work and later shifted to other skills different from what they had learned in Nepal before migration. Almost all the returnees learned skills while working at the destination. Majority of the respondents during the in-depth interview said that any good skills learned prior to migration would fetch them high pay.

4.2.6 Use of remittance and change in economic status of the household

Work migration contributed almost 20 per cent to the poverty reduction in Nepal during 1995 to 2004 (Lokshin, et al., 2011)³⁷. Remittance increases household incomes, which in turn improves the living conditions, enhances food security and improves health and education for the children (IOM, 2019; Bulmer et al., 2020).

This study listed 15 areas or category where remittances were used (Table 4.8). The top five utilization of remittance money were paying back the debt, food and shelter, buying household property, education and health care/treatment. More than half of the returnees responded that their remittances were utilized for the above purposes. Almost 77 per cent had utilized the remittances to pay back their loan, followed by food and shelter (60.1%). Remittances used for investment purpose was found to be negligible.

Table 4.8. Returnee migrant workers (%) according to use of remittance on returning to home

Use of remittance	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
Paying back debt	77.3	66.7	93.9	51.5	80.0	40.4	96.1	92.5	77.3	76.6
On food and shelter	60.2	58.3	38.6	49.8	95.7	42.8	75.4	45.9	77.9	60.1
Buying household property	51.5	59.5	19.3	25.3	91.4	60.2	84.1	31.5	66.2	52.0
Education	51.4	59.5	51.4	49.8	68.6	25.3	86.0	28.1	39.0	51.9
Medicines, medical treatments	52.2	36.9	64.6	53.6	29.5	6.6	93.7	64.4	31.8	51.3
On performing social customs, duty	38.4	22.6	52.9	52.3	18.1	3.6	69.1	0.7	41.6	37.4
House purchasing/building	33.7	28.6	22.5	20.3	59.5	4.2	54.1	45.9	29.2	33.4
Land purchasing	25.7	21.4	21.4	12.7	43.3	1.8	63.3	13.7	13.6	25.4
Purchasing gold, silver, ornaments	10.6	2.4	2.1	5.1	1.4	0.0	53.6	5.5	1.3	10.1
Investment in own business	8.4	2.4	2.5	6.8	13.3	6.0	15.0	2.7	10.4	8.0
Saving in bank	6.9	8.3	0.7	5.1	15.7	19.9	2.9	0.7	7.1	7.0
Travel, tour, journey	5.5	0.0	2.9	10.1	1.4	0.6	12.6	1.4	5.2	5.1
Lending in interest	2.4	0.0	3.2	4.6	0.0	0.0	4.8	0.7	0.0	2.2
Investment in shares/other's business	0.9	0.0	1.4	0.4	0.0	0.0	2.4	0.7	0.6	0.9
Other	10.7	8.3	0.0	28.3	0.0	45.8	1.4	1.4	0.0	10.6
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

Note: M=men, W=women; and percentages presented in the table are obtained from the multiple responses, except for the response as 'prefer not to say', to the question.

The survey collected information on perception towards change in economic status due to remittance, which was a kind of a subjective judgment. The responses were scaled into main five levels. Of the total 1,400 respondents, almost 90 per cent perceived that their economic status was changed because of the remittances. Among them, 13.6 per cent perceived that their economic status was significantly changed; 26.4 per cent perceived as moderately changed; and about half (49.7%) perceived as slightly changed. A small proportion reported that their economic status was not changed (9.6%).

37 The study carried out by Lokshin, et al. (2011) was the only study that estimated contribution of migration to poverty reduction using two series of Nepal Living Standard Surveys, 1996 and 2003. Since then, there is no such study carried out.

Table 4.9. Returnee migrant workers (%) according to their perception on change in economic status of the household after returning from employment in foreign country

Change in economic status	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
Yes, improved significantly	12.8	25.0	5.7	1.7	64.8	3.0	2.9	6.8	8.4	13.6
Yes, improved moderately	26.1	29.8	28.6	18.1	26.2	28.3	21.3	52.1	15.6	26.4
Yes, improved slightly	50.8	33.3	55.7	71.7	7.6	42.2	73.9	22.6	63.6	49.7
No, not at all (same as before)	9.7	9.5	9.6	8.4	1.0	23.5	1.4	18.5	11.0	9.6
Rather degraded	0.6	2.4	0.4	0.0	0.5	3.0	0.5	0.0	1.3	0.7
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

Note: M=men, W=women.

The in-depth interviews evidenced migration had improved the households' living condition and provided the better educational opportunities of their children. A couple from Dhading bought a piece of land in Baudha and Panauti (in Kathmandu valley). They also invested to provide the better education to their sons. One of their two sons was attending the Bachelors' in Engineering and the other completed the school level. The other returnee was the resident of Sindhupalchok who later managed to settle in Kathmandu. His children were studying in a very good private school. One of the returnee respondents from Suryabinayak, Bhaktapur said he could financially support his daughter to complete her BBA, and his son to complete grade twelve. His daughter got a good job in a private company and she was supporting the family, while the son was assisting the family business. Similarly, a migrant worker from Arghakhanchi had invested in the education of his daughter and son to go to a good school in Butawal. A resident of Kohalpur, Banke district had established a 'sandal factory' with the earning from the foreign employment. The investment had already started earning a profit.

CHAPTER 5

PROFILE OF POST RETURN SITUATION

This chapter is based on the information obtained from the interview with the returnees and is segregated into six sections. The profile of the returnees informs about their post-return situation at the place of origin. It includes the current occupational status, utilization of the skills and knowledge learned at the destination, earnings at destination, vulnerability and coping strategies, government initiatives for reintegration.

5.1 CURRENT OCCUPATIONAL STATUS

The current status of employment of the migrant workers at the place of origin after returning from the foreign employment is discussed in this section based on data collected from the survey. Of the total 1,400 returnees who were interviewed, about three-fourths were employed, while one-fourth were unemployed (Table 5.1). The highest proportion was involved in the agriculture sector, mainly farming and plantation (34.9%). Each of the other work categories was less than 10 per cent. Other jobs that the returnees took were general labour and cleaning (6.5%), livestock/animal husbandry (5.6%), and driving (4.9%). There are 12 other work sectors displayed in Table 5.1, where returnees were involved but the proportions are low.

Table 5.1. Returnee migrant workers (%) according to type of current work at of origin by gender and province

Current work type	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
Factory work (prod. and manuf.)	0.8	1.2	1.8	1.3	0.0	1.2	0.0	0.7	0.0	0.8
Construction labour	3.1	1.2	2.1	4.2	4.3	3.6	0.5	6.2	0.6	3.0
General labour, cleaning	6.7	3.6	7.9	8.4	0.0	0.0	17.9	2.7	5.2	6.5
Agriculture (farm, plantation)	36.2	13.1	42.1	35.4	23.3	30.1	50.2	32.2	23.4	34.9
Livestock/animal husbandry	5.9	1.2	11.8	5.1	3.8	3.6	4.3	2.1	5.4	5.6
Mason, carpenter, painter	3.1	0.0	2.1	4.6	1.0	2.4	1.4	8.9	1.3	2.9
Welder, scaffold	0.8	0.0	1.1	1.7	0.0	0.6	0.5	0.0	0.6	0.7
Electrician	0.8	0.0	0.4	2.5	0.0	0.6	0.0	0.7	0.6	0.7
Shop worker	3.8	6.0	3.6	1.3	9.0	4.2	2.9	0.0	6.5	3.9
Security guard	0.8	0.0	1.1	0.8	0.5	1.2	0.5	0.0	1.3	0.8
Hotel/restaurant worker	2.8	4.8	1.4	1.3	8.6	1.2	1.9	2.7	3.9	2.9
Driving vehicles	5.2	0.0	3.2	3.8	14.8	3.0	2.4	0.7	5.2	4.9
Housekeeping	0.3	3.6	0.4	0.0	0.0	0.0	1.4	0.0	1.9	0.5
Engineering works	0.5	0.0	0.0	0.8	1.0	1.2	0.0	0.7	0.0	0.5
Other professional works	2.7	2.4	1.4	4.6	2.9	3.6	0.5	6.2	0.0	2.6
Other works	2.9	3.6	0.4	6.8	1.4	11.4	0.0	0.7	0.6	2.9
Nothing*	23.6	59.5	19.3	17.3	29.5	31.9	15.5	35.6	43.5	25.8
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

Note: M=men, W=women; other works include teaching and research and other unspecified.

*It also includes those who just returned from foreign country and not worked yet.

The returnees who were not doing any work at the destination were highest in Sudurpaschim (43.5%), followed by Karnali (35.6%). It was lowest for Lumbini (15.5%). Agriculture was the main occupation as highest percentage of both men and women were involved in this sector. However, it was not known whether they were involved in the traditional or commercial agriculture. But livestock/animal husbandry and general labour were another important sector of employment in all the provinces, except Bagmati. Driving (14.8%) and hotel/restaurant work (8.6%) were other important sectors of employment.

5.2 USE OF SKILLS AND KNOWLEDGE LEARNED AT DESTINATION

This section describes whether the skills and knowledge learned by the migrant workers at the destination were useful for their livelihood at the place of origin. Of the total 1,400 returnees, 76.6 per cent had learned some skills during work at destination (Table 5.2), almost similar for both men and women. Considerably high proportion of returnees reported that they learned some sort of skills in all provinces, except Gandaki where only 15 per cent of returnees learned some skills from their destinations. Proficiency learned at destination was assessed by using rating the skills into three scale categories – "proficient", "intermediate" and "beginner". The highest percentage of returnees reported that their skill levels were "intermediate" (42.7%) and 37.1 per cent were "proficient". Only 20.2 per cent said "beginners". Women were more "proficient" (43.8%) than men (36.7%). Bagmati had the highest percentage of returnees who were "proficient" in their skills (79.5%) and Gandaki had the highest proportion saying "beginner" (76%). All other Provinces had the highest percentage of returnees who had "intermediate" level of skills learned at destination.

Table 5.2. Returnee migrant workers (%) according to their perception on rating the skills that they learned at destination by gender and province

Rate of skill learned	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
Whether skills learned?										
Skill learned	76.7	76.2	68.6	75.1	97.6	15.1	96.6	89.7	92.2	76.6
Not learned	23.3	23.8	31.4	24.9	2.4	84.9	3.4	10.3	7.8	23.4
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400
Proficiency in skills										
Beginner	19.8	26.6	28.6	25.3	2.4	76.0	22.0	18.3	17.6	20.2
Intermediate	43.5	29.7	36.5	57.3	18.0	16.0	50.5	61.1	45.1	42.7
Proficient	36.7	43.8	34.9	17.4	79.5	8.0	27.5	20.6	37.3	37.1
Total (n)	1 009	64	192	178	205	25	200	131	142	1 073

Note: M=men, W=women.

Whether the returnees' work experience at destination contributed their livelihoods at origin is displayed in Table 5.3. Only a little over one-fourth of the returnees reported that their experiences in the foreign countries had been useful at the origin. It was slightly higher among men (25.9%) than women (23.8%). Among Provinces, it was highest for Bagmati (55.7%) and lowest for Lumbini (5.3%) and Gandaki (9%).

Table 5.3. Returnee migrant workers (%) according to their perception on whether their work experience in foreign country made any assistance for livelihoods at place of origin by gender and province

Assistance in livelihoods	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
Yes	25.9	23.8	16.4	34.2	55.7	9.0	5.3	42.5	18.8	25.8
No	67.8	71.4	82.9	51.1	42.9	89.8	82.1	51.4	74.7	68.0
Just returned	6.3	4.8	0.7	14.8	1.4	1.2	12.6	6.2	6.5	6.2
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

Note: M=men, W=women.

Table 5.4 displays the skills learned by the returnees abroad. Of the total returnees who learned something (1,073 returnees), only about 22 per cent reported that they used the skills learned at destination. This proportion was much higher among women (28.1%) than men (21.6%). Looking at it by provinces, the proportion of those utilizing their skills at home were higher in Bagmati (51.4%) and lower in Lumbini (3.5%), Karnali (9.9%), and Sudurpaschim (8.5%). There were also returnees who had just returned but not started any work yet.

Table 5.4. Returnee migrant workers (%) according to whether they used skills learned at destination to current place of work at origin by gender and province

Use of skill learned	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
Yes	21.6	28.1	15.6	34.3	52.7	20.0	3.5	9.9	8.5	22.0
No	71.9	62.5	83.3	53.4	45.4	76.0	82.5	87.0	83.8	71.3
Just returned and not worked	6.5	9.4	1.0	12.4	2.0	4.0	14.0	3.1	7.7	6.7
Total (n)	1 009	64	192	178	205	25	200	131	142	1 073

Note: M=men, W=women.

