



Government of Nepal
Ministry of Labour, Employment and Social Security

National Implementation Strategic Framework of the Global Compact for Migration

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Contents

Acronyms	ii
Section 1: General Background National Implementation Strategic Framework of the GCM ...	1
Migration in Nepal.....	1
International Students	1
Labour Migration and Remittance Economy.....	1
Migration Policies.....	2
Nepal's Endeavors towards Implementing GCM Objectives.....	2
Migration Agendas in the Fifteenth Periodic Plan and 16 Approach Paper	8
Remedial Approaches/Response during the COVID-19 Pandemic.....	8
Alignment with 2030 Agenda (SDGs).....	9
Section 2: National Implementation Strategy Framework of the Global Compact for Migration	10
Coordination Mechanism for the Implementation of Global Compact for Migration.....	52
References	52
Annexes	55
Annex I: Gaps and Challenges as per GCM Objectives	55
Annex - II: Agendas and Key Consultations	63
Annex - III: Participants to discuss Implementation Strategy Framework of Global Compact for Migration, 10 - 12 April 2021.....	66
Annex - IV: Participants of National Implementation Strategy Framework of Global Compact for Migration, 7 April 2022	67
Annex - V: Inter-Ministerial Consultations held for the review of National Implementation Strategy Framework of Global Compact for Migration and 11-12 August 2023 and 21-22 May 2024	68

Acronyms

ADD	Abu Dhabi Dialogue/ MOWCSC/CIB
B.S.	Bikram Sambat
BLA	Bilateral Labour Agreements
CBS	Central Bureau of Statistics
CCMC	COVID-19 Crisis Management Center
CDO	Chief District Officers
COD	Countries of destination
DoCS	Department of Consular Services
DOFE	Department of Foreign Employment
DoI	Department of Immigration
ESC	Employment Service Centers
FEBS	Foreign Employment Board Secretariat
FEIMS	Foreign Employment Information Management System
GCM	Global Compact for Migration
GDP	Gross Domestic Product
GFMD	Global Forum for Migration and Development
ICAO	International Civil Aviation Organization
ILO	International Labour Organization
IOM	International Organization for Migration
LGOA	Local Government Operation Act 2017
MoC	Memorandum of Cooperation
MoFA	Ministry of Foreign Affairs
MoHP	Ministry of Health and Population
MoLESS	Ministry of Labour, Employment and Social Security
MoWCSC	Ministry of Women, Children and Senior Citizen
MRC	Migrant Resource Centers
NRN	Non-Resident Nepali
PMEP	Prime Minister's Employment Program
SAARC	South Asian Association for Regional Cooperation
SDGs	Sustainable Development Goals
UAE	United Arab Emirates

Section 1: General Background National Implementation Strategic Framework of the GCM

Migration in Nepal

The recent trends of increasing intensity of migration have been phenomenal. It is a vital global occurrence. Obviously, Nepal is not an exception. According to the recent census data, 7.43 per cent of the total population was absentee (NSO 2021). It signifies that a significant portion of the population has left their permanent residence, either permanently or temporarily. Similarly, the urban population of Nepal has reached 66.08 per cent in 2021 with almost 3 per cent increment from the last census in 2011 which was 63.19 per cent. Migration was a natural human trend since the past, which has been more intensive and pervasive in recent times. Migration management with effective migration governance is therefore an ever-increasing exigency at present and in the days to come.

People began travelling overseas for enrollment in the British Army in 1815, according to Nepal's international migration history. Initially, the numbers were small, and the key destinations were UK, Hong-Kong, Singapore, and Brunei. It was only in the late 1980s that Nepalese started to migrate to other destinations for work. Foreign migration intensified after the restoration of democracy in 1990 since international travel was made easier and more systematic. The Government of Nepal allowed private recruitment agencies to recruit workers in few countries such as Malaysia, Japan and South Korea, by taking approval from the Ministry of Labour in the mid-1990s. This was followed by the gradual increase in the outflow of Nepalese. This outflow has been dominated by the migration of low-skilled, mostly men to Malaysia, and the Persian Gulf countries, especially, Qatar, Saudi Arabia, and the United Arab Emirates. By 2011, 56 per cent of the households had migrant family members in various countries or have returned. As per the statistics of the Department of Immigration, in 2023, over 800,000 Nepali youths migrated for overseas employment.

International Students

According to IOM Nepal's 2016 study, a total of 84,700 Nepalis were found to be studying abroad, 76% of whom were from urban areas. In 2018/19, students pursuing higher education overseas were dispersed across 69 countries. The major destinations for these students were Australia, Japan, Cyprus, India, China, Canada, and the USA. The same IOM report indicates that the student migration rate has been sharply increasing since 2010. There were 26,948 migrant students in 2009/10, a number that surged to over 100,000 in 2022/23. This underscores the intensity of people's mobility across borders, especially for job opportunities and education, highlighting the need for effective migration governance.

Labour Migration and Remittance Economy

In the 1990s, in the spirit of globalization, labour migration from Nepal gathered increased momentum along with the adoption of an open market policy. Since then, the contribution of remittance sent home by migrant workers is gradually dominating the national economy. At a time when the country's major economic indicators have failed to produce encouraging results, remittances have remained instrumental in keeping the economy afloat. Besides, overseas migration and remittances have been crucial in poverty alleviation as well as for improving the living standards of the people. The contribution of the Nepalese migrants in the national economic sphere is manifested by its increasing size of remittance in the past few years.

Remittance inflows increased 21.2 per cent to NPR 1,220.56 billion during 2022/23 compared to an increase of 4.8 per cent in the previous year.¹ The Nepalese remittance to GDP ratio increased from 0.5 per cent in 1990/91 to about 23 per cent in 2022/23 (Nepal Rastra Bank, 2023). This ratio is relatively high compared to other South Asian countries. Remittance has relaxed the foreign exchange constraint of the country. The share of remittance in total foreign exchange increased quite considerably over the years in the last decade.

Migration Policies

The Foreign Employment Act 2042 B.S. is the first law of Nepal to govern overseas employment followed by the Foreign Employment Act and Regulation 2064 B.S. and the Foreign Employment Policy 2068 B.S, enacted with the aim of regulating foreign employment and making it decent, productive, and systematic. The Constitution of Nepal (2015) regulates foreign employment through Article 51 by laying down provisions whereby the state regulates and manages the foreign employment sector to make it free from exploitation and makes it safe and systematic, guarantees employment and rights of the labourer, encourages mobilization of capital, skills, technology and experience gained from foreign employment in the productive sectors in the country.

The 1990s marks the inception of a new era in a global labour market since Nepal adopted an economic liberalization policy brought about by the phenomenon of globalization and re-establishment of democracy in the country. The Eighth Periodic Plan emphasized the exploration of labour destinations from the state level. The first bilateral labour migration arrangement was signed between Nepal and Qatar in 2005. Altogether twelve such agreements have been made with Japan (2009/2019), Jordan (2017), Israel (2015/2020/2022), South Korea (2007), UAE (2019), Bahrain (2008), Malaysia (2018), Mauritius (2019), United Kingdom (2022), Romania (2023) and Germany (2023) till date (MoLESS). This implies that Nepal is sensitive towards the institutional management, safety, rights, and flow of Nepalese Migrant Workers in the global market.

The Constitution of Nepal, the Sixteen Plan Approach Paper, the Voluntary Review of SDGs, Nepal's active participation in GCM voluntary national review survey in 2020 and the recent multi-stakeholder workshop held in April 2021 organized jointly by MoLESS and IOM to identify and discuss the priorities of Nepal in developing a national GCM strategy and to contribute to the development of the National Strategy Paper are the key milestones which justify Nepal's alignment towards the commitments made in the national and international forums fundamentally, GCM, for the safe, orderly, regular and dignified migration.

Realizing the scope of migration, chiefly regarding higher studies and different tiered employment opportunities, Nepal as a state, has proactively come up with multiple laws, policies, strategies and programs in tandem with global spirit that migration must be safe, voluntarily, orderly and regular. With this note, developing an implementation strategy for GCM in Nepal will prove to be instrumental for making the 23 GCM objectives clustered into four thematic areas, tangible hereof.

Nepal's Endeavors towards Implementing GCM Objectives

Labour migration governance is chiefly steered by the Ministry of Labour, Employment and Social Security (MoLESS) and Nepal has signed Bilateral Labour Agreements (BLA),

¹ <https://www.nrb.org.np/contents/uploads/2023/08/Current-Macroeconomic-and-Financial-Situation-English-Based-on-Annual-data-of-2022.23.pdf>

Memorandum of Cooperation (MoC) and Memorandum of Understandings (MoU) with twelve destination countries including Malaysia in 2018, United Arab Emirates in 2019, United Kingdom in 2022, Germany (2023) and Romania (2023). In these recent bilateral arrangements, the Government's commitment towards ethical recruitment has been reflected in the form of Employer Pays Policy and the Bilateral Labour Agreements and Memorandum of Understandings signed with the countries of destination (COD) are aligned with the principles of IOM's International Recruitment Integrity System (IRIS) and ILO's General Principles and Operational Guidelines for Fair Recruitment. Similarly, these agreements and understandings are tuned with some other principles including the Standard Employment Contracts, the Minimum Referral Wages for Nepali Migrant Workers and the Equality of Treatment among others to mention few. Furthermore, Nepal has introduced valid Machine-Readable Passports from 2010 and e-passports from November 2021. Likewise, the biometric system was first introduced at the Tribhuvan International Airport in 2017 for ensuring the legal identity of the bearer as prescribed by the ICAO standards to align the legal document with the global standards. The biometric authentication system is available at the Special Bureau of Police Headquarters and the Central Investigation Bureau of Nepal Police. The device makes use of physical characteristics of people such as face shape and fingerprints while screening people and documents. Installation of biometric devices by the International Police Organization (Interpol) is under progress in four areas of the country in a bid to track movements of terrorists and criminals, and to curb entry of people travelling with forged travel documents. The country is started issuing the national identity card in which both demographic and biometric details of every single person will be centralized in the national identity registry (NIR).

To curtail the recruitment associated fees from the part of the prospective migrant workers, the Government of Nepal started an initiative in 2015 and introduced "Free Visa and Free Ticket" for migrating to some countries as an initial step towards the "Employer Pays Principle" which has laid a foundation stone in the journey of fair and ethical recruitment practices in the country. This is likely to have positive implications through provision of regulatory mechanisms in place to take actions against unethical recruitment (aligned with GCM objective 6). Nepal is considered a Champion Country of GCM and is actively engaged in regional and global processes on labour migration viz. Regional Consultative Process on Overseas Employment and Contractual Labour for Countries of Origin in Asia (Colombo Process), Abu Dhabi Dialogue (ADD), Bali Process on People Smuggling, Trafficking in Persons and Related Transnational Crime (Bali Process), South Asian Association for Regional Cooperation (SAARC) and Global Forum for Migration and Development (GFMD) among others. Likewise, Nepal has been the chair for the Colombo Process since March 2017 until 2021 when it was handed over to Afghanistan. It is a path-finder country for Alliance 8.7.

In the Kathmandu Declaration of the Sixth Ministerial Consultation of the Colombo Process, the Member States came to the consensus to sustain joint efforts towards no recruitment cost to migrant workers, align regulatory frameworks with global initiatives, and appropriate policies and programs towards the transformation of the recruitment industry. It was held on 16 November 2018 under the leadership of Nepal with the theme "Safe, Regular and Managed Migration: A Win-Win for All". The Member States unanimously emphasized further consolidation of migration governance to enforce decent norms and policies from different aspects such as gender sensitiveness and protection, including protection from all forms of exploitation, slavery, servitude and forced labour. It also sheds light on the evidence-based information dissemination at all stages of migration and to empower migrants through enhancing inclusion in the workplace and in their host societies, with intent to contributing to

the global efforts towards Objective 3 and 16 of the GCM.

