

Assessment Report



MAINSTREAMING MIGRATION INTO EDUCATION AND RURAL DEVELOPMENT IN NEPAL

2019

The opinions expressed in the report are those of the authors and do not necessarily reflect the views of the International Organization for Migration (IOM). The designations employed and the presentation of material throughout the report do not imply expression of any opinion whatsoever on the part of IOM concerning legal status of any country, territory, city or area, or of its authorities, or concerning its frontiers or boundaries.

IOM is committed to the principle that humane and orderly migration benefits migrants and society. As an intergovernmental organization, IOM acts with its partners in the international community to: assist in meeting the operational challenges of migration; advance understanding of migration issues; encourage social and economic development through migration; and uphold the human dignity and well-being of migrants.

This publication was made possible through the support provided by the European Union, under the terms of the Mainstreaming Migration into International Cooperation and Development (MMICD) Project. The views expressed herein can in no way be taken to reflect the official opinion of the European Union nor any of the authorities, institutions, groups or people described, unless specifically cited.

Acknowledgements: This report was drafted by Eleonora Castagnone, with support from Prakash Bhattarai and editorial inputs from Loksan Harley.

The research team would like to thank the following reviewers and collaborators from IOM and the European Commission Directorate-General for International Partnership (DG INTPA) who provided input to the report:

IOM: Katy Barwise, Mihaela Onofras, Prajwal Sharma and Ruchi Thapa.

DG INTPA: Federico Fadiga, Bandana Thapa and Iacopo Viciani.

Publisher: International Organization for Migration
Rue Montoyer 40,
1000, Brussels
Belgium
Tel. 32 2 287 7000
Email: ROBrussels@iom.int
Website: eea.iom.int

Cover photo: © IOM 2009/Kari COLLINS

Required citation: International Organization for Migration (IOM), 2020. *Assessment Report: Mainstreaming Migration into Education and Rural Development in Nepal 2019*. IOM. Brussels.

ISBN 978-92-9268-049-7 (PDF)

© IOM 2020



Some rights reserved. This work is made available under the [Creative Commons Attribution-NonCommercial-NoDerivs 3.0 IGO License](https://creativecommons.org/licenses/by-nc-nd/3.0/igo/legalcode) (CC BY-NC-ND 3.0 IGO).*

For further specifications please see the [Copyright and Terms of Use](#).

This publication should not be used, published or redistributed for purposes primarily intended for or directed towards commercial advantage or monetary compensation, with the exception of educational purposes e.g. to be included in textbooks.

Permissions: Requests for commercial use or further rights and licensing should be submitted to publications@iom.int.

* <https://creativecommons.org/licenses/by-nc-nd/3.0/igo/legalcode>

Assessment Report

MAINSTREAMING MIGRATION INTO EDUCATION AND RURAL DEVELOPMENT IN NEPAL

2019

CONTENTS

ACRONYMS	v
EXECUTIVE SUMMARY	vii
Overview	vii
Migration situation analysis	vii
Recommendations	viii
1. INTRODUCTION	1
1.1 Objective of the assessment	1
1.2 Methodology	1
2. MIGRATION SITUATION ANALYSIS	3
2.1 International migration	3
2.2 Diaspora remittances and investment	4
2.3 Return migration	4
2.4 Internal migration: rural–rural and rural–urban migration	5
2.5 Forced displacement and trafficking in persons	5
2.6 Immigration	6
3. MIGRATION MAINSTREAMING ANALYSIS	7
3.1 Migration governance	7
3.2 Migration and sustainable development	8
3.2.1 Policies	8
3.2.2 Initiatives	9
3.3 Migration and education	10
3.3.1 Labour migration	10
3.3.2 Immigration	10
3.3.3 Diaspora engagement	10
3.3.4 Forced displacement	10
3.4 Migration and rural development	11
3.4.1 Land and rural settlement	11
3.4.2 Urban development	11
3.4.3 Diaspora engagement	11
4. CONCLUSIONS AND RECOMMENDATIONS	13
4.1 Conclusion 1: On the coordination between migration, development and sectoral policies	13
4.2 Conclusion 2: On mainstreaming migration into development planning	13
4.3 Conclusion 3: On addressing labour emigration and education	14
4.4 Conclusion 4: On rural development policies and internal migration and displacement	14
ANNEXES	15
Annex 1: Key legislative and policy documents	15
Annex 2: Stakeholder map	16
Annex 3: Interview guide	18
Annex 4: Stakeholders consulted	22
Annex 5: Workshop terms of reference	23
Annex 6: Migration for development: Integrating labour migration in the sectoral policy (second high-level consultation)	26
Annex 7: Migration-related international instruments ratified by Nepal	27
Annex 8: Migration data sources for Nepal	28
BIBLIOGRAPHY	29

ACRONYMS

DoFE	Department of Foreign Employment
FAO	Food and Agriculture Organization of the United Nations
FEIMS	Foreign Employment Information Management System
GIZ	German Agency for International Cooperation
IDP	internally displaced person
IGO	intergovernmental organization
ILO	International Labour Organization
IOM	International Organization for Migration
MGN	Migration Group of Nepal
MMICD	Mainstreaming Migration into International Cooperation and Development
MoEST	Ministry of Education, Science and Technology
MoLESS	Ministry of Labour, Employment and Social Security
NGO	non-governmental organization
NHRC	National Human Rights Commission
SDC	Swiss Agency for Development and Cooperation
SSDP	School Sector Development Plan
TVET	technical and vocational education and training
UN DESA	United Nations Department of Economic and Social Affairs
UNDP	United Nations Development Programme

EXECUTIVE SUMMARY

Overview

- (a) This assessment of the extent of migration mainstreaming into the education and rural development sectors in Nepal was undertaken in the framework of the IOM Mainstreaming Migration into International Cooperation and Development (MMICD) Project, funded by the European Union.
- (b) The assessment comprised an analysis of: (i) Nepal's migration, education, and rural development dynamics and governance arrangements; and (ii) the extent to which migration and displacement are integrated into education and rural development policies and programmes.
- (c) The methodology involved: (i) a review of national policies and research on migration, displacement, employment and urban development; (ii) stakeholder interviews in Nepal; and (iii) an interactive workshop held in Kathmandu in August 2019.

Migration situation analysis

- (a) Nepal is a country of origin and destination for international migration, with a particularly high level of labour emigration.
- (b) Emigration mainly involves semi- and low-skilled workers going to India, among other Asian and Gulf countries. There are, to a lesser degree, movements of highly qualified workers to the United States of America, Australia and the United Kingdom.
- (c) An increasing number of Nepalis migrate internationally to study, with Australia, Japan, India and the United States being key countries of destination.
- (d) Nepali diaspora remittances are particularly important to the country. Nepal is among the highest remittance-receiving countries (equivalent to its GDP) in the world.
- (e) Diaspora investments are closely connected to specific communities of origin and privilege the agriculture, hospitality, construction and manufacturing sectors.
- (f) Internal migration involves voluntary (mainly rural to urban) flows and displacement induced by political conflict and, more recently, natural disasters.
- (g) Nepal's open border with India is a unique characteristic in the country's migration context. The 1950 Treaty of Peace and Friendship between the Government of India and the Government of Nepal allows full freedom of movement between the countries. After this treaty, Nepali nationals started immigrating to India in search of employment.
- (h) The key challenges to greater coherence between migration, displacement, sustainable development, education and rural development are: (i) lack of reliable and real-time data on both internal and international migration and displacement; (ii) fragmentation and lack of regular coordination among existing migration interventions; (iii) isolated formulation of sectoral policies; and (iv) lack of a comprehensive migration policy.
- (i) In recent years, Nepal has established a dialogue to promote the mainstreaming of migration into development planning and other sectoral policies through the High-level Consultation Meetings on Migration for Development. However, migration mainstreaming has been only partially implemented through sectoral initiatives.
- (j) Migration policies focus on labour emigration and have incorporated general education and technical and vocational education and training (TVET) as key components of the emigration process. However, education policies have yet to mirror such provisions.
- (k) Labour emigration policies recognize education – particularly technical and vocational training – as a key component of the labour migration process. On the other hand, immigration policies do not consider the education and training requirements of foreign migrant workers coming to Nepal.
- (l) Rural development interventions mainly focus on supporting rural populations through employment creation, with the aim of countering rural–urban migration. They do not consider internal migration as a cross-sectoral phenomenon, nor sufficiently consider migrants as actors and beneficiaries of rural development interventions.

