

NEPAL LABOUR MIGRATION REPORT 2024



Government of Nepal
Ministry of Labour, Employment and Social Security

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Ministry of Labour, Employment and Social Security
Singhadurbar, Kathmandu, Nepal

Nepal Labour Migration Report 2024

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Published by
Government of Nepal
Ministry of Labour, Employment and Social Security
Singha Durbar, Kathmandu
Tel: 01-4211678, 4211791, 4211733
Fax: 01-4211877
Email: info@moless.gov.np
Website: www.moless.gov.np

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This report has been prepared with the technical assistance of the International Labour Organization (ILO) and the financial support of the Swiss Agency for Development and Cooperation (SDC).

Layout design: Chiran Ghimire and Ajaya Subedi



Government of Nepal
Ministry of Labour, Employment & Social Security



**Singhadurbar, Kathmandu
Nepal**

Ref. No.:

Foreword

It is with great pride and a deep sense of responsibility that I present the Nepal Labour Migration Report 2024. This report offers a clear and honest look at the state of Nepali labour migration for the fiscal years 2022/23 and 2023/24. It builds on the lessons from previous years and provides a thorough, evidence-based reflection on where we stand today, the challenges we still face, and the opportunities we must seize moving forward.

For decades, labour migration has been a key part of Nepal's development. The remittances sent home by Nepali workers abroad have been a lifeline for countless families, contributing significantly to the national economy and helping to reduce poverty. Beyond the financial benefits, migration has also led to the exchange of skills and knowledge, strengthening Nepal's ties with the rest of the world. While these contributions are invaluable, we must also acknowledge the complexities that come with managing migration in a way that protects the rights and dignity of our workers.

This report is being released at a time when the foreign employment sector is changing rapidly. Shifting global economies, the ongoing recovery from the pandemic, the rise of new job markets, and the emerging risks all mean that we need to adapt our policies and strategies. This is a chance for us to assess how well we are doing in line with international agreements like the Global Compact for Safe, Orderly and Regular Migration (GCM) and the Sustainable Development Goals (SDGs). In particular, it's important to focus on Goal 8, which calls for the end of child labour, forced labour, modern slavery, and human trafficking, as well as Goal 10.7, which promotes safe, regular, and responsible migration.

The Government of Nepal remains fully committed to ensuring that migration is not just an economic solution but a process that is safe, respectful, and beneficial for all Nepali citizens. This includes tackling issues like ethical recruitment, providing proper social security, supporting the reintegration of returnees, and addressing the gender dimensions of migration. I am especially pleased that this report highlights areas like governance reforms, the need for better data, and the importance of coordination among all levels of government. These are essential for ensuring that our policies are in the best interests of Nepali workers.

This report reflects our continued commitment to making decisions based on solid evidence and responding to the needs of our people. It is not just for government officials or policymakers, but for everyone involved in the labour migration process from workers and their families to researchers, NGOs, and development partners. It will help us identify gaps in our policies, address the vulnerabilities that migrants face, and build stronger systems to support them.

On behalf of the Ministry of Labour, Employment and Social Security, I would like to express my heartfelt thanks to the International Labour Organization (ILO) for their technical support in developing this report. We are also deeply grateful to the Swiss Agency for Development and Cooperation (SDC) for their generous financial support, which made this work possible. A sincere thank you goes to all the individuals and institutions who contributed their knowledge and expertise.



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Ministry of Labour, Employment & Social Security



Singhadurbar, Kathmandu
Nepal

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As we look ahead, I am confident that this report will serve as a guide for all those involved in labour migration from government agencies and development partners to academics, researchers, and the migrant workers themselves. It provides us with an opportunity to assess our progress and think about how we can do better. Our shared goal should be to ensure that migration is always a choice, not a necessity, and that it remains a process that respects the dignity and rights of all Nepali workers.

I hope this report will inspire continued collaboration and open dialogue as we work together toward a future where Nepali labour migration is safe, orderly, and dignified for everyone involved.

Dr. Krishna Hari Pushkar

Date: 2082/07/02

Secretary

Ministry of Labour, Employment and Social Security
Government of Nepal

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ACRONYMS AND ABBREVIATIONS

ADD	Abu Dhabi Dialogue
AHTB	Anti-Human Trafficking Bureau
BLMA	Bilateral Labour Migration Agreement
CDO	Chief District Officer
CoD	Country of Destination
COVID-19	Coronavirus Disease 2019
CSO	Civil Society Organisations
CTEVT	Council for Technical Education and Vocational Training
DAO	District Administration Office
DoCS	Department of Consular Services
DoFE	Department of Foreign Employment
DoI	Department of Immigration
DoLOS	Department of Labour and Occupational Safety
EPS	Employment Permit System
ESC	Employment Service Centre
FEA	Foreign Employment Act
FEB	Foreign Employment Board
FEIMS	Foreign Employment Information Management System
FET	Foreign Employment Tribunal
FEWF	Foreign Employment Welfare Fund
FEWIMS	Foreign Employment Welfare Information Management System
FY	Fiscal Year
GCC	Gulf Cooperation Council
GCM	Global Compact for Safe, Orderly and Regular Migration
GDP	Gross Domestic Product
GFMD	Global Forum for Migration and Development
GoN	Government of Nepal
G2G	Government-to-Government
ILO	International Labour Organisation
I/NGO	International/ Non-Governmental Organisation
JICA	Japan International Cooperation Agency
IOM	International Organisation for Migration
K-HaMi	Korea Happy Migration
MoEST	Ministry of Education, Science and Technology
MoFA	Ministry of Foreign Affairs
MoLESS	Ministry of Labour, Employment and Social Security
MoU	Memorandum of Understanding
MRC	Migrant Resource Centre
NAVT	National Academy of Vocational Training
NEMIS	National Employment Management Information System

NHRC	National Human Rights Commission
NLSS	Nepal Living Standard Survey
NPR	Nepali Rupee
NRB	Nepal Rastra Bank
NSO	National Statistics Office
NSTB	National Skill Testing Board
PDOT	Pre-Departure Orientation Training
PNCC	Pravasi Nepali Coordination Committee
PRA	Private Recruitment Agency
ReMi	Reintegration of Returnee Migrant Workers
RMW	Returnee Migrant Workers
SaMi	Safer Migration Programme
SSF	Social Security Fund
TMIS	Training Management Information System
TOPIK	Test of Proficiency in Korean
UAE	United Arab Emirates
UK	United Kingdom
UN	United Nations
USD	United States Dollar

EXECUTIVE SUMMARY

The *Nepal Labour Migration Report 2024* provides an overview of Nepali workers' participation in foreign employment with a focus on the fiscal years 2022/23 and 2023/24. The report provides an update on recent developments in migration governance in Nepal, discusses trends in labour approvals issued by the Department of Foreign Employment (DoFE) for overseas employment, and outlines the plans of the Ministry of Labour Employment and Social Security (MoLESS).

The labour migration sector in Nepal is governed by a host of institutions, with MoLESS as the lead agency at the federal level designing appropriate policies and programmes to make labour migration safe, dignified, and systematic. The Foreign Employment Board (FEB), an autonomous body, provides welfare and reintegration support to migrant workers and their families, while the DoFE is responsible for overseeing and regulating labour migration. The Foreign Employment Tribunal (FET) adjudicates legal cases related to labour migration. The National Academy of Vocational Training (NAVT) delivers technical and vocational training to Nepali migrant workers. Provincial and local governments also provide supportive functions to the labour migration sector. Labour and Employment Offices in all the provinces facilitate labour approvals while Migrant Resource Centres (MRCs), operating within the premises of the District Administration Offices (DAOs), provide counselling services and case registration assistance to migrant workers. Employment Service Centres (ESCs), established at all 753 local government levels, support labour approval applications and re-registration programmes.

While 5.7 million new labour approvals were issued to Nepali workers for foreign employment in a period of about one and a half decades, between 2008/09 and 2023/24, a total of 954,319 new labour approvals and 558,297 renewed labour approvals were issued in 2022/23 and 2023/24. Most of the labour approvals, both new and renewed, were issued to men. The share of labour approvals issued to women has consistently increased, reaching a peak of 12.9 per cent in 2023/24. In 2022/23 and 2023/24, a total of 152,305 new and renewed labour approvals were issued to female migrant workers. Young Nepali workers, especially those between the ages of 18 and 44, continue to make up the majority of migrant workers. Nearly half of the total migrant workforce fell within the 25–34 age group in 2022/23 and 2023/24.

Recent trends in labour approvals show increasing diversification in labour destinations. While countries of the Gulf Cooperation Council (GCC) and Malaysia are still the top destinations, accounting for 81.3 per cent of total new approvals, tens of thousands of Nepali workers are now employed in Central and Eastern European countries such as Albania, Croatia, Poland, Romania, Bulgaria, North Macedonia, and Serbia as well as Cyprus and Turkey in West Asia, signalling a broader shift in foreign employment patterns.

In terms of migrant workers' province of origin, Koshi and Madhesh account for the largest share of labour approvals while Karnali and Sudurpaschim rank at the bottom. In both 2022/23 and 2023/24, over 100,000 new labour approvals were issued to workers from Koshi and Madhesh while the numbers for Karnali and Sudurpaschim were less than 30,000 each. In labour approvals for women, Bagmati led the table and Karnali featured at the bottom. In 2022/23, Jhapa, Dhanusha, Morang, Sarlahi, and Mahottari were the top five origin districts of Nepali migrant workers, with Siraha replacing Sarlahi in 2023/24. These five districts accounted for 18 and 20 per cent of all the migrant workers in the respective years. For female migrant workers, Jhapa and Morang were the leading districts, followed

by Makwanpur, Sindhupalchok, and Kavrepalanchok. These five districts accounted for a quarter of all women migrant workers in both years.

Most new labour approvals are processed through private recruitment agencies (PRAs). However, there has been a significant growth in individually applied labour approvals, which were 26,740 and 95,038, respectively, in 2022/23 and 2023/24. The number of individual labour approvals is particularly high for emerging countries of destination such as Romania, Malta, Croatia, and the Maldives. Labour approvals provided to workers under government-to-government (G2G) agreements are recorded under the G2G category. Currently, Nepal issues labour approvals for South Korea, Israel, and the UK under the G2G category. In 2023/24, 174 women and 71 men received labour approvals for Israel for caregiver work while 41 Nepali women went to the UK as nurses in 2023/24. Similarly, 21,406 Nepalis (1610 women and 19,796 men) in 2022/23 and 11,615 (1204 women and 10,697 men) in 2023/24 received approvals for South Korea under the Employment Permit System (EPS).

In 2022/23 and 2023/24, most male migrant workers obtained labour approvals for elementary occupations, primarily to work as labourers, while in the case of female migrants a higher proportion were for cleaning and laundry work. Destination-wise disaggregation of the occupational profile of workers shows a higher share of Nepalis going to South Korea, Qatar, Saudi Arabia, and Kuwait for elementary occupation. In contrast, those going to Malaysia were primarily concentrated in the manufacturing sector. Similarly, a higher proportion of workers in Romania, Croatia, Malta, and Japan were engaged in elementary occupations followed by the sales and service sectors.

The Government of Nepal (GoN) has been providing financial assistance to the migrant workers and their families through Foreign Employment Welfare Fund at the FEB in case of workers' injuries, illness, and deaths. Accordingly, the FEB disbursed NPR 99.71 million (USD 729,000) to 369 injured workers and NPR 655.18 million (USD 4.8 million) to the families of 1208 deceased migrant workers in 2022/23. Likewise, in 2023/24, the disbursements amounted to NPR 194.39 million (USD 1.4 million) to 653 injured workers and NPR 699.91 million (USD 5.1 million) to the families of 1346 deceased migrant workers. Most of the deaths of migrant workers were certified as having occurred due to 'natural causes' by the destination countries. The countries with the highest number of migrants' deaths were Saudi Arabia, Malaysia, Qatar, the United Arab Emirates (UAE), and Kuwait. Most of the dead among workers were from Madhesh, Koshi, and Lumbini, which were also the origin provinces of the highest number of migrant workers. Siraha, Dhanusa, Morang, Jhapa, Mahottari, Sarlahi, Sunsari, and Rupandehi were the top-ranking districts in terms of migrant worker deaths in the reference years. Likewise, Sunsari, Morang, and Jhapa (also districts with high out-migration of women) in Koshi province accounted for the highest number of deaths among female migrant workers.

Nepal has received a steady flow of remittances in the last two decades. With the increase in the number of migrant workers and also of their average incomes along with a gradual shift in migration to higher income destinations, the remittances received in Nepal have consistently increased. While remittances of less than NPR 100 billion was transferred to Nepal in the early 2000s, the amount steadily increased over the next two decades to cross half a trillion in 2014 and reach a record NPR 1.4 trillion in 2024. In 2023, over one-third (35.6 per cent) of Nepali households received remittance from abroad, with an average amount of NPR 185,852 per remitter. However, a significant disparity is observed across provinces in terms of the size of remittances transferred. While households in Koshi, Gandaki, and Bagmati received the largest amount per remitter, over NPR 240,000 on average, those in Sudurpaschim, Karnali, and Madhesh received significantly lower amounts, between NPR 80,000 and NPR 135,000.

Way forward

Nepal has institutionalised various legal and policy frameworks to make foreign employment safe and beneficial while rendering the reintegration of returnee migrants effective and sustainable. Safe migration followed by sustainable reintegration, however, require consistent effort and the designing and implementation of suitable programmes. Improvements are also necessary in migration governance

to address some pressing issues of migrant workers and their families. MoLESS will, thus, continue prioritising the welfare of Nepali workers throughout the migration cycle and adopt a ‘whole-of-society and whole-of-government’ approach and strengthen inter- and intra-governmental coordination and collaboration processes to address outstanding issues related to labour migration. It will adopt gender-responsive migration policies and continue its collaboration with diverse stakeholders such as organisations of migrants and returnees, trade unions, civil society, the Nepali diaspora, and the private sector (see chapter 5 for the specific actions MoLESS plans to undertake going forward).



Department of Foreign Employment, Kathmandu.



Departure area, Tribhuvan International Airport, Kathmandu.



Migrants at the immigration desk in Tribhuvan International Airport, Kathmandu.

1. OVERVIEW

1.1 Introduction

Labour migration is defined as the movement of people from one geographical location to another for employment. While migration for work can take place within the country or without, this report focuses on the mobility of Nepali workers for employment in foreign countries.

Nepal has an over 200-year-long history of labour migration. The recruitment of Nepali youths into the army of the East India Company of Britain in the early nineteenth century after the Anglo-Nepal War of 1814–1816 is considered to be the starting point of formal labour migration from Nepal (Sharma and Thapa 2013; Seddon et al. 2001). Nepali men had already begun serving in the army of Sikh ruler Ranjit Singh in Lahore even prior to this period. The employment of Nepalis outside the country was limited to India for the most part of this long history. The destination countries became diverse only in the late 20th century, particularly after the restoration of multiparty democracy in 1990 and the subsequent easing of the passport regime, with a sizeable number of Nepali workers seeking employment first in the Gulf Cooperation Council (GCC) countries and later in Malaysia. The improvements in migration governance with the formulation of more liberal policies in the 2000s, such as the Foreign Employment Act, 2007; the Foreign Employment Rules, 2008; and the Labour Migration Policy, 2025, have been instrumental in enhancing Nepali workers' access to increasingly more diverse and higher-income, destinations—Central and Eastern European countries as well as Cyprus, Mauritius, and Turkey. Nevertheless, the most popular destinations for Nepali workers in the last couple of decades remain countries in the GCC and Malaysia (MoLESS 2022).¹

While Nepalis also migrate abroad for education, their number is much smaller compared to those seeking foreign employment. According to the 2021 census, more than 2.1 million Nepali citizens were absent from the country and 77 per cent of the absences were due to work-related reasons.² Such a pattern of foreign employment is further substantiated by data from the Department of Foreign Employment (DoFE), having issued 3.4 million new labour approvals for overseas employment in the 10 years between 2014/15 and 2023/24 (MoLESS 2022). In contrast, in the same period, the Ministry of Education, Science and Technology (MoEST) issued 639,148 no-objection certificates to Nepalis to pursue higher education abroad, with the top five destination countries for students being Australia, Canada, Japan, the United Kingdom, and the United States (MoEST 2024).³

The open border between Nepal and India is another factor shaping the mobility of Nepali workers as many Nepalis cross over for work or business. The 2021 census data showed over 587,510 Nepalis working in India at the time of enumeration while the Nepal Living Standards Survey (NLSS) 2022/23 estimated that number to be more than one million (National Statistics Office 2023; Kharel et al. 2025). Yet, even the latter figure is likely an underestimation as a substantial number of Nepalis are engaged in seasonal work in India, lasting for less than six months and thus not recorded in the 'absentee' data of either the census or the survey.

Foreign employment has become an important source of income for many Nepali households and has substantially contributed to the Nepali economy. With the increase in the number of workers employed abroad, the country has witnessed a notable rise in remittance inflows, affecting a range of economic activities within the larger national economy (Kharel et al. 2025). Nepal received a record

USD 14.2 billion in remittances in 2024 and the country ranked fourth globally in terms of remittance-to-gross domestic product (GDP) ratio with a score of 33.1 per cent (World Bank n.d. [a]; World Bank n.d. [b]). Beyond direct economic gains, foreign employment is likely to facilitate skill enhancement as well as knowledge transfer. However, participation in foreign employment comes with a number of challenges and risks to workers, including debt, death, injury, illness, violation of human and labour rights, and lack of access to health services and justice (MoLESS 2022; Baniya et al. 2023). The protection of Nepali workers and their rights and the guarantee of safe and dignified working conditions remain a concerning issue.

As a country of origin for overseas employment, there is a need for Nepal to assess the trends and impacts of foreign employment in order to optimise its benefits and minimise drawbacks (IOM 2019a). Based on comprehensive and reliable evidence, the labour migration reports published by the Ministry of Labour, Employment and Social Security (MoLESS) since 2015 have played a crucial role in filling gaps in data and information on the foreign employment scenario such as trends in foreign employment from Nepal; major and emerging destinations of Nepali workers; skills and occupational profile of the workers; and issues of morbidity and mortality among them.

1.2 Objectives

The overall objective of this *Nepal Labour Migration Report 2024* is to provide a comprehensive overview of labour migration from Nepal with a focus on the fiscal years 2022/23 and 2023/24. More specifically, the report aims to provide:

- i. updated information on major trends related to foreign employment from Nepal disaggregated by country of destination (and including India), district, and province of origin; type of labour approval; modes of obtaining labour approval; gender, age, and skill profile while also presenting information on returnee migrants and foreign workers employed in Nepal;
- ii. an overview of Nepal's labour migration governance regime, including institutional mechanisms and legislative frameworks, such as the Foreign Employment Act and the Foreign Employment Rules, and bilateral labour migration agreements (BLMAs);
- iii. insights into other aspects of labour migration, namely:
 - migrant workers' health and safety,
 - situation of recruitment and access to justice for migrant workers,
 - reintegration of returnee migrant workers and skill training, and
 - cross-border migration between Nepal and India for employment; and
- iv. an overview of MoLESS' plans in addressing issues of migrant workers and gaps in labour migration data.

1.3 Methodology

This report is based primarily on administrative data collected by MoLESS and other government bodies along with census and survey data from the National Statistics Office (NSO) (Table 1.1). These two sources have been supplemented by information from reports published by various government and non-government organisations, academic and grey literature, and policy documents of Nepal and destination countries.

The preparation of the report involved an intensive consultative process from the very beginning. A briefing session was organised in November 2024 with the Working Committee at MoLESS to discuss the scope of work and finalise the work plan. The report was validated through two levels of stakeholder consultations that included representatives from all three tiers of government, international/non-

governmental organisations (I/NGOs), trade unions, academia, and the private sector. Province-level consultations in Koshi, Madhesh, Lumbini, Karnali, and Sudurpaschim provinces and a national consultation in Kathmandu were organised to receive feedback on the draft report. The report was thoroughly revised based on comments and suggestions provided at these meetings.

Table 1.1: Data Sources

Type of Data	Source of Data
Migration trends	
a. Labour approvals (new and renewals) and labour demand; government-to-government migration to South Korea, Israel, and the United Kingdom	a. Foreign Employment Information Management System (FEIMS), DoFE
b. Migration to South Korea under the Employment Permit System (EPS); Test of Proficiency in Korean (TOPIK) applicants	b. EPS-Korea
c. Absentees who have migrated for work (disaggregated by sex, province, district, destination, etc.)	c. National Population and Housing Census 2021; NLSS 2022/23
d. Labour approvals issued to foreign workers in Nepal	d. Department of Labour and Occupational Safety (DoLOS), MoLESS
Migrants' grievances and access to justice	
a. Grievance registered at Migrant Resource Centres (MRCs)	a. MRCs, Safer Migration (SaMi) Programme
b. Cases related to migration related fraud	b. Foreign Employment Tribunal (FET) annual reports
c. Cases registered (institutional)	c. FEIMS, DoFE
Migrants' health and wellbeing; financial support	
a. Migrants' deaths, injuries and illness during foreign employment; amounts disbursed to migrant workers and their families using the Foreign Employment Welfare Fund (FEWF)	a. Foreign Employment Welfare Information Management System (FEWIMS); annual and progress reports of Foreign Employment Board (FEB)
b. Migrants in jails and missing in destinations	b. Ministry of Foreign Affairs
Social security to migrant workers in Nepal and destination countries	
a. Migrant workers registered with the Social Security Fund (SSF) in Nepal	a. SSF internal data
b. Social security provisions in destinations	b. Destination specific secondary publications
Returnees and reintegration	
a. Migrants returning to Nepal	a. FEIMS
b. Survey with returnees	b. Reintegration of Returnee Migrant Workers (ReMi) project
	c. K-HaMi Project
Remittances	
a. Remittance inflows at the national and household level	a. World Bank open data; NLSS 2022/23; Nepal Rastra Bank's annual and quarterly reports



बैदेशिक रोजगार विभागबाट ईजाजत प्राप्त संस्थाका संचालक तथा कर्मचारीहरूलाई FEIMS Online Automation सम्बन्धी तालिम

स्थान: अलुपम फुडल्याण्ड हाउस ब्याङ्कवेट
बतिसपुरतली, काठमाडौं ।
मिति: २०८० अषाढ २२, जाते

आयोजक
नेपाल सरकार
श्रम, रोजगार तथा सामाजिक सुरक्षा मन्त्रालय
बैदेशिक रोजगार विभाग

2. LABOUR MIGRATION GOVERNANCE IN NEPAL

Labour migration governance in Nepal has strengthened over the last three decades against the backdrop of a rapid increase in human mobility across international borders for employment and the concurrent realisation of the need to maximise the benefits of labour migration while also minimising the risks and costs associated with it and promoting workers' welfare. An emerging feature of the architecture of labour migration governance in Nepal is a shift towards strategies centred on human rights and protection, and a multi-level, whole-of-government and whole-of-society approach to migration management. The 2015 Constitution of Nepal further buttressed governance efforts, with Article 51(i)(5) mandating policies to make foreign employment safe, systematic, and free from exploitation. This legislative evolution reflects Nepal's attempt to align with international standards and address emerging challenges.

2.1 Government Institutions

The governance of labour migration has been aligned with the country's federal system, with the three tiers of government taking on their constitutionally defined roles and responsibilities. The federal government's mandate is to draft and enforce national-level migration policies, sign bilateral agreements, and provide overall regulatory oversight of foreign employment while provincial and local governments maintain data on migrants workers pursuing foreign employment and on returnees as well as formulate and implement policies and programmes related to safe migration, skill training, and reintegration of returnees.⁴ In this context, Ministry of Labour, Employment and Social Security (MoLESS) has been assisting subnational governments to develop locally contextual policies to promote safe migration, facilitate skill development, and support the reintegration of returnees.

2.1.1 Ministry of Labour, Employment and Social Security

MoLESS is the lead agency at the federal level on migrant labour, designing appropriate policies and programmes to ensure that labour migration is safe, dignified, and systematic. The ministry prioritises the optimum utilisation of knowledge, skills, and remittances gained through foreign employment to create internal employment opportunities. MoLESS appoints labour counsellors and labour attachés, as outlined under the Foreign Employment Act (FEA), 2007, to Nepali missions in countries with 5000 or more Nepali workers, and a female labour attaché in countries with over 1000 female workers (Government of Nepal 2007a, s. 68).⁵ Accordingly, labour counsellors have been appointed in South Korea, the United Arab Emirates (UAE), Qatar, Saudi Arabia (in Riyadh), and Malaysia, while labour attachés have been designated in Bahrain, Kuwait, Malaysia, Oman, Qatar, Saudi Arabia (in Jeddah), and the UAE. Labour counsellors and labour attachés are required to monitor the labour and employment situation of the country they are posted in; assist in resolving problems arising out of disputes between workers and employers or recruitment agencies; explore opportunities to conclude bilateral agreements for employment; and provide counselling to workers and discourage them from working outside of their contractual terms (Government of Nepal 2007a, s. 68).

Different divisions and sections within or under MoLESS have been established to conduct specific

Table 2.1: Divisions and Sections within MoLESS

SN	Division/Section	Major Activities Related to Labour Migration
1.	Administration and Planning Division	<ul style="list-style-type: none"> • Prepare and amend laws, regulations, directives, and procedures related to the Ministry's responsibilities. • Coordinate, monitor, evaluate, and review national policies, plans, annual programmes, and budget within the Ministry's scope. • Manage and develop human resources for the Ministry and its subordinate offices. • Oversee the selection and appointment of labour counsellors and labour attachés. • Handle economic administration and public procurement for the Ministry. • Maintain international liaison on matters related to the Ministry and the Division. • Coordinates with provincial and local governments to carry out necessary tasks.
1.1	Administration Section	<ul style="list-style-type: none"> • Formulate, amend, implement, monitor, and regulate policies, laws, master plans, and plans related to the Section. • Manage employee administration and human resources for the Ministry and its subordinate offices. • Handle and resolve complaints and grievances. • Manage inspection, supervision, and monitoring of the bodies under the Ministry. • Act as the contact point for subject-specific bodies.
1.2	Financial Administration Section	<ul style="list-style-type: none"> • Manage the Ministry's financial administration in accordance with prevailing laws. • Carry out tasks related to budget release under the allocated budget. • Coordinate with the Finance Ministry's Policy, Planning, Monitoring, and Evaluation Section for programme revisions and budget reallocations. • Maintain up-to-date records of income and expenditure. • Provide necessary support for procurement management.
1.3	Policy, Planning and Multilateral Coordination Section	<ul style="list-style-type: none"> • Prepare periodic and annual development programmes to be implemented under the Ministry and its departments. • Coordinate and monitor the formulation and implementation of regular and foreign-aid-funded projects/programmes under the Ministry and its subordinate offices and conduct necessary evaluations. • Coordinate on matters related to projects implemented with foreign assistance. • Facilitate and coordinate with relevant international and national non-governmental organisations (I/NGOs) as well as other international agencies in related sectors. • Carry out tasks related to the Policy Coordination Committee. • Review, revise, monitor, and evaluate the progress of development programmes implemented by the Ministry and its subordinate bodies.
1.4	Legal Decision Administration Section	<ul style="list-style-type: none"> • Implement court verdicts related to the Ministry's areas of responsibility. • Submit draft proposals for amending laws and regulations related to the Ministry. • Carry out necessary tasks for drafting new bills. • Provide legal opinions on treaties, agreements, memoranda of understanding, and similar instruments to which the Ministry is a party. • Handle matters related to publishing the required notices in the Nepal Gazette. • Serve as the liaison office for the Ministry of Law, Justice and Parliamentary Affairs, the Foreign Employment Tribunal, and the Labour Court.
2.	Foreign Employment Management Division	<ul style="list-style-type: none"> • Draft, amend, formulate, manage, and regulate national policies, laws, standards, and systems related to foreign employment. • Collect, publish, and distribute national and international reports and statistics on labour migration. • Conduct monitoring and inspection related to foreign employment and prepare corresponding reports. • Promote and advocate for activities related to labour diplomacy. • Maintain regular communication and coordination with labour counsellors and labour attachés. • Carry out tasks related to the Department of Foreign Employment (DoFE) and the Foreign Employment Board (FEB) and work closely with those bodies. • Facilitate the regularisation of the labour approval process and help formalise irregular pathways and strengthen oversight mechanisms.*
2.1	Labour Migration Policy Section	<ul style="list-style-type: none"> • Implement and regulate national policies, laws, and standards related to foreign employment. • Prepare and coordinate activities to promote labour diplomacy.

* The Foreign Employment Management Service Delivery Directives (Revised), 2025 allows workers with employment visas issued before 30 September 2024 to apply for labour approval at Nepali diplomatic missions in the respective destination countries.

		<ul style="list-style-type: none"> • Conduct negotiations and manage bilateral labour migration agreements (BLMAs) with existing and new destinations countries. • Undertake policy-related tasks for the implementation of bilateral agreements for foreign employment in destination countries. • Act as the liaison for the Ministry of Foreign Affairs, Nepali diplomatic missions abroad, and migration-related programmes.
2.2	Foreign Employment Management Section	<ul style="list-style-type: none"> • Coordinate with the DoFE to regulate and monitor organisations related to foreign employment. • Undertake necessary measures to ensure safe, organised, and dignified foreign employment. • Prepare, coordinate, and report on foreign employment programmes. • Provide policy coordination on the rights, interests, and rescue of Nepali citizens seeking foreign employment with labour approvals. • Carry out tasks related to the FEB. • Perform other necessary tasks for the effective management of the entire foreign employment cycle—from pre-departure to return.
3.	Labour Relations and Social Protection Division	<ul style="list-style-type: none"> • Draft, formulate, implement, and monitor policies, laws, procedures, directives, plans, and standards related to labour and occupational safety and health as well as contribution-based social security and its implementation. • Undertake activities related to minimum wage determination, labour audits, labour suppliers, and enforcement of labour laws. • Carry out policy and legal reforms related to labour permits/approvals for foreign workers.
3.1	Labour Relation Section	<ul style="list-style-type: none"> • Develop policies related to labour permits/approvals for foreign workers. • Conduct welfare activities to support returnee migrant workers. Safeguard and regulate labour migration to make it safe and fair for Nepali and foreign workers. Coordinate with I/NGOs related to labour.
3.2	Forced Labour Elimination and Occupational Safety Section	<ul style="list-style-type: none"> • Formulate, implement and regulate policies, laws, and plans related to the elimination of child labour and forced labour as well as occupational safety and health. • Conduct skills testing for returning migrant workers, prepare strategic plans for utilising those skills and updates them as needed over time.
3.3	Labour Welfare and Social Protection Section	<ul style="list-style-type: none"> • Implement and monitor policies, laws, procedures, directives and plans related to contribution-based social security. • Carry out policy and institutional activities related to social security for workers and their families. • Coordinate necessary activities for the implementation of promotional programmes on workers' duties, responsibilities, work culture and behaviour.
4.	Internal Employment Management Division	<ul style="list-style-type: none"> • Formulate and implement national policies, laws, standards, and regulations related to internal employment management. • Analyse employment demand projections in the labour market and availability of human resources, and develop and implement policies and programmes to bridge the gap between demand and supply. • Manage and enhance the capacity of employment service centres (ESCs) at the local level. • Conduct consultations with stakeholders and provides necessary support for the promotion of internal employment.
4.1	Employment Coordination and Skill Development Section	<ul style="list-style-type: none"> • Develop strategic plans for the utilisation of skills of returnee migrant workers. • Manage and build capacity of ESCs and facilitate their activities.
4.2	Employment Programme Management Section	<ul style="list-style-type: none"> • Formulate and implement policies, laws, plans, and annual programmes related to minimum employment guarantees. • Facilitate delivery of employment-related services provided through ESCs. • Formulate, implement, and coordinates employment assistance programmes. • Undertake activities related to management of unemployment allowances.
4.3	Information Technology and Statistics Section	<ul style="list-style-type: none"> • Operate and manage the Foreign Employment Information Management System (FEIMS). • Coordinate storage of labour migration data in the Labour Information Bank. • Conduct studies, research, and statistical analysis of foreign and internal employment, labour force, and labour market. • Develop, update, and manage the National Employment Management Information System (NEMIS). • Ensure citizens' access to employment-related information, including labour migration.

Table 2.2: Key Government Agencies Related to Labour Migration**1. Department of Foreign Employment (DoFE)**

DoFE is the key body responsible for managing and regulating labour migration. The responsibilities of DoFE include:

- implementing policies on foreign employment;
- management of labour demand, labour approval and migration data;
- licensing and regulating recruitment agencies;
- grievance redressal and overseeing foreign employment processes and practices; and
- conducting research in coordination with the FEB to identify employment opportunities and new destinations for Nepalis.

The Complaints Registration and Investigation Section within DoFE functions as a specialised unit responsible for receiving, investigating and addressing complaints on the management of foreign employment. While DoFE primarily handles cases involving recruitment agencies, complaints against individuals or institutions that cannot be resolved at the departmental level are forwarded to the Foreign Employment Tribunal (FET) (Government of Nepal 2007a).

2. Department of Labour and Occupational Safety (DoLOS)

DoLOS is mainly responsible for ensuring the implementation of labour-related acts, regulations, and policy directives to secure a safe, decent, and healthy working environment for the labour force. The other major responsibilities of DoLOS include:

- preparing skilled and competitive human resources in line with the demands of domestic and foreign labour markets, helping to reduce unemployment;
- creating decent employment and self-employment opportunities within the country;
- ensuring occupational safety and health;
- issuing of labour approvals to non-Nepali citizens; and
- collecting and analysing data related to labour and employment markets.

3. Foreign Employment Board (FEB)

The FEB is an autonomous body under MoLESS formed as per the Foreign Employment Act (FEA), 2007 to promote the welfare of Nepali workers in overseas employment. Among other shared responsibilities, DoFE and the FEB work jointly in the management of the mandatory predeparture orientation training (PDOT). The FEB also manages the Foreign Employment Welfare Fund (FEWF) (see Section 2.2.1). The other roles and responsibilities of the FEB are to:

- work for the welfare of migrant workers and their families by providing financial support in the case of workers' deaths, serious illness, or injuries, covering the cost of repatriating deceased migrant workers' bodies to Nepal, facilitating migrants' repatriation process in coordination with Nepali missions abroad, and providing scholarships to the children of deceased migrant workers, among others;
- conducting social and economic reintegration programmes for returnee migrant workers;
- carrying out studies on different areas related to labour migration, including exploration of new labour markets for Nepali workers;
- Formulating, approving and monitoring curricula and fees of PDOT;
- determining curricula and fees for skill training, carrying out activities related to skill test and monitoring the training for quality assurance; and
- publishing and broadcasting awareness programmes on foreign employment through the media (Government of Nepal 2007a, s. 39; Government of Nepal 2008, r. 29).

4. National Academy of Vocational Training (NAVT)

The NAVT, an entity under MoLESS, provides technical and vocational training to Nepali workers. It has the mandate to produce demand-based skilled human resources, develop curricula for all types of vocational and skills training and evaluate skills training provided by institutions authorised by DoFE. NAVT has a dedicated steering committee to manage its operations.

5. Labour and Employment Offices

Eleven Labour and Employment Offices function at the provincial level under DoLOS in collaboration with provincial and local governments. The Labour and Employment Office in each provincial capital, except Hetauda, issues new labour approvals and renewals, both institutional and individual.

6. Migrant Resource Centres (MRCs)

MRCs and sub-MRCs, operating under the respective local governments, have been expanded to all seven provinces and 76 districts (except Bhaktapur). The MRCs are located within the premises of District Administration Offices (DAOs) while sub-MRCs are located at Area Administration Office premises. The MRCs and sub-MRCs provide counselling services regarding foreign employment, case registration assistance to migrant workers and their families experiencing fraud and other problems during foreign employment, and information related to the social security fund schemes and skill training, among others. The Migrant Resource Centre (Operation and Management) Directive, 2020, provides the essential framework for the operation and management of MRCs and sub-MRCs.

7. Employment Service Centres (ESCs)

ESCs have been established in all 753 local levels as per the provision in the Right to Employment Act, 2018. The ESCs collect data on unemployed persons, identify employment opportunities and disseminate information, provide information on the availability of workers to employers, and offer other services related to employment (Government of Nepal 2018, s. 2 & 10). The Integrated Labour and Employment Services (Operation and Management) Procedure, 2023 expanded the role of the ESCs to incorporate foreign employment-related services such as facilitating applications of new labour permits and renewal of permits for people seeking foreign employment, supporting MoLESS and other relevant agencies in conducting programmes related to foreign employment, safe migration and reintegration, providing referral services to aspirant migrant workers, and providing information regarding skill training to aspirant migrant workers.

activities directly related to labour migration (Table 2.1; see also Annex 2 for the organisational structure of MoLESS). Besides MoLESS, there are a number of other government bodies involved in facilitating labour migration and regulating the industry (Table 2.2).

2.1.2 Provincial and Local Governments

The provincial and local governments in Nepal also have been mandated to carry out certain activities related to labour migration (Table 2.3).

Table 2.3: Governmental Responsibilities on Labour Migration under Federalised Structure

Governments	Major Responsibilities Related to Labour Migration
Provincial ministries (Labour and Employment)	<ul style="list-style-type: none"> Oversee matters related to labour and employment, including labour migration. Formulate plans, programmes, and policies for labour migration, employment, and human resource development in coordination with local governments. Allocate and manage budget for the Safer Migration (SaMi) Programme's operation and staffing. Facilitate skill development of returnee migrant workers and literacy programmes for migrants.
Local governments	<ul style="list-style-type: none"> Collect and process data on employed and unemployed individuals and Nepali and foreign workers in the respective (rural) municipalities, and on Nepali workers in foreign employment. Conduct financial literacy and skills development training for people going for foreign employment. Ensure social reintegration of returnee migrant workers. Utilise knowledge and skills gained by workers returning from foreign employment. Operate and manage the ESCs. Allocate budget and human resources for the SaMi Programme to cover 50 per cent of the salaries of psychosocial counsellors and financial literacy facilitators.

2.1.3 Major Governmental Institutions Involved in Labour Migration

Migration is a multi-dimensional process in which different governmental institutions are working collaboratively to ensure safe, orderly, and dignified foreign employment abroad. Table 2.4 lists the major governmental institutions with specific responsibilities related to foreign employment.

2.2 Welfare Schemes for Migrant Workers

The FEWF and the Social Security Fund (SSF) are two contribution-based welfare schemes applicable to Nepali workers pursuing foreign employment.

2.2.1 Foreign Employment Welfare Fund

The FEWF managed by the FEB is a major welfare scheme established in Nepal to provide various welfare and social protection services to migrant workers and their families, such as financial assistance in the event of a worker's death, injury, or illness as well as scholarships to the children (below 18

Table 2.4: Other Government Institutions with Key Responsibilities Related to Labour Migration

Institution/Body	Major Functions, Roles and Responsibilities
Parliamentary Committees	<ul style="list-style-type: none"> • Provide policy direction and guidance on various matters, including labour migration. • Oversee MoLESS and other government institutions. • Review and discuss bills related to labour migration.
National Human Rights Commission (NHRC)	<ul style="list-style-type: none"> • Advocate for protection of migrant workers' rights. • Support the development of mechanisms to protect migrant workers' rights in destinations.
Ministry of Foreign Affairs (MoFA)	<ul style="list-style-type: none"> • Support rights and interests of Nepali migrant workers through diplomatic missions in destination countries. • Attest labour demand from employers. • Coordinate bilateral labour relations. • Provide guidance and resolve disputes. • Coordinate search/rescue, repatriation, insurance, legal aid via Department of Consular Services (DoCS). • Renew/reissue passports through Department of Passport. • Engage with Nepali diaspora through its Nepali Diaspora Coordination Division.
Nepal Rastra Bank (NRB)	<ul style="list-style-type: none"> • Regulate remittance flows and promotes formal remittance channels. • Conduct research on socio-economic impacts of remittance. • Monitor illegal and suspicious financial transfers. • Oversee Foreign Employment Savings Bond scheme. • Analyses relationship of remittances with poverty and economy. • Coordinate with DoFE and local governments to provide financial services to returnee migrant workers.
Nepal Police	<ul style="list-style-type: none"> • Investigate crimes related to human trafficking, smuggling, and fraud in the context of foreign employment and support the control of such cases by monitoring recruitment agencies and other labour migration institutions. • Support victims of foreign employment-related fraud who can file complaints at the local police station, police outposts, or other police units.
Diplomatic missions	<ul style="list-style-type: none"> • Promote safe migration and ensure the rights and well-being of migrant workers. • Provide legal aid and translation services for workers facing passport renewal, work permit issuance, or other legal and administrative issues. • Coordinate with destination countries to ensure fair treatment of migrant workers by coordinating between migrant workers and employers. • Support the reintegration of returning migrant workers through skill recognition and referrals.
Department of Immigration (DoI)	<ul style="list-style-type: none"> • Monitor and keep track of the exit/entry of all individuals, including Nepali migrant workers. • Enforce foreign employment documentation requirements. • Prevent trafficking and cross-border crimes.
Department of Consular Services (DoCS)	<ul style="list-style-type: none"> • Provide consular services (online/telephone) for the protection of the rights and interests of Nepalis abroad and consular certification. • Collaborate with local governments in rescue and repatriation of Nepali migrants abroad.
Council for Technical Education and Vocational Training (CTEVT)	<ul style="list-style-type: none"> • Manage and provide supervision to vocational education and skills training in the country. • Support skill development and upskilling of aspirants, migrant workers and returnees, thereby helping them to find better income opportunities in Nepal and abroad. • Certify skilled workers via the National Skill Testing Board (NSTB).
District Administration Office (DAO)	<ul style="list-style-type: none"> • Register complaints related to foreign employment. • Mediate cases of fraud. • Refer foreign employment related complaints and grievances to DoFE (all institutional cases and the individual related cases that could not be resolved at DAO).

years of age) of deceased, seriously ill, injured, or disabled workers. Nepali workers going for overseas employment are required to contribute a fixed amount prior to receiving labour approvals—NPR 1500 for a contract of up to three years and NPR 2500 for contracts lasting more than three years.

2.2.2 Social Security Fund

The SSF established under MoLESS to provide social security to workers in Nepal was expanded in 2022 to provide coverage to Nepali migrant workers leaving for overseas employment with the implementation of the Procedure for Operation of Contribution-based Social Security Scheme for Foreign Employed Workers and Self-Employed Persons Abroad, 2022. The Fund is governed by the Contribution-based Social Security Act, 2017. (See Section 4.8 for a discussion on enrolment and continuation status of labour migrants in the SSF).

2.3 Key Private Institutions Engaged in Foreign Employment

Medical centres, insurance agencies, recruitment agencies, and orientation centres are the main private actors providing different kinds of services to workers in the labour migration process. The Foreign Employment Act (FEA), 2007, the Foreign Employment Rules, 2008, and several directives and operational guidelines regulate the operation of private agencies involved in the foreign employment business. As of 28 August 2025, DoFE was maintaining a record of 1697 recruitment agencies (with 1040 on ‘active’ status), 143 pre-departure orientation training institutions, 15 insurance companies, and 223 medical institutions (DoFE n.d.-a; n.d.-b; n.d.-c; n.d.-d; n.d.-e) (Table 2.5).

Table 2.5: Private Entities and Their Major Responsibilities in Labour Migration

Institution/Body	Major Functions, Roles, and Responsibilities
Private recruitment agencies (1040 active out of 1697)	<ul style="list-style-type: none"> Facilitate the foreign employment of Nepali workers under existing rules and regulations. Support workers in the preparation of necessary documents and in obtaining mandatory labour approval from DoFE. Liaise with foreign employers and Nepali embassies to address migrant workers’ grievances. Support in the rescue and repatriation of migrant workers.
Health institutions (223)	<ul style="list-style-type: none"> Conduct mandatory health check-ups (34 medical tests) of Nepali migrant workers for labour approval and provide a fit/unfit certificate. Work closely with DoFE and FEB to update and maintain records.
Pre-departure orientation training (PDOT) centres (143)	<ul style="list-style-type: none"> Provide pre-departure orientation to Nepali migrant workers on subjects, such as foreign employment laws of Nepal, and labour and immigration laws, traffic rules, geographical situation, culture, language, lifestyle, social and political situation, etc., of the country of destination. Provide information to migrant workers about communicable diseases, sexual and reproductive health, occupational safety and health, travel process, treatment and security of workers, and repatriation of earnings to Nepal.
Insurance companies (15)	<ul style="list-style-type: none"> Provide insurance policies to migrant workers with coverage of up to NPR 2 million. This includes life insurance of NPR 1 million (approximately USD 8,200), income loss compensation of NPR 200,000, funeral cost of NPR 100,000, medical treatment cost of up to NPR 100,000, repatriation cost of NPR 100,000 and critical illness coverage of NPR 500,000.* The policy is valid for the entire duration of the work contract, plus an additional six months (three months prior to departure and three months after the expiry of the labour contract). The premium is determined on the basis of the migrant worker’s age and the term of insurance.

* The critical illnesses include cancer, kidney failure, primary pulmonary arterial hypertension, multiple sclerosis, major organ transplant, coronary artery bypass grafts, aorta graft surgery, heart valve surgery, stroke, myocardial infarction (first heart attack), coma, total blindness, paralysis, benign brain tumour, and mental illness resulting from an accident (traumatic).

2.4 Policy Framework for Controlling Human Trafficking and Smuggling

Incidents of human trafficking and human smuggling from Nepal are sometimes linked to foreign employment. Traffickers/smugglers often use foreign employment as a pretence to lure and transport aspirant workers to destinations where they become victims of debt bondage and forced labour. The Human Trafficking and Transportation (Control) Act, 2007 and the Human Trafficking and Transportation (Control) Rules, 2008 prohibit the trafficking and transportation of any person (Government of Nepal 2007b, s. 3 & 4).⁶ The Act to Amend Some Nepal Acts to Ensure Gender Equality and Elimination of Gender Based Violence, 2015 added the provision of mutual legal assistance when rescue or legal action takes place in a third country; of the establishment and mobilisation of a rehabilitation fund by the Government of Nepal (GoN) to operate rehabilitation centres; and of rehabilitation support to the victims while also giving power to the courts to order the government to provide compensation to the victim if the perpetrator is unable to do so (OHCHR n.d.). Furthermore, the Act mandates the National Committee on Controlling Human Trafficking (NCCHT) under the Ministry of Women, Children and Senior Citizens (MoWCSC) to combat human trafficking in the country as well as facilitate rescue and repatriation. Similarly, provincial and local governments have the mandate to establish rehabilitation centres in coordination with the federal government and also set up a rehabilitation fund for the management and operation of shelters.

Likewise, the Anti-Human Trafficking Bureau (AHTB) was established under the Nepal Police in 2019 as a dedicated unit to investigate and prevent cases of human trafficking in Nepal. A Memorandum of Understanding (MoU) was signed between DoFE and the Nepal Police in January 2020 with the aim of making the foreign employment sector more organised, dignified, and exploitation-free by preventing human trafficking that occurs in the guise of foreign employment as well as protecting the victims of trafficking and rehabilitating them within society.⁷ The AHTB also has an internal guideline on victim identification, including their treatment and referral to services such as government-established, one-stop crisis management centres, or civil society organisations, that provide shelter, medical, and legal services (Office to Monitor and Combat Trafficking in Persons n.d.-a). Nepal also ratified the Protocol to Prevent, Suppress, and Punish Trafficking in Person Especially Women and Children (Palermo Protocol) in 2020, a major international instrument to combat human trafficking.

2.5 Strengthening of Foreign Employment Services

The GoN has strengthened migration governance through the digitalisation of migration services and formulation of various policies and laws for the protection and welfare of migrant workers.

2.5.1 Policies and Legal Reform for Protection and Welfare of Migrant Workers

The FEA, 2007, the Foreign Employment Rules, 2008, and the Labour Migration Policy, 2025 are the key laws to ensure safe and orderly migration and protect the rights and interests of migrant workers. Developments in the legislative and policy framework aimed at protecting migrant workers are listed below. Since the *Nepal Labour Migration Report 2022* provides a comprehensive review of foreign employment policies, acts, and guidelines until the year 2022/23, only new developments since its publication have been mentioned here.

- The newly introduced Labour Migration Policy, 2025 aims to make labour migration more productive by developing well-informed, skilled, competitive, and professional human resources in line with the demands of the international labour market while also promoting self-employment and entrepreneurship within the country, thereby ending forced labour migration. The policy primarily adopts strategies such as ensuring good governance in labour migration management, expanding access to information and services related to labour migration for all,

Box 2.1: Support to Local Governments (2022/23 and 2023/24)

MoLESS provided support in the formulation of safer migration guidelines, development of migration profiles, incorporation of foreign employment in periodic plans, and the establishment and expansion of labour and employment sections within the organisational structure of local governments. At the province level, the programme has facilitated the development of provincial labour and employment policies.