Realizing poverty as the central push factor in the migration phenomenon, the Government has given due emphasis on employment generation measures including development of self-employment opportunities and promotion of entrepreneurship at varying levels within the country, equally targeting the returnee migrants matching them with the skills required in the local labour market. There is a scheme from the Government for the returnee migrants with subsidized interest rates to launch their own businesses so that they can make use of their respective skills and specific capabilities that they learnt when they were abroad. Similarly, the provincial governments have launched programs such as the Youth Entrepreneurship Program particularly to promote agriculture through low interest based agricultural loans. Hence those returnees who have previously worked in the modern agricultural sector during their stay abroad are likely to be benefit from such programs. Likewise, the recent formation of the Investment Promotion Centers can be taken as a welcoming step regarding channelization of remittances in the productive sectors. These centers can contribute towards other thematic areas like skill development training, migration related counseling and sustainable reintegration of the returnee migrants among others. Duly considering the need of returnee migrants, some of the local governments have initiated such programs. The Government of Nepal has approved Reintegration Programme (Operation and Management) Directives for Returnee Migrant Workers, 2079 to guide the reintegration program.

The Prime Minister's Employment Program (PMEP) aims to retain the people in the local job market by providing linkages with income-generating opportunities. It secures at least 100-days employment in a year to the unemployed people including those who lost their work due to COVID-19 along with returnee migrant populace. Since the program is executed at the local level, the Local Governments are mandated to collect data of unemployed population through the Employment Service Centers (ESC). A guideline is introduced to develop ESC as employment job and clarify its roles and responsibility. This center can be developed into a full-fledged counseling body at the local level not only to contribute to the national agenda of safer migration but to create a conducive environment by which informed decision on migration reaches to the local level youth.

The establishment of Migrant Resource Centers (MRC) at some selected locations is likely to foster an enabling environment for potential migrant workers who can get reliable advice and support regarding decent work abroad. The MRCs normally offer services related to access to information, access to justice, skill development training, psychological counseling and financial literacy in relation to foreign employment.

The Vocational and Skill Development Training Academy under MoLESS is liable for the skill development initiatives to maximize the utility and demand of Nepali youth in the local as well as the international labour market. The Brain Grain Center at the Ministry of Foreign Affairs can be developed as a platform to harness the skills, knowledge and capabilities of the Nepali Diaspora communities. Likewise, the Nepal Government-initiated mechanism of mandatory attestation of job demands by Nepali missions abroad before approval of labour permits, can be considered as a landmark achievement in line with addressing the vulnerabilities in recruitment processes of Nepali migrant workers. The Government of Nepal certifies and accredits the skills and expertise acquired abroad. The Foreign Employment Board Secretariat (FEBS) - a welfare government body mandated to cater services to the documented Nepali migrant workers - has started the process to recognize the skills of the returnee migrant workers by certifying their respective skills that they acquired abroad.

The Constitution of Nepal acknowledges the need for migration governance to make migration safe from exploitation, free and orderly equally guaranteeing their respective rights. The current periodic plan of the country (2019/20-2023/24) has set out an ambitious long-term vision of eradicating multidimensional poverty, and to graduate from the Least Developed Country status by 2026. Similarly, the 15th Plan has already recognized remittances as key for capital formation; and thus, integrated financial literacy and entrepreneurship training to the remittance receiving households have been found to be essential for sensible investment of those remittances in the productive sectors. At the same time, the current plan ensures to provide support to the poor and socially excluded groups through economic empowerment and prioritizes on utilizing the skills, knowledgebase and expertise of the migrants and Diaspora communities in the path of national development. Similarly, the National Health Policy, 2019, has spoken about the health vulnerabilities of migrant workers. It seeks to protect the health of host communities from migration induced public health threats.

The Foreign Employment Information Management System (FEIMS), a web-based application is designed to keep record of the data from several government entities, including the Department of Passports, which allows for the entry of the updated and actual data of Nepali migrant workers. Since the concerned government agencies and private sector have access to these records, it will be of key assistance to track migrants working abroad to rule out the possibility of Nepali migrants being undocumented or missing in the migration process. Further, a mobile application in the name of “Baideshik Rojgari App” has been launched by the Department of Foreign Employment (DoFE) for the aspirant Nepali migrants and their families and supports them to track the process of the registration requests. This application provides multiple services to its users including: keeping track of their labour permits ; provides information about institutions imparting orientation training and biometric tests; connects users to the financial institutions linked with foreign employment related transactions (banks, insurance companies); provides information on complaints registration mechanism; issues public notices; provides contact information of the Labour Attaches, Embassies and Consulates; provides linkage with other essential institutions like medical insurance companies, banking service providers and the Foreign Employment Welfare Fund. The Department of Foreign Employment (DOFE) has recently upgraded its FEIMS with modified features and is linked with all the stakeholders involved in the process of recruitment and placement of the migrant workers for foreign employment. Furthermore, Department of Consular Services (DOCS) under the Ministry of Foreign Affairs (MoFA) has initiated online system to provide consular and legal consultations which includes support for search and rescue, repatriation of dead bodies of Nepali migrants, compensation and online policy report attestation for the migrant workers and their families.

Nepal has prioritized supporting the vulnerable migrant workers including the victims of trafficking. The Government mobilizes its diplomatic missions abroad in this connection to shoulder the responsibility for protecting the rights and interests of Nepali migrant workers in the COD. These missions provide temporary travel documents with exemption of revenues to those who fail to produce their legal identity documents when trying to return to their home country. In addition to this, these missions have been supporting the vulnerable migrants with legal issues along with reintegration in association of CSOs overseas, Diaspora groups, and international development partners. The Foreign Employment Welfare Fund (generated by mandatory contribution from regular migrant workers) is normally utilized to support the documented migrant workers. This fund is managed and mobilized by FEBS while providing compensation to the migrant’s/family members in case of death and/or disability. After the

enactment of the Foreign Employment Act (FEA) in 2007, there has been mandatory provision of placement of labour counselors and attachés in all diplomatic missions in countries with more than five thousand Nepali migrant workers who are chiefly accountable for settling labour-related issues, liaising with employers for grievance handling and for providing assistance to Nepali migrant workers as and when required. The diplomatic missions are liable for disseminating information on rights and responsibilities of migrant workers, their health and safety associated issues and available support mechanisms during the time of crisis. Similarly, the diplomatic missions have been taking necessary actions against unscrupulous recruitment agencies if found guilty on the basis of proof/evidence registered by the victims or victimized migrant workers. Similarly, the Department of Consular Services in Nepal takes care of the complaints/charges in line with rescue and repatriation of migrant workers. It becomes actively involved in bringing back the dead bodies of deceased migrant workers from overseas. Furthermore, DOFE can revoke the license of such private recruitment agencies if found guilty.

There is a need to address issues pertaining to cheaper, safer, and faster transfer of remittance along with fostering of financial inclusion aspects of migrants or remittance sending families. Nepal Rastra Bank (Central Bank of Nepal) has already awarded licenses to over 51 remittance companies for monetary transactions in this regard. The remittance transfer costs are relatively low in Nepal as compared to global averages i.e., above 5 per cent. However, there is still room for cheaper remittance transfers.

Despite the mandatory pre-departure orientation for aspiring migrants for foreign employment, the cheating on the part of migrant workers can be observed pervasively mainly due to ignorance. The orientation provides information about the legislative provision of the host countries, social and cultural customs, health, and safety related protocols among others. The syllabus for such orientation programs is normally formulated by the Foreign Employment Board Secretariat (FEBS) along with a few government training centers licensed by the DOFE to provide pre-departure orientation. However, there is still room for improvement on these orientation sessions to make them more effective on the part of aspirant workers for e.g., launching of orientation sessions in their respective mother tongues could make a difference.

The Non-Resident Nepali (NRN) Act of 2008 is based on its objective of motivating non-resident Nepalese to take part in the nation's development. The first NRN "Global Knowledge Convention" was held in Kathmandu in 2018 focusing on the role of Nepali Diaspora in developing NRN friendly policies. The session shed light on self-employment and entrepreneurship among youth and returnee migrant workers. Responding to the NRN voices, in 2018, the Government introduced the *Unified Working Procedures on Interest Subsidy for Concessional Loans* along with prescription of a framework based on which concessional loans are disbursed to educated unemployed youth, returnee migrants, farmers, women entrepreneurs and other targeted communities to enhance income-generation measures as well as to generate self-employment. The Government of Nepal has instituted the "Brain Gain Center" as a unit in the Ministry of Foreign Affairs, to recognize and foster contributions made by many Diaspora communities, Nepali experts, and professionals around the world towards Nepal's social and economic progress.

Realizing the need for evidence-based data, the Government of Nepal has begun the process of keeping records of the population with international mobility for work and study. Such records are maintained at two government entities viz. the Department of Immigration (DoI) and the Department of Foreign Employment (DoFE). It requires great efforts to harmonize data across

two distinct yet interrelated information systems. There has been significant progress in data collection and reporting mechanisms for migration related data. However, the ultimate aim is to have a one-stop portal to address key issues along the migration cycle with multiple stages like pre-departure, migrant state and returnee state. There are visible evidences showing the effectiveness of this information system in areas like recruitment, employment, and repatriation of workers. Likewise, it has been testified as user friendly in terms of renewal of labour permits among the returnee migrant workers. The Government has initiated attestation and pre-approval of labour demand through the online information management system since January 2020. Further, the Department of Immigration has recently introduced a new system of capturing biometrics and records of the travelers which is linked with FEMIS. The Ministry of Foreign Affairs (MoFA) has implemented a voluntary registration system on the websites of all diplomatic missions abroad for Nepali migrants, allowing them to register regardless of their travel purposes. Additionally, the Ministry of Education, Science and Technology (MoEST) and the Department of Education (DOE) have introduced an online system for issuing no-objection certificates to Nepali students aspiring to study abroad.

The Constitution of Nepal (2015) not only enshrines the authority to the local governments for collecting database of the unemployed population but authorizes them to formulate need based plans, policies, and budget for their implementation. The Local Government Operation Act (LGOA) 2017, gives mandate to the local governments for data collection and development of an information system for the above-mentioned groups. The Nepal Government has been publishing number of reports and documents pertaining to the theme of migration. The migration profile of the country was first published in 2019 that gives a detailed picture of migration in Nepal. Likewise, Nepal has published other significant documents viz. the Labour Migration Status Reports, the National Labour Force Survey, the National Health, and Demographics Survey, National Population and Housing Census among others. All these initiatives are likely to have positive implications in evidence-based policy making. Recently made policy reforms on the Foreign Employment Act have substantially contributed to decentralization of the labour permit system at the local level which used to fall under the centralized domain of the Federal Government in the past. This policy reform has directly benefitted thousands of aspiring migrant workers. In the same vein, the Chief District Officers (CDOs) are entrusted responsibilities to assist the Department of Foreign Employment (DOFE) in settling fringe migration related disputes at the district level.

On 25 September 2020, Nepal responding to the General Debate of the 75th Session of United Nations General Assembly declared its position on GCM lucidly by reiterating commitment towards safety, security, and well-being of the migrant workers. Nepal advocated that the migrant workers need to be safeguarded from adversities such as exclusion, xenophobia, and discrimination in the spirit of GCM to make migration work for all.

Nepal's commitments towards GCM after its adoption in December 2018 could be reflected by its actions made so far in this line. Nepal has prepared a significant review i.e., Voluntary Review of GCM which was primarily led by MoLESS with the collaboration partners IOM, and other stakeholders from migrants, CSO networks, academia, development partners, private sector, UN and others. In addition to discussions and sharing at different layers and levels, a two-day consultative workshop held in 29-30 December 2020, jointly organized by MoLESS and IOM and again on 7 April 2022 had a profound discussion on GCM associated priorities, challenges, gaps and this implementation strategy in the presence of a wider level of stakeholders (please refer annexes). Furthermore, an inter-ministerial consultation was held on 11-12 August 2023 to review the document. This document itself is a significant leap towards

developing a national implementation plan of the GCM which proves the sincere commitment from the part of the government in this regard. The document was again reviewed by the inter-ministerial technical committee on 21-23 May 2024.

Migration Agendas in the Fifteenth Periodic Plan and 16 Approach Paper

The Fifteenth Plan and Sixteenth Plan Approach Paper has incorporated the agendas of migration with a sense of primacy. The key mission of the plan is the proper management of population and migration. Objectives of the Plan and Approach papers articulate the aim of migration and urbanization management along with utilizing the demographic dividend.