Based on in-depth interview it is found that some respondents were not able to utilize their skills learned at destination because those skills did not fit to the local situation, e.g. the ship repairing. The other reason was they were paid considerably low in Nepal (see section 5.3). Some skills could be utilized like the 'barista', a coffee making skill that a women migrant worker learned in Dubai. She was planning to establish a Café in Budhanilkantha with the skills she learned at the destination. Another migrant worker who lived in Boudha was working as an accountant for an 'import/export' company which he learned at destination. Similarly, another returnee was doing the flower business in Maharajgunj. He carried on this business in Dubai and back in Nepal then.

5.3 CURRENT INCOME

Monthly income of the returnees from the most recent employment at the place of origin was obtained from the survey. Only 862 returnee respondents responded to the question. The information on monthly income from the most recent employment at origin is displayed in Table 5.5. The average monthly income was NPR 17,460, which was almost equivalent to the finding of NLFS 2018 that is NPR 17,809 per month (CBS, 2019). The stated monthly income was almost equal for both men (NPR 17,469) and women (NPR 17,256). It was highest for Province-2 (NPR 24,735) and 3 (NPR 24,625), whereas lowest for Province-1 (NPR 7,192) and 5 (NPR 10,600).

Little over one-fourth of the returnees were in the lowest monthly income range, i.e. less than NPR 10,000 (26.7%), followed by those in the range NPR 20,000 -NPR 29,999 (22.2%). However, Karnali and Bagmati were exceptionally different. For Karnali, the highest percentage of respondents fell within a range of NPR 15,000 – NPR 19,999 (38.9%). In case of Bagmati, the highest percentage of respondents fell within NPR 20,000 – NPR 29,999 (33.6%).

Table 5.5. Returnee migrant workers (%) according to their monthly income from most recent employment at origin after returning from employment in foreign country by gender and province

Monthly household income (in NPR)	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
< 10 000	26.4	33.3	72.4	13.2	1.6	12.2	47.3	3.2	23.9	26.7
10 000 – 14 999	19.3	20.5	13.5	8.5	18.8	33.0	29.1	26.3	25.0	19.4
15 000 – 19 999	17.5	15.4	6.2	13.8	25.0	13.9	18.2	38.9	19.3	17.4
20 000 – 29 999	22.6	12.8	5.7	34.9	33.6	31.3	5.5	23.2	11.4	22.2
30 000 – 49 999	10.4	10.3	1.0	25.4	9.4	7.0	0.0	8.4	13.6	10.4
50 000 – 99 999	3.3	5.1	1.0	3.7	10.2	1.7	0.0	0.0	5.7	3.4
100 000 and more	0.5	2.6	0.0	0.5	1.6	0.9	0.0	0.0	1.1	0.6
Average HH income	17 469	17 256	7 192	24 735	24 625	18 191	10 600	16 421	18 267	17 460
Total (n)*	823	39	192	189	128	115	55	95	88	862

Note: *538 cases are missing who did not respond to the question or don't have knowledge about household income; M=men, W=women.

During the in-depth interview respondents said the main reason of migration was low level of wage/salary or earnings in Nepal. They said any investment needed resources which they lacked and only alternative was the migration for better employment opportunities.

Table 5.6 shows the information on whether the social status of the returnees and their households had changed after returning from the overseas. About 38 per cent reported that they were more respectful in their community than before. The situation prevailed more for men (38.4%) than women (26.2%). In Lumbini, 87 per cent of the respondents felt that they/their households were looked more respectfully than before, followed by Province-2 (45.6%). In case of Gandaki and Sudurpaschim, it was only 15 per cent who felt that their social status had improved due to foreign employment.

Table 5.6. Returnee migrant workers (%) according to their opinion about change in social status of themselves/ households after returning from employment in foreign country by gender and province

Change in social status	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
Yes, respectful than before	38.4	26.2	23.6	45.6	38.6	15.1	87.0	30.1	15.6	37.7
No, not at all (same as before)	61.2	71.4	76.1	53.6	61.4	84.9	11.6	69.9	84.4	61.9
Hatred that before	0.3	2.4	0.4	0.8	0.0	0.0	1.4	0.0	0.0	0.4
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

Note: M=men, W=women.

5.4 VULNERABILITY AND COPING STRATEGY

This section deals with vulnerability of the migrant's household represented by the risks associated with work at the place of origin. Altogether eight types of risk were listed in the questionnaire and respondents were asked about each of the eight risks (Table 5.7). The low salary at work was the most common response among returnees (74.1%), followed by difficulty of getting jobs or employment (71.6%). The lack of fund for investments (63.1%) and not getting any work of their interest (61.3%) were other risks explained by the respondents. The lack of access to the bank loan, remigration, and skills learned at the destination were not suitable at the place of origin were also important risks where altogether 42 per cent had experienced.

Table 5.7. Returnee migrant workers (%) according to their opinion about risks associated with work at the place of origin after returning from employment in foreign country by gender and province

Risk associated with work	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
No availability of work of interest	61.5	58.3	74.3	61.6	46.2	12.7	98.1	57.5	64.3	61.3
Difficulty in being employed	72.6	54.8	80.7	78.5	18.1	72.3	98.6	65.8	85.7	71.6
Low salary for work	73.9	76.2	73.9	84.4	60.0	71.7	95.7	43.8	79.9	74.1
Financial problem for investment	64.4	42.9	63.9	54.0	48.1	31.9	97.1	85.6	62.3	63.1
Difficulty in access to loan	43.9	26.2	54.3	40.9	30.0	12.7	93.2	24.0	25.3	42.9
Skill learned not suitable at place of origin	42.5	32.1	69.3	23.2	10.5	5.4	92.8	38.4	37.7	41.9
Returning to foreign country again for employment	42.2	50.0	51.4	21.1	35.7	23.5	87.0	24.0	48.7	42.7
Other	1.9	2.4	0.4	3.4	0.5	7.2	0.5	2.7	0.0	1.9
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

Note: M=men, W=women; and percentages presented in the table are obtained from the multiple responses to the question.

The returnees also described some coping strategies for the livelihood even if many risks existed. There were 11 strategies listed in the questionnaire that could support their livelihood for the next 2–3 years after returning. The responses are displayed in Table 5.8. A 47 per cent said 'returning to foreign country again for employment' followed by establish 'any kind of business' (18.4%). There were other strategies such as 'vegetable/fruits farming', 'livestock/animal husbandry', and 'service'. The responses were similar across gender and provinces.

Table 5.8. Returnee migrant workers (%) according to their future strategy to support for livelihood in coming 2-3 years after returning from employment in foreign country by gender and province

Strategy for livelihood	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
Production of cereal crops	1.9	0.0	1.1	3.0	1.0	1.2	0.0	0.0	7.1	1.8
Vegetable, fruits farming	5.5	4.8	12.5	2.5	0.5	4.8	2.9	9.6	4.5	5.5
Livestock/animal husbandry	5.6	1.2	9.6	4.2	2.9	4.2	3.9	3.4	7.8	5.4
Any other own business	18.3	19.0	20.0	20.7	14.8	19.9	17.4	19.2	15.6	18.4
Wage labour	3.3	3.6	1.1	3.8	3.8	2.4	2.4	11.0	1.3	3.4
Service	4.3	15.5	1.1	4.2	12.4	10.2	1.9	4.1	1.9	4.9
Factory work	1.3	1.2	1.1	2.5	0.5	0.0	1.4	1.4	1.9	1.3

Driving vehicles	4.0	0.0	2.1	3.0	8.6	1.8	3.9	1.4	5.2	3.7
Return from investment	2.6	3.6	1.4	2.1	12.9	0.0	0.0	0.0	0.6	2.6
Returning to foreign country again for employment	46.8	47.6	50.0	35.0	41.4	34.3	65.7	48.6	53.2	46.9
Other	6.4	3.6	0.0	19.0	1.4	21.1	0.5	1.4	0.6	6.2
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

Note: M=men, W=women.

5.5 GOVERNMENT PROGRAMMES FOR REINTEGRATION

There are a number of programmes the Government of Nepal has launched in order to create additional employment opportunities (NPC, 2020)³⁸. In 2020/21 budget, the Government has allocated NPR 11.6 billion to the Prime Minister Employment Programme (PMEP) to generate 200,000 employment opportunities. Similarly, NPR 1 billion has been allocated to facilitate employment for 50,000 individuals through skills-based training and NPR 4.34 billion to strengthen organizations providing technical, vocational and skills training to support employment of 75,000 individuals including returnee migrant workers. In addition, the budget has also emphasized job creation for 40,000 people through small farmers' credit, for 179,000 individuals through Youth and Small Entrepreneur Self Employment Fund, and for 50,000 individuals in the private sector. All these programmes are directly and indirectly useful to returnees for their reintegration. There are also number programmes to support reintegration of the returnee migrant workers running through national and international non-government organizations.

In this context, it is important to understand whether the targeted population are aware of these programmes that support their need. For this purpose, the returnees were asked a question during interview, "do you know any programme of government which provides funds to returnee migrants to help setup small-scale (or any scale) industry?" The responses of the returnees are displayed in Table 5.9 and 5.10. Of the total 1400 returnee respondents, only a few of them (15.7% or 220) have knowledge about the government programme, which means a large portion of target population did not have such knowledge at all. The situation is same for both men and women and for most of the Provinces. There were two provinces – Bagmati and Gandaki, where around one-third of the respondents were aware of those programmes. However, Karnali had none of the returnees who were aware of such support programmes from the government. And, it is noteworthy that the survey did not include question on the specific support programmes from non-governmental organizations.

Table 5.9. Returnee migrant workers (%) according to their knowledge about any government programme that provides fund to help them setup small or medium scale industry by gender and province

Knowledge about fund from government programme	Gender		Province							Total
	M	W	Province-1	Province-2	Bagmati	Gandaki	Lumbini	Karnali	Sudurpaschim	
Yes	15.9	13.1	13.9	5.1	34.8	32.5	5.3	0.0	20.1	15.7
No	84.1	86.9	86.1	94.9	65.2	67.5	94.7	100.0	79.9	84.3
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

Note: M=men, W=women.

Among those who are aware of the government support programmes, only two returnees interviewed (0.9%) had taken loan for setting up the small/medium scale industry (Table 5.10). These two returnees were men from Province-1. It was not surprising that most of the returnees had heard about the soft loan that the government of Nepal had announced for the returnees for establishing small enterprises or doing any business. During the in-depth interviews almost all the respondents said that they had heard about it but was not materialized. They did not have any information as to where, how and when to approach for such loans, and perhaps that might simply be a political propaganda or to be provided to the cadres of political parties or those who have had the access.

38 NPC (2020). *The effects of COVID-19 pandemic on foreign employment and its impact on the economy of Nepal*. Kathmandu: National Planning Commission, the Government of Nepal.

Table 5.10. Returnee migrant workers (%) according to receiving loan under any government programme that provides fund to help them setup small or medium scale industry by gender and province

Fund/loan received	Gender		Province							Total
	M	W	1	2	3	4	5	6	7	
Yes	1.0	0.0	5.1	0.0	0.0	0.0	0.0	-	0.0	0.9
(n)	(2)	(0)	(2)	(0)	(0)	(0)	(0)	-	(0)	(2)
No	99.0	100.0	94.9	100.0	100.0	100.0	100.0	-	100.0	99.1
(n)	(207)	(11)	(37)	(12)	(73)	(54)	(11)	-	(31)	(218)
Total (n)*	209	11	39	12	73	54	11	-	31	220

Note: *Only those returnee migrant workers who have knowledge about any government programme that provides fund to help them setup small/medium scale industry; M=men, W=women; number in parentheses is sample (n).

Almost all the returnees during the in-depth interview gave the opinion that if the government had provisioned easy and cheap loan to the general people and the returnees, nobody would go abroad for employment and would choose to live with the families. The migrant returnees living in Banke, Gulmi and Arghakhanchi districts said that the loan process needed to be easy, simple and accessible at the ward level.

5.6 QUALITATIVE INFORMATION FROM THE KII

This section deals with the finding of the KII discussions with the key government officials dealing with the labour and labour issues, trade union federation, non-profit organizations and civil societies, media advocacy group, and some key individuals. The list of KII is given in Annex 1 (D).

This section deals with the finding of the KII discussions among the key government officials working with employment and labour issues, non-profit organizations and civil societies, GEFONT, media advocacy group, and some other key informants. The list of individuals for KII is given in Annex 1 (D).

5.6.1 Skills training

Generally, the returnee migrant workers wouldn't be interested in any sort of training targeted for jobs. With whatever they saved from their earnings abroad they would like to invest in the businesses. In this light, one of the opinions given during the interaction was that the returnee migrant workers should be provided with the "entrepreneurship development" skills. During the interviews with the returnee migrant workers they responded that they lacked skills and knowledge about establishing the new business. If COVID-19 withers away, the returnee migrant workers would like to re-migrate as much as possible. In that case it would not be hard for them to quit the jobs they were taking.

During the KII interaction it was stated that the skill tests might be necessary to determine the level of skills of the returnees, which would provide the basis for further training. The skills testing however were not done systematically and regularly. The certification after the skill tests would not help them to get any job in the market and the returnees were less motivated to do the skill testing.