Activity	Number of Local Levels	
	FY 2022/23	FY 2023/24
Preparation of migration profile	51	47
Development of safer migration guidelines	18	31
Incorporation of foreign employment issues in periodic plans	15	14
Establishment/expansion of labour and employment sections	20	24

Note: Provincial labour and migration policies have been approved in Bagmati, Madhesh and Gandaki, and they are being finalised in Koshi and Lumbini.

protecting the human rights of migrant workers, identifying and developing workers' skills and competencies according to the demands and trends of the labour market in better destination countries, and ensuring social security for the sustainable and dignified reintegration of returnee migrant workers.

- With the second amendment to the Foreign Employment Management Service Delivery Working Procedure, 2022 in 2025, MoLESS has introduced a provision to formally regularise undocumented workers into the formal labour migration system by providing them with labour approvals. As per the directive, Nepali diplomatic missions in destination countries are authorised to issue such approvals to workers who obtained visas before 30 September 2024. Workers need to submit the necessary supporting documents through the FEIMS. The process is administered by the Regularisation Section under the Foreign Employment Management Division.
- DoFE amended the Directive Related to the Process of Obtaining an Individual Labour Approval for Foreign Employment, 2012 in April 2022 to add Albania, Belarus, Croatia, Hungary, Moldova, Poland, Romania, and Slovakia to the list of countries where Nepali workers willing to travel with individual labour approvals need to complete a separate authentication process (DoFE 2022). Prior to this amendment, Kuwait, Qatar, Saudi Arabia, and the UAE were the only countries on the list.
- In March 2023, the government introduced a provision of issuing labour approval for the duration of the contract signed between the employers and workers. Before that, the labour approvals were issued for a fixed term of two years at a time for most destinations and for three years for South Korea.
- The Sixteenth Five-Year Periodic Plan (2024/25–2028/29) deals with productive employment, decent work, dignified foreign labour migration through bilateral labour migration agreements, identification of new and safe destinations, and sustainable social security of migrant workers. The Plan focuses on reducing remittance transfer costs, reforming the legal and structural framework for labour migration, and investing remittances in productive sectors. The Plan also calls for managing data of Nepali workers migrating informally to countries like India and registering undocumented workers through diplomatic missions while also linking them to social security systems.
- The National Action Plan on Business and Human Rights, 2023/24–2027/28 outlines expectations and duties of the government and businesses in Nepal to respect, protect, and fulfil human rights through a comprehensive set of actions across six thematic areas, including the rights

of migrant workers. Considering the instances of fraud and labour exploitation and the risks associated with working conditions during foreign employment, this plan emphasises that the government and the business sector such as recruitment agencies, health institutions, insurance companies, orientation and skill training providers, financial institutions, remittance companies and others, must take greater responsibility to ensure the protection of workers' rights (Government of Nepal 2023a).

- The Micro, Small and Cottage Industries Promotion Policy, 2024 also makes some provisions with the aim of engaging returnee migrants in employment and enterprise by giving priority to them for employment in Nepal using the business skills they have acquired and providing them with skills development training and business counselling services. (See Annex 14 for the latest policy changes in the major destination countries.)

2.5.2 Progress in Digital Governance

Advancements in technology have opened new pathways to simplify, secure, and accelerate the labour migration process. Several integrated digital platform and systems have been developed as per the

Table 2.6: Key Digital Platforms Related to Labour Migration

Digital System/Platform	Key Features and Functions
Foreign Employment Information Management System (FEIMS)	<ul style="list-style-type: none"> • Covers all four stages of labour migration: pre-recruitment, pre-departure, employment in destination countries and return. • Includes and tracks data from multiple stakeholders: DoFE, Department of Passport, Department of Immigration, DoCS, diplomatic missions abroad, service providers such as recruitment agencies, medical institutions, pre-departure orientation training centres, insurance companies, employers in destinations countries and migrant workers themselves. • Enables online application for labour approvals and renewals. • Allows complaint registration against recruitment agencies and other individuals or agencies. • Integrates information on labour demand attestation by diplomatic missions and details of employers and recruitment agencies involved.
Foreign Employment Welfare Information Management System (FEWIMS)	<ul style="list-style-type: none"> • Used to manage compensation registration and disbursement, search and rescue of migrant workers and provide welfare services to migrant workers and their families. • Integrated with the DoCS to provide services related to repatriation and search. • Facilitates application for financial support in cases of migrant workers' deaths, disability, injury, or illness. • Integrated with online payment systems (eSewa, Khalti, Fonepay, Connect IPS, etc.).
Shramsansar	<ul style="list-style-type: none"> • One-stop digital labour market platform which keeps digital records and tracks migrants' status, location, skills, etc. • Centralises access to foreign employment opportunities by consolidating verified information from authorised recruitment agencies and employers. • Connects unemployed youths to foreign employment and skill training opportunities. • Promotes reintegration through job updates and by providing information about enterprises in domestic labour market.
Shramadhan Call Centre	<ul style="list-style-type: none"> • Collects grievances, queries, problems, and suggestions from migrant workers—both domestic and international. • Allows the submission of complaints through electronic means such as tablets, phones, etc, popular social media platforms such as Facebook Messenger, Viber, etc., and in different formats—written, oral, audio, or audio-visual. • Forwards complaints and grievances to the relevant authorities to address them promptly.
Training Information Management System (TIMS)	<ul style="list-style-type: none"> • Managed by the Foreign Employment Board. • Records beneficiaries of free skills training (potential/returnee migrants and their families) in coordination with institutions affiliated with Council for Technical Education and Vocational Training (CTEVT).
HaMi Mobile App	<ul style="list-style-type: none"> • Provides essential employment-related information to Nepali migrant workers going for foreign employment. • Supports migrant workers with pre-departure financial and psychological trainings. • Offers post-return reintegration support, including guidance in entrepreneurship.

provision in the Digital Nepal Framework, 2019⁸ and MoLESS' Three Years Work Plan for the Use of Information Technology, 2021 (MoLESS 2021a; see Table 2.6).

The Baideshik Rojgar mobile app, functioning independent of MoLESS, also provides access to pre-approval details and information on labour approval, licensed institutions, orientation and health check-up centres, affiliated insurance companies and banks, and embassies and labour counsellors in destination countries.

2.6 Bilateral Labour Migration Agreements

BLMAs are key tools to regulate foreign employment and ensure safe, orderly, and regular labour migration. As BLMAs establish norms and obligations for both labour-sending and -receiving countries, they contribute to the protection of migrant workers in countries of destination. The FEA, 2007 empowers and encourages the GoN to enter into bilateral agreements with countries where Nepali workers migrate or are likely to migrate for employment (Government of Nepal 2007a, s. 4). Nepal's Sixteenth Periodic Plan and MoLESS' five-year strategy have also prioritised the expansion of BLMAs. Accordingly, Nepal has entered into agreements with various countries on the issue of labour migration (Table 2.7). Based on the provisions therein regarding the process of sending workers, the agreements can be divided into two groups:

- agreements in which the employment process is determined through the G2G model (Israel and South Korea), and
- agreements in which the employment process is managed by private recruitment agencies (Bahrain, Jordan, Malaysia, Mauritius, Qatar and the UAE).

The GoN has pursued and formalised new labour destinations that offer relatively higher wages and better working conditions. Proposals for BLMAs have been submitted to 13 countries: Albania, Austria, Turkey, Malta, the Maldives, Serbia, Luxembourg, Brunei, Poland, Bosnia and Herzegovina, Croatia, and Belgium. Discussions are also underway for a similar agreement with Kuwait and Spain. The agreement with Saudi Arabia—covering the deployment of both general and skilled workers and introducing a new certification programme for workers before their departure—is in its final phase of development.

The provisions in the BLMAs since 2017 are guided by Nepal's own experience and global standards, with the following key common provisions:

- 'Employer Pays' principle, which ensures employers bear the cost of recruitment (Jordan, Mauritius, the UAE, and the UK).
- Standard Employment Contracts, which mandates clear, transparent contracts detailing wages, benefits and working conditions (Bahrain, Japan, Jordan, Malaysia, Mauritius, Qatar, South Korea, and the UAE).
- Access to Free Legal Assistance, including legal representations and translation services (Mauritius).
- No-Cost Access to Labour Courts (the UAE).
- Investment in Skills Development in Nepal for migrant workers (Bahrain, Jordan, Mauritius, and the UAE).
- Fair Treatment and Non-Discrimination (all countries).

The roles of destination country governments, recruitment agencies and (often) employers are clearly defined in the BLMAs to ensure effective implementation and oversight. Most agreements include provisions for joint committees or working groups—with representatives from both countries—to

Table 2.7: Agreements with Countries of Destination

Country of Destination	Date of Agreement/ Renewal	Title of Agreement/Understanding	Status of Renewal
Romania	2023	Memorandum of Understanding between the Government of Nepal and the Government of Romania on the Recruitment, Employment and Repatriation of Workers	Unlimited term
Germany	2023	Joint Declaration of Intent (JDoI) between the Ministry of Labour Employment and Social Security of Nepal and the Ministry of Labour and Bundesagentur fur Arbeit on the Skilled Labour Migration and Knowledge Exchange	Unlimited term
United Kingdom	2022	Memorandum of Understanding between the Government of Nepal and the Government of United Kingdom of Great Britain and Northern Ireland on the Recruitment of Healthcare Professionals	Valid for five years and automatically renewed for another five years.
Israel	2020	Agreement between the Government of the State of Israel and the Government of Nepal on the Temporary Employment of Nepali Workers in Specific Labour Market Sectors in the State of Israel	Valid for three years and automatically renewed for one more year.
UAE	2007/2019	Memorandum of Understanding between the Government of Nepal and the Government of the United Arab Emirates in the Recruitment, Employment and Repatriation of Workers	Automatically renewed every four years.
Mauritius	2019	Memorandum of Understanding between the Government of Nepal and the Government of the Republic of Mauritius on the Recruitment and Employment of Workers from Nepal	Automatically renewed every four years.
Japan	2009/2019	Memorandum of Cooperation between the Ministry of Justice, the Ministry of Foreign Affairs, the Ministry of Health, Labour and Welfare and the National Police Agency of Japan and the Ministry of Labour, Employment and Social Security of the Government of Nepal on a Basic Framework for Information Partnership for Proper Operation of the System Pertaining to Foreign Human Resources with the Status of Residence of Specified Skilled Worker	Automatically renewed every five years.
Malaysia	2018	Memorandum of Understanding between the Government of Nepal and the Government of Malaysia on the Recruitment, Employment and Repatriation of Workers	Automatically renewed every five years.
South Korea	2007/2018	Memorandum of Understanding between the Ministry of Labour and Transport Management, Government of Nepal and the Ministry of Labour of the Republic of Korea on the Sending of Workers to the Republic of Korea under the Employment Permit System	Automatically renewed every two years.
Jordan	2017	General Agreement in the Field of Manpower Between the Government of the Hashemite Kingdom of Jordan and the Government of Nepal	Automatically renewed every four years.
Bahrain	2008	Memorandum of Understanding in the Areas of Labour and Occupational Training between the Government of Nepal and the Government of the Kingdom of Bahrain	Automatically renewed every three years.
Qatar	2005	Agreement between His Majesty's Government of Nepal and the Government of the State of Qatar concerning Nepalese Manpower Employment in the State of Qatar	Automatically renewed every four years.

Source: MoLESS, 2024.

monitor implementation, address challenges, and propose revisions. Nepal has prioritised convening such meetings to ensure enforcement and to deepen cooperation on migrant workers' protection.

2.7 Engagement in Regional and International Processes and Forums

The GoN has proactively participated in different regional and international forums such as the Global Compact for Migration (GCM), the Colombo Process, the Abu Dhabi Dialogue (ADD), and the Bali Process to raise the issues of migrant workers and work towards making migration safe and beneficial.

- i. *International Labour Conference (ILC)*: Nepal participated in the 111th, 112th, and 113th sessions of the International Labour Conference held in Geneva, respectively, in June 2023, June 2024, and June 2025. Representatives from International Labour Organization's (ILO) 187 member countries participated in the conferences. In the 111th session, the discussion was focused on a just transition towards sustainable and inclusive economics, quality apprenticeships, and labour protection. The 112th session covered various topics such as protecting workers from health risks, improving care-related jobs, and upholding basic rights at work. It also elected members for the ILO Governing Body for the 2024–2027 term. The 113th session focused on the protection of workers against biological hazards at the workplace, decent work, the platform economy, and formalisation.
- ii. *Global Compact for Safe, Orderly and Regular Migration (GCM)*: A key achievement has been Nepal's approval of its National Implementation Strategic Framework for Global Compact for Migration in August of 2024.
- iii. *Colombo Process*: In June 2024, Nepal participated in the parliament representative-level meeting of the Colombo Process in Geneva, alongside other member states. At the meeting, India—the chairing country—presented a two-year action plan for 2024–2026 with the key priorities, among others, of conducting a regional review of the GCM and enhancing the agreement with the ADD and other regional process.
- iv. *Abu Dhabi Dialogue (ADD)*: The seventh ADD Ministerial Consultation held in February 2024 outlined a set of principles and priorities for the next two-year period, which included the nexus between climate change and labour mobility in the Asia–GCC corridor; labour mobility and skills for a just transition to a green economy; and administration of migrant workers in ADD member states, while addressing related legal, social, and career implications and unlocking the role of skills and diversity for labour productivity in member states (United Arab Emirates Ministry of Human Resources and Emiratization 2024).
- v. *Bali Process*: Nepal actively participated in the Eighth Ministerial Conference and Third Government and Business Forum of the Bali Process in February 2023, where it was agreed to address emerging challenges in relation to people smuggling and human trafficking (IOM 2023a).
- vi. *Global Forum for Migration and Development (GFMD)*: The fourteenth edition of GFMD meeting was held in January 2024 in Geneva. The meeting was titled 'Regular Migration, Labour Mobility and Human Rights: Pillars of Development and Well Being of Societies', and prioritised six crosscutting areas: the impact of women in migration and development; children and youth mobility as future innovators; media and culture shaping views on migration; safe routes of migration in the context of climate change; regional cooperation and integration to promote safe and regular migration for development; and use of new technologies to improve migration management and regular migration pathways.
- vii. *Asia-GCC Dialogue on Implementation of the Global Compact for Safe, Orderly and Regular Migration*: MoLESS and IOM jointly organised the Asia-GCC Dialogue in Kathmandu in June 2025. The dialogue focused on safe, orderly, and regular migration, particularly regarding

labour mobility between Asia and the Gulf Cooperation Council (GCC) countries. It also provided a platform to discuss national and regional actions and prepare for the 2026 International Migration Review Forum (IMRF). This dialogue brought together countries and key stakeholders to explore practical and comprehensive approaches to improve labour mobility and implementation of the GCM commitments.

- viii. *UN Network on Migration*: The UN Network on Migration supports member states in the implementation of the GCM. Its role is to coordinate system-wide, timely, and practical support to member states. It also aims to support member states and stakeholders to prepare for the IMRF in May 2026 and to strengthen partnerships at the national, regional, and global levels by ensuring greater complementarity between the GCM and the Global Compact on Refugees.

2.8 Reintegration Policies

Nepal has increasingly recognised the importance of structured socio-economic reintegration policies to support workers returning after employment abroad. Table 2.8 provides an overview of the federal laws and policies related to the reintegration of workers coming back from foreign employment.

Table 2.8: Laws and Policies Related to Reintegration of Returnee Migrant Workers

Law/Policy	Mandates and/or Provisions Related to Reintegration of Returnee Migrant Workers
Constitution of Nepal, 2015	<ul style="list-style-type: none"> Encourages the mobilisation of capital, skills, technology, and experience acquired through foreign employment in the country's productive sectors.
Foreign Employment Act, 2007	<ul style="list-style-type: none"> Authorises the use of the Foreign Employment Welfare Fund to implement programmes for returnee migrants.
Labour Migration Policy, 2025	<ul style="list-style-type: none"> Calls for the development of well-informed, skilled, and professional human resources in line with international labour market demands, while promoting self-employment and entrepreneurship to end forced labour migration through good governance, access to information and services, protection of migrant workers' rights, skill development, and social security for dignified reintegration.
Local Governance Operations Act, 2017	<ul style="list-style-type: none"> Mandates local governments to provide training and integration support. Empowers returnees to facilitate social reintegration, data management, and utilisation of returnees' skills and knowledge.
Reintegration Programme (Operation and Management) Directives for Returnee Migrant Workers, 2022	<ul style="list-style-type: none"> Authorises the FEB to invite proposals from various stakeholders to operate reintegration programmes. Mandates the creation of a national-level returnee profile to support targeted reintegration interventions. Allows for three components: <ul style="list-style-type: none"> Social Reintegration: Family reunion, psychosocial counselling, and leadership development social networks. Employment: Skill testing and certification, skill training, and modernisation of traditional occupation. Entrepreneurship: Financial literacy, access to concessional loans, and market facilitation.
Five-Year Strategic Plan (2022/23– 2026/27)	<ul style="list-style-type: none"> Calls for a provincial and local-level information system to capture returnee data. Outlines employment and entrepreneurship programmes with coordination across all three tiers of government. Highlights the need for reintegration support to female returnees.
Sixteenth Periodic Plan (2024/25–2028/29)	<ul style="list-style-type: none"> Emphasises the need to link remittance with production and productivity and expand support from destination countries. Promotes skills certification, remittance mobilisation, and investment in productive sectors. Encourages the reorganisation of foreign employment savings.

In addition to the national frameworks and legislations, several sectoral policies—including the Agricultural Policy, 2004, the Industrial Policy, 2011, and the National Youth Policy, 2015 contain provisions relating to the reintegration of returnee migrant workers in Nepal (see Section 4.5 for discussion on reintegration-related projects in Nepal).

2.9 Foreign Labour Migration into Nepal

Employment-related provisions for foreign nationals in Nepal are primarily regulated through the Labour Act, 2017, the Immigration Act, 1992, and the Immigration Regulations, 1994. The Labour Act stipulates that no international hiring can be processed without obtaining appropriate permits (s. 21). In protecting opportunities for its own nationals, the law allows the hiring of foreign personnel only in skilled labour positions, and only in the absence of qualified individuals from the national talent pool (s. 22). The Labour Rules, 2018 and the Foreign Citizen Labour Permission Directive, 2018 define the procedure for obtaining work permits in Nepal. Other corollary provisions on immigration are available in other legislations such as the Industrial Enterprises Act, 2020, the Company Act, 2006, the Association Registration Act, 1977, the Registration of Association Rules, 1978, and the Foreign Investment and Technology Act (FITTA), 2019.



Skill training provided at the National Academy of Vocational Training, Lalitpur.

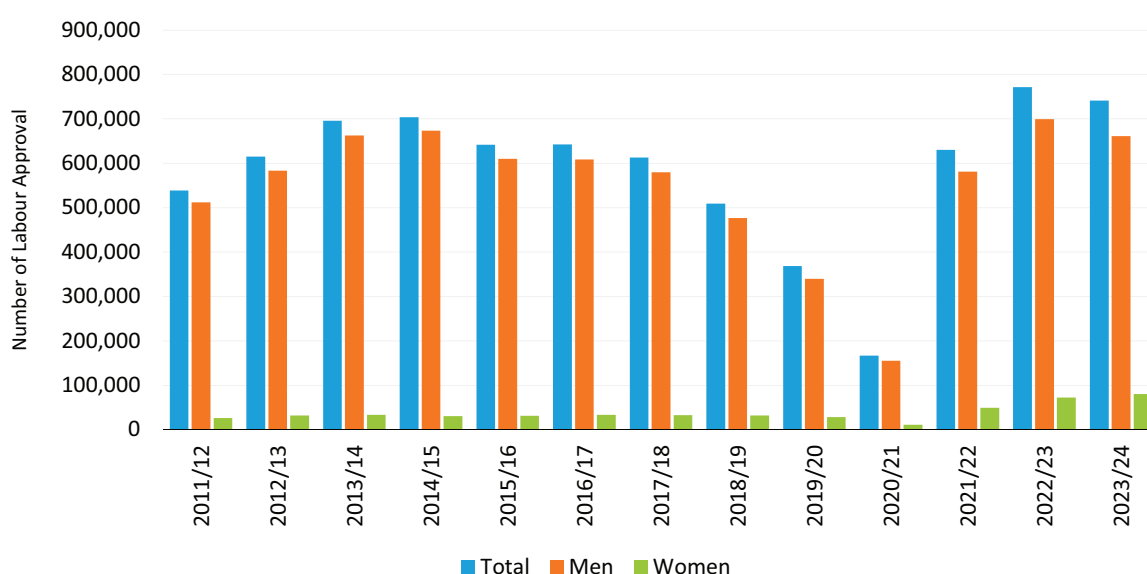
3. STATUS OF LABOUR MIGRATION IN NEPAL

The analysis below is based on the data on labour approvals issued by the Department of Foreign Employment (DoFE) for the fiscal years 2022/23 and 2023/24. The workers employed in India and travelling through ‘irregular’ routes or on ‘tourist visas’ are not included in the analysis since that information is not collected by DoFE.

3.1 Trends of Labour Migration

Over the last 13 years, a total of 7,636,825 new and renewed labour approvals were issued to Nepali workers for employment abroad. In the two-year period covered by this report, that figure was a total of 1,512,616 new and renewed labour approvals, including 152,305 to female migrant workers (Figure 3.1).

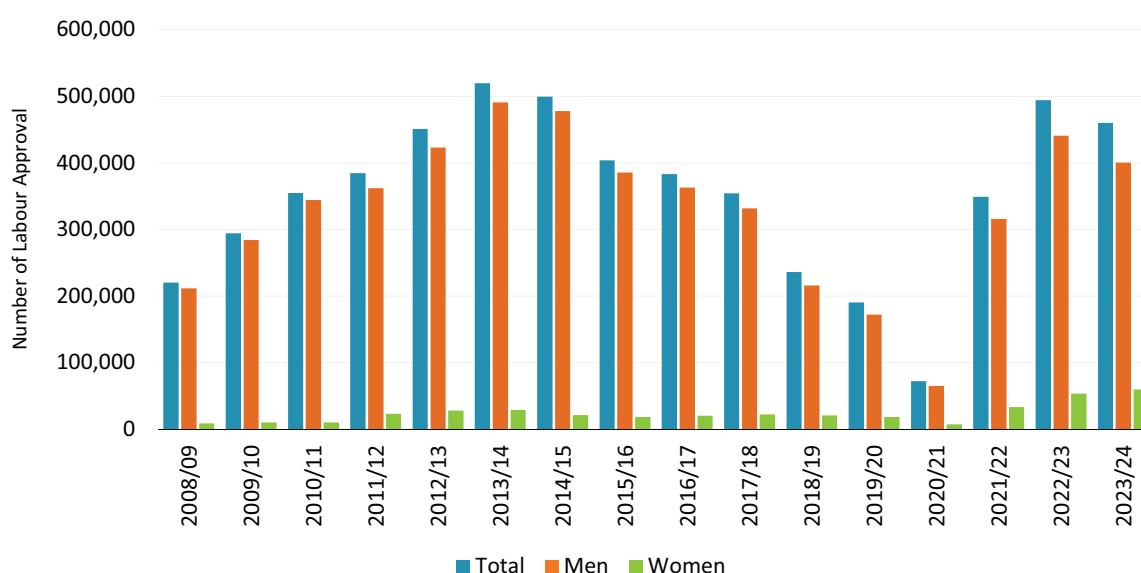
Figure 3.1: New and Renewed Labour Approvals



Source: Data for 2011/12 from Ministry of Labour and Employment, *Labour Migration for Employment: A Status Report of Nepal: 2015/2016 – 2016/17* (Kathmandu: Government of Nepal, 2018); Data for 2012/13 to 2018/19 from MoLESS, *Nepal Labour Migration Report 2020*; Data for 2019/20 to 2023/24 from FEIMS.

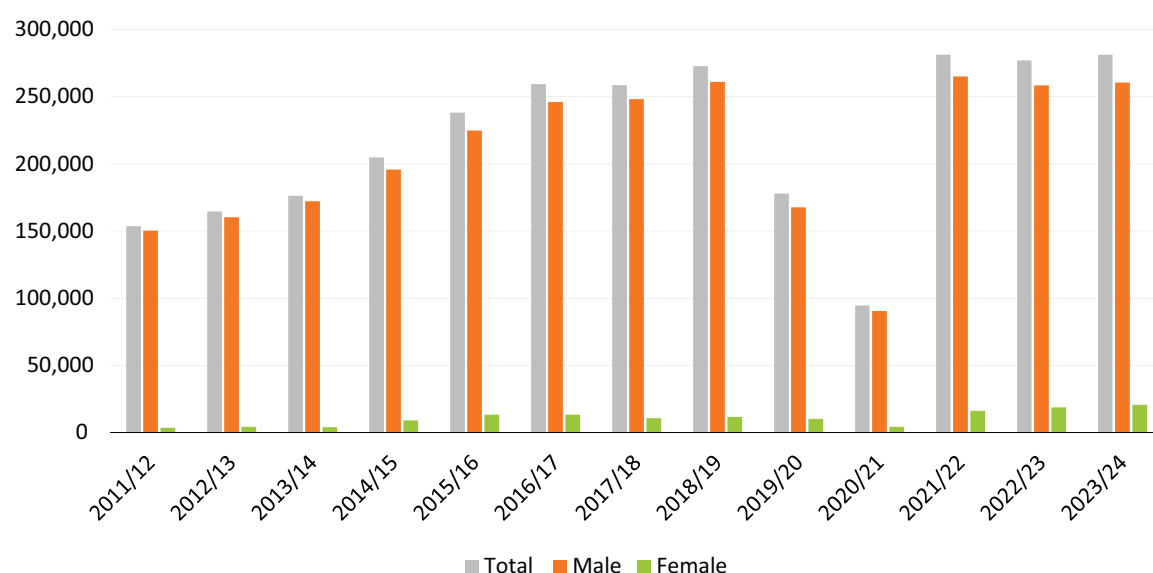
Overall, more than 5.7 million new labour approvals were issued between 2008/09 and 2023/24.⁹ In 2022/23 and 2023/24 alone, a total of 954,319 new labour approvals, including 113,056 to female workers, were issued (Figure 3.2). Starting in 2011, the Ministry of Labour, Employment, and Social Security (MoLESS) introduced a system for renewing expired labour approvals for migrant workers wishing to remain in or return to the same country and continue with the same job.¹⁰ Accordingly, since 2011/12, a total of 2,840,023 workers have renewed their labour approvals following the end of their earlier contracts (Figure 3.3).

Figure 3.2: New Labour Approvals



Source: Data from 2008/09 to 2018/19 from MoLESS, *Nepal Labour Migration Report 2020*; Data for 2019/20 to 2023/24 from FEIMS.

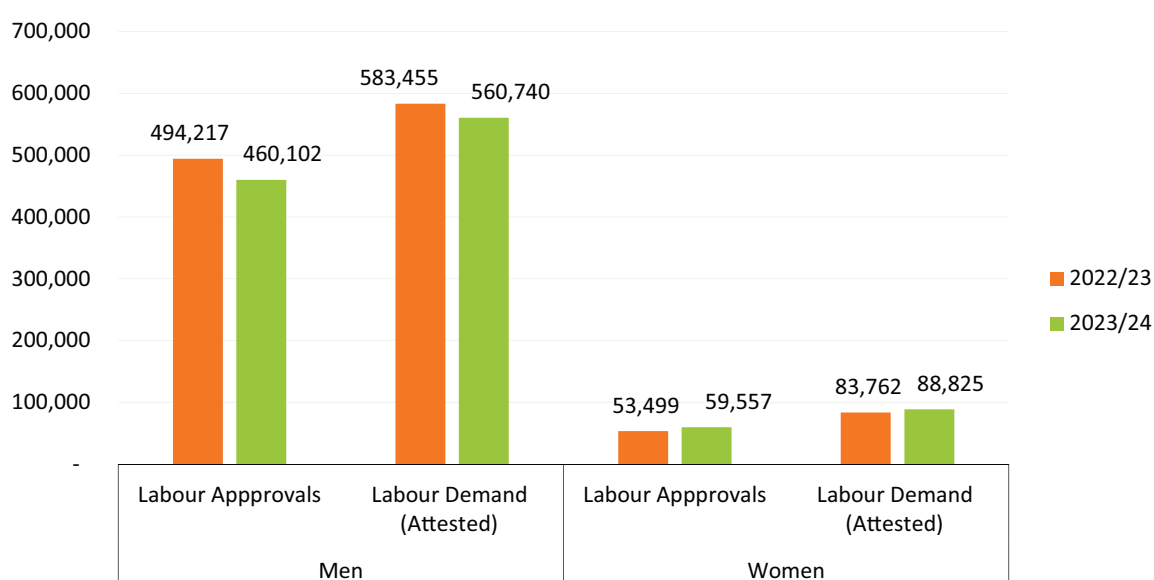
Figure 3.3: Renewed Labour Approvals



Source: Data for 2011/12 from Ministry of Labour and Employment, *Labour Migration for Employment: A Status Report of Nepal: 2015/2016 – 2016/17* (Kathmandu: Government of Nepal, 2018); Data for 2012/13 to 2018/19 from MoLESS, *Nepal Labour Migration Report 2020*; Data for 2019/20 to 2023/24 from FEIMS.

The foreign employment sector in Nepal was hit badly by the COVID-19 crisis for two consecutive years, 2019/20 and 2020/21, before starting to revive in 2021/22. Accordingly, the number of labour approvals sharply increased between 2022/23 and 2023/24, when new and renewed labour approvals reached all-time highs of 771,319 and 741,297, respectively (Figure 3.1).

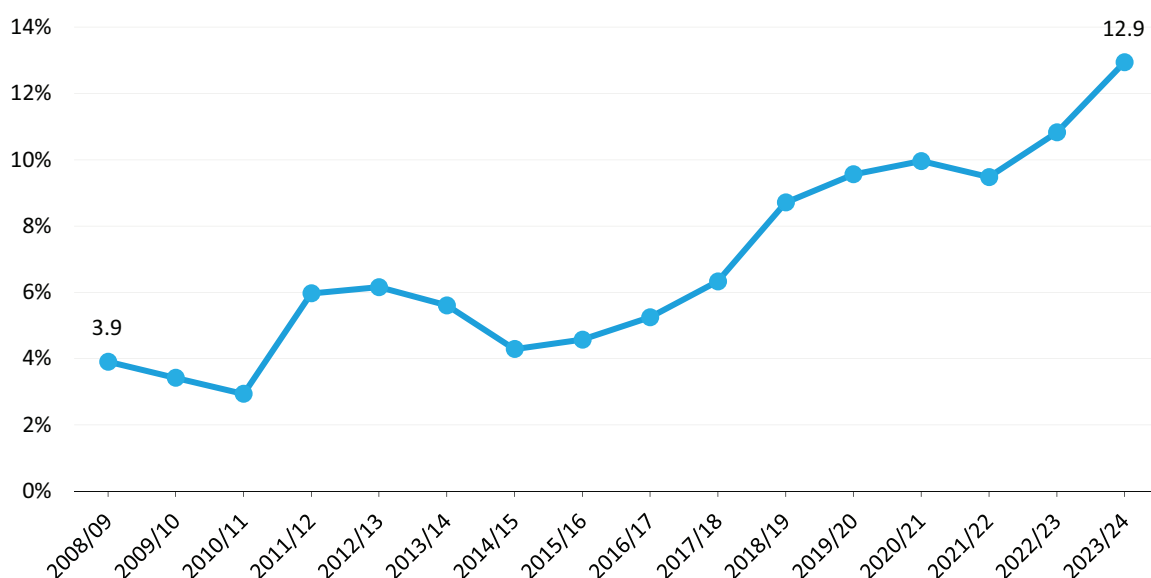
There is a significant gap between the number of jobs (worker positions) attested by the DoFE, based on labour demand submissions by private recruitment agencies (PRAs), and the actual number of approvals issued. In 2022/23–2023/24, the demand for both male and female migrant workers was higher than the number of labour approvals issued, indicating that Nepal has consistently sent fewer workers compared to demand from abroad (Figure 3.4). MoLESS is trying to understand the underlying causes behind this gap, focusing on whether the demands are deliberately inflated by employer companies for

Figure 3.4: Labour Demand Attested vs New Labour Approvals (by sex)

Source: FEIMS, 2024.

various reasons. (Details on labour demands by country of destination and workers' sex are provided in Annex 2.)

In the discussions that follows, unless otherwise stated, the figures provided are only of new labour approvals issued. Exclusion of the data on renewals is not likely to change the understanding of labour migration patterns much since those going on renewed labour approvals would have been captured in the data on new approvals of the preceding years. Some variation is possible though between the two migration stints in terms of migrant workers' occupation, the level of skills, or mode of obtaining labour approvals, but that is likely to be true for only a small proportion of the migrant worker population.

Figure 3.5: Proportion of New Labour Approvals for Women

Source: Calculated using FEIMS data, 2024.

Table 3.1: Number of New and Renewed Labour Approvals
(by sex and key countries of destination)

	Destination	2022/23			2023/24		
	Country	Female	Male	Total	Female	Male	Total
New Labour Approvals Only	Qatar	4,219	36,297	40,516	6,903	34,029	40,932
	UAE	15,301	43,851	59,152	17,372	113,654	131,026
	Saudi Arabia	166	55,624	55,790	277	72,817	73,094
	Kuwait	9,493	21,915	31,408	8,195	20,581	28,776
	Bahrain	769	3,183	3,952	692	4,424	5,116
	Oman	922	1,794	2,716	963	1,942	2,905
	GCC Total	30,870	162,664	193,534	34,402	247,447	281,849
	Malaysia	6,307	213,047	219,354	1,967	79,415	81,382
	Poland	689	4,226	4,915	258	1,391	1,649
	Maldives	1,328	2,665	3,993	2,558	3,400	5,958
	Cyprus	3,417	858	4,275	4,278	1,652	5,930
	Japan	1,330	4,509	5,839	2,741	7,759	10,500
	Malta	1,469	4,134	5,603	1,064	3,702	4,766
	Romania	1,654	11,483	13,137	1,989	10,711	12,700
	UK	662	1,586	2,248	966	1,503	2,469
	Croatia	1,523	5,663	7,186	3,465	10,775	14,240
	Mauritius	15	504	519	91	7,306	7,397
	Republic of Bulgaria	31	121	152	308	1,369	1,677
	Others	4,204	29,258	33,462	5,470	24,115	29,585
	Total Non-GCC	22,629	278,054	300,683	25,155	153,098	178,253
	Grand Total	53,499	440,718	494,217	59,557	400,545	460,102
New and Renewed Labour Approvals	Qatar	6,699	126,561	133,260	10,815	123,854	134,669
	UAE	24,091	92,068	116,159	27,434	166,004	193,438
	Saudi Arabia	933	111,843	112,776	836	140,665	141,501
	Kuwait	11,815	31,690	43,505	10,075	30,293	40,368
	Bahrain	1,176	6,514	7,690	1,152	8,654	9,806
	Oman	1,339	3,955	5,294	1,303	4,607	5,910
	GCC Total	46,053	372,631	418,684	51,615	474,077	525,692
	Malaysia	7,299	252,292	259,591	2,442	101,000	103,442
	Poland	714	4,398	5,112	302	1,667	1,969
	Maldives	1,529	3,335	4,864	2,908	4,547	7,455
	Cyprus	4,346	971	5,317	5,102	1,848	6,950
	Japan	1,458	8,186	9,644	2,896	10,968	13,864
	Malta	1,735	4,568	6,303	1,345	4,323	5,668
	Romania	1,773	12,452	14,225	2,179	12,842	15,021
	UK	669	1,595	2,264	1,000	1,544	2,544
	Croatia	1,529	5,912	7,441	3,567	11,797	15,364
	Mauritius	15	521	536	91	7,317	7,408
	Republic of Bulgaria	31	121	152	309	1,370	1,679
	Others	4,982	32,204	37,186	6,416	27,825	34,241
	Total Non-GCC	26,080	326,555	352,635	28,557	187,048	215,605
	Grand Total	72,133	699,186	771,319	80,172	661,125	741,297

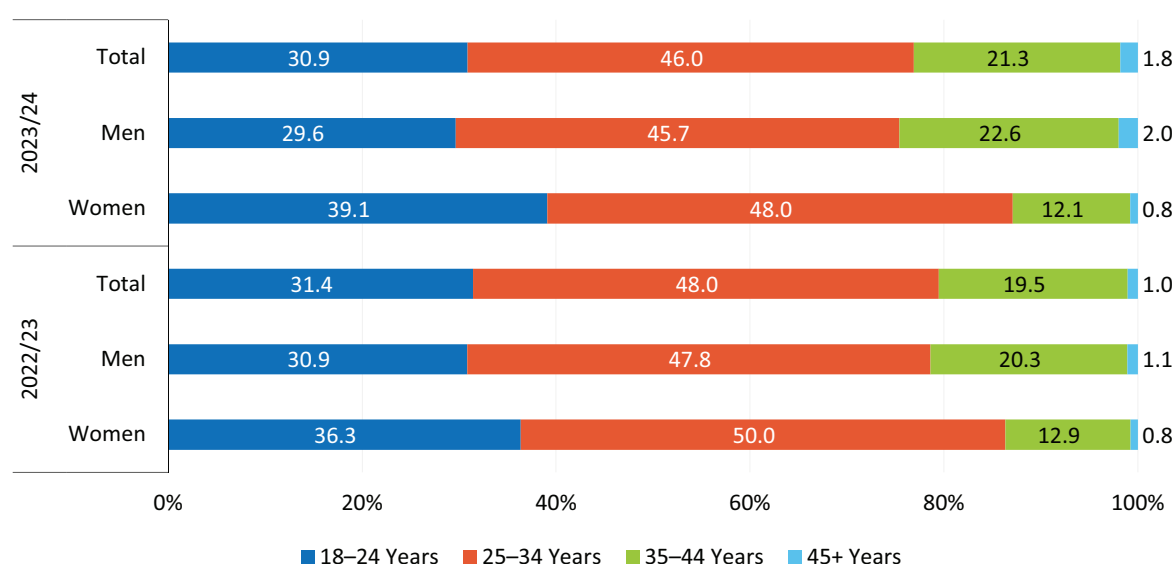
Source: FEIMS, 2024.

3.2 Sex and Age

New labour approvals to female workers accounted for less than 7 per cent of the total new labour approvals issued between 2008/09 and 2023/24. However, that proportion has consistently increased over time, reaching a peak of 12.9 per cent in 2023/24 (Figure 3.5).

As expected, most migrant workers in the reference years (2022/23–2023/24) were young individuals from the economically most productive age group of 18 to 44 years. Nearly half of the total migrant workforce fell within the 25–34 age group. Notably, the proportion of female workers was higher in the lower age groups compared to their male counterparts (Figure 3.6).

Figure 3.6: Migrant Workers, 2022/23–2023/24
(by age and sex)



Source: Calculated using FEIMS data.

Note: This figure only includes new labour approvals.

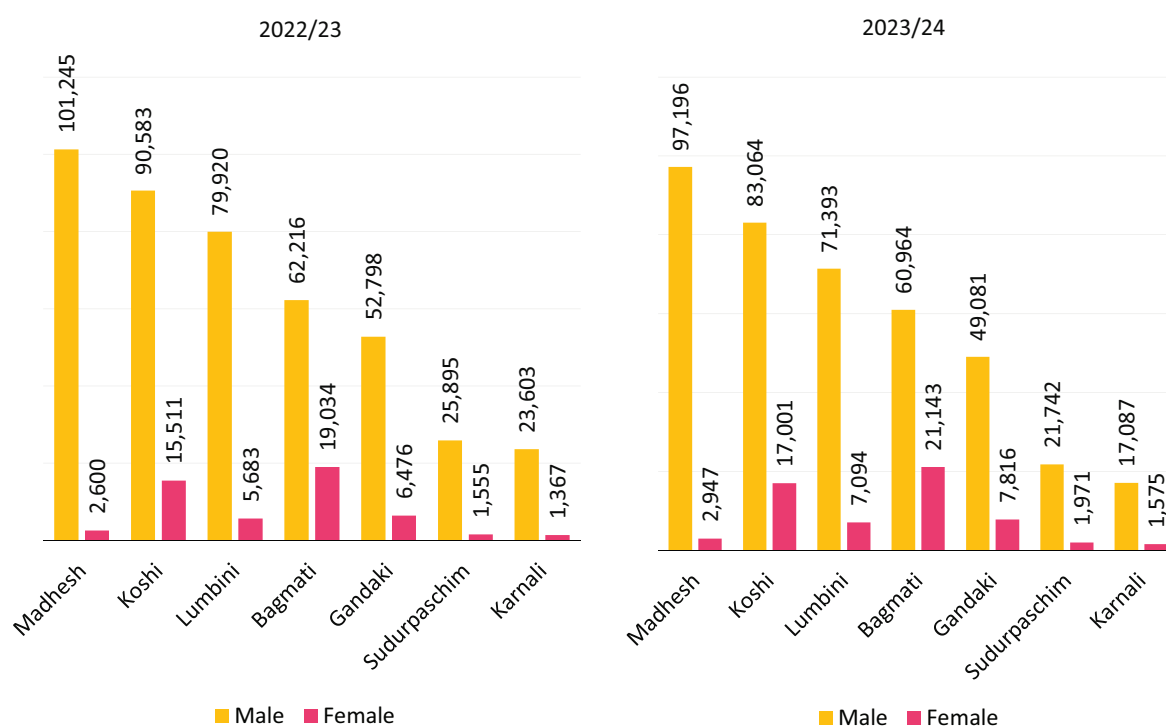
3.3 Provinces and Districts of Origin

Koshi and Madhesh remained the most prominent provinces of origin of Nepali workers in 2022/23 and 2023/24, with each accounting for more than a fifth of the total. Karnali and Sudurpaschim ranked at the bottom, correlating to findings from national surveys which show that most migrant workers from these provinces go to India for seasonal work.¹¹

The highest number of male migrant workers originated from Madhesh, followed by Koshi in both 2022/23 and 2023/24. For female migrant workers, Bagmati had the highest numbers, followed by Koshi (Figure 3.7). The share of women from Madhesh was only around 5 per cent of the total. This limited participation of women from Madhesh is likely the result of stricter gender norms and social expectations among Madheshi communities, coupled with limited socio-economic capital (Alaref et al. 2024; Chakravarty et al. 2019).

An analysis of provincial trends over the last five fiscal years shows only minimal changes in the proportions of new labour approvals issued to the provinces during this period (Figure 3.8). Malaysia was the top destination for workers from all the provinces in 2022/23 (Table 3.2). In 2023/24, the United Arab Emirates (UAE) became the top destination for workers from all the provinces except Karnali, which sent more people to Malaysia. This marks a shift from 2021/22, when Saudi Arabia was

Figure 3.7: New Labour Approvals to Male and Female Migrant Workers, 2022/23–2023/24 (by province)



Source: FEIMS, 2024.

the topmost destination for workers from all the provinces (MoLESS 2022). More than 90 per cent of workers from Madhesh province went to the Gulf Cooperation Council (GCC) countries and Malaysia (Figure 3.11). In contrast, Bagmati and Gandaki provinces show higher diversity in terms of country of destination.

3.4 Countries of Destination

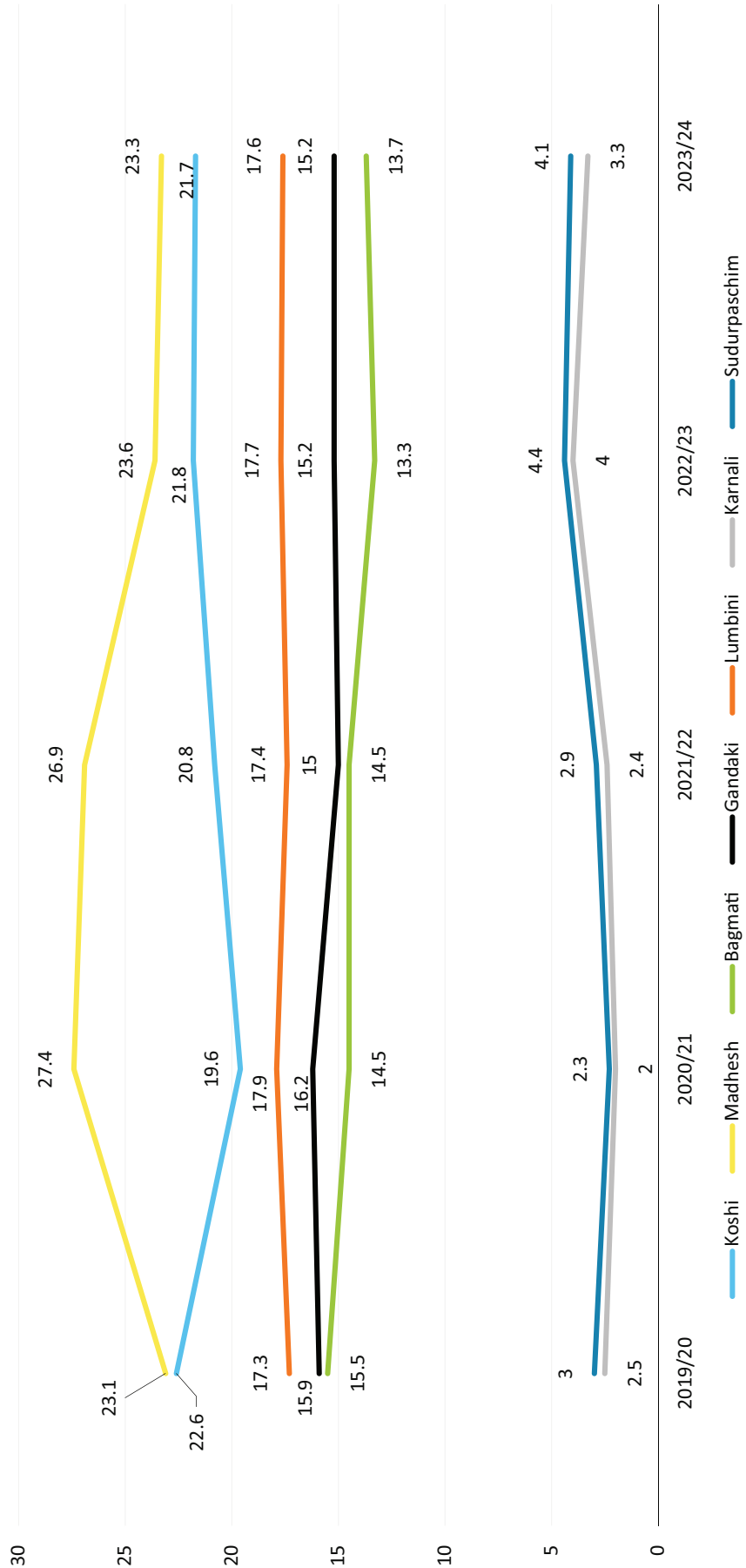
The Government of Nepal has approved 111 countries for foreign employment through recruitment agencies although temporary restrictions remain in place for Afghanistan, Iraq, and Libya (DoFE n.d.-f). In addition to agency-mediated foreign employment, Nepali workers are allowed to work in other countries through individual labour approvals. In 2022/23 and 2023/24, Nepali workers received approvals for employment in 148 countries.¹²

A large majority of Nepali workers were employed in the six GCC countries and Malaysia. These seven countries have consistently hosted over 80 per cent of Nepali workers since 2013/14. The number

Box 3.1: Calculating Number of Labour Approvals for Nawalparasi and Rukum

Following the promulgation of the 2015 Constitution and the institutionalisation of federal governance, Nepal was divided into seven provinces and 77 districts (two more than the previous 75). The districts of Nawalparasi and Rukum were divided into Nawalparasi East and Nawalparasi West and Rukum East and Rukum West and accordingly included in the FEIMS. But passports issued earlier mentioned only Nawalparasi and Rukum. As a result, the labour approval data from the new districts have been extrapolated using the proportion of absentees and the total population reported in the 2021 census. The same method was also applied to estimate province-level data for Lumbini, Gandaki, and Karnali, where the four new districts are located.

Figure 3.8: Trends in New and Renewed Labour Approvals, 2019/20–2023/24
(by province, %)



Source: FEIMS, 2024.