Major gaps and challenges identified in the plans are unmanaged settlements due to unplanned internal migration, misbalance between development and population dynamics, negative impact on agricultural and non-agricultural production due to imbalanced migration, impact of climate change and disasters, challenges of proper management of internal migration, migration governance and establishment of population database at the local levels.

Key strategic implementing measures are - initiating cooperation among the three tiers of government on overall population management, adopting both, whole-of-government and whole-of-society approaches in population management, utilizing the skills and knowledge of the returnee migrants and diaspora in overall development, minimizing migration push factors from the local levels enhancing the status of the pull factors, developing integrated development package on population and migration, conducting population impact study to identify the current trends of population and migration and setting an effective population and migration data management machinery.

Similarly, the Plan emphasizes making foreign employment safe, decent, and free of exploitation at every stage of the migration cycle. The key strategic actions to ensure the safety and decency of foreign employment are conducting bilateral labour migration agreements between the countries, maintaining labour diplomacy, and coordinating among all stakeholders including the Nepali Diaspora and enabling local levels to keep the records of labour migrants entering the Indian labour market for their whereabouts and safety.

Remedial Approaches/Response during the COVID-19 Pandemic

As the entire world fell into the grip of COVID-19, Nepal too was affected by the impact of the pandemic. Nepal's supply-chain mechanism was severely affected because of COVID-19.

Due to temporary ban on foreign labour by Country of Destination (COD), many of aspiring migrants were stranded including Nepali migrant workers. COVID-19 induced shrinking economies deprived many migrant labours from their jobs while some managed to work on part time basis. The situation worsened due to lock down measures adopted by many COD. As a result, many migrants remained stranded without food and were forced to experience exploitations of multiple forms. The repatriation process was rather challenging for a country like Nepal though it managed several rescue flights and continued emergency consular support services through its diplomatic missions for the repatriation of migrant workers in close collaboration with the host government, Nepalese Diaspora communities and civil societies. The high-level bilateral calls and discussions with respective counterparts like IOM and other key stakeholders were made to ensure timely support for protection of Nepali migrant workers abroad while the country provided necessary support to the foreign migrants in Nepal. Timely repatriation actions of Nepali workers were difficult during the pandemic. The establishment

of the COVID-19 Crisis Management Center (CCMC) was established to combat the pandemic. The CCMC in close cooperation with the Ministry of Labour, Employment and Social Security (MoLESS), Ministry of Culture, Tourism, and Civil Aviation (MoCTCA), Ministry of Foreign Affairs and Ministry of Home Affairs (MoHA) – was accountable to keep records of returnee migrants along with the information of the skill they possessed. Both quarantine and isolation centers were managed by local and provincial governments in support of federal governments all across the country with an exception to few alpine areas. The Nepal Government managed to formulate the directive to guide the process of rescuing of stranded citizens in the various countries. Furthermore, Nepal took part in the session of National Review of the SDGs in June 2018. The report has highlighted the impact of COVID-19 along with the management of employment opportunities for the returnee youth in the country. Different policies as well as pragmatic programs have been introduced to counter the impact of the pandemic including health-related interventions which received desired attention.

Alignment with 2030 Agenda (SDGs)

The Government has made a strong commitment ensuring that the governments at the sub-national levels actively participate in the implementation of the SDGs. Particular focus has been given to the SDG targets 8.8 and 10.7. Target 8.8 aims to protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment management. On the other hand, target 10.7 aims to facilitate orderly, safe, regular, and responsible migration and mobility of people, including through the implementation of planned and well managed migration policies. To materialize this, the National Planning Commission (NPC) of Nepal has made endeavors not only in internalizing the SDGs at the national, provincial, and local plans but also in its national Monitoring and Evaluation System. Likewise, the Voluntary Review of SDGs reveals that the Government has paid genuine attention to migration – particularly, underscoring protection concerns, consular support, and sustainable reintegration of the returnee population and their skill development. Nepal being a champion country of GCM is optimistic of executing GCM that will eventually help in attaining SDGs on a targeted timeframe. The initiatives taken at the local government will govern the entire process of internalization and progress on SDGs in the country. The attention drawn by issues like migrant labourers and their reintegration at the local level has been reflected in their current ventures of policy formulation. For e.g., Dhankuta Municipality from Koshi Province has formulated the Foreign Employment and Reintegration Policy, 2078 B.S. while similar policy has been developed by Gaur Municipality from Province 2. Likewise other municipalities and rural municipalities are found to be more vigilant and concerned in this pursuit. Furthermore, the government has approved and started the implementation of Directives for the reintegration of returnee migrant workers through FEBS.

Section 2: National Implementation Strategy Framework of the Global Compact for Migration

Vision:

Ensuring safe, orderly, humane, decent, and regular migration

Mission:

To reinforce migration governance making it operational for safe, orderly, decent, humane, and regular migration

GCM Objective 1: Collect and utilize accurate and disaggregated data as a basis for evidence-based policies

2030 Agenda (SDG Goals): 17 (Quantitative Goals: 17.18 and 17.19)

Thematic Area 4: Strengthening evidence-based policymaking, public debate, and cooperation for safe, orderly, and regular migration

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
1.1 Establish a Nepal Migration and Development Forum (NFMD)	<p>1.1.1 Establish a Nepal Migration and Development Forum dealing with overall migration related issues strengthening migration governance for safe, orderly, and regular migration.</p> <p>1.1.2 Diaspora contact point at the MoLESS for regular coordination for the protection of rights of migrant workers and maintaining database.</p>	<p>Nepal Migration and Development Secretariat Established</p> <p>Focal official assigned by MoLESS</p>	Short-Long Term	<p>MoLESS, IOM</p> <p>Diaspora Groups</p> <p>Collaborating Partner</p>

1.2 Develop an integrated national migration data portal	1.2.1	Develop National Employment Management Information System (NEMIS) to create a regularly updated, functional and comprehensive migration database module within the purview of profiles and vital statistics management system of all local and provincial levels.	Number of Local Governments/MRCs with Migration Database Module	Short Term	MoLESS (DoFE) Collaborating Partner FEBS, Ministry of Federal Affairs and General Administration (MOFAGA)
	1.2.2	Establish a synchronous migration data linkage between three tiers of government and relevant data sources like FEMIS, Baidesik Rojgari App and NEMIS in collaboration with NSO.	National Synchronized Data System	Mid-Term	Federal (MoLESS), Provincial (Ministry of Social Development) and Local Government & National Statistics Office (NSO)
	1.2.3	Standardize national migration database with the international indicators and parameters such as skills category.	Standardized Database	Mid-Term	MoLESS (DoFE) in collaboration with development partners and various agencies
1.3 Promote evidence-based migration research and study	1.3.1	Publish periodic Labour Migration Report, research papers and Migration and Development briefs of Nepal	No. of reports and briefs	Short- Term	MoLESS (DoFE) in association with academia, development partners and research institution National Human Rights Commission (NHRC)

	1.3.3 Establish a NFMD approach offices/focal officials at seven provinces.	No. of Centers	Mid-Term	MoLESS, IOM Collaborating Partner

Thematic Area 1: Ensuring that migration is voluntary, regular, safe, and orderly

2030 Agenda (SDG Goals): 1, 2, 8,10, 13

GCM Objective 2: Minimize the adverse drivers and structural factors that compel people to leave their country of origin

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
2.1 Research and identify adverse drivers and structural factors vis-à-vis 2030 agenda 1,2,8,10,13, the Addis Ababa Action Agenda, the Paris Agreement and Sendai Framework for Disaster Risk Reduction 2015-2030.	2.1.1 Conduct a province-specific national study on the adverse drivers and structural factors that compel people to leave their place of origin.	Completion of National Study	Short- Term	MoLESS, related Ministries, IOM, research institutions, development partners and academia
2.2 Embark extensive advocacy campaign to localize SDGs in the local development programs.	2.2.1 Provide conditional grants for implementing SDGs1, 2, 8, 10 and 13 in the local annual and periodic plans.	No. of Programs implemented with the Conditional Grants	Regular	NPC, National Natural Resources and Fiscal Commission and associated development partners

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	2.2.2 Implement budget accretion plans based on performance indicators on localizing SDGs.	No. of Budget Accreted Programs	Short-Term	NPC, Local Government, CSOs and development partners
	2.2.3 Establish ESC as JOB HUB (working as a labour bank as well) at all local levels integrating the Prime Minister's Employment Program (PMEP), Migration Resource Centers and similar other institutions working for job creation and the development partners contributing to facilitate the existing employment coordinators and enhancing establishment of youth innovation fund.	No. of Local Levels with Job Hubs	Medium Term	Federal, Provincial and Local Governments
	2.2.4 Regularize job search, job creation and skills enhancement training through NEMIS dashboard.	No. of training provided, and jobs created in a year	Regular	Federal, Provincial and Local Governments, private sectors, UN, CSOs, medias, trade unions
	2.2.5 Research and invest in robust youth retention programs, in particular, focusing on all migrant groups at local levels through opportunity creation and job assurance to utilize demographic dividend.	No. of Local Levels with Tangible Youth Retention Programs	Regular	Local Governments, private sectors, cooperatives, CBOs, CSOs, media, trade unions etc.

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
2.3 Research, minimize and manage climate, environment and climate change and disaster induced mobility.	2.3.1 Generate database on the migrant's mobility push factors at the local, provincial, and federal levels.	Identified Push Factors	Mid- Term	Federal, Provincial and Local Governments, medias, research institutions, academia
	2.3.2 Implement disaster risk reduction and preparedness plans strengthening and institutionalizing the local disaster and pandemic response units.	No. of Local Levels Implementing Disaster Risk Reduction Plans	Regular	Federal, Provincial and Local Governments, UN, development partners, medias,
	2.3.3 Incorporate and mandatorily implement climate change adaptation plans in the annual local plans.	No. of Local Levels Implementing Adaption Programs	Regular	Local Governments, Security Agency, I/NGOs, CBOs like Youth Alliance, Media)

Thematic Area 4: Strengthening evidence-based policymaking, public debate, and cooperation for safe, orderly, and regular migration.

2030 Agenda (SDG Goals): 17 (Quantitative Targets: 17.18 and 17.19)

GCM Objective 3: Provide accurate and timely information at all stages of migration

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
3.1 Create a holistic migration information nexus integrating all data sources.	3.1.1 Launch one stop centralized migration information web portal and application.	Centralized Web Portal	Short-Term	Federal Government; MoLESS, IOM, development partners
	3.1.2 Prepare and regularly update destination specific migrant friendly pre-departure, departure as well as	No. of Departure, Welcome Guides	Short-Term	MoLESS (DoFE, FEBS), MoEST, MoFA

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	<p>post-arrival guide (welcome guide) including information on; visas, language training, multi-lingual services, documentation, essential information on migration and labour laws, climate, cultural shock, education, costs, eligibility, living conditions, offensive issues, occasional travel advisories and so on.</p>	<p>and travel advisories issued</p>		<p>Collaborating Partner: NRNA, NGOs/INGOs and UN agencies working in safer migration</p>
	<p>3.1.3 Regular update and translations of labour laws of countries of destination (COD) to Nepali.</p>	<p>No. of COD specific policies translated and available</p>		<p>Federal Government; MoLESS in collaboration MoFA and with development partners, research institutions and academia</p>
<p>3.2 Organize and regularize pre-decision and post decision support session to prepare 'our informed migrants'.</p>	<p>3.2.1 Manage regular information and training sessions at least in the provincial and central level to support pre-decision, post-decision and pre-departure phases of the migrant involving the stakeholders and through diplomatic missions, labour attaches and counselors in countries of destination covering all stages of migration.</p>	<p>No. of Regular Trainings/PDOT sessions Per Year</p>	<p>Mid-Term</p>	<p>Federal, Provincial and Local Governments (Returnee migrants and related organizations) Collaborating Partner NRNA</p>

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	3.2.3 Initiate to establish essential information exchange and dissemination outlets in collaboration with the major destination countries across the migration routes.	No. of Information Outlets	Mid-Term	MoLESS, MoFA Nepali Diaspora, Embassies of CoD, Non-Profit Organizations
	3.2.4 Strengthen voluntary registry system for the migrant workers in the diplomatic mission.	No. of diplomatic missions implementing registry system	Mid-Term	MoFA, MoLESS, Diplomatic mission of Nepal in COD

Thematic Area 2: Protecting migrants through rights-based border governance and border management measures

2030 Agenda (SDG Goals): 8 (Quantitative Target: 8.8)

GCM Objective 4: Ensure that all migrants have proof of legal identity and adequate documentation.