There was no systematic mechanism for skill trainings in place. Hence, it was hard to track how many returnee migrant workers received the training. The returnees were found to have taken the same trainings repeatedly. The private training institutes who were licensed to provide the skills training did not have adequate capacity as well as competence to provide such trainings. The competence of the instructors, quality and adequacy of materials supplied, equipment used during the training, etc., were generally found to be sub-standard. Monitoring was difficult to accomplish and there was no local ownership developed yet. There was absence of proper and adequate coordination of the government entities with the TEVT and the trainings being offered lacked the TEVT standard. There was no option with the government but outsource the skill training to the private training institutes. There were instances like a skills training institute based in Kathmandu had won the bid while the other agency located outside Kathmandu actually conducted the training. Such issues were not properly investigated and take action by the concerned authorities.

One of the KII respondents said the long duration training had been obsolete or already lost their relevance in the labour market. No one wanted to register for the training courses of three- or six-months duration. During the KII interaction it was indicated that the potential returnee migrant workers wanted to take a short training of 15-21 days.

The FY budget allocation for the trainings would actually be enough to conduct quality trainings if managed properly, was the opinion given by one of the directors of a skill training institute. The valuation of the cost of training needed to be based on the proper survey. The Government of Nepal was spending millions of Rupees on such trainings through its various mechanisms, but it was like 'pouring water in the sand'. Hence, proper monitoring and follow-up mechanism should be built in order for effective and efficient skills training.

The Foreign Employment Board which works on the skills training of the returnee migrant workers. They were open to anyone willing to enrol to take the skills training. In the past the Board had offered a free of cost training at the province level. But the applicants were too low even though the trainings were free of cost.

5.6.2 Returnee migrant workers

Discussing on the returnee migrant workers, the opinion given during the interaction was that returnees were putting a lot of pressure on the internal labour market as their numbers were over millions. In this regard, the government of Nepal should have a vision, mission and goals that address the employment problem in the country. Apart from the issues of employment, the returnee migrants were posing a lot of other issues when they returned to the country of origin.

The subsequent section describes various challenges that were being faced by the government, NGOs, and the Civil Society organizations (CSOs). An interaction with a CSO working with Nepalese women migrant workers (WMWs) and their families indicated that the CSO was providing various kinds of services, such as educate the women on the pre-departure cycle, orientation on the immigration procedure and employment situation in the destination, and various kinds of services being after the return.

Many women returnee workers were engaged in the capacity-building activities such as through the entrepreneurial and psychosocial training for social and economic empowerment of WMWs. Some of them were provided with the training and integrated to the jobs. Picture 1 shows one of such skills rendered to the returnee migrant workers. There were about 61 women returnee migrant workers who were trained in e-rickshaw driving, got the licenses and were well integrated to the work in Kailali, Banke, Nawalparasi, Makwanpur and Sunsari. The organization had been playing an active role in making the domestic and foreign labour migration a safe, orderly, regular, and decent through coordination and collaboration with concerned government, non-government, and the private sector stakeholders. The other CSO run by returnee women migrant was working on the rights and interest of Nepali migrant workers, provided the preventive and curative measures to mitigate the violence against women migrant workers, worked on the trafficking against persons, reintegration of migrant workers, in particular women migrant workers through financial literacy, paralegal support, entrepreneurship development, facilitation for the skills certification, and the psychosocial support.

There were some successful stories of reintegration. Some returnees were given training on the entrepreneurship like coffee brewing, organic farming and beauticians. Picture 2 shows one of such skills (organic farming) inculcated to the returnee migrant worker on the organic farming technique. The interaction also indicated that only 10–20 per cent of the returnee migrant workers were integrated to the jobs, which was relatively low considering a lot of women returnee workers. The reintegration efforts deemed necessary at the local levels, rather than merely concentrating in the cities. Banks denied providing loans to women returnee migrants although government had mandated all the banks to provide soft loans to them.



A returnee provided with e-rickshaw driving skill by a civil society organization. © IOM 2019/AMKAS



A women returnee migrant taught with an organic farming. © IOM 2019/AMKAS

During the KII interaction, it was revealed that several documentation and approvals were required and several kinds of bans were imposed on women who wanted to go abroad for employment. Annex 4 shows some key regulations and bans imposed which posed restrictions rather than facilitation to the women migrant workers. That was perceived to be discriminatory towards women, and these regulations on banning migration of women should be revisited and revised to ensure equal opportunities and rights of the women. It was argued that the eligible women who were physically and mentally fit should be allowed to go

abroad for employment like their men counterparts. As the legal path regarding the women migration had been disrupted then the illegal means prevailed, such as a lot of Nepali women were migrating then via India, Sri Lanka, and China.

The CSOs who were interacted were also providing various sorts of services to the returnee migrant workers during the COVID-19, had made provision of shelter services to the returnees. Annex 4, Table 4.2 provides the list of services that was provided to the returnees through the shelters. Usually, all sorts of supports including food, first aid treatment, counselling and referrals as needed were provided. The returnees were kept in the shelters up to 18 months and provided with various kinds of care and services to the women returnee migrant workers. It was also mentioned during the interaction that government entities prevented NGOs and CSOs to step in and rescue the pregnant and women in depression who needed immediate support, care and counselling. Furthermore, it was mentioned that registering with only one government entity such as District Administration Office seemed inadequate and needed further approval from the Home Ministry. There were also instances of good cooperation received from the government by the non-profit organizations in the service provisions to the returnees. For instance, Ministry of Home tagged those organizations to the Prime Minister Employment Programme, where several returnee migrant women had received trainings on sewing. They also received a good support from the local political structure (Deputy Mayor), who provided the municipality fund to buy machines for the garment factory. The machine was bought, and the work began where many of the women returnees had been employed. The annual budget of municipalities could be utilized to reintegrate the women migrant returnees.

There was lack of data/information regarding women migrant workers who were abroad and who have returned. The government entities located at destinations even denied registering the grievances of migrant women who were in hardships, tortured and harassed during the employment abroad. The concerned government agency stated the reason that any Nepali citizen migrating without the labour permit through the appropriate channel of the government would not receive any support. The embassies were expected to be the guardian of Nepali migrant workers who were in foreign land and needed support during the hardships. However, that was not the case.

One of the KII participants said that the pre-departure training given just before their departure seemed to be too late. It needed to be provided well ahead of the departure, and should be given at the ward level. One of the CSOs who provided the leadership training to six returnee migrant workers had entered into the politics and reached up to the level of Deputy Mayor.

5.6.3 Some prospective areas of integration of the returnee migrant workers

During the KII interaction, it was suggested that the returnee migrant workers could engage in the NTFP (Non-timber Forest Products) cultivation and production, such as 'allo' cloth making (cloth made out of local plant), handmade paper, production of spices, etc., which were in high demand domestically and in the international market and good income sources. Similarly, Government of Nepal should study the type of skills which are in high demand abroad. Trainings should be provided to the potential migrant workers based on the international demand for skills. In this regard, the Migration Centres should be made active at the local levels. Women migrants had no or low skills while they migrated ended up in the low paid work. Most of the women migrant workers were also unaware of the basic rules and ethics at the destination countries. As a result, they had to pay fines for the non-compliances of the ongoing rules. In some instances, NRNA had experienced paying those penalties as the victims in foreign countries were unable to pay the penalties. Hence, the potential migrants need good orientation before migration.

One of the KII participants said that large manufacturing entities of Nepal had not suffered much due to the COVID-19 pandemic. They managed to adopt precautionary methods to prevent the spread of the infections among their labourers since the factory owners were financially capable to manage the pandemic by distancing and using their own transportation to work for their workers. However, the medium and small enterprises, particularly established with small investments, were hard hit by the pandemic, and many of the workers had lost their jobs. The hotel and tourism sector was impacted the most. A five-star hotel located in Kathmandu was providing NPR 5000–NPR 6000 per month to its workers during the lockdown, which was against the labour laws and Contingent Act 2068. Given the lack of guests and customers at the hotel due to COVID-19, the hotel was unable to pay more. Similarly, the drivers and the support staff (transportation sector), self-employed like beauticians, porters, petty shop keepers, and daily wage earners were badly affected by the COVID-19 pandemic and the consequent lockdowns. The Government had made provision of 'substitution loan' up to NPR 1.5 million for women entrepreneurs. However, the loan process was too arduous and collateral required and potential linkages. One bank was permitted to provide the loans for 10 individuals. However, banks usually denied providing the loans without any collateral, and it was hard for the returnees to produce any viable collateral.

CHAPTER 6

CONCLUSIONS AND RECOMMENDATIONS

6.1 CONCLUSIONS

Nepal's migration- the push factors

Nepal went through a very turbulent sociopolitical phase during the past 25 years. The country's economy was shattered by the political insurgency during 1996 to 2006, lengthened political transition aftermath, an earthquake with 7.8 strength in the Richter scale hitting the country in 2015, and a 6-months long blockade at the land border crossing points. The border impasse blocked its regular supply of fuel and other goods, and cut-off of supply lines due to the protests, leaving the country in the severe economic hardships. All these factors provided sufficient impetus to migrate abroad for employment.

Nepal has the potential of yielding a “demographic dividend”, resulting in a huge productive age group, and 500,000 youths enter into the labour market every year. However, Nepal has not been able to take advantage of this population dividend mainly due to lack of employment in the country.

Currently, Nepal is the fifth highest remittance-dependent country in the world. The contribution of remittance to GDP was 24.9 per cent, 25.4 per cent, and 27 per cent in the FY 2017/18, FY2018/19, and 2019/20, respectively. The remittance growth has declined somewhat during the COVID-19 pandemic.

Total number of returnee migrant workers

The research team obtained the database of the returnee migrant workers from the COVID-19 Crisis Management Center (CCMC), Government of Nepal. The data was based on the immigration record of Tribhuvan International Airport (TIA) during the period for six months from 14 June to 16 December 2020. During that period, a total of 66,115 migrant workers were recorded as arrivals in TIA, of which 60,824 (92%) were males and 5,265 (8%) were females. There were 145 countries from where the returnees had arrived. The top five destination countries were United Arab Emirates, Saudi Arabia, Malaysia, Qatar and Kuwait which constituted about 87 per cent of the total returnee migrant workers.

There were several estimates regarding the number of the returnee migrant workers in Nepal done by MoLESS, 2020, the CCMC database; NPC, 2021-based on mainly two sources, e.g. NLFS, 2017, and Ministry of Foreign Affairs. The NPC 2021 had considered the returnee migrant workers from India as well. It estimated the total number of returnee migrant workers at 979,321. It considered more than 41 destination countries and the returnees from India as well. Finally, NAFEA (May 2020) triangulated data from the MFA including some reliable sources located at the destination countries. It considered seven key destination countries and the estimated number was 448,950 returnees by 2020, excluding the returnees from India. In the above light this team would ascertain approximate number of returnee migrant workers to be 9,789,321 as of 2020.

COVID-19 crises

The number of COVID-19 cases were 214 million around the world as of 23 August 2021. The trend which shows quite an oscillatory behaviour, reached its peak during January 2021, declined during May and June, and then rose again during July 2021. As of 23 August, the total number of deaths was 4.5 million. The virus struck Nepal and since the COVID-19 pandemic started, the total number of cases was 751,000 as of 24 August 2021 and total COVID-19 related deaths was 10,568. The daily new infections and death tolls are picking up again in July and August 2021. COVID-19 still persists in Nepal and some other countries of the globe, expecting a third wave, which would further destroy the global as well as Nepalese economy.

Nepal's GDP growth and structure of economy

Nepal's GDP growth rate declined to -1.9 per cent in 2020 from 6.7 per cent in 2019 and expected to grow by 2.9 per cent in 2021. Nepal's primary, secondary and tertiary sectors have been negatively impacted by the global slowdown and local shutdown. The hardest hit sector was the secondary, which include manufacturing, construction, electricity, gas and water sub-sectors, and the tertiary sector, which includes wholesale and retail business, hotel and restaurant, transport and communication and the storage, real estate and business service, and banks and financial institutions and public administration.

The outputs were estimated to have declined by more than 50 per cent for the hotel and restaurants, transport, storage and communication. Although the contribution of the agriculture sector to GDP is declining over the years, it is still providing employment to 70 per cent of country's workforce. With the enhanced access to machine and irrigation, and vocational education and skills, agriculture sector would be able to absorb a large chunk of workforce of the country. The aggregate Industry sector contributes 17 per cent of the overall employment. The SMEs sub-sector, construction, wholesale and retail trade have huge potential to absorb the workforce. Although adversely impacted at present by the corona pandemic the industry sector as a whole has the great potential of workforce absorption.

The Foreign Employment Policy 2068 BS (2012 AD) was framed with a view to incorporate all the desirable provisions related to labour and foreign employment, such as provision of the accessible migration process, and lead the foreign employment management in order to protect the rights of Nepali workers abroad. The goal of the Foreign Employment Policy was to ensure safe, organized, respected and reliable foreign employment to contribute to the poverty reduction along with the sustainable economic and social development. The objective of the Policy was also to provide skill-based training to Nepalese human resources to develop a competent manpower according to the demand of international market. There are several key provisions indicated by the foreign employment policy, which lacked the full-fledged implementation.