Table 3.2: New Labour Approvals, 2022/23–2023/24
(by province and top 10 destinations)

	2022/23		2023/24	
Koshi	Malaysia	40,680	UAE	30,549
	UAE	14,588	Malaysia	15,070
	Saudi Arabia	10,979	Saudi Arabia	13,646
	Qatar	9,884	Qatar	10,210
	Kuwait	7,707	Kuwait	6,689
	South Korea	7,554	South Korea	4,253
	Romania	3,487	Romania	2,841
	Cyprus	1,261	Maldives	2,275
	Croatia	1,204	Croatia	2,186
	Maldives	1,185	Mauritius	1,803
	Others	7,565	Others	10,543
	Total	106,094	Total	100,065
Madhesh	Malaysia	62,506	UAE	26,698
	Qatar	13,853	Malaysia	25,368
	Saudi Arabia	12,274	Saudi Arabia	22,876
	Kuwait	5,876	Qatar	13,334
	UAE	5,675	Kuwait	5,751
	Romania	604	Mauritius	1,344
	South Korea	489	Bahrain	725
	Bahrain	485	Romania	689
	Croatia	301	Croatia	543
	Oman	237	Maldives	397
	Others	1,545	Others	2,418
	Total	103,845	Total	100,143
Bagmati	Malaysia	28,138	UAE	23,403
	UAE	13,735	Malaysia	11,199
	Saudi Arabia	7,320	Saudi Arabia	9,340
	Kuwait	6,696	Kuwait	6,536
	Qatar	4,216	Croatia	4,585
	South Korea	3,884	Qatar	4,510
	Romania	3,285	Romania	3,495
	Croatia	2,147	Japan	3,182
	Japan	1,773	South Korea	2,481
	Cyprus	1,596	Cyprus	2,235
	Others	8,460	Others	11,141
	Total	81,250	Total	82,107
Gandaki	Malaysia	15,722	UAE	16,209
	UAE	9,615	Saudi Arabia	7,638
	Saudi Arabia	7,353	Malaysia	5,389
	Qatar	4,270	Qatar	4,184
	South Korea	3,840	Croatia	3,272
	Kuwait	3,615	Japan	3,129
	Romania	2,469	Kuwait	2,965
	Croatia	1,744	South Korea	2,366

	2022/23		2023/24	
	Japan	1,607	Romania	2,335
	Malta	1,518	Malta	1,214
	Others	7,520	Others	8,197
	Total	59,273	Total	56,897
Lumbini	Malaysia	38,310	UAE	22,827
	Saudi Arabia	12,430	Saudi Arabia	13,832
	UAE	10,139	Malaysia	13,192
	Qatar	5,773	Qatar	6,252
	Kuwait	4,402	Kuwait	4,233
	South Korea	3,308	Mauritius	2,493
	Romania	1,936	Croatia	2,149
	Malta	1,155	South Korea	1,983
	Croatia	1,108	Romania	1,931
	Japan	1,000	Japan	1,846
	Others	6,044	Others	7,748
	Total	85,605	Total	78,487
Karnali	Malaysia	14,938	Malaysia	5,789
	Saudi Arabia	2,578	UAE	4,733
	UAE	1,815	Saudi Arabia	2,708
	Kuwait	1,322	Qatar	1,184
	South Korea	964	Kuwait	996
	Qatar	791	South Korea	478
	Afghanistan	691	Croatia	455
	Romania	364	Romania	436
	Croatia	185	Mauritius	312
	Bahrain	122	Bahrain	236
	Others	1,199	Others	1,335
	Total	24,969	Total	18,662
Sudurpaschim	Malaysia	14,630	UAE	6,597
	UAE	2,954	Malaysia	5,365
	Saudi Arabia	2,530	Saudi Arabia	3,048
	South Korea	1,814	Kuwait	1,604
	Kuwait	1,294	Qatar	1,256
	Qatar	1,196	Croatia	1,050
	Romania	852	South Korea	978
	Croatia	422	Romania	972
	Poland	320	Japan	454
	Japan	253	Mauritius	240
	Others	1,185	Others	2,149
	Total	27,450	Total	23,713
	Grand Total	488,486		460,074

Source: FEIMS, 2024.

Figure 3.9: New Labour Approvals, 2022/23–2023/24
(by top 10 districts, %)

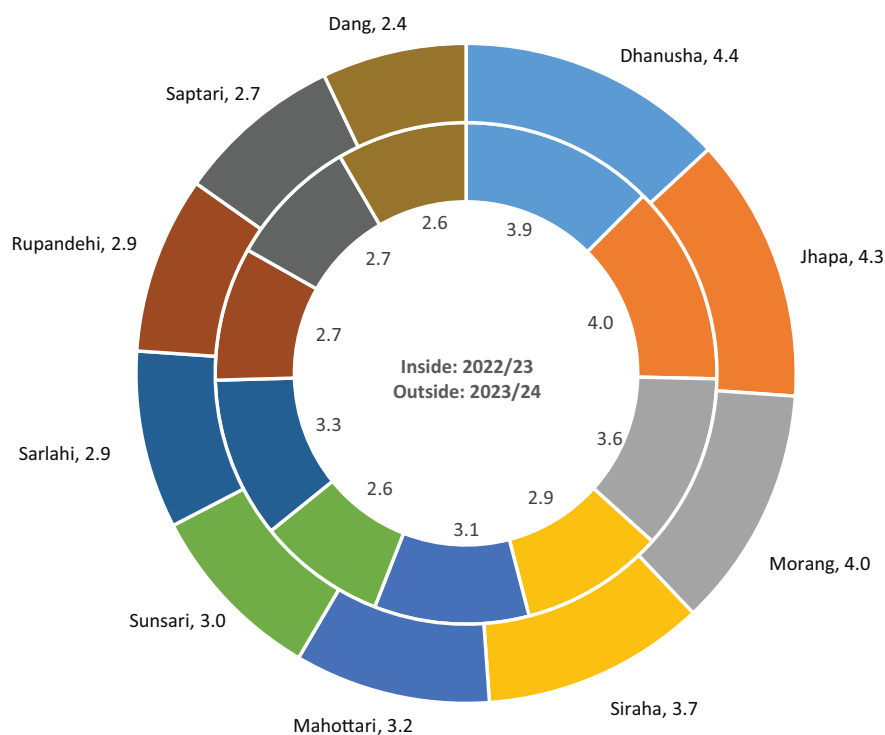
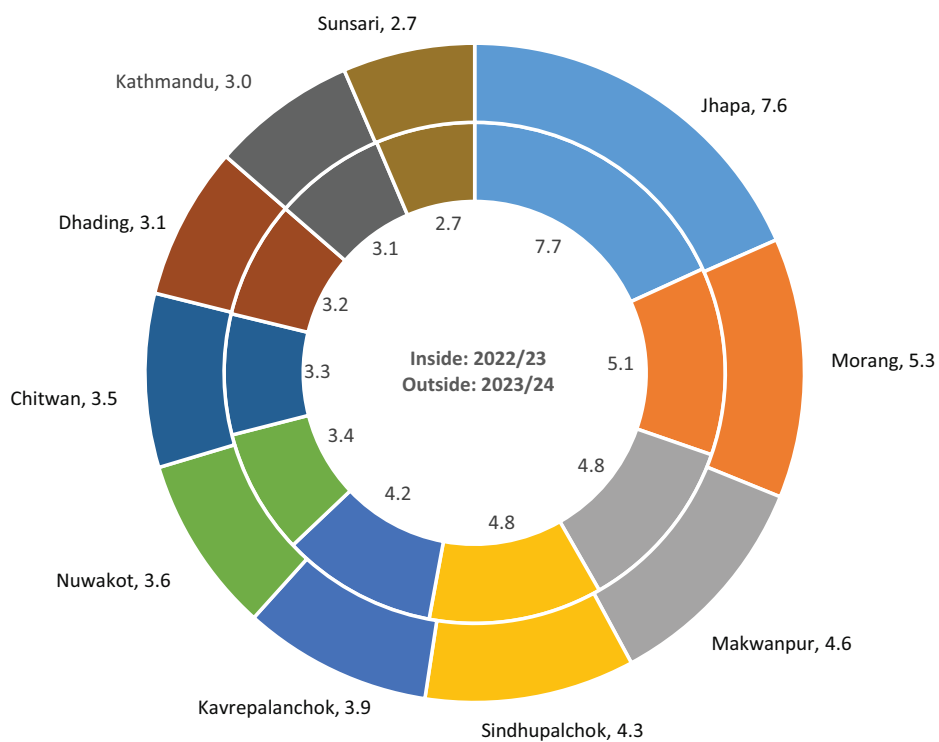
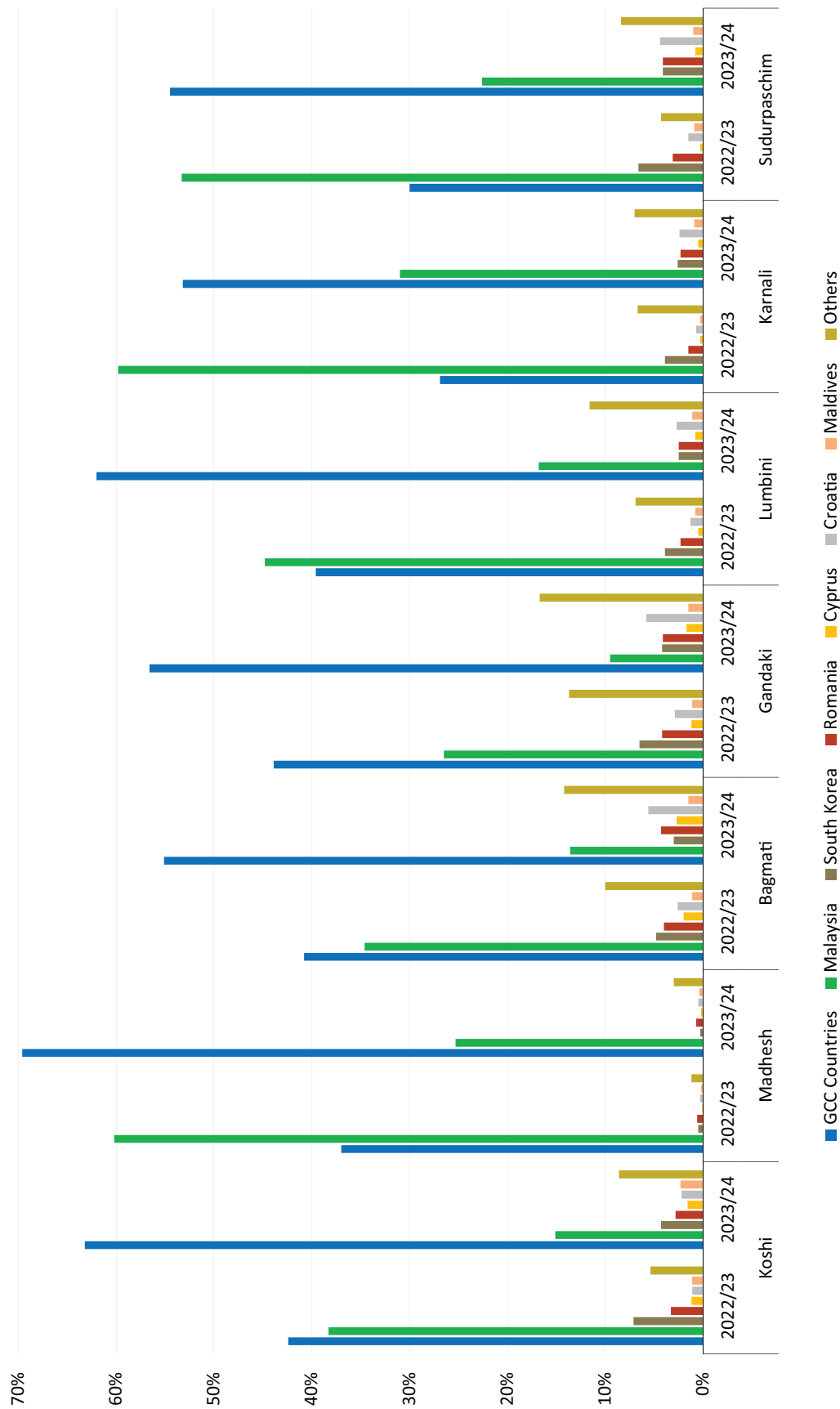


Figure 3.10: New Labour Approvals for Women, 2022/23–2023/24
(by top 10 districts, %)



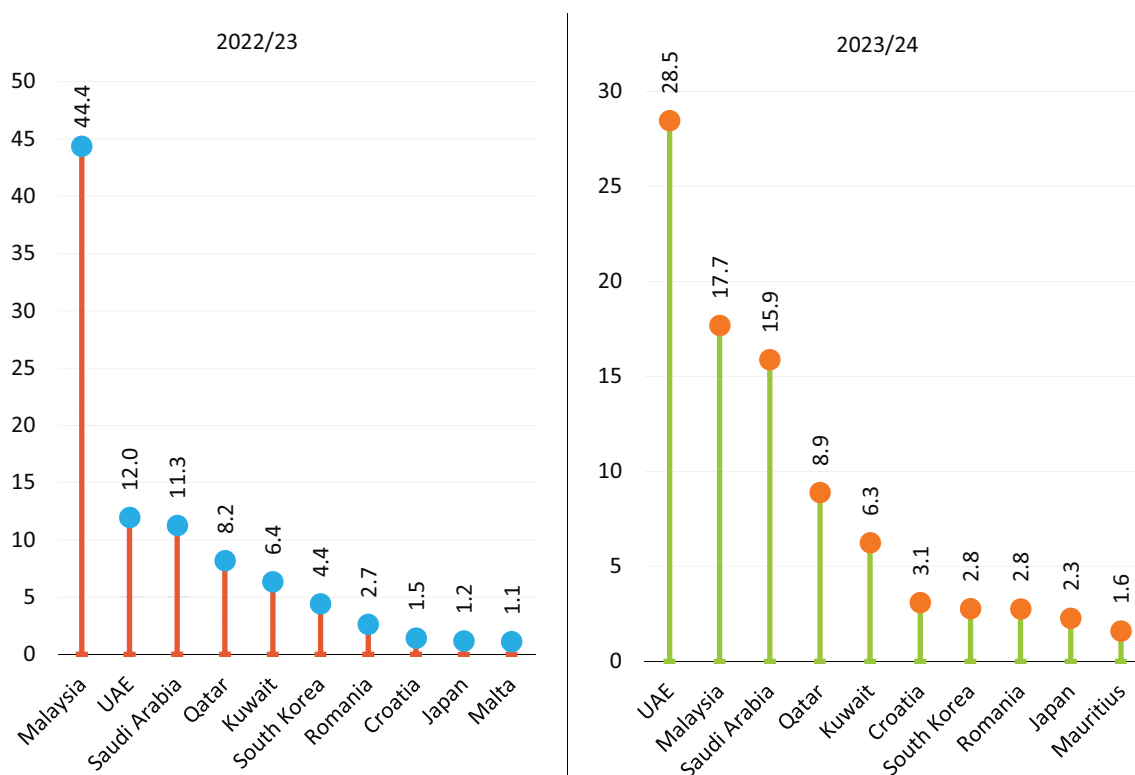
Source: FEIMS, 2024.

Figure 3.11: Proportion of New Labour Approvals, 2022/23–2023/24
(by major destinations and province, %)



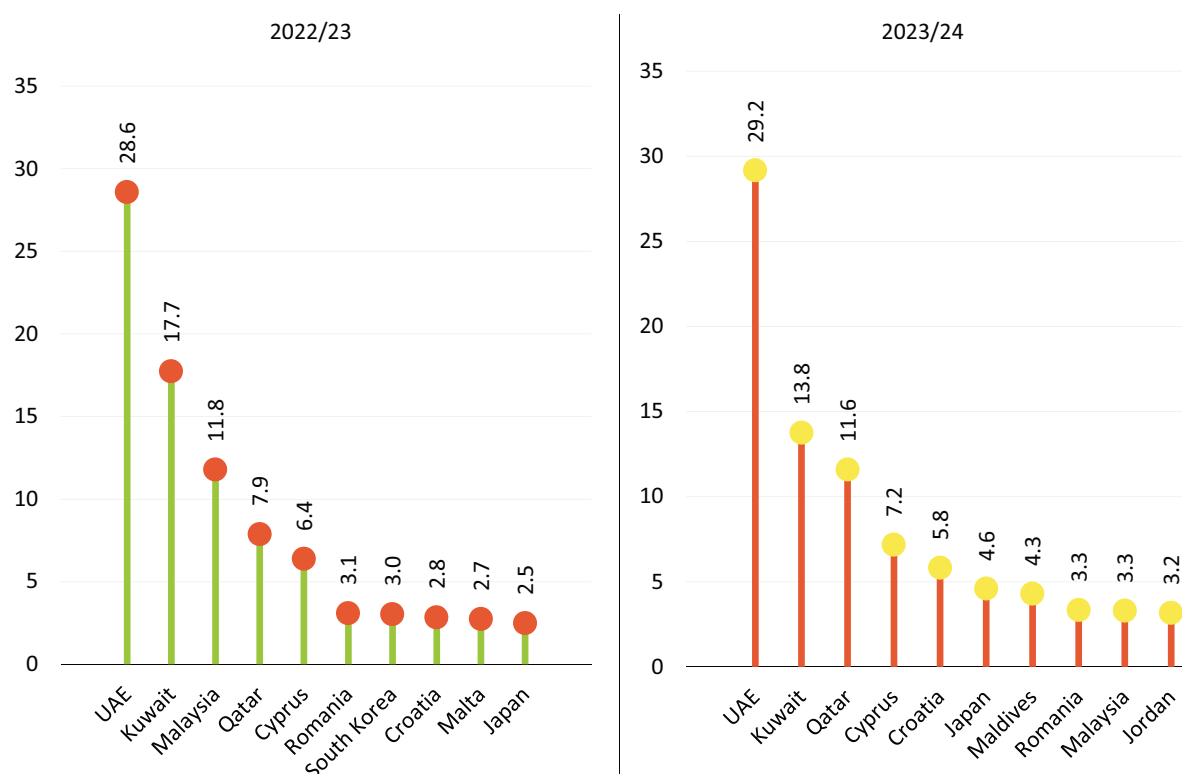
Source: FEIMS, 2024.

Figure 3.12: New Labour Approvals for Top 10 Destinations, 2022/23–2023/24



Source: FEIMS, 2024.

Figure 3.13: New Labour Approvals for Top 10 destination for Female Migrant Workers, 2022/23–2023/24



Source: FEIMS, 2024.

of new labour approvals for the GCC countries peaked at 336,614 in 2015/16, but sharply declined in 2019/20 and 2020/21 due to the impact of the COVID-19 pandemic (MoLESS 2020; MoLESS 2022).¹³ In 2023/24, the number rebounded, reaching 281,849 approvals (Annex 4).

Malaysia, a key and attractive destination, has experienced fluctuations in labour approvals over the years due to various bans and restrictions imposed by both the Nepali and Malaysian governments. Labour approvals dropped from 210,099 in 2013/14 to 127,903 in 2015/16, hitting a low of just 9999 in 2018/19. The 2015/16 decline was due to the Malaysian government's temporary ban on hiring new migrant workers in March 2016, hoping to encourage domestic employment. The COVID-19 further impacted approvals in 2019/20 and 2020/21. Approvals reached a peak of 219,354 in 2022/23 but declined to 81,382 in 2023/24 due to the Malaysian government tightening recruitment of foreign migrant workers starting in May 2024.

In recent years, foreign employment has diversified, with an increasing movement of Nepali workers heading to Central and Eastern European countries such as Albania, Croatia, Poland, Romania, Bulgaria, North Macedonia, and Serbia as well as Cyprus and Turkey in West Asia. These emerging destinations signal a broader shift in foreign employment patterns (Table 3.3). For instance, there were no approvals issued for Bulgaria and Serbia in 2017/18. In 2023/24, however, there were 1677 and 1915 approvals issued, respectively, for those two countries. The rising interest in European destination is driven by labour shortages and expanding economies there—particularly in the case of Serbia (Gocheva 2024; Serbia Business 2024). Furthermore, Nepal's policy reforms, with initiatives such as the Directive on Individual Labour Permit Approval Process 2012 have also eased the process of obtaining labour approvals on an individual basis.

Sex-disaggregated data on the outflow of Nepali nationals for employment show variation in the pattern of migration for men and women based on destination country (Figure 3.13). The UAE, Kuwait, and Qatar in the GCC countries hosted most of the Nepali women migrant workers while Saudi Arabia, the UAE, and Qatar did likewise in the case of men migrant workers in 2022/23 and 2023/24. Additionally, Cyprus, Romania, Croatia, and Malta were more prominent destinations for women with a higher proportion of them going there.

Table 3.3: New Labour Approvals, 2017/18–2023/24
(by emerging countries of destination)

Country	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Romania	316	1,178	1,930	1,954	6,418	13,137	12,700
Croatia	5	7	645	1,087	5,206	7,186	14,240
Cyprus	1,574	1,730	1,458	1,012	3,222	4,275	5,930
Maldives	1,789	1,974	886	1,007	2,735	3,993	5,958
United Kingdom	65	60	38	315	2,808	2,248	2,469
Poland	3,621	1,108	184	453	1,502	4,915	1,649
Malta	600	1,717	1,668	64	1,268	5,603	4,766
Turkey	1,815	1,581	1,000	710	852	115	275
Seychelles	31	9	273	50	594	304	401
Albania	–	–	2	18	199	435	304
Jordan	1,944	1,458	2,374	930	927	621	1,976
Bulgaria	–	–	–	2	44	152	1,677
North Macedonia	–	1	–	–	9	7	468
Serbia	–	–	–	–	96	962	1,915
Slovakia	–	–	22	–	5	14	389

Source: Data for 2017/18 and 2018/19 from MoLESS, *Nepal Labour Migration Report 2020*, pp. 124–31; Data for 2019/20 to 2023/24 from FEIMS.

3.5 Mode of Obtaining Labour Approval

Individuals going abroad for employment are required to obtain a labour approval from DoFE to formalise their migration process and to be included in the government's welfare schemes, namely, the Foreign Employment Welfare Fund (FEWF) and the Social Security Fund (SSF). Migrant workers can obtain labour approvals from DoFE, by applying individually, through a PRA, or via the government-to-government (G2G) migration model. While a vast majority of labour approvals are processed through PRAs, migrant workers are also increasingly getting them on their own. Thus, in 2023/24, 95,038 workers obtained labour permits on an individual basis (Figure 3.14).

3.5.1 Labour Migration through Recruitment Agencies

PRAs link prospective migrant workers with employers abroad. They facilitate and support various aspects of the foreign employment process, including preparation of documents, obtaining visas, and acquiring labour approvals. As of 14 January 2025, a total of 1,019 PRAs held active licences in Nepal (DoFE n.d.-a), an increase from 840 in 2022 (MoLESS 2022).

Figure 3.14: Mode of Obtaining Labour Approvals, 2011/12–2023/24

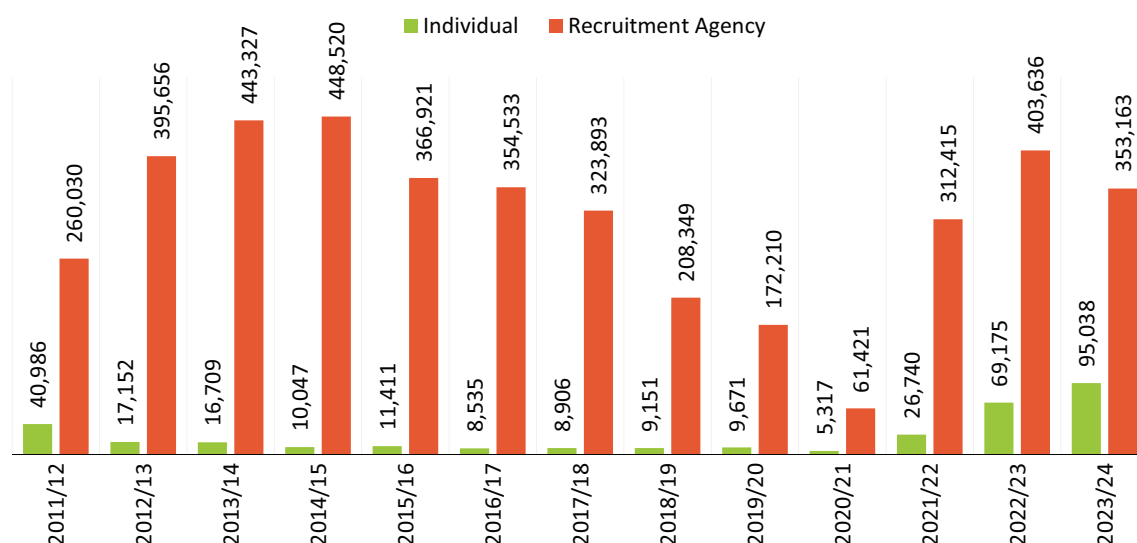
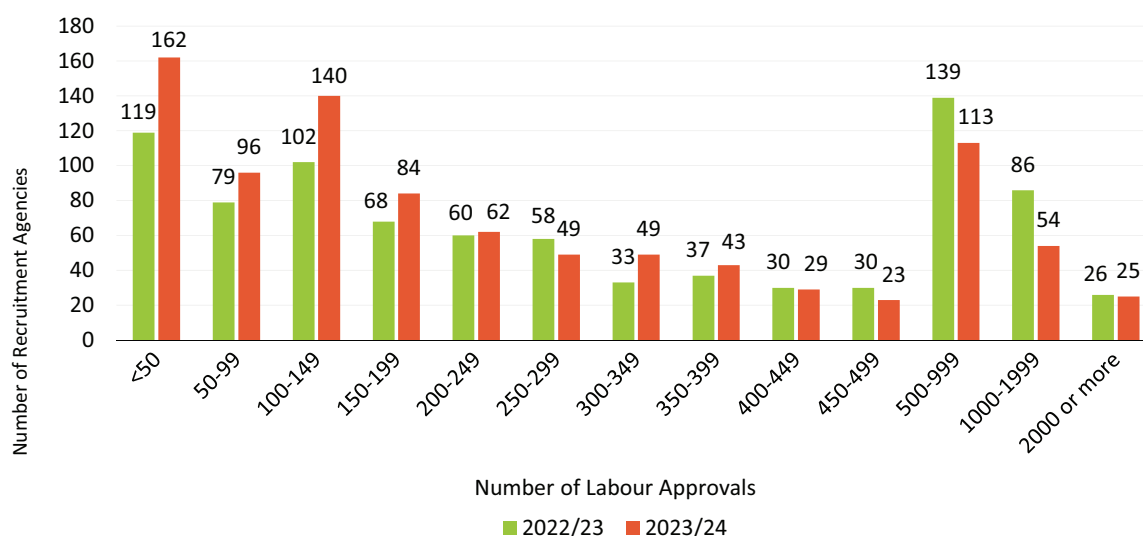


Figure 3.15: Number of Recruitment Agencies by the Number of Labour Approvals Granted, 2022/23–2023/24



Source: FEIMS, 2024.

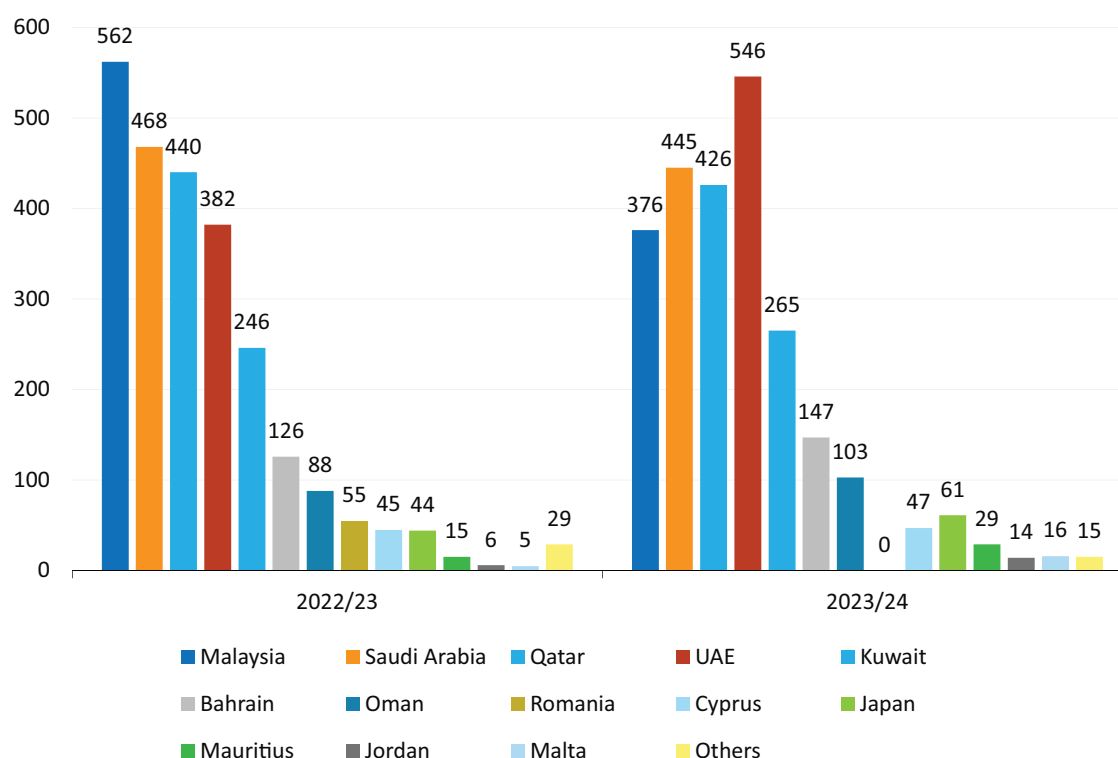
Table 3.4: Labour Approvals through Recruitment Agencies
(by top 10 countries of destination)

2022/23		2023/24	
Malaysia	219,079	UAE	110,173
Saudi Arabia	55,623	Malaysia	81,181
UAE	43,740	Saudi Arabia	72,863
Qatar	33,628	Qatar	34,168
Kuwait	28,941	Kuwait	27,480
Romania	7,708	Cyprus	5,895
Cyprus	4,267	Mauritius	4,975
Bahrain	3,595	Bahrain	4,804
Croatia	1,685	Romania	4,236
Oman	1,508	Jordan	1,971
Others	3,862	Others	5,417
Total	403,636	Total	353,163

Source: FEIMS, 2024.

Note: This figure does not include labour approvals issued to those who sought them on an individual basis.

Figure 3.16: Number of PRAs Recruiting Migrant Workers for Foreign Employment, 2022/23–2023/24
(by country of destination)



Source: FEIMS, 2024.

In 2021/22, 92.1 per cent of the new labour approvals were issued through PRAs. This number declined to 85.4 per cent in 2022/23 and 78.8 per cent in 2023/24, largely due to the growing number of individual labour approvals, especially to countries such as Croatia, Romania, and Japan. Most PRAs processed the migration of fewer than 500 workers annually while only 25 PRAs assisted more than 2,000 workers in the reference period (Figure 3.15). Saudi Arabia, the UAE, and Malaysia ranked

among the top three destinations in terms of foreign employment facilitated by PRAs during 2022/23 and 2023/24 (Table 3.4).

The number of PRAs sending migrant workers to the GCC countries has fluctuated over the years. In 2018/19, there were 747 PRAs that had sent workers to Qatar (MoLESS 2020), declining to 536 in 2021/22 (MoLESS 2022) and further to 426 in 2023/24. In contrast, the number of PRAs recruiting for the UAE rose from 497 in 2018/19 to 546 in 2023/24 (MoLESS 2020). For Malaysia, the number increased from 310 in 2018/19 to 562 in 2022/23 but went down to 376 in 2023/24.

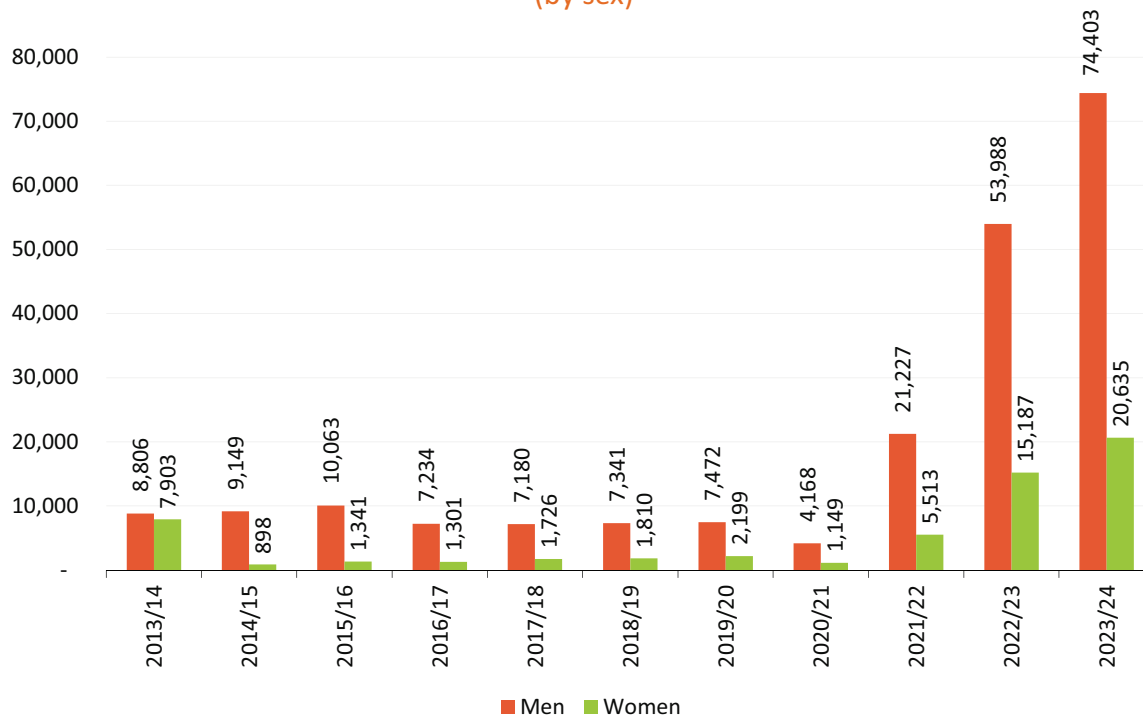
Likewise, the number of PRAs sending workers to Japan increased from 20 in 2018/19 (MoLESS 2020) to 27 in 2021/22 (MoLESS 2022) and further to 61 in 2023/24. This growth in the case of Japan reflects the impact of the ‘Procedure to Send Specified Skilled Workers to Japan 2024’ issued in February of 2024, which eased the process of sending Nepali skilled workers to Japan to work in 14 different sectors, including manufacturing, construction, agriculture, and hospitality. Although Nepal and Japan had signed a labour agreement to send ‘specified skilled’ workers to Japan in 2019, that agreement initially excluded both a G2G model and the involvement of Nepali PRAs. Following negotiations with the Government of Japan and the adoption of the 2024 Procedure, PRAs were permitted to send workers under the agreement (*The Kathmandu Post* 2024).

Compared to 32 PRAs which had branches outside of Kathmandu Valley in 2022, 138 agencies were providing services to people through their branch offices in 2024 (DoFE 2024). Of these, 109 PRAs had branches in Koshi—the province which has consistently ranked among the top two in terms of annual labour approvals issued.

3.5.2. Individual Labour Approvals

The year 2023/24 recorded the highest number of new individual labour approvals issued since 2013/14, accounting for 21.2 per cent of total approvals. While 26,740 workers went abroad on an individual basis in 2021/22, the number increased to 69,175 in 2022/23 and 95,038 in 2023/24 (Figure 3.17). Approvals for female migrant workers obtaining employment individually also increased significantly, from 7903 in 2013/14 to 20,365 in 2023/24.

Figure 3.17: New Individual Labour Approvals, 2013/14–2023/24
(by sex)



Source: Data for 2013/14 to 2018/19 from MoLESS, *Nepal Labour Migration Report 2020*; Data for 2019/20 to 2023/24 from FEIMS.

Table 3.5: New Individual Labour Approvals, 2022/23–2023/24
(by country of destination)

Country	2022/23		Country	2023/24	
	Women	Men		Women	Men
UAE	3,711	11,701	UAE	4,191	16,662
Qatar	455	6,433	Croatia	3,395	9,937
Malta	1,442	4,085	Japan	2,295	7,004
Croatia	1,371	4,130	Romania	1,359	7,105
Romania	751	4,678	Qatar	685	6,079
Japan	1,109	3,807	Maldives	2,558	3,322
Poland	689	4,226	Malta	1,040	3,621
Maldives	1,324	2,512	Mauritius	47	2,375
Kuwait	1,592	875	UK	922	1,443
UK	662	1,533	Serbia	493	1,397
Others	2,081	10,008	Others	3,650	15,458

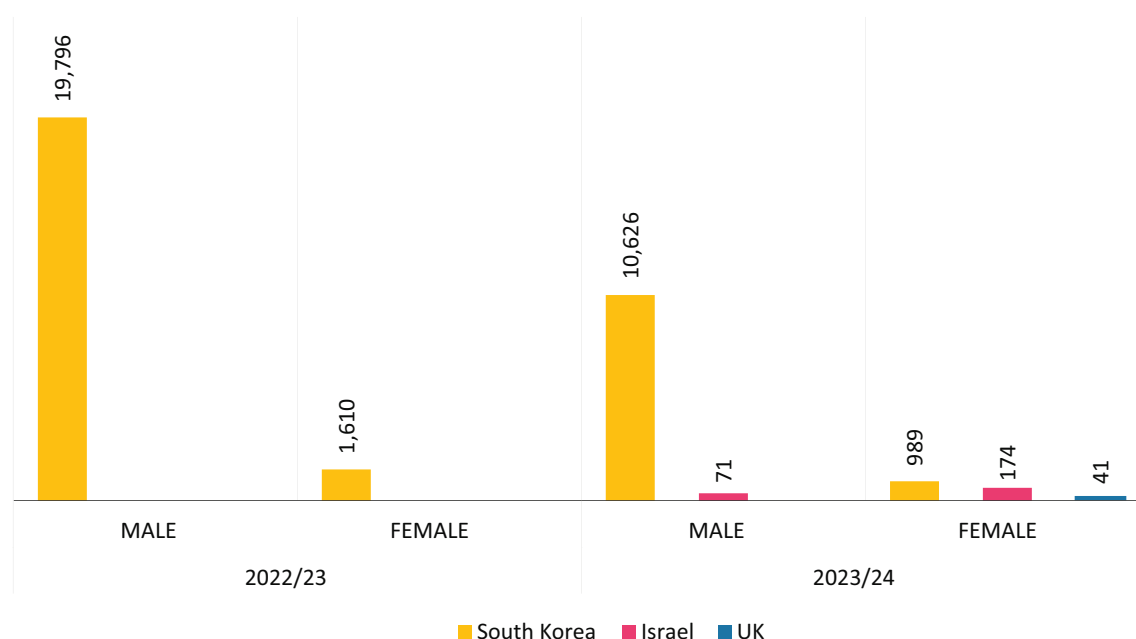
Source: FEIMS 2024.

A notable trend in Nepal's labour migration is the increase in individual labour approvals, particularly for emerging destination countries such as Romania, Malta, Croatia, and the Maldives (Table 3.5). This contrasts with traditional destination countries—namely the GCC countries and Malaysia—where recruitment is still predominantly facilitated by PRAs (Table 3.4). This growth in migration to Europe may be attributed to increasing labour shortages in European countries (France24 2024; Vella 2024).

3.5.3. Labour Approvals under Government-to-Government (G2G) Programmes

Labour approvals provided to workers under the G2G migration agreement have been recorded under the G2G category since 2022/23 in a departure from the earlier practice of including those under the individual labour approvals. Currently, Nepal issues G2G labour approvals for three countries—South Korea, Israel, and the UK. In 2023/24, 174 women and 71 men received labour approvals for Israel for

Figure 3.18: New Labour Approvals Under the G2G Programme, 2022/23–2023/24
(by sex and destination countries)



Source: FEIMS, 2024.

caregiver work. Similarly, 21,406 Nepalis (1610 women and 19,796 men) in 2022/23 and 11,615 (1204 women and 10,697 men) in 2023/24 received approvals for South Korea under the Employment Permit System (EPS) (see Section 3.8 for more information on the EPS). Forty-one Nepali women went to the UK as nurses in 2023/24.

3.6 Skills Profile

A skill, as defined by the International Standard Classification of Occupations, is ‘the ability to carry out the tasks and duties of a given job’ (ILO n.d.-a) and is usually measured based on education, training, and qualifications including soft skills like communication, teamwork, and other-interpersonal skills (Taylor et al. 2012). Nepal classifies its migrant labour workforce into five categories—‘unskilled’, ‘semi-skilled’, ‘skilled’, ‘professional’, and ‘highly skilled’—based on the designation stated in the demand letter (Ministry for Labour and Employment 2018). (It should be noted that this classification does not align with any international system of skills classification.)

The proportion of skilled migrant workers increased significantly in 2022/23 and 2023/24 compared to previous years. In 2017/18, 64 per cent of the migrant worker population were categorised as unskilled (MoLESS 2020), declining to 21.9 per cent in 2023/24 (Table 3.6). On the other hand, the

Table 3.6: New Labour Approvals, 2019/20–2023/24
(by skill profile)

Type of Skill	2019/20	2020/21	2021/22	2022/23	2023/24
Professional	0.09	0.1	0.06	0.1	0.4
Highly Skilled	0.01	0.02	0.01	0.0	0.1
Skilled	32.6	36.4	38.3	62.1	69.5
Semi-skilled	9.5	7.3	7.4	7.7	8.0
Unskilled	57.8	56.2	54.2	30.0	21.9
Total %	100	100	100	100	100
Total N	190,393	72,072	348,867	494,217	460,102

Source: FEIMS, 2024.

Table 3.7: New Labour Approvals, 2022/23–2023/24
(by skill profile and mode of obtaining approvals)

Fiscal Year	Skill	Modes of Labour Approval		
		G2G	Individual	Recruitment Agencies
2022/23	Professional	0.1	41.0	58.8
	High Skilled	0.0	92.2	7.8
	Skilled	5.7	16.8	77.6
	Semi-skilled	9.3	21.8	68.9
	Unskilled	0.3	6.0	93.6
	Total	4.3	14.0	81.7
2023/24	Professional	0.1	36.3	63.7
	High Skilled	0.0	65.8	34.2
	Skilled	3.1	22.9	74.0
	Semi-skilled	5.2	29.9	64.9
	Unskilled	0.1	9.6	90.3
	Total	2.6	20.7	76.8

Source: FEIMS, 2024.

Table 3.8: New Labour Approvals, 2022/23–2023/24
(by province and skill profile)

	Koshi		Madhesh		Bagmati		Gandaki		Lumbini		Karnali		Sudurpaschim		
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	
2022/23	Professional	117	0.1	121	0.1	144	0.2	110	0.2	168	0.2	23	0.1	18	0.1
	High Skilled	37	0.0	10	0.0	37	0.0	41	0.1	20	0.0	6	0.0	1	0.0
	Skilled	66,802	63.0	62,993	60.7	51,092	62.9	37,605	63.2	52,384	61.4	15,388	61.6	17,556	64.0
	Semi-skilled	8,944	8.4	5,313	5.1	6,976	8.6	5,491	9.2	6,811	8.0	1,772	7.1	2,456	8.9
	Unskilled	30,194	28.5	35,408	34.1	23,001	28.3	16,272	27.3	25,971	30.4	7,785	31.2	7,419	27.0
	Total	106,094	100	103,845	100	81,250	100	59,519	100	85,354	100	24,974	100	27,450	100
2023/24	Professional	480	0.5	302	0.3	407	0.5	264	0.5	304	0.4	98	0.5	102	0.4
	High Skilled	110	0.1	57	0.1	158	0.2	77	0.1	71	0.1	9	0.0	15	0.1
	Skilled	69,411	69.4	68,914	68.8	57,026	69.5	40,859	71.8	54,273	69.2	12,776	68.5	16,572	69.9
	Semi-skilled	8,409	8.4	6,135	6.1	7,339	8.9	4,945	8.7	6,607	8.4	1,512	8.1	1,971	8.3
	Unskilled	21,655	21.6	24,735	24.7	17,177	20.9	10,757	18.9	17,227	22.0	4,267	22.9	5,053	21.3
	Total	100,065	100	100,143	100	82,107	100	56,902	100	78,482	100	18,662	100	23,713	100

Source: FEIMS, 2024.

Table 3.9: Labour Approvals, 2022/23–2023/24
(by mode of obtaining approvals, skill profile and sex, %)

Fiscal Year	Skill Types	G2G		New Approval			Renewed Approval			Via Recruitment Agency			
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
2022/23	Professional	0.0	0.0	0.0	0.4	0.4	0.4	0.2	0.2	0.2	0.0	0.1	0.1
	High Skilled	0.0	0.0	0.0	0.2	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.0
	Skilled	83.6	81.1	81.3	76.5	73.8	74.4	63.9	72.7	72.1	50.9	59.8	59.0
	Semi-skilled	12.7	16.9	16.6	10.5	12.4	12.0	9.4	8.0	8.1	4.2	6.7	6.5
	Unskilled	3.7	2.0	2.1	12.5	13.1	13.0	26.5	19.1	19.6	44.9	33.4	34.4
	Total	100	100	100	100	100	100	100	100	100	100	100	100
	Total Number	1,610	19,796	21,406	15,187	53,988	69,175	18,634	258,468	277,102	36,702	366,934	403,636
2023/24	Professional	0.0	0.0	0.0	0.8	0.7	0.7	0.4	0.3	0.3	0.3	0.4	0.4
	High Skilled	0.0	0.0	0.0	0.3	0.3	0.3	0.1	0.1	0.1	0.3	0.0	0.0
	Skilled	73.6	84.0	83.0	78.7	76.7	77.1	66.1	76.2	75.5	51.7	68.8	67.0
	Semi-skilled	23.0	15.3	16.0	11.2	11.7	11.6	9.4	8.2	8.3	5.7	6.9	6.8
	Unskilled	3.4	0.7	1.0	9.0	10.5	10.1	24.0	15.2	15.9	42.0	23.9	25.8
	Total	100	100	100	100	100	100	100	100	100	100	100	100
	Total Number	1,204	10,697	11,901	20,635	74,403	95,038	20,615	260,580	281,195	37,718	315,445	353,163

Source: FEIMS, 2024.

proportion of skilled workers increased from 27.8 per cent in 2017/18 to 69.5 per cent in 2023/24. The number of highly skilled and professional workers remained relatively unchanged during this period.

Most of the highly skilled workers (92.2 per cent) obtained labour approvals at the individual level (Table 3.7). In contrast, labour approvals for skilled, semi-skilled, and unskilled categories were mostly issued through recruitment agencies. This is illustrative of the fact that workers applying for highly skilled positions are generally better equipped to handle the recruitment process on their own compared to those applying for less skilled jobs.

Province-wise disaggregation of skills level showed a higher proportion of unskilled workers originating from Madhesh (Table 3.8).¹⁴ In contrast, the proportions of highly skilled and professional categories were the highest for Bagmati and Gandaki, but these categories jointly accounted for less than 1 per cent of workers from each province. Most of the labour approvals for the GCC countries and Malaysia were issued to 'skilled' workers in both 2022/23 and 2023/24 (Table 3.10). The skill profiles of migrant workers heading to Eastern and Central European countries also reflected a similar pattern.

Table 3.10: New Labour Approvals, 2022/23–2023/24
(by skill profile and destination, %)

	Destination Country	Professional	Highly Skilled	Skilled	Semi-Skilled	Unskilled	Total %	Total N
2022/23	GCC Countries	0.1	0.0	65.6	7.9	26.3	100	418,684
	Malaysia	0.1	0.0	64.8	6.2	28.8	100	259,591
	South Korea	0.0	0.0	80.9	16.3	2.7	100	22,033
	Romania	0.2	0.0	54.9	10.2	34.7	100	14,225
	Japan	0.2	0.2	86.6	8.8	4.3	100	9,644
	Croatia	0.0	0.1	70.2	6.7	23.0	100	7,441
	Malta	1.1	0.1	76.9	11.2	10.8	100	6,303
	Cyprus	0.1	0.0	18.8	3.7	77.4	100	5,317
	Poland	0.1	0.2	63.0	11.2	25.4	100	5,112
	Maldives	1.1	0.2	69.7	21.8	7.2	100	4,864
	UK	0.5	0.3	72.9	17.1	9.1	100	2,264
	Macau SAR China	0.1	0.1	83.1	11.8	4.9	100	1,564
2023/24	GCC Countries	0.3	0.1	71.1	7.5	21.1	100	525,692
	Malaysia	0.5	0.0	74.0	6.9	18.6	100	103,442
	Croatia	0.1	0.3	79.1	6.7	13.8	100	15,364
	Romania	0.7	0.0	77.4	8.5	13.5	100	15,021
	Japan	0.5	0.4	83.1	12.8	3.1	100	13,864
	South Korea	0.1	0.0	82.6	14.4	2.9	100	13,026
	Maldives	1.9	0.4	70.1	19.4	8.1	100	7,455
	Mauritius	0.6	0.1	61.3	28.5	9.6	100	7,408
	Cyprus	0.2	0.0	31.8	3.7	64.3	100	6,950
	Malta	0.5	0.3	82.6	9.4	7.3	100	5,668
	UK	1.7	0.9	75.2	15.2	7.0	100	2,544
	Jordan	0.0	0.0	39.3	1.1	59.6	100	2,203

Source: FEIMS, 2024.