Recommendations

- (a) Enhance the collection of migration data and its contribution to policy development, including producing data on migration and displacement trends and establishing a comprehensive migration and displacement database to inform interventions.
- (b) Build on existing initiatives to mainstream migration into development planning, including revisiting the recommendations of the High-level Consultation Meetings on Migration for Development (see [Annex 6](#)).
- (c) Integrate migration and displacement into policies currently undergoing revision, focusing on those undergoing updates due to a change in governance structure, such as the population and education, including skills development policies.
- (d) Launch rural development interventions (based on an in-depth assessment) that engage the diaspora and encourage the return of Nepali students, building on existing initiatives like the Brain Gain Center.
- (e) Migration and displacement issues in Nepal are addressed by sectoral policies and lack a comprehensive approach and a lead agency. Hence, this report recommends the establishment of a dedicated unit to coordinate migration issues and a policy to guide the process.

INTRODUCTION

In the framework of the Mainstreaming Migration into International Cooperation and Development (MMICD) Project, IOM is supporting the European Commission to mainstream migration¹ into development cooperation by creating guidelines and training materials. Nepal has been selected as one of three partner countries² to pilot these tools in respect of two sectors: education and rural development.³

1.1 Objective of the assessment

In preparation of the piloting, this assessment of the extent of migration mainstreaming into international cooperation and development in the rural development and education sectors in Nepal was conducted to serve as a basis for assisting the Government of Nepal, the European Commission and other development cooperation partners to mainstream migration into the most relevant development sectors.

Objective:

Assess the extent of migration mainstreaming into international cooperation and development in the rural development and education sectors in Nepal.

Although the focus of this assessment is on the education and rural development sectors, the spectrum of analysis was widened to consider interconnections with other sectors, such as education, employment, and rural and urban development.

This report first provides an analysis of migration in Nepal (Chapter 2), outlining key data sources and reviewing migration governance arrangements. It then studies the coordination and linkages between migration, sustainable development, education and rural development interventions (Chapter 3), before providing recommendations to enhance migration mainstreaming (Chapter 4).

1.2 Methodology

The assessment was undertaken by an international consultant and a national consultant,⁴ working closely with IOM offices in Brussels and Kathmandu, between June and August 2019, through three main phases:

- (a) **Country situation analysis.** This comprised desk review complemented by in-field interviews with key stakeholders (see Annex 4). This phase developed an understanding of Nepali migration, education and rural development, while mapping data sources and stakeholders.
- (b) **Analysis of the mainstreaming of migration into focal sectors.** This included interviews with State and non-State actors (see Annex 4) and a workshop involving key stakeholders, held in Kathmandu in August 2019 (see Annex 5). This phase provided an opportunity to present and discuss the preliminary results from the first phase, while stimulating discussion through group activities about migration linkages within the focal sectors and possible entry points for migration mainstreaming.
- (c) **Review and validation.** A workshop was organized in Kathmandu to present preliminary conclusions and recommendations with project partners and national stakeholders. After incorporating feedback from the project partners, the assessment results were presented to the MMICD Steering Committee in Brussels.

1 "Migration mainstreaming" is the process of integrating migration considerations into development cooperation to recognize and address the interlinkages between migration and different development sectors.

2 The pilot countries are Ecuador, Madagascar and Nepal.

3 For the purposes of the MMICD Project, the education sector encompasses primary, secondary and higher education, along with technical and vocational education and training (TVET). The rural development sector encompasses agriculture, food and nutrition security, rural livelihoods, and rural resilience.

4 The international consultant developed the methodology, conducted the desk review, analysed the data collected through the documentary review and field research, and drafted the report. The national consultant conducted the review of policies and the fieldwork with Nepali stakeholders.

MIGRATION SITUATION ANALYSIS

Migration has become a key aspect of the development discourse in Nepal. The large-scale outflow of Nepalis and the concurrent inflow of remittances opened up the Government, the development stakeholders and the international community to consider opportunities that would allow the harnessing of the potential of migration for the overall development of the country.

2.1 International migration

Nepal is a major country of origin for labour migration (often referred to in Nepal as “foreign employment”), with more than half of all Nepali households having at least one family member engaged in international or internal migration or living in Nepal as a returned migrant (IOM, 2018; CBS, 2012).

Text box 1. Nepali emigration in numbers

- Around 2.5 million Nepalis engaged in international labour migration in 2015 (doubling between 2001 and 2011).
- Over 2 million long-term labour migrants.
- Almost 500,000 short-term (including seasonal) labour migrants.
- About 23,800 emigrants seeking family reunification.
- More than 500,000 Nepalis who received labour permits from the Government to work abroad in the 2018–2019 fiscal year.
- A total of 63,259 students who obtained government permission to study in 69 countries in the 2018–2019 fiscal year.

Source: IOM, 2017a and 2019.

Around 2.5 million Nepali citizens were engaged in international labour migration in 2015 (see Text box 1). Nepali migration has been driven predominantly by economic factors. Nepali migrant workers are characterized by low levels of education and professional experience, reflecting a low level of education among the overall population and Nepali migrants’ tendency to obtain low-skilled employment in destination countries. Only 7 per cent of all Nepali migrant workers have completed university-level education, while 45 per cent have completed high school or vocational education (IOM, 2017a).

Majority of Nepali emigrants go to India, reflecting geographic proximity, cultural ties and the lack of border controls between the two countries. However, the share of migration to India has decreased in the last decade, while migration to the Middle East and South-East Asia (primarily Malaysia) has increased due to the rising demand for low- and medium-skilled labour in these countries, agreements concluded with Nepal and the development of recruitment agencies in Kathmandu.⁵⁶

It should be noted that 34 per cent of Nepali migrants moving to the United States of America, Australia and the United Kingdom are highly educated – which is six times higher than those in Gulf and Asian countries. Nepali migration is also a gendered phenomenon: in Saudi Arabia, Nepali migrants are predominantly male, while in Lebanon and Israel, the reverse is true. In the latter, labour demand is mainly restricted to domestic workers (GIZ

5 Current figures from the Department of Foreign Employment (DoFE) show that between 16 July 2017 and 16 July 2018, a total of 323,877 labour permits were issued.

6 The Government of Nepal has allowed private recruitment agencies since the mid-1990s to recruit workers for a selected set of countries, including several Persian Gulf nations, Malaysia, Japan and the Republic of Korea, after obtaining clearance from the Ministry of Labour, Employment and Social Security (MoLESS).

and ILO, 2015). Migrant women employed in the domestic sector are particularly exposed and vulnerable to risks of exploitation, including abuse and trafficking in persons.

By 2016, around 84,700 Nepalis were studying abroad. Most came from urban areas (76%), and male students outnumbered their female counterparts by 2 to 1.⁷ Even then, there was evidence that Nepal's international student cohort was growing rapidly, particularly those pursuing postgraduate studies. This can be attributed in part to the fact that only 1 per cent of Nepal's higher education institutions offered postgraduate degrees. The four most popular countries of destination for Nepali students were India (23%), Australia (21%), Japan (18%) and the United States (18%) (IOM, 2017a). Fast-forward to 2018, according to Foreign Education Department Chief Girma Thapa, the number of Nepali students who asked for permission to go abroad reached 323,972. The top countries of choice, particularly for pursuing higher education, remain the same, with only the order changing. Australia has become the most preferred destination, followed by Japan, then India and the United States (*Nepali Sansar*, 2018 and 2019).

Nepal has formalized criteria for recognizing foreign higher education accreditation. Students with degrees from overseas institutions can obtain degree-equivalence certificates from Tribhuvan University's Curriculum Development Centre.

2.2 Diaspora remittances and investment

Diaspora remittances have been instrumental in alleviating poverty and improving the living standards in Nepal. In 2018, the country was the fifth-highest recipient of remittances as a share of GDP in the world (World Bank, 2019). Remittances grew by 10 per cent to reach USD 7.2 billion in 2018 but decreased as a share of GDP from 26.3 per cent to 25.1 per cent in the same year (World Bank, 2018). The diaspora invests in small and medium enterprises, international trading enterprises (particularly from migrant workers in Gulf and Asian countries), hospitality, tourism and agriculture (particularly from the United States, the United Kingdom, Australia and Canada) (World Bank, 2018). Male migrant workers tend to invest in agriculture, while female migrant workers lean towards the tourism sector. Highly educated migrant workers are likely to invest in the hospitality and tourism sectors, while those with lower levels of education choose agriculture and international trading enterprises. Furthermore, from the first non-resident Nepali (NRN) conference in 2018, the Government of Nepal hopes to encourage the support and investment of the diaspora's resources in mechanization or technology for yielding agro-varieties, commerce, education, governance digitalization, human resource development and alternative energy sources (IOM, 2019).