Government of Nepal's effort in addressing the migrant issues and concerns

The Government of Nepal has been implementing various supportive activities to deal with the migrant workers' concerns. Those efforts were carried out rather systematically only since 2015. Several types of support were received by migrant workers, namely services from the Migrants' Resource Centre, legal counselling, skills development, psychological counselling, and the financial literacy. The seven years' time series data however, shows erratic trends for most of the services provided to the returnees. The legal assistance service receivers were 1,715 individuals but a bit higher in 2017/18, and 2018/19. The most erratic trend was observed for the services rendered by Migrants' Resource Centre (MRC) to the returnees, which reached highest 126,605 in FY 2015/16 but only 54,458 in a period of eight months in FY2019/20. The service receivers on the psychological counselling and the financial literacy showed fluctuating trend. It was apparent service recipients for various services were low considering the huge demand of such services before and after migration.

Provision of training by the Government of Nepal

Government of Nepal, through the MoLESS, its sister organizations, and through the Cottage and Small-Scale Enterprises Development Center (CSEDC) were providing various types of training. One of such instances was that sixty type of skill development trainings were organized by targeting 10,000+ interested individuals. Some of the skill development training were house wiring, entrepreneurship development, food processing, fashion design, embroidery, handmade paper, bakery, beautician, doll making, plumbing, macaroni making, jam jelly making, computer maintenance, potato chips making, bike maintenance, sanitary pad making, masks and sanitizer making, shopping bag and school bag making. Furthermore, training centers of Bhaishapati, Butwal and Itahari have been conducting various types of training as their regular activities. Some of the training being rendered were, advanced cutting and sewing, basic security guard, beautician, bamboo and rattan craft, dhaka making, carpentry, caregiver, electricity fitting and maintenance, pump set mechanics, tiles and marble fitting, welding, mason, cleaner, general mechanics, receptionist and telephone operator, and sales person.

Government has been spending huge resources for the skills training, and to address the concerns of those who have been repatriated. The types of training being provided seemed quite useful if the trainees utilize them to get employment abroad or domestically. However, there is no due mechanism to follow up and monitor the post-training status of trainees i.e. right use of the trainings.

As per KII findings, there was no systematic targeted training mechanism in place. It is hard to know whether the returnee migrant workers took training. The private training centres, receiving licenses to provide trainings, lacked adequate capacity as well as competence to provide the training. Often, quality of the trainings was substandard. The competence of the instructors, quality and adequacy of the training materials supplied, quality of equipment used during the training, etc., were reported to be generally substandard. Monitoring had not been possible due to the lack of financial and human resources. There was lack of ownership of the trainings by the local organizations. There was no adequate coordination with the TEVT

regarding the curriculum, training method and processes. In several instances training modules and their duration were not updated to meet the market demand and standard. During the KII one instance was that a training institute based in Kathmandu won the tender to provide certain training, but another company located outside Kathmandu actually conducted that training. That was an instance of a subcontracting, not legal per ongoing regulations. This kind of issue was not sorted out with proper investigation by the concerned entity.

Profile of the returnee migrant workers

A large chunk of the returnee migrant workers were men (94%). The average age at first migration to foreign country for employment was 24.8 years. Most of the returnees had migrated for the first time to foreign countries for employment at the age of 20–24 years (42%). The age composition of household members showed that people with no or fewer number of children below 15 years of age and/or elderly population of 65 plus years in the household were mostly seeking employment abroad.

Majority of the returnee migrant workers had secondary level of education (grades 9–10) which constituted 38.4 per cent, followed by 23.1 per cent acquiring lower secondary level (grades 6–8), and 21.1 per cent achieving intermediate level of education (grades 11–12). Majority of the returnees were married (87.4%) and comparatively higher proportion of women migrant workers was single.

Only 13.6 per cent of the returnees had received job-related training before migration. Among them 16.2 per cent had received training on motor driving followed by 14.7 per cent receiving training on cooking, waiter (12.6%), security guard (11%), and small hotel management (9.9%).

A little over one-fourth migrant workers' last employment was in the United Arab Emirates (27%) followed by Malaysia (22.1%), Saudi Arabia (19.9%), and Qatar (14.8%). Majority of the migrant workers had migrated to only one country for employment in their lifetime (64.4%). However, the rest or 35.6 per cent had migrated to more than one country for employment in their lifetime, including 27.6 per cent of them migrating to two countries and 7.9 per cent migrating to three or more countries.

At the last destination country, over one-third of the returnee migrants (34.8%) had stayed over there for 2–3 years with average duration of 2.5 years. The total duration of stay at the country of last destination of employment, as well as multiple times of migration was 4–6 years (20.2%), with average duration of 5 years. Thus, majority of the returnees (50.4%) stayed between 2–6 years outside Nepal in their lifetime at different places of destination with average duration of 5.6 years.

Almost one half (46.4%) of the returnee migrant workers had migrated more than once to the last destination country for employment, 20.4 per cent had migrated twice, 11.7 per cent had migrated thrice, and 14.2 had migrated to the last destination for more than four times.

Nearly 60 per cent of the migrant workers who were working abroad returned home due to COVID-19 pandemic (Figure 3.17). The next main was the "expiry of work contract", which was explained by 14.9 per cent, expiry of visa (7.3%), not willing to work anymore (5.7%), and using annual leave facility provided the company (4%).

Experiences and skills learned at destinations

About one-third of the returnees performed more than one work during employment overseas. Returnees who performed more than one work were higher for men (32.4%) than women (21.4%) and higher for Province-1 (43.6%), Lumbini (43%) and Gandaki (33.1%). The most common works included factory work followed by the construction, general labour and hotel/restaurant work. The construction work was common for men, and hotel/restaurant was common for women.

The average earning of the returnees was NPR 54656 per month at the last destination. Seventy-two per cent of returnees earned between NPR 20,000 and NPR 60,000, but a few earned NPR 100,000 plus. Women earn more than men, which might be due to the reason that women were mostly involved in sales and services, which paid them higher wages.

More than 61 per cent of the returnees perceived some kind of risk exist at workplace. The common risks included "depression" and "workplace accident". The company's "not paying for the work", "paying less than agreed", the "road accident", "termination of job", and "fraud activity by company" were less common but important ones that the migrant workers faced. Even though the risk was almost universal at workplace, there were job security and safeguards too. Security and safeguards included "accommodation from company", "use of safety kits while working", "leisure time" and "two-way tickets to visit back home".

About one-third of the returnees had suffered from the health problems or illnesses during work at destinations with men were slightly higher than women. Migrants from Provinces 1 and Lumbini suffered more than the migrants from other Provinces. The most common health problems were "tiredness", "body ache", "headache" and "hands/legs ache".

More than three-fourths of the returnees were satisfied with their jobs. Women who said they were satisfied were 86.9 per cent, more than men (78.2%). The returnees from Sudurpaschim were most satisfied and from Province-1 were least satisfied with their jobs.

More than two-thirds returnees had learned some kind of skills with men slightly more than women. Almost all migrants from Bagmati and Lumbini had learned skills and knowledge. The most common skills learned at destination were the "factory work" such as production and manufacturing and "hotel/restaurant work". "Other professional works", "housekeeping", "security guard", and "driving" were also important skills learned at the destination.

The top five common utilizations of remittances were "paying back debt", "food and shelter", "buying household property", "education" and "health care or treatment". Almost 90 per cent of the returnee migrants perceived the positive changes in their economic status due to remittances- 13.6 per cent reported significant change, 26.4 per cent reported moderate change and about half of them reported slight change. About one-tenth did not perceive any change in economic status due to remittance.

Profile of post return situation

Among 1,400 returnees, about three-fourths were working at the place of origin after returning from abroad, where proportion of men was higher than the women. Agriculture was the main work where highest proportion was involved (34.9%). However, it was not known whether they were involved in traditional or commercial agriculture. In addition, general labour and cleaning, livestock/animal husbandry, and driving were important work areas. Similar kind of patterns existed for all the provinces. However, driving and hotel/restaurant were more common in Bagmati, which might be due to the proximity of cities like Kathmandu.

About 77 per cent of the returnees learned some skills at the destination. Proportion of returnees who learned skills were considerably high in all provinces, except Gandaki where only a few of them learned skills from migration. The highest percentage of returnees had "intermediate" level of skill (42.7%), which was followed by those who were "proficient" (37.1%). Women returnees were more proficient than men. Bagmati had the highest percentage of returnees who were "proficient" in their skills (79.5%).

About one-fourth of the returnees found their acquired experiences helpful at the origin. It was highest for Bagmati (55.7%) and lowest for Lumbini (5.3%) and Gandaki (9%). Of the total returnees who learned some skills, only about 22 per cent reported that they had used their skills for living at current place of residence.

After repatriating, the average monthly income was NPR 17,460 and that was almost equal to the findings of NLFS 2018. Such income was highest for Province-2 (NPR 24,735) and Bagmati (NPR 24,625), and lowest for Province-1 (NPR 7,192) and Lumbini (NPR 10,600).

About 38 per cent of the returnees reported that their social status had improved as compared with the status before migrating, which was prevalent more among men (38.4%) than women (26.2%). Lumbini had 87 per cent returnees who felt their social status had improved, while was low in case of Gandaki and Sudurpaschim.

Low salary at work was mostly experienced by the returnees (74.1%), followed by hardship of being employed (71.6%). In addition, the common experience of the returnees included the lack of sufficient money for investments in any business or industries, and lack of appropriate jobs.

The most common strategy was explained as remigration for employment, followed by willing to start businesses. The "vegetable/fruits farming", "livestock/animal husbandry", and "service" were some of the potential strategies for improving their livelihood.

Only some of the returnees (15.7%) were aware of the government programmes that would support them for livelihood. Bagmati and Gandaki had around one-third of the respondents who were aware of it, whereas Karnali had none who was aware of such support programmes. Among those who had utilized the government fund, only two men from Province-1 had taken the loan for setting up the small-scale industry.

6.2 RECOMMENDATIONS

Foreign employment policy

The Foreign Employment Policy 2068 has good provisions in place. It should further empower the Department of foreign Employment, Foreign Employment Board, MoLESS, PEMP to deal with the issues and concerns of bilateral cooperation and

its compliance like social security agreements, and workers' safety. The policy should explore the possibility of including migrant workers to Nepal's Social Security Schemes and voting during the general elections. In the existing policy the roles and responsibilities of each of the tiers of government need to be further clarified or elaborated, and the local government structure should be made responsible in the foreign employment coordination as provisioned by the policy.

Migration survey

A credible survey to determine the exact number of returnee migrant workers and the migrant workers who are employed abroad for that includes the returnees and those employed should be conducted preferably once in every 3 years. It should focus on several dimensions of labour migration e.g. stock of migrants abroad by destinations, repatriation flow, status of employment abroad and at the origin for the returnees, and disaggregated by gender, castes and Janajati details, and by provinces. The MoLESS should coordinate with the concerned government entity like NPC to conduct this kind of survey. The FEIMS contains some good information. It should further provide the migrant workers' profile which would be the details such as complete addresses, household information, skill sets and educational qualification, and country of employment. The MoLESS needs to coordinate with the concerned department and foreign ministry to update the FEIMS. Developing Migration Profile of Nepal with IOM was one of the positive steps and should consider for its continuation.

With support from the stakeholders located in the provinces, MoLESS should conduct a quick survey of the returnee migrant workers in order to understand their profiles and integrate them into paid work or entrepreneurship. The returnees were not aware of any government supports, facilities and resources which limited the utilization of the available resources. This should be carried out as an immediate action plan for reintegration. For this, Migration Resource Centres should work in tandem with the local government stakeholders to meet the demand of returnee migrant workers.

Coordination of migrant issues and training

One agency at the province level, such as urban and rural municipalities should be given responsibility for accomplishing the overall coordination in order to address the issues and concerns of returnee migrant workers to ensure proper utilization of the available government resources meant for them. This agency should coordinate with the government's training centres located at the provinces such as at Itahari, Kathmandu and Butwal as well as with the private training institutes in order to generate synergies in the training. The private training institutes should be monitored thoroughly in order to ensure the training quality provided by them. The monitoring and follow up mechanism need to be established to understand the trainees' status of employment and earnings.

In order to mitigate as well as ensure for a longer-term solution regarding the fraud employers abroad, occupational health and safety, appropriate remuneration as agreed upon in the labour contract, the Government of Nepal should initiate the bilateral dialogues with the countries of destination through the appropriate channels.

The bilateral labour agreement

The bilateral agreement should ensure the compliance of the standard contract provisions, such as wage and social protection, job security, skills certification, and the ethical recruitment practices for any work opportunities abroad. Further, Government should consider reintegration of the returnee and possible re-migration for those wanting to go back for foreign employment once the migration reopens in post-pandemic situation. Government should arrange proper coordination mechanism for migrant workers' return and repatriation.