3.7 Foreign Employment by Occupation

Since the Foreign Employment Information Management System (FEIMS) does not use a standardised classification system while recording the occupation of workers pursuing foreign employment,¹⁵ in this report the occupation data has been re-categorised into 12 broad categories, following the occupation classification methods used in the *Nepal Labour Migration Report 2020* and the *Nepal Labour Migration Report 2022* (Table 3.11).¹⁶

Table 3.11: Classification of Occupational Categories

1.	Agriculture
2.	Aviation and Cruise worker
3.	Construction (carpenter, mason, painter, scaffolder, steel fixer, others)
4.	Driver/Machine operator
5.	Electrical and mechanical technician (A/C technician, automotive technician, electrician, plumber/pipe fitter, welder, others)
6.	Elementary occupations (Cleaning and laundry, packaging/loading/shipping/delivery, unspecified labour, specified labour)
7.	Manufacturing
8.	Office/Administrative/Associate professionals
9.	Others
10.	Professionals and Managers
11.	Service & Sales (baker/dessert maker, barista/coffee maker, beautician & fitness worker, caregiver/au pair/nursing aide, housekeeper, security guard, tailor, waiter/waitress, retail worker, others)
12.	Supervisor and Foreman

Source: MoLESS, *Nepal Labour Migration Report 2020*.

**Table 3.12: New Labour Approvals
(by sex and occupation, %)**

Occupational Categories	2022/23			2023/24		
	Female	Male	Total	Female	Male	Total
Elementary Occupations	55.4	39.9	41.5	56.7	47.2	48.4
Service & Sales	23.1	17.7	18.3	25.2	17.2	18.2
Manufacturing	12.0	26.7	25.1	5.6	11.8	11.0
Construction	0.0	3.2	2.8	0.1	8.9	7.8
Driver/Machine Operator	0.4	3.8	3.4	0.4	5.2	4.6
Agriculture, Fishery, Poultry, Animal Husbandry, and Gardening	1.2	3.6	3.3	1.1	2.5	2.3
Office/Administrative/Associate Professionals	4.8	1.8	2.1	6.1	2.2	2.7
Electrical and Mechanical Technician	0.4	1.6	1.4	0.4	2.6	2.3
Professionals and Managers	1.2	0.5	0.6	2.3	0.8	1.0
Supervisor and Foreman	0.7	0.6	0.6	1.0	0.8	0.8
Aviation and Cruise	0.7	0.5	0.5	0.9	0.5	0.5
Others	0.1	0.2	0.2	0.3	0.4	0.4
Total %	100	100	100	100	100	100
Total Number	53,499	440,718	494,217	59,557	400,545	460,102

Source: FEIMS, 2024.

Note: See Annex 6 for disaggregated data on occupation.

Table 3.13: New Labour Approvals, 2022/23–2023/24
(by sex, mode of labour approvals and occupation, %)

	Occupational Category	G2G			Individual			Via Recruitment Agency		
		Female	Male	Total	Female	Male	Total	Female	Male	Total
2022/23	Elementary Occupations	94.5	97.4	97.2	39.1	36.5	37.1	60.5	37.2	39.3
	Service & Sales	0.0	0.0	0.0	37.6	28.1	30.2	18.1	17.2	17.3
	Manufacturing	1.0	1.8	1.8	1.0	3.1	2.6	17.0	31.5	30.1
	Construction	0.0	0.0	0.0	0.1	4.7	3.7	0.0	3.1	2.9
	Driver/Machine Operator	0.1	0.0	0.0	0.6	3.5	2.8	0.3	4.0	3.7
	Agriculture, Fishery, Poultry, Animal Husbandry, and Gardening	4.3	0.6	0.9	2.5	4.3	3.9	0.4	3.6	3.3
	Office/Administrative/ Associate Professionals	0.0	0.0	0.0	10.9	6.7	7.6	2.5	1.2	1.3
	Electrical and Mechanical Technician	0.0	0.0	0.0	1.3	4.1	3.5	0.0	1.3	1.2
	Professionals and Managers	0.1	0.0	0.0	3.8	3.6	3.7	0.2	0.1	0.1
	Supervisor and Foreman	0.0	0.0	0.0	1.4	3.2	2.9	0.4	0.3	0.3
	Aviation and Cruise	0.0	0.0	0.0	1.2	1.5	1.5	0.6	0.4	0.4
	Others	0.0	0.0	0.0	0.4	0.7	0.6	0.0	0.1	0.1
Total %		100	100	100	100	100	100	100	100	100
Total number		1,610	19,796	21,406	15,187	53,988	69,175	36,702	366,934	403,636
2023/24	Elementary Occupations	96.3	98.7	98.5	39.1	37.9	38.2	65.0	47.6	49.5
	Service & Sales	3.4	0.0	0.4	36.2	27.4	29.3	19.8	15.4	15.9
	Manufacturing	0.1	0.5	0.5	0.8	3.4	2.8	8.4	14.1	13.5
	Construction	0.0	0.0	0.0	0.2	5.5	4.4	0.0	10.0	9.0
	Driver/Machine Operator	0.0	0.2	0.2	0.7	4.5	3.6	0.3	5.5	4.9
	Agriculture, Fishery, Poultry, Animal Husbandry, and Gardening	0.2	0.3	0.3	2.4	4.2	3.8	0.4	2.1	1.9
	Office/Administrative/ Associate Professionals	0.0	0.0	0.0	10.1	5.2	6.3	4.2	1.6	1.9
	Electrical and Mechanical Technician	0.0	0.1	0.1	1.0	3.4	2.9	0.1	2.4	2.2
	Professionals and Managers	0.0	0.0	0.0	5.9	4.0	4.4	0.4	0.1	0.2
	Supervisor and Foreman	0.0	0.0	0.0	1.3	2.2	2.0	0.8	0.5	0.5
	Aviation and Cruise	0.0	0.0	0.0	1.3	1.3	1.3	0.6	0.3	0.4
	Others	0.0	0.0	0.0	0.9	1.1	1.0	0.0	0.2	0.2
Total %		100	100	100	100	100	100	100	100	100
Total number		1,204	10,697	11,901	20,635	74,403	95,038	37,718	315,445	353,163

Source: FEIMS, 2024.

Most male migrant workers obtained labour approvals for elementary occupations, primarily to work as labourers in 2022/23 and 2023/24 (Table 3.12 and Annex 7). In contrast, a higher proportion of female migrants obtained labour approvals for cleaning and laundry work. In 2018/19, 54.8 per cent of all migrant workers were in elementary occupations (MoLESS 2020). This figure increased to 56.9 per cent in 2021/22 but declined to 48.4 per cent in 2023/24, suggesting a gradual diversification in the types of jobs taken up by Nepali migrant workers compared to the past. Those obtaining labour approvals on an individual basis were employed across a broader range of occupations, including roles requiring higher skills, compared to those recruited through PRAs, who were predominantly deployed in elementary occupations (Table 3.13).

Destination-wise disaggregation of the occupational profile of workers shows a higher share of Nepalis going to South Korea, Qatar, Saudi Arabia, and Kuwait for elementary occupations (Table 3.14). In contrast, those going to Malaysia were primarily concentrated in the manufacturing sector. Likewise, a higher proportion of workers in Romania, Croatia, Malta, and Japan were engaged in elementary occupations followed by the sales and service sectors. Notably, compared to other destinations, a higher percentage of migrant workers were employed in agriculture, fishery, poultry, animal husbandry, and gardening in Croatia and Malaysia.

In 2023/24, most workers in the caregiver/nursing sector were employed in the UK and Japan while those working in manufacturing, machine operating, agricultural occupations, and security work were predominantly concentrated in Malaysia (Table 3.15). Japan received the highest number of chefs/cooks in 2023/24 followed by the UAE.



Skill training provided at the National Academy of Vocational Training, Lalitpur.

Table 3.14: New Labour Approvals
(by country of destination and occupation)

Occupation	Malaysia	UAE	Saudi Arabia	Qatar	Kuwait	South Korea	Romania	Croatia	Japan	Malta	Other
2022/23											
Agriculture, Fishery, Poultry, Animal Husbandry & Gardening	5.2	1.2	1.1	0.4	0.7	1.1	2.9	10.4	2.3	0.2	5.1
Aviation and Cruise	0.3	1.8	0.0	0.4	0.3	0.0	0.1	0.0	0.0	0.9	1.7
Construction	0.4	5.4	6.2	5.9	2.3	0.0	3.5	12.0	4.5	1.3	5.3
Driver/Machine Operator	1.2	3.3	11.7	4.8	8.0	0.1	1.7	1.7	1.6	4.8	1.4
Electrical and Mechanical Technician	0.1	2.3	3.2	3.1	1.3	0.1	1.5	6.0	1.1	1.6	3.9
Elementary Occupations	21.4	50.5	63.5	53.4	59.7	95.8	60.7	44.2	38.9	51.5	44.9
Manufacturing	53.2	0.8	5.5	0.2	0.9	2.3	8.0	8.2	1.2	0.2	2.8
Office/Administrative/Associate Professionals	0.3	5.2	0.6	10.6	1.9	0.1	2.3	0.5	3.9	3.7	2.6
Others	0.0	0.3	0.3	0.1	0.4	0.0	0.5	0.2	1.3	0.1	0.4
Professionals and Managers	0.0	1.0	0.1	0.6	0.4	0.1	0.0	0.1	13.6	0.2	2.9
Service & Sales	17.9	27.1	7.8	15.3	23.9	0.4	18.8	16.7	31.5	33.4	28.2
Supervisor and Foreman	0.0	1.0	0.1	5.2	0.1	0.1	0.0	0.1	0.1	1.9	0.9
Total %	100	100	100	100	100	100	100	100	100	100	100
Total number	219,354	59,152	55,790	40,516	31,408	21,870	13,137	7,186	5,839	5,603	34,362
2023/24											
Agriculture, Fishery, Poultry, Animal Husbandry & Gardening	4.2	1.7	0.9	0.5	1.2	0.6	1.5	11.5	1.0	0.5	3.4
Aviation and Cruise	0.2	1.1	0.0	0.5	0.1	0.0	0.1	0.0	0.3	0.3	1.2
Construction	0.1	15.3	4.6	7.2	2.5	0.1	3.9	7.8	2.8	2.0	13.4
Driver/Machine Operator	2.3	1.5	12.2	2.4	15.1	0.6	1.9	2.4	0.4	4.0	3.9
Electrical and Mechanical Technician	0.1	3.5	1.8	3.6	2.3	0.4	1.7	3.9	0.9	2.3	2.6
Elementary Occupations	17.3	53.7	67.6	56.7	50.6	93.7	61.4	53.1	33.1	49.0	36.2
Manufacturing	51.0	1.3	3.0	0.8	0.9	3.7	7.2	4.5	0.8	0.6	4.7
Office/Administrative/Associate Professionals	0.1	3.6	0.8	9.9	2.1	0.1	1.4	0.9	3.8	5.8	3.0
Others	0.0	0.4	0.2	0.1	0.1	0.0	1.2	0.1	4.4	0.1	0.6
Professionals and Managers	0.0	0.6	0.0	0.6	0.5	0.1	0.1	0.0	22.0	0.5	2.3
Service & Sales	24.5	16.9	8.7	11.7	24.5	0.6	19.5	15.6	30.3	34.2	28.1
Supervisor and Foreman	0.0	0.5	0.1	6.1	0.1	0.1	0.1	0.1	0.3	0.8	0.8
Total %	100	100	100	100	100	100	100	100	100	100	100
Total number	81,382	131,026	73,094	40,932	28,776	12,837	12,700	14,240	10,500	4,766	49,849

Source: FEIMS, 2024.

Note: See Annex 8, 9, 10 and 11 for disaggregated data on country of destination and occupation.

Table 3.15: New Labour Approvals (2023/24)
(by top five destinations and occupation)

A/C Technician	Agriculture, Fishery, Poultry, Animal Husbandry, and Gardening			Automotive	Aviation and Cruise		aker/Dessert Maker		
UAE	299	Malaysia	3,407	Saudi Arabia	570	UAE	1,407	Mauritius	347
Qatar	34	UAE	2,194	UAE	96	Qatar	187	Croatia	243
Kuwait	27	Croatia	1,637	Croatia	88	Malaysia	184	UAE	242
Saudi Arabia	19	Saudi Arabia	629	Kuwait	67	Maldives	131	Saudi Arabia	178
Croatia	18	Portugal	421	Poland	33	Dominican Republic	59	Romania	153
Total	426	Total	10,497	Total	997	Total	2,474	Total	1,586
Barista/Coffee Maker	Beauty & Fitness			Caregiver/Nursing Aide		Carpenter	Chef/Cook		
UAE	580	Kuwait	1,393	UK	655	UAE	5,007	Japan	2,560
Saudi Arabia	571	UAE	817	Japan	431	Mauritius	1,236	UAE	2,536
Kuwait	185	Qatar	406	Kuwait	161	Qatar	654	Kuwait	1,511
Maldives	165	Oman	197	Cyprus	152	Saudi Arabia	404	Romania	1,158
Mauritius	132	Bahrain	172	Romania	135	Croatia	291	Saudi Arabia	1,038
Total	2,129	Total	3,288	Total	1,990	Total	8,575	Total	15,434
Cleaning and Laundry	Construction-others			Driver	Electrician		Electro/Mechanical Other		
UAE	36,262	UAE	678	Saudi Arabia	7,168	UAE	2,086	UAE	581
Saudi Arabia	8,438	Croatia	180	Kuwait	4,147	Qatar	496	Kuwait	250
Qatar	8,366	Oman	62	UAE	1,243	Saudi Arabia	268	Qatar	142
Kuwait	8,068	Mauritius	42	Qatar	927	Croatia	174	Poland	140
Malaysia	2,915	Romania	34	Croatia	222	Kuwait	169	Belarus	82
Total	71,658	Total	1,150	Total	14,189	Total	3,477	Total	1,780
Foreman	Hospitality-Others			Housekeeping		Labour (Specified)		Labour (Unspecified)	
Qatar	1,174	Saudi Arabia	3,041	UAE	519	South Korea	10,398	Saudi Arabia	27,336
Mauritius	23	UAE	1,099	Malta	283	UAE	7,791	UAE	23,721
Maldives	13	Malaysia	318	Cyprus	221	Malaysia	7,323	Qatar	13,498
UAE	10	Kuwait	284	Romania	203	Saudi Arabia	5,127	Croatia	4,622
Croatia	6	Qatar	242	Croatia	165	Romania	2,533	Kuwait	4,270
Total	1,250	Total	5,742	Total	2,523	Total	40,536	Total	96,383

Table 3.15 contd...

Machine Operator	Manager		Manufacturing		Mason	Office/Administrative/Associate Professionals			
Malaysia	1,905	UAE	475	Malaysia	41,536	UAE	7,307	UAE	4,653
Saudi Arabia	1,735	UK	199	Saudi Arabia	2,200	Mauritius	2,442	Qatar	4,060
Mauritius	926	Qatar	190	UAE	1,704	Qatar	1,827	Kuwait	602
UAE	745	Japan	131	Jordan	1,647	Saudi Arabia	446	Saudi Arabia	599
Romania	223	Papua New Guinea	110	Romania	919	Croatia	403	Maldives	535
Total	6,782	Total	1,410	Total	50,482	Total	13,049	Total	12,508
Others	Packaging, Loading, Shipping and Delivery		Painting	Plumbing/Pipe Fitter		Professional			
UAE	493	Saudi Arabia	8,509	UAE	1,025	UAE	1,293	Japan	2,181
Japan	457	UAE	2,556	Qatar	362	Qatar	525	UAE	310
Saudi Arabia	171	Kuwait	658	Saudi Arabia	167	Saudi Arabia	320	UK	143
Romania	156	Romania	548	Croatia	95	Croatia	78	Kuwait	140
Mauritius	92	Croatia	465	Kuwait	56	Mauritius	70	Maldives	107
Total	1,667	Total	14,220	Total	1,889	Total	2,460	Total	3,360
Retail	Scaffolding		Security	Steel Fixer		Supervisor			
UAE	3,472	UAE	2,685	Malaysia	15,765	UAE	3,372	Qatar	1,332
Qatar	623	Saudi Arabia	2,229	UAE	8,944	Mauritius	573	UAE	595
Romania	274	Bahrain	565	Qatar	1,605	Croatia	121	Canada	76
Malaysia	258	Kuwait	293	Kuwait	996	Qatar	87	Maldives	67
Kuwait	212	Mauritius	290	Macau SAR China	647	Saudi Arabia	79	Saudi Arabia	66
Total	5,591	Total	6,644	Total	29,441	Total	4,482	Total	2,475
Tailor	Waiter/Waitress		Welding	Total					
UAE	223	UAE	3,620	UAE	295	UAE	131,026		
Saudi Arabia	200	Malaysia	2,807	Qatar	260	Malaysia	81,382		
Qatar	175	Kuwait	1,933	Croatia	143	Saudi Arabia	73,094		
Kuwait	145	Maldives	1,155	Kuwait	133	Qatar	40,932		
Romania	80	Qatar	1,049	Mauritius	105	Kuwait	28,776		
Total	1,028	Total	15,141	Total	1,389	Total	460,102		

Source: FEIMS, 2024.

3.8 Labour Migration to South Korea via EPS

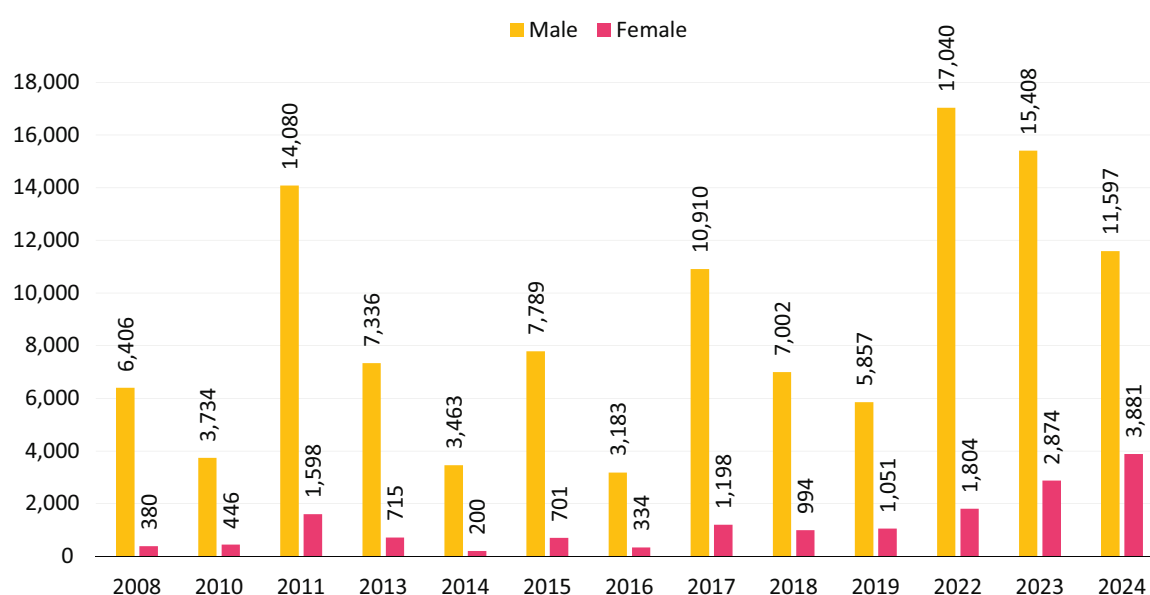
South Korea has emerged as a major destination for labour migration in the Asia-Pacific region. The increase in demand of foreign workers has been attributed to South Korea's ageing population and its rapidly shrinking youth population (OECD 2019). It has been a favoured labour destination due to higher wages and good working conditions (Statistics Korea 2023). As a result, the proportion of foreign residents in South Korea increased from less than 1 per cent in 2000 to 3.7 per cent in 2023 (Lee 2024). Since the mid-2000s, South Korea has been recruiting foreign workers for temporary work in elementary and manual occupation through the Employment Permit System (EPS). This system includes bilateral G2G agreements with 16 countries, including Nepal.¹⁷ As per the 2023 'Survey on Immigrants' Living Conditions and Labour Force of South Korea', Nepalis comprised 14.5 per cent of the 291,000 foreign workers in South Korea under the 'Non-professional employment', i.e., under the EPS visa category (followed by Cambodians [14.5 per cent] and Vietnamese [11.9 per cent]) (Statistics Korea 2023).

Potential migrant workers need to pass the Test of Proficiency in Korean (TOPIK), a Korean language test for non-native speakers, to be eligible for the EPS scheme (Rai et al. 2019). From 2008 to 2024, 838,832 individuals had applied for the TOPIK with 741,165 applicants appearing for the test. However, only a relatively low number of applicants (17.9 per cent) successfully passed the test (Figure 3.19). Since 2020, the workers have also been required to pass a skill test.

In 2023 and 2024, among those who passed the TOPIK exam and applied for employment in South Korea, 19,698 and 9,285, respectively, managed to go to South Korea for work. In both years, the proportion of male workers was substantially higher (Figure 3.20). Koshi recorded the highest number of migrant workers to South Korea in those two fiscal years, while Madhesh had the lowest share (Figure 3.21).

While Nepali workers recruited under the EPS were employed solely in the manufacturing, agriculture/husbandry, and shipbuilding sectors until 2023, recruitment has expanded to three additional sectors—forestry, services, and the root industry (businesses that utilise process technologies

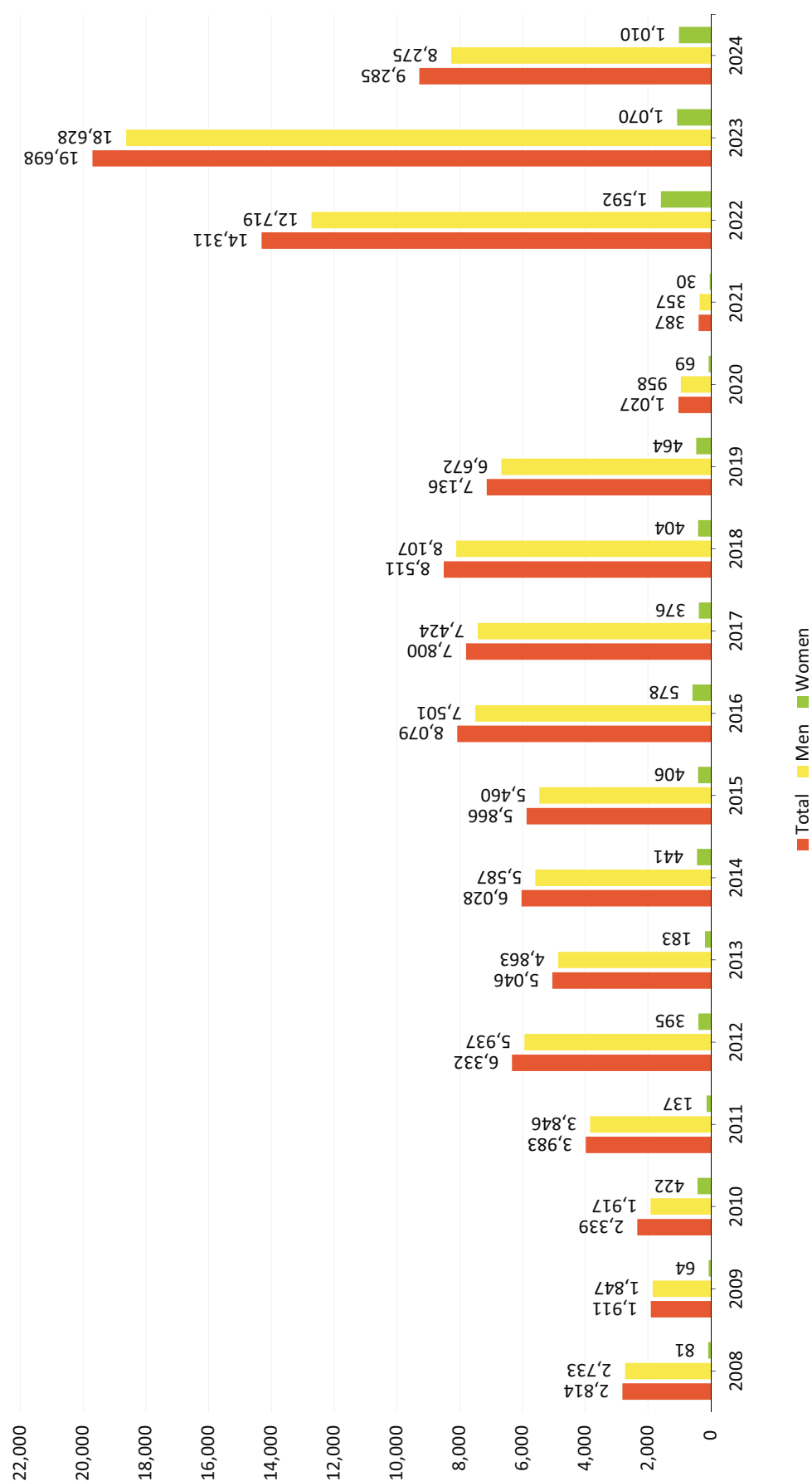
Figure 3.19: Number of Successful Applicants Under EPS-TOPIK, 2008–2024
(by sex)



Source: EPS Section, 2024.

Note: Due to the COVID-19 pandemic, the EPS-TOPIK test was not conducted in 2020 and 2021. The tests were not conducted in 2009 and 2012 due to some reasons.

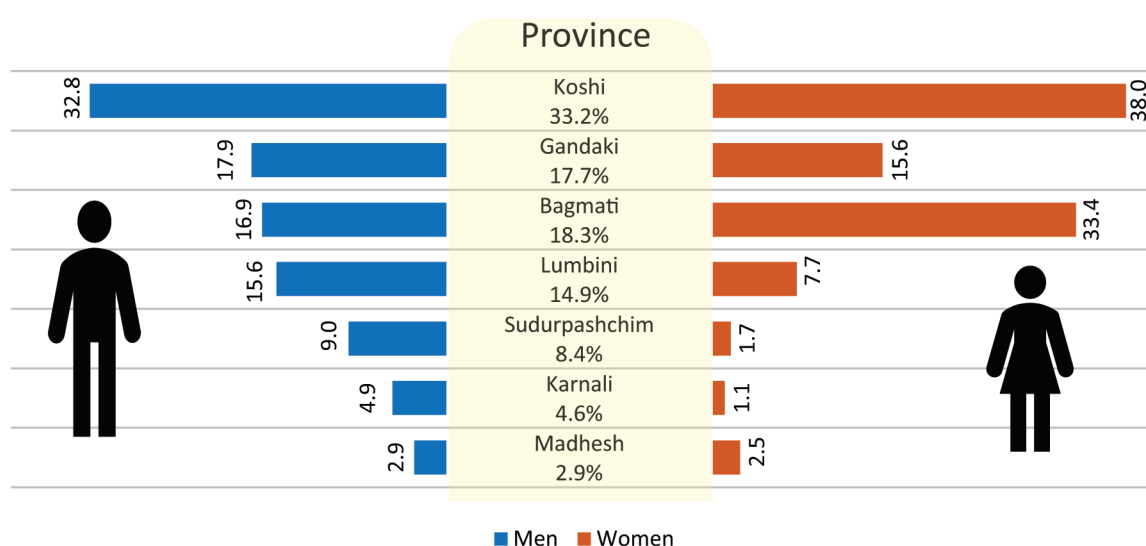
Figure 3.20: Number of Nepalis Migrating to South Korea under EPS, 2008–2024
(by sex)



Source: EPS Section, 2025.

Note: As the TOPIK tests were not conducted in 2009, 2012, 2020 and 2021, the workers in those years were selected from the applicants who had passed the test in preceding years and were listed in the employment roster.

Figure 3.21: Proportion of Workers Migrating to South Korea, 2022/23–2023/24
(by province, %)



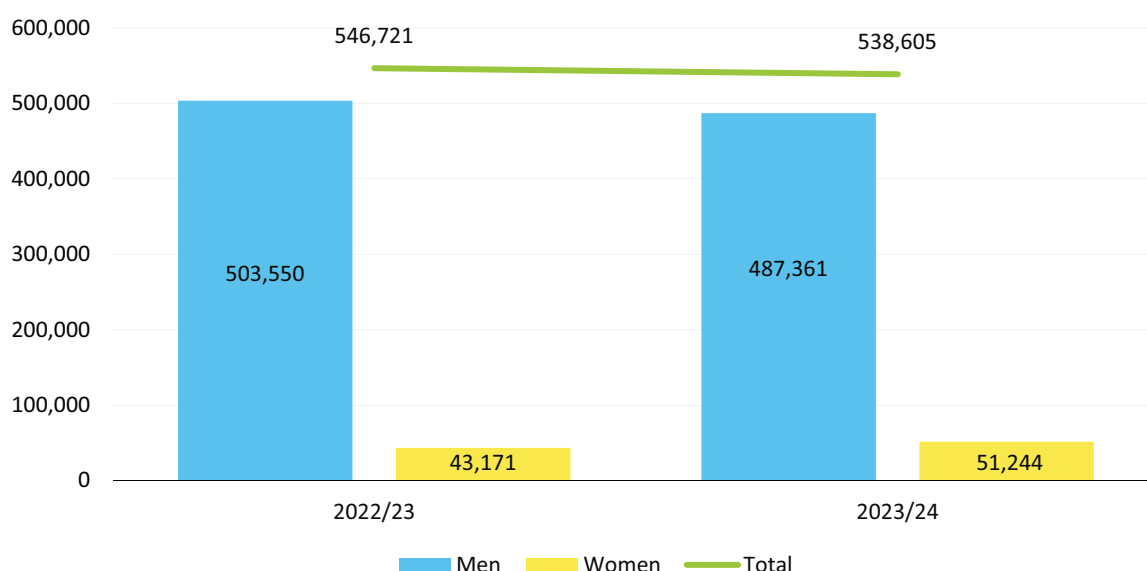
Source: EPS Section, 2024.

such as casting, moulding, plastic processing, welding, etc.)—since 2024. Despite the diversification, the majority of Nepali workers under the EPS are still employed in manufacturing—including shipbuilding—followed by agriculture (Table 3.16).

3.9 Returnees

The number of migrant workers who returned via Kathmandu's Tribhuvan International Airport was 546,721 in 2022/23 and 538,605 in 2023/24 (Figure 3.22), reflecting a moderate increase from 470,978 in 2021/22.¹⁸ Migrant workers who returned via road or airports outside of Nepal are not included in

Figure 3.22: Number of Workers Returning Home (temporarily or permanently), 2022/23–2023/24
(by sex)



Source: FEIMS, 2024.

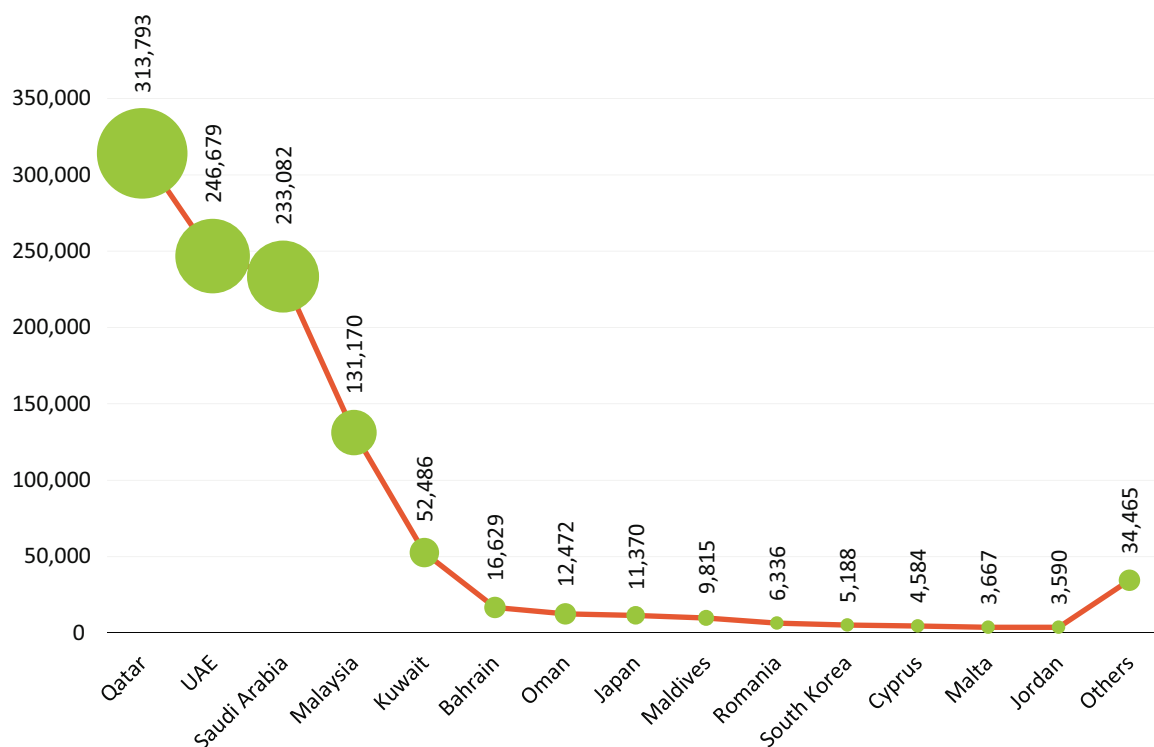
Table 3.17: Migrant Workers Returning Home, 2022/23–2023/24
(by province, country of destination, and sex)

Province	Destination	Female	Male	Total
Koshi	Qatar	5,167	61,146	66,313
	UAE	11,427	48,370	59,797
	Saudi Arabia	813	47,612	48,425
	Malaysia	1,422	26,962	28,384
	Kuwait	3,298	9,565	12,863
	Bahrain	661	4,203	4,864
	Oman	617	2,053	2,670
	Maldives	900	1,597	2,497
	Romania	199	1,516	1,715
	South Korea	93	1,368	1,461
	Others	3863	7003	10866
	Total	28,460	211,395	239,855
Madhesh	Qatar	737	119,783	120,520
	Saudi Arabia	152	61,253	61,405
	Malaysia	286	43,137	43,423
	UAE	1,906	25,611	27,517
	Kuwait	506	9,040	9,546
	Bahrain	80	1,934	2,014
	Oman	81	1,276	1,357
	Maldives	117	561	678
	Jordan	148	174	322
	Romania	29	280	309
	Others	408	1683	2091
	Total	4,450	264,732	269,182
Bagmati	UAE	18,243	38,106	56,349
	Qatar	4,688	25,749	30,437
	Saudi Arabia	910	29,026	29,936
	Malaysia	1,531	14,160	15,691
	Kuwait	3,669	7,183	10,852
	Bahrain	695	2,077	2,772
	Japan	321	2,424	2,745
	Maldives	1,031	1,473	2,504
	Oman	558	1,586	2,144
	Romania	340	1,550	1,890
	Others	6756	9319	16075
	Total	38,742	132,653	171,395
Gandaki	UAE	4,140	42,793	46,933
	Qatar	1,020	36,792	37,811
	Saudi Arabia	119	36,642	36,762
	Malaysia	225	10,000	10,225
	Kuwait	871	6,905	7,777
	Japan	182	4,699	4,880
	Bahrain	218	3,306	3,525
	Oman	196	2,625	2,822

Province	Destination	Female	Male	Total
	Maldives	347	1,778	2,125
	South Korea	34	1,093	1,127
	Others	1,805	9,578	11,383
	Total	9,159	156,212	165,371
Lumbini	Qatar	1,111	47,274	48,385
	Saudi Arabia	373	42,726	43,099
	UAE	4,707	38,173	42,880
	Malaysia	398	20,163	20,561
	Kuwait	1,227	6,863	8,091
	Oman	271	2,625	2,896
	Bahrain	152	2,521	2,673
	Japan	104	2,437	2,541
	Maldives	323	1,202	1,524
	South Korea	27	938	965
	Others	1,341	6,358	7,699
	Total	10,033	171,280	181,313
Karnali	Saudi Arabia	115	7,428	7,543
	Malaysia	108	6,735	6,843
	Qatar	208	5,630	5,838
	UAE	569	4,382	4,951
	Kuwait	266	1,252	1,519
	Bahrain	12	429	441
	Oman	34	237	270
	Maldives	37	119	156
	Romania	2	142	144
	South Korea	3	138	140
	Others	140	747	887
	Total	1,494	27,238	28,731
Sudurpaschim	UAE	712	7,183	7,895
	Saudi Arabia	28	5,657	5,685
	Malaysia	98	5,364	5,462
	Qatar	171	3,984	4,155
	Kuwait	178	1,331	1,509
	South Korea	4	351	355
	Romania	21	329	350
	Bahrain	16	286	302
	Maldives	30	265	295
	Oman	15	270	285
	Others	147	982	1,129
	Total	1,420	26,002	27,422
Grand Total		93,757	989,512	1,083,269

Source: FEIMS, 2024.

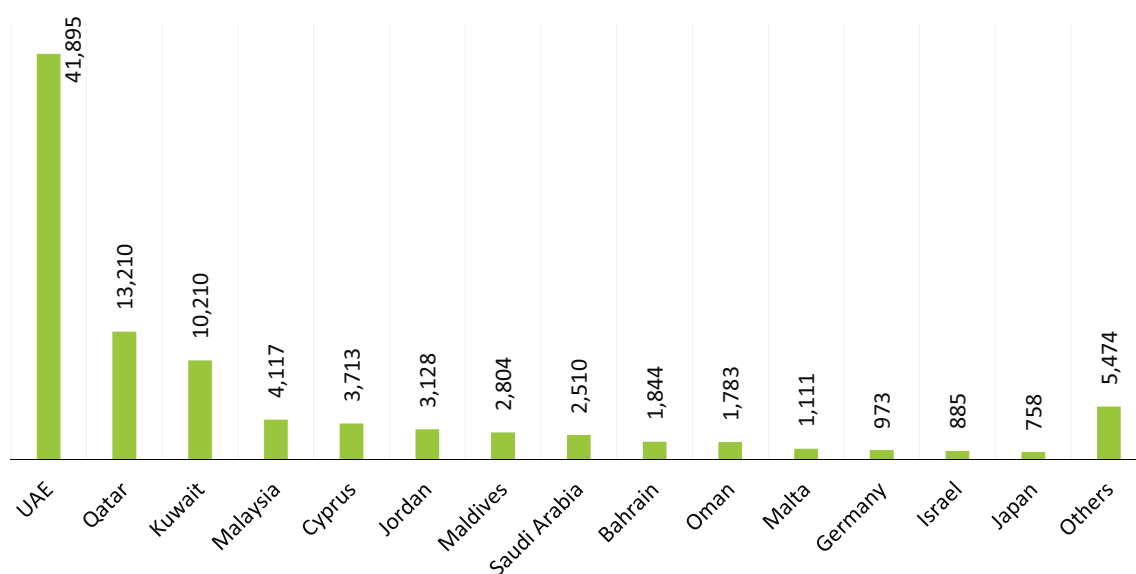
Figure 3.23: Number of Workers Returning Home, 2022/23–2023/24
(by country of destination)



Source: FEIMS, 2024.

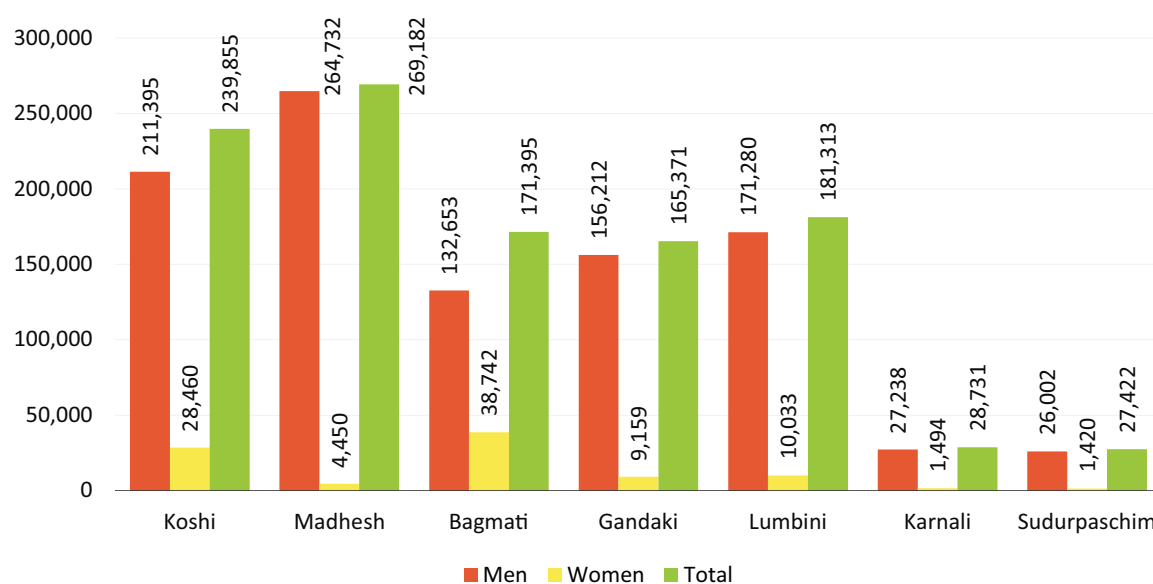
Note: See Annex 12 for sex-disaggregated data.

Figure 3.24: Women Migrant Workers Returning Home, 2022/23–2023/24
(by country of destination)



Source: FEIMS, 2024.

Figure 3.25: Migrant Workers Returning Home, 2022/23–2023/24
(by province)



Source: FEIMS, 2024.

this figure although that number is likely to be small. As with the number of labour approvals issued, male returnees vastly outnumbered women, comprising 92.1 per cent and 90.5 per cent, respectively, in 2022/23 and 2023/24.¹⁹

The GCC countries and Malaysia accounted for the highest number of returnees in 2022/23 and 2023/24, which is to be expected given that most Nepali workers are deployed in these destinations (Figure 3.23).²⁰ Sex-disaggregated data aligns with the labour approval pattern by destination. The UAE emerged as the primary country of employment for returning female migrant workers, while a considerable number also returned from countries such as Jordan, Cyprus, and Eastern and Central European countries.

Madhesh had the highest number of returnee migrant workers in both 2022/23 and 2023/24, with the majority being male (Figure 3.25). Female returnees were predominantly from Bagmati and Koshi provinces. These patterns closely mirror province-level trends in the issuance of labour approvals. The details of returnee migrant workers for the 77 districts are presented in Annex 13.

3.10 Nepali Migrants Abroad

While the data maintained by DoFE on labour approvals is the most comprehensive one available on Nepali workers in foreign employment, alternative sources such as the national census and periodic surveys have potential to better capture the data of Nepali migrant workers in foreign countries. The databases maintained by destination country governments can also be equally useful to get estimates of the stock of Nepali workers abroad although such data is not always readily available.

The Census data shows a significant growth in the number of Nepalis living outside the country, from 0.762 million in 2001 to 1.9 million in 2011 and 2.2 million in 2021 (Figure 3.26). In 2021, this represented 7.5 per cent of Nepal's total population.

According to the Nepal Living Standards Survey (NLSS) 2022/23, over 3 million Nepali migrants (defined as 'absentees') were living in foreign countries at the time of the survey, with India, Qatar, Malaysia, Saudi Arabia, and the UAE hosting the highest numbers. There is also a sizeable Nepali migrant population in the high-income countries of Australia, Japan, USA, and the UK (Table 3.18).

Figure 3.26: Change in Absentee Population, 2001, 2011 and 2021

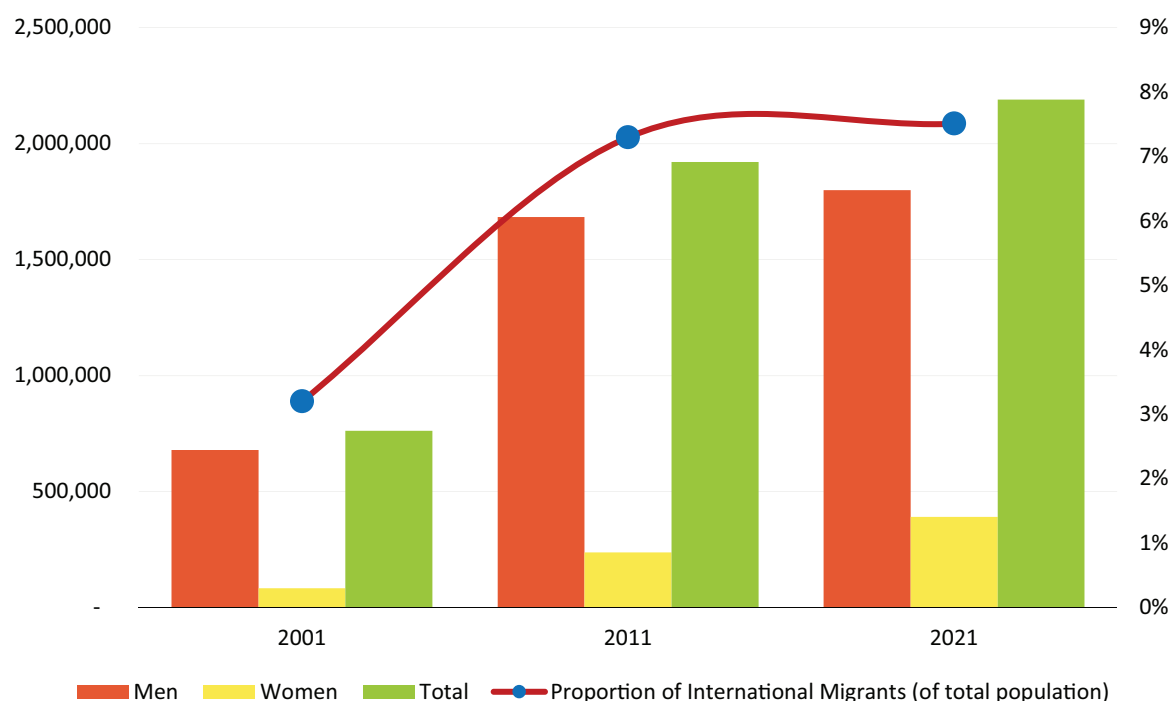
Source: National Statistics Office.²¹

Table 3.18: Major Destinations of Nepali Migrants (2022/23)

	Female	Male	Total
World	504,112	2,513,123	3,017,235
Country/Region			
India	222,011	866,359	1,088,371
Qatar	8,655	332,655	341,310
Malaysia	6,522	313,729	320,251
Saudi Arabia	6,582	310,349	316,931
UAE	36,552	217,305	253,857
Australia	60,329	71,333	131,662
Japan	37,313	54,063	91,376
USA	17,068	45,573	62,640
South Korea	3,009	40,568	43,577
UK	12,486	20,502	32,988
Hong Kong	12,470	16,760	29,230
Bahrain	1,861	17,537	19,398
Canada	5,881	10,173	16,054
Romania	899	14,207	15,106
Israel	1,016	4,408	5,424

Source: NLSS 2022/23

Table 3.19: Number of Mid- to Long-Term Nepali Residents in Japan, 2013–2023
(by residence status)

Status of Residence	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Engineer/Specialist in humanities/ International services	1,251	1,484	2,046	3,278	5,426	8,541	12,203	15,581	19,406	25,727	32,862
Business manager	585	682	865	1,133	1,392	1,531	1,588	1,708	1,981	2,311	2,599
Skilled labour	6775	7412	10,134	12,480	12,706	12,547	12,679	12,524	12,112	13,128	15,220
Specified skilled workers			–	–	–	–	18	135	668	2,340	4,430
Technical Intern Trainee (i)	185	125	–	90	81	133	189	118	8	986	1,158
Technical Intern Trainee (ii)	231	180	–	–	–	–	192	289	283	126	904
Technical Intern Trainee (iii)	–	–	–	–	–	7	22	42	99	154	194
Student	8,892	15,697	20,278	22,967	27,101	28,987	29,417	23,116	16,858	39,656	55,604

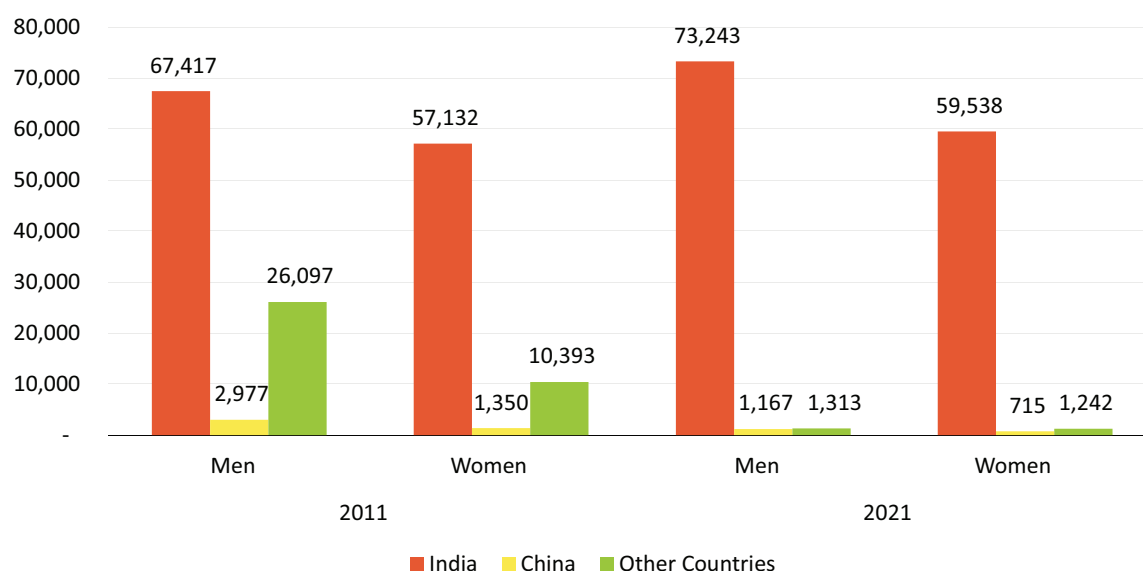
Source: Immigration Service Agency of Japan, Outline of Japan's Immigration Control and Residency Management System: Data Section (Tokyo: Immigration Service Agency of Japan, 2020). Available at: <http://www.moj.go.jp/isa/content/001335873.pdf>; Immigration Service Agency of Japan, Outline of Japan's Immigration Control and Residency Management System: Data Section (Tokyo: Immigration Service Agency of Japan, 2021). Available at: https://www.moj.go.jp/isa/policies/policies/03_00015.html; Immigration Service Agency of Japan, Outline of Japan's Immigration Control and Residency Management System: Data Section (Tokyo: Immigration Service Agency of Japan, 2024). Available at: <https://www.moj.go.jp/isa/content/001407640.pdf>

Japan has maintained online data on Nepali residents in the country based on their residence status and it shows over 100,000 Nepalis living in Japan in 2023 (Table 3.19).