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
4.1 Establish a functional civil registry mechanism effective via the existing local vital registration system	4.1.1 Strengthen the local vital registration, statistical and information management system rendering them as resourceful and easily accessible units.	No. of Local Levels with Resourceful Database Management	Regular	Federal (MoHA), Provincial and Local Governments, CBS, Research Institutions
	4.1.2 Enhance accessibility of the National Identity Card and relevant documents reflecting the bearer's legal identity and status compatible with the universal mobility requirements.	No. of IDs issued	Long-Term	Federal (MoHA), and Local Governments, UN agencies, development partners, and media

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	4.1.4 Enhance accessibility of identity documents through IT friendly technology such as biometric, digitalization, etc.	No. of Biometric and Digitalized Documents	Mid-Term	MoHA, MOFA
4.2 Ensure public and consular services for the legal identity of the migrants within and beyond the borders	4.2.1 Assess the need and establish consular support to verify legal identity and status of the migrants in case of any legal troubles in the COD.	No. of consular support services provided per year	Mid-Term	MoFA, MOHA, MoLESS
	4.2.2 Ensure that no citizen without legal identity is unnoticed and precluded from access to basic services.	No. of people who have received support	Mid-Term	Federal government Local Governments, NHRC, CSOs, Media

Thematic Area 1: Ensuring that migration is voluntary, regular, safe, and orderly

2030 Agenda (SDG Goals): 5 and 10

GCM Objective 5: Enhance availability and flexibility of pathways for regular migration

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
5.1 Appraise the existing status of migration pathways in terms of mobility intensity.	5.1.1 Conduct research on the existing migration pathways to assess gaps, challenges, and opportunities along the way.	No. of Studies	Short-Term	MoLESS, MoHP, NSO, NHRC, academia, Regional and International Research Institutes etc.
	5.1.2 Prioritize the pathways in terms of the mobility intensity.	Prioritized Pathways	Short-Term	MoLESS, MoFA
	5.1.3 Regularize the migrants through digital registration system.	No. of migrants registered	Mid-Term	MoHA, DoI, MoLESS, DoL, MOFA
	5.1.3 Initiate the bilateral, multilateral, and regional agreements on people's mobility for labour, education, trade, tourism and so on with the COD.	No. of BLAs No. of cross-country NHRI cooperation	Mid-Term	Sectoral Ministry, Federal Government, NHRC
	5.1.4 Make substantive initiation to demonstrate remarkable presence in the regional alliance for safe, orderly and regular migration including the Bali Process, the Colombo Process, the Abu Dhabi	No. of Initiatives and Activities of Involvement	Regular	Focal Ministry (MoLESS, MoFA, MoHA)

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	Dialogue (ADD), implementing an action plan.			
5.2 Conduct eligibility programs for the person in move especially for the professional and academic migrants.	5.2.1 Conduct labour market feasibility study, skill enhancement and matching programs on a regular basis through local levels.	No. of Skill Enhancement and Matching Events	Regular	Federal, Provincial and Local Government Collaborating Partner NRNA, private sector, development partners, NGOs/CBOs and research institutions
	5.2.2 Initiate School on Migration Studies at the Federal level to impart knowledge on migration and its thematic concerns	No. of Beneficiary Students	Regular	IOM, MOLESS, Tribhuvan University, NPC
	5.2.2 Conduct student support programs for overseas studies.	No. of Beneficiary Students	Regular	Federal, Provincial and Local Government
	5.2.3 Programs for attracting foreign students to Nepal in collaboration with the home universities, fostering academic mobility - a both ways traffic.	No. of Foreign Students Enrolled in the Universities of Nepal	Mid-Term	MoFA, MoLESS, MoEST, academia/universities
5.3 Promote rights-based humanitarian behavior	5.3.1 Develop policy, legal provisions, and action plan for the temporary	Policy and Action Plan	Mid-Term	OPMCM, MoHA, MoFA, MoLJPA,

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
among the migrants compelled to leave their country due to force majeure.	management of migrants forced to leave their countries on the basis of rights-based humanitarian grounds.			NHRC, National Security Entities

Thematic Area 1: Ensuring that migration is voluntary, regular, safe, and orderly

2030 Agenda (SDG Goals): 5, 8 and 10

GCM Objective 6: Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
6.1 Ensure all stakeholders participation before finalizing recruitment procedures and parameters	6.1.1 Ensure all stakeholders consultation before finalizing the recruitment processes compatible with the national as well as international commitments on labour rights and decent work.	No. of Stakeholders Engaged	Regular	MoLESS, DoFE
	6.1.2 Contextualize, the best practices on fair and ethical recruitment incorporating IOM's International Recruitment Integrity System (IRIS), ILO's General Principles and Operational Guidelines for Fair Recruitment and the UN's Guiding Principles on Business and Human Rights in the national recruitment	No. of the Best Practices Adopted	Short-Term	MoLESS (DoFE), IOM, ILO and relevant UN agencies, Research Institutions, CSOs and Academia

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	policy with concrete implementation initiatives.			
	6.1.3 Maintain transparent and standard parameters for recruitment and disseminate such information through transparent and most accessible means such as Migrant Resource Centers (MRC).	Transparent recruitment process No. of MRCs established	Regular	DoFE, Private sectors engaged and involved in the foreign employment ecosystem, mass and social media, Collaborating Partner: NRNA, academia
6.2 Strengthen migration governance adopting effectual instruments in fair and ethical recruitment.	6.2.1 Create a permanent mechanism including representatives from all stakeholders to implement all BLMA.s.	Permanent Mechanism Created	Long-Term	Federal Government
	6.2.2 Develop a timeline to re-assess and reform existing BLMA.s in terms of promoting fair and ethical recruitments.	No. of Reforms Made	Regular	Federal Government
	6.2.3 Provision of standard terms of employment contract in Nepali language.	No. of countries with employment contracts in Nepali	Mid-Term	MOLESS Collaborating Partner: private sector
	6.2.4 Clear definition of the roles of intermediaries or the private recruitment agencies and visible monitoring mechanism to ensure	Amendment in existing laws	Regular	Federal Government, MoLESS

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	that they are at the right place in terms of compliance with legal and normative procedures on policies such as "Employers Pays Principle", medical screening, skill testing etc.			
	6.2.5 Scientific categorization of recruitment agency in terms of their nature of services and obligations.	Agency categorized	Short-term	MoLESS, DOFE
	6.2.6 Make immediate remedy provision for the functional remedial desk to address any complaints on fair and ethical recruitment at home including the call center at MoLESS.	Immediate Response Task Force and Call Center Established	Regular/Short-Term	MoLESS, DOFE, FEBS, PRA representatives
	6.2.7 Ensure consular supports to remedies related to confiscation of legal documents, employer change, and non-consensual retention of workers and similar other cases.	No. of Consular Support Services Provided per Year	Regular	MoLESS, MoFA
	6.2.8 Make a support and monitoring mechanism for the labour force working in the informal sectors in terms of equal pay, conducive work environment, political rights and decency of work and access to justice on the rights-based ground at home and abroad.	No. of Consular Support Services Provided per Year and the remedial actions taken at home in terms of human-rights violation	Regular	MoLESS, MoFA, Foreign Employment Tribunal, NHRC, Trade Unions

Thematic Area 4: Strengthening evidence-based policymaking, public debate, and cooperation for safe, orderly, and regular migration

2030 Agenda (SDG Goals): 5, 8 and 10

GCM Objective 7: Address and reduce vulnerabilities in migration

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
7.1 Adopt rights-based and safety-first approach especially for migrant children, women, persons with disability, senior citizens, victim of violence and similar vulnerable groups.	7.1.1 Ensure the inclusion of the essence of the nine-core international human rights treaties in the national labour and migration polices and instruments for the protection of people in vulnerable situations and revise accordingly. 7.1.2 Conduct extensive sensitization programs at all local levels regarding the safety and rights of the vulnerable groups through both whole-of-society and whole-of-government approach	Approved Labour Migration Policy Approved Migration Policy No of such programs and participants each year	Short-Term Regular	MoLESS, MOWCSC in collaboration with IOM Local levels with all relevant partners
	7.1.3 Develop and implement well defined protocol for migrants with vulnerabilities of any kind.	Protocol Made	Mid-Term	GoN
	7.1.4 Maintain and update the location and status of such vulnerable migrants across the world and enter such data to the national migration data portal.	No. of Vulnerable Migrants registered	Mid-Term	MOFA, MOLESS, MOHA

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	7.1.5 Provide enhanced consular services for the safety of such migrants especially originating from Nepalese migrant intensity region across the world.	No. of Consular Support Services Provided per Year	Regular	MoFA, Nepali Diaspora
7.2 Develop and enhance protection instruments for mitigating the vulnerabilities.	7.2.1 Set a tangible consular protection support action in terms of the nature of vulnerabilities in the COD.	No. of Consular Support Services Provided per Year	Regular	Embassy, Diplomatic Mission, MoFA
	7.2.2 Initiate documenting undocumented as well as informal sector migrants.	No. of Consular Support Services as well as documentation support for informal sector migrants and workers provided per year	Mid-Term	MoHA, MoFA, MoLESS
	7.2.3 Generate yearly data on the current status of the migrants who are victims of abuse, exploitation, violence, gender and sexual harassment and trafficking.	No. of victims reported	Regular	MoHA, MoLESS, MoWCSC, NHRC, relevant national stakeholders
	7.2.4 Generate yearly data on the progress of redressing the migrant victims of abuse, exploitation, violence, gender and sexual harassment and trafficking.	No. of redressals reported	Regular	MoHA, MoLESS, MoWCSC, Nepal Police TIP Bureau, national stakeholders
	7.2.5 Establish a functional remedial team to address any complaints on victimization of any sort at home and abroad.	No. of complaints redressed	Short-Term	MOHA, MOWCSC, MOFA, MOF,

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
				MOLESS, NHRC, CSOs

Thematic Area 2: Protecting migrants through rights-based border governance and border management measures

2030 Agenda (SDG Goals): 1, 2 and 3

GCM Objective 8: Save lives and establish coordinated international efforts on missing migrants

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
8.1 Initiate an action for international cooperation for the whereabouts of the missing migrants.	8.1.1 Embark a national campaign on generating updated data on missing migrants by approaching the victim families through local governments.	No. of Missing Migrants Identified	Regular	MoLESS, FEBS, ICRC, IOM, Provincial and Local Governments, Non-state actors etc.
	8.1.2 Identify the key factors for missing migrants in order to launch extensive awareness campaign against the risks.	Identified Key Factors	Short-Term	Sectoral ministries
	8.1.3 Set a national focal unit for missing migrants who could collabourate with Embassies, consulates and international actors for search and rescue.	National focal unit established	Mid-Term	MoHA, MoFA

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
8.2 Place a substantive effort to create awareness against the fatal risks and frame provision for financial aid and legal support to bring back deceased from the COD.	8.2.1 Identify the key factors for the migrant's death to organize extensive awareness campaign for precautions among the migrants	Identified Key Factors	Short-Term	Sectoral ministries
	8.2.2 Provide consular support for legal and financial aid to bring back dead bodies from the COD.	No. of dead bodies returned	Regular	MoFA, MoLESS, FEBS
	8.2.3 Generate comprehensive yearly data on migrant casualties with specific factors associated with it.	Data of Casualties reported	Regular	MoLESS, MOFA, FEBS
	8.2.4 Provision for the functional remedial desk to address the deceased cases at COD and home.	No. of remedies provided	Regular	MoLESS, FEBS

Thematic Area 2: Protecting migrants through rights-based border governance and border management measures