The Government of Nepal's should establish regular contacts with migrant workers' association or societies located abroad through appropriate channel to understand and mitigate the hardships through bilateral dialogues and disseminate information about the preventive measure against COVID-19. This could be extended to maintain regular dialogue with the employers for ensuring workers' protection from exposure to infection in the workplace and guaranteeing workers' fundamental rights at work.

Reintegration of returnee migrant workers

Workers were earning their livelihoods in the sectors experiencing high and medium risks with the reduction in the output as a result of the COVID-19 crisis. As much as four-fifth of the workers was out of jobs and those who have been retained in the jobs were vulnerable in the sectors like manufacturing and trade sectors, and hotel and tourism sectors. The Government of Nepal should provide necessary support to these sectors such as soft loans, tax rebates, including COVID-19 check up and quarantine facility for the labourers, as needed.

There were large number of applicants for the loans, but the Government of Nepal had sanctioned these loans to only a few of the applicants. The concerned agencies should take prompt action to speed up the approval of the feasible loans.

As prescribed by APP (Agriculture Perspective Plan-1994/95 to 2014/15) of the Government of Nepal, promoting the niche agro-products by ecological belts, MoLESS should work in tandem with the Department of Agriculture to implement the programme through the federal, provincial and local level government structures for employment generation. The Government of Nepal should identify some strategic commodities for different agroecological domain of the country based on comparative and competitive advantages in national and international market. Furthermore, the Government of Nepal should do a quick survey to estimate the fallow land to lease them out for cultivation to the returnee migrant workers.

The Government of Nepal should seek cooperation and support from the non-governmental, non-profit civil society organizations who are working to support the returnee migrant workers such as re-skilling and skill certification, etc. The former should adopt the success stories of the non-profit organization for reintegration of the returnee migrant workers to some gainful employment, self-employment and entrepreneurship.

ANNEX 1 (A) QUESTIONNAIRE

Mount Digit Technology

Dhobighat, Lalitpur

Profiling of Returnee Migrant Workers, 2021

Survey Questionnaire for Returnee Migrant Workers

Surveyor ID: _____

Province No.: _____

District: _____

SN of respondent (interviewed by the surveyor): _____

Background Information

01. Name of respondent: _____

(Note: If respondent is not willing to share his/her name, ask only the initial letter of name with surname)

02. Age (completed age) _____

03. Gender _____

Man 1

Woman 2

LGBTI 3

Prefer not to say 9

04. Marital status _____

Single 1

Married 2

Widowed 3

Divorced 4

Separated 5

Prefer not to say 9

05. Education (completed) _____

Illiterate 00 Grade 5 05 Grade 11 11

Non-formal education 99 Grade 6 06 Grade 12/Intermediate/

Grade 1 01 Grade 7 07 Junior technical education

Grade 2 02 Grade 8 08 (JTA/sub-overseer, etc.) 12

Grade 3 03 Grade 9 09 Bachelor 13

Grade 4 04 Grade 10/SLC/SEE 10 Masters 14

MPhil and above 15

06. Family size (number of household members living together) _____

No. of men household members _____

No. of women household members _____

07. Age composition of your household members _____

Child population aged 0–14 years _____

Working age population aged 15–64 years _____

Elderly population aged 65 years and above _____

08. District of residence _____

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09. Urban/rural area of residence

- Rural municipality.....1
Urban municipality.....2

Profiling of Returnee Migrant Workers

10. What was the country / territory of your last destination of employment outside the country (Nepal)?

- | | | |
|------------------------------------|------------------------------|---|
| India.....01 | Bahrain.....11 | Other Asian countries.....21 |
| Afghanistan.....02 | Oman.....12 | United States of America.....22 |
| Maldives.....03 | Lebanon.....13 | Canada.....23 |
| Other South Asian countries.....04 | Cyprus.....14 | United Kingdom.....24 |
| Malaysia.....05 | Jordan.....15 | Russian Federation.....25 |
| Indonesia.....06 | Israel.....16 | Other European countries.....26 |
| Qatar.....07 | Iraq.....17 | Australia.....27 |
| Saudi Arabia.....08 | the Republic of Korea.....18 | New Zealand.....28 |
| United Arab Emirates.....09 | Japan.....19 | Latin American and Caribbean countries.....29 |
| Kuwait.....10 | Macao SAR China.....20 | African countries.....30 |

11. What was the duration (in months) of your stay last time at the last destination of employment outside the country?(Note: Write 000 if less than one month)

12. What type of work did you do last time at the country of last destination of employment?

- | | |
|---|--|
| Factory work (production and manufacturing) 01 | Shop worker.....13 |
| Construction labour.....02 | Security guard.....14 |
| General labour (unspecified).....03 | Restaurant/hotel work.....15 |
| General cleaning labour (sector unspecified).....04 | Driving vehicles.....16 |
| Agriculture labour (farm, plantation).....05 | Domestic worker/housekeeping.....17 |
| Livestock/animal husbandry labour.....06 | Engineering work (sector unspecified).....18 |
| Mason.....07 | Teaching and research.....19 |
| Carpenter.....08 | Other professional work (unspecified).....20 |
| Painter.....09 | AC fitting and maintenance.....21 |
| Welder.....10 | Machinery work of vehicles/ship.....22 |
| Scaffold.....11 | Other work.....23 |
| Electrician.....12 | |

13. Whether you had migrated more than once for working to the country of last destination of employment?

- Yes1
No2→Q16

14. If yes, how many times did you go there for working?

15. What was the total duration (in months) of stay at the country of last destination of employment (including stays for multiple times)?

16. What was your age at the time of first migration for employment outside Nepal?

17. Did you migrate to more than one country for employment outside the country (Nepal)?

- Yes1
No2→Q21

18. If yes, in how many countries did you work for employment?

19. How many times overall in total did you migrate to foreign countries (including multiple times in the same country, if there was any) for employment?

20. What was the overall total duration (in months) of your stay during employment outside the country in different countries (including stays for multiple times)?

21. Did you do more than one type of work during whole span of employment outside the country (including stays for multiple times and different countries, if there was any)?

- Yes1
No2→Q23

22. If yes, what are the types of work you did during your whole span of employment outside the country?

(Multiple answers possible)

Yes.....1 No.....2

01. Factory work (production and manufacturing)
02. Construction labour.....
03. General labour (unspecified)
04. General cleaning labour (sector unspecified)
05. Agriculture labour (farm, plantation)
06. Livestock/animal husbandry labour
07. Mason.....
08. Carpenter
09. Painter
10. Welder
11. Scaffold
12. Electrician.....

13. Shop worker
14. Security guard.....
15. Restaurant/hotel work.....
16. Driving vehicles.....
17. Domestic worker/housekeeping.....
18. Engineering work (sector unspecified)
19. Teaching and research.....
20. Other professional work (unspecified)
21. AC fitting and maintenance
22. Machinery work of vehicles/ship
23. Other work.....

23. Did you receive any training to do the job before leaving Nepal for the first time?

Yes 1

No 2→Q28

24. If yes, what type of skill(s) you acquired during training before leaving Nepal for the first time?

(Multiple answers possible)

Yes.....1 No.....2

01. Automobile mechanics.....
02. Bicycle repairing and maintenance.....
03. Brick-laying mason
04. Cane/bamboo furniture.....
05. Care givers
06. Carpentry, wood carving.....
07. Computer
08. Cook
09. D-Class contractor
10. Drainage and canal.....
11. Electronics (TV and radio maintenance)
12. Embroidery.....
13. Fabric painting.....
14. Hairdressing.....
15. Hosiery.....
16. House painting
17. House wiring
18. Housekeeping
19. Knitting, pottery.....
20. Lady security guard
21. Leather and synthetic.....
22. Leather and shoemaking.....
23. Leather sewing.....
24. Machine maintenance.....
25. Mills machine mechanic.....

26. Motor driving.....
27. Mushroom production.....
28. Nursery management and gardening.....
29. Office secretary
30. Plumbing.....
31. Press composing.....
32. Pump-set mechanics.....
33. Salesperson
34. Scaffolding
35. Security guard.....
36. Sheet metal mechanics.....
37. Shuttering carpenter
38. Small hotel management.....
39. Steel fixture.....
40. Tailoring.....
41. Terracotta.....
42. Textiles.....
43. Tube-well boring.....
44. Typing, carpet weaving
45. Vegetable farming.....
46. Waiter.....
47. Weaving general mechanics.....
48. Welding.....
49. Other

25. What was the duration (in weeks) of training(s) that you acquired for?

26. Whether it was a formal training organized by CTEVT?

Yes 1

No 2 → Q28

27. If yes, were you certified by CTEVT?

Yes 1

No 2

28. Did you suffer any health related problems during employment outside the country?

Yes 1

No 2 → Q30

29. If yes, what were the health-related problems that you suffered during employment outside the country?
(Multiple answers possible) Yes.....1 No.....2

01. Tiredness/body pain	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	10. Sexually transmitted infections.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
02. Headache.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	11. HIV/AIDS.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
03. Hands/legs ache.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	12. COVID-19	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
04. Stomach ache.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	13. Cuts/wounds.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
05. Eyes pain.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	14. Handicapped.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
06. Heart disease	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	15. Problems from excessive hot	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
07. Kidney problem.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	16. Problems from excessive cold.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
08. Pneumonia.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	17. Other	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
09. Tuberculosis.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>		

30. What were the risks while working in foreign countries?
(Multiple answers possible) Yes.....1 No.....2

01. Workplace accident.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	10. Custody for overstay.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
02. Road accident	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	11. Holding/confiscation of passport by agent/ company	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
03. Fights between co-workers.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	12. Sending to another country by agent/ manpower agency.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
04. Attempt of murder.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	13. Fraud activity by the company.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
05. Depression.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	14. Sickness due to adverse climate.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
06. Attempting suicide.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	15. Other	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
07. Termination from work.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	16. None	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
08. Not paying for work.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>		
09. Paying less than committed.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>		

31. What were the benefits regarding job security/safeguards while working outside the country?
(Multiple answers possible) Yes.....1 No.....2

01. Use of safety kits while working.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	09. Provision of sick leave	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
02. Security provided from physical attacks.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	10. Provision of leisure time.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
03. Accommodation from company	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	11. Allowed to re-join at work after visiting back to home country	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
04. Guarantee of job as per contract.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	12. Facility of 2-way tickets to home and expenses.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
05. Insurance for workplace accident	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	13. Facility of meals.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
06. Life insurance.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	14. Other	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
07. Bonus for work.....	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>	15. None	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>
08. Support for legal documents	<div style="border: 1px solid black; width: 20px; height: 20px;"></div>		

32. What was the main reason for returning home last time from employment outside the country?

- Expiry of work contract.....01
- Expiry of visa.....02
- COVID-19 pandemic.....03
- Self-desire04
- Excessive work load05
- Not getting work anymore.....06
- Handicapped07
- Sickness.....08
- Released from detention/custody.....09
- Annual leave facility.....10
- Due to death of family member.....11
- Work not being according to the agreement.....12
- No salary and other facility as per contract.....13
- Other.....14

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33. (Note: Only for those who returned home multiple times from employment outside the country) What were the reasons for returning home multiple times from employment outside the country? (Multiple answers possible) **Yes.....1 No.....2**

- 01. Expiry of work contract.....
- 02. Expiry of visa.....
- 03. COVID-19 pandemic.....
- 04. Self-desire.....
- 05. Excessive work load.....
- 06. Not getting work anymore.....
- 07. Handicapped.....
- 08. Sickness.....
- 09. Released from detention/custody.....
- 10. Annual leave facility.....
- 11. Due to death of family member.....
- 12. Work not being according to the agreement.....
- 13. No salary and other facility as per contract.....
- 14. Other.....

34. What did you learn as skills during employment (on-the-job-training) at destination country/countries?
(Multiple answers possible) **Yes.....1 No.....2**

- 01. Agriculture (farm, plantation).....
- 02. Livestock/animal husbandry.....
- 03. Mason.....
- 04. Carpentering.....
- 05. Painting.....
- 06. Welding.....
- 07. Scaffolding.....
- 08. Electric wiring.....
- 09. Security guard.....

- 10. Restaurant/hotel work.....
- 11. Driving vehicles.....
- 12. Housekeeping/domestic work.....
- 13. Engineering work (sector unspecified).....
- 14. Teaching and research.....
- 15. Other professional work (unspecified).....
- 16. Other works.....
- 17. Nothing.....

35. Are you satisfied with your job(s) while working at foreign country?

- Yes 1
- No 2

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36. What was your average monthly income (in NPR) during the most recent employment at destination country?