3.11 Foreign Migrant Workers in Nepal

Nepal has significantly more migrants leaving the country than immigrants coming in. According to the 2021 Census, there were 137,218 foreign citizens residing in Nepal in 2021, with a large majority of them from India. These individuals had migrated for various reasons, including work, marriage, and education.

Figure 3.27: Foreign Citizens in Nepal, Census 2011 and 2021



Source: National Statistics Office.

As stipulated in the Labour Act, 2017, foreign citizens are required to obtain labour permits from the Department of Labour and Occupational Safety (DoLOS) to work in Nepal, except in cases where exemptions apply, such as diplomatic immunity or provisions under agreement or treaties with the Government of Nepal. As of 7 July 2025, DoLOS had provided labour permits to 21,977 foreigners (19,337 men and 2,640 women) to work in Nepal.²² Indian workers employed in the informal sector in Nepal are usually unrecorded due to the open border between two countries and the freedom to work without a labour approval.²³

A total of 2,992 labour approvals were issued to foreign workers in 2022/23 and 2,707 in 2023/24. China, the UK, the USA, Japan, and South Korea ranked among the top five countries of origin of those receiving labour approvals in both years (Table 3.20).

Table 3.20: New and Renewed Labour Approvals for Foreign Workers in Nepal, 2022/23–2023/24 (by sex)

FY 2022/23				FY 2023/24			
Country	Female	Male	Total	Country	Female	Male	Total
China	101	1,924	2,025	China	112	1,797	1,909
United Kingdom	58	57	115	United Kingdom	56	46	102
USA	54	50	104	Japan	21	62	83
Japan	20	76	96	USA	33	50	83
South Korea	17	63	80	South Korea	17	61	78
Sri Lanka	2	76	78	India	3	43	46
India	4	41	45	Australia	11	21	32
Germany	7	32	39	Sri Lanka	3	29	32
Australia	16	19	35	Germany	5	22	27
Cameroon	0	27	27	France	7	14	21
Other	66	281	347	Other	48	246	294
Total	345	2,646	2,991	Total	316	2,391	2,707

Source: DoLOS, 2024.



Migrant workers' families receiving financial assistance at Foreign Employment Board (FEB).



National Consultation Meeting organised in Kathmandu to gather feedback on Nepal Labour Migration Report 2024.



Mediation Centre at the Department of Foreign Employment, Kathmandu.

4. THEMATIC EXPLORATION

This section of the report explores the dynamics, challenges, and ongoing efforts on selected themes, using data from various sources in order to provide an in-depth examination of Nepal's foreign employment sector.

4.1 Recruitment Practices

There have been significant strides in creating and advancing universal standards for ethical and fair recruitment practices in Nepal over the last two decades. These include developing standards for enhancing the regulation of recruitment for foreign employment, defining a uniform understanding of recruitment fees and associated costs, and promoting the idea that workers should not be responsible for these costs. As a part of its commitment to ensuring fair and ethical recruitment of migrant workers, the Government of Nepal (GoN) has implemented various policies and programmes. The Foreign Employment Act, 2007 includes provisions for the verification of employment contracts to prevent contract substitution and specifies penalties for private recruitment agencies (PRAs) in case migrant workers are paid less than the amount stipulated in the contract. The Act also criminalises overcharging of recruitment costs and other fraudulent practices.

Nepal has adopted the 'employer pays'²⁴ modality in labour recruitment, requiring employers to pay for workers' recruitment costs. The GoN has been digitalising services related to foreign employment through the Foreign Employment Information Management System (FEIMS) to improve the regulation and monitoring of recruitment as well as support fair and ethical recruitment. The Migrant Resource Centres (MRCs) and Employment Service Centres (ESCs) located at the local level also aim to improve recruitment governance and support safe migration in Nepal.

The Department of Foreign Employment (DoFE) has also collaborated with the Nepal Police to curb human trafficking and human smuggling in the pretext of foreign employment. The Memorandum of Understanding (MoU) between the two agencies allows DoFE to handle foreign employment-related crimes and trafficking cases that cannot be prosecuted under the Foreign Employment Act (FEA), 2007. Likewise, both agencies are required to share relevant information, form a joint team to undertake collaborative investigations, and appoint communication officers for coordination, monitoring, and investigating unlawful activities by institutions and individuals involved in the foreign employment business.

The GoN has provisioned a two-day pre-departure orientation training to workers seeking foreign employment in order to equip them with important information about the migration process, the destination country, health, and their rights. The government also disseminates information and provides orientation on safe, ethical, and fair recruitment through MRCs and by broadcasting information via radio, television, print media, social media, and the (Shramadhan) call centre, among others.

Nepal has also expressed commitment to strengthening its legal and regulatory framework related to fair and ethical recruitment at various international and regional platforms. In 2018, Nepal adopted the Global Compact for Migration (GCM), at the core of which is enhancing fair and ethical recruitment

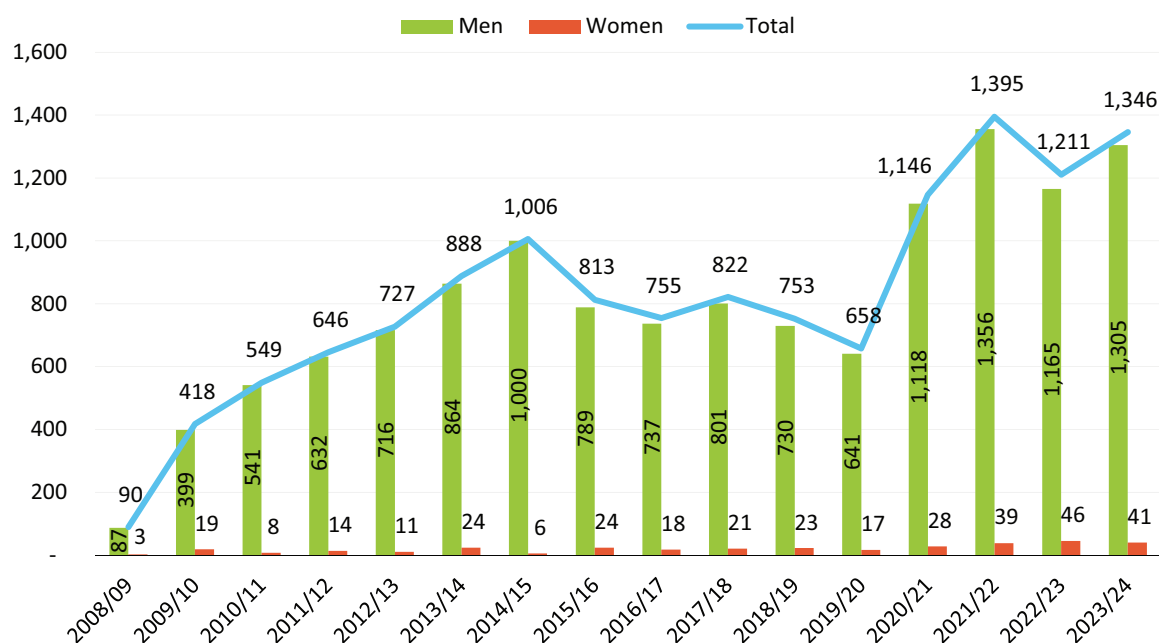
of migrant workers. Similarly, it ratified the United Nations Protocol to Prevent, Suppress, and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime and its Protocols (Palermo Protocol) in March 2020.

4.2 Health and Safety of Migrant Workers

Many workers in foreign employment face multiple risks to their safety and wellbeing at the workplace. These include issues of physical and psychosocial health arising from poor working and living conditions, lack of access to healthcare services, language and cultural barriers, forced overtime labour, absence of rest days, especially in the case of domestic work, heat stress, dehydration, workplace accidents, and lack of personal protective equipment (Vital Signs 2022; Joshi et al. 2011).

Workers in the Gulf Cooperation Council (GCC) countries are particularly at risk of extreme heat and humidity. According to the International Labour Organisation (ILO), agriculture and construction workers are among the worst affected by heat stress (ILO 2019). As heat stress is associated with cardiovascular disease-related deaths, and the frequency and intensity of heatwaves are likely to increase in the future due to climate change (Alahmad et al. 2023; Calabrese 2024), it has become essential to prioritise the protection of Nepali workers abroad. Similarly, kidney disease has become a growing health concern among Nepali migrant workers (Pattison and Acharya 2023; Shih 2023). Studies show that chronic kidney disease can be caused by prolonged or recurrent exposure to heat stress combined with hard labour and dehydration (Nerbass et al. 2017; Glaser et al. 2016). Nepali women migrant workers, particularly in domestic work and agriculture, face additional health risks due to the nature of their work (Regmi et al. 2019). Some studies also find Nepali migrant workers having trouble accessing costly healthcare systems in countries of destination, and employers tend to view injured and sick migrants as a burden and send them home instead (Aryal et al. 2016; Low et

Figure 4.1: Number of Migrant Worker Deaths, 2008/09–2023/24



Source: FEWIMS, 2024.

Note: The data is based on the financial assistance provided to the deceased migrant workers' families by Foreign Employment Board. The data from 2008/09 to 2018/19 is based on the date of application for financial assistance made by migrant workers' families while the data for 2019/20 to 2023/24 is based on the date of decision made by the FEB on the application for assistance.

Table 4.1: Cause of Death, 2008/09–2023/24

Fiscal Year	Cardiac Arrest	Heart Attack	Natural Causes	Traffic Accident	Suicide	Workplace Accident	COVID-19	Other Causes
2008/09	26	2	24	8	9	6	-	15
2009/10	106	10	118	67	25	44	-	48
2010/11	100	48	118	60	62	61	-	100
2011/12	134	37	102	101	66	41	-	165
2012/13	116	32	106	104	81	27	-	261
2013/14	190	79	138	112	96	79	-	194
2014/15	268	90	247	121	113	113	-	54
2015/16	148	94	246	103	109	81	-	32
2016/17	64	64	252	122	89	61	-	103
2017/18	72	114	126	127	132	67	-	184
2018/19	86	33	136	115	111	62	-	210
2019/20	66	37	87	76	66	41	-	285
2020/21	65	36	162	114	130	21	-	618
2021/22	33	57	215	129	98	50	207	606
2022/23	61	39	276	142	139	24	-	530
2023/24	78	111	210	135	183	48	-	581
Total	1,613	883	2,563	1,636	1,509	826	207	3,986

Source: FEWIMS, 2024.

al. 2015). Irregular and undocumented migrant workers face higher health risks because they are not covered by the health services and social security in the country of destination and are also afraid to seek health care and legal redress from their employers for fear of losing their jobs (Baniya et al. 2020a).

According to the Foreign Employment Board (FEB) data on financial assistance, on average more than 600 Nepali migrant workers have lost their lives every year since 2011/12, with over 1200 deaths reported in both 2022/23 and 2023/24 (Figure 4.1). Most deaths have been categorised as death from ‘natural causes’, without further elaboration. Since 2008/09, more than 2,563 deaths (19.4 per cent of

Table 4.2: Deceased Migrant Workers’ Sex and Country of Destination, 2022/23–2023/24

Country	2022/23			Country	2023/24		
	Female	Male	Total		Female	Male	Total
Saudi Arabia	1	335	336	Saudi Arabia	2	346	348
Malaysia	5	281	286	Malaysia	4	341	345
Qatar	1	233	234	Qatar	3	237	240
UAE	13	173	186	UAE	15	216	231
Kuwait	11	60	71	Kuwait	6	56	62
South Korea	1	19	20	South Korea	0	28	28
Bahrain	1	18	19	Bahrain	0	17	17
Romania	0	10	10	Japan	1	16	17
Japan	0	9	9	Romania	1	11	12
Oman	2	7	9	Croatia	1	8	9
Total	35	1,145	1,180	Total	33	1,276	1,309

Source: FEWIMS, 2024.

the total) have been termed ‘natural deaths’. Suicide and traffic accidents are other major causes of death of Nepali migrant workers.²⁵

Since the GCC countries and Malaysia host most Nepali migrant workers, they account for a large proportion of deceased Nepali workers. The highest number of deaths were reported in Saudi Arabia, Malaysia, Qatar, and the UAE in 2022/23 as well as 2023/24, with Saudi Arabia and Malaysia appearing as the most fatal destinations in 2023/24 accounting for, respectively, 348 and 345 deaths (Table 4.2). The number of migrant workers’ deaths in South Korea is also considerably high with a total of 20 and 28 deaths in 2022/23 and 2023/24, respectively. Some Nepali migrant workers in newer countries of destination like Romania and Croatia also lost their lives in the reference years.

The data on the major causes of death among Nepali migrant workers across destination shows considerable variation. In Malaysia, it was suicide, followed by heart attacks, traffic accidents, and ‘natural causes’ while in Saudi Arabia and Qatar, the order was ‘natural causes’, traffic accidents, and suicide (Table 4.3).

Table 4.3: Cause of Death, 2022/23–2023/24
(by major country of destination)

Causes of Death	Saudi Arabia	Malaysia	Qatar	UAE	Kuwait	South Korea	Bahrain	Japan	Romania	Oman
Cardiac Arrest	19	24	25	40	22	0	5	2	1	0
Heart Attack	18	42	36	29	12	4	5	1	0	0
Natural Death	258	37	92	59	20	4	4	1	1	2
Traffic Accident	99	40	72	34	9	5	0	1	3	5
Suicide	83	101	53	59	10	3	3	2	2	2
Workplace Accident	37	13	12	4	2	2	0	0	0	0
Others	170	374	184	192	58	30	19	19	15	5
Total	684	631	474	417	133	48	36	26	22	14

Source: FEWIMS, 2024.

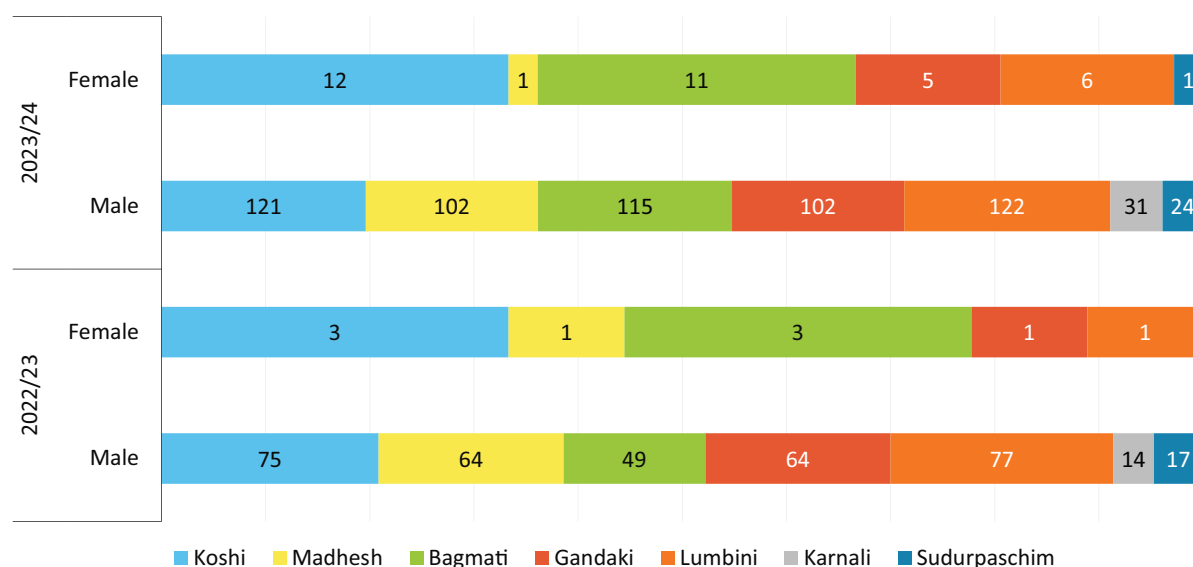
In 2022/23 and 2023/24, most of the deceased workers were from Madhesh, Koshi, and Lumbini, which are also the provinces sending the highest number of migrant workers (see Section 3.4 for province-wise data on labour approvals). Siraha, Dhanusa, Morang, Jhapa, Mahottari, Sarlahi, Sunsari, and Rupandehi were the top-ranking districts in terms of migrant workers’ deaths in the reference years. Likewise, Sunsari, Morang, and Jhapa (also districts with high out-migration of women) in

Table 4.4: Migrant Workers’ Deaths, 2022/23–2023/24

Province	2022/23			2023/24			Total
	Female	Male	Total	Female	Male	Total	
Koshi	16	270	286	13	271	284	570
Madhesh	2	285	287	3	333	336	623
Bagmati	15	124	139	18	159	177	316
Gandaki	4	154	158	3	172	175	333
Lumbini	6	257	263	4	281	285	548
Karnali	2	52	54	-	58	58	112
Sudurpaschim	1	23	24	-	31	31	55
Total	46	1,165	1,211	41	1,305	1,346	2,557

Source: FEWIMS, 2024.

Figure 4.2: Number of Migrant Workers Receiving Compensation for Injury/Illness, 2022/23–2023/24 (by province)



Source: FEWIMS, 2024.

Koshi were the origin districts of the highest number of deceased women migrant workers.

In 2022/23, 369 Nepali migrant workers (360 men and nine women) received compensation from the FEB for various types of injuries sustained during their employment abroad (Figure 4.2). That number rose to 653 (617 men and 36 women) in 2023/24. Most of the injured/ill migrant workers seeking financial assistance from the FEB were from Koshi and Lumbini provinces. Similarly, the top-ranking districts were Siraha, Jhapa, Morang, Sindhupalchok, Tanahu, Banke, and Dang, with more than 20 migrant workers from each of these districts receiving support from the FEB in 2023/24.

As per the data collected from Nepali diplomatic missions abroad by the Ministry of Foreign Affairs (MoFA), some Nepalis were in jail or detention centres. Most of these were in the GCC countries and Malaysia, the top labour destinations, but at significantly higher rates in Saudi Arabia and the UAE even taking into account the labour approvals issued for these countries (Table 4.5;

Table 4.5: Number of Nepali Migrants in Jail and Detention Centres Abroad

Country	Number	Country	Number
Saudi Arabia	547	Cyprus	4
UAE	242	Hong Kong	3
Malaysia	185	Croatia	2
Qatar	61	Mozambique	2
Kuwait	51	Myanmar	2
Oman	25	Austria	1
Türkiye	20	Iraq	1
Beijing	14	Mauritius	1
Bahrain	9	South Africa	1

Source: MoFA

Note: These numbers were recorded by the Nepali embassies in different countries, as of May 2025. The data is based on the records at the respective embassies on the date and may not be comprehensive.

Table 4.6: Number of Nepali Migrants Hospitalised or in Shelters Abroad

Country	Number
Hospitalised Nepali Migrants	
Qatar	11
South Korea	4
Kuwait	3
Oman	1
Baharain	1
Croatia	1
Greece	1
Nepali Migrants in Shelters	
South Korea	400
Kuwait	75
Oman	17
Turkiye	4
Cyprus	1

Source: MoFA.

Note: These numbers were recorded by Nepali embassies in different countries, as of May 2025. The data is based on the records at the respective embassies on the date and may not be comprehensive.

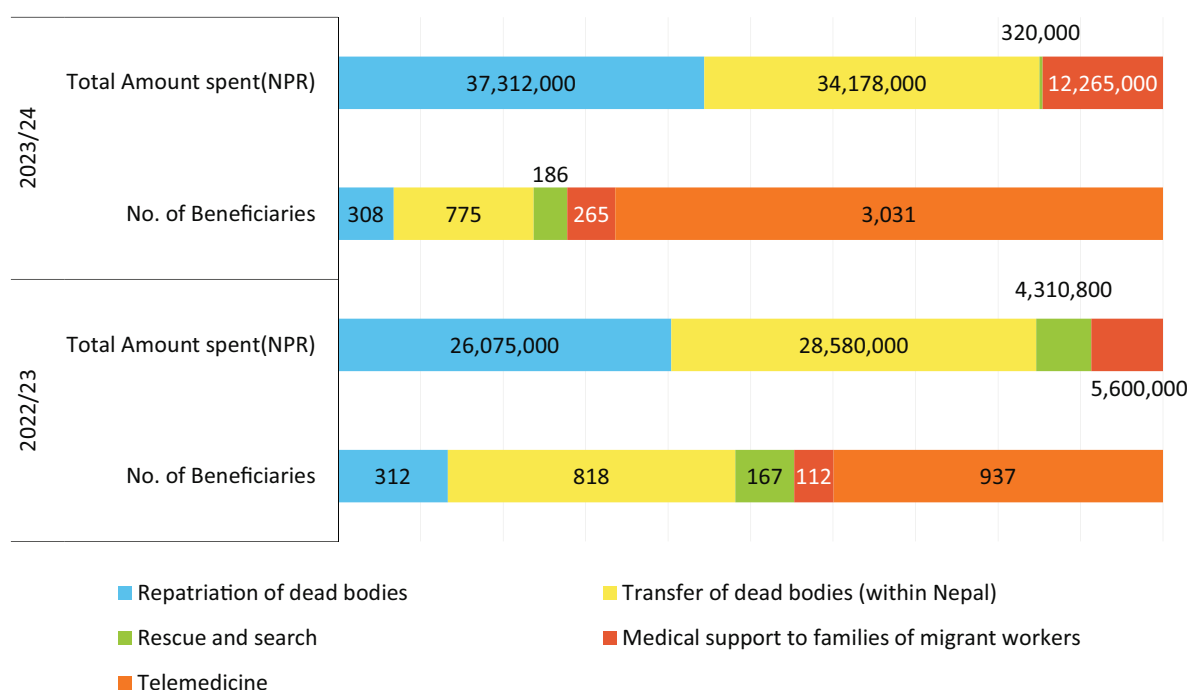
see Section 3.3). Similarly, 22 Nepalis had been hospitalised or were in a coma, including 11 in Qatar. A total of 497 Nepalis were staying in shelters in May 2025, with 400 of them in South Korea (Table 4.6).

4.2.1 Disbursements from Foreign Employment Welfare Fund (FEWF)

The FEWF provides various welfare and social protection services to migrant workers and their families. The families of deceased migrant workers are entitled to a one-time compensation of NPR 1 million (ca. USD 7,300) through the FEWF.²⁶ Families of workers are eligible for compensation if the death occurs during the contract period or within a year of the contract expiration, and the families file for compensation within a year of the worker's death. For cases that do not meet this eligibility criteria, the families of deceased workers are provided with NPR 25,000 (ca. USD 180) if the migrant worker had migrated with a labour approval. Likewise, migrant workers who fall critically ill or become injured during the contract period are provided with financial assistance of up to NPR 700,000 (ca. USD 5100)²⁷ based on the gravity and seriousness of illness.²⁸ The FEB provides treatment support of NPR 15,000, NPR 30,000, or NPR 50,000 in the case of illnesses like Alzheimer's, kidney failure, cancer, heart-related disease, and Parkinson's disease based on the decision made by an expert committee at the FEB. The FEB, in coordination with the Department of Consular Services (DoCS) of MoFA, also assists in the rescue and search of workers in foreign employment and repatriation of the deceased worker's body or remains. The FEB can also use the FEWF to support reintegration of returnees, conduct awareness programmes on safe migration, support MRCs, provide free legal services to migrant workers charged with crimes abroad, and conduct research on different aspects of labour migration, among others.

In 2022/23, FEB disbursed NPR 655.18 million (ca. USD 4.8 million) to the families of 1208 deceased migrant workers (1163 men and 45 women) and NPR 99.71 million (ca. USD 729,000) to 369 migrant workers (360 men and nine women) who were injured. Likewise, in 2023/24, it disbursed NPR 699.91 million (ca. USD 5.1 million) to families of 1346 deceased migrant workers (1305 men and 41 women) and NPR 194.39 million (ca. USD 1.4 million) to 653 (617 men and 36 women) injured migrant workers. The FEB disbursed NPR 37 million (ca. USD 270,000) to repatriate the bodies of deceased migrant workers in 2023/24. In the same year, the FEB provided scholarships amounting to NPR 28.2 million

Figure 4.3: Other Support Provided to Migrant Workers and Their Families, 2022/23–2023/24



Source: FEB 2023; FEB 2024

(ca. USD 200,000) to a total of 2,956 children of deceased, injured, or disabled migrant workers. It also provided medical assistance to families of migrant workers worth NPR 5.6 million (ca. USD 40,000) in 2022/23 and NPR 12.3 million (ca. USD 90,000) in 2023/24.

In 2023, the FEB started telemedicine services for migrant workers. The service is provided through a team of three health professionals—a medical officer, a health assistant, and a staff nurse—in coordination with Bir Hospital. They provide initial counselling and refer reports to specialists, as required.

4.3 Access to Justice

The GoN has taken substantial steps to strengthen Nepali workers' access to justice throughout the migration cycle. Institutional and legal frameworks are in place to protect migrant workers both in Nepal and the destination countries. At the policy level, the FEA, 2007 defines offences, punishment, and the competent authorities responsible for handling cases related to foreign employment. The FEA designates the Foreign Employment Tribunal (FET) or DoFE as the primary agency to handle complaints, depending on the nature of the case. Under these provisions, migrant workers can file complaints against recruitment agencies and individual agents. The FEA also allows for appeals to the Supreme Court and includes sanctions such as business suspension, licence cancellation, fines, and imprisonment for violations like contract tempering and unauthorised fee collection.

Following an amendment to the FEA in 2019, the Chief District Officer (CDO) is authorised to mediate cases against individuals while complaints registered against recruitment agencies have to be submitted to DoFE within seven days of filing. Similarly, the Guideline for the Legal Defence of the Workers in Foreign Employment, 2018 aims to provide free legal support to migrant workers convicted of a criminal offence in a destination country and currently in prison. For this, the cost of legal expenses of up to NPR 1,500,000 (ca. USD 10,950) is incurred from the FEWF. Other diplomatic

Table 4.7: Cases Registered at Migrant Resource Centres, 2022/23–2023/24
(by sex)

Type of Case	Total (2022/23 and 2023/24)		
	Female	Male	Total
Cheating	25.6	47.1	45.5
Withholding of money in Nepal	5.9	8.9	8.7
Death-related, including referral to relevant agencies	10.6	9.1	9.2
Contract substitution	3.9	8.4	8.1
Withholding of both money and passport in Nepal	2.4	7.5	7.1
Rescue from countries of destination/employer	14.3	4.2	5
Occupational health and safety	22.2	5.7	7
Cases of missing migrant	3.3	2.2	2.3
Difficult working conditions	4.6	1.3	1.5
Rescue in relation of detention/jail	1.4	2	2
Withholding of passport in Nepal	0.7	0.9	0.8
Non-payment of wages	0.4	0.7	0.7
Failing in medical examination	0.5	0.5	0.5
Other	4.3	1.4	1.6
Total %	100	100	100
Total N	1,069	13,281	14,350

Source: Safer Migration (SaMi) Programme.

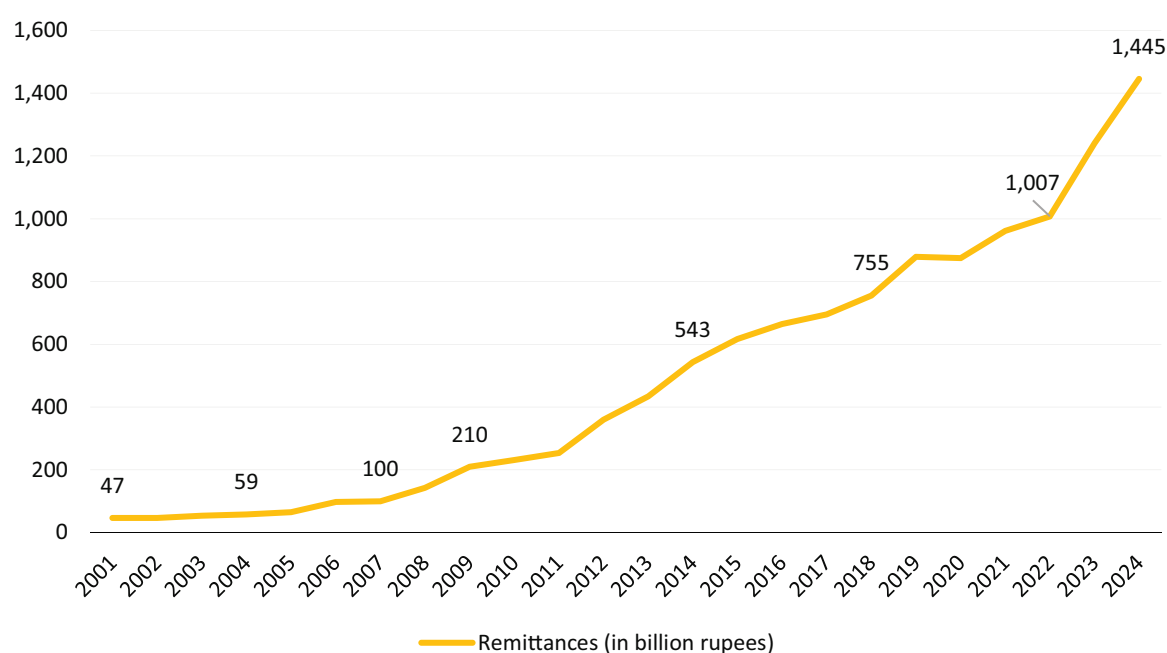
efforts by the GoN include the establishment of embassies in the countries of destination and provision of labour attachés and labour counsellors at the embassies to assist migrant workers in times of distress. Furthermore, the bilateral labour migration agreements (BLMAs) with various countries help protect Nepali migrant workers' rights and safety.

The Shramadhan Call Centre has been established in Nepal to allow migrant workers and their families to register their problems, queries, and suggestions, which are then forwarded to the relevant authorities for resolution. Similarly, through the MRCs, the GoN has provided legal aid and legal counselling services to distressed migrant workers and their families dealing with cases such as missing migrant workers, imprisonment, death, medical emergencies, contract disputes, passport confiscation, and cases requiring repatriation and compensation. Based on grievances registered at the MRCs, the government provided support to 14,350 migrant workers and their families in 2022/23 and 2023/24. Among the registered cases, cheating featured at the top followed by workers' death and withholding of money in Nepal (Table 4.7).

Access to justice for migrant workers and their families is hindered by several factors. These include unfamiliarity with procedures and authorities responsible for providing support, migrants' irregular or undocumented status in the destination, rendering them ineligible for available services, and lack of financial resources to access legal aid. Further barriers include migrants' reluctance to engage with legal processes due to (perceived) complications, limited information on where and how to file complaints and a general lack of trust in the justice system (Kharel et al. 2023; NHRC 2019).

4.4 Migrants' Remittances and Investments

Migrant workers' remittances have significant impacts on Nepal's economy, helping the country absorb financial shocks and recover economically throughout different periods. While remittances of less than NPR 100 billion was transferred to Nepal in the early 2000s, that amount increased

Figure 4.4: Amount remitted to Nepal, 2001–2024 (in billion NPR)

Source: NRB

Note: The years in the figure refer to the ending year of each fiscal year.

steadily over the next two decades to cross half a trillion in 2014 and reach a record NPR 1.4 trillion rupees in 2024 (Figure 4.4).

The inflows of remittances to Nepal are associated with the volume of migration—first, to India and later expanded to diverse destinations across the globe (Sharma and Thapa 2013; MoLESS 2022).

An analysis of the remittance-to-GDP ratio in the last two and half decades shows a remarkable increase over the years. While remittances were equal to 10.7 per cent of Nepal's GDP in 2001, the ratio surpassed 11 per cent in 2002, crossed 20 per cent in 2009, and was 25.3 per cent in 2024 (Figure 4.5).

4.4.1 Remittances at the household level

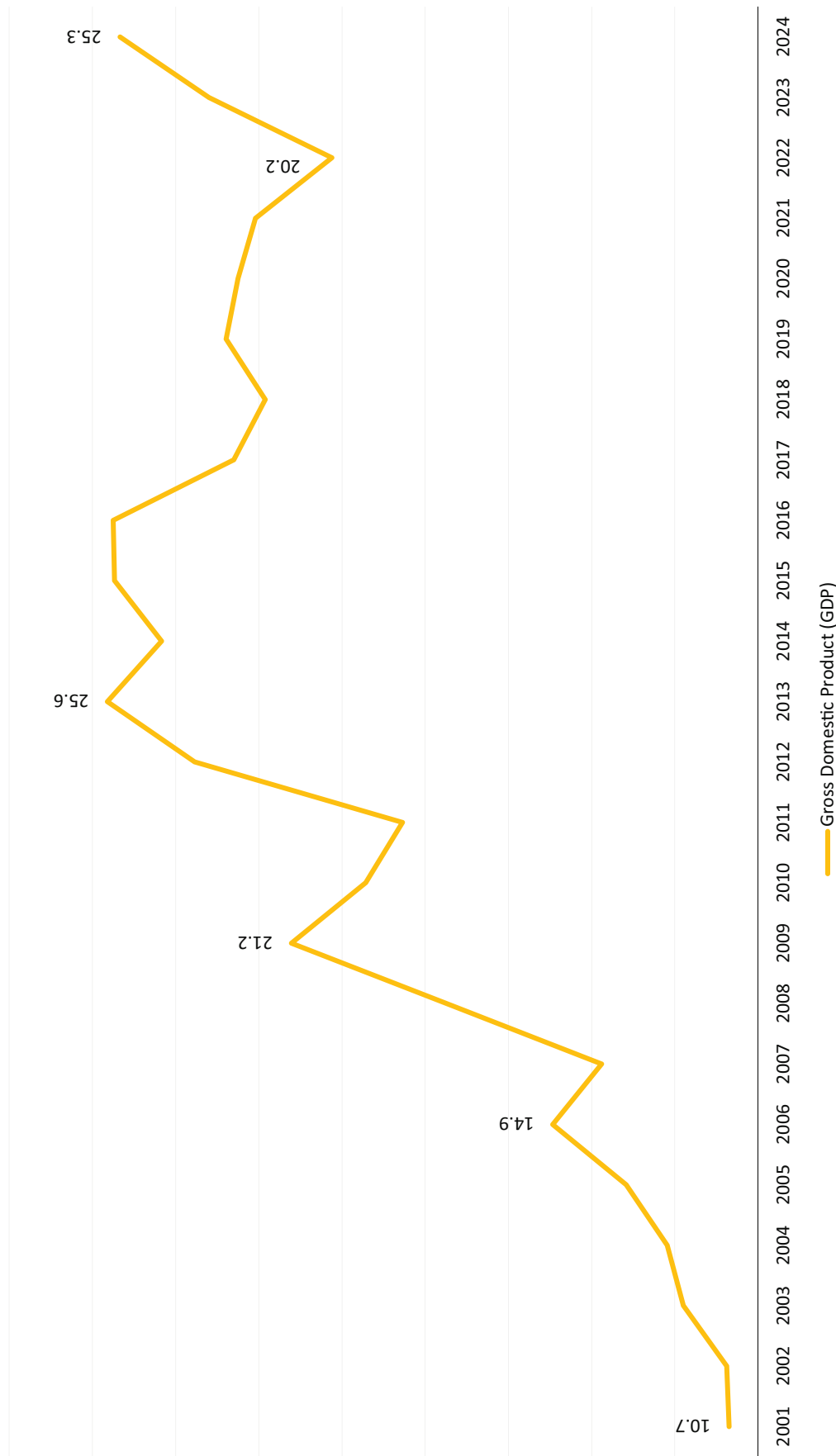
In 2023, over a third (35.6 per cent) of Nepali households received remittance from abroad, with an average amount of NPR 185,852 per remitter (Table 4.8). A significant disparity is observed across provinces in terms of the size of remittances transferred. While households in Koshi, Gandaki, and Bagmati received the largest amount per remitter, over NPR 240,000 on average, those in Sudurpaschim,

Table 4.8: Remittance Receiving Households by Provinces

Province	Per cent of HHs Receiving Remittance (%)	Amount per remitter (NPR)
Koshi	31.0	281,973
Madhesh	37.9	134,568
Bagmati	26.3	245,197
Gandaki	40.5	280,088
Lumbini	44.5	167,619
Karnali	32.0	105,723
Sudurpaschim	41.1	82,455
Nepal	35.6	185,852

Source: Calculations based on NLSS 2022/23.

Figure 4.5: Remittance-to-GDP Ratio, from 2001–2024 (%)



Source: NRB
Note: Calculated using the NRB data on gross domestic product (GDP) and workers' remittances. The years in the figure refer to the ending year of each fiscal year.

Karnali, and Madhesh received significantly lower amounts, between NPR 80,000 and NPR 135,000.

The lower remittance inflows to certain provinces can be attributed primarily to the concentration of migrant workers from these provinces in India—a lower-income destination for Nepali migrants. In contrast, only a small percentage (less than 20 per cent) of remitters from the top-ranking provinces of Koshi, Gandaki, and Bagmati were based in India, with significant proportions of remitters spread over high-income countries, such as USA, Australia, Japan, Korea, and Canada.

4.4.2 Use of remittances

The Nepal Living Standard Survey (NLSS) 2010/11 and 2022/2023 show that the households in Nepal use remittances for a variety of purposes, such as daily consumption, loan repayments, children's education, and investments and savings. According to the remittance-receiving households, the first priority use of remittances was daily consumption (69.3 per cent in 2010/11 and 72.3 per cent in 2022/23), followed by loan repayments (15.9 per cent and 13.5 per cent, respectively), likely to pay off the debts incurred in the migration process (Table 4.9).

Education of children features as the top-ranking second priority use in both surveys. Investments or purchase of household assets went down in priority between 2011 and 2023 while the use of remittances for savings increased.

While there are strong narratives around the 'unproductive' use of remittance, it is important to acknowledge its diverse uses and the pivotal role it has played in poverty reduction (NPC and OPHI 2018; NSO 2024)). Furthermore, the rates for savings and investments, including investments in education, have significantly improved among remittance-receiving households over the past decade (Table 4.9).

Table 4.9: Use of Remittances (%)

Use	First Priority		Second Priority	
	2011	2023	2011	2023
Daily consumption	69.3	72.3	24.3	18.2
Repay loan	15.9	13.5	17.4	19.4
Education	3.4	5.6	29.4	20.6
Household assets	3.7	2.0	12.9	15.5
Savings	1.0	2.5	6.6	10.5
Investments	4.3	1.3	5.1	2.0
Other	2.5	2.7	4.3	13.8

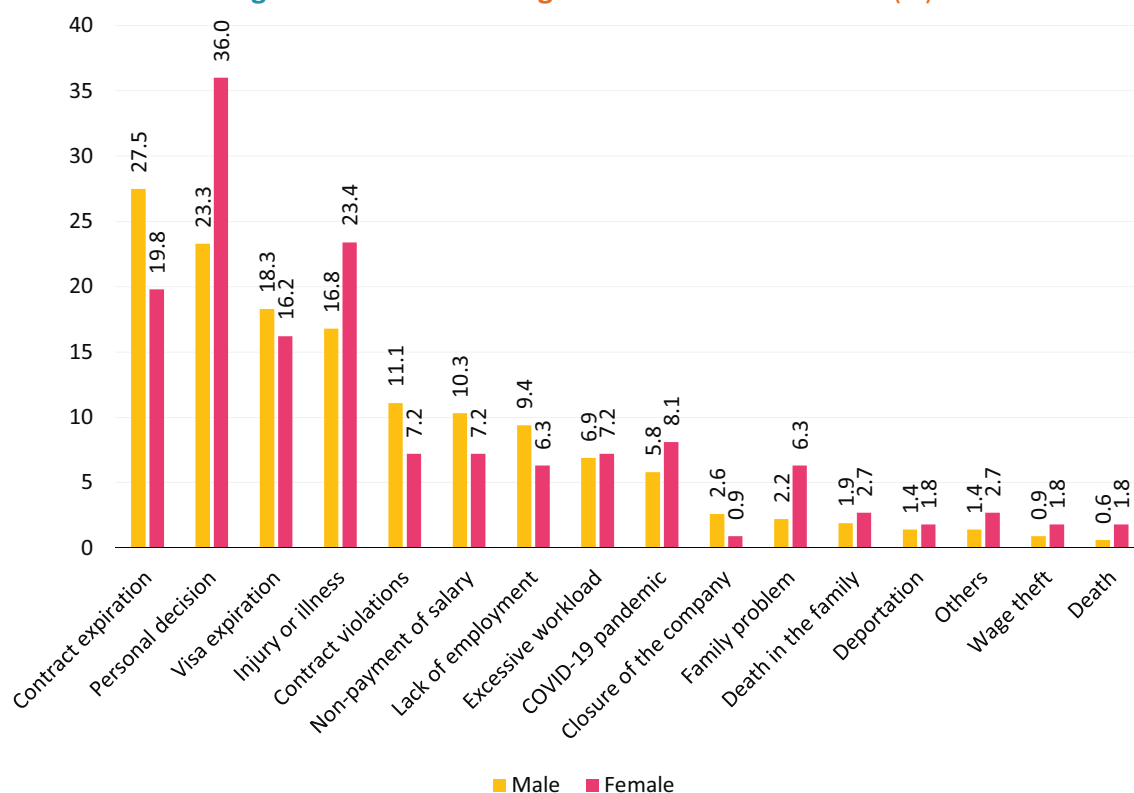
Source: Nepal Living Standards Survey 2010/11 and 2022/23.

4.5 Reintegration of Returnee Migrants

The GoN has prioritised the reintegration of returnee migrant workers through a series of policies and initiatives. Reintegration involves 're-inclusion' and 're-incorporation' of returnee migrant workers in their home societies, including 're-establishment of economic and psychosocial ties' (IOM 2017). It also encompasses the acceptance by their family, peers, and community, and the ability of returnees to utilise development and economic opportunities available at home. Another important aspect of reintegration is associated with creating an enabling environment for returnee migrant workers to invest their valuable experience, knowledge, skills, and technical expertise acquired abroad (IOM 2019b).

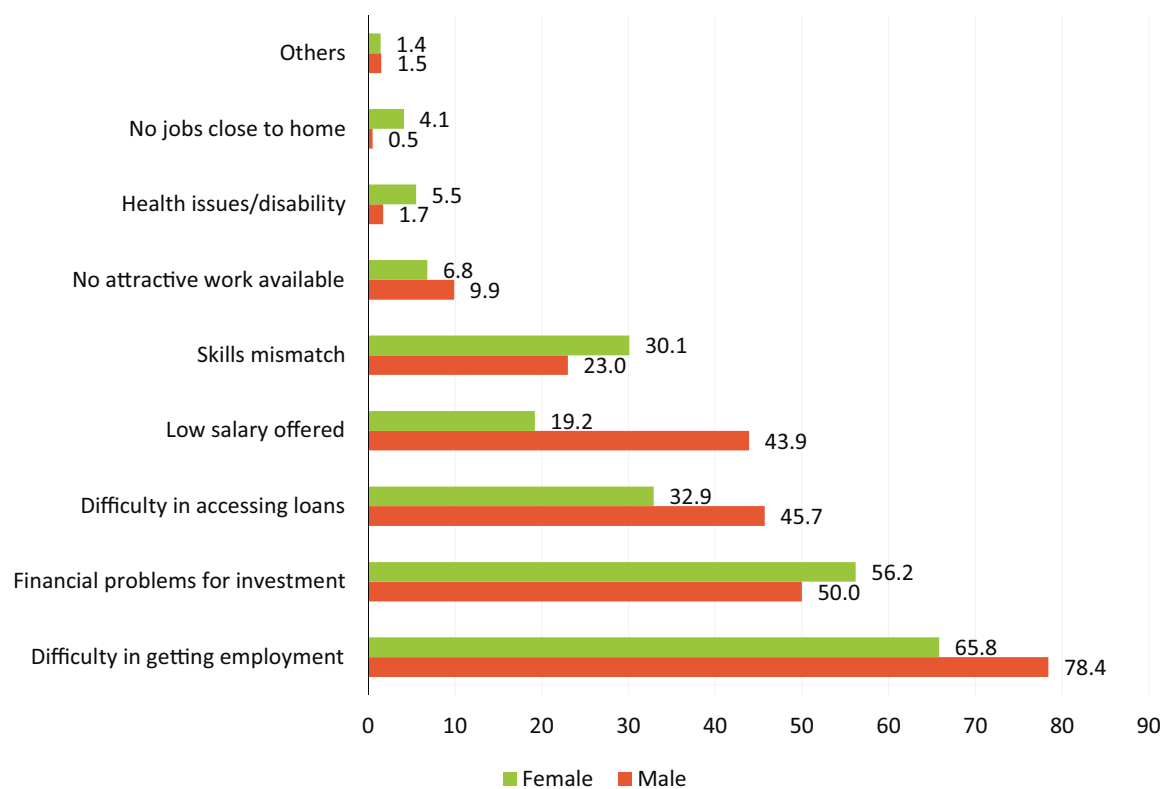
Over half a million of migrants returned to Nepal—either temporarily or permanently—in both 2022/23 and 2023/24 (see Section 3.9).²⁹ While many returnee migrants bring back skills, expertise, and financial resources, some return in distress and/or earlier than planned due to reasons such

Figure 4.6: Returnee Migrants' Reasons for Return (%)



Source: ReMi 2024.

Figure 4.7: Challenges in Finding Economic Opportunities After Returning to Nepal (%)



Source: ReMi 2024.

as deception about jobs and salary, and mistreatment or exploitation by employers (Bhattarai et al. 2023; MoLESS 2020). In a 2024 study by the Reintegration of Returnee Migrant Workers (ReMi) Project conducted with 1,407 returnees in Koshi and Madhesh, more than one-third cited contract violations, non-payment of salary, lack of employment in the destination country, and excessive workloads as the primary reasons of their return. Additionally, 19 per cent returned under distressing circumstances due to reasons such as injury/illness and deportation (Figure 4.6).

According to the ReMi data, nearly half of the returnee migrants had planned to pursue some form of livelihood activities upon their return to Nepal. However, most lacked the necessary resources such as finances, networks, and relations. Although a significant number of returnees acquire skills in sectors such as manufacturing, hospitality, and construction during their time abroad, studies find that a large number of returnee migrant workers are engaged in subsistence farming or wage labour, or are unemployed after their return, with many considering or planning to re-migrate, irrespective of whether they have returned voluntarily or involuntarily (Baniya et al. 2024; Bhattarai et al. 2023; MoLESS 2020; Kharel et al. 2022a; Bossavie and Wang 2022; Safer Migration Programme 2024).