2030 Agenda (SDG Goals): 5 and 8

GCM Objective 9: Strengthen the transnational response to smuggling of migrants

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
9.1 Draft national laws harmonizing it with existing ratified international instruments against human smuggling.	9.1.1 Ratify, and implement international instruments against human smuggling especially, the Protocol against the Smuggling of Migrants by Land, Sea and Air and the UN Convention against Transnational Organized Crime (UNTOC)	No. of Ratified Instruments	Short-Term	Council of Ministers, MoHA, MoWCSC, MoLESS
	9.1.2 Draft gender and child responsive protocols for the migrants	Approved Protocols	Short-Term	Federal, Provincial and Local Government
	9.1.3 Amend and implement the law against human smuggling harmonizing it with the international protocols.	Approved Law against Smuggling	Mid-Term	Federal Government
	9.1.4 Sensitize all the stakeholders about the distinction between TIP (Trafficking in Person) and human smuggling.	No. of Sensitization Events	Short-Term	Federal, Provincial and Local Governments, NGOs, CBOs
9.2 Promote transnational cooperation through an	9.2.1 Set transnational response unit against human smuggling under the	Response Unit Set	Short-Term	MoHA

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
action mechanism to break the human smuggling chain.	Nepal Police Headquarters with outreach unit at COD.			
	9.2.2 Identify the key routes especially irregular migration routes of human smuggling and associated narratives.	No. of Identified Irregular Routes	Short-Term	MoHA
	9.2.3 Generate a robust database on human smuggling through the national intelligence agencies.	Human Smuggling Database Exists	Short-Term	MoHA
	9.2.4 Organize regular capacity building and refresher training for the stakeholders including border security forces and border surveillance units working against human smuggling.	No. of Trainings	Regular	MoHA, MoWCSC
	9.2.5 Set a functional help desk through consular outreach services across the identified human smuggling routes.	No. of Desks established	Regular	MoHA, MoFA
	9.3.2 Organize a regular awareness raising campaign against human smuggling through all possible media and promote regular pathways.	No. of campaigns organized	Regular	Federal, Provincial and Local Governments, relevant stakeholders

Thematic Area 2: Protecting migrants through rights-based border governance and border management measures

2030 Agenda (SDG Goals): 5 and 8

GCM Objective 10: Prevent, combat, and eradicate trafficking in persons in the context of international migration

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
10.1 Revise existing laws and draft national plan of action aligning it with existing international instruments against TIP and implement them.	10.1.1 Implement the Palermo Protocol ratified in 2020, harmonizing the existing laws, policies, and plans with the protocol.	Amendment of related laws and implementation of protocol	Mid-Term	MoHA, MoWCSC
	10.1.2 Organize capacity building and sensitization workshop for the stakeholders to adopt and implement UN Global Plan of Action on TIP and align it with the National Plan of Action.	No. of Trainings conducted	Regular	MoHA, MoWCSC
	10.1.3 Revise existing laws like Human Trafficking and Transport Control Act and Foreign Employment Act to make it victims friendly and define TIP aligning it with international definition.	No. of Laws Amended	Mid-Term	MoHA, MoWCSC, MoLESS
	10.1.4 Develop and strengthen victim identification guideline to identify the genuine TIP victim.	Guidelines Developed	Short-Term	Federal Government
10.2 Advance a transnational cooperation to break the TIP chain.	10.2.1 Set a transnational response unit against TIP under the Nepal Police Headquarters.	Response Unit Set	Short-Term	MoHA

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	10.2.2 Identify the key routes particularly irregular migration routes along with the main causes of TIP and associated narratives.	No. of Irregular Routes Identified	Short-Term	MOHA
	10.2.3 Generate a robust database on TIP through the national intelligence agencies and share it.	Human Trafficking Database Exists	Mid-Term	MoHA
	10.2.4 Organize regular capacity building and refresher training for the stakeholders including border security forces and border surveillance units working against TIP.	No. of Trainings conducted	Regular	MoHA, MoWCSC, MoLJPA
10.3 Develop, rescue, protection, redress, and awareness raising mechanism to TIP victim.	10.3.1 Make necessary statutory provisions for the rescue, protection, and legal aid to TIP victims.	Legal Provisions Made	Short-Term	Federal Government
	10.3.2 Organize regular awareness raising campaign against TIP and mobilize goodwill ambassadors from among celebrities via media.	No. of People Involved No. of Goodwill Ambassadors	Regular	MoWCSC
	10.3.3 Set functional help desk through consular outreach services across the identified routes of TIP integrating with the human smuggling response desk.	No. of Desks Established	Mid-Term	MOHA, MoFA

Thematic Area 2: Protecting migrants through rights-based border governance and border management measures

2030 Agenda (SDG Goals): 17

GCM Objective 11: Manage borders in an integrated, secure, and coordinated manner

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
11.1 Enhance border security and surveillance mechanism through mutual coordination with neighbors.	11.1.1 Establish high level cross border collabouration machinery.	Collabouration Machinery Set	Mid-Term	Federal Government, MoHA
	11.1.2 Develop national cross-border protocols duly considering national sovereignty, rule of law, international laws (particularly, OHCHR recommended Principles and Guidelines on Human Rights at International Borders), child sensitivity, gender responsiveness and non-discrimination.	Transit Protocols Made	Mid-Term	Federal Government, MoHA
	11.1.3 Inform the protocols to the migrants and border stakeholders.	No. of awareness campaigns organized	Mid-Term	MoHA/concerned Local Government
	11.1.4 Establish robust surveillance and record keeping units at border crossing points particularly in cross-border movement.	No. of Record Keeping Units established	Short-Term	MoHA, APF
	11.1.5 Strengthen and collabourate with the respective local governments in monitoring border issues.	No. of Collabourative Events organized	Regular	Federal, Provincial and Local Government

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	11.1.6 Organize regular orientation and training for the personnel responsible for border security and surveillance, stakeholders from local government and local communities.	No. of Training organized	Regular	Federal, Provincial and Local Government

Thematic Area 1: Ensuring that migration is voluntary, regular, safe, and orderly

2030 Agenda (SDG Goals): 5 and 8

GCM Objective 12: Strengthen certainty and predictability in migration procedures for appropriate screening, assessment, and referral

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
12.1 Ensure transparency in migration procedures	12.1.1 Assess, amend, and implement Foreign Employment Act to promote order and transparency in migration procedures.	Amendment of Act	Mid-term	MoLESS, DOFE, FEBS, Private Sector, Collaborating partners

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	12.1.2 Maintain that migration procedures are disseminated adequately to produce "our informed migrant".	No. of aware migrants	Regular	DOFE, FEBS, PDOT providers
	12.1.3 Generate awareness regarding screening, assessment and overall migration procedures directly involving all the stakeholders in the whole-of-society approach to maintain high level of transparency with special focus on illiterate migrants.	No. of aware migrants	Regular	Federal, Provincial and Local Governments, CSOs, trade unions, CBOs, Migration Networks, Mass and social media.
	12.1.4 Organize special sessions in the mother tongue for the migrants having mother tongue other than Nepali language.	No. of migrants benefited by the sessions	Regular	CSOs, migrant networks
	12.1.5 Capacitate relevant government machinery to ensure timely service and predictability of the screening, assessment, and overall migration procedures	No. of Capacity Building Training organized	Regular	Federal, Provincial and Local Governments in collaboration of UN agencies, development partners

Thematic Area 2: Protecting migrants through rights-based border governance and border management measures

2030 Agenda (SDG Goals): 8

GCM Objective 13: Use migration detention only as a measure of last resort and work towards alternatives

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
13.1 Sensitize and generate adequate awareness regarding the rules and laws of the COD to all the concerned migrants.	13.1.1 Conduct a thorough study on the causes of migrants' detention in specific COD.	Causes Identified	Regular	MoFA, Diplomatic Mission, Nepali Diaspora, research institutions
	13.1.2 Conduct awareness programs on a regular basis to minimize the risk of detention.	No. of awareness sessions conducted	Regular	NHRC, FEBS, CSOs and media
	13.1.3 Strengthen migrant support system to make them informed and aware regarding the basic rules and laws of the COD, in coordination with diaspora communities, CSOs, NHRIs etc.	Support systems strengthened	Short-Term	MOLESS, CSOs, diaspora groups and NHRC
	13.1.4 Provide consular services to shorten and release the detainee.	No. of detainees who received consular support services	Regular	MoFA, diplomatic missions

Thematic Area 3: Supporting migrants' protection, integration, and contribution to development

2030 Agenda (SDG Goals): 8, 16

GCM Objective 14: Enhance consular protection, assistance, and cooperation throughout the migration cycle

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
14.1 Enhance the existing machinery of consular services and expand where necessary.	14.1.1 Assess the existing status of human resource and management at all diplomatic mission and consulates at COD.	O and M Survey	Short-Term	MoLESS, MoFA, MOF, OPMCM, MOFAGA
	14.1.2 Deploy necessary human resource.	No. of additional human resources deployed	Short-Term	MoLESS, MoFA
	14.1.3 Identify the necessity of expanding consular services at new COD	No. of new diplomatic missions established	Short-Term	MoLESS, MoFA
	14.1.4 Create additional posts for Labour Attaché /Consular, security personnel and provide regular training regarding the consular services and migration governance.	No. of HR Added	Short-Term	MoFA, MoLESS, MoHA
	14.1.5 Prepare regularly updating system of data management at all diplomatic missions	Updating System Set	Regular	MoFA, Diplomatic Missions, MoLESS, DoL

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	regarding the status of migrants of all kinds and especially vulnerable ones at COD.			
	14.1.6 Develop and digitize a migrant support mechanism through counseling, use of virtual means, toll free number, referral no. etc., in coordination with Diaspora, NRN and Nepalese migrant community in case of any trouble.	No. of Migrant Support Services Provided	Short-Term	MoFA, MoLESS Collaborating Partner NRNA
	14.1.7 Effectively address the complaint registered in the 24-hour call center at MoLESS.	No. of Remedied Complaints	Regular	MoLESS
	14.1.8 Form a rapid response unit and temporary protection section to protect the migrants in emergency support. 14.1.9 Provide free legal services from the state level to ensure redressal and rapid access to justice.	Rapid Response Unit No. of beneficiaries supported	Short-Term Short-Term	MoHA, MoFA, MoLESS, FEBS MoFA, MoLESS, FEBS

Thematic Area 3: Supporting migrants' protection, integration, and contribution to development.

2030 Agenda (SDG Goals): 8 (Quantitative Target 8.8)

GCM Objective 15: Provide access to basic services for migrants

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
15.1 Enhance bilateral cooperation and consular services to ensure that no Nepalese migrant is deprived of basic services at COD.	15.1.1 Make provision for a complaint and reporting desk at the diplomatic missions..	No. of Desks established	Short-Term	MoFA, MoLESS
	15.1.2 Include provisions of focal officials for addressing such cases reflected in BLMAs from both the sides..	Points of contact established	Short-Term	MoFA, MoLESS, CSOs, NRNA, diplomatic missions
	15.1.3 In case of deprivation due to lack of information, provide immediate help through counseling via the fastest means.	No. of Counseling Sessions	Short-Term	MoFA, MoLESS, diplomatic missions, Diaspora, CSOs at respective countries, PRA
15.2 Make necessary legal provision in the country to ensure unhindered delivery of basic services to the foreigner regardless of race, religion, sex, physical condition, political opinion, birth, origin, and nation or in any other names in accordance with rights-based approach.	15.2.1 Make necessary laws, policies and amend if any so as not to deprive any immigrants of the basic services living within the territory of the country.	No. of Laws and Policies Amended and Adopted	Mid-Term	MoFA, MoHA, MoLESS and seeking assistance from migrant/returnee populace, trade unions
	15.2.2 Strengthen and provide clear mandate to the local government to take account and ensure the delivery of basic services to such migrants.	No. of migrants receiving support services	Regular	Federal, Provincial and Local Government

Thematic Area 3: Supporting migrants' protection, integration, and contribution to development.