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37. How did you/your family members use remittance? (Multiple answers possible)

Yes.....1 No.....2

01. Paying back debt.....	<input type="checkbox"/>	09. Saving in bank.....	<input type="checkbox"/>
02. Investment in own business.....	<input type="checkbox"/>	10. Lending money in interest.....	<input type="checkbox"/>
03. Investment in shares/other's business.....	<input type="checkbox"/>	11. Performing social customs/duty.....	<input type="checkbox"/>
04. Buying house.....	<input type="checkbox"/>	12. Medicine/medical treatment.....	<input type="checkbox"/>
05. Buying land.....	<input type="checkbox"/>	13. Education.....	<input type="checkbox"/>
06. Buying gold/silver/ornaments.....	<input type="checkbox"/>	14. Travelling/journey/tour.....	<input type="checkbox"/>
07. Buying household commodities.....	<input type="checkbox"/>	15. Other.....	<input type="checkbox"/>
08. Food and lodging.....	<input type="checkbox"/>	99. Prefer not to say.....	<input type="checkbox"/>

38. Do you think there is any improvement in economic status of your household after your employment outside the country?

Yes, improved slightly..... 1

Yes, improved moderately..... 2

Yes, improved significantly..... 3

No, not at all/same as before..... 4

Rather degraded..... 5

☐

39. Did you use the skills that you learned at destination during employment outside the country to current place of work in Nepal?

Yes..... 1

No..... 2

Just returned from the employment, not used as yet..... 3

Not learned any skill..... 4

☐

40. How did you rate skills gained in foreign countries?

Proficient..... 1

Intermediate..... 2

Beginner..... 3

Not learned any skill..... 4

☐

41. Whether your work experience in foreign country made any assistance for livelihoods at current place of residence?

Yes..... 1

No..... 2

Just returned from the employment, not used as yet..... 3

☐

42. What is your present occupation at the place of residence in Nepal?

☐ ☐

Factory work (production and manufacturing)....01	Shop worker.....13
Construction labour.....02	Security guard.....14
General labour (unspecified).....03	Restaurant/hotel work.....15
General cleaning labour (sector unspecified)....04	Driving vehicles.....16
Agriculture labour (farm, plantation).....05	Household keeping.....17
Livestock/animal husbandry labour.....06	Engineering work (sector unspecified).....18
Mason.....07	Teaching and research.....19
Carpenter.....08	Other professional work (unspecified).....20
Painter.....09	Other work.....21
Welder.....10	Nothing.....22
Scaffold.....11	Just returned from the employment.....23
Electrician.....12	

43. What is current average monthly income of your household (including income of all household members from any source)?

Just returned from the employment, don't know.....0000000

44. Do you feel any changes in social status of yourself/your household in the community after your employment outside the country?
- Yes, respectful than before.....1
- No, not at all/same as before2
- Hatred than before.....3
- ☐
45. What are the employment related risks of returnee migrant workers at place of residence in Nepal?
(Multiple answers possible) **Yes.....1 No.....2**
- Not availability of work of interest.....1
- Difficulty in getting employment.....2
- Less salary.....3
- Financial problems for investment.....4
- Difficulty on access to loan.....5
- Skills learned not suitable at place of residence.....6
- Returning to employment again in foreign country7
- Other.....8
- ☐
46. Do you know any programme of government which provides funds to returnee migrants to help setup small-scale (or any scale) industry?
- Yes1
- No2→Q49
- ☐
47. If yes, did you receive any loan from the government programme?
- Yes1
- No2→Q49
- ☐
48. If yes, what was the amount (in NPR) of loan?
-
49. What will be your future strategy in coming 2-3 years to support your livelihood?
- | | |
|---------------------------|--|
| Crop production.....01 | Service.....08 |
| Vegetable farming.....02 | Factory worker09 |
| Fruits farming.....03 | Driving vehicles.....10 |
| Livestock keeping.....04 | Income returned from investment.....11 |
| Tea/coffee farming.....05 | Returning again to employment in foreign |
| Own other business.....06 | country12 |
| Wage labour.....07 | Other13 |
-

Profiling of Returnee Migrant Workers, 2021
Key Informant information (KII) to the government officials/ private/ business organization representative

Name of the respondent:

Gender:

Age:

Organization;

Contact:

1. How is the labour market in Nepal as well as overseas affected by the COVID-19 pandemic? Is/was the effect different for men and women migrant workers? In particular, to the returnee women migrant workers who came with child/unwanted pregnancy? If so how and why?
2. How do you evaluate the repatriation of migrant workers due to COVID-19?
3. How do think about the remigration of those who repatriated once COVID-19 pandemic is over?
 - What are the sectors of economy in Nepal that affected mostly by the COVID-19 pandemic? [The sectors such as manufacturing sector, tourism sector, trade sector, transportation sector, service sector, and others] And how can they utilize skills of the migrant workers
4. What are the economic challenges faced by repatriated migrant workers due to COVID-19 pandemic? Maybe due to loss of jobs, no employment opportunities, insufficient land owned, etc., and the effects are like...
 - Livelihood of family
 - Education of children
 - Household property
 - Etc.
5. What are the social problems created among repatriated migrant worker's households by the COVID-19 pandemic? How and why? Is this issue gender specific?
6. What are the health issues faced by migrant workers and their families due to COVID-19 pandemic? Any gender specific?
7. Are there any reintegration programmes from the government (federal, provincial and local level)? What are those programmes? How does it work? What are the problems, challenges and solutions of such reintegration programme? Are these problems different for menand women?
8. In your knowledge, are there any reintegration programmes run by the non-governmental sectors (federal, provincial and local level)? What are those programmes? How does it work? Access to soft loan schemes? What are the problems, challenges and solutions of such reintegration programme?
9. Any suggestions, in your opinion, regarding policy and structural arrangements to minimize the negative effects of the COVID-19 in the country? What are the main concerns to be highlighted in the reintegration policy? From government sector, non-governmental sector and private sector.

MountDigit Technology
DhobiGhat, Lalitpur

Profiling of Returnee Migrant Workers, 2021

Returnee Migrants: Total 20 Interviews (10 men and 10 women): The respondents of IDP will be selected from among those who were interviewed for quantitative survey.

- i. Returnee migrants who are involved in any kind of income generation activities. Total interviews will be 10 (5 men and 5 women)
- ii. Returnee migrants who are doing nothing. Total interviews will be 10 (5 men and 5 women)

Note: Selection will be based on the representativeness of provinces and geographical regions.

Part I. For those who are involved in any income generation activities (5 men and 5 women)

Name of the respondent (name will be anonymous):

Gender:

Age:

Education:

Current occupation:

Current Location: Province:

Geographical Region:

1. Brief history and process of migration – departure and return – multiple migration, Debt
2. Discuss about risk and vulnerability in work at destination
3. Discuss about last time return process – effect of COVID-19 at destination and in Nepal
4. Discuss about what is s/he doing in after returned and currently?
5. How did s/he begin the current scheme/occupation – how has s/he inspired? How did s/he manage to do? What is the current status of this occupation? Investment/income/profit/loss?
6. Status of utilization of skills and knowledge?
7. Support from government and non-governmental sectors for return migrants
8. Recommendations – to government, non-governmental sectors and also to other returnees

Part II. For those who currently do nothing (5 men and 5 women)

Name of the respondent (name will be anonymous):

Gender:

Age:

Education:

Current occupation:

Current Location: Province:

Geographical Region:

1. Brief history and process of migration – departure and return – multiple migration
2. Discuss about risk and vulnerability in work at destination
3. Discuss about last time return process – effect of COVID-19 at destination and in Nepal
4. Discuss about what is s/he doing in after returned and currently?
5. Discuss about any opportunity to do something to earn. Why did not s/he go for such opportunities?
6. Discuss about any type of training related to earning. Yes/No – why?
7. Discuss about any support from government/non-government to do something that help you for your livelihood. Have you ever approached such opportunities? Yes/No – why and how?
8. What is your future plan? Discuss if the COVID-19 wave continue; if any restrictions related to COVID-19 lifted and normal situation restored.
9. Recommendations – to government, non-governmental sectors and also to other returnees

ANNEX 1 (D) LIST OF INDIVIDUAL FOR KII AND IN-DEPTH INTERVIEWS

List for KII

1. Bijaya Rai Shrestha, AMKAS
2. Dharmendra Dhamala, Executive Director, Talim Kendra, Itahari
3. Dilaram Panthi, Under Secretary, Ministry of Federal Affairs
4. Dipendra Paudel, Under Secretary, MOLESS
5. Dr. Dibakar Luitel, Under Secretary, National Planning Commission
6. Dr. Thaneshwar Bhusal, Under Secretary, MoLESS
7. Gopal Adhikari, ED, Bhaishepati Talim Kendra
8. Maiya Kandel, Foreign Employment Board
9. Prabin Basnet, Media Advocacy Group
10. Rajan Shrestha, Executive Director, Foreign Employment Board
11. Ram Hari Nepal, GEFONT
12. Satra Kumari Gurung, Paurakhi
13. Sujata Sharma, NRNA

List for In-depth interviews -Lumbini Province

1. Kedar Nath Gyawali, Gulmi, Poultry Farm
2. Ram Singh BK, Banke, Sandal Factory
3. Krishna Bahadur Raymajhi, Sandhikharka, Goat Farming
4. Min Bahadur Khadka, Maharajgunj, Kathmandu, Flower Shop
5. Bhola Raut, Bhaktapur, Masala Uddhyog
6. Shanti Lama, Budhanilkandha, Kathmandu, Barista
7. Shiva Bahadur Tamang and Nirmal Yonzon (couple, small hotel in Panauti)
8. Yubraj Adhikari, Bauddha, Kathmandu, Accountant in an Import/Export company

ANNEX 2

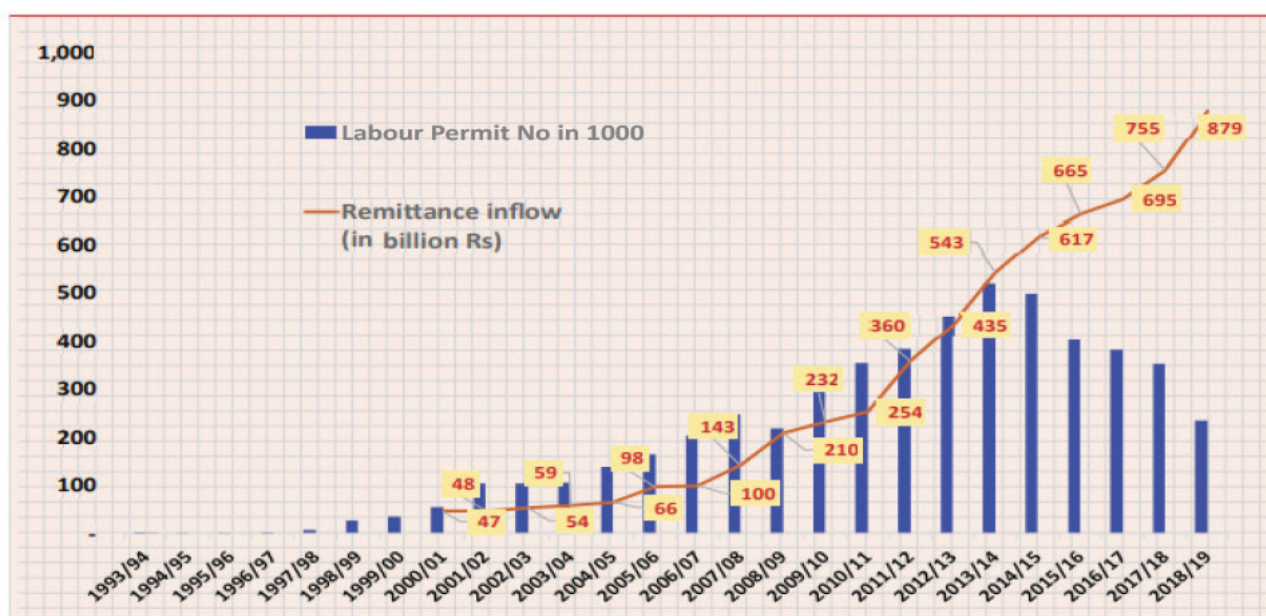
Annex 2 Table 2.1. Remittance inflow in Nepal by month basis of comparison in NPR million

Month	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
	2071/72	2072/73	2073/74	2074/75	2075/76	2076/77
mid-Jul to mid-Aug (<i>Shrawan</i>)	42,193.5	53,272.4	51,940.2	55,552.8	73,954.2	75,401.5
mid-Aug to mid-Sept (<i>Bhadra</i>)	42,285.4	54,396.0	62,799.6	59,998.9	80,247.7	78,331.2
mid-Sept to mid-Oct (<i>Ashwin</i>)	49,711.0	58,752.7	57,057.1	60,772.0	87,969.8	76,510.5
mid-Oct to mid-Nov (<i>Kartik</i>)	46,151.4	48,966.8	60,340.9	52,626.0	70,087.2	74,722.3
mid-Nov to mid-Dec (<i>Mangsir</i>)	46,862.4	55,983.3	55,526.4	56,531.0	64,332.1	72,019.7
mid-Dec to mid-Jan (<i>Poush</i>)	48,755.7	52,321.3	54,569.3	55,062.8	66,773.3	70,273.3
mid-Jan to mid-Feb (<i>Magh</i>)	44,975.2	51,463.3	52,333.6	60,805.6	72,190.5	65,954.3
mid-Feb to mid-March (<i>Falgun</i>)	50,060.9	52,217.2	55,424.5	70,506.4	66,636.6	79,208.7
mid-March to mid-April (<i>Chaitra</i>)	55,194.40	54,312.70	61,939.90	68,521.50	70,996.60	34,500
mid-April to mid-May (<i>Baishakh</i>)	62,879.00	57,187.70	55,040.30	66,303.10	72,108.90	53,900
mid-May to mid-June (<i>Jestha</i>)	62,673.30	60,076.80	66,447.90	73,051.00	73,719.60	94,000
mid-June to mid-Jul (<i>Ashad</i>)	65,536.60	66,114.00	62,032.70	75,327.60	80,254.80	100,209
Annual Total	617,278.80	665,064.20	695,452.40	755,058.60	879,271.30	875,030

Source: Nepal Rastra Bank monthly publication (2019/20) adapted from Foreign Employment and its Impact on the Economy of Nepal, NPC, 2020.