A study by the Safer Migration (SaMi) Programme, based on data from 41,659 returnee migrant

Table 4.10: Programmes for Reintegration of Migrant Workers and Entrepreneurship in National Budgets

Fiscal Year 2022/23	Fiscal Year 2023/24	Fiscal Year 2024/25
<ul style="list-style-type: none"> Establish a Challenge Fund to provide concessional credit to encourage businesses run by young entrepreneurs and returnee migrant workers. Provide concessional loans to citizens returning home from foreign employment to operate businesses. Establish and operate multi-purpose training centres in all seven provinces. Provide concessions on import of machinery and industrial raw materials, constructing infrastructure, for the establishment of manufacturing industries and additional incentives to entrepreneurs exporting goods based on domestic raw materials, high value-added products and services related to information technology. NPR 13.59 billion allocated for providing concessional loans to small and medium enterprises, agricultural cooperatives, firms, female entrepreneurs, and young returnee migrant workers. NPR 260 million allocated to provide start-up capital to start-up businesses. Provide entrepreneurship training to 10,000 youths through the Business Incubation Centre in collaboration with local levels, banks, and financial institutions. 	<ul style="list-style-type: none"> Skill development training and professional counselling services will be provided at the local level for returnee migrant workers, helping them establish micro-enterprises. NPR 5.94 billion allocated to the Prime Minister's Employment Program to provide minimum employment to unemployed individuals at the local level. Employment service centres to be upgraded to provide comprehensive services including skill and entrepreneurship development at the local level. Form National Vocational Skills Development Foundation by restructuring and integrating existing training organizations. Provide concessional loans to young people to start businesses through the Youth and Small Entrepreneur Self-Employment Fund. Provide concessional loans for machinery replacement, technology improvement and infrastructure construction to enhance the competitiveness of traditionally run industries. 	<ul style="list-style-type: none"> The Returnee Entrepreneurship Program will be conducted to promote entrepreneurship through knowledge, skills, and capital of returnee migrant workers. Loans without collateral based on direct remittance transmission assurance to their bank accounts to be offered to individuals who have received labour approvals to go abroad for employment NPR 430 million allocated to provide skill-based training to at least 1000 youths in each province in the next fiscal year. NPR 6 billion allocated to provide a minimum one hundred days of employment each to around 200,000 unemployed individuals, listed at the local level, in public construction and maintenance jobs under the Prime Minister's Employment Program. A labour bank will be established to keep an integrated record of employment-related information including employment opportunities available in the labour market and the demand and supply of manpower. NPR 1 billion allocated to support start-up entrepreneurs. The Sovereign Wealth Fund will be established to mobilize remittance in productive sectors and will be used as a special-purpose vehicle to supplement investment in public infrastructure. The interest on loans for agriculture and fruit enterprises, which typically takes a long time to yield returns, on the pre-production phase will be subsidised.

workers, found less than 3 per cent had invested their earnings in a business after their return (Safer Migration Programme 2024). Barriers such as inadequate capital, high interest rates on business loans, bureaucratic hassles, lack of or limited markets for finished products, and the overall difficulties in starting a business are major deterrents to entrepreneurship (Baniya et al. 2024; Bhattarai et al. 2023; Safer Migration Programme 2024).

Female migrant workers face moralistic scrutiny from their families and communities after their return from overseas employment, which further impede their successful reintegration into the family and larger society. Such stigmatisation and scrutiny become even worse in the case where female migrant workers return involuntarily or without financial capital. Returning female migrant workers also face structural disparities in terms of accessing social and economic reintegration services.

Recognising the importance of the sustainable reintegration of returnee migrants, the GoN has initiated a number of developmental programmes. One is the ReMi Project, launched in 2022 in partnership with the Swiss Agency for Development and Cooperation. This pilot project aims to address reintegration challenges by supporting returnee migrants to re-establish themselves socially, economically, and culturally. ReMi is currently operating in 20 municipalities in Koshi and Madhesh, with plans to expand coverage in the near future (ReMi n.d.). Similarly, the K-HaMi (Korea Returnee Migrants in Nepal/Korea Happy Migration) Project has been launched as a bilateral initiative of the governments of Nepal and the Republic of Korea, with an aim to contribute to the stable reintegration of returnee migrant workers from South Korea and enhance their entrepreneurship. Likewise, 'A Record of Discussions was signed between the Japan International Cooperation Agency (JICA) and the Government of Nepal' in Kathmandu on 1 December 2022 for the 'Project on Career Development and Entrepreneurship Support Program for International Migrants' (JICA 2022). It is a five-year project to be implemented from 2023 to 2027. The GoN has also been allocating funds every year for reintegration-related programmes (Table 4.10).

4.6 Skilling, Skills Verification and Certification

Technical, vocational, and soft skills such as adaptability, multilingualism, and digital literacy support migrant workers' access to safe and decent employment opportunities and their reintegration upon return. The GoN has made skill development and recognition a policy priority (National Planning Commission 2024). The Employment-oriented Skill Development Training Operation Procedure, 2019 clarifies the responsibilities of the FEB, DoFE, and registered training institutions to conduct free or paid skill development training to potential migrant workers (MoLESS 2019). Targeted skill trainings include:

- **Construction:** masonry, scaffolding, welding, furniture-making and furnishing, plumbing, electrical work, shuttering carpentry, steel fixing, tile/marble cutting and fitting
- **Hotel management:** cooking, waitering, housekeeping, cleaning, front office-related
- **Services:** security guard, office secretary, painter, beautician
- **Others:** garment tailoring, aluminium fabrication

Trainees have to complete 160 hours (30 working days) of mandatory instruction following the FEB-approved curricula if migrating for a skilled job (MoLESS 2019).

The FEB works with licensed private institutions affiliated with the Council for Technical Education and Vocational Training (CTEVT) to provide these trainings. The FEB provided free skills training to 6,014 and 10,221 individuals, respectively, in 2022/23 and 2023/24, with the trainees including both aspirant and returnee migrant workers and families of workers employed abroad (FEB 2023; 2024) (Table 4.11). These trainings are delivered under formal agreements with the FEB and tracked

through its Training Management Information System (TMIS), which informs reskilling and upskilling strategies (FEB 2021).

Additionally, the National Academy of Vocational Training (NAVT) (see Section 2.1 for more information) has been established to conduct, oversee, and manage training provided to workers, monitor training providers, and pursue international recognition of its training programmes (Government of Nepal, 2023b).

MoLESS, under its Safer Migration (SaMi) Programme, had been providing 30-day (208 hours) residential training to aspirant migrant workers until July 2024 for various jobs, namely, welder, garment machine operator, industrial electrician, mason, plumber, scaffolder, kitchen helper, housekeeper/cleaner, and shuttering carpenter.³⁰ A three-day soft skills training covering life skills, health sessions, and international employment was also included in the curriculum, along with technical training pertaining to individual trades and trade-specific occupational safety and health (OSH) training. In 2022/23, the training was provided to 968 men and 312 women, and 248 men received international certification. Similarly, 1363 men and 434 women received residential training, and 390 men received international certification under this programme in 2023/24.

The MRCs at the local level provide migrant workers with information related to free skills training as stipulated in the Migrant Resource Centre (Operation and Management) Procedure 2022 (Government of Nepal 2022b). Furthermore, as per the FEA 2007, local governments have the

Table 4.11: Number of Trainees Trained under FEB Skill Training Programme (by sex)

Type of Training	2022/23			2023/24		
	Female	Male	Total	Female	Male	Total
Assistant Scaffolder	1	238	239	-	-	-
Assistant Tile Marble Fixer	6	109	115	22	256	278
Assistant Welder	4	152	156	9	191	200
Electrician	253	2,274	2,527	37	800	837
Front Office Assistant	14	6	20	-	-	-
Garment Machine Operator	980	16	997	226	74	300
House Keeping Attendant	136	82	218	11	69	80
House Painter	62	330	392	76	502	578
Junior Beautician	-	-	-	659	1	660
Junior Electrician	5	35	40	-	-	-
Junior Furniture Maker	27	290	318	50	290	340
Junior Plumber	83	1,083	1,166	44	216	260
Kitchen Helper	126	369	495	174	606	780
Mason	232	1,156	1,390	29	518	548
Painter	48	92	140	-	-	-
Plumber Helper		20	20	18	580	598
Security Guard	167	463	632	-	-	-
Shuttering Carpenter	25	312	337	-	-	-
Steel Fixer	13	307	320	83	177	260
Waiter	249	450	699	36	259	295
Total	2,431	7,784	10,221	1,474	4,539	6,014

Source: TMIS, FEB 2024

responsibility of providing skill training to workers pursuing foreign employment.

The GoN has made concrete efforts to establish a mutual skills recognition system between Nepal and countries of destination. Progress is evident in the recent BLMAs. For instance, the MoU with Mauritius mandates the formation of a Joint Working Group with responsibilities including mutual recognition of skills, vocational training, and counselling for workers (ILO 2021a). Qatar has also expressed its commitment to support the GoN in establishing skill training centres in all seven provinces in Nepal to ensure proper skilling of Qatar-bound Nepali workers (MoLESS 2021b).

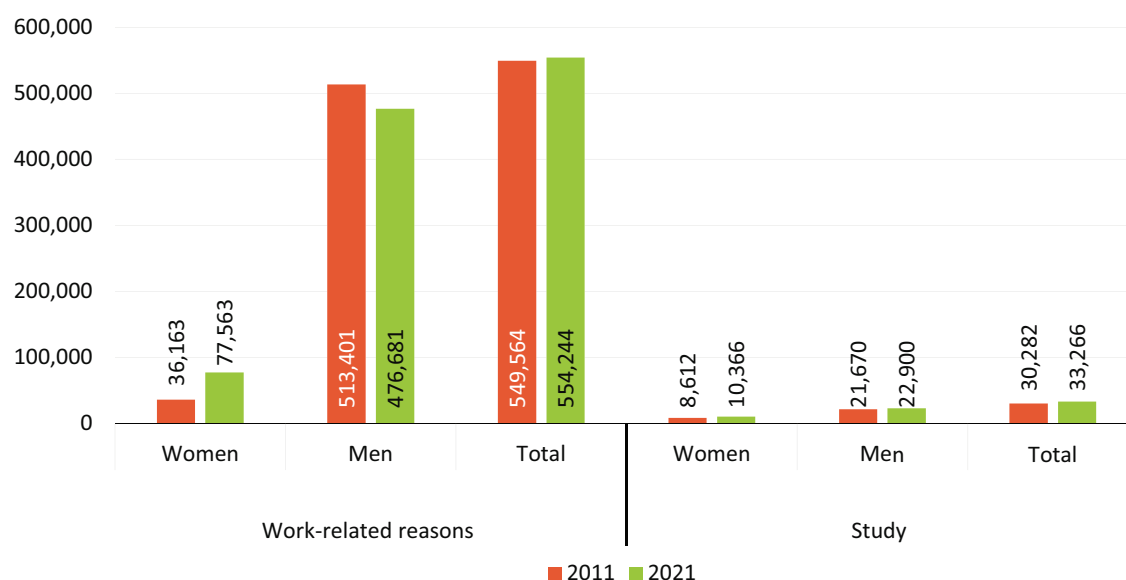
4.7 Nepal-India Migration Corridor

The cross-border migration between Nepal and India has been a longstanding phenomenon characterised by deep-rooted historical, economic, and cultural ties, and facilitated by the open border between the two countries (Bashyal 2020). Historically, migration of Nepalis to India was characterised by the recruitment of Nepalis into the British and Indian armies. At present, migration between Nepal and India is facilitated by the Indo-Nepal Treaty of Peace and Friendship, 1950, which allows for unrestricted cross-border movement of Nepali and Indian residents for work, education, marriage, and healthcare. This treaty has enabled Nepalis to migrate to India for study as well as in search of job opportunities without the need for a visa or passport (Sharma and Thapa 2013; Adhikari 2017).

According to Census 2021, more than 0.74 million Nepalis were in India in 2021. Most of them were men and had migrated mainly for employment-related reasons (Figure 4.8). The share of Nepali migrant workers in India was the highest from Sudurpaschim province, for both women (54.9 per cent) and men (38.4 per cent), followed by Lumbini (17.0 per cent women and 28.4 per cent men) (Figure 4.9).

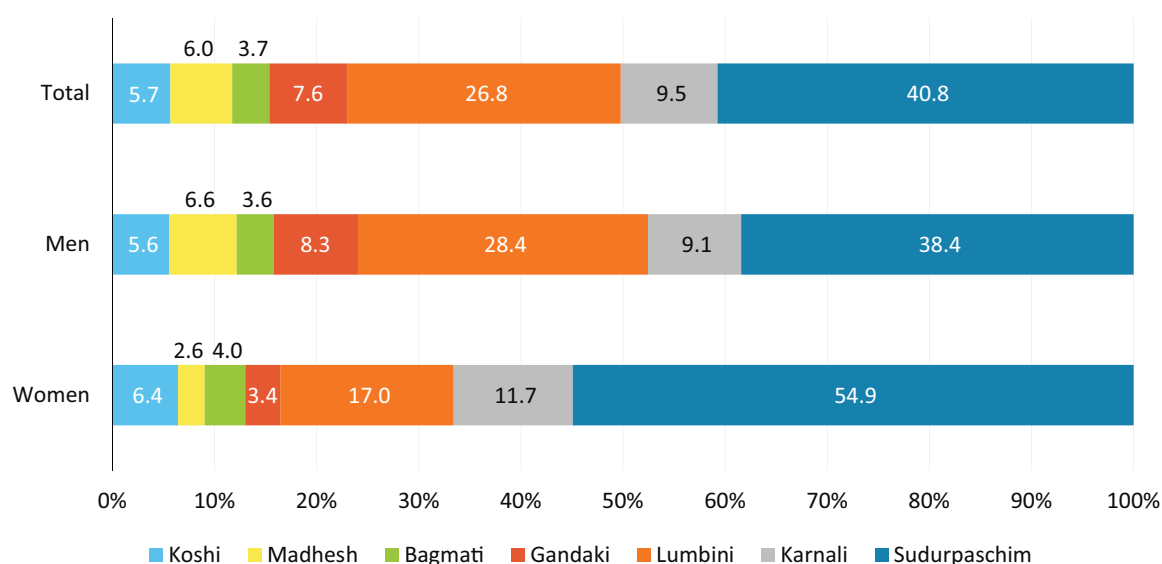
Workers employed in India generally come from a poor economic background and are seasonal workers. India has gained popularity among poor and rural communities in Nepal for reasons such as the low cost of migration, geographical proximity, open border, and extant social networks in India (Kharel et al. 2022b; Shrestha 2017; Bhatt 2023). The social networks in India are key for information on job availability, facilitation of travel, finding accommodation, and securing jobs. Nepali workers are engaged primarily in low-skilled jobs in India such as domestic workers, helpers, security guards, labourers, and hospitality caregivers (IOM 2023b). Women's migration to India is mostly tied to the

Figure 4.8: Nepali Migrants in India for Work and Study, 2011 and 2021



Source: Census 2011, 2021.

Figure 4.9: Nepali Migrants in India for Work, 2021
(by sex and province)



Source: Census 2021.

migration of their spouse or male members of the family and they are primarily engaged in domestic work in India.

4.8 Social Security of Migrant Workers

Social protection, as outlined in international human rights principles and labour standards, is fundamental to safeguard the rights of migrant workers and their families, ensuring access to healthcare, compensation for workplace-related morbidity or fatalities, and end of employment benefits (ILO 2024a). While the global coverage of social protection has expanded, migrant workers still face legal and practical barriers to access social protection systems both at home and abroad (ILO 2023a). Nationality, documentation status, and short-term residence or employment often place migrant workers at a risk of exclusion from these benefits.

4.8.1 Access to Social Security in Countries of Destination

Despite some progress, access to social protection is still a challenge for migrant workers in many countries (ILO 2023a; ILO 2023b). The only widespread entitlement for migrant workers in most countries in the GCC region is the End-of-Service-Indemnity (EOSI), a lump sum paid at the end of employment (ILO 2023a; ILO 2023b). This arrangement, however, typically excludes migrant workers from broader social protection schemes, such as family and unemployment insurance.

In recent years, some countries have introduced provisions to include migrant workers in national social insurance systems by providing coverage for employment injury (Saudi Arabia and Bahrain), unemployment (Bahrain), and sickness, maternity, and employment injury (Oman). In all GCC countries except Oman, domestic workers have been granted labour rights protections and social protection entitlements such as health coverage and EOSI. The challenges in accessing social security in destinations, nevertheless, persist. An ILO study among Nepali migrant workers in the GCC countries found workers to have lower social security and protection coverage than stated in the laws of those countries and their access varied by sector, gender, and income level (ILO 2023c).

Encouragingly, Nepal signed a memorandum of collaboration with Malaysia's Social Security Organisation (SOCSO) in 2021, which has ensured Nepali migrant workers' enrolment in SOCSO and access to employment injury benefits. Likewise, effective July 2024, the Invalidity and Survivors' scheme under the SOCSO was extended to migrant workers as well (ILO 2024b).

4.8.2 Contribution-based Social Security Scheme for Migrant Workers in Nepal

Nepal extended its Contribution-based Social Security Scheme in March 2023 to include Nepali workers pursuing foreign employment, thereby ensuring Nepali migrant workers' access to the national social protection scheme. Under this, migrant workers and their families have access to all the benefits mentioned in Table 4.12.

As per the Procedure for Operation of Contribution-based Social Security Scheme for Foreign Employed Workers and Self-Employed Persons Abroad, 2022, it is mandatory for workers to enrol in the Social Security Fund (SSF) prior to being issued labour approval for foreign employment (Government of Nepal 2022a). Migrant workers who are abroad can also self-register with the SSF through its website (SSF 2024). Contributory amounts can be deposited into the SSF in person, through digital payment platforms, or through remittance transfer companies that SSF has agreements with (Government of Nepal 2022a).

Migrants abroad are required to contribute 21.33 per cent of the minimum basic monthly salary as fixed by the Nepali government for industrial workers. The workers can contribute up to three times the minimum basic salary. Conversations are also underway between MoLESS and the SSF to harmonise the welfare support/benefits under FEWF and SSF.

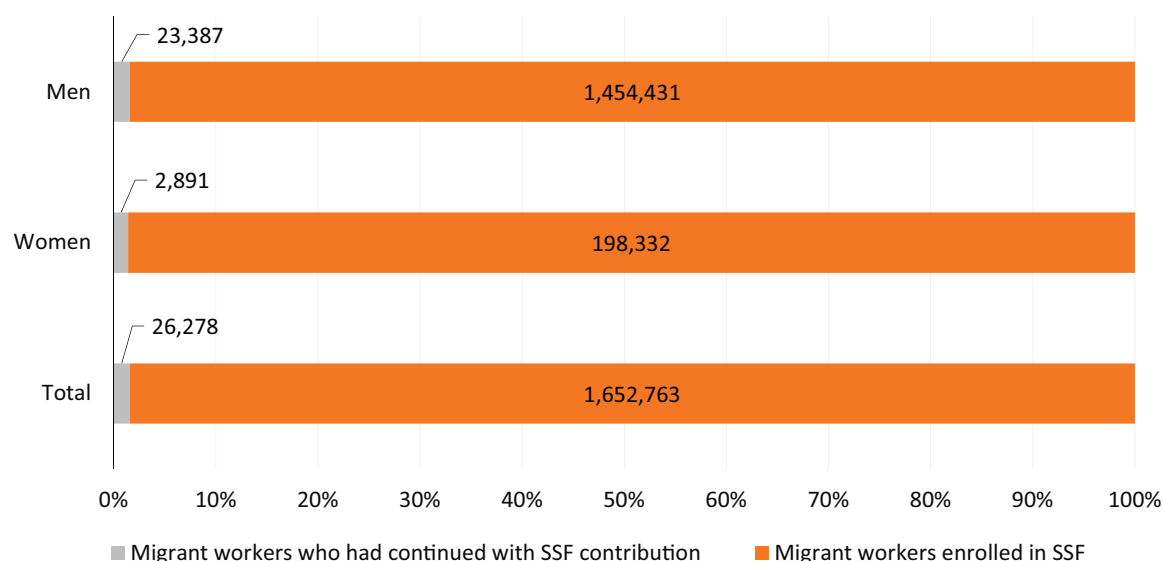
Between 1 March 2023 and 10 June 2025, 1,652,763 Nepali workers (1,454,431 men and 198,332 women) in foreign employment were enrolled in the SSF (Figure 4.10).³¹ This figure included migrant workers enrolled in the SSF when applying for new or renewed labour approvals in Nepal as well as those who were self-employed or employed having migrated with labour approvals. Despite this high enrolment, only 1.6 per cent of them have continued contributing to their SSF account, with identical rates among men (1.6 per cent) and women (1.5 per cent).³²

Corresponding to the data on the issuance of labour approvals, most migrant workers enrolled in the SSF had gone to the UAE followed by Saudi Arabia, Qatar, and Malaysia. Likewise, sex-disaggregated data shows most women migrant workers enrolled in the SSF going to the UAE, Kuwait, Qatar, and Cyprus. Similarly, Koshi had the highest number of migrant workers enrolled in

Table 4.12: Contribution-based Social Security Schemes and Benefits

Scheme	Key Benefits and Eligibility
Accident and Disability Protection Scheme	Up to NPR 700,000 for treatment and 60 per cent of the minimum basic monthly wages as a disability pension based on severity. Eligibility: Must have contributed for at least three months within the last six months.
Dependent Family Protection Scheme	Lifetime pension for dependent family (monthly 40 per cent of the minimum basic salary) and educational allowance for up to two children under 18 years (monthly 40 per cent of the minimum basic salary) up to 21 years if the child(ren) continues education. Also provides NPR 25,000 for funeral expenses. Eligibility: Must have contributed for at least nine months within the last 12 months for pension and educational allowance, and one month within the last six months for funeral expenses.
Old Age Protection Scheme	Upon reaching 60 years, the contributor is entitled to a monthly pension equal to the total contribution divided by 160.
Medical Treatment, Health and Maternity Protection Scheme	Covers the contributor's spouse and children under 18 living in Nepal, with up to NPR 25,000 per year for outpatient treatment and up to NPR 100,000 for inpatient treatment. Provides childbirth expenses equal to one month of the minimum wage set by the Government of Nepal per child. Eligibility: Must have contributed for at least three months within the last six months.

**Figure 4.10: Nepali Migrant Workers Enrolled in SSF, 1 March 2023–10 June 2025
(by sex)**



Source: SSF, 2025.

the SSF, followed by Madhesh and Lumbini.

4.9 Government-to-Government (G2G) Migration Models

Launched in 2008, South Korea's Employment Permit System (EPS) marks Nepal's first G2G labour migration scheme. In recent years, GoN has expanded its G2G portfolio, having signed agreements with Israel and the United Kingdom to facilitate the recruitment of Nepali migrant workers.

The EPS,³³ considered a best practice globally, is guided by the Memorandum of Understanding (MoU) signed between Nepal and South Korea in 2007. Workers under the EPS are entitled to a minimum wage as well as freedom of association, collective bargaining, and collective action as stipulated in South Korea's labour laws (Cho et al. 2018; Amnesty International 2009). However, since an EPS worker's legal status is tied to a single employer, they are vulnerable to abuse and exploitation by employers. There have been some improvements on this front lately though, with EPS workers allowed to change employers up to three times within the same sector for conditions such as company's failure to provide the legally mandated benefits, assignment of working hours without the worker's consent, delayed payments, verbal or physical abuse, and closure of the company.

A bilateral agreement on health partnership was signed in August 2022 with the British government to send Nepali nurses to the UK. Nurses under the age of 45 with at least two years of professional experience and clearance from the UK's Nursing and Midwifery Council qualify under the agreement. Similarly, a pilot G2G programme with Israel was initiated in 2015 to expand employment opportunities to Nepali citizens (Embassy of Nepal in Tel Aviv n.d.). Later, in 2020, Nepal signed an agreement with Israel to send workers to specific employment sectors in Israel. Accordingly, an implementation protocol was signed with Israel in 2021 to send auxiliary workers for jobs in the care sector. In August 2024, 2,200 Nepali candidates, with women making up 60 per cent of them, were selected through lottery to work as caregivers in Israel (Khadka 2024). The selected workers are now being deployed.

4.10 Gender and Migration

An increasing number of Nepali women are participating in foreign employment as independent labour migrants. Nepal's census data on the outflow of nationals for employment shows a noticeable increase in the proportion of women migrating for work-related reasons over the last decade, from 6.9 per cent in 2011 to 11 per cent in 2021 (Khatiwada 2014; NSO 2023). A similar upward trend is also evident in the number of labour approvals issued to women migrant workers; while women represented 3.9 per cent of the total approvals issued in 2008/09, the figure was 12.9 per cent in 2023/24 (see Table 3.1 for sex-disaggregated data on new labour approvals issued). The number of women migrant workers is believed to be higher as those using 'irregular' pathways to go abroad are excluded from the official data. Nevertheless, the migration landscape in Nepal is changing in line with the global trend of the 'feminisation of migration', a shift from the traditional predominantly male migration pattern towards an increasing participation of women—especially young women. Nepali women migrant workers are mostly employed in the UAE, Kuwait, and Qatar, with an increasing number also going to countries like Romania, Croatia, and Malta in recent years (see Section 3.2).

Migration of Nepali women is propelled by the same drivers as that of men such as poverty and lack of employment opportunities at home. However, for women, it is also fuelled by patriarchal social norms, gender inequality, stigma surrounding women's work and mobility, and escape from violence, including sexual and gender-based violence (SGBV) from husbands and others in the family (McCarthy 2021).

A significant number of Nepali women migrate as domestic workers, particularly to the GCC countries. According to an ILO report, 6.6 million foreign domestic workers were employed in the Arab states, including 5.8 million in the GCC countries, and women made up 35.4 per cent of them (ILO 2021b). In 2022, 4 per cent of the female domestic workers in Kuwait were from Nepal.³⁴ Women domestic workers typically work as child caregivers, cleaners, and elder caregivers compared to men who work primarily as drivers, cooks, gardeners, and security guards in the region.

Despite their growing presence, Nepali women domestic workers face significant human rights challenges across the migration cycle—pre-departure, transit, employment, and return. Live-in women domestic workers are particularly susceptible to passport confiscation, gender-based violence, mobility restrictions, and unsafe living conditions. In response, several GCC countries have adopted measures to extend protections to domestic workers in recent years. Bahrain has integrated domestic workers under its general labour laws; Kuwait, Saudi Arabia, the UAE, and Qatar have enacted specific legislations on domestic work; Jordan has adopted subordinate regulations on domestic work; and, Bahrain and Oman have provided coverage to domestic workers under its health insurance legislation (ILO 2021b; 2023c).

Although statistics are scarce, many Nepali migrant domestic workers are presumed to be undocumented, primarily due to existing strict pre-conditions on their migration (McCarthy 2021). There is an ongoing debate about the impact of these pre-conditions on the mobility of migrant domestic workers which predominantly consists of women migrants. As the feminisation of migration continues to unfold in Nepal, it becomes imperative to revisit these pre-conditions through a gender-responsive lens and examine the unintended consequences of the protective policies while working towards safer, regulated, and rights-based alternatives.



Asia-GCC Dialogue on Implementation
of the Global Compact for Safe, Orderly and Regular Migration:



ENHANCING REGULAR PATHWAYS FOR LABOUR MOBILITY





5 WAY FORWARD

Nepal has institutionalised various legal and policy frameworks to make foreign employment safe and beneficial while rendering the reintegration of returnee migrants effective and sustainable. Safe migration followed by sustainable reintegration, however, require consistent efforts and the designing and implementation of suitable programmes. Improvements are also necessary in migration governance to address some of the pressing issues of migrant workers and their families. The Ministry of Labour, Employment and Social Security (MoLESS) will, thus, continue prioritising the welfare of Nepali workers throughout the migration cycle and adopt a ‘whole-of-society and whole-of-government’ approach and strengthen inter- and intra-governmental coordination and collaboration processes to address outstanding issues related to labour migration. It will adopt gender-responsive migration policies and continue its collaboration with diverse stakeholders such as migrants’ and returnees’ organisations, trade unions, civil society, the Nepali diaspora, and the private sector. Within these overarching approaches, MoLESS plans to undertake the following specific actions.

Decentralisation of Migration-related Services

- MoLESS recognises the need to decentralise migration-related services to better support migrant workers and returnees. The capacity of the Migrant Resource Centres (MRCs), the Employment Service Centres (ESCs), and the Labour and Employment Offices will be enhanced to provide migration- and reintegration-related services, such as community orientation on safe migration, issuance of labour approvals, access to justice services, economic assistance, compensation and insurance claims, and reintegration support to migrants, returnee migrant workers, and their families.
- The federal government will provide adequate technical and financial resources to provincial and local governments to strengthen the capacities and resources of the MRCs and the ESCs.
- Schemes from the Social Security Fund, the Foreign Employment Welfare Fund (FEWF), and private insurance companies as well as other welfare services will be made accessible at the ESCs.
- MoLESS recognises the crucial roles of the Chief District Officers (CDOs) and the District Administration Offices (DAOs) in curbing recruitment fraud and in improving migrant workers’ access to justice. Their roles will be further strengthened to handle migrant workers’ grievances more efficiently with a view to minimising the burden on migrant workers and their families while seeking justice.

Curbing of Recruitment Fees

- Nepal will continue to ensure the ‘employer pays’ modality in all bilateral labour migration agreements (BLMAs) with countries of destination. Efforts will be made to make sure that the employers in the destinations bear the recruitment costs.
- The monitoring of private recruitment agencies (PRAs) in Nepal will be strengthened to ensure that unauthorised fees are not being collected from migrant workers. PRAs will be strictly penalised if found in breach of the legal provisions related to recruitment fees.
- MoLESS will incentivise the PRAs for practising fair and ethical recruitment.

- The Government of Nepal (GoN) will provide low-interest loans, with or without collateral, to migrant workers, aligning with the policy of Nepal Rastra Bank. The goal of this loan scheme is to reduce migrant workers' dependence on high-interest loans from moneylenders.

Social Protection of Nepali Migrant Workers

- Nepali migrant workers have begun enrolling into the Contribution-based Social Security Fund (SSF), which provides them with social protection throughout their migration cycle and beyond. MoLESS will make concerted efforts to ensure that migrant workers continue to contribute to the Fund and remain covered under its scheme. In Nepal, the efforts will be made to reach out to migrant workers, returnees, and their families through ESCs and MRCs to explain the benefits of the fund. In destinations, migrants will be reached out through Nepali diplomatic missions, and the support of employer companies and the governments of destination countries will also be sought to ensure the continuity of migrants' contributions.
- Nepal will endeavour to strengthen the social security of migrants in destination countries through necessary arrangements. The aim will be to ensure that earned benefits such as pensions, gratuity, and health insurance are transferred or accessed across borders where possible but at least to Nepal.
- The government will also explore avenues for extending basic social protection schemes to Nepali workers in India.

Safeguarding Health and Safety of Nepali Migrant Workers

- Diplomatic efforts will be made to ensure that the countries of destination put in place adequate policy measures as well as compliance mechanisms to guarantee safe and healthy working and living conditions for Nepali migrants. The destination countries will be urged to ensure that the terms and conditions in labour contracts, such as working hours, rest time, sanitation, accommodation, and safety measures, including proper provision of protective equipment and regular safety training, are consistent with the laws of the country and the BLMAs.
- The quality of pre-departure orientation training will be improved to provide migrants with a good understanding of health risks, precautionary measures to be taken, and treatment options available to them in case of illnesses or accidents. The training will also include components on migrants' rights and services related to health throughout the migration cycle. Information will be made easily accessible, disseminated in understandable languages and accounted for cultural sensitivities.
- In collaboration with the countries of destination, psychosocial counselling and other mental health support will be provided to Nepalis facing problems such as high levels of stress, isolation, depression, anxiety, and suicidal ideation, among others. Such services will be expanded through remote counselling while ensuring a gender-friendly and safe space for migrants which the government's Safer Migration (SaMi) Programme has had prior experience with.
- Migrants and returnee migrant workers with serious health conditions, such as kidney failure and other chronic illnesses, and those who have become disabled during their employment abroad will be provided long-term care and support through the Social Security Fund and insurance schemes as per the government's policy.
- To ensure timely and affordable care, Nepal will negotiate with countries of destination for mandatory and accessible 24-hour health insurance coverage with entitlements clearly spelt out, regardless of migration status.
- The GoN will continue providing telemedicine services to migrant workers. That will be provided with initial counselling with referrals made to specialists, where required.
- The government will integrate the pre-departure medical reports of migrant workers with the Foreign Employment Information Management System (FEIMS) in order to control irregularities and keep better track of migrants' health.

Migrant Workers' Protection in Destination Countries

- The GoN will make concerted efforts to include provisions regarding the responsibilities of the countries of destination in the protection and dignified return of Nepali migrant workers during emergencies, crises, conflicts, and disaster situations. As much as possible, their rights to re-enter employment following such events will also be ensured in the BLMAs.
- The GoN will come up with a clear policy, institutional mechanism, and resources for responding to the needs of Nepali migrant workers for their protection, rescue and repatriation during emergencies. Such a plan will also envisage an active role for the Nepali diaspora and mobilise support from international organisations, trade unions, and NGOs, if and when necessary.
- The GoN will proactively engage and negotiate with countries of destination to practise fair and ethical recruitment, ensure accountability among employers and recruitment agencies, prevent exploitations and abuses, and guarantee decent work conditions, social security and its portability, grievance redressal, and legal protection and access to justice.
- The GoN will prioritise the enhancement of the institutional capacity (human and technical) of Nepali embassies and consular offices. Training will be provided to diplomats, labour counsellors and labour attachés with specialised knowledge on labour migration issues and the protection of migrant workers and their rights, including social protection, rescue, and repatriation during emergencies.
- Working with like-minded countries, the GoN will continuously and jointly advocate at regional and international platforms and forums (such as the Abu Dhabi Dialogue, the Colombo Process, Global Compact for Migration (GCM), and Global Forum on Migration and Development (GFMD) for countries of destination to ratify crucial International Labour Organization (ILO) conventions.
- Efforts will be made to expand the reach and capacity of consular services in Indian cities with large Nepali populations. Mechanisms for lodging complaints, accessing emergency support, and obtaining legal assistance will be streamlined and made more migrant-friendly through collaboration with Nepali diaspora networks and CSOs in India.

Access to Justice

- In order to ensure access to justice in destinations, free legal aid services as well as translation and interpretation facilities will be provided to Nepali migrant workers throughout the case registration and judicial processes. Diplomatic missions, particularly through labour counsellors and labour attachés, will make sure that legal representatives of migrant workers continue to follow up on their cases in the destination countries.
- In case of minor disputes and grievances between Nepali migrant workers and employers, labour attachés will proactively mediate such disputes to resolve the cases in an amicable manner.
- The online complaints registration mechanism will be strengthened in the FEIMS to enable migrant workers to record their complaints and grievances.
- Grievance registration and legal remedial mechanisms and access to the same will be further improved through decentralisation at the ESC and MRC/DAO levels.
- Capacity at DoFE will be strengthened and enhanced to handle migrant workers' grievances and take appropriate action against individuals and organisations defrauding (potential) migrant workers.
- Efforts will be made to ensure that the cases registered with the Foreign Employment Tribunal (FET) are adjudicated in a timely manner.

Migrants' Remittances

- The GoN will continue the expansion of formal and regulated remittance channels by partnering with banks and other financial institutions and digital payment platforms, particularly in rural and underserved areas with the objective of increasing the formal transfer of remittances.

- The GoN will harness remittances for sustainable economic growth at the local and national levels by creating specific investment opportunities for migrant workers in productive economic sectors.
- Remittances will be strategically integrated into the national economic and development plans to ensure they contribute to the broader goals of inclusive growth, local employment generation, and social protection. This includes linking remittance-supported households with livelihood programmes and economic empowerment initiatives.
- The government will invest in improving the accuracy and granularity of data on remittance flows, usage patterns, and regional impacts. This will support evidence-based policy decisions and help monitor the effectiveness of remittance-related interventions.

Reintegration of Returnee Migrant Workers

- MoLESS will continue its efforts in creating local employment opportunities for returnee migrant workers, including those coming back from India. It will work with provincial and local governments to recognise the skills of returnees as well as to upskill others as per the needs of the local labour markets.
- Returnee migrants' skills and prior learnings will be tested and certified through the National Skill Testing Board and the National Academy of Vocational Training.
- MoLESS will continue improving returnee migrant workers' (RMWs') access to affordable credit and start-up capital through government grants, tax concessions, and subsidised loans through cooperatives and other microfinance institutions to support their self-employment. Possibilities will be explored to manage matching grants for entrepreneurship and self-employment. Possibilities for incentivising RMWs, such as through access to land or other facilities and tax concessions, will also be explored, as will entrepreneurship and business development training, mentorship, financial literacy, and market linkage support.
- Labour market information systems, mainly through Labour Market Information System (Shramsansar), will be strengthened. At the local level, ESCs will keep updating information regarding the skills profiles of returnees as well as employer demands. For this, MoLESS will closely engage with the private sector and employers, and enhance employment and labour market-related information sharing systems by learning best practices from other contexts.
- MoLESS will continue providing psychosocial support to returnee migrants through counsellors based in municipalities/rural municipalities and MRCs. Migrants with serious mental health issues will be referred to the relevant service providers and experts.
- The ESCs and the FEB will carry out awareness activities, including through social and digital platforms, against stigma and discrimination related to failed returnees and those facing psychosocial challenges to enable them to reacclimatise better with their families and communities. Support such as family and peer counselling will also be provided.
- Diplomatic efforts will be made to secure the support of countries of destination in the social and economic reintegration of returnee migrants, similar to the ReMi (Reintegration of Returnee Migrant Workers Programme) and K-HaMi (Korea Returnee Migrants in Nepal [Korea Happy Migration]) projects, including through contributions to skills development and (self-)employment of both returnees and aspirant migrants.

Information Management and Knowledge Generation

- Information management systems such as Shramsansar, FEIMS, the Foreign Employment Welfare Information Management System (FEWIMS), and the Nepal Port will be upgraded for the collection of comprehensive data on various socio-economic indicators. The information will be made accessible to relevant agencies of all three levels of government, relevant ministries, and Nepali diplomatic missions as needed.
- Profiles of migrants and returnee migrants will be analysed to inform policy and strategies.

- The existing FEIMS portal will be upgraded for real-time recording of data on Nepali migrant workers' grievances, deaths, injuries, hospitalisation, imprisonment, and repatriation by Nepali diplomatic missions. This will significantly improve the quality of data on migrants' health and wellbeing.
- Cases related to fraud, deception, and exploitation registered with DoFE, the FET, and DAOs across the country will be disaggregated and analysed on a regular basis to formulate evidence-based policies and strategies.
- Inter-ministerial and inter-governmental data sharing systems and practices will be further enhanced.
- In order to make migration and reintegration-related policies and programmes more evidence-based, data across all agencies will be systematically maintained so that the outputs and outcomes of the programmes can be easily tracked and any gaps and progress identified.
- Recognising the urgent need to systematically collect and analyse data on the number, trends, and nature of migration to India, including sectoral distribution, wage levels, working conditions, and vulnerabilities, the GoN will invest in periodic surveys and collaborate with research institutions to fill this long-standing data gap.

ENDNOTES

1. This figure does not include those headed to India.
2. The census defines 'absentee' as someone outside Nepal for six or more months prior to the time of enumeration. This definition particularly excludes those migrating to India for seasonal employment of less than six months.
3. The data is for between 14 April 2023 and 14 April 2024.
4. There are seven provinces and 753 local governments containing 460 rural municipalities, 276 municipalities, 11 sub-metropolitan cities and six metropolitan cities under the federal system of governance in Nepal. Schedules 5-9 of the Constitution of Nepal, 2015 define distribution of state power among different levels of government.
5. Appointment is made as per the Directive and Standard on Selection and Appointment of Counsellor (Labour) and Labour Attachés, 2016 and Counsellor (Labour) and Labour Attaches Selection and Appointment Standard, 2081 (2024). Section officers and under-secretary level officials of MoLESS are appointed as labour attachés and labour counsellors respectively.
6. According to the Act, 'human trafficking' is the selling and buying of a person; using someone in prostitution; extracting human organs besides what is determined by law; and engaging in prostitution as a client; while 'human transportation' is defined as: taking someone out of the country for the purpose of buying and selling; and using various means to take someone away for the purpose of prostitution and exploitation.
7. MoU between the Department of Foreign Employment, Ministry of Labour, Employment and Social Security, Nepal Government and the Nepal Police, Ministry of Home Affairs, Government of Nepal to make the foreign employment sector more organised, dignified and exploitation free; curb human trafficking that occurs in the guise of foreign employment; and protect the victims of trafficking and rehabilitate them.
8. The Digital Nepal Framework (DNF) was implemented in 2019 as an approach by the government of Nepal to support the advancement of ICT in Nepal through Digital Connectivity, Digital Skills, and Digital Governance
9. Nepalis employed as white-collar professionals in foreign countries such as doctors, nurses and technicians do not carry labour approvals even though the law requires it (Sijapati et al. 2017).
10. This provision was introduced after migrant workers were found using the expired labour approval to return to the same country and job. The migrant workers who returned to the country of destination on expired labour approvals were not covered by the insurance and Foreign Employment Welfare Fund in Nepal.
11. Analysis based on the raw data set of the Nepal Labour Force Survey 2017/18 shows 65.7 per cent of 'absentees' from Karnali and 88.6 per cent from Sudurpaschim employed in India. Migration from Nepal to India is discussed in more detail in Chapter 4.
12. These include both individual labour approvals and approvals received via recruitment agencies, which is discussed in more detail in section 3.5.
13. The numbers could be more than the official figure as many aspiring migrants reportedly travel to these countries on visit visas and ultimately end up staying for employment instead.
14. A comparison of the Human Development Index (HDI) of seven provinces shows Bagmati on the top, with a score of 0.66, and Madhesh at the bottom with 0.51. The stark differences among provinces in HDI parameters like education, health and income, may partly explain the differences in jobs taken by workers from these provinces.
15. National surveys such as the Nepal Labour Force Survey uses the Nepal Standard Industrial Classification (NSIC). There are also international standards such as the ILO's International Standard Classification of Occupations (ISC), which classifies jobs into a clearly defined set of groups.
16. The categorisation of occupation is susceptible to inaccuracies due to imperfect correspondence with the standard categories and the manual data entry in the FEIMS.
17. Migration to South Korea under the EPS is guided by the Memorandum of Understanding between the Ministry of Labour and Transport Management, Government of Nepal and the Ministry of Labour of the Republic of Korea on the Sending of Workers to the Republic of Korea under the Employment Permit System. The Government of Nepal, starting 2022/23, publishes the EPS data under the G2G category, which is based on the fiscal year. The information is also recorded according to calendar year which is used to present the data in this section. This is to make the data comparable to the quotas for EPS published by the Government of South Korea which follows calendar year, unlike in Nepal.
18. These figures are based on the data captured in the FEIMS, after its integration with the NepaliPort System of the Department of Immigration since September 2020.

19. However, this figure needs to be considered with caution. As with the case of labour approvals, these returnee migrants are those who have migrated with labour approvals from DoFE. Hence, the figure does not incorporate those migrant workers who migrated through irregular channels.
20. The NepaliPort records the 'destination' as the last destination the people are returning from (not including the transit during the return flight). In some cases, the country of destination the migrant worker was returning from did not match the country for which the labour approval was issued.
21. National Statistics Office was previously known as Central Bureau of Statistic and functioned under the National Planning Commission. The Bureau was shifted under the Office of the Prime Minister & Council of Ministers in 2022 and renamed the National Statistics Office.
22. Department of Labour and Occupational Safety (DoLOS), 'Non-Nepalese Work Permit', <https://dol.gov.np/en>. The numbers provided are stated as being 'The number of work permit taken so far', and presumably means thus far.
23. Peace and Friendship Treaty of 1950 allows Indian workers to work in Nepal without labour approvals, and the same provision exists for Nepali workers in India.
24. The Employer Pays Principle is a commitment that employers will pay the full costs associated with recruitment of migrant workers.
25. 'Other Causes' includes Sickness, Disease, Kidney Disease, Cancer, Murder and those that are miscellaneous causes.
26. The amount was increased from NPR 700,000 to NPR 1,000,000 through an amendment to Foreign Employment Rule 2008 in 2024. See: <https://www.feb.gov.np/detail/284/suchana>.
27. 1 USD = 136.94 for 6 January 2025. See: <https://www.nrb.org.np/forex>.
28. The same time limit applies as in the case of deceased migrant worker.
29. The FEIMS portal does not record the reasons for and types of return.
30. Skill training is no longer provided through the SaMi Programme. All kinds of skill trainings are now being provided through Vocational and Skill Development Training Academy.
31. This includes data on Nepali migrant workers who enrolled in the fund from the destination countries as well.
32. Migrant workers must make at least one month's contribution (21.5% of their basic salary) to the Social Security Fund for enrolment in SSF, and the enrolment in SSF is mandatory for labour approval. Those who stop contributing—whether after one month or later—are considered 'discontinued' contributors.
33. The EPS replaced its predecessor the 'industrial trainee' system in South Korea for recruiting foreign workers whereby the trainees only received a stipend and were excluded from the country's labour laws, resulting in issues of abuse and exploitation.
34. Estimates based on data from Kuwait Central Statistical Bureau, Labour Market Information System for Q2 2022, as cited in De Bel-Air 2023.

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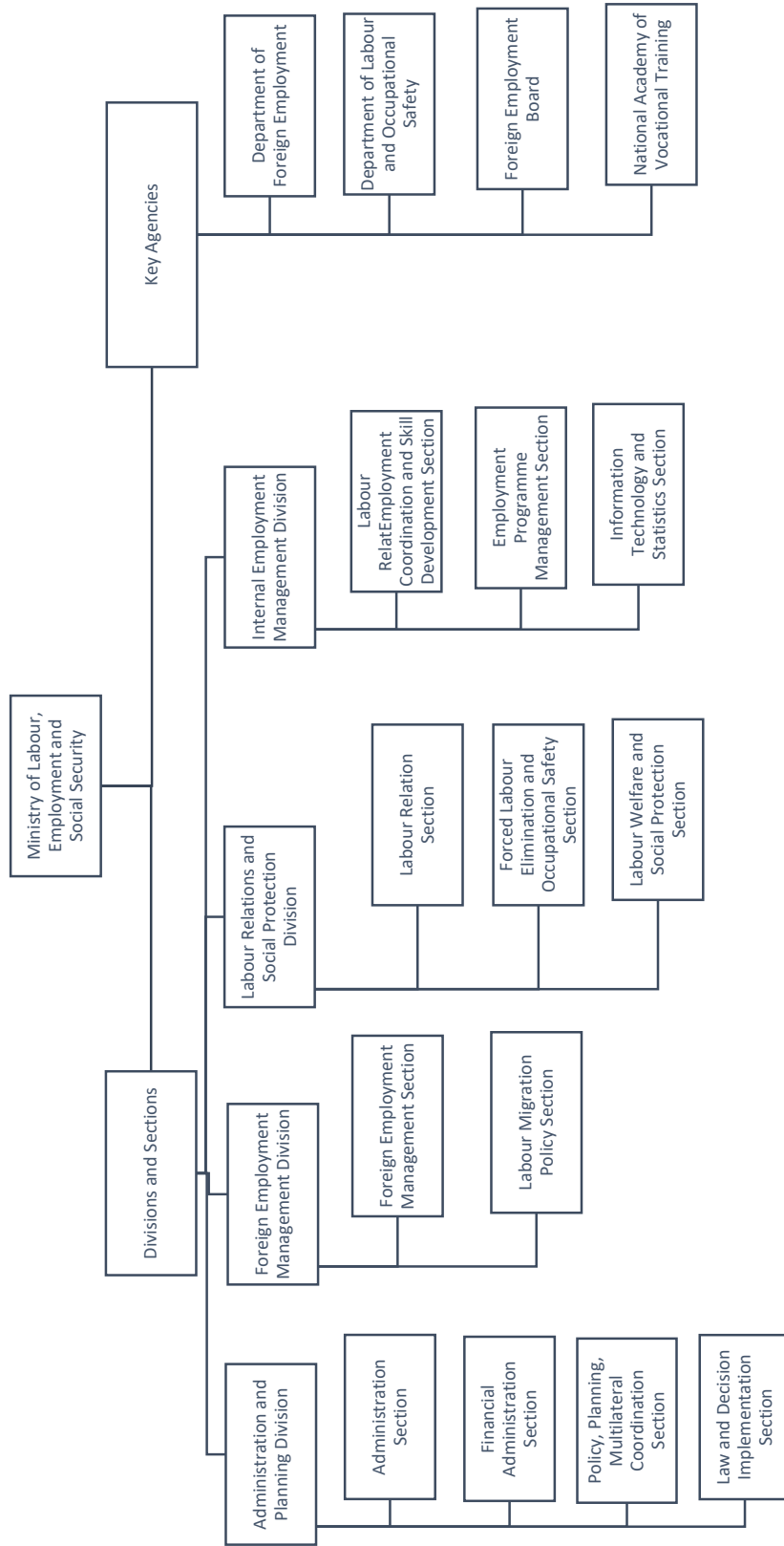
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Relief and rescue service desk at the Department of Foreign Employment, Kathmandu.