2.3 Return migration

Nepali emigrants maintain strong connections with their communities of origin. Around 563,200 long-term international migrant workers (28% of the current stock) had returned to Nepal by 2016, representing 1.7 per cent of the national population and involving 8.9 per cent of all households.

Text box 2. Return patterns

- More men (95%) returned.
- More migrants originating from rural areas (59%) and the Central Development Region (44%) returned.
- Fewer returning migrants originated from the Eastern (27%) and Western (19%) Development Regions.

The top five countries from where Nepali migrant workers returned were Malaysia (32% of returned long-term migrant workers), Qatar (24%), Saudi Arabia (17%), the United Arab Emirates (10%) and India (9%). Emigrants working in agriculture, construction and manufacturing were more likely to return than those employed in other sectors (IOM, 2017a). Lower-skilled migrant workers were more likely to return than those engaged in high-skilled employment.

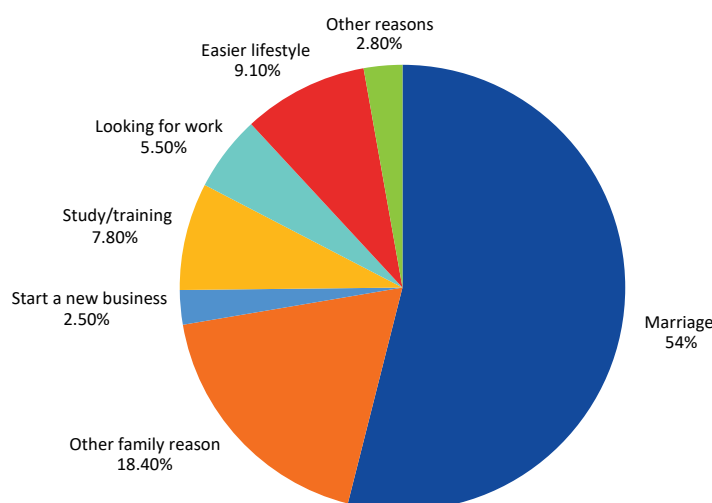
⁷ The No Objection Letter issued by the Ministry of Education, Science and Technology (MoEST) is required for prospective students to access foreign currency from a Nepali bank to pay their tuition fees.

2.4 Internal migration: rural–rural and rural–urban migration

Internal migration represents 39 per cent of all Nepali migration. Internal labour migration, mainly rural–urban migration, is economically driven. A decrease in cultivated land in rural areas has directly impacted livelihood opportunities and food security there, driving rural Nepalis to seek opportunities elsewhere. In addition to food insecurity and unemployment, the lack of basic services and desertification also drive rural–urban migration. The Central and Western Development Regions provide 67 per cent of internal migrants, with Kathmandu being the main destination for 58 per cent of Nepali migrants leaving their regions (IOM, 2017a).

According to the 2017–2018 Nepal Labour Force Survey, there were 10 million (36.2% of Nepal's population) “lifetime migrants” – those who were not born in their current locations. These people moved to their current residences either from another municipality or from another country. Women were more likely to internally migrate than men. Around 47 per cent of women migrated to their present addresses, compared to 23.4 per cent of men. Over 90 per cent of women migrants residing in rural areas indicated that their main reason for moving was marriage, while only 69.9 per cent of women migrants residing in urban areas cited the same factor as their main reason for moving.

Figure 1. Reasons for internal migration



Source: CBS, 2019.

2.5 Forced displacement and trafficking in persons

Nepal has experienced displacement resulting from both conflicts and natural hazards. Major displacement occurred as a result of violence (particularly in central Terai), two major earthquakes in 2015 (which affected almost a third of the population), and floods and landslides in 2017 (which displaced 381,000 people) (IOM, 2019).

The Government's rehabilitation programme for internally displaced persons (IDPs), which is implemented by the district administration offices, has focused on voluntary return, with support limited to covering transport costs. Many of those displaced by conflict, however, have preferred to integrate locally or settle elsewhere, particularly in urban areas in the Kathmandu Valley.

Nepal is considered a country of origin, transit and destination and is vulnerable to various forms of trafficking in persons.⁸ The National Report on Trafficking in Persons published by the National Human Rights Commission of Nepal in 2019 estimated that nearly 35,000 Nepali citizens (15,000 men, 15,000 women and 5,000 children) were trafficked in 2018 (IOM, 2019).

In the past, trafficking of Nepalis mainly took the form of female sexual exploitation in Indian brothels. While this phenomenon persists and often overshadows other forms of exploitation, recent international labour migration has resulted in a rise in the exploitation of both male and female migrant workers. Victims of trafficking have been

⁸ More information is available at <https://np.usembassy.gov/wp-content/uploads/sites/79/2017/06/NEPAL-2017-TIP-Report.pdf>.

identified in a number of sectors, including entertainment, hospitality, brick manufacturing, textiles, and agricultural and domestic work, including organ removal. Girls and women have also been trafficked to the Republic of Korea and China, among other countries, for marriage. Victims of trafficking are often initially trafficked within Nepal from rural to urban areas. Women and girls are particularly vulnerable due to limited economic opportunities and low levels of education (NHRC, 2018).

2.6 Immigration

Immigration to Nepal originates mainly from India, facilitated by the free-movement arrangement between the two countries introduced in 1950.⁹ In 2011, 87 per cent of the 138,910 foreign residents in Nepal were from India (IOM, 2019). By 2017, the number of international migrants residing in the country had increased to 503,000 (1.7% of the population) (UN DESA, 2017). Census data underlines that immigrants move to both urban and rural destinations, with more male immigrants in urban areas and more female immigrants in rural areas.

Text box 3. Migration data

- (a) The Department of Foreign Employment's Foreign Employment Information Management System (FEIMS) has a database of Nepali migrants – from the time they apply to when they receive a labour permit to migrate. FEIMS has provisions to assign user privileges to migrants themselves, Nepali diplomatic missions, recruitment agencies and other services, including pre-departure orientation centres and banks, among others.
- (b) The 2011 national census contains data on the absentee population, although it does not include information as to the reasons behind the absence.
- (c) The Department of National ID and Civil Registration in principle keeps records of migration-related data, but data on internal migration is limited to changes in address in order to complete civil formalities, such as requesting a new passport. As such, the department is raising awareness about the importance of recording migratory events.

⁹ The 1950 Treaty of Peace and Friendship between the Government of India and the Government of Nepal granted "on reciprocal basis, to the nationals of one country in the territories of the other the same privileges in the matter of residence, ownership of property, participation in trade and commerce, movement and other privileges of a similar nature." More information is available at <https://mea.gov.in/bilateral-documents.htm?dtl/6295/Treaty+of+Peace+and+Friendship>.

MIGRATION MAINSTREAMING ANALYSIS

3.1 Migration governance

Nepal does not have a comprehensive national migration policy, with several departments responsible for different aspects of migration governance:

Department	Responsibilities
Ministry of Labour, Employment and Social Security (Department of Foreign Employment¹⁰ and Department of Labour)	Internal and international labour migration, employment policies, overseas employment of Nepalis, protection of migrant workers ¹¹
Foreign Employment Board Secretariat	Promotion of foreign employment and social protection of migrant workers, management of Foreign Employment Welfare Fund ¹²
Ministry of Education, Science and Technology	International scholarship, including the issuance of No Objection Letters
Ministry of Foreign Affairs	Protection of overseas Nepalis and diaspora engagement (including through the Overseas Nepali Affairs Division and Brain Gain Center), passport issuance, consular assistance
Ministry of Home Affairs (Department of Immigration, Nepal Police)	Implementation of immigration laws and regulation of entry, exit and stay; countering trafficking in persons and smuggling of migrants; law enforcement
Ministry of Home Affairs (Border and Immigration Administration Division)	Policy development and coordination
Ministry of Women, Children and Senior Citizens	Countering trafficking in persons (particularly women migrant workers and children)
Ministry of Health and Population	Population surveys, migrant health
Department of National ID and Civil Registration	Data collection from local authorities
Local authorities	Data collection on local migratory movements, social protection

Technical working groups and committees are formed on an as-required basis to discuss migration issues (mainly labour emigration). However, there is a lack of formal coordination mechanisms that address migration issues (IOM, 2018).