2030 Agenda (SDG Goals): 10 (Quantitative Target 10.2)

GCM Objective 16: Empower migrants and societies to realize full inclusion and social cohesion

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
16.1 Educate Nepali migrants adequately about the language, culture, lifestyle, culinary habits, traditions, festivals, creeds and similar other facets of the COD to better adjust in the social environment promoting social cohesion.	16.1.1 Conduct regular intensive cultural integration and harmonization training and educating programs during the pre-departure stage for Nepali migrants at home in collaboration with the concerned diplomatic missions.	PDOT modules revised	Regular	MoLESS, Private Training Centers, CSOs,
	16.1.2 Organize similar cultural integration and exchange programs on a regular basis in coordination with Diaspora, local communities, employers, faith-based organizations, religious institutions and so on in the COD.	No. of Assimilation/orientation Programs	Regular	Employers, MoFA, MoLESS, Nepali Diaspora, Local Communities, private sector and faith-based organizations.
16.2 Organize cultural exchange programs at home during festive occasions to share our social and cultural traits to the immigrants at home.	16.2.1 Organize regular cultural exchange programs in collaboration with the embassies, consular and other country representatives at home.	No. of Exchange Programs	Regular	MoFA and relevant Embassy, consulate, and representative of COD

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	16.2.2 Adopt whole of society approach to promote social cohesion of the immigrants, involving different layers of social actors.	Diversity of the Stakeholders Assured	Regular	MoHA, Local Government, CSOs and media

Thematic Area 4: Strengthening evidence-based policymaking, public debate, and cooperation for safe, orderly, and regular migration

2030 Agenda (SDG Goals): 10 (Quantitative Target 10.2)

GCM Objective 17: Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
17.1 Embark a comprehensive public awareness campaign involving whole of society actors against all forms of discrimination against migrants for the positive transformation of perceptions on migration.	17.1.1 Conduct intensive awareness generation programs at local levels to shape evidence-based public discourse on the dynamics of migration and its impact in society.	No. of Programs	Regular	Federal, Provincial and Local Government, CSOs, I/NGOS, CBOs, media Collaborating Partner NRNA
	17.1.2 Organize special sensitization training programs on the issues of migrants and migration for local women's group, mother's group, consumer groups, CSOs, media person, teachers, local political leaders, religious leaders and so on at the local levels.	No. of Training	Regular	Local Government, CSOs

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	17.1.3 Conduct special orientation programs against violence and intolerance against migrants at the local levels in coordination with the local stakeholders to educate them that safe, orderly and regular migration promotes global fraternity.	No. of Orientations	Regular	Local Government in coordination with faith based organizations, and CSOs
	17.1.4 Provide special training to the media professionals to promote evidence-based quality reporting for shaping public discourse on migration in collaboration with NHRIs, Press Council, and Journalist Federation and concerned others.	No. of Training	Regular	Federal Government, MoCIT, CSOs and NHRC

Thematic Area 1: Ensuring that migration is voluntary, regular, safe, and orderly

2030 Agenda (SDG Goals): 4

GCM Objective 18: Invest in skills development and facilitate mutual recognition of skill qualifications and competences

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
18.1 Prioritize investment in human capital formation for the sake of optimum return and facilitate mutual recognition of skills in COD.	18.1.1 Conduct a national survey and feasibility study for the establishment of vocational training and skill development centers.	National Survey Conducted	Short-Term	MoFAGA, MoLESS, MoEST Collaborating Partner NRNA, development partners
	18.1.2 Organize regular vocational training and skill development programs as per the need of the COD in the existing training centers.	No. of Training	Regular	MoLESS, MOEST, CTEVT
	18.1.3 Implement global standards in the skill development programs for quality assurance and skill matching and recognition.	Global Standards Set	Regular	MoEST, MoLESS, CTEVT
	18.1.4 Organize regular special skill and knowledge transfer sessions by the returnee migrants at the local level. Sessions will focus on the youth and will be under the initiation of local employment coordinator at each local level.	No. of Sessions	Regular	Local Government and CSOs

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	18.1.5 Conduct regular federal level market study and need assessment of the global labour market.	No. of Studies	Short-Term	MoLESS, diplomatic missions, and CSOs
	18.1.6 Formulate parameters of skill matching of Nepali workers in the COD in collaboration with them.	Parameters Set	Short-Term	MoLESS, MoFA
	18.1.7 Provide MTOT for the skill development trainers on a regular basis.	No. of MTOT	Regular	MoEST, MOLESS CTEVT
	18.1.8 Integrate skill development programs into the existing local entrepreneurship development programs.	No. of Integrated Programs	Regular	Local Government
	18.1.9 Initiate negotiations with the potential COD for attracting investment in human resource development.	Amount of Investment	Short-Term	MoFA, MoLESS, MoF

Thematic Area 3: Supporting migrants' protection, integration, and contribution to development

2030 Agenda (SDG Goals): 1 to 17

GCM Objective 19: Create conditions for migrants and Diaspora to fully contribute to sustainable development in all countries

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
19.1 Align results of migration dynamics to achieve SDGs at home.	19.1.1 Develop a concrete policy for the best utilization of remittance inflow into Nepal that helps to achieve the SDGs targets, putting special focus on SDG 1, 2, 3 and 4.	No. of Remittance Supported Programs	Short-Term	MoF, NRB, NPC
	19.1.2 Organize regular interaction programs with the Nepalese Diaspora communities and workers to receive non-financial assistance such as ideas, skills, experiences, policy input etc., and mobilize the Brain Gain Center in achieving SDGs.	No. of Interactions	Regular	MoFA, Diplomatic Mission, MoLESS, Local Government, Diaspora and Media
	19.1.3 Incorporate and implement migration agendas in local development programs to attain SDGs particularly abiding the principles of IOMs Mainstreaming Migration into Development Planning: A Handbook for Policymakers and Practitioners.	No. of Agendas Incorporated	Short-Term	NPC, Local Government, development partner

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	19.1.4 Attract Diaspora investment in feasible productive sectors at local, provincial and national levels through legal and policy intervention.	No. of Investment Project	Regular	MoF, NPC, MoFA and private sector
	19.1.5 Work to eliminate hurdles for ensuring political rights of the migrants.	Voting Rights Established	Regular	MoFA, NHRC, EC
	19.1.6 Make a collaboration framework with the COD for highly technical skills transfer programs.	No. of frameworks developed	Short-Term	MoLESS, MoFA
	19.1.7 Mandatory inclusion of "Do No Harm" principle in all kinds of orientation sessions for migrants to protect environment and fight global warming.	No. of training sessions	Regular	Training Institutes
	19.1.8 Develop policy to promote Diaspora and NRN's investments in Green Economy, creating investment friendly environment.	Approved policy	Short-Term	NRB, IBN, MoF

Thematic Area 3: Supporting migrants' protection, integration, and contribution to development

2030 Agenda (SDG Goals): 10

GCM Objective 20: Promote faster, safer, and cheaper transfer of remittances and foster financial inclusion of migrants

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
20.1 Develop remitter friendly remittance flow channels promoting financial literacy.	20.1.1 Develop a mechanism between countries to regularize and minimize remittance transaction costs below 3 per cent as per the 2030 Agenda Target 10. c.	Establishment of mechanism No. of dialogues held No. of MoUs signed	Mid-Term	NRB, MoF, MoLESS BFI, MTO, FINTECH
	20.1.2 Revise national fiscal policies learning from the best practices especially in accordance with the international protocols and forums like IFAD Global Forum on Remittances, Investments and Development for cheaper, speedy, and safer remittance transfer.	Policies amended	Regular	MoF, NRB, MoLESS
	20.1.3 Implement 'ONE HOUSEHOLD ONE BANK ACCOUNT' and financial literacy programs as campaigns through local governments.	No. of Households with Bank Account	Regular	Local Level/Financial Institutions, CSOs, CBOs, Media

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
	20.1.4 Train the remitter family to promote digital transactions in coordination with private banks, remittance companies, local governments and banking interns.	No. of Families Trained	Regular	Federal, Provincial and Local Level/Financial Institutions, CSOs, Media
	20.1.5 Organize motivational programs targeting remittance receiving families for productive sector investment, promoting partnerships among them through local governments.	No. of Programs	Regular	Federal, Provincial and Local Level, CBOs, Media
	20.1.6 Make policies on remittance transaction cost reimbursement, subsidies on loan process and similar others.	Policies Revised	Short-Term	NRB, MoF, MoLESS
	20.1.7 Establish a dedicated Bank for Labour which promotes remittances and other related capital.	Labour Bank established	Long-Term	NRB, MoF

Thematic Area 1: Ensuring that migration is voluntary, regular, safe, and orderly

2030 Agenda (SDG Goals): 8

GCM Objective 21: Cooperate in facilitating safe and dignified return and re-admission, as well as sustainable reintegration

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
21.1 Guarantee safe and dignified return of the migrants in need with re-admission and sustainable reintegration through necessary legal, diplomatic and policy intervention on the basis of rights-based approach.	21.1.1 Develop dedicated coordination mechanism for the safe and dignified return and integration of the migrants.	Coordination mechanism established	Short-Term	MoWCSC, MoLESS, MoHA, MoFA, FEBS, Local Government, private sector, NGOs
	21.1.2 Revise national policies and instruments to make them migrant friendly for the safe and dignified return and reintegration.	Policy Developed	Mid-Term	MoLESS, FEBS
	21.1.3 Revise and expand BLAs aligning them with the safe and dignified return of the migrants.	No. of BLAs and MOUs	Mid-Term	MoLESS, MoFA
	21.1.4 Organize social awareness programs in coordination with all the local stakeholders in reintegrating and welcoming the returnees.	No. of Programs	Regular	Federal, Provincial and Local Government, development partners, Migrant Networks, returnee's

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
				family, CSOs, Medias, etc.
	21.1.5 Make provisions of psychosocial counseling for returnee migrants through local health centers.	No. of Returnees receiving counselling services	Regular	Local Government, Local Mental Health Institutions, I/NGOs, Youth Clubs etc.
	21.1.6 Devise special programs to promote return for long residing Nepali migrants and support their return.	No. of dialogues held in COD No. of Programs	Regular	MoLESS, MoFA, diaspora and diplomatic missions

Thematic Area 3: Supporting migrants' protection, integration, and contribution to development

2030 Agenda (SDG Goals): 8

GCM Objective 22: Establish mechanism for the portability of social security entitlements and earned benefits.

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
22.1 Build a support system that ensures the portability of social security of the employee through	22.1.1 Execution of national social protection machinery responsible for working in social protection	Contributory social security schemes	Short-Term	MoLESS, Social Security Fund, BFIs

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
bilateral, multilateral, or regional social security contract as an integral part of employment agreement at home and abroad.	floors for migrants, aligning it with the ILO Recommendation 202 on Social Protection Floors.			
	22.1.2 Revise and expand BLAs incorporating social security provisions in coordination with the COD.	No. of BLAs and MOUs	Mid-Term	MoLESS, MoFA
	22.1.3 Exclusively integrate migrant's income with the contributory social security schemes at home.	No. of migrants and families covered by social security schemes	Mid-Term	Private Sector, SSF, MoLESS, in associations with migrants and CSOs
	22.1.4 Establish a dedicated Labour Hospital	Labour Hospital established	Long Term	GoN

Thematic Area 4: Strengthening evidence-based policymaking, public debate, and cooperation for safe, orderly, and regular migration

2030 Agenda (SDG Goals): 17

GCM Objective 23: Strengthen international cooperation and global partnerships for safe, orderly, and regular migration

Implementing Strategy	Key Actions	Result Indicators	Timeframe	Implementing Agencies
23.1 Build a global and regional partnership with the regional and global actors of GCM.	23.1.1 Strengthen the presence at regional partnership such as the Bali Process, the Colombo Process, the Abu Dhabi Dialogue (ADD), GFMD, SAARC and other forums.	Active participation in the events/dialogues participation	Regular	MoHA, MoLESS, MoFA
	23.1.2 Conduct regular GCM country reviews.	No. of reviews	Regular	MoLESS in association with IOM and concerned agencies
	23.1.3 Work to extend the dimensions of championship in Nepal's more relevant GCM objectives.	No. of objectives prioritized	Mid-Term	MoLESS in association with IOM and concerned agencies
	23.1.4 Ratify relevant international instruments fostering GCM.	No. of ratified instruments	Long-Term	MoLESS

Coordination Mechanism for the Implementation of Global Compact for Migration

The Global Compact for Safe, Orderly, and Regular Migration (GCM) is an intergovernmental agreement that covers all dimensions of international migration in a holistic and comprehensive manner. This Terms of References establishes the Coordination Mechanism responsible for overseeing and guiding the implementation of the GCM at national level. A coordination mechanism will be set-up chaired by the Secretary of the Ministry of Labour, Employment and Social Security with the participation of concerned Ministries and related institutions. The Committee will provide strategic direction and oversight. The Secretariat support to this mechanism will be provided by IOM, which will be responsible for the day-to-day operations, coordination, and administration of the Mechanism.