ANNEXES

Annex 1: Institutional Structure of Ministry of Labour, Employment and Social Security



Annex 2: Labour Demand (by sex and country of destination)

Destination Country	2022/23 (2079/80)			2023/24 (2080/81)		
	Male	Female	Total	Male	Female	Total
UAE	111,348	36,889	148,237	293,110	43,240	336,350
Kuwait	61,184	21,593	82,777	65,682	19,544	85,226
Saudi Arabia	69,987	212	70,199	76,260	281	76,541
Malaysia	259,218	7,852	267,070	50,017	1,575	51,592
Qatar	48,253	6,317	54,570	40,363	10,263	50,626
Bahrain	5,908	1,464	7,372	12,570	1,908	14,478
Mauritius	3,536	119	3,655	11,971	164	12,135
Cyprus	1,686	4,289	5,975	2,272	5,175	7,447
Malta	897	427	1,324	2,790	1,416	4,206
Jordan	290	1,045	1,335	471	3,684	4,155
Oman	3,290	552	3,842	2,343	670	3,013
Japan	828	433	1,261	1,083	554	1,637
Macau SAR, China	747	268	1,015	598	231	829
UK	12	-	12	318	90	408
Zambia	-	-	-	278	-	278
Israel	-	-	-	200	-	200
Brunei Darussalam	1,191	168	1,359	132	-	132
Turkey	300	-	300	125	-	125
Hong Kong SAR, China	241	34	275	70	30	100
Maldives	631	-	631	87	-	87
Albania	108	40	148	-	-	-
Belgium	30	270	300	-	-	-
Croatia	200	-	200	-	-	-
Poland	140	-	140	-	-	-
Seychelles	95	-	95	-	-	-
Romania	10,870	1,790	12,660	-	-	-
Russia	155	-	155	-	-	-
Serbia	1,600	-	1,600	-	-	-
Uzbekistan	710	-	710	-	-	-
Total	583,455	83,762	667,217	560,740	88,825	649,565

Annex 3: Labour Approvals, 2022/23 (2079/80 BS)
(by sex, country of destination, and mode of obtaining approval)

Destination Country	G2G			Individual-New			Via Recruitment Agency			Renewal		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Malaysia	-	-	-	31	244	275	6,276	212,803	219,079	992	39,245	40,237
Saudi Arabia	-	-	-	11	156	167	155	55,468	55,623	767	56,219	56,986
UAE	-	-	-	3,711	11,701	15,412	11,590	32,150	43,740	8,790	48,217	57,007
Qatar	-	-	-	455	6,433	6,888	3,764	29,864	33,628	2,480	90,264	92,744
Kuwait	-	-	-	1,592	875	2,467	7,901	21,040	28,941	2,322	9,775	12,097
Romania	-	-	-	751	4,678	5,429	903	6,805	7,708	119	969	1,088
Cyprus	-	-	-	-	8	8	3,417	850	4,267	929	113	1,042
Bahrain	-	-	-	81	276	357	688	2,907	3,595	407	3,331	3,738
Croatia	-	-	-	1,371	4,130	5,501	152	1,533	1,685	6	249	255
Oman	-	-	-	576	632	1,208	346	1,162	1,508	417	2,161	2,578
Japan	-	-	-	1,109	3,807	4,916	221	702	923	128	3,677	3,805
Israel	-	-	-	8	4	12	546	228	774	231	67	298
Jordan	-	-	-	1	6	7	561	53	614	296	102	398
Mauritius	-	-	-	15	91	106	-	413	413	-	17	17
Brunei Darussalam	-	-	-	72	504	576	50	236	286	5	488	493
Macau SAR China	-	-	-	28	322	350	31	222	253	13	948	961
Maldives	-	-	-	1,324	2,512	3,836	4	153	157	201	670	871
Albania	-	-	-	132	147	279	69	87	156	-	-	-
Uzbekistan	-	-	-	-	116	116	-	100	100	-	-	-
Malta	-	-	-	1,442	4,085	5,527	27	49	76	266	434	700
Hong Kong SAR China	-	-	-	-	2	2	1	56	57	4	6	10
UK	-	-	-	662	1,533	2,195	-	53	53	7	9	16
Algeria	-	-	-	-	3	3	-	-	-	-	2	2
Angola	-	-	-	-	3	3	-	-	-	5	10	15
Antigua and Barbuda	-	-	-	-	1	1	-	-	-	-	1	1
Australia	-	-	-	32	424	456	-	-	-	-	25	25
Austria	-	-	-	95	255	350	-	-	-	1	3	4
Azerbaijan	-	-	-	2	2	4	-	-	-	2	1	3
Bangladesh	-	-	-	-	2	2	-	-	-	-	1	1
Barbados	-	-	-	1	7	8	-	-	-	-	1	1
Belarus	-	-	-	11	18	29	-	-	-	-	-	-
Belgium	-	-	-	6	38	44	-	-	-	-	1	1
Benin	-	-	-	-	1	1	-	-	-	-	1	1
Bermuda	-	-	-	2	7	9	-	-	-	-	7	7
Bosnia and Herzegovina	-	-	-	12	105	117	-	-	-	-	-	-
Brazil	-	-	-	3	23	26	-	-	-	-	-	-
British Virgin Islands	-	-	-	-	2	2	-	-	-	-	2	2
Burkina Faso	-	-	-	-	1	1	-	-	-	-	1	1
Cambodia	-	-	-	3	30	33	-	-	-	5	12	17
Cameroon	-	-	-	-	2	2	-	-	-	-	-	-
Canada	-	-	-	119	521	640	-	-	-	2	4	6
Cayman	-	-	-	66	359	425	-	-	-	25	67	92

Destination Country	G2G			Individual-New			Via Recruitment Agency			Renewal		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Central African Republic	-	-	-	-	1	1	-	-	-	-	2	2
Chile	-	-	-	1	14	15	-	-	-	-	-	-
China	-	-	-	5	69	74	-	-	-	3	63	66
Colombia	-	-	-	-	17	17	-	-	-	-	3	3
Comodia	-	-	-	1	23	24	-	-	-	2	6	8
Comoros	-	-	-	-	30	30	-	-	-	-	6	6
Cook Islands	-	-	-	-	3	3	-	-	-	-	-	-
Cote D'Ivoire	-	-	-	-	4	4	-	-	-	-	-	-
Czech Republic	-	-	-	10	34	44	-	-	-	17	76	93
Denmark	-	-	-	-	17	17	-	-	-	-	2	2
Djibouti	-	-	-	-	3	3	-	-	-	-	2	2
Dominican Republic	-	-	-	-	21	21	-	-	-	-	-	-
Egypt	-	-	-	3	43	46	-	-	-	1	10	11
Equatorial Guinea	-	-	-	-	2	2	-	-	-	-	6	6
Eritrea	-	-	-	-	-	-	-	-	-	-	2	2
Estonia	-	-	-	-	4	4	-	-	-	-	4	4
Ethiopia	-	-	-	-	7	7	-	-	-	-	2	2
Fiji	-	-	-	-	6	6	-	-	-	-	-	-
Finland	-	-	-	5	82	87	-	-	-	1	7	8
France	-	-	-	5	128	133	-	-	-	-	1	1
Gabon	-	-	-	-	-	-	-	-	-	-	5	5
Georgia	-	-	-	-	-	-	-	-	-	-	1	1
Germany	-	-	-	10	41	51	-	-	-	5	4	9
Ghana	-	-	-	-	5	5	-	-	-	-	7	7
Greece	-	-	-	1	37	38	-	-	-	-	5	5
Hungary	-	-	-	31	145	176	-	-	-	-	3	3
Iceland	-	-	-	-	6	6	-	-	-	-	-	-
Indonesia	-	-	-	1	3	4	-	-	-	-	4	4
Ireland	-	-	-	9	81	90	-	-	-	-	2	2
Italy	-	-	-	8	66	74	-	-	-	-	-	-
Jamaica	-	-	-	-	4	4	-	-	-	-	2	2
Kazakhstan	-	-	-	-	-	-	-	-	-	-	7	7
Kenya	-	-	-	2	10	12	-	-	-	-	16	16
Kosovo	-	-	-	6	-	6	-	-	-	-	-	-
Lao PDR (Laos)	-	-	-	-	12	12	-	-	-	-	7	7
Latvia	-	-	-	-	13	13	-	-	-	-	3	3
Lebanon	-	-	-	3	4	7	-	-	-	34	13	47
Lithuania	-	-	-	1	80	81	-	-	-	-	4	4
Luxembourg	-	-	-	-	6	6	-	-	-	-	1	1
Madagascar	-	-	-	-	1	1	-	-	-	-	7	7
Malawi	-	-	-	-	1	1	-	-	-	-	1	1
Mali	-	-	-	-	8	8	-	-	-	-	14	14
Mauritania	-	-	-	-	5	5	-	-	-	-	-	-
Mexico	-	-	-	8	191	199	-	-	-	-	-	-
Mongolia	-	-	-	-	2	2	-	-	-	-	1	1
Morocco	-	-	-	-	6	6	-	-	-	3	8	10

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Destination Country	G2G			Individual-New			Via Recruitment Agency			Renewal		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Mozambique	-	-	-	1	8	9	-	-	-	3	11	14
Netherlands	-	-	-	2	27	29	-	-	-	-	4	4
New Zealand	-	-	-	85	469	554	-	-	-	4	38	42
Nigeria	-	-	-	4	34	38	-	-	-	1	25	26
Norway	-	-	-	1	98	99	-	-	-	2	9	11
Pakistan	-	-	-	-	1	1	-	-	-	-	-	-
Palau	-	-	-	1	15	16	-	-	-	1	1	2
Panama	-	-	-	-	1	1	-	-	-	-	-	-
Papua New Guinea	-	-	-	17	193	210	-	-	-	-	60	60
Peru	-	-	-	-	2	2	-	-	-	-	-	-
Philippines	-	-	-	-	3	3	-	-	-	-	4	4
Poland	-	-	-	689	4,226	4,915	-	-	-	25	172	197
Portugal	-	-	-	64	666	730	-	-	-	-	2	2
Republic of Bulgaria	-	-	-	31	121	152	-	-	-	-	-	-
Republic of Congo	-	-	-	-	42	42	-	-	-	-	32	32
South Korea	1,610	19,796	21,406	10	454	464	-	-	-	2	161	163
Republic of Kosovo	-	-	-	14	-	14	-	-	-	-	-	-
Republic of Lithuania	-	-	-	-	-	-	-	-	-	-	2	2
Republic of Macedonia	-	-	-	5	2	7	-	-	-	-	-	-
Russia	-	-	-	14	278	292	-	-	-	2	92	94
Rwanda	-	-	-	-	2	2	-	-	-	-	4	4
Saint Lucia	-	-	-	-	1	1	-	-	-	-	-	-
Saipan	-	-	-	-	-	-	-	-	-	-	1	1
Senegal	-	-	-	-	2	2	-	-	-	-	3	3
Serbia	-	-	-	233	729	962	-	-	-	-	-	-
Seychelles	-	-	-	43	261	304	-	-	-	16	225	241
Sierra Leone	-	-	-	1	13	14	-	-	-	-	2	2
Singapore	-	-	-	7	213	220	-	-	-	-	-	-
Slovakia	-	-	-	1	13	14	-	-	-	-	-	-
Slovenia	-	-	-	25	158	183	-	-	-	-	2	2
Somalia	-	-	-	-	2	2	-	-	-	-	18	18
South Africa	-	-	-	2	4	6	-	-	-	-	1	1
South Sudan	-	-	-	-	12	12	-	-	-	-	3	3
Spain	-	-	-	9	60	69	-	-	-	1	1	2
Sri Lanka	-	-	-	6	29	35	-	-	-	1	1	2
Sudan	-	-	-	-	-	-	-	-	-	-	7	7
Sweden	-	-	-	2	21	23	-	-	-	-	5	5
Switzerland	-	-	-	-	1	1	-	-	-	-	-	-
Taiwan	-	-	-	-	1	1	-	-	-	-	-	-
Tajikistan	-	-	-	-	-	-	-	-	-	-	4	4
Tanzania	-	-	-	1	11	12	-	-	-	-	22	22
Thailand	-	-	-	3	26	29	-	-	-	1	16	17
Timor-Leste	-	-	-	1	2	3	-	-	-	-	-	-

Destination Country	G2G			Individual-New			Via Recruitment Agency			Renewal		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Trinidad and Tobago	-	-	-	-	3	3	-	-	-	-	1	1
Turkey	-	-	-	10	105	115	-	-	-	82	61	143
Turkmenistan	-	-	-	-	1	1	-	-	-	-	-	-
Turks and Caicos Island	-	-	-	-	35	35	-	-	-	-	7	7
Uganda	-	-	-	-	12	12	-	-	-	-	25	25
Uruguay	-	-	-	-	1	1	-	-	-	-	-	-
USA	-	-	-	70	309	379	-	-	-	5	15	20
Vanuatu	-	-	-	1	-	1	-	-	-	-	3	3
Vietnam	-	-	-	-	5	5	-	-	-	-	3	3
West-Indies	-	-	-	-	1	1	-	-	-	-	-	-
Zambia	-	-	-	-	14	14	-	-	-	2	18	20
Total	1,610	19,796	21,406	15,187	53,988	69,175	36,702	366,934	403,636	18,634	258,468	277,102

Annex 4: Labour Approvals, 2023/24 (2080/81 BS)
(by sex, country of destination, and mode of obtaining approval)

Destination Country	G2G			Individual-New			Via Recruitment Agency			Renewal		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
UAE	-	-	-	4,191	16,662	20,853	13,181	96,992	110,173	10,062	52,350	62,412
Malaysia	-	-	-	30	171	201	1,937	79,244	81,181	475	21,585	22,060
Saudi Arabia	-	-	-	19	212	231	258	72,605	72,863	559	67,848	68,407
Qatar	-	-	-	685	6,079	6,764	6,218	27,950	34,168	3,912	89,825	93,737
Kuwait	-	-	-	637	659	1,296	7,558	19,922	27,480	1,880	9,712	11,592
Cyprus	-	-	-	7	28	35	4,271	1,624	5,895	824	196	1,020
Mauritius	-	-	-	47	2,375	2,422	44	4,931	4,975	-	11	11
Bahrain	-	-	-	79	233	312	613	4,191	4,804	460	4,230	4,690
Romania	-	-	-	1,359	7,105	8,464	630	3,606	4,236	190	2,131	2,321
Jordan	-	-	-	-	5	5	1,890	81	1,971	151	76	227
Oman	-	-	-	495	494	989	468	1,448	1,916	340	2,665	3,005
Japan	-	-	-	2,295	7,004	9,299	446	755	1,201	155	3,209	3,364
Croatia	-	-	-	3,395	9,937	13,332	70	838	908	102	1,022	1,124
Macau SAR China	-	-	-	51	509	560	44	409	453	21	1,005	1,026
Russia	-	-	-	5	192	197	-	230	230	-	49	49
Brunei Darussalam	-	-	-	74	267	341	23	120	143	10	268	278
Uzbekistan	-	-	-	-	71	71	-	119	119	-	-	-
Malta	-	-	-	1,040	3,621	4,661	24	81	105	281	621	902
Hong Kong SAR China	-	-	-	2	34	36	6	76	82	2	1	3
Maldives	-	-	-	2,558	3,322	5,880	-	78	78	350	1,147	1,497
UK	41	-	41	922	1,443	2,365	3	60	63	34	41	75
Israel	174	71	245	24	30	54	34	-	34	469	203	672
Albania	-	-	-	80	191	271	-	33	33	2	5	7
Turkey	-	-	-	35	213	248	-	27	27	121	105	226
Serbia	-	-	-	493	1,397	1,890	-	25	25	-	5	5
Afghanistan	-	-	-	-	28	28	-	-	-	-	417	417
Algeria	-	-	-	-	-	-	-	-	-	-	1	1
Angola	-	-	-	2	4	6	-	-	-	1	9	10
Antigua and Barbuda	-	-	-	-	2	2	-	-	-	-	1	1
Armenia	-	-	-	2	3	5	-	-	-	-	-	-
Australia	-	-	-	38	337	375	-	-	-	1	10	11
Austria	-	-	-	283	429	712	-	-	-	14	66	80
Azerbaijan	-	-	-	41	166	207	-	-	-	3	1	4
Bahamas	-	-	-	-	3	3	-	-	-	-	2	2
Bangladesh	-	-	-	-	6	6	-	-	-	-	2	2
Barbados	-	-	-	2	6	8	-	-	-	-	-	-
Belarus	-	-	-	4	179	183	-	-	-	-	-	-
Belgium	-	-	-	2	35	37	-	-	-	-	2	2
Bermuda	-	-	-	-	2	2	-	-	-	1	17	18
Bosnia and Herzegovina	-	-	-	39	336	375	-	-	-	-	3	3
Brazil	-	-	-	2	10	12	-	-	-	-	-	-

Destination Country	G2G			Individual-New			Via Recruitment Agency			Renewal		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
British Virgin Islands	-	-	-	-	1	1	-	-	-	-	2	2
Burkina Faso	-	-	-	-	1	1	-	-	-	-	2	2
Cambodia	-	-	-	3	44	47	-	-	-	1	25	26
Cameroon	-	-	-	-	1	1	-	-	-	-	1	1
Canada	-	-	-	167	484	651	-	-	-	-	7	7
Cayman	-	-	-	137	465	602	-	-	-	22	69	91
Central African Republic	-	-	-	1	1	2	-	-	-	-	-	-
Chile	-	-	-	2	19	21	-	-	-	-	-	-
China	-	-	-	34	131	165	-	-	-	4	72	76
Colombia	-	-	-	-	-	-	-	-	-	-	5	5
Comodia	-	-	-	2	21	23	-	-	-	2	15	17
Comoros	-	-	-	-	37	37	-	-	-	-	4	4
Cook Islands	-	-	-	-	1	1	-	-	-	-	-	-
Co-Operative Republic of Guyana	-	-	-	-	1	1	-	-	-	-	-	-
Cote D'Ivoire	-	-	-	-	4	4	-	-	-	-	2	2
Czech Republic	-	-	-	6	72	78	-	-	-	9	74	83
Denmark	-	-	-	11	65	76	-	-	-	3	7	10
Djibouti	-	-	-	-	10	10	-	-	-	-	9	9
Dominican Republic	-	-	-	3	106	109	-	-	-	-	-	-
Egypt	-	-	-	3	153	156	-	-	-	2	6	8
Equatorial Guinea	-	-	-	-	1	1	-	-	-	-	2	2
Eritrea	-	-	-	-	1	1	-	-	-	-	1	1
Estonia	-	-	-	-	9	9	-	-	-	-	4	4
Ethiopia	-	-	-	-	1	1	-	-	-	-	1	1
Fiji	-	-	-	-	-	-	-	-	-	-	3	3
Finland	-	-	-	8	108	116	-	-	-	1	7	8
France	-	-	-	11	108	119	-	-	-	-	6	6
Gabon	-	-	-	-	1	1	-	-	-	-	4	4
Germany	-	-	-	22	85	107	-	-	-	7	6	13
Ghana	-	-	-	-	6	6	-	-	-	-	11	11
Greece	-	-	-	49	162	211	-	-	-	-	-	-
Hungary	-	-	-	25	358	383	-	-	-	-	5	5
Iceland	-	-	-	2	8	10	-	-	-	1	4	5
Indonesia	-	-	-	3	8	11	-	-	-	-	5	5
Ireland	-	-	-	12	170	182	-	-	-	1	10	11
Italy	-	-	-	17	62	79	-	-	-	1	6	7
Jamaica	-	-	-	1	4	5	-	-	-	-	-	-
Kazakhstan	-	-	-	-	-	-	-	-	-	-	5	5
Kenya	-	-	-	3	10	13	-	-	-	-	28	28
Kosovo	-	-	-	9	5	14	-	-	-	-	-	-
Lao PDR (Laos)	-	-	-	-	11	11	-	-	-	-	5	5

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Destination Country	G2G			Individual-New			Via Recruitment Agency			Renewal		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Latvia	-	-	-	-	11	11	-	-	-	-	5	5
Lebanon	-	-	-	2	12	14	-	-	-	38	9	47
Lithuania	-	-	-	8	143	151	-	-	-	-	2	2
Luxembourg	-	-	-	3	7	10	-	-	-	1	1	2
Madagascar	-	-	-	-	6	6	-	-	-	-	2	2
Malabo	-	-	-	-	-	-	-	-	-	-	2	2
Malawi	-	-	-	-	-	-	-	-	-	-	1	1
Mali	-	-	-	-	4	4	-	-	-	-	7	7
Mauritania	-	-	-	-	-	-	-	-	-	-	1	1
Mexico	-	-	-	5	19	24	-	-	-	-	-	-
Moldova	-	-	-	4	12	16	-	-	-	-	-	-
Mongolia	-	-	-	4	160	164	-	-	-	-	-	-
Morocco	-	-	-	-	9	9	-	-	-	1	5	6
Mozambique	-	-	-	-	5	5	-	-	-	-	22	22
Myanmar	-	-	-	-	2	2	-	-	-	-	-	-
Netherlands	-	-	-	6	59	65	-	-	-	-	11	11
New Zealand	-	-	-	88	382	470	-	-	-	2	11	13
Nigeria	-	-	-	1	27	28	-	-	-	-	32	32
Norway	-	-	-	2	44	46	-	-	-	-	4	4
Pakistan	-	-	-	-	-	-	-	-	-	-	1	1
Palau	-	-	-	1	13	14	-	-	-	1	2	3
Panama	-	-	-	1	1	2	-	-	-	-	-	-
Papua New Guinea	-	-	-	14	149	163	-	-	-	2	101	103
Philippines	-	-	-	3	5	8	-	-	-	-	5	5
Poland	-	-	-	258	1,391	1,649	-	-	-	44	276	320
Portugal	-	-	-	66	556	622	-	-	-	-	5	5
Republic of Bulgaria	-	-	-	308	1,369	1,677	-	-	-	1	1	2
Republic of Congo	-	-	-	-	35	35	-	-	-	-	48	48
South Korea	989	10,626	11,615	19	1,203	1,222	-	-	-	1	188	189
Republic of Kosovo	-	-	-	10	7	17	-	-	-	-	1	1
Republic of Lithuania	-	-	-	-	-	-	-	-	-	-	1	1
Republic of Macedonia	-	-	-	129	339	468	-	-	-	-	1	1
Rwanda	-	-	-	-	1	1	-	-	-	-	3	3
Saint Lucia	-	-	-	-	4	4	-	-	-	-	-	-
Saipan	-	-	-	-	-	-	-	-	-	-	1	1
Senegal	-	-	-	-	-	-	-	-	-	-	3	3
Seychelles	-	-	-	48	353	401	-	-	-	34	351	385
Sierra Leone	-	-	-	-	21	21	-	-	-	-	11	11
Singapore	-	-	-	18	189	207	-	-	-	-	3	3
Sint Maarten	-	-	-	-	1	1	-	-	-	-	-	-
Slovakia (Republic of Slovak)	-	-	-	11	378	389	-	-	-	-	1	1

Destination Country	G2G			Individual-New			Via Recruitment Agency			Renewal		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Slovenia	-	-	-	47	285	332	-	-	-	-	1	1
Somalia	-	-	-	1	8	9	-	-	-	-	14	14
South Africa	-	-	-	2	12	14	-	-	-	-	1	1
South Sudan	-	-	-	1	3	4	-	-	-	-	9	9
Spain	-	-	-	12	85	97	-	-	-	-	-	-
Sri Lanka	-	-	-	3	88	91	-	-	-	3	4	7
Sweden	-	-	-	1	42	43	-	-	-	-	13	13
Switzerland	-	-	-	-	2	2	-	-	-	-	-	-
Taiwan	-	-	-	1	1	2	-	-	-	-	-	-
Tajikistan	-	-	-	-	-	-	-	-	-	-	1	1
Tanzania	-	-	-	-	20	20	-	-	-	-	21	21
Thailand	-	-	-	6	28	34	-	-	-	1	21	22
Timor-Leste	-	-	-	-	4	4	-	-	-	-	-	-
Togo	-	-	-	-	4	4	-	-	-	-	-	-
Trinidad and Tobago	-	-	-	-	3	3	-	-	-	-	2	2
Tunisia	-	-	-	-	1	1	-	-	-	-	-	-
Turks and Caicos Island	-	-	-	-	20	20	-	-	-	-	23	23
Uganda	-	-	-	-	5	5	-	-	-	-	19	19
Uruguay	-	-	-	1	3	4	-	-	-	-	-	-
USA	-	-	-	81	318	399	-	-	-	10	49	59
Vanuatu	-	-	-	-	1	1	-	-	-	-	-	-
Vietnam	-	-	-	1	3	4	-	-	-	-	3	3
West-Indies	-	-	-	-	1	1	-	-	-	-	-	-
Zambia	-	-	-	-	14	14	-	-	-	2	27	29
Total	1,204	10,697	11,901	20,635	74,403	95,038	37,718	315,445	353,163	20,615	260,580	281,195

Annex 5: Labour Approvals, 2022/23–2023/24 (by sex and district)

SN	District	New Approvals				New & Renewed Approvals						
		2022/23		2023/24		2022/23		2023/24				
		Female	Male	Total	Female	Male	Total	Female	Male	Total		
Koshi												
1	Taplejung	380	2,719	3,099	352	2,468	2,820	492	4,100	4,592	3,599	4,064
2	Sankhuwasabha	417	3,800	4,217	510	3,085	3,595	555	5,510	6,065	4,526	5,180
3	Solukhumbu	800	2,344	3,144	766	1,872	2,638	1,007	2,978	3,985	2,543	3,543
4	Okhaldhunga	452	3,333	3,785	518	2,828	3,346	618	4,794	5,412	4,264	4,953
5	Khotang	604	5,939	6,543	603	4,933	5,536	821	9,010	9,831	7,773	8,583
6	Bhojpur	721	5,706	6,427	613	4,398	5,011	930	8,168	9,098	6,427	7,242
7	Dhankuta	658	4,643	5,301	635	3,534	4,169	893	6,922	7,815	5,509	6,358
8	Terhathum	253	2,608	2,861	261	2,011	2,272	337	3,954	4,291	3,090	3,428
9	Panchthar	695	5,480	6,175	618	3,723	4,341	950	7,954	8,904	5,724	6,569
10	Ilam	1,358	5,293	6,651	1,587	4,868	6,455	1,909	7,872	9,781	7,347	9,521
11	Jhapa	4,033	15,717	19,750	4,554	15,406	19,960	5,958	27,651	33,609	27,816	34,362
12	Morang	2,685	14,731	17,416	3,157	15,045	18,202	3,879	25,848	29,727	26,588	31,097
13	Sunsari	1,419	11,262	12,681	1,604	12,101	13,705	2,116	20,080	22,196	21,600	23,949
14	Udayapur	1,036	7,008	8,044	1,223	6,792	8,015	1,406	10,409	11,815	10,246	11,823
Total		15,511	90,583	106,094	17,001	83,064	100,065	21,871	145,250	167,121	137,052	160,672
Madhesh												
1	Saptari	129	12,819	12,948	163	12,394	12,557	154	21,018	21,172	20,231	20,460
2	Siraha	111	14,119	14,230	174	16,655	16,829	134	29,512	29,646	30,725	30,930
3	Dhanusha	208	18,971	19,179	251	19,942	20,193	270	39,391	39,661	38,801	39,107
4	Mahottari	226	15,100	15,326	268	14,496	14,764	296	28,659	28,955	27,009	27,350
5	Sarlahi	776	15,164	15,940	854	12,543	13,397	1,036	22,714	23,750	20,088	21,243
6	Rautahat	326	10,427	10,753	370	8,441	8,811	397	14,857	15,254	12,736	13,214
7	Bara	635	9,488	10,123	652	8,357	9,009	830	13,811	14,641	12,539	13,422
8	Parsa	189	5,157	5,346	215	4,368	4,583	264	7,533	7,797	6,833	7,135
Total		2,600	101,245	103,845	2,947	97,196	100,143	3,381	177,495	180,876	3,899	168,962
												172,861

SN	District	New Approvals						New & Renewed Approvals					
		2022/23			2023/24			2022/23			2023/24		
		Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Bagmati													
1	Dolakha	1,145	3,776	4,921	1,286	3,502	4,788	1,510	5,061	6,571	1,676	4,974	6,650
2	Sindhupalchok	2,482	6,067	8,549	2,550	5,612	8,162	3,501	8,181	11,682	3,629	7,959	11,588
3	Rasuwa	318	814	1,132	341	770	1,111	392	1,002	1,394	461	1,010	1,471
4	Dhading	1,680	7,316	8,996	1,860	6,535	8,395	2,126	10,293	12,419	2,350	9,956	12,306
5	Nuwakot	1,793	5,128	6,921	2,152	5,158	7,310	2,416	7,516	9,932	2,901	7,744	10,645
6	Kathmandu	1,602	2,964	4,566	1,764	3,334	5,098	2,602	5,074	7,676	2,937	5,859	8,796
7	Bhaktapur	455	2,371	2,826	587	2,051	2,638	628	2,968	3,596	819	2,835	3,654
8	Lalitpur	800	1,829	2,629	985	2,054	3,039	1,117	2,752	3,869	1,393	3,022	4,415
9	Kavrepalanchok	2,219	6,452	8,671	2,294	5,958	8,252	2,946	9,004	11,950	3,144	8,693	11,837
10	Ramechhap	1,121	4,292	5,413	1,198	4,042	5,240	1,512	6,047	7,559	1,627	5,804	7,431
11	Sindhuli	1,161	6,567	7,728	1,295	6,149	7,444	1,495	9,006	10,501	1,641	8,532	10,173
12	Makwanpur	2,532	6,771	9,303	2,720	7,091	9,811	3,405	9,750	13,155	3,615	10,192	13,807
13	Chitwan	1,726	7,869	9,595	2,111	8,708	10,819	2,294	13,431	15,725	2,885	15,363	18,248
Total		19,034	62,216	81,250	21,143	60,964	82,107	25,944	90,085	116,029	29,078	91,943	121,021
Gandaki													
1	Gorkha	1,056	6,373	7,429	1,159	6,356	7,515	1,363	10,248	11,611	1,441	10,444	11,885
2	Manang	31	165	196	24	122	146	41	192	233	29	150	179
3	Mustang	36	151	187	51	166	217	54	189	243	63	196	259
4	Myagdi	444	2,752	3,196	512	2,368	2,880	550	4,676	5,226	601	4,187	4,788
5	Kaski	1,123	5,544	6,667	1,108	5,177	6,285	1,511	10,235	11,746	1,526	10,113	11,639
6	Lamjung	524	4,033	4,557	575	3,831	4,406	704	7,336	8,040	771	7,474	8,245
7	Tanahu	853	7,097	7,950	1,117	7,155	8,272	1,108	13,959	15,067	1,432	14,551	15,983
8	Nawalparasi East	819	7,659	8,494	1,097	6,812	7,910	1,089	13,090	14,200	1,401	12,762	14,164
9	Syangja	713	6,854	7,567	896	6,329	7,225	965	13,789	14,754	1,188	13,699	14,887
10	Parbat	305	3,252	3,557	378	2,981	3,359	387	5,871	6,258	487	5,711	6,198
11	Baglung	572	8,902	9,474	899	7,783	8,682	708	13,855	14,563	1,028	12,427	13,455
Total		6,476	52,782	59,274	7,816	49,080	56,897	8,480	93,440	101,941	9,967	91,714	101,682

SN	District	New Approvals						New & Renewed Approvals					
		2022/23			2023/24			2022/23			2023/24		
		Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Lumbini													
1	Rukum East	94	1,794	1,872	79	1,407	1,486	126	2,385	2,493	106	1,953	2,059
2	Rolpa	349	6,213	6,562	458	6,054	6,512	435	8,964	9,399	523	8,711	9,234
3	Pyuthan	143	4,206	4,349	222	3,236	3,458	193	6,018	6,211	287	5,362	5,649
4	Gulmi	413	5,790	6,203	582	5,125	5,707	585	10,595	11,180	835	10,060	10,895
5	Arghakhanchi	412	5,922	6,334	531	4,991	5,522	523	8,973	9,496	683	8,172	8,855
6	Palpa	386	5,413	5,799	500	4,839	5,339	524	10,028	10,552	666	9,519	10,185
7	Nawalparasi West	400	5,096	5,480	504	5,308	5,811	601	9,215	9,795	758	9,731	10,488
8	Rupandehi	1,115	12,127	13,242	1,216	12,137	13,353	1,588	21,275	22,863	1,733	21,873	23,606
9	Kapilvastu	292	7,868	8,160	382	7,482	7,864	409	14,713	15,122	519	14,203	14,722
10	Dang	1,035	11,835	12,870	1,217	9,665	10,882	1,327	16,436	17,763	1,552	14,512	16,064
11	Banke	589	7,133	7,722	810	5,850	6,660	786	10,267	11,053	1,023	9,164	10,187
12	Bardiya	455	6,556	7,011	593	5,300	5,893	611	8,847	9,458	762	7,856	8,618
Total		5,683	79,953	85,603	7,094	71,394	78,487	7,709	127,716	135,385	9,447	121,116	130,562
Karnali													
1	Dolpa	57	388	445	65	383	448	65	436	501	71	441	512
2	Mugu	21	470	491	37	452	489	21	524	545	38	499	537
3	Humla	52	427	479	62	443	505	60	474	534	70	491	561
4	Jumla	36	839	875	61	762	823	40	959	999	72	884	956
5	Kalikot	45	828	873	51	706	757	50	956	1,006	57	838	895
6	Dailekh	175	3,241	3,416	201	2,323	2,524	208	3,964	4,172	231	2,999	3,230
7	Jajarkot	105	2,572	2,677	120	1,878	1,998	121	2,968	3,089	140	2,256	2,396
8	Rukum West	192	2,916	3,124	206	1,817	2,023	225	3,516	3,759	241	2,392	2,633
9	Salyan	380	7,317	7,697	422	4,711	5,133	459	9,133	9,592	513	6,540	7,053
10	Surkhet	304	4,588	4,892	350	3,612	3,962	388	5,895	6,283	427	4,967	5,394
Total		1,367	23,586	24,969	1,575	17,087	18,662	1,637	28,825	30,480	1,860	22,307	24,167

SN	District	New Approvals						New & Renewed Approvals					
		2022/23			2023/24			2022/23			2023/24		
		Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Sudurpaschim													
1	Bajura	139	1,814	1,953	172	1,563	1,735	157	2,091	2,248	194	1,774	1,968
2	Bajhang	115	2,305	2,420	164	2,037	2,201	123	2,568	2,691	185	2,280	2,465
3	Darchula	114	2,046	2,160	124	1,520	1,644	132	2,457	2,589	144	1,974	2,118
4	Baitadi	148	4,271	4,419	224	2,980	3,204	178	4,940	5,118	247	3,660	3,907
5	Dadeldhura	123	2,232	2,355	97	1,375	1,472	132	2,570	2,702	111	1,773	1,884
6	Doti	25	890	915	45	715	760	31	1,104	1,135	50	958	1,008
7	Achham	227	2,749	2,976	286	3,510	3,796	244	3,064	3,308	310	3,795	4,105
8	Kailali	420	4,782	5,202	548	4,310	4,858	524	6,422	6,946	666	6,029	6,695
9	Kanchanpur	244	4,806	5,050	311	3,732	4,043	315	6,696	7,011	384	5,770	6,154
Total		1,555	25,895	27,450	1,971	21,742	23,713	1,836	31,912	33,748	2,291	28,013	30,304
Grand Total		52,226	436,260	488,486	59,547	400,527	460,074	70,857	694,723	765,580	80,162	661,107	741,269

Annex 6: New Labour Approvals, 2022/23 (2079/80 BS)
(by sex, mode of obtaining approvals, and occupation)

Occupations	G2G			Individual-New			Via Recruitment Agency			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture, Fishery, Poultry, Animal and Gardener	4.3	0.6	0.9	2.5	4.3	3.9	0.4	3.6	3.3	1.2	3.6	3.3
Agriculture, Fishery, Poultry, Animal and Gardener	4.3	0.6	0.9	2.5	4.3	3.9	0.4	3.6	3.3	1.2	3.6	3.3
Aviation and Cruise	0.0	0.0	0.0	1.2	1.5	1.5	0.6	0.4	0.4	0.7	0.5	0.5
Aviation and Cruise	0.0	0.0	0.0	1.2	1.5	1.5	0.6	0.4	0.4	0.7	0.5	0.5
Construction	0.0	0.0	0.0	0.1	4.7	3.7	0.0	3.1	2.9	0.0	3.2	2.8
Carpenter	0.0	0.0	0.0	0.0	1.3	1.0	0.0	0.5	0.5	0.0	0.6	0.5
Mason	0.0	0.0	0.0	0.1	1.8	1.4	0.0	0.7	0.6	0.0	0.8	0.7
Painting	0.0	0.0	0.0	0.0	0.5	0.4	0.0	0.2	0.2	0.0	0.2	0.2
Scaffolding	0.0	0.0	0.0	0.0	0.4	0.3	0.0	1.4	1.3	0.0	1.2	1.1
Steel Fixer	0.0	0.0	0.0	0.0	0.4	0.3	0.0	0.2	0.2	0.0	0.3	0.2
Construction-others	0.0	0.0	0.0	0.0	0.3	0.2	0.0	0.0	0.0	0.0	0.1	0.1
Driver/Machine Operator	0.1	0.0	0.0	0.6	3.5	2.8	0.3	4.0	3.7	0.4	3.8	3.4
Driver	0.0	0.0	0.0	0.0	2.0	1.6	0.0	2.9	2.6	0.0	2.7	2.4
Machine Operator	0.1	0.0	0.0	0.6	1.5	1.3	0.3	1.1	1.0	0.3	1.1	1.0
Electrical and Mechanical Technician	0.0	0.0	0.0	1.3	4.1	3.5	0.0	1.3	1.2	0.4	1.6	1.4
A/C Technician	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Automotive	0.0	0.0	0.0	0.1	0.3	0.3	0.0	0.2	0.2	0.0	0.2	0.2
Electrician	0.0	0.0	0.0	0.0	0.8	0.6	0.0	0.3	0.3	0.0	0.4	0.3
Plumbing/Pipe Fitter	0.0	0.0	0.0	0.0	0.4	0.3	0.0	0.4	0.3	0.0	0.4	0.3
Welding	0.0	0.0	0.0	0.0	0.6	0.5	0.0	0.2	0.1	0.0	0.2	0.2
Electro/Mechanical Other	0.0	0.0	0.0	1.2	1.9	1.7	0.0	0.2	0.2	0.3	0.4	0.4
Elementary Occupations	94.5	97.4	97.2	39.1	36.5	37.1	60.5	37.2	39.3	55.4	39.9	41.5
Cleaning and Laundry	0.1	0.0	0.0	17.8	6.7	9.1	41.9	12.6	15.3	33.8	11.3	13.7
Labour (Specified)	77.5	81.1	80.8	3.4	5.6	5.1	1.7	6.7	6.3	4.5	9.9	9.3
Labour (Unspecified)	17.0	16.1	16.2	16.2	21.1	20.1	16.6	15.8	15.9	16.5	16.5	16.5
Packaging, Loading, Shipping and Delivery	0.0	0.2	0.2	1.7	3.2	2.8	0.2	2.0	1.9	0.6	2.1	1.9
Manufacturing	1.0	1.8	1.8	1.0	3.1	2.6	17.0	31.5	30.1	12.0	26.7	25.1
Manufacturing	1.0	1.8	1.8	1.0	3.1	2.6	17.0	31.5	30.1	12.0	26.7	25.1

Occupations	G2G			Individual-New			Via Recruitment Agency			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Office/ Administrative/ Associate Professionals	0.0	0.0	0.0	10.9	6.7	7.6	2.5	1.2	1.3	4.8	1.8	2.1
Office/ Administrative/ Associate Professionals	0.0	0.0	0.0	10.9	6.7	7.6	2.5	1.2	1.3	4.8	1.8	2.1
Professionals and Managers	0.1	0.0	0.0	3.8	3.6	3.7	0.2	0.1	0.1	1.2	0.5	0.6
Professional	0.0	0.0	0.0	2.1	2.1	2.1	0.2	0.1	0.1	0.8	0.3	0.3
Manager	0.1	0.0	0.0	1.6	1.6	1.6	0.0	0.0	0.0	0.5	0.2	0.2
Services & Sales	0.0	0.0	0.0	37.6	28.1	30.2	18.1	17.2	17.3	23.1	17.7	18.3
Baker/Dessert Maker	0.0	0.0	0.0	0.6	0.7	0.7	0.0	0.1	0.1	0.2	0.2	0.2
Barista/Coffee Maker	0.0	0.0	0.0	0.5	0.7	0.6	0.6	0.2	0.3	0.5	0.3	0.3
Beauty & Fitness	0.0	0.0	0.0	7.5	0.4	1.9	3.8	0.1	0.4	4.7	0.1	0.6
Caregiver/ Nursing Aide	0.0	0.0	0.0	4.1	0.3	1.1	1.1	0.0	0.1	2.0	0.0	0.3
Chef/Cook	0.0	0.0	0.0	3.7	11.3	9.6	0.6	1.6	1.5	1.4	2.7	2.6
Housekeeping	0.0	0.0	0.0	4.3	1.4	2.0	1.5	0.3	0.4	2.2	0.4	0.6
Retail	0.0	0.0	0.0	4.3	3.1	3.4	2.1	1.5	1.6	2.7	1.6	1.7
Security	0.0	0.0	0.0	0.5	3.1	2.5	1.4	9.4	8.7	1.1	8.2	7.4
Tailor	0.0	0.0	0.0	0.6	0.5	0.5	0.0	0.1	0.1	0.2	0.1	0.1
Waiter/Waitress	0.0	0.0	0.0	10.4	5.6	6.7	5.4	2.5	2.8	6.7	2.8	3.2
Hospitality- Others	0.0	0.0	0.0	1.0	1.1	1.1	1.5	1.3	1.3	1.3	1.2	1.2
Supervisor and Foreman	0.0	0.0	0.0	1.4	3.2	2.9	0.4	0.3	0.3	0.7	0.6	0.6
Supervisor	0.0	0.0	0.0	1.4	2.0	1.9	0.4	0.2	0.2	0.7	0.4	0.4
Foreman	0.0	0.0	0.0	0.0	1.3	1.0	0.0	0.1	0.1	0.0	0.2	0.2
Others	0.0	0.0	0.0	0.4	0.7	0.6	0.0	0.1	0.1	0.1	0.2	0.2
Total %	100	100	100	100	100	100	100	100	100	100	100	100
Total number	1,610	19,796	21,406	15,187	53,988	69,175	36,702	366,934	403,636	53,499	440,718	494,217

Annex 7: New Labour Approvals, 2023/24 (2080/81 BS)
(by sex, mode of obtaining approvals, and occupation)

Occupation	G2G			Individual-New			Via Recruitment Agency			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture, Fishery, Poultry, Animal and Gardener	0.2	0.3	0.3	2.4	4.2	3.8	0.4	2.1	1.9	1.1	2.5	2.3
Agriculture, Fishery, Poultry, Animal and Gardener	0.2	0.3	0.3	2.4	4.2	3.8	0.4	2.1	1.9	1.1	2.5	2.3
Aviation and Cruise	0.0	0.0	0.0	1.3	1.3	1.3	0.6	0.3	0.4	0.9	0.5	0.5
Aviation and Cruise	0.0	0.0	0.0	1.3	1.3	1.3	0.6	0.3	0.4	0.9	0.5	0.5
Construction	0.0	0.0	0.0	0.2	5.5	4.4	0.0	10.0	9.0	0.1	8.9	7.8
Carpenter	0.0	0.0	0.0	0.1	1.5	1.2	0.0	2.4	2.1	0.0	2.1	1.9
Mason	0.0	0.0	0.0	0.0	2.2	1.8	0.0	3.6	3.2	0.0	3.3	2.8
Painting	0.0	0.0	0.0	0.0	0.5	0.4	0.0	0.5	0.4	0.0	0.5	0.4
Scaffolding	0.0	0.0	0.0	0.0	0.4	0.3	0.0	2.0	1.8	0.0	1.7	1.4
Steel Fixer	0.0	0.0	0.0	0.0	0.5	0.4	0.0	1.3	1.2	0.0	1.1	1.0
Construction-others	0.0	0.0	0.0	0.0	0.4	0.3	0.0	0.3	0.2	0.0	0.3	0.2
Driver/Machine Operator	0.0	0.2	0.2	0.7	4.5	3.6	0.3	5.5	4.9	0.4	5.2	4.6
Driver	0.0	0.0	0.0	0.0	1.9	1.5	0.0	4.1	3.6	0.0	3.5	3.1
Machine Operator	0.0	0.2	0.2	0.7	2.6	2.2	0.3	1.5	1.3	0.4	1.6	1.5
Electrical and Mechanical Technician	0.0	0.1	0.1	1.0	3.4	2.9	0.1	2.4	2.2	0.4	2.6	2.3
A/C Technician	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.1	0.1	0.0	0.1	0.1
Automotive	0.0	0.0	0.0	0.0	0.3	0.3	0.0	0.2	0.2	0.0	0.2	0.2
Electrician	0.0	0.0	0.0	0.0	0.9	0.7	0.0	0.9	0.8	0.0	0.9	0.8
Plumbing/Pipe Fitter	0.0	0.0	0.0	0.0	0.4	0.3	0.0	0.7	0.6	0.0	0.6	0.5
Welding	0.0	0.1	0.1	0.0	0.6	0.5	0.0	0.3	0.3	0.0	0.3	0.3
Electro/Mechanical Other	0.0	0.0	0.0	0.9	1.1	1.1	0.1	0.2	0.2	0.3	0.4	0.4
Elementary Occupations	96.3	98.7	98.5	39.1	37.9	38.2	65.0	47.6	49.5	56.7	47.2	48.4
Cleaning and Laundry	0.0	0.0	0.0	15.9	6.7	8.7	47.3	14.4	17.9	35.5	12.6	15.6
Labour (Specified)	86.7	88.4	88.2	4.9	6.4	6.1	2.3	7.4	6.9	4.9	9.4	8.8
Labour (Unspecified)	9.6	10.2	10.2	17.5	21.7	20.8	14.7	22.1	21.3	15.6	21.7	20.9
Packaging, Loading, Shipping and Delivery	0.0	0.1	0.1	0.8	3.0	2.6	0.6	3.7	3.3	0.6	3.5	3.1
Manufacturing	0.1	0.5	0.5	0.8	3.4	2.8	8.4	14.1	13.5	5.6	11.8	11.0
Manufacturing	0.1	0.5	0.5	0.8	3.4	2.8	8.4	14.1	13.5	5.6	11.8	11.0

Occupation	G2G			Individual-New			Via Recruitment Agency			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Office/ Administrative/ Associate Professionals	0.0	0.0	0.0	10.1	5.2	6.3	4.2	1.6	1.9	6.1	2.2	2.7
Office/ Administrative/ Associate Professionals	0.0	0.0	0.0	10.1	5.2	6.3	4.2	1.6	1.9	6.1	2.2	2.7
Professionals and Managers	0.0	0.0	0.0	5.9	4.0	4.4	0.4	0.1	0.2	2.3	0.8	1.0
Professional	0.0	0.0	0.0	4.4	2.8	3.1	0.3	0.1	0.1	1.7	0.6	0.7
Manager	0.0	0.0	0.0	1.4	1.2	1.3	0.1	0.0	0.1	0.6	0.3	0.3
Services & Sales	3.4	0.0	0.4	36.2	27.4	29.3	19.8	15.4	15.9	25.2	17.2	18.2
Baker/Dessert Maker	0.0	0.0	0.0	0.8	1.1	1.1	0.0	0.2	0.2	0.3	0.4	0.3
Barista/Coffee Maker	0.0	0.0	0.0	0.8	0.6	0.6	0.7	0.4	0.4	0.7	0.4	0.5
Beauty & Fitness	0.0	0.0	0.0	4.0	0.3	1.1	5.3	0.1	0.6	4.8	0.1	0.7
Caregiver/ Nursing Aide	3.4	0.0	0.3	4.8	0.4	1.4	1.4	0.0	0.2	2.7	0.1	0.4
Chef/Cook	0.0	0.0	0.0	5.6	11.4	10.2	0.7	1.7	1.6	2.4	3.5	3.4
Housekeeping	0.0	0.0	0.0	3.6	0.9	1.5	1.1	0.2	0.3	1.9	0.3	0.5
Retail	0.0	0.0	0.0	3.3	2.8	2.9	1.5	0.7	0.8	2.1	1.1	1.2
Security	0.0	0.0	0.0	0.6	3.3	2.7	1.9	8.3	7.6	1.4	7.1	6.4
Tailor	0.0	0.0	0.0	0.7	0.6	0.6	0.1	0.1	0.1	0.3	0.2	0.2
Waiter/Waitress	0.0	0.0	0.0	10.9	4.9	6.2	5.5	2.3	2.6	7.3	2.7	3.3
Hospitality- Others	0.0	0.0	0.0	1.3	1.0	1.1	1.5	1.3	1.3	1.4	1.2	1.2
Supervisor and Foreman	0.0	0.0	0.0	1.3	2.2	2.0	0.8	0.5	0.5	1.0	0.8	0.8
Supervisor	0.0	0.0	0.0	1.3	1.4	1.4	0.7	0.3	0.3	0.9	0.5	0.5
Foreman	0.0	0.0	0.0	0.0	0.8	0.6	0.1	0.2	0.2	0.1	0.3	0.3
Others	0.0	0.0	0.0	0.9	1.1	1.0	0.0	0.2	0.2	0.3	0.4	0.4
Total %	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	1,204	10,697	11,901	20,635	74,403	95,038	37,718	315,445	353,163	59,557	400,545	460,102