Note: The decline of remittance inflow from informal channel would be much higher than the estimated level from formal sector; however, there is no data available of remittance from informal sector in the country. In the case of lockdown in the economy and break down in the traditional supply chain (and Hundi system), it is likely that large share of informal sector of remittance might have channeled through formal sector of the remittance.

Annex 2 Figure 2.2. Labour permits issued and remittance inflow in Nepal (1993–2019)



Source: Department of Foreign Employment and Nepal Rastra Bank, (2020)

Annex 2 Table 2.3. Arrival and Departure to and from TIA between Jan–vMar 2020

Country	January		February		March	
	Arrival	Departure	Arrival	Departure	Arrival	Departure
Saudi Arabia	14094	6329	13037	5288	5590	5861
Qatar	19622	5145	18851	4604	10219	3420
United Arab Emirates	14444	6288	14036	5562	9706	7068
Malaysia	11820	7862	12153	8111	6911	8242
United States	109	43	108	38	43	35
Japan	684	104	575	99	330	192
Kuwait	3089	1242	6	1236	1449	1296
Bahrain	923	518	770	603	624	399
Oman	710	324	597	267	428	249
Others	2601	1802	2893	1522	1825	1954
Total	68096	29657	63026	27330	37125	28716

Source: NPC, Foreign Employment and its Impact on the Economy, 2020.

Annex 2 Table 2.4. Number of Workers in the Destination Countries and Loss of Employment

Country	Number of workers	Loss of employment	Loss of Job
		Per cent	Number
United Arab Emirates	400 000	30	120 000
Qatar	425 000	20	850 00
Saudi Arabia	380 000	20	760 00
Kuwait	80 000	15	12 000
Bahrain	35 000	12	4 200
Oman	17 500	10	1 750
Malaysia	500 000	30	150 000
Total	1 837 500		448 950

Source: NAFEA publication 18 May 2020.

THE COFFEE CULTIVATION, PRODUCTION AND EXPORT

Annex 2 Table 2.5. Land quality suitable for Coffee Production

Land quality	area (Ha)
Moderately suitable	73 4661
Suitable	40 2646
Most suitable	61 228
Total	1 198 535

Source: Tea and Coffee Development Board, 2019/20 .

Annex 2 Table 2.6. Export and Import of Coffee in Nepal

Fiscal Year	Export		Import	
	Export (Kg)	Export (NPR '000')	Import(Kg)	Import (NPR '000')
2015/16	111 168	107 901	105 037	55 541
2016/17	94 604	84 539	99 364	50 402
2017/18	84 219	93 725	163 377	65 892
2018/19	84 131	99 616	1 262 409	98 014
2019/20	46 893	57 726	66 172	118 846

Source: Tea and Coffee Development Board, 2019/20.

Annex 2 Table 2.7. Status of Coffee cultivation and production- 2021

Description	Land area in hectare
Coffee cultivation in Nepal	2 360
Feasible land for coffee	1 198 000
Production (Green Bean)-MT	297
World demand of green bean-MT	8 000
Coffee export-MT	46
Districts planting coffee	44
No. of farmers engaged in coffee	26 719

Source: Nepal Tea and Coffee Development Board (NTCDB), 2019/20.

Annex 2 Table 2.8. Type of training being offered by Cottage and Small Scale Enterprise Promotion Centre - A Notice published in Gorkhapatra - 2077/9/22 (January 2021)

SN	Subject of Training	Training duration	Numbers to be selected
1	House wiring	2 months	75
2	Entrepreneurship	7 days	600
3	Food processing	10 days	75
4	Basic Pattern sewing	2 months	120
5	Advanced pattern sewing	2 months	90
6	Fashion design	2 months	60
7	Handicraft embroidery	2 months	105
8	Machine embroidery	2 months	45
9	Crystal equip production	1 month	210
10	Velvet, Dhaka shoe, sandal	1 month	120
11	Handmade paper and felt	1 month	120
12	Paper goods and screen print	1 month	45
13	Rubber bolding and Resin goods	15 days	60
14	Bakery advance	15 days	210
15	Beautician basic	2 months	210
16	Beautician advance	2 months	90
17	Doll making	1 month	420
18	Plumbing	2 months	180
19	Mobile maintenance	2 months	210
20	Bike maintenance	2 months	150
21	Auto mechanic	2 months	90
22	Computer maintenance	2 months	150
23	Water pump maintenance	1 month	90
24	Coffee Barista	15 days	270
25	Bakery basic	10 days	510
26	Jam jelly sauce	10 days	210
27	Potato and banana chips	7 days	210
28	Rattan and bamboo goods	2 months	90
29	Macaroni making	7 days	210
30	Rubber stamp and sign board	1 month	120
31	Shopping bag	15 days	210
32	School bag making	45 days	210
33	Liquid soap	7 days	210
34	Round soap making	7 days	210

35	Sanitary pad making	15 days	240
36	Coffee processing	15 days	60
37	Dalmot making	7 days	210
38	Papad making	7 days	210
39	Animal feed	15 days	210
40	Tractor repair	2 months	60
41	Industrial wiring	2 months	60
42	Bate kodhup	7 days	210
43	Paper plastic plate	15 days	210
44	Wielding	1 month	210
45	Tile and marble fitting	2 months	90
46	TV repair	2 months	90
47	Automobile wiring	2 months	90
48	Face mask making	7 days	240
49	Sanitizer making	7 days	240
50	Phenyl and harpic making	7 days	420
51	Tissue paper	7 days	180
52	Mayonnaise making	7 days	210
53	Milk processing	1 month	120
54	Corn flakes	7 days	240
55	Motor welding	1 month	90
56	Banana fiber	1 month	210
57	Herbal goods	15 days	210
58	Solar fitting and repair	1 month	60
59	Refrigerator and AC repair	2 months	60
60	Aluminum Fabricator	2 months	90
Total			10 305

Source: Gorkhapatra Nepali Daily Newspaper, 2077/9/22.

Annex 2 Table 2.9. Skills of returnee migrant workers at destination by gender

Skills	Male		Female		Total	
	Number	%	Number	%	Number	%
AC maintenance	578	0.08	-	-	578	0.08
Accounting/cashier	882	0.12	454	0.79	1 336	0.17
Administration	614	0.09	56	0.10	670	0.09
Agriculture	10 555	1.49	101	0.18	10 656	1.39
Livestock farming	1 789	0.25	98	0.17	1 887	0.25
Automobile	325	0.05	-	-	325	0.04
Business	179	0.03	3	0.01	182	0.02
Caregiver	58	0.01	263	0.46	321	0.04
Carpenter	17 848	2.52	1	0.00	17 849	2.33
Cleaning	69 641	9.83	27 807	48.53	97 448	12.73
Construction	18 425	2.60	-	-	18 425	2.41
Cooking	12 226	1.73	290	0.51	12 516	1.63
Driving	36 610	5.17	34	0.06	36 644	4.79
Electrician	9 635	1.36	10	0.02	9 645	1.26
Engineer	184	0.03	-	-	184	0.02
Factory worker (unspecified)	72 215	10.19	5 035	8.79	77 250	10.09

Factory worker (food production)	1 105	0.16	38	0.07	1 143	0.15
Factory worker (meat processing)	734	0.10	37	0.06	771	0.10
Furniture	175	0.02	-	-	175	0.02
Gardener	1 067	0.15	1	0.00	1 068	0.14
General worker (unspecified)	279 235	39.41	3 047	5.32	282 282	36.86
Hairdressing/beautician	158	0.02	1 134	1.98	1 292	0.17
Health service provider/nursing	38	0.01	208	0.36	246	0.03
Hotel/restaurant	14 190	2.00	1 454	2.54	15 644	2.04
Housekeeping	1 019	0.14	9 508	16.59	10 527	1.37
Information technology	72	0.01	-	-	72	0.01
Laundry	1 698	0.24	10	0.02	1 708	0.22
Life guard	628	0.09	28	0.05	656	0.09
Machine operator	4 210	0.59	325	0.57	4 535	0.59
Mason	25 976	3.67	-	-	25 976	3.39
Massage parlour	81	0.01	189	0.33	270	0.04
Mechanic	5 100	0.72	337	0.59	5 437	0.71
Metal work	7 364	1.04	2	0.00	7 366	0.96
Mining	121	0.02	-	-	121	0.02
Painting	6 056	0.85	-	-	6 056	0.79
Pilot	11	0.00	-	-	11	0.00
Plumbing	8 155	1.15	10	0.02	8 165	1.07
Scaffolding	12 172	1.72	2	0.00	12 174	1.59
Security guard	59 896	8.45	1 057	1.84	60 953	7.96
Shop worker/salesman	9 075	1.28	2 256	3.94	11 331	1.48
Tailoring	2 778	0.39	778	1.36	3 556	0.46
Waiter	11 813	1.67	2 728	4.76	14 541	1.90
Welding	3 762	0.53	-	-	3 762	0.49
Total (n)	708 453	100	57 301	100	765 754	100

ANNEX 3

Annex 3 Table 3.1. Age and sex composition of returnee migrant workers (in %)

Age group (in years)	Gender		Province							Total
	M	W	1	2	3	4	5	6	7	
< 25	8.8	17.9	7.9	15.2	7.1	3.6	10.1	11.0	9.7	9.4
25–29	26.4	20.2	23.9	26.2	26.7	17.5	25.1	32.9	32.5	26.0
30–34	25.0	33.3	28.9	17.3	29.0	33.1	24.6	21.9	23.4	25.5
35–39	17.7	14.3	15.7	15.6	18.6	20.5	21.7	15.8	14.9	17.5
40–44	12.0	6.0	12.1	13.1	11.9	11.4	10.6	9.6	11.7	11.6
45–49	5.6	6.0	7.1	6.3	3.8	4.8	4.8	6.8	5.2	5.6
50 & above	4.5	2.4	4.3	6.3	2.9	9.0	2.9	2.1	2.6	4.4
Average age	33.5	31.6	33.8	33.1	33.1	35.4	33.1	32.6	32.5	33.4
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

Note: M=men, W=women.