¹⁰ DoFE is the institution which facilitates and regulates foreign employment. Its objectives include promoting safe and dignified overseas employment, including regulating recruitment agencies.

¹¹ The ministry sends labour attachés to consulates in countries with 5,000 or more Nepali migrant workers, to provide support and help resolve disputes. The Government has appointed attachés to the following countries: Bahrain, Kuwait, Malaysia, Oman, the Republic of Korea, Saudi Arabia, the United Arab Emirates and Qatar.

¹² The Foreign Employment Welfare Fund was established under the 2007 Foreign Employment Act to ensure social security and protection of migrant workers, returning migrants and their families.

Text box 4. Migration governance key constraints

Lack of reliable and updated data on both internal and international migration. While the 2012 Foreign Employment Policy oversees international labour market studies to enhance labour market matching for Nepali migrant workers, the country currently lacks systematic data collection on domestic labour market needs. Such data is needed to inform both policymakers and educational institutions, to provide greater opportunities for Nepali workers at home.

Lack of coordination among existing migration interventions. As highlighted above, migration governance is shared among different government departments. Ministerial-level policymaking lacks a formal mechanism for intersectoral coordination in migration governance. At the same time, there is a lack of formal arrangements for holding regular consultations among the different tiers of the Government, which limits the collaboration between the federal, provincial and local levels with regard to migration issues.

Isolated formulation of sectoral policies. Policies on foreign employment, education, population management, and urban and rural development are formulated without sufficient coordination, despite their overlapping issues and beneficiaries. An example is how labour migration directives include provisions on education and training which are not incoherent with education policies.

Updating migration-related policies. Migration-related policies were formulated for a different socioeconomic system, governance structure and political context. Because of the newly introduced federal governance structure, the authorities responsible for implementing policies have changed. For example, the Government recently approved the Palermo protocols, and existing policies on trafficking in persons and smuggling of migrants will have to be revised accordingly to address them.

3.2 Migration and sustainable development

Labour emigration, return migration and internal migration are incorporated into principal national development planning documents, which also underlines the Government's lack of a comprehensive migration governance framework. References to labour emigration and return migration emphasize the relative prominence of these issues in the political agenda. They are also recognized as key development issues and backed by supporting and protective measures, including those that relate to education (skills development). On the other hand, although the Annual Development Program makes references to linkages between rural development and internal migration, these focus on the negative effects of migration, such as its supposed negative impact on productivity, with infrastructure development measures in rural communities of origin aiming to stem internal migration. In addition, the Government engaged in a consultative process from 2012 to 2014 which aimed to integrate migration into development planning. Notwithstanding the migration references in the latest planning documents, there is little evidence that the process's six recommendations (see [Annex 6](#)) were implemented.

3.2.1 Policies

Both the 15th Plan Approach Paper and the Annual Development Program (2019–2020) have incorporated migration as a key issue, with particular reference to labour emigration and the reintegration of returning migrants, along with rural development and internal migration.

The 15th Plan Approach Paper, under “Social sector”, underlines how the lack of migration governance constrains evidence-based policymaking. It also touches on a range of migration-related issues, including the Government's lack of a stable organizational structure, absence of a population management information system, and the negative impact of migration on productivity. In this regard, the document advocates enterprise and employment creation for returning migrants. Furthermore, it sets objectives for a more balanced and sustainable infrastructure development in rural areas and for managing (limiting) internal migration.

The Annual Development Program (2019–2020) is in line with the 15th Plan and the 2030 Agenda for Sustainable Development. It contains the following references to migration:

- (a) Labour migration
 - (i) Conclude agreements on foreign employment with major destination countries and engage in “labour diplomacy” to promote the safety of Nepali migrant workers;
 - (ii) Create mechanisms to recognize the skills acquired by returning migrants;
 - (iii) Collect information on foreign employment;
 - (iv) Support families of deceased migrant workers;
 - (v) Provide compensation for injured and critically ill migrant workers;
 - (vi) Provide health support for the families of migrant workers;
 - (vii) Develop an awareness-raising programme on labour migration.
- (b) Skills development
 - (i) Coordinate with the private sector to develop a concept paper on skills development;
 - (ii) Sign memorandums of understanding with training institutes;
 - (iii) Offer skills development training to aspiring migrant workers;
 - (iv) Offer trainings on entrepreneurship and foreign employment.

3.2.2 Initiatives

The MoLESS, supported by the Migration Group of Nepal (MGN),¹³ convened the First High-level Consultation Meeting on Migration for Development in 2012 and the Second High-level Consultation in 2014 to identify ways to integrate migration into the Government's development planning.¹⁴ The Second High-level Consultation brought together national government¹⁵ and civil society representatives and experts, adopting six resolutions on how to integrate migration into development policies, including setting up an interministerial task force to enable the mainstreaming of migration into sectoral policies and developing a migration-for-development strategy (see [Annex 6](#) for the resolutions in full).

Despite the consultation process starting as far back as 2012, the mainstreaming of migration into sectoral policies has not yet been implemented. The notable exception is the yet-to-be-endorsed National Migration Health Policy, which the Government developed with the support of IOM to address migrant health issues (IOM, 2017b).

In addition, the Joint Migration and Development Initiative (JMDI)¹⁶ supported the upscaling of two locally led migration and development projects, working with national and local authorities (JMDI, n.d.): the Oxfam-led Safer Remittances and Improved Livelihoods Project (2014–2015) and the Asian Human Rights and Culture Development Forum–led Sustainable Local Development by Promoting Local Tourism through the Homestay by Migrants and Their Families Project (2015–2016). Both projects helped build the capacities of local actors to offer services to migrants and their families, while supporting greater consideration of migration in local and national development plans.

13 MGN, previously known as the Kathmandu Migration Group, is an inter-agency group that brings together the United Nations, development partners and international non-governmental organizations (NGOs) working on migration. The members are the European Union, German Agency for International Cooperation (GIZ), International Centre for Integrated Mountain Development, International Labour Organization (ILO), IOM, Swiss Agency for Development and Cooperation (SDC), United Nations Development Programme (UNDP), United Nations Entity for Gender Equality and the Empowerment of Women, United Nations Office on Drugs and Crime, Department for International Development and Winrock International.

14 For more information, please consult www.iom.int/news/high-level-consultations-aim-streamline-labour-migration-nepal.

15 The event included an interministerial panel discussion involving representatives of the Ministries of Labour, Employment and Social Security; Foreign Affairs; Federal Affairs and General Administration; Women, Children and Social Welfare; Agriculture and Livestock Development; and Science, Technology and Environment.

16 The Joint Migration and Development Initiative is a global inter-agency programme led by UNDP in partnership with IOM and several other United Nations agencies, with funding from the European Commission and SDC. More information can be found on their website: www.migration4development.org/en.

3.3 Migration and education

The linkages between migration and education centre on measures to improve the employability of Nepali migrant workers. However, opportunities to support the educational needs of immigrants, returning migrants or displaced persons remain currently overlooked.

3.3.1 Labour migration

Nepali education and employment policies are closely intertwined, with both aiming to address labour market supply shortages while providing potential migrants with skills demanded by foreign labour markets.

The 2007 Foreign Employment Act:

- (a) Outlines (in Chapter 5) the orientation training that prospective Nepali migrant workers should undertake in order to obtain permission to work abroad, along with the institutions licenced to deliver such training, the orientation curriculum, the classification of migrant workers and the skills required for each classification;
- (b) Promotes diaspora investment in the industrial sector, community development projects and local infrastructure.

Amendments to the act in 2011 and 2015 aimed to strengthen foreign employment opportunities through measures such as the provision of training based on skills demanded by the international labour market and capacity-building for returning migrants.¹⁷

3.3.2 Immigration

While policies governing inbound labour migration set the conditions of entry and stay of foreign nationals and regulate the skills standards, there are no guidelines regarding the educational requirements for migrant workers admitted to Nepal nor the training or education available to immigrants and their family members. This is despite the fact that other integration measures have been implemented, such as granting refugees and migrants access to basic health care.