Annex 8: New Labour Approvals, 2022/23 (2079/80 BS)
(by country of destination and occupation)

Occupation	Malaysia	UAE	Saudi Arabia	Qatar	Kuwait	South Korea	Romania	Croatia	Japan	Malta	Cyprus	Other
Agriculture, Fishery, Poultry, Animal and Gardener	5.2	1.2	1.1	0.4	0.7	1.1	2.9	10.4	2.3	0.2	2.6	5.4
Aviation and Cruise	0.3	1.8	0.0	0.4	0.3	0.0	0.1	0.0	0.0	0.9	0.0	1.9
Construction	0	5	6	6	2	0	4	12	5	1	0	6
Carpenter	0.0	1.1	0.6	1.7	0.9	0.0	1.1	3.3	0.1	0.1	0.0	1.2
Mason	0.0	1.5	0.7	2.8	0.3	0.0	1.1	4.8	0.6	0.4	0.0	1.7
Painting	0.0	0.5	0.2	0.8	0.2	0.0	0.5	0.5	0.4	0.1	0.0	0.2
Scaffolding	0.4	1.9	4.3	0.0	0.5	0.0	0.1	0.0	3.5	0.3	0.0	2.0
Steel Fixer	0.0	0.3	0.2	0.6	0.2	0.0	0.6	2.9	0.0	0.1	0.0	0.6
Construction-others	0.0	0.1	0.1	0.0	0.1	0.0	0.2	0.5	0.0	0.2	0.0	0.3
Driver/Machine operator	1	3	12	5	8	0	2	2	2	5	0	2
Driver	0.2	2.6	9.0	4.5	7.6	0.0	0.1	0.7	0.1	2.9	0.0	0.7
Machine Operator	1.0	0.6	2.6	0.3	0.4	0.1	1.6	1.0	1.6	1.9	0.0	0.9
Electrical and Mechanical Technician	0	2	3	3	1	0	2	6	1	2	0	4
A/C Technician	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.2	0.0	0.0
Automotive	0.0	0.0	1.1	0.0	0.1	0.0	0.2	0.2	0.0	0.1	0.0	0.5
Electrician	0.0	1.2	0.3	1.0	0.4	0.0	0.3	1.0	0.3	0.6	0.0	0.3
Plumbing/Pipe Fitter	0.0	0.3	1.3	1.1	0.1	0.0	0.4	0.4	0.2	0.4	0.0	0.2
Welding	0.0	0.2	0.1	0.4	0.2	0.0	0.5	2.4	0.5	0.1	0.0	0.5
Electro/ Mechanical Other	0.1	0.4	0.4	0.6	0.4	0.0	0.1	1.8	0.0	0.3	0.0	2.9
Elementary Occupations	21	51	63	53	60	96	61	44	39	52	73	41
Cleaning and Laundry	7.7	35.5	8.8	17.2	39.5	0.0	6.0	8.7	0.4	26.8	0.5	9.5
Labour (Specified)	7.6	3.7	6.3	1.3	4.9	79.2	14.7	4.6	9.4	1.3	1.0	5.0
Labour (Unspecified)	5.7	9.4	39.3	34.5	13.5	16.4	38.5	25.5	28.7	17.8	71.3	23.6
Packaging, Loading, Shipping and Delivery	0.4	1.9	9.0	0.4	1.8	0.2	1.4	5.3	0.4	5.6	0.2	2.8
Manufacturing	53.2	0.8	5.5	0.2	0.9	2.3	8.0	8.2	1.2	0.2	0.0	3.2
Office/ Administrative/ Associate Professionals	0.3	5.2	0.6	10.6	1.9	0.1	2.3	0.5	3.9	3.7	0.1	2.9
Professionals and Managers	0	1	0	1	0	0	0	0	14	0	0	3
Professional	0.0	0.3	0.0	0.2	0.4	0.0	0.0	0.0	13.0	0.0	0.0	1.6
Manager	0.0	0.8	0.0	0.4	0.0	0.1	0.0	0.0	0.6	0.2	0.0	1.7

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Occupation	Malaysia	UAE	Saudi Arabia	Qatar	Kuwait	South Korea	Romania	Croatia	Japan	Malta	Cyprus	Other
Services & Sales	18	27	8	15	24	0	19	17	32	33	24	29
Baker/Dessert Maker	0.0	0.3	0.4	0.2	0.3	0.0	1.3	1.1	0.0	0.1	0.2	0.7
Barista/Coffee Maker	0.0	0.7	0.6	0.1	0.8	0.0	0.2	0.2	0.2	1.7	0.6	0.8
Beauty & Fitness	0.0	0.9	0.1	0.8	4.6	0.0	0.2	0.3	0.0	0.1	0.0	1.9
Caregiver/Nursing Aide	0.0	0.1	0.1	0.1	0.2	0.0	0.7	0.2	3.7	0.2	4.4	1.6
Chef/Cook	0.7	2.9	1.6	1.5	3.9	0.4	9.9	5.4	26.2	4.2	9.1	9.3
Housekeeping	0.3	0.4	0.4	0.0	1.0	0.0	1.9	3.4	0.2	9.0	2.9	1.7
Retail	1.5	5.5	0.5	2.3	1.5	0.0	1.1	0.3	0.1	1.8	0.0	0.8
Security	12.2	8.2	0.0	5.9	4.5	0.0	0.0	0.0	0.0	1.0	0.0	4.5
Tailor	0.0	0.2	0.2	0.5	0.2	0.0	0.3	0.7	0.0	0.0	0.0	0.4
Waiter/Waitress	2.4	5.1	1.5	3.1	5.8	0.0	3.1	4.4	0.8	14.2	6.1	5.6
Hospitality-Others	0.9	2.7	2.4	0.8	1.1	0.0	0.1	0.7	0.3	1.2	1.1	1.4
Supervisor and Foreman	0	1	0	5	0	0	0	0	0	2	0	1
Supervisor	0.0	1.0	0.1	2.8	0.1	0.1	0.0	0.1	0.1	0.3	0.0	0.9
Foreman	0.0	0.0	0.0	2.3	0.0	0.0	0.0	0.0	0.0	1.6	0.0	0.0
Others	0.0	0.3	0.3	0.1	0.4	0.0	0.5	0.2	1.3	0.1	0.0	0.5
Total %	100	100	100	100	100	100	100	100	100	100	100	100
Total number	219,354	59,152	55,790	40,516	31,408	21,870	13,137	7,186	5,839	5,603	4,275	30,087

Annex 9: New Labour Approvals, 2023/24 (2080/81 BS)
(by country of destination and occupation)

Occupation	Malaysia	UAE	Saudi Arabia	Qatar	Kuwait	South Korea	Romania	Croatia	Japan	Malta	Cyprus	Other
Agriculture, Fishery, Poultry, Animal and Gardener	4.2	1.7	0.9	0.5	1.2	0.6	1.5	11.5	1.0	0.5	1.7	3.6
Aviation and Cruise	0.2	1.1	0.0	0.5	0.1	0.0	0.1	0.0	0.3	0.3	0.0	1.3
Construction	0	15	5	7	2	0	4	8	3	2	0	15
Carpenter	0.0	3.8	0.6	1.6	1.0	0.0	1.4	2.0	0.1	0.3	0.0	3.9
Mason	0.0	5.6	0.6	4.5	0.1	0.0	1.5	2.8	0.2	0.6	0.1	6.4
Painting	0.0	0.8	0.2	0.9	0.2	0.0	0.3	0.7	0.2	0.1	0.0	0.3
Scaffolding	0.1	2.0	3.0	0.0	1.0	0.0	0.1	0.2	2.1	0.4	0.1	2.5
Steel Fixer	0.0	2.6	0.1	0.2	0.1	0.0	0.2	0.8	0.0	0.2	0.1	1.7
Construction-others	0.0	0.5	0.0	0.0	0.1	0.0	0.3	1.3	0.3	0.3	0.0	0.3
Driver/Machine Operator	2	2	12	2	15	1	2	2	0	4	0	4
Driver	0.0	0.9	9.8	2.3	14.4	0.0	0.1	1.6	0.0	1.9	0.0	0.8
Machine Operator	2.3	0.6	2.4	0.1	0.7	0.6	1.8	0.9	0.4	2.0	0.0	3.6
Electrical and Mechanical Technician	0	4	2	4	2	0	2	4	1	2	0	3
A/C Technician	0.0	0.2	0.0	0.1	0.1	0.0	0.0	0.1	0.0	0.1	0.0	0.0
Automotive	0.0	0.1	0.8	0.0	0.2	0.0	0.3	0.6	0.0	0.2	0.0	0.3
Electrician	0.0	1.6	0.4	1.2	0.6	0.0	0.3	1.2	0.3	0.9	0.2	0.4
Plumbing/Pipe Fitter	0.0	1.0	0.4	1.3	0.1	0.0	0.1	0.5	0.2	0.5	0.1	0.3
Welding	0.0	0.2	0.1	0.6	0.5	0.1	0.8	1.0	0.3	0.1	0.0	0.6
Electro/Mechanical Other	0.1	0.4	0.1	0.3	0.9	0.2	0.2	0.4	0.1	0.5	0.1	1.2
Elementary Occupations	17	54	68	57	51	94	61	53	33	49	65	32
Cleaning and Laundry	3.6	27.7	11.5	20.4	28.0	0.0	8.8	10.2	0.4	26.0	3.6	8.1
Labour (Specified)	9.0	5.9	7.0	2.9	5.4	81.0	19.9	7.1	7.1	2.1	0.5	6.2
Labour (Unspecified)	4.6	18.1	37.4	33.0	14.8	12.5	28.4	32.5	24.7	16.3	61.0	16.0
Packaging, Loading, Shipping and Delivery	0.1	2.0	11.6	0.3	2.3	0.2	4.3	3.3	0.8	4.6	0.1	2.0
Manufacturing	51.0	1.3	3.0	0.8	0.9	3.7	7.2	4.5	0.8	0.6	0.0	5.3
Office/Administrative/Associate Professionals	0.1	3.6	0.8	9.9	2.1	0.1	1.4	0.9	3.8	5.8	1.2	3.2
Professionals and Managers	0	1	0	1	1	0	0	0	22	0	0	3
Professional	0.0	0.2	0.0	0.2	0.5	0.0	0.0	0.0	20.8	0.1	0.0	1.4
Manager	0.0	0.4	0.0	0.5	0.0	0.1	0.0	0.0	1.2	0.3	0.0	1.3
Services & Sales	25	17	9	12	25	1	20	16	30	34	31	28
Baker/Dessert Maker	0.0	0.2	0.2	0.1	0.3	0.0	1.2	1.7	0.0	0.1	0.3	1.4
Barista/Coffee Maker	0.0	0.4	0.8	0.1	0.6	0.0	0.3	0.3	0.1	2.0	2.0	1.1
Beauty & Fitness	0.0	0.6	0.1	1.0	4.8	0.0	0.2	0.1	0.0	0.1	0.6	1.2
Caregiver/Nursing Aide	0.0	0.1	0.0	0.2	0.6	0.0	1.1	0.2	4.1	0.1	2.6	2.0
Chef/Cook	0.8	1.9	1.4	1.2	5.3	0.6	9.1	6.7	24.4	5.4	10.7	8.2

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Occupation	Malaysia	UAE	Saudi Arabia	Qatar	Kuwait	South Korea	Romania	Croatia	Japan	Malta	Cyprus	Other
Housekeeping	0.2	0.4	0.1	0.1	0.6	0.0	1.6	1.2	0.4	5.9	3.7	1.5
Retail	0.3	2.6	0.3	1.5	0.7	0.0	2.2	0.4	0.1	1.3	0.0	0.9
Security	19.4	6.8	0.0	3.9	3.5	0.0	0.1	0.0	0.0	1.7	0.0	4.6
Tailor	0.0	0.2	0.3	0.4	0.5	0.0	0.6	0.3	0.1	0.0	0.0	0.3
Waiter/Waitress	3.4	2.8	1.3	2.6	6.7	0.0	2.8	4.2	0.3	16.9	11.0	5.2
Hospitality-Others	0.4	0.8	4.2	0.6	1.0	0.0	0.3	0.5	0.8	0.7	0.3	1.2
Supervisor and Foreman	0	0	0	6	0	0	0	0	0	1	0	1
Supervisor	0.0	0.5	0.1	3.3	0.1	0.1	0.1	0.0	0.3	0.8	0.0	0.8
Foreman	0.0	0.0	0.0	2.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Others	0.0	0.4	0.2	0.1	0.1	0.0	1.2	0.1	4.4	0.1	0.0	0.6
Total %	100	100	100	100	100	100	100	100	100	100	100	100
Total number	81,382	131,026	73,094	40,932	28,776	12,837	12,700	14,240	10,500	4,766	5,930	43,919

Annex 10: New Labour Approvals for Women, 2022/23 (2079/80 BS)
(by country of destination and occupation)

Occupation	Malay-sia	UAE	Saudi Arabia	Qatar	Kuwait	South Korea	Roma-nia	Croatia	Japan	Malta	Cyprus	Other
Agriculture, Fishery, Poultry, Animal and Gardener	0.0	0.2	0.0	0.0	0.0	4.4	0.9	6.9	3.5	0.2	2.1	3.8
Aviation and Cruise	0.0	1.8	0.0	1.0	0.1	0.0	0.4	0.0	0.0	0.8	0.0	0.5
Construction	0	0	0	0	0	0	0	0	0	0	0	0
Carpenter	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0
Mason	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1
Painting	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.2	0.0	0.0	0.0
Scaffolding	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Steel Fixer	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Construc-tion-others	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Driver/Machine Operator	1	0	0	0	0	0	1	1	2	1	0	1
Driver	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
Machine Oper-ator	1.1	0.1	0.0	0.0	0.0	0.1	0.7	0.7	1.6	1.1	0.0	0.5
Electrical and Mechanical Technician	0	0	0	0	0	0	0	3	0	0	0	2
A/C Technician	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0
Automotive	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2
Electrician	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0
Plumbing/Pipe Fitter	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Welding	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Electro/Mechan-ical Other	0.0	0.1	0.0	0.0	0.0	0.0	0.1	3.0	0.0	0.1	0.0	1.6
Elementary Occupations	8	61	16	66	67	94	61	54	52	63	86	39
Cleaning and Laundry	0.0	51.8	13.3	51.8	60.4	0.1	15.8	25.7	1.0	35.9	0.5	14.4
Labour (Speci-fied)	5.5	0.6	0.0	1.5	0.5	77.0	10.1	3.0	13.8	0.6	0.6	2.5
Labour (Unspec-ified)	2.3	8.7	3.0	12.3	5.2	16.9	34.8	19.0	36.6	26.8	84.4	20.4
Packaging, Load-ing, Shipping and Delivery	0.0	0.3	0.0	0.2	0.5	0.2	0.6	6.6	0.6	0.1	0.0	1.6
Manufacturing	90.5	0.1	0.0	0.0	0.1	1.0	1.9	6.0	4.0	0.1	0.0	7.0
Office/Adminis-trative/Associate Professionals	0.0	9.0	54.2	8.1	2.5	0.0	3.2	0.1	4.4	4.4	0.1	4.8
Professionals and Managers	0	1	6	0	0	0	0	0	11	0	0	3
Professional	0.0	0.4	6.0	0.0	0.5	0.0	0.0	0.0	10.4	0.0	0.0	2.1
Manager	0.0	1.0	0.0	0.3	0.0	0.2	0.1	0.0	0.8	0.3	0.0	1.0
Services & Sales	0	24	23	23	30	0	31	28	22	29	12	38
Baker/Dessert Maker	0.0	0.1	0.0	0.0	0.2	0.0	2.7	0.6	0.1	0.1	0.0	0.4

Occupation	Malay-sia	UAE	Saudi Arabia	Qatar	Kuwait	South Korea	Roma-nia	Croatia	Japan	Malta	Cyprus	Other
Barista/Coffee Maker	0.0	0.8	0.0	0.3	0.8	0.0	0.4	0.3	0.0	0.7	0.2	0.7
Beauty & Fitness	0.0	3.1	0.6	6.1	13.2	0.0	1.3	0.1	0.1	0.2	0.0	7.5
Caregiver/Nursing Aide	0.0	0.5	18.1	1.3	0.4	0.0	2.8	0.7	12.7	0.8	5.4	6.1
Chef/Cook	0.0	0.7	0.0	1.0	0.6	0.0	5.6	5.9	7.3	0.5	0.1	3.8
Housekeeping	0.1	0.7	4.2	0.0	2.1	0.0	10.4	8.8	0.3	13.3	2.4	4.1
Retail	0.0	6.4	0.0	2.6	1.7	0.0	0.5	0.6	0.0	1.2	0.0	2.1
Security	0.0	2.2	0.0	2.3	1.0	0.0	0.0	0.0	0.0	0.2	0.0	1.0
Tailor	0.0	0.0	0.0	0.0	0.1	0.0	1.6	1.5	0.0	0.0	0.0	0.6
Waiter/Waitress	0.0	7.6	0.0	8.2	8.4	0.0	5.9	9.7	0.8	11.8	2.8	10.5
Hospitality-Others	0.3	2.1	0.0	0.9	1.5	0.0	0.1	0.1	0.4	0.3	1.3	1.7
Supervisor and Foreman	0	1	1	2	0	0	0	0	0	0	0	1
Supervisor	0.0	1.5	0.6	1.7	0.1	0.0	0.0	0.1	0.1	0.1	0.0	0.7
Foreman	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Others	0.0	0.1	0.0	0.0	0.2	0.0	0.1	0.3	1.4	0.1	0.0	0.2
Total %	100	100	100	100	100	100	100	100	100	100	100	100
Total number	6,307	15,301	166	4,219	9,493	1,620	1,654	1,523	1,330	1,469	3,417	7,000

Annex 11: New Labour Approvals for Women, 2023/24 (2080/81 BS)
(by country of destination and occupation)

Occupation	Malaysia	UAE	Saudi Arabia	Qatar	Kuwait	South Korea	Romania	Croatia	Japan	Malta	Cyprus	Other
Agriculture, Fish- ery, Poultry, Animal and Gardener	0.0	0.0	0.0	0.1	0.1	0.5	2.0	4.7	1.3	0.1	1.7	2.9
Aviation and Cruise	0.0	1.5	0.0	2.1	0.2	0.0	0.0	0.0	0.2	0.5	0.0	0.8
Construction	0	0	0	0	0	0	0	1	0	0	0	0
Carpenter	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.1
Mason	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.1
Painting	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0
Scaffolding	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Steel Fixer	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Construction-oth- ers	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Driver/Machine Operator	3	0	0	0	0	0	1	1	0	2	0	1
Driver	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Machine Operator	3.4	0.1	0.0	0.0	0.0	0.0	1.1	0.5	0.1	1.8	0.0	1.1
Electrical and Me- chanical Technician	0	1	0	0	0	0	0	0	1	0	0	1
A/C Technician	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Automotive	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.1
Electrician	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.6	0.0	0.0	0.0
Plumbing/Pipe Fitter	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Welding	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Electro/Mechanical Other	0.0	0.7	0.0	0.0	0.2	0.0	0.0	0.2	0.0	0.1	0.0	0.5
Elementary Occu- pations	23	62	20	65	64	99	58	66	38	52	83	31
Cleaning and Laundry	0.4	55.7	19.1	52.6	56.6	0.0	17.8	27.0	1.1	39.9	3.5	12.1
Labour (Specified)	22.3	0.8	0.0	0.7	1.3	90.6	16.1	6.9	8.9	0.7	0.3	4.6
Labour (Unspec- ified)	0.4	5.3	1.1	11.6	4.2	8.3	21.6	32.1	26.1	10.7	78.8	13.4
Packaging, Loading, Shipping and Delivery	0.0	0.4	0.0	0.1	1.6	0.3	2.3	0.4	1.7	0.5	0.0	0.7
Manufacturing	72.9	0.1	0.0	0.0	0.2	0.2	4.3	1.9	1.8	0.7	0.0	15.8
Office/Adminis- trative/Associate Professionals	0.2	8.3	67.1	11.6	3.4	0.0	3.5	0.7	3.9	8.6	1.4	5.9
Professionals and Managers	0	2	4	1	0	0	0	0	24	0	0	3
Professional	0.0	0.8	3.2	0.1	0.2	0.0	0.0	0.1	22.8	0.0	0.0	2.1
Manager	0.1	0.9	0.4	0.7	0.0	0.0	0.2	0.0	1.4	0.1	0.0	1.0
Services & Sales	1	24	8	17	32	0	30	25	25	36	14	38
Baker/Dessert Maker	0.0	0.0	0.0	0.1	0.1	0.0	2.9	1.6	0.1	0.0	0.1	0.4
Barista/Coffee Maker	0.0	1.1	0.0	0.0	0.7	0.0	0.1	0.4	0.0	1.1	0.7	1.0
Beauty & Fitness	0.0	4.2	0.0	4.6	15.3	0.0	1.5	0.3	0.0	0.6	0.6	4.5

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Occupation	Malaysia	UAE	Saudi Arabia	Qatar	Kuwait	South Korea	Romania	Croatia	Japan	Malta	Cyprus	Other
Caregiver/Nursing Aide	0.0	0.5	4.3	1.2	1.0	0.0	2.7	0.6	12.1	0.2	3.4	7.4
Chef/Cook	0.0	0.8	0.4	0.3	1.1	0.0	7.9	6.5	10.3	2.0	0.2	4.6
Housekeeping	0.2	0.7	2.5	0.1	1.3	0.0	7.6	3.8	0.8	9.3	3.6	3.5
Retail	0.1	4.4	0.0	1.3	1.0	0.0	0.7	1.2	0.1	1.4	0.0	2.1
Security	0.0	2.9	0.0	1.9	1.2	0.0	0.4	0.0	0.0	0.2	0.0	0.9
Tailor	0.0	0.1	0.4	0.0	0.2	0.0	2.1	1.0	0.3	0.0	0.0	0.5
Waiter/Waitress	0.1	6.4	0.4	6.6	8.5	0.0	4.4	8.9	0.3	20.1	5.3	11.7
Hospitality-Others	0.2	2.7	0.4	0.7	1.3	0.0	0.2	0.2	1.1	0.8	0.4	1.3
Supervisor and Foreman	0	1	0	4	0	0	0	0	0	0	0	1
Supervisor	0.0	1.3	0.4	3.2	0.0	0.0	0.4	0.1	0.2	0.5	0.0	0.6
Foreman	0.0	0.0	0.0	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Others	0.0	0.1	0.4	0.1	0.1	0.0	0.5	0.2	4.7	0.0	0.0	0.3
Total %	100	100	100	100	100	100	100	100	100	100	100	100
Total number	1,967	17,372	277	6,903	8,195	1,008	1,989	3,465	2,741	1,064	4,278	10,298

Annex 12: Number of Returnee Migrant Workers (by sex and country of destination)

Destination Country	2022/23			2023/24			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Qatar	159,670	5,597	165,267	140,913	7,613	148,526	300,583	13,210	313,793
UAE	105,425	19,349	124,774	99,359	22,546	121,905	204,784	41,895	246,679
Saudi Arabia	110,617	1,440	112,057	119,955	1,070	121,025	230,572	2,510	233,082
Malaysia	69,614	2,024	71,638	57,439	2,093	59,532	127,053	4,117	131,170
Kuwait	19,461	4,282	23,743	22,815	5,928	28,743	42,276	10,210	52,486
Bahrain	7,690	886	8,576	7,095	958	8,053	14,785	1,844	16,629
Oman	5,630	818	6,448	5,059	965	6,024	10,689	1,783	12,472
Japan	5,502	310	5,812	5,110	448	5,558	10,612	758	11,370
Maldives	2,914	1,083	3,997	4,097	1,721	5,818	7,011	2,804	9,815
Romania	2,094	270	2,364	3,534	438	3,972	5,628	708	6,336
South Korea	698	30	728	4,234	226	4,460	4,932	256	5,188
Cyprus	313	1,840	2,153	558	1,873	2,431	871	3,713	4,584
Malta	1,171	520	1,691	1,385	591	1,976	2,556	1,111	3,667
Jordan	252	1,803	2,055	210	1,325	1,535	462	3,128	3,590
Poland	1,500	204	1,704	1,532	195	1,727	3,032	399	3,431
Croatia	685	62	747	1,871	296	2,167	2,556	358	2,914
Macau SAR (China)	1,178	34	1,212	1,332	62	1,394	2,510	96	2,606
UK	801	239	1,040	794	332	1,126	1,595	571	2,166
USA	834	242	1,076	732	214	946	1,566	456	2,022
Brunei Darus-salam	814	25	839	869	45	914	1,683	70	1,753
Seychelles	640	83	723	685	128	813	1,325	211	1,536
Turkey	306	304	610	437	351	788	743	655	1,398
Israel	163	406	569	195	479	674	358	885	1,243
Germany	113	575	688	128	398	526	241	973	1,214
Austria	268	73	341	644	217	861	912	290	1,202
Afghanistan	344	0	344	474	0	474	818	0	818
Portugal	378	27	405	318	17	335	696	44	740
Czech Republic	349	49	398	268	47	315	617	96	713
Singapore	240	13	253	411	23	434	651	36	687
New Zealand	309	66	375	225	42	267	534	108	642
Mauritius	93	1	94	316	6	322	409	7	416
Australia	171	8	179	208	17	225	379	25	404
Cayman	162	39	201	133	43	176	295	82	377
China	130	9	139	199	36	235	329	45	374
Canada	143	56	199	132	36	168	275	92	367
Papua New Guinea	112	12	124	225	6	231	337	18	355
Italy	110	31	141	139	29	168	249	60	309
Russia	123	4	127	158	4	162	281	8	289
Uzbekistan	122	0	122	152	0	152	274	0	274
Lebanon	53	79	132	35	84	119	88	163	251

Destination Country	2022/23			2023/24			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Republic of Congo	94	0	94	151	0	151	245	0	245
Spain	90	7	97	129	10	139	219	17	236
France	81	12	93	133	8	141	214	20	234
Norway	98	3	101	113	5	118	211	8	219
Nigeria	102	2	104	81	5	86	183	7	190
Finland	88	6	94	77	5	82	165	11	176
Egypt	75	5	80	71	9	80	146	14	160
Albania	44	34	78	55	26	81	99	60	159
Cambodia	55	8	63	75	12	87	130	20	150
Netherlands	58	5	63	78	6	84	136	11	147
Mali	94	0	94	52	0	52	146	0	146
Thailand	68	3	71	66	8	74	134	11	145
Zambia	64	4	68	75	2	77	139	6	145
Hong Kong SAR (China)	38	18	56	74	9	83	112	27	139
Ireland	46	7	53	78	8	86	124	15	139
Sri Lanka	33	30	63	48	27	75	81	57	138
Azerbaijan	6	36	42	67	25	92	73	61	134
Somalia	73	0	73	59	1	60	132	1	133
Mozambique	42	10	52	55	23	78	97	33	130
Mexico	92	3	95	30	4	34	122	7	129
Kenya	72	3	75	43	4	47	115	7	122
Republic of Bulgaria	5	1	6	105	8	113	110	9	119
Serbia	0	0	0	90	19	109	90	19	109
Denmark	17	26	43	29	21	50	46	47	93
Lithuania	39	0	39	53	0	53	92	0	92
Uganda	42	0	42	43	0	43	85	0	85
Tanzania	38	0	38	44	0	44	82	0	82
Angola	27	9	36	30	15	45	57	24	81
Comoros	40	0	40	37	0	37	77	0	77
Combodia	24	4	28	30	6	36	54	10	64
South Sudan	32	0	32	31	0	31	63	0	63
Hungary	17	0	17	39	4	43	56	4	60
Turks and Caicos Island	26	0	26	33	0	33	59	0	59
Sweden	14	4	18	33	7	40	47	11	58
Slovenia	10	0	10	37	8	45	47	8	55
Colombia	33	0	33	21	0	21	54	0	54
Ghana	28	0	28	26	0	26	54	0	54
Estonia	24	0	24	29	0	29	53	0	53
Greece	19	1	20	29	2	31	48	3	51
Bermuda	21	0	21	27	2	29	48	2	50
Belgium	24	1	25	22	1	23	46	2	48
South Africa	16	5	21	19	5	24	35	10	45

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Destination Country	2022/23			2023/24			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Indonesia	24	0	24	17	3	20	41	3	44
Senegal	22	0	22	20	0	20	42	0	42
Bangladesh	5	1	6	35	0	35	40	1	41
Philippines	17	1	18	23	0	23	40	1	41
Bosnia and Herzegovina	2	1	3	35	2	37	37	3	40
Morocco	18	3	21	19	5	24	37	8	45
Sierra Leone	9	0	9	24	1	25	33	1	34
Algeria	17	0	17	14	0	14	31	0	31
Equatorial Guinea	17	0	17	14	0	14	31	0	31
Iceland	10	2	12	13	6	19	23	8	31
Lao PDR (Laos)	11	0	11	20	0	20	31	0	31
Luxembourg	17	1	18	7	5	12	24	6	30
Ukraine	18	1	19	9	2	11	27	3	30
Latvia	11	0	11	18	0	18	29	0	29
Chile	17	0	17	10	1	11	27	1	28
Vietnam	15	0	15	12	1	13	27	1	28
Djibouti	11	0	11	15	0	15	26	0	26
Ethiopia	9	2	11	14	0	14	23	2	25
Kazakhstan	12	0	12	13	0	13	25	0	25
Barbados	6	1	7	15	2	17	21	3	24
Republic of Macedonia	1	1	2	19	3	22	20	4	24
Brazil	8	2	10	11	1	12	19	3	22
Slovakia (Republic of Slovak)	5	0	5	14	1	15	19	1	20
Sudan	17	0	17	3	0	3	20	0	20
Dominican Republic	10	0	10	8	0	8	18	0	18
Madagascar	7	0	7	11	0	11	18	0	18
Panama	11	1	12	5	1	6	16	2	18
Belarus	1	7	8	8	1	9	9	8	17
Gabon	6	0	6	9	0	9	15	0	15
Mongolia	14	0	14	0	0	0	14	0	14
Togo	8	0	8	6	0	6	14	0	14
Mauritania	3	0	3	9	0	9	12	0	12
Palau	2	1	3	6	2	8	8	3	11
Tajikistan	5	0	5	6	0	6	11	0	11
Trinidad and Tobago	3	0	3	8	0	8	11	0	11
Cameroon	3	0	3	7	0	7	10	0	10
Jamaica	4	0	4	6	0	6	10	0	10
Pakistan	4	2	6	3	1	4	7	3	10
Rwanda	4	0	4	6	0	6	10	0	10
Antigua and Barbuda	4	1	5	4	0	4	8	1	9

Destination Country	2022/23			2023/24			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Malawi	5	0	5	4	0	4	9	0	9
Cote D'Ivoire	1	0	1	7	0	7	8	0	8
Sint Maarten	6	0	6	2	0	2	8	0	8
Benin	4	0	4	3	0	3	7	0	7
British Virgin Islands	4	0	4	2	1	3	6	1	7
Fiji	2	0	2	5	0	5	7	0	7
Vanuatu	3	0	3	2	2	4	5	2	7
Burkina Faso	4	0	4	2	0	2	6	0	6
Central African Republic	3	0	3	3	0	3	6	0	6
Co-Operative Republic of Guyana	0	0	0	6	0	6	6	0	6
Republic of Lithuania	4	0	4	2	0	2	6	0	6
Timor-Leste	0	1	1	4	1	5	4	2	6
Bahamas	3	1	4	1	0	1	4	1	5
Malabo	2	0	2	3	0	3	5	0	5
Switzerland	1	0	1	3	1	4	4	1	5
Kosovo	0	0	0	1	3	4	1	3	4
Saipan	2	0	2	2	0	2	4	0	4
Uruguay	0	0	0	4	0	4	4	0	4
Eritrea	3	0	3	0	0	0	3	0	3
French Polynesia	2	0	2	1	0	1	3	0	3
Myanmar	1	0	1	2	0	2	3	0	3
Saint Lucia	0	0	0	3	0	3	3	0	3
Turkmenistan	1	0	1	2	0	2	3	0	3
Armenia	1	0	1	1	0	1	2	0	2
Liberia	0	0	0	2	0	2	2	0	2
Peru	1	0	1	1	0	1	2	0	2
Republic of Kosovo	0	0	0	2	0	2	2	0	2
West-Indies	2	0	2	0	0	0	2	0	2
Africa	0	0	0	1	0	1	1	0	1
Burundi	1	0	1	0	0	0	1	0	1
Cook Islands	0	0	0	1	0	1	1	0	1
Georgia	1	0	1	0	0	0	1	0	1
Iran	1	0	1	0	0	0	1	0	1
Namibia	1	0	1	0	0	0	1	0	1
Samoa	0	1	1	0	0	0	0	1	1
Suriname	1	0	1	0	0	0	1	0	1
Taiwan	0	0	0	1	0	1	1	0	1
Tunisia	1	0	1	0	0	0	1	0	1
Other	0	0	0	0	1	1	0	1	1
Total	503,550	43,171	546,721	487,361	51,244	538,605	990,911	94,415	1,085,326

Annex 13: Number of Returnee Nepali Migrant Workers (by sex, province, and district)

Province	District	2022/23			2023/24			Total		
		Male	Female	Total	Male	Women	Total	Male	Women	Total
Koshi	Taplejung	3,161	257	3,418	2,740	314	3,054	5,901	571	6,472
	Sankhuwasabha	3,642	321	3,963	3,387	343	3,730	7,029	664	7,693
	Solukhumbu	1,757	558	2,315	2,069	691	2,760	3,826	1,249	5,075
	Okhaldhunga	3,178	363	3,541	3,160	434	3,594	6,338	797	7,135
	Khotang	6,718	484	7,202	6,241	512	6,753	12,959	996	13,955
	Bhojpur	5,191	444	5,635	4,565	519	5,084	9,756	963	10,719
	Dhankuta	4,354	455	4,809	4,344	550	4,894	8,698	1,005	9,703
	Terhathum	2,952	193	3,145	2,429	195	2,624	5,381	388	5,769
	Panchthar	5,286	593	5,879	4,772	572	5,344	10,058	1,165	11,223
	Ilam	5,310	1,060	6,370	5,287	1,307	6,594	10,597	2,367	12,964
	Jhapa	22,919	3,877	26,796	21,829	4,394	26,223	44,748	8,271	53,019
	Morang	19,882	2,367	22,249	19,354	2,873	22,227	39,236	5,240	44,476
	Sunsari	16,847	1,486	18,333	16,296	1,685	17,981	33,143	3,171	36,314
	Udayapur	6,960	724	7,684	6,765	889	7,654	13,725	1,613	15,338
	Total	108,157	13,182	121,339	103,238	15,278	118,516	211,395	28,460	239,855
Madhesh	Saptari	14,984	103	15,087	13,868	146	14,014	28,852	249	29,101
	Siraha	27,627	79	27,706	23,257	100	23,357	50,884	179	51,063
	Dhanusha	35,510	152	35,662	31,194	208	31,402	66,704	360	67,064
	Mahottari	23,766	194	23,960	21,536	220	21,756	45,302	414	45,716
	Sarlahi	14,836	629	15,465	14,731	751	15,482	29,567	1,380	30,947
	Rautahat	8,393	186	8,579	8,639	270	8,909	17,032	456	17,488
	Bara	8,443	446	8,889	8,340	537	8,877	16,783	983	17,766
	Parsa	4,687	206	4,893	4,921	223	5,144	9,608	429	10,037
	Total	138,246	1,995	140,241	126,486	2,455	128,941	264,732	4,450	269,182
Bagmati	Dolakha	3,481	909	4,390	3,275	1,024	4,299	6,756	1,933	8,689
	Sindhupalchok	5,327	2,579	7,906	5,640	2,825	8,465	10,967	5,404	16,371
	Rasuwa	494	273	767	601	351	952	1,095	624	1,719
	Dhading	6,486	1,087	7,573	7,084	1,308	8,392	13,570	2,395	15,965
	Nuwakot	5,494	1,496	6,990	5,775	1,823	7,598	11,269	3,319	14,588
	Kathmandu	6,615	3,089	9,704	6,135	3,212	9,347	12,750	6,301	19,051
	Bhaktapur	1,692	575	2,267	1,874	735	2,609	3,566	1,310	4,876
	Lalitpur	2,770	1,119	3,889	2,508	1,208	3,716	5,278	2,327	7,605
	Kavrepalanchok	6,560	1,801	8,361	6,726	2,249	8,975	13,286	4,050	17,336
	Ramechhap	3,740	889	4,629	4,018	1,069	5,087	7,758	1,958	9,716
	Sindhuli	5,366	764	6,130	5,613	900	6,513	10,979	1,664	12,643
	Makwanpur	6,253	2,044	8,297	6,613	2,314	8,927	12,866	4,358	17,224
	Chitwan	11,340	1,409	12,749	11,173	1,690	12,863	22,513	3,099	25,612
	Total	65,618	18,034	83,652	67,035	20,708	87,743	132,653	38,742	171,395
Gandaki	Gorkha	8,473	688	9,161	8,058	828	8,886	16,531	1,516	18,047
	Manang	57	24	81	54	31	85	111	55	166
	Mustang	68	36	104	81	41	122	149	77	226
	Myagdi	4,015	238	4,253	3,446	254	3,700	7,461	492	7,953
	Kaski	9,806	854	10,660	9,101	991	10,092	18,907	1,845	20,752
	Lamjung	6,973	376	7,349	6,520	478	6,998	13,493	854	14,347
	Tanahu	13,594	593	14,187	12,481	733	13,214	26,075	1,326	27,401

Province	District	2022/23			2023/24			Total		
		Male	Female	Total	Male	Women	Total	Male	Women	Total
	Nawalparasi East	9,261	215	9,476	9,178	406	9,585	18,439	622	19,061
	Syangja	13,639	602	14,241	12,553	658	13,211	26,192	1,260	27,452
	Parbat	5,439	212	5,651	5,143	240	5,383	10,582	452	11,034
	Baglung	9,382	292	9,674	8,775	368	9,143	18,157	660	18,817
	Total	80,707	4,130	84,837	75,390	5,028	80,419	156,097	9,159	165,256
Lumbini	Rukum East	377	18	395	600	23	623	977	41	1,018
	Rolpa	5,833	196	6,029	5,780	215	5,995	11,613	411	12,024
	Pyuthan	4,006	110	4,116	4,266	146	4,412	8,272	256	8,528
	Gulmi	9,220	394	9,614	8,418	465	8,883	17,638	859	18,497
	Arghakhanchi	5,750	230	5,980	5,706	344	6,050	11,456	574	12,030
	Palpa	7,880	315	8,195	7,438	365	7,803	15,318	680	15,998
	Nawalparasi West	7,070	783	7,853	6,896	787	7,682	13,966	1,569	15,535
	Rupandehi	14,899	949	15,848	15,317	1,200	16,517	30,216	2,149	32,365
	Kapilvastu	10,512	237	10,749	10,954	298	11,252	21,466	535	22,001
	Dang	9,465	569	10,034	9,610	812	10,422	19,075	1,381	20,456
	Banke	5,630	401	6,031	6,125	497	6,622	11,755	898	12,653
	Bardiya	4,681	291	4,972	4,957	390	5,347	9,638	681	10,319
	Total	85,323	4,492	89,816	86,067	5,542	91,608	171,390	10,034	181,424
Karnali	Dolpa	92	6	98	161	29	190	253	35	288
	Mugu	126	2	128	189	7	196	315	9	324
	Humla	71	7	78	122	13	135	193	20	213
	Jumla	318	23	341	461	24	485	779	47	826
	Kalikot	358	21	379	381	27	408	739	48	787
	Dailekh	1,528	76	1,604	1,803	119	1,922	3,331	195	3,526
	Jajarkot	1,004	40	1,044	1,150	54	1,204	2,154	94	2,248
	Rukum West	2,591	118	2,709	2,433	140	2,573	5,024	258	5,282
	Salyan	4,302	169	4,471	4,434	220	4,654	8,736	389	9,125
	Surkhet	2,688	165	2,853	3,031	232	3,263	5,719	397	6,116
	Total	13,078	627	13,705	14,165	865	15,030	27,243	1,492	28,735
SudurPaschim	Bajura	381	22	403	610	53	663	991	75	1,066
	Bajhang	472	17	489	683	50	733	1,155	67	1,222
	Darchula	954	26	980	1,030	37	1,067	1,984	63	2,047
	Baitadi	1,334	36	1,370	1,675	67	1,742	3,009	103	3,112
	Dadeldhura	799	14	813	1,029	53	1,082	1,828	67	1,895
	Doti	587	13	600	654	20	674	1,241	33	1,274
	Achham	607	19	626	825	69	894	1,432	88	1,520
	Kailali	3,160	221	3,381	3,563	345	3,908	6,723	566	7,289
	Kanchanpur	3,614	157	3,771	4,025	201	4,226	7,639	358	7,997
	Total	11,908	525	12,433	14,094	895	14,989	26,002	1,420	27,422
	Grand Total	503,037	42,986	546,023	486,475	50,771	537,246	989,512	93,757	1,083,269

Annex 14: Policy Changes in Major Countries of Destination (2023-2024)

<p>Policies prioritising nationals over migrant workers</p>	<p>Bahrain The National Labour Market Plan 2023-2026 has emphasised the increment in employment opportunities for its citizens in various economic and commercial sectors.</p> <p>Oman The new Omani Labour Law as per the Decree No. 53/2023, which came into effect on 31 July 2023, allows employers to terminate an employment contract and replace an expatriate employee with an Omani citizen. Likewise, starting September 2024, Oman temporarily suspended issuing work permits for foreign workers in a number of professions in the construction industry. The suspension was made through the ministry's decision No 452/2024, which calls for the suspension of the issuance of trading permits for the employment of expatriate workers in certain professions based on the labour law issued by Royal Decree No. 53/2023 and ministry guidelines for trading permits as per the decision No. 180/2022.</p> <p>Qatar In October 2024, the 'Qatarisation Law' under Qatar's Law No. 12 introduced new obligations for private companies. The law sets priority for Qatari nationals over foreign workers for employment in the private sectors.</p> <p>United Arab Emirates With the purpose of increasing their own citizens in the private sector, starting in 2024, the Emirati Human Resources Competitiveness Council has required the private sector across 14 specified economic activities with a workforce of 20 to 49 workers to hire at least one Emirati citizen and at least two Emirati nationals from 2025 onwards. In 2023, companies with 50 or more employees were required to ensure a 2 per cent increase in the number of Emirati employees in skilled positions.</p> <p>Malaysia The Malaysian government made a decision to ban the entry of migrant workers from July 2024 to regulate the influx of migrant workers.</p>
<p>Policies concerning employment permits and visas</p>	<p>Bahrain After the end of the 'Flexi Permit' system introduced in 2017, which allowed the self-sponsorship by migrants in irregular status, the Minister of Labour implemented the Labour Registration Programme. The programme allows migrant workers registered with an approved 'Labour Registration Centre' and whose work permit has expired or been cancelled prior to the decision being implemented (in December 2022) and/or those who were flexi-permit holders to work without a sponsor. However, it excludes workers who are outside Bahrain, on tourist visas, those 'in violation of their contracts', or with a criminal or absconding record. For registration, workers are required to pay USD 2,330 for a two-year permit and USD 1,400 for a one-year permit; this amount is inclusive of administrative fees, health insurance, residency extension, and ticket insurance fees.</p> <p>Saudi Arabia Effective 16 January 2024, Saudi Arabia lifted a three-year ban on foreign workers who left and then failed to re-enter prior to the expiration of the Exit and Re-entry Visa.</p>
<p>Policies concerning decent work</p>	<p>Bahrain Effective 1 March 2024, the government of Bahrain has promulgated a national provident fund to administer end-of-service indemnities (EOSI) for non-Bahraini workers in the private sector. These EOSI entitlements will amount to the wages of half a month for each year of employment for the three first years, and a full month's wage for every following year. Further, a new provision under this requires employers to pay, on behalf of the worker, a monthly contribution of 4.2 per cent of the wage for the first three years of employment and 8.4 per cent for the following years until the end of service instead of paying benefits upon separation.</p> <p>Kuwait A new law regulating the residency of foreigners was enacted in Kuwait on 28 November 2024. This law imposes strict penalties on individuals who facilitate entry, residence, or visa renewals in exchange for money. Under the new law, recruiters or employers cannot hire a foreigner for purposes other than those for which they were recruited, facilitate the work of a foreign national for other employers without a licence from the Ministry of Interior, or unlawfully withhold due payments.</p>

	<p>Oman</p> <p>Royal Decree No. 52/2023 of 19 July 2023 promulgated the Social Protection Law. It extends sickness, other leave entitlements and work injury/illness benefits (effective July 2025) to foreign workers. Foreign workers are now entitled to 182 calendar days of paid sick leave, an increase from the earlier 45 days. The first seven days will be paid by the employer at 100 per cent of pay, with the remainder paid by social security at 100 per cent for days eight to 21, 75 per cent for days 22 to 35, 50 per cent for days 36 to 70, and 35 per cent for days 71 to 182. Similarly, the Royal Decree 53/2023 Promulgating the Labour Law reduced the daily working hours from 8.5 hours to 8 (40 hours per week), excluding breaks, allows employers to temporarily assign employees to work for another employer as well as terminate employees for poor performance provided the employee is given notice and a minimum of six months to improve their performance. The compensation for unfair termination is now capped at 12 months' pay (previously a minimum of three months).</p> <p>Qatar</p> <p>The government of Qatar amended its Labour Law to introduce mandatory health insurance for all employees and requires employers to register their workers with the General Retirement and Social Insurance Authority (GRSIA) and contribute to their social security.</p> <p>Malaysia</p> <p>Effective 1 July 2024, the government of Malaysia extended the invalidity and survivors' benefits to migrant workers.</p>
Policies concerning domestic workers, caregivers and women migrant workers	<p>Kuwait</p> <p>Between 14 July 2024 and 12 September 2024, the government of Kuwait announced a grace period, allowing domestic workers to transfer from Visa 20 (domestic sector) to Visa 18 (private sector). Likewise, the new law regarding residency of foreigners has a provision to grant domestic workers residency permits for five years subject to the duration of their employment contract, requires employers to notify the concerned authority if the worker is absent for more than two weeks with the permits being cancelled if the worker leaves the country and remains abroad for more than four months without approval from the Ministry of Interior.</p> <p>Saudi Arabia</p> <p>Effective 3 October 2024, the government of Saudi Arabia enacted a new domestic worker's law which emphasises the domestic worker's rights. The law explicitly forbids employers from keeping domestic workers' passports or any of their private documents, identification papers or personal belongings, safeguards domestic workers from violence, establishes maximum working hours, and introduces occupational safety and health regulations. The law specifies working hours of 10 hours per day with breaks of at least half an hour every five hours and a daily uninterrupted rest period of at least 8 hours. Under the new law, domestic workers can terminate their contract a) if the employer violates the terms and conditions stipulated in the employment contract, b) if the employer or their representative is engaged in fraudulent activities during the contract negotiation regarding the work's terms and conditions, c) if the employer or a family member physically assaults the domestic worker, d) if domestic worker is forced to perform hazardous tasks that pose a threat to their health or physical safety by the employer or their representative, and e) if the employer of the domestic worker rents out the worker's services to others.</p> <p>United Arab Emirates</p> <p>The government of the UAE amended the Federal Decree-Law Concerning Domestic Workers and its Amendments in 2024 aimed at accelerating the process of resolving disputes. Similarly, another Federal Decree-Law amending specific provisions of the Federal Decree-Law Regarding the Regulation of the Employment Relationship, (UAE Labour Law) has imposed fines of AED 100,000 to AED 1 million on any employer employing a worker without a work permit or bringing them without providing any job, closing a business without settling the rights of workers, taking part in fraudulent labour acts, including fraudulent employment and engaging in any acts to circumvent the laws or regulations governing the labour market, including fictitious employment.</p>

Source: Dentons. 2024. 'Termination on Notice Under the New Oman Labour Law.' Dentons, February 13, <https://www.dentons.com/en/insights/alerts/2024/february/13/termination-on-notice-under-the-new-oman-labour-law>; International Labour Organization. 2024. 'Bahrain Takes Leap Forward in Enhancing End-of-Service Rights for Migrant Workers.' International Labour Organization, March 14, <https://www.ilo.org/resource/news/bahrain-takes-leap-forward-enhancing-end-service-rights-migrant-workers>; Decree. 2023. 'Royal Decree 52/2023 Promulgating the Social Protection Law.' Decree, July 19, <https://decree.om/2023/rd20230052/>; Migrant-Rights.Org. 2023. 'An Overview of Saudi's New Domestic Workers Law.' Migrant-Rights.org, October 17, <https://www.migrant-rights.org/2023/10/an-overview-of-saudis-new-domestic-workers-law/>.

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National Policy Dialogue on Strengthening Labour Migration Governance held in Kathmandu in August 2024.



Training on Developing, Negotiating, and Implementing Bilateral Labour Migration Agreements, jointly organised by MoLESS and ILO Nepal, held in May 2025.



Government of Nepal

Ministry of Labour, Employment and Social Security