Objectives

- Facilitating the implementation of the GCM principles and commitments.
- Enhancing cooperation and partnership among stakeholders through regular dialogues, consultations and interaction in a whole of government and society approach.
- Monitoring and evaluating the progress of GCM implementation.
- Providing technical assistance and capacity-building support to member states.

Thematic Working Groups: The Coordination Committee can decide on the formation of the thematic working group focused on specific aspects of the GCM. These groups will conduct in-depth analysis and provide recommendations to the Committee.

This mechanism will do yearly review of the National Implementation Strategic Framework of the GCM.

* The ToR may be amended by the Committee based on emerging needs and lessons learned during the implementation process.

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Annexes

Annex I: Gaps and Challenges as per GCM Objectives

This section considers current gaps and challenges regarding the implementation of GCM strategy as per the key consultations made with the stakeholders and the literature review. The details of the key consultation have been annexed herewith.

GCM Objective 1: Collect and utilize accurate and disaggregated data as a basis for evidence-based policies

Gaps and Challenges

- Evidence based migration research and policy interventions demand significant investment for quality output
- Minimal dialogue with COD on labour related data base management issues
- Lack of updated apps along with incomplete information
- Lack of sufficient coordination among three tiered governments on data management
- No systematic information/sharing and dissemination practices
- Less work on management of public registry system
- Initiate dialogue and consultations with neighboring countries to regularize and systematize transnational mobility

GCM Objective 2: Minimize the adverse drivers and structural factors that compel people to leave their country of origin

Gaps and Challenges

- Inadequate government investment in capital formation and employment generation measures
- Much to improve in the sector of good governance
- No tangible policies/program for youth retention
- Less clarity on mandates of local/provincial government in areas related to labour migration governance
- Lack of practical and professional education
- Lack of GESI plans, policies, and programs
- Huge gap in wages and allowances due to socially constructed hierarchies and monopolies
- Inadequate foreign investment, few industries (agro-based/tourism/hotel/knowledge) and few corporate houses to cater to the job market

GCM Objective 3: Provide accurate and timely information at all stages of migration

Gaps and Challenges

- Updated centralized and publicly accessible national information web portal not in place
- Weak cooperation, dialogue, and commitments for exchanging migration related information

- Lack of specific mechanism to acquire/share/exchange migration related information in the destination, transit as well as home countries
- Feeble employment information sharing mechanism at local level
- Information sharing culture remains a big question along with no mechanism in place to validate or check authenticity of data/information gathered through different sources
- Lack of information hub with migrant friendly information resources for a wide range of in/out migrants
- Language associated barrier more vocal in sharing of information at local level including in pre-departure training by authorized orientation centers

GCM Objective 4: Ensure that all migrants have proof of legal identity and adequate documentation.

Gaps and Challenges

- Pre-departure training content not prioritized based on future risk and vulnerabilities
- Deficiencies in training/instructions on how to safeguard migrants' documents
- Under mobilized MRC/ESC at local/provincial level
- Lack of documentation regarding cross border movement of migrants of all type – seasonal and long term.
- No special awareness campaigns for prospective illiterate migrants

GCM Objective 5: Enhance availability and flexibility of pathways for regular migration

Gaps and Challenges

- One way protectionist approach dominant in terms of women migrant workers
- Yet to enter into BLAs in new COD
- Advocacy of rights-based, gender and child sensitive approaches required
- Inadequate articulation and coverage of social protection in existing BLMAs
- Undocumented women, students, and similar others in more vulnerable state
- Trend of manipulating 'Visit Visa' poses high risk among aspiring women and students

GCM Objective 6: Facilitate fair and ethical recruitment and safeguard conditions that ensure decent work

Gaps and Challenges

- Prevalence of informal intermediaries at different level
- Feeble policy implementation practices (FEA, free visa, free ticket)
- Need of skill enhancement training and multiple capacity development training for respective entities
- Lack of transparency in the recruitment process from all stakeholders
- Lack of adequate monitoring of recruitment agencies and relevant institutions
- No fair reward and punishment mechanism in place to encourage genuine agencies
- No effectual redressing mechanism in terms of complaint on unethical recruitment

GCM Objective 7: Address and reduce vulnerabilities in migration

Gaps and Challenges

- Prevalence of gender associated vulnerabilities of multiple forms
- No adequate awareness among the vulnerable groups during the migration processes
- Irregular migration routes
- Insufficient government recruitment mechanism
- Safety of victims or complainant equally essential while safe-guarding vulnerable population
- Need for joint effort by government and recruitment agencies

GCM Objective 8: Save lives and establish coordinated international efforts on missing migrants

Gaps and Challenges

- Lack of procedures and guidelines on search and rescue of migrants
- Need for prompt and reliable information sharing mechanism with strong communication base in place
- Impact study of migrant related policies is essential
- Need for mechanism to document missing people and mobilization of multiple sectors, diplomatic missions, embassies, international agencies, Diaspora communities, Interpol etc.
- Tracking of missing undocumented women migrants is a challenging issue
- Difficulty in tracking those who end up in foreign territories through illegal channels

GCM Objective 9: Strengthen the transnational response to smuggling of migrants

Gaps and Challenges

- More females tend to be trafficked and smuggled compared to their male counterparts
- Lack of harmonization of policies identified as keys for trafficking and smuggling of women
- Gender equality approach with some cautions
- Effective awareness campaigns and close observation of migration process more crucial
- Collaboration with neighboring countries for regulating cross border movement
- Lack of BLA and MOU between countries

GCM Objective 10: Prevent, combat, and eradicate trafficking in persons in the context of international migration

Gaps and Challenges

- Lack of victim identification guidelines/SOP for monitoring of irregular migration routes including victim identification, protection, and assistant
- Fully fledged implementation of the Palermo Protocol under process though ratified in 2020
- Poor level of awareness and orientation among stakeholders for implementing the UN Global Plan of Action on TIP
- Lack of victim friendly procedure on TIP and its associated legislation
- Lack of relevant trainings for public officials
- Invest in awareness raising campaigns from diverse perspectives
- No clarity in definitions and conception
- States' obligations and governments' response essential while dealing with TIP as National Acts are not harmonized in accordance with the international context
- Attaining SDG goals and mainstreaming agenda

GCM Objective 11: Manage borders in an integrated, secure, and coordinated manner

Gaps and Challenges

- Cross border human trafficking challenges
- Regulating the open border induced migration from Nepal
- Cross border coordination and mutual understanding in regulating open border
- Involvement of security forces, APF and check points may lead to violation of right to mobility

GCM Objective 12: Strengthen certainty and predictability in migration procedures for appropriate screening, assessment, and referral

Gaps and Challenges

- Lack of efficiency and integrity of recruitment agencies
- Recruitment agencies to shoulder more credible roles and responsibilities
- Lack of outreach by recruitment agencies at the local level likely to make them less accountable
- Skill accreditation and transfer related challenges
- Compliance of code of conduct of recruitment agencies
- Capacity enhancement and human resource management of the Department of Labour and other associated govt. entities
- Information dissemination mechanism within local government

GCM Objective 13: Use migration detention only as a measure of last resort and work towards alternatives

Gaps and Challenges

- All migrants may not be aware of this law and may fall prey to traffickers/smugglers
- Orientation and awareness measures are essential starting from the first step of the migration process
- Lack of legal ID card and other documentary status
- Migrant population with expired visa, or illegal entry or with criminal cases/law violations etc., are most vulnerable
- Psycho-social aspects (torture on detention center)
- Management of detention centers by the Department of Immigration
- Involvement of border security or other security forces
- Lens of human rights and worker's rights perspective is missing

GCM Objective 14: Enhance consular protection, assistance, and cooperation throughout the migration cycle

Gaps and Challenges

- Lack of communication measures among migrant workers while securing consular services
- Limited Human Resource to aid vulnerable migrants
- Capacity and skills of consulate remain vital to provide support in the entire cycle of migration
- Poor level of understanding of local laws and customs of destination countries
- Facilitation/cooperation from COD essential
- Strong coordination within government agencies

GCM Objective 15: Provide access to basic services for migrants

Gaps and Challenges

- Lack of adequate and economic health care and other basic services
- Change in work time and work culture
- Safety at workplace and residence
- Provision of loan and other social securities due to loss of work and unexpected circumstances
- Health related services including labour centric hospitals for migrants
- Entry of migrant labour data at respective wards/rural municipalities/municipalities by recruitment agencies
- Involvement of migrant families in skill development related trainings and other income generating and entrepreneurial promotion ventures

GCM Objective 16: Empower migrants and societies to realize full inclusion and social cohesion

Gaps and Challenges

- Acknowledge, and glorify the contribution of migrant people
- Mechanism to address stigmatized women and others with special needs to support them with their reintegration
- Non-discriminatory provisions for all including migrants mainly in response to pandemic and other disasters
- Social activities for social transformation

GCM Objective 17: Eliminate all forms of discrimination and promote evidence-based public discourse to shape perceptions of migration

Gaps and Challenges

- Gap in public discourse to shape perceptions of migration
- Less investment in evidence-based public discourse culture
- Gaps in critical thinking - causes and consequences, evidence gathering tendencies that foster climate for growth of discrimination of multiple forms including caste, race, and gender-based discrimination.
- Public awareness one of the keys towards changing the concept of migrant people

GCM Objective 18: Invest in skills development and facilitate mutual recognition of skills qualifications and competences

Gaps and Challenges

- Skill certification and matching problems in working place
- Certification problems for returnee women
- Academy of Skill Development functional under MOLESS need to work hard on its content
- Budget friendly and demand-oriented skill development training is essential
- Dignity of training certificates obtained by prospective migrant workers is closely linked with presence of the beholders in the job market
- Lack of job replacement provisions

GCM Objective 19: Create conditions for migrants and Diaspora to fully contribute to sustainable development in all countries

Gaps and Challenges

- Optimum utilization of resources of migrants and Diaspora for national development to achieve SDGs
- Lack of recognition of contribution of migrants and Diaspora
- Collaboration of local communities, authorities, Diaspora and migrants in skill transfer
- Long-term vision of the government and its present moves vital for attaining SDGs

GCM Objective 20: Promote faster, safer, and cheaper transfer of remittances and foster financial inclusion of migrants

Gaps and Challenges

- Lack of access to financial literacy and finance related awareness among migrant workers and their families
- Informal channel like “Hundi” common for sending remittance that is not safe
- Higher service charge from formal channels is found to be more time consuming and results in choosing informal channels
- Lack of access to bank services and loan schemes
- Lack of innovative technology to transfer remittance
- Nepal Rastra Bank must launch pragmatic policies to reserve foreign exchanges
- Use of advanced technologies, digitization for low-cost remittance charge while sending remittances from abroad

GCM Objective 21: Cooperate in facilitating safe and dignified return and re-admission, as well as sustainable reintegration

Gaps and Challenges

- Policies not sufficient in this regard
- Financial orientation and literacy campaign not sufficient
- Subsidized loan securing among returnee migrant workers not easier as claimed and less information flow regarding returnee loans
- Need of formulation of sustainable policies including gender sensitive policies, counseling related policies and financial literacy associated policies

GCM Objective 22: Establish mechanism for the portability of social security entitlements and earned benefits.