3.3.3 Diaspora engagement

The 2015 National Youth Policy aims to support young people who are currently working overseas as migrant workers. It also seeks to create employment and entrepreneurship opportunities for returning migrants and utilize the skills and capital of the diaspora youth. However, the 2008 Non-Resident Nepali Act, which aims to engage the diaspora in national development, makes no reference to the return and reintegration of Nepali students or qualified workers abroad for the benefit of the education sector (nor the rural development sector).

3.3.4 Forced displacement

The 2006 National Policy on Internally Displaced Persons aims to provide a recourse mechanism for IDPs. It makes reference to rural development, including the provision of employment and income-generating opportunities at the rural level for IDPs returning to their communities of origin.

However, the policy was developed at a time when conflict-induced displacement was a major issue. Disaster-induced displacement has become a more significant driver of displacement since then. The Disaster Victims Resettlement Management Directives 2014 (2071 BS) aims to support the resettlement of populations displaced by disasters, although it does not make any reference to the education and training of displaced persons and their families. It also does not recognize the role of rural areas as communities of origin or destination of displaced populations.

¹⁷ Key measures introduced by the 2011 and 2015 amendments are: (1) study international labour market trends to enhance the capacity of Nepali candidate migrant workers to obtain foreign employment; (2) implement training programmes demanded by the international labour market through professional training centres at the local level; (3) make foreign employment trainings accessible to women, indigents, Dalits and other disadvantaged groups; and (4) build the capacities of returning migrants to transfer skills and technology.

3.4 Migration and rural development

The linkages between migration and rural development are considered in land, population and urban development policies from three main perspectives: (a) a lack of livelihood opportunities can drive migration from rural communities; (b) rural–urban migration can have a negative impact on urban planning and development; and (c) the young diaspora can be engaged to contribute to rural development. Opportunities remain to further consider migration as an aspect of rural livelihoods, or as part of the response to rural development challenges, as opposed to merely a symptom of a lack of opportunities in rural communities.

3.4.1 Land and rural settlement

The 2019 National Land Policy and the 2013 Compact Rural Settlements Development Strategy address the mainly negative impacts of internal migration and displacement on rural communities. They focus on developing rural income-generating opportunities, infrastructure and services, with additional support measures for marginalized ethnic and social groups, not to mention the nuanced references to discouraging rural exodus.

Nepal's rural development policies therefore fail to consider migration as an aspect of rural livelihoods, or as part of the response to rural development challenges, despite the multitude of both positive and negative developmental impacts that internal and international migrants, displaced persons and the diaspora can have on rural communities. The stakeholders that were interviewed suggested that while foreign employment has come to the fore in national politics, there is still a perception that internal migration is a spontaneous and self-regulating process which does not require government action. Moreover, since internal migration is a domestic issue, fewer civil society groups have advocated action.

3.4.2 Urban development

Internal migration has remained a major factor of migration in Nepal. Rural–urban migration increased from 17.7 per cent in 2008 to 65.1 per cent in 2017–2018 (CBS, 2019). The 2014 National Population Policy, which is currently being revised, and the 2007 National Urban Policy have highlighted the impact of rural migration on both rural and urban areas. The National Population Policy has advocated the management of both internal and international migration, without outlining concrete actions. The National Urban Policy, meanwhile, stated that migration from rural areas and small cities has contributed to the poor management of cities and their social, environmental and infrastructure problems.

3.4.3 Diaspora engagement

The only initiative that aims to capitalize on the potential of migration for rural development is the 2014 Grant Schemes for Encouraging Foreign-educated and Trained Youth in Agriculture, introduced by the MoEST. The initiative aims to attract qualified Nepali youths in support of the agriculture sector by providing start-up grants. It specifically targets youths who have returned from overseas agricultural employment.

CONCLUSIONS AND RECOMMENDATIONS

The following conclusions are drawn from the assessment and are accompanied by recommendations to enhance the mainstreaming of migration into education and rural development in Nepal.

4.1 Conclusion 1: On the coordination between migration, development and sectoral policies

Nepal faces a number of constraints with regard to coordination between migration, development and sectoral policies, including a lack of migration policy and data on migration, displacement and the labour market

The assessment identified a number of constraints in policy coordination, including:

- (a) **Lack of reliable and up-to-date data on migration and displacement (with the exception of overseas employment data), their drivers and their impact on society.** The country also lacks systematic data on domestic labour market gaps, which is needed to improve the educational and TVET system.
- (b) **Lack of a comprehensive migration policy.** Migration and displacement are considered in some sectoral policies, but these are not well coordinated.
- (c) **Isolated sectoral policy development.** Most sectoral policies – particularly those on foreign employment, national development, education and rural development – generally do not complement each other, despite their interconnections.
- (d) **Reviewing policies.** Some policies were formulated more than a decade ago for a different socioeconomic context and governance structure.

Recommendation 1. Enhance the collection of migration and displacement data and its contribution to policy development. Data on migration and displacement trends and patterns should be produced regularly to promote evidence-based and coherent migration policymaking. In particular, a comprehensive migration and displacement database could inform policies and programmes in the fields of migration, education, rural development and other sectors.

4.2 Conclusion 2: On mainstreaming migration into development planning

Efforts have been made to mainstream migration into development planning, but health care is the only sector where migration has been formally mainstreamed into a national policy

Nepal has, in recent years, established a dialogue among key stakeholders and development partners on ways to mainstream labour migration into development planning and sectoral policies, including high-level consultations. The national health policy is one example of sectoral migration mainstreaming.

Recommendation 2. Build on existing initiatives to mainstream migration and displacement into development planning, including revisiting the recommendations of the High-level Consultation Meetings on Migration for Development. The six resolutions of the roadmap developed by the Second High-level Consultation (see [Annex 6](#)) should be implemented. Key actions to this end are:

- (a) Help strengthen the interministerial dialogue on migration, displacement and development in collaboration with MGN – with the National Development Action Committee playing a central role;
- (b) Enhance multilevel coordination and dialogue with civil society, considering the new governance structure as an opportunity for local authorities to address the local needs of migrants and contribute to a national migration policy;

- (c) Support the formulation of a migration, displacement and development policy;
- (d) Raise awareness of the importance of mainstreaming migration into development planning and sectoral policies among policymakers and build capacities to mainstream;
- (e) Support the development of migration, displacement and development action plans;
- (f) Promote the recognition of the gender aspects of migration, displacement and development;
- (g) Ensure that national development frameworks and resource mobilization consider migration's cross-sectoral aspects.

4.3 Conclusion 3: On addressing labour emigration and education

Migration policies focus on labour emigration and address some aspects related to education but are incongruent with education policies

Nepali labour emigration policies recognize education – particularly TVET – as a key component of the labour migration process. Initiatives were also developed to support Nepalis planning to study abroad, although there is a lack of strategy in place to encourage their return and development contributions. Also, the Government of Nepal recognizes that the skills and resources of migrant workers can be utilized for national development. Therefore, it has taken an initiative to recognize returnee migrant workers' prior learning or new skills gained from destination countries, then provides certification on certain skills categories. On the other hand, while the country does have formalized criteria for recognizing student migrants' qualifications, immigration policies do not consider the education and training requirements and needs of foreign migrant workers coming to Nepal.

Moreover, although some policies address access to education for internal migrants and displaced persons, education policies do not sufficiently consider migration, with the Higher Education Policy not containing any migration references.

Recommendation 3. Integrate migration and displacement into policies currently undergoing revision. Due to changes in governance structure, many policies are undergoing revision, while new policies are being delegated to lower tiers of the Government. This process is an opportunity to consider migration and displacement in education and rural development policies and vice versa. In particular, the National Population Policy and TVET Skill Development Policy are currently undergoing revision to align them with the changed governance structure.

4.4 Conclusion 4: On rural development policies and internal migration and displacement

Rural development policies do not sufficiently consider internal migration and displacement

Rural development interventions mainly focus on supporting rural populations through employment creation, with the aim to counter rural–urban migration. They do not consider internal migration and displacement as cross-sectoral phenomena presenting a range of opportunities and challenges in rural contexts, nor sufficiently consider internal and international migrants and displaced persons as actors and beneficiaries in rural development interventions, who have specific features, vulnerabilities and needs.