Annex 3 Table 3.2. Returnee migrant workers (%) according to district of residence

District	Men	Women	Total	District	Men	Women	Total
Province-1				Gandaki Province			
Taplejung	0.6	1.2	0.6	Gorkha	1.3	2.4	1.4
Panchthar	0.8	0.0	0.8	Lamjung	1.4	1.2	1.4
Ilam	1.0	1.2	1.0	Tanahu	1.2	2.4	1.3
Jhapa	3.8	7.1	4.0	Syangja	1.4	0.0	1.4
Morang	3.7	8.3	4.0	Kaski	2.1	3.6	2.2
Sunsari	2.9	1.2	2.8	Myagdi	0.6	0.0	0.6
Dhankuta	1.1	1.2	1.1	Parbat	0.9	0.0	0.9
Tehrathum	0.8	0.0	0.7	Baglung	1.2	2.4	1.3
Sankhuwasabha	0.8	0.0	0.7	Nawalpur	1.4	2.4	1.5
Bhojpur	0.9	0.0	0.9	Lumbini Province			
Solukhumbu	0.2	1.2	0.3	Gulmi	1.5	1.2	1.5
Okhaldhunga	0.3	1.2	0.4	Palpa	1.0	1.2	1.0
Khotang	1.1	2.4	1.1	Parasi	0.8	0.0	0.8
Udayapur	1.7	1.2	1.6	Rupandehi	2.8	1.2	2.7
Province-2				Kapilbastu	1.1	0.0	1.1
Saptari	1.7	0.0	1.6	Arghakhanchi	1.1	0.0	1.1
Siraha	3.0	0.0	2.8	Pyuthan	0.7	0.0	0.6
Dhanusha	3.6	1.2	3.5	Rolpa	1.3	1.2	1.3
Mahottari	2.1	0.0	2.0	RukumPurba	0.5	0.0	0.4
Sarlahi	2.2	0.0	2.1	Dang	2.7	2.4	2.6
Rautahat	1.2	0.0	1.1	Banke	1.1	0.0	1.0
Bara	2.5	1.2	2.4	Bardiya	0.7	0.0	0.6
Parsa	1.5	0.0	1.4	Karnali Province			
Bagmati Province				RukumPashchim	1.4	0.0	1.4
Sindhuli	0.8	0.0	0.7	Salyan	3.5	1.2	3.4
Ramechhap	0.4	2.4	0.5	Surkhet	3.4	1.2	3.3
Dolakha	0.3	2.4	0.4	Dailekh	1.4	0.0	1.3
Sindhupalchowk	0.8	2.4	0.9	Jajarkot	0.4	0.0	0.4

Kavrepalanchowk	1.1	1.2	1.1	Dolpa	0.2	0.0	0.2
Lalitpur	0.7	1.2	0.7	Jumla	0.3	0.0	0.3
Bhaktapur	0.8	4.8	1.0	Kalikot	0.1	0.0	0.1
Kathmandu	2.7	20.2	3.8	Mugu	0.2	0.0	0.2
Nuwakot	0.4	1.2	0.4	Sudurpaschim			
Dhading	1.0	1.2	1.0	Bajura	0.3	0.0	0.3
Makwanpur	1.1	3.6	1.3	Bajhang	0.4	0.0	0.4
Chitwan	3.0	4.8	3.1	Achham	0.2	0.0	0.2
				Doti	0.5	0.0	0.5
				Kailali	4.5	1.2	4.3
				Kanchanpur	3.1	1.2	3.0
				Dadeldhura	1.0	0.0	0.9
				Baitadi	0.9	0.0	0.9
				Darchula	0.6	0.0	0.6
Total (n)					1 316	84	1 400

Annex 3 Table 3.3. Returnee migrant workers (%) according to job-related training before migration for the first time

Receiving job-related training	Gender		Province							Total
	M	W	1	2	3	4	5	6	7	
Yes	13.5	15.5	7.9	16.0	30.0	16.3	6.3	8.2	10.4	13.6
No	86.5	84.5	92.1	84.0	70.0	83.7	93.7	91.8	89.6	86.4
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400
Type of job-related training										
Brick-laying mason	2.8	0.0	0.0	0.0	4.8	3.7	7.7	0.0	0.0	2.6
Carpentry, wood carving	2.8	0.0	0.0	5.3	1.6	0.0	7.7	0.0	6.2	2.6
Cook	14.6	15.4	13.6	0.0	31.7	7.4	0.0	25.0	0.0	14.7
Electronic (TV, radio maintenance)	2.8	0.0	0.0	5.3	0.0	7.4	7.7	0.0	0.0	2.6
Hairdressing, beauty parlour	0.0	46.2	0.0	0.0	7.9	3.7	0.0	0.0	0.0	3.1
House wiring	4.5	0.0	0.0	10.5	0.0	3.7	7.7	0.0	12.5	4.2
Housekeeping	1.7	15.4	4.5	0.0	4.8	0.0	7.7	0.0	0.0	2.6
Motor driving	17.4	0.0	36.4	18.4	20.6	0.0	15.4	8.3	0.0	16.2
Plumbing	2.8	0.0	0.0	5.3	1.6	7.4	0.0	0.0	0.0	2.6
Security guard	11.8	0.0	0.0	10.5	4.8	7.4	23.1	41.7	25.0	11.0
Small hotel management	10.1	7.7	18.2	2.6	7.9	11.1	15.4	16.7	12.5	9.9
Tailoring	3.4	7.7	4.5	5.3	6.3	0.0	0.0	0.0	0.0	3.7
Waiter	13.5	0.0	9.1	0.0	20.6	18.5	0.0	0.0	25.0	12.6
Other	25.3	15.4	27.3	42.1	4.8	44.4	15.4	41.7	18.8	24.6
Whether the training was received from CTEVT										
Yes	16.3	15.4	0.0	15.8	4.8	18.5	23.1	91.7	18.8	16.2
No	83.7	84.6	100.0	84.2	95.2	81.5	76.9	8.3	81.2	83.8
Total (n)*	178	13	22	38	63	27	13	12	16	191

Note: *Only those returnee migrant workers who received job-related training before leaving the country for the first time; other include caregiver, computer, machine maintenance, mills machine mechanic, nursery management and gardening, office secretary, salesman, scaffolding, metal sheet mechanic, steel fixture, welding and other; and M=men, W=women.

Annex 3 Table 3.4. Returnee migrant workers (%) according to country of latest destination of employment

Country of last destination of employment	Gender		Province							Total
	M	W	1	2	3	4	5	6	7	
Malaysia	22.7	11.9	17.9	33.3	11.0	9.0	20.3	42.5	24.7	22.1
Qatar	15.3	6.0	20.4	20.7	11.0	12.0	13.0	15.1	5.8	14.8
Saudi Arabia	20.7	6.0	22.5	19.0	17.1	15.7	26.1	20.5	15.6	19.9
United Arab Emirates	26.3	35.7	25.4	13.1	39.0	35.5	29.0	15.1	33.1	26.9
Kuwait	5.5	9.5	6.1	5.5	4.3	11.4	6.3	2.7	3.2	5.7
Republic of Korea	1.9	1.2	3.9	0.0	1.4	3.6	0.5	0.0	3.2	1.9
Japan	1.1	10.7	0.7	0.0	7.1	1.8	1.0	0.7	0.6	1.7
South Asian countries	2.4	1.2	0.7	3.0	1.4	1.8	0.5	2.7	7.8	2.3
Other Asian countries	3.1	14.3	2.5	5.1	5.2	6.6	2.9	0.7	3.2	3.8
Other countries	0.9	3.6	0.0	0.4	2.4	2.4	0.5	0.0	2.6	1.1
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

Note: M=men, W=women.

Annex 3 Table 3.5. Returnee migrant workers (%) according to duration of stay (in years) at the latest destination of employment

Duration of stay (in years)	Gender		Province							Total
	M	W	1	2	3	4	5	6	7	
< 1	9.3	10.7	8.2	4.2	9.5	15.1	13.0	8.9	8.4	9.4
1–2	19.7	20.2	10.7	17.3	21.9	39.2	15.9	14.4	26.0	19.7
2–3	34.5	39.3	54.6	27.4	31.9	27.7	32.4	26.7	32.5	34.8
3–4	21.7	14.3	16.1	30.0	21.0	13.3	24.2	27.4	16.9	21.3
4–5	7.8	13.1	5.0	10.1	12.9	3.0	7.7	13.7	5.2	8.1
5–6	4.5	0.0	3.2	5.9	1.4	0.6	4.3	7.5	7.8	4.2
6 and more	2.5	2.4	2.1	5.1	1.4	1.2	2.4	1.4	3.2	2.5
Average duration	2.5	2.3	2.4	2.9	2.4	1.9	2.5	2.7	2.5	2.5
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

Note: M=men, W=women.

Annex 3 Table 3.6. Returnee migrant workers (%) according to total duration of stay (in years) at the latest destination of employment

Duration of stay (in years)	Gender		Province							Total
	M	W	1	2	3	4	5	6	7	
< 2	12.1	16.7	9.6	12.7	11.0	18.1	9.7	18.5	10.4	12.4
2–3	18.1	25.0	25.0	15.2	12.4	16.9	22.7	13.0	21.4	18.5
3–4	16.9	11.9	12.5	25.3	12.4	10.2	16.9	20.5	18.8	16.6
4–6	20.8	10.7	20.0	21.1	15.7	15.7	22.7	23.3	24.0	20.2
6–8	11.5	16.7	11.4	8.4	14.3	12.7	15.9	8.2	11.0	11.8
8–10	7.6	14.3	8.9	5.1	16.7	9.0	4.8	6.2	3.9	8.0
10–12	6.5	1.2	7.1	5.1	8.6	6.0	4.3	5.5	5.8	6.1
12 and more	6.6	3.6	5.4	7.2	9.0	11.4	2.9	4.8	4.5	6.4
Average duration	5.0	4.3	4.9	4.8	5.8	5.6	4.4	4.4	4.7	5.0
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

Note: M=men, W=women.

Annex 3 Table 3.7. Returnee migrant workers (%) according to overall lifetime duration of stay (in years) during employment in foreign country

Overall duration of stay (in years)	Gender		Province							Total
	M	W	1	2	3	4	5	6	7	
< 2	11.9	16.7	9.6	12.7	11.0	17.5	9.7	18.5	9.7	12.2
2–3	17.5	23.8	24.6	15.2	11.9	15.7	21.7	13.0	19.5	17.9
3–4	15.8	10.7	11.4	24.9	10.5	7.8	15.5	20.5	18.8	15.5
4–6	17.4	10.7	16.1	19.4	13.3	12.0	17.4	19.2	22.7	17.0
6–8	10.0	15.5	8.6	7.2	13.8	9.0	13.5	8.9	12.3	10.4
8–10	8.1	11.9	11.1	6.8	12.4	7.2	6.3	8.2	3.9	8.3
10–12	8.4	7.1	10.7	5.9	10.5	10.8	7.2	5.5	5.8	8.3
12 and more	10.9	3.6	7.9	8.0	16.7	19.9	8.7	6.2	7.1	10.5
Average duration	5.6	4.7	5.5	4.9	6.6	6.9	5.3	4.7	5.0	5.6
Total (n)	1 316	84	280	237	210	166	207	146	154	1 400

Note: M=men, W=women.

Annex 4 Table 1. Restriction/Bans on Migration of women for work-Government of Nepal

Year	Procedural restrictions/bans on women migrant workers
1985–1998	Women are required to obtain consent of their ‘guardian’ (parent, husband, or other relatives) to go for foreign employment
16 May 1997	Decision to permit women to work in foreign countries in certain organized sectors
5 March 1998	Ban on international labour migration for women is introduced
16 November 2000	Ban on international labour migration for women is withdrawn with a condition that a woman must obtain a guarantee for her security by the Nepali mission in the destination countries; this provision was not applicable in the case of the Gulf countries, hence women could not migrate to these countries
21 January 2003	Women are allowed to go for work in the Gulf countries on the condition that the Nepali embassy or consulate provides a certificate guaranteeing full security at the destination
27 March 2003	Additional conditions are imposed for women migrants, such as getting re-approval from the Government after temporarily visiting Nepal
8 May 2003	Requirement for women to obtain approval from the local government and family members before departing for foreign employment is introduced
31 May 2005	Foreign employment to Malaysia for women migrants is opened for employment in the organized sector
17 January 2007	Various decisions pertaining to restrictions and bans on women migrant workers are withdrawn so as to permit women to go for foreign employment in the organized sector
5 September 2007	All additional conditions for women migration (i.e. age, working condition in the destination, etc.) are withdrawn
5 September 2008	Women migrant workers allowed going for work to the Persian Gulf countries and Malaysia but not as a domestic help
Jan 2009–May 2009	complete ban is introduced on women domestic workers going to Lebanon
2010	Government allows women to go to Saudi Arabia, Kuwait, the United Arab Emirates and Qatar for work
October 2011	Nepal lifts the ban on women migrant workers going to work as domestic helps to the Gulf countries and aims to send about 150,000 women workers to the region
9 August 2012	Government decided to bar women less than 30 years of age from working in Saudi Arabia, Qatar, Kuwait and United Arab Emirates as domestic workers
July 2014	Nepal imposes a temporary ban on sending housemaids citing the need for stronger “regulations to protect them from widespread abuse and exploitation”
April 2015	Prohibition on women under 25 years of age migrating to the Gulf countries as domestic workers
13 May 2016	Government allows Nepali women aged 24 and above in domestic jobs in the Gulf and Malaysia with the help of selected recruiting agencies on the basis of signing separate labour agreements with the host countries
August 2017	Government stopped sending women to the Gulf countries after the parliamentary committee had ordered the Government to ban Nepalese travelling to the Gulf countries as domestic workers along with their field visit report

Source: Adapted from the information obtained from AMKAS/ Nepal.

Annex 4 Table 2. Services provided by the shelters

1.	Shelter service (आवास)
2.	Food (खाना)
3.	Communication with family (परिवारसंग सम्पर्क)
4.	First Aid Service with physical check up (प्राथमिक उपचार तथा शारीरिक जाँच)
5.	Medical Checkup (स्वास्थ्य उपचार)
6.	Mental Health Treatment (मानसिक स्वास्थ्यको उपचार)
7.	Psychosocial Counselling (मनोसामाजिक परामर्श)
8.	Paralegal support (कानुनी परामर्श/सेवा)
9.	Safe Abortion of unwanted pregnancy according to the Government policy (सुरक्षित गर्भ पतन)
10.	Safe Delivery if pregnancy is already nine months. (सुरक्षित सुत्केरी)
11.	Transportation (Bus fare for client to travel home (गाडीभाडा)
12.	Family Counselling (पारिवारिक परामर्श)
13.	Referrals (आवश्यकता अनुसार अरु ठाउँमा सिफारिश)
14.	Follow up

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