Gaps and Challenges

- The immigrants' social security mechanism not adequately addressed
- Social security of women and other vulnerable groups not clear
- Government policy for social security and reintegration, soft loan for skilled migrants included in Labour Act but to be implemented
- Migrant worker's social security to be facilitated by both countries i.e., country of origin and destination
- Pension and other health care incentives to migrant workers in progress

GCM Objective 23: Strengthen international cooperation and global partnerships for safe, orderly, and regular migration

Gaps and Challenges

- Lack of mutual coordination and understanding between country of origin and destination
- Agreement between Qatar and Nepal on human rights related aspects of migrant workers
- Lobbying from development partners in line with SDG
- Lack of capacity enhancement for Bilateral Agreement, MoU between different countries
- Insufficient exchange and adoption of best practices
- Need to harmonize government policies with international instruments
- Need of substantive cooperation among ILO, OIM and other agencies working towards safer migration

Annex - II: Agendas and Key Consultations

S. No.	Name	Organization	Designation	Interviewed Date
Agenda: Diplomacy, consular service, and situation of migrant workers in COD. GCM Objective (4, 7, 8, 9, 10, 11, 13, 14, 19, 21, 23)				
1.	Mr. Uday Raj Pandey	Embassy of Nepal, Malaysia	Ex-Ambassador	19/01/2022
Agenda: Faster, safer, and cheaper transfer of remittance as well as financial institutions for migrants. GCM Objective (20)				
2.	Dr. Chiranjibi Nepal	Nepal Rastra Bank	Ex-Governor	02/02/2022
Agenda: Migration policy, principles, and academic interventions GCM Objective (1, 2, 3, 7, 8, 11, 13, 14, 15, 17, 18, 19, 20, 22, 23)				
3.	Dr. Govinda Subedi	Center Department of Population Studies (DCPS), Tribhuvan University	Head	23/12/2021
Agenda: Adverse drivers and structural factors for the people to leave their country GCM Objective 2,5, 6, 12, 15, 16, 21				
4.	Mr. Ashok Rana	National Network for Safe Migration (NNSM)	Ex-Chair	16/12/2021
Agenda: Coordination, collaboration and support for vulnerabilities and missing migrants GCM Objective (2, 3, 4, 5, 6, 7, 8, 9, 10, 14, 17, 19, 20, 21, 23)				
5.	Dr. Badri K.C.	Non-Residential Nepalese Association	Vice President	26/01/2022
Agenda: Trade union, advocacy and migrants' rights and regional alliance GCM Objective (2, 3, ,4, 5, 15, 16, 17, 18, 19, 22, 23)				
6.	Mr. Laxman Basnet	South Asian Regional Trade Union Council (SARTUK)	General Secretary	24/01/2022
Agenda: Interaction and consultation regarding rights-based, gender responsive and child sensitive approach GCM Objective (1, 3, 6, 7, 8, 16, 17, 19, 23)				
7.	Mr. Nilambar Baral	Asian Human Rights and Culture	Program Director	24/12/2021

S. No.	Name	Organization	Designation	Interviewed Date
		Development Forum (Asian Forum)		
Agenda: Migrant's legal identity and documentations GCM Objective 4, 12, 15, 18, 22, 23				
8.	Dr. Padma Prasad Khatiwada	Social Welfare Council	Vice Chair (Now Ex-VC)	11/01/2022
Agenda: Reintegration of migrants and social cohesion GCM Objective 1, 2, 3, 4, 5, 8, 9, 10, 12, 16, 17, 21, 22				
9.	Ms. Benu Maya Gurung	AATWIN	Executive Director	13/01/2021
Agenda: Skill development and training for migrants GCM Objective 1, 2, 3, 6, 12, 16, 18, 22				
10.	Mr. Bishnu Gopal Gartaula	Orientation Training Center	Representative	16/01/2022
Agenda: Dignified return, re-admission, and reintegration GCM Objective 1, 2,3, 4, 5, 8, 9, 10, 12, 16, 17, 21, 22				
11.	Ms. Manju Gurung	POURAKHI Nepal	Strategic Advisor	28/12/2021
Agenda: Trafficking and smuggling GCM Objective (9, 10)				
12.	Ms. Kiran Bajracharya	Nepal Police, Headquarter	Senior Superintendent of Police	02/02/2022
Agenda: Fair, safe ethical recruitment and safeguard for decent work GCM Objective (1, 2, 3, 6, 7 10, 13, 15, 17, 20, 22, 23)				
13.	Mr. Sujit Shrestha	Nepalese Association of Foreign Employment Agencies (NAFEA)	General Secretary	26/01/2022
Agenda: Contribution of Diaspora regarding migration cycle GCM Objective 1, 3,6, 7, 9, 10, 11, 15, 16, 20, 22, 23				

S. No.	Name	Organization	Designation	Interviewed Date
14.	Mr. Som Lamichhane	Pravasi Nepali Coordination Committee (PNCC)	Director	28/12/2021
Agenda: Issues of human rights in a migration cycle GCM Objective (4, 6, 7, 8, 9, 10, 13, 21)				
15.	Mr. Kamal Thapa Chettri	National Human Rights Commission, Nepal	Head, International Relation Division Migrant Focal Person	13/01/2022
Agenda: Fair and ethical recruitments and safeguarding decent work GCM Objective 6				
16.	Mr. Rameshwor Nepal	EQUIDEM	South Asia – Director	01/02/2022
Agenda: Issues of migrants' workers' rights at workplaces GCM Objective (6)				
17.	Mr. Shankar Lamichhane	Uni Global Union Nyon, Switzerland	Nepal - President	02/02/2022
Technical review, guidance, and inputs				
18.	Prajwal Sharma	IOM Nepal	National Migration and Development Officer/Head of Labour Mobility and Human Development	

Annex - III: Participants to discuss Implementation Strategy Framework of Global Compact for Migration, 10 - 12 April 2021

S.N.	Name	Designation	Organization
1	Mr. Surya Prasad Gautam	Secretary	MoLESS
2	Mr. Binod Prakash Singh	Joint Secretary	MoLESS
3	Mr. Dinbandu Subedi	Under Secretary	FEBS
4	Dr. Thaneshwar Bhusal	Under Secretary	MoLESS
5	Ms. Sharmila Karki	Section Officer	MoLESS
6	Mr. Barta Raj Poudel	Section Officer	MoLESS
7	Mr. Ramesh Pandey	Section Officer	MoLESS
8	Mr. Gunaraj Bhattarai	Planning Officer	NPC
9	Mr. Kapil Timalina	Under Secretary	MOHP
10	Ms. Goma Dhakal	Under Secretary	MOWCSC
11	Mr. Arjun Bhusal	Section Officer	MoLJPA
12	Ms. Natisara Rai	Chairperson	AATWIN
13	Ms. Benu Maya Gurung	Executive Director	AATWIN
14	Ms. Lorena Lando	Chief of Mission	IOM
15	Mr. Prajwal Sharma	National M&D Officer	IOM
16	Ms. Purnima Limbu	Sr. Project Assistant	IOM
17	Ms. Silja Laura Helene Kanerva	Project Officer	IOM
18	Mr. Hari Bahadur Thapa	Vice Chairperson	NNSM
19	Mr. Krishna Prasad Neupane	General Secretary	NNSM
20	Mr. Tek Tamata		UNDP
21	Ms. Neha Choudhary		ILO

Annex - IV: Participants of National Implementation Strategy Framework of Global Compact for Migration, 7 April 2022

Name	Organization	Designation
Eaknarayan Aryal	MoLESS	Secretary
Thaneshwar Bhusal	MoLESS	Under Secretary
Rajeev Pokharel	MoLESS	Joint Secretary
Prem Pokharel	MoLESS	Section Officer
Dev Chandra Rai	SAMI	Program Officer
Dipendra Poudel	MoLESS	Under Secretary
Narmada Ghimire	MOHA	Officer
Bishal Nembang	MOLJPA	Section Officer
Meena Poudel	MOWCSC	CWPO
Rajan Parajuli	MOICS	Section Officer
Dibakar Luitel	NPC	Program Director
Chiranjibee Luitel	DOFE	Section Officer
Surendra Thapa	MOFA	Under Secretary
Hansa Ram Pandey	FNCCI	Senior Expert
Raja Ram Gautam	FEONA	Chairman
Laxmi Prasad Lamichane	FEONA	General Secretary
Smritee Lama	GEFONT	Secretary
Manju Gurung	Pourakhi Nepal/NNSM	Strategic Advisor
Ashok Ghimire	Rashtriya Samachar Samiti	
Benu Maya Gurung	AATWIN	Executive Director
Nirjala Bhattarai	Abbal	Training Director
Gokarna Gyawali	ISRC	Consultant
Munesh Upadhyay	ISRC	Consultant
Mahendra Bhusal	ISRC	Consultant
Nirman Ojha	ICF/ISRC	Researcher
Chandani Rana		Researcher
Elyn Bhandari	BDS	Program Officer
Bhakti Shah	BDS	Human Rights Officer
Shangita Awale	NRNA	
Ramesh Bharati	Shilapatra	Senior Reporter
Laxman Banset	SARTUC	General Secretary
Krishna Neupane	NNSM	General Secretary
Hari Bahadur Thapa	NNSM	Chairperson
Rameshwar Nepal	Equidem	South Asia Director
Rabi Gautam	WHO	
Swarnim Bhandari	UNRCO	HR Advisor
Priti Shrestha	UN Women	Program Officer
Ram Gautam	UNICEF	C/O Officer
Neha Choudhary	ILO	National Project Coordinator
Abhishek Bista	UNODC	Project Assistant

Name	Organization	Designation
Lorena Lando	IOM	Chief of Mission (virtual presence)
Asif Razzaq	IOM	Officer in Charge
Pia Oberoi	OHCHR	Senior Advisor on Migration and Human Rights for the Asia Pacific Office, Office of the UN High Commissioner for Human Rights/ Regional Network on Migration for Asia and Pacific (virtual presence)
Prajwal Sharma	IOM	Head of Labour Mobility and Human Development Department
Purnima Limbu	IOM	National Project Officer
Dhruba Aryal	IOM	Project Assistant
Subas Chandra Dahal	IOM	Project Assistant
Pritika Pakhrin	IOM	Project Assistant

Annex - V: Inter-Ministerial Consultations held for the review of National Implementation Strategy Framework of Global Compact for Migration and 11-12 August 2023 and 21-22 May 2024

21-22 May 2024

Mr. Govinda Prasad Rijal, Joint Secretary, MoLESS - Chair
 Mr. Mahesh Parajuli, Under Secretary, MOLESS
 Mr. Bharat Pd. Acharya, Director, FEBS
 Mr. Ritu Panth, Under Secretary, Ministry of Health and Population (MOHP)
 Mr. Jitendra Adhikari, Section Officer, Ministry of Home Affairs (MOHA)
 Mr. Kamal Thapa Kshetri, Under Secretary, National Human Rights Commission (NHRC)
 Ms. Pushpa Devi Rai, Section Officer, Ministry of Women, Children, and Senior Citizens (MOWCSC)
 Mr. Uddhav Neupane, Section Officer, Ministry of Foreign Affairs (MoFA)
 Mr. Krishna Prasad Bhusal, Under Secretary, MoLESS
 Ms. Pushpa Kumari Jha, Section Officer, MoLESS
 Mr. Prajwal Sharma, Head of Migration and Development Department, IOM
 Mr. Subas Chandra Dahal, IOM

11-12 August 2023

Name	Organization	Designation
Rajeev Pokharel	MoLESS	Joint Secretary
Dr. Anup Kanti Das	IOM	OIC
Kabiraj Upreti	DoFE	Director
Damber Bahadur Sunwar	MoLESS	Under Secretary
Harihar Kant Poudel	MoFA	Under Secretary
Shanti Poudel	MoLESS	Section Officer

Pabana Khanal	MoLESS	
Nar Bahadur Chand	FEBS	Section Officer
Prem Pokhrel	DoFE	Section Officer
Diwash Adhikari	MoWCSC	Section Officer
Dhananjay Kumar Shah	MoLESS	Section Officer
Prajwal Sharma	IOM	Head-LM&HD
Dhruba Aryal	IOM	Project Assistant