Recommendation 4. Develop rural development interventions that engage the diaspora and encourage the return of Nepali students. Support should build on existing initiatives,¹⁸ based on an in-depth assessment of the Nepali diaspora, which identifies its key features and existing and potential engagement with communities of origin, with a focus on rural development. To this end, good practices could be drawn from the Food and Agriculture Organization's (FAO) Rural Youth Mobility Project in Tunisia, which developed an innovative mechanism for the creation of rural employment through diaspora engagement.¹⁹

18 These are the National Youth Policy (on engaging diaspora youth), the Foreign Employment Policy (encouraging diaspora investment), the Brain Gain Center (engaging diaspora experts and professionals), the forthcoming Returnee Migrant Integration Program, and the Grant Schemes for Encouraging Foreign-educated and Trained Youth in Agriculture.

19 The FAO project GCP/INT/240/ITA "Youth mobility, food security and rural poverty reduction: Fostering rural diversification through enhanced youth employment and better labour mobility" (in short RYM) was funded by the Italian Development Cooperation and implemented in Tunisia and Ethiopia in close collaboration with their ministries of agriculture. The main objective of the project is to enhance the positive impact of rural youth outmigration on food security and agricultural development in rural areas of origin – by promoting and supporting investments of the diaspora and returnees in the agriculture sector in countries of origin, while mitigating the negative impacts and addressing the root drivers of migration (FAO, n.d.; Castagnone and Termine, 2018).

ANNEXES

Annex 1: Key legislative and policy documents

Migration

- (a) Guideline for the Resettlement Conduction of Disaster Affected, 2014.
- (b) Foreign Employment Policy, 2012.
- (c) Non-Resident Nepali (NRN) Act, 2008.
- (d) Foreign Employment Act, 2007 and 2008.
- (e) National Policy on Internally Displaced Persons, 2006.
- (f) Immigration Act, 1992.

Sustainable development

- (a) 15th Plan Approach Paper, 2019.
- (b) Annual Development Program 2019–2020, 2019.

Education

- (a) Inclusive Education Policy for Persons with Disabilities, 2016.
- (b) Information and Communication Technology (ICT) in Education Master Plan 2013–2017, 2013.
- (c) Educational Consultancy Service and Language Education Guidelines, 2011.

Rural development

- (a) Livelihood Improvement Plan, 2018.
- (b) Directives: Grant Schemes for Encouraging Foreign-educated and Trained Youth in Agriculture, 2014.
- (c) National Land Policy, 2019.
- (d) Land Use Policy, 2015.
- (e) National Population Policy, 2014.
- (f) Compact Rural Settlement Policy, 2012.
- (g) Agribusiness Promotion Policy, 2006.
- (h) National Agriculture Policy, 2004.
- (i) National Nutrition Policy and Strategy, 2004.

Other sectors

- (a) National Employment Policy, 2014.
- (b) National Urban Policy, 2007.

Annex 2: Stakeholder map

Government

Organization	Sectors of intervention
Council for Technical Education and Vocational Training	Education
Ministry of Agriculture and Livestock Development	Rural development
Ministry of Education, Science and Technology	Education
Ministry of Federal Affairs and General Administration	All sectors
Ministry of Foreign Affairs <ul style="list-style-type: none"> Economic Diplomacy Programme (encouraging diaspora investment) 	Migration
Ministry of Home Affairs <ul style="list-style-type: none"> Department of Immigration 	Migration
Ministry of Labour, Employment and Social Security <ul style="list-style-type: none"> Department of Foreign Employment Foreign Employment Board 	Migration
National Planning Commission	Development (including education and rural development)

International organizations and other development partners

Organization	Sectors of intervention
Asian Development Bank	Development (including rural development)
Department for International Development (United Kingdom)	Development, migration
European Commission	Development (including rural development and education), migration
Food and Agriculture Organization	Rural development
International Fund for Agricultural Development	Development (including rural development)
International Labour Organization	Migration, education
IOM	Migration
Swiss Agency for Development and Cooperation	Development, migration
United Nations Children's Fund	Education
United Nations Development Programme	Development (including rural development)
United Nations Educational, Scientific and Cultural Organization	Education
United States Agency for International Development	Development (including rural development and education)
World Bank	Development (including rural development)

Civil society organizations and research institutes

Organization	Sectors of intervention
Centre for the Study of Labour and Mobility	Migration
Confederation of Nepalese Industries	Development
Ethics Practitioners Association of Nepal	Migration (foreign employment)
Federation of Nepalese Chambers of Commerce and Industry	Development, migration
Institute for Integrated Development studies	Migration
Kathmandu University	Migration
Nepal Association of Foreign Employment Agencies	Migration (foreign employment)
Nepal Chamber of Commerce	Development, trade
Nepal Institute of Development Studies	Migration
Nepal Medical Association	Health
Tribhuvan University	Migration

Annex 3: Interview guide

Integration of migration into education and rural development policies

Rural development and migration

Drivers and impact of migration on rural areas

- (a) What are the main drivers of migration to and from rural areas? What are the characteristics (nationality, age, sex) of people migrating away from rural areas?
- (b) Are women left behind to care for children and the elderly? What is the impact of outmigration on women, men, girls, boys and other key groups? Are social, economic and cultural dynamics being changed because of migration to or from rural areas?
- (c) What is the impact of migration on agricultural labour supply, incomes, levels of agricultural production and the feminization of agriculture in rural communities of origin?

Agriculture

- (a) Are agricultural policies aware of the impact of different agricultural investments on migration?
- (b) To what extent and at which level is migration included in agricultural policies?
- (c) Is there any policy enabling seasonal and circular migration schemes to fill the agricultural labour demand?
- (d) How can policies support the integration of internal migrants into rural–urban value chains?

Employment policies in rural areas

- (a) Are there any labour policies aimed at creating employment opportunities for the rural youth (men and women) in Nepal?
- (b) If yes, how have such measures to increase youth employment in rural areas affected (internal and international) migration flows?
- (c) Is migration considered an adaption strategy in the rural context in Nepal?
- (d) Are there social protection interventions benefiting rural populations?

Rural development, diaspora engagement and return migration

- (a) To what extent are diaspora members engaged in rural development in their country of origin?
- (b) Do policies encourage the investment of remittances in rural communities? Are there policies to promote the reinvestment of remittances in the agriculture sector?
- (c) Are remittances reaching rural areas? What is the volume of remittances? What are the impacts of remittances? Who are receiving remittances, and how are they being used?
- (d) Are there policies or measures facilitating and supporting private and collective investments of diaspora members in rural development in their country of origin? In agriculture and pastoralism in particular? In public local goods (schools, health structures, community infrastructures, etc.)?
- (e) Do policies facilitate the transfer (reduction of the transaction costs), access (use of technology and innovation) and use (financial inclusion and literacy) of remittances at the rural level?
- (f) What are the profiles of migrants returning to rural areas?

- (g) What skills and knowledge are return migrants bringing to rural areas, and how are they being utilized?
- (h) To what extent do returning migrants bring with them different ideas, attitudes and behaviour regarding rural development and agricultural practices?
- (i) What challenges of reintegration do return migrants experience?
- (j) Are there policies or measures facilitating and supporting the return and reintegration of migrants in rural areas?

Education and migration

Migration in education governance

- (a) Is diversity addressed in the national curriculum/education policy?
- (b) How does the national curriculum reference migration (if at all)?
- (c) Do education plans at the central and local levels (including villages and cities) include migration (e.g. taking into account immigration or outmigration patterns)?
- (d) Does teacher training include migration, diversity and displacement?

Education and displacement

- (a) Is disaster risk reduction integrated into education policies and plans at the national, local and school levels? Including mass evacuations in natural disasters (MEND) and the like?
- (b) Do education policies include education as an entry point to address trauma and psychosocial needs relating to displacement?

Universal access

- (a) Is the education system accessible for children of (regular and irregular) migrants in the pilot country (i.e. are there legal or practical barriers preventing migrant children from accessing education)?
- (b) Do children of rural–urban migrants (including those living in slums) have access to education? Do displaced people have access to education?
- (c) Do migrant girls tend to be engaged in domestic work, and does this impact their education?
- (d) Can children in transit or border communities (or other communities affected by migration) access education?

Labour migration and skills: linkages between the TVET system and labour migration

- (a) Are there any labour market shortages/gaps in labour supply in Nepal? Which sectors and skill levels? How are they filled in (import external labour force, train domestic workers, etc.)? Is there any formal strategy (policy) to regulate the process?
- (b) Is the higher education and technical and vocational training system producing the skills needed in the national labour market? Which skills?
- (c) Do education policies consider the education/training needs of candidate migrants? Is there any strategy to provide skills that are needed by the receiving countries of Nepali migrants?

Migration for study purposes

- (a) How does the availability of quality education in different regions affect migration (internal and international) flows? Do limited higher education and research infrastructures fuel student and researcher emigration? For which areas of study?
- (b) Can investments in education be better distributed to reduce the need for populations to move to gain access to quality education?
- (c) Is there any bilateral agreement for sending Nepali students abroad? In which sectors? Are these sectors strategic for the Nepali economy (in view of their return to Nepal)?
- (d) Do higher education/research institutions attract students and professors from abroad? For which areas of study?

Return of Nepali students from abroad and their reintegration into the national labour market

- (a) What are the return trends of Nepali students from abroad?
- (b) Are qualifications acquired abroad recognized in the domestic labour market when migrants return? Are there agreements in place among the partner country and key countries of origin and destination to ensure the mutual recognition of qualifications?
- (c) Are there policies/incentives in place to facilitate the return of Nepali students from abroad and to integrate them into the national labour market?
- (d) Do Nepali student returnees bring back skills that are needed in the Nepali labour market? What are their integration outcomes into the Nepali labour market?

Individual and collective remittances and investments in education

- (a) Is there any measure to facilitate the investment of individual remittances in the education of the children left behind?
- (b) Is there any incentive to allow collective investments from the diaspora in the educational system of their country of origin?
- (c) Is there any policy in place to ensure greater educational support for children affected by parental emigration?

Integration of education and rural development issues into migration policies

Migration and development

- (a) Explore the existence of a migration and development policy or diaspora strategy and the current status of the processes.
- (b) Explore past or ongoing migration and development programmes and projects:
 - (i) Lead organization and involved organizations/institutions (Nepali Government, IGOs, NGOs and other actors);
 - (ii) Short overviews of the process (key topics and stakeholders involved, key objectives and actions);
 - (iii) Current status of the process.
- (c) Explore past or ongoing migration mainstreaming and intersectoral policy coordination processes:
 - (i) Institutional context, process and outcomes of the High-level Consultation Meeting on Migration for Development held in December 2014;
 - (ii) Linkages and coordination between the ILO process and the IOM initiative;
 - (iii) Other migration mainstreaming initiatives.

Migration and rural development

- (a) Specify if existing migration policies make any reference (or incorporate issues related) to:
 - (i) Internal migration (rural to rural, rural to urban)
 - (ii) International migration from rural areas
 - (iii) Rural development
 - (iv) Rural employment
 - (v) Rural youth
 - (vi) Role of the diaspora in rural employment
 - (vii) Families of migrants left behind in rural areas
 - (viii) Agriculture
- (b) Explore recent or past migration projects or programmes targeting rural development.

Migration and education

- (a) Specify if existing (labour) migration policies make any reference (or incorporate issues related) to:
 - (i) The role of the educational/TVET system in Nepal to address skilled labour shortages in the Nepali labour market;
 - (ii) The role of the educational/TVET system in Nepal to provide skills for outmigration;
 - (iii) Migration of Nepali students abroad;
 - (iv) Return of Nepali students from abroad;
 - (v) Investments of the diaspora in the education sector.
- (b) Explore recent or past projects or programmes in the migration area targeting the previous topics.

Annex 4: Stakeholders consulted

Organization	Name	Position
Department of National ID and Civil Registration	Hiradevi PAUDEL	Director
Food and Agriculture Organization	Arjun KUMAR THAPA	Programme Officer
International Labour Organization	Basanta KARKI	National Programme Coordinator
Ministry of Agriculture and Livestock Development	Sirish PUN	Senior Agriculture Specialist
Ministry of Federal Affairs and General Administration	Praladh KARKI	Undersecretary
Ministry of Health and Population	Arun Kumar GAUTAM	Undersecretary
Ministry of Labour, Employment and Social Security	Deepak DHAKAL	Undersecretary
National Planning Commission	Narhari GHIMIRE	Director
Tribhuvan University	Padma PRASAD KHATIWADA	Associate Professor

Annex 5: Workshop terms of reference

Concept Note

DISCUSSION WORKSHOP ON MAINSTREAMING MIGRATION INTO INTERNATIONAL COOPERATION AND DEVELOPMENT POLICIES

20 August 2019

Hotel Shanker

Context

The International Organization for Migration (IOM) – the UN Migration Agency – and the European Commission's Directorate-General for International Cooperation and Development (DG DEVCO) are collaborating for the implementation of the initiative entitled ***Guidelines for the Incorporation of Migration in International Cooperation and Development Policy***, dedicated to the effective mainstreaming of migration into international cooperation and development policies.

One of the actions of the initiative is the development of an evaluation method for the current scope of the integration of migration into development cooperation and national policies in key sectors of Madagascar, Nepal and Ecuador, as pilot countries of the project. The evaluation is aimed at analysing the extent to which migration is included in key policies and programmes – and will present recommendations to mainstream migration based on current opportunities and challenges.

In Nepal, the evaluation focuses on education and rural development, established as the two priority sectors for the assessment in the country. In that sense, it seeks to gather information to analyse the bidirectional coordination between migration and sectoral policies: the integration of migration into education and rural development policies; and the integration of education and rural development issues into migration policies, in terms of emerging issues, good practices, gaps and opportunities.

In this framework, IOM together with the support from the European Union is organizing a workshop on integration of migration into development (education and rural development sectors) on 20 August 2019. The objectives of the workshop are as follows:

- (a) To present the preliminary results of the analysis;
- (b) To discuss opportunities for greater integration of migratory responses into the two sectors of education and rural development in Nepal;
- (c) To explore the processes of incorporating migration into sectoral policies and the actors involved; the perception of migration among key stakeholders in the selected sectors and the challenges/opportunities to integrate migration into the governance of these sectors; and the impact (current and in perspective) of the integration of migration into relevant sectoral policies (including opportunities).

Agenda

20 August 2019, Hotel Shanker

Time	Activity
9:15–9:30	Registration
9:30–9:45	Introduction
9:45–10:15	Presentation of preliminary evaluation results on integration of migration into development, particularly in the education and rural development sectors in Nepal, along with discussion
10:15–11:30	<p>Work in three groups:</p> <p>Working Group 1: Education</p> <p>(a) How can migration be mainstreamed while formulating education policies and programmes?</p> <p>(b) What should be the roles of different actors in this regard, particularly the roles of the three tiers of governments, development partners, policymakers, and concerned ministries and educational institutions?</p> <p>Working Group 2: Rural Development</p> <p>(a) How can migration be mainstreamed while formulating rural development policies and programmes?</p> <p>(b) What should be the roles of different actors in this regard, particularly the roles of the three tiers of governments, development partners, policymakers, and concerned ministries and institutions focused on promoting employment, livelihood and infrastructure opportunities in rural areas?</p> <p>Working Group 3: Migration and Development</p> <p>(a) What can be the possible actions for better integration of migration into development cooperation policies and actions at the sector level? What should be the role of different stakeholders for better integration of migration into development processes?</p>
11:30–12:00	Plenary session: restitution of work in groups
12:00–12:30	Workshop conclusions
12:30	Lunch

Participants

Organization	Name	Position
Aaprabasi Mahita Kamdar Samuha (AMKAS Nepal)	Bijaya Rai SHRESTHA	Chairperson
Amnesty International	Jesselina RANA	Human Rights Education Officer
Asian Forum	Nilambar BADAL	Secretary-General
	Ek Lal NEUPANE	Admin and Finance Director
Centre for the Study of Labour and Mobility	Shalini GUPTA	Research Associate
Desh Pardesh	Sunil NEUPANE	Editor
Equidem Research	Rameshwar NEPAL	South Asia Director
Food and Agriculture Organization	Arjun THAPA	Programme Officer

Organization	Name	Position
General Federation of Nepalese Trade Unions	Nisha BANIYA	Secretary
Institute for Integrated Development Studies	Dhruba BHANDARI	Senior Economist
International Labour Organization	Basanta KARKI	National Programme Coordinator
IOM	Paul NORTON	Chief of Mission
	Jitendra BOHARA	Programme Manager
	Prakash BHATTARAI	Consultant
	Ruchi THAPA	Monitoring and Evaluation Assistant
	Purnima Limbu PALUNGA	Senior Project Assistant
	Sabita BHATTARAI	Intern
	Nikesh DONGOL	Project Assistant
Ministry of Education, Science and Technology	Pushpa Devi RAI	Section Officer
	Laxmi MARASINI	Section Officer
Ministry of Foreign Affairs	Harishchandra GHIMIRE	Joint Secretary
Ministry of Health and Population	Arun GAUTAM	Director
Ministry of Labour, Employment and Social Security	Giri Prasad ACHARYA	Section Officer
National Human Rights Commission	Kiran BALAMI	Officer
Nepal Institute of Development Studies	Mahendra RAI	Researcher
Non-Resident Nepali Association	Damodar NEPAL	Member
People Forum	Sudip DEVKOTA	Project Coordinator
Pourakhi Nepal	Manju GURUNG	Chairperson
Pravasi Nepali Coordination Committee	Som LAMICHHANE	General Secretary
South Asian Regional Trade Union Council	Laxman BASNET	General Secretary
The Asia Foundation	Suswopna RIMAL	Programme Officer
The Law and Policy Forum for Social Justice	Anurag DEVKOTA	Human Rights Lawyer
Tribhuvan University	Padma KHATIWADA	Associate Professor
United Nations Development Programme	Mukunda Mani KHANAL	National Programme Manager
United Nations Office on Drugs and Crime	Binija GOPERMA	Programme Coordinator
	Reena PATHAK	Project Officer
United Nations Population Fund	Tirtha Man TAMANG	Programme Officer

Annex 6: Migration for development: Integrating labour migration in the sectoral policy (second high-level consultation)

- (a) Set up an interministerial mechanism (task force) to enable us to mainstream migration into sectoral policies, under the leadership of the National Planning Commission.
- (b) Develop a migration-for-development strategy that will directly feed into national development planning.
- (c) Strengthen the capacities of national institutions and civil society to mainstream migration into sectoral policies, in particular by building the necessary interdisciplinary skills and mechanisms.
- (d) Develop an action plan to systematically mainstream migration into sectoral policies.
- (e) Recognize women as major stakeholders in the debate of migration and development and acknowledge that migration can be gender-responsive to change the power structure both in households and wider society.
- (f) Encourage the development frameworks of Nepal to synergize their financial instruments and support programmes in order to ensure that migration is properly considered as a cross-sectoral aspect of their development assistance and appropriate resources are allocated to it.

Source: <https://nepal.iom.int/news/migration-development-integrating-labour-migration-sectoral-policy>.

Annex 7: Migration-related international instruments ratified by Nepal

Table A. Migration-related international instruments ratified by Nepal

Year ratified	Title of instrument
1971	International Convention on the Elimination of All Forms of Racial Discrimination, 1969
1990	Convention on the Rights of the Child, 1990
1991	Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, 1987
1991	Convention on the Elimination of All Forms of Discrimination against Women, 1981
1991	International Covenant on Economic, Social and Cultural Rights, 1966
1998	International Covenant on Civil and Political Rights and Its Optional Protocol, 1969
2002	South Asian Association for Regional Cooperation (SAARC) Convention on Preventing and Combating Trafficking in Women and Children for Prostitution, 2002
2005	Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict, 2000
2006	Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography, 2000
2010	Convention on the Rights of Persons with Disabilities, 2008
2011	Convention against Transnational Organized Crime, 2003 ²⁰

Nepal has also ratified seven of the eight “fundamental” ILO conventions on labour issues.

Table B. Eight ILO fundamental conventions on labour issues ratified by Nepal

Year ratified	ILO fundamental convention
1974	C111 Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
1976	C100 Equal Remuneration Convention, 1951 (No. 100)
1996	C098 Right to Organize and Collective Bargaining Convention, 1949 (No. 98)
1997	C138 Minimum Age Convention, 1973 (No. 138)
2002	C029 Forced Labour Convention, 1930 (No. 29)
2002	C182 Worst Forms of Child Labour Convention, 1999 (No. 182)
2007	C105 Abolition of Forced Labour Convention, 1957 (No. 105)

Nepal has not signed or ratified the C087 Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

²⁰ Nepal has ratified the Palermo protocols in March 2020 before COVID-19 struck the country. However, amendments in the implementation and legislation are ongoing.

Annex 8: Migration data sources for Nepal

Key migration data sources for the Nepalese context include the following:

- (a) *Migration in Nepal: A Country Profile 2019*;
- (b) Nepal 2017 TIP report;
- (c) 2020 Nepal's trafficking in persons report;
- (d) M4D Net;
- (e) Central Bureau of Statistics;
- (f) Secretariat of the Foreign Employment Board;
- (g) Department of Immigration;
- (h) *Nepal Labour Force Survey 2017–2018, Third Round*;
- (i) Nepal in Data;
- (j) The World Bank: Nepal data;
- (k) The World Bank: Nepal net migration data;
- (l) *Nepal Labour Migration Report 2020*;
- (m) Migration Policy Institute: Country resources – Nepal.

BIBLIOGRAPHY

Castagnone E. and P. Termine

- 2018 Youth migration from rural areas in the Mediterranean: Socio-economic determinants, challenges and opportunities for targeted policies. In: *Mediterra: Migration and Inclusive Rural Development in the Mediterranean* (AFD and CIHEAM, eds.). Presses de Sciences Po.

Castles, S. and M.J. Miller

- 2009 *The Age of Migration: International Population Movements in the Modern World*. Fourth edition. Palgrave MacMillan, Basingstoke.

Central Bureau of Statistics (CBS)

- 2012 *National Population and Housing Census 2011 (National Report)*. Kathmandu.
- 2019 *Nepal Labour Force Survey 2017–2018*. Third round.

Food and Agriculture Organization of the United Nations (FAO)

- n.d. Youth mobility, food security and rural poverty reduction: Fostering rural diversification through enhanced youth employment and better labour mobility.

German Agency for International Cooperation (GIZ) and International Labour Organization (ILO)

- 2015 *Analysis of Labour Market and Migration Trends in Nepal*. Kathmandu.

International Organization for Migration (IOM)

- 2017a *Maximizing the Development Impact of Migration in Nepal: Comprehensive Market Study*. Kathmandu. Available at https://nepal.iom.int/sites/default/files/publication/Maximizing%20the%20Development%20impact%20of%20Migration%20in%20Nepal%20-%20Comprehensive%20Market%20Study%20%E2%80%93202017_0.pdf.
- 2017b Nepal develops National Migration Health Policy. Press release. 13 October. Available at www.iom.int/news/nepal-develops-national-migration-health-policy.
- 2018 Migration governance snapshot: Federal Democratic Republic of Nepal. Available at <https://migrationdataportal.org/sites/default/files/2018-11/MGI%20Nepal%20final.pdf>.
- 2019 *Migration in Nepal: A Country Profile*. Kathmandu. Available at https://publications.iom.int/system/files/pdf/mp_nepal_2019.pdf.

Joint Migration and Development Initiative (JMIDI)

- n.d. Nepal country profile page. Available at www.migration4development.org/en/projects/profiles/nepal.

National Human Rights Commission (NHRC)

- 2018 Trafficking in persons in Nepal. National report. Office of the Special Rapporteur on Trafficking in Persons (OSRT), Lalitpur.

United Nations Department of Economic and Social Affairs (UN DESA)

- 2017 *International Migration Report 2017: Highlights*. Population Division, New York.

Nepali Sansar

- 2018 Australia most-preferred Nepali student destinations. 16 November. Available at www.nepalisansar.com/world/australia-most-preferred-nepali-student-destinations/.
- 2019 Nepal Foreign Education Department: As many as 323,972 students studying abroad. 24 August. Available at www.nepalisansar.com/education/nepal-foreign-education-department-as-many-as-323972-students-studying-abroad/.

World Bank

- 2018 Nepal Development Update: Maximizing Finance for Development. Washington, D.C., November.
- 2019 Migration and remittances: Recent developments and outlook. Migration and Development Brief, No. 31. KNOMAD.

