



International  
Labour  
Organization

## Terms of Reference

### Exposure visit to Nepal to Study Migrant Worker Resource Centre Operations and Regulations:

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An exposure visit of delegates from Pakistan to Nepal

#### 1. Background and Justification

The rise in mobility in the search of decent work opportunities has resulted in migration for employment emerging as a global issue. Nepal is no exception. Labour migration for foreign employment is considered one of the most prominent forms of employment of Nepali youth. The unprecedented outflow of Nepali men and women for employment abroad to mainly regions within Asia and the Gulf Cooperation Council is increasingly commanding the attention policy-makers and development stakeholders.

The magnitude of outflow of Nepali migrant workers is highlighted by the number of labour permits issued by the Government of Nepal. A total of 2,723,587 labour permits were issued by the Department of Labour and Employment (DOFE) within a seven year time-frame between FY 2008/2009 to 2014/2015<sup>1</sup>. The lack of decent work opportunities, dearth of productive employment sectors, political instability and the aftermath of the recent earthquake suggest that the current trends of foreign employment will remain.

Nepal is chosen as the destination for the study visit as it has developed a comprehensive infrastructure of migrant resource centres (MRCs), perhaps the best of all countries in South Asia. Today, there are more than 25 MRCs located at district and national levels catering to migrant workers at all the stages of their migration cycle. Some of these MRCs are implemented by the government, and others are run by NGOs.

Pakistan is the sixth most populous country in the world with an estimated population of 184.35 million in 2012-2013, and has the 9<sup>th</sup> largest labour force in the world. Approximately 60 percent of Pakistan's population is comprised of youth. The unemployment rate is 6.2 percent (male 5.4 % & for female 9.0) and Youth unemployment rate is 10.5 percent in 2012-2013<sup>2</sup>. Due to less employment opportunities at home, Pakistan has seen a steady increase in the number of workers moving to other countries in search for work. From 1971 till April 2015, 8.1 million Pakistanis have officially proceeded abroad for employment. Of these, 96 per cent went to the GCC countries where the key country of destination is Saudi Arabia followed by UAE, Kuwait, Oman, Qatar and Bahrain.<sup>3</sup>

The concerned ministry in Pakistan which is Ministry of Overseas Pakistanis & Human Resource Development (MoOP&HRD) was created in July 2013 after the 18<sup>th</sup> Constitutional amendments. At present the newly developed Ministry is focusing to promote Pakistani manpower in international

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<sup>1</sup> Labour Migration for Employment A Status Report for Nepal: 2014/2014 (upcoming)

<sup>2</sup> Labour Force Survey 2012-13

<sup>3</sup> Bureau of Emigration and Overseas Employment (BEOE) <http://www.beoe.gov.pk/>

labour markets (traditional and non-traditional) with decent working conditions. To improve governance of labour migration from Pakistan, the Ministry is focusing on number of areas including research, LMI, pre-departure material development and orientation system, establish information centres, training of community welfare attachés, database management of migrant workers, review of national laws in the context of international standards and good practices and better management of recruitment agencies. One of the main intervention is to establish information centres as per Article 16 of Emigration Ordinance 1979.

The ILO under its EU funded project “South Asia Labour migration Governance (SALM)<sup>4</sup>” is providing support to the Ministry of Overseas Pakistanis and Human Resource Development (MoOP&HRD) and provincial Departments of Labour and Human Resource (DoLs) in all four provinces to improve governance of labour migration from Pakistan and better protection of the migrant workers and their families through various interventions including support to set up Migrant Worker Resource Centres (MRC). MoOP&HRD and DoL-Punjab has established first ever migrant resource centres one in Lahore by the DoL-Punjab and other in Islamabad by the MoOP&HRD. Since these centres are first ever in Pakistan so knowledge and skills to effectively establish and run the MRCs is very limited. Since Nepal has number of MRCs which are running effectively and providing support to migrant workers and their families efficiently project intends to organize a study visit of MRC staff from Pakistan to Nepal to learn from them.

## 2. Objective

The objective of the proposed study tour is to support six (6) MRC staff members from Lahore and Islamabad to participate in study visit to Nepal to understand and learn in depth the day to day operations of MRC, outreach work of MRC, establishment and expansion of MRC and its services and management models of MRC.

## 3. Participants, Institutional Arrangements and Costs

In total, 6 MRC staff 3 from Lahore and 3 from Islamabad will join the exposure visit as follows:

- **MRC Lahore (Department of Labour-Punjab):** 1 MRC Coordinator (Shahzad Bukhari), 1 MRC Counsellor (Muhammad Khalid) & 1 Pre-Departure Orientation Officer (Khalid mahmood)
- **MRC Islamabad (MoOP&HRD):** 1 MRC Coordinator (Muhammad Shahbaz) , 1 MRC Counsellor (Maria Hayat) & 1 Pre-Departure Orientation Officer (Syed Umer Shah)
- **1 ILO staff from Pakistan** (National Programme Officer, SALM - Sadia Hameed)

The exposure visit will be coordinated and supported by the SALM project, SALM staff based in Nepal will coordinate with concerned ministries and department to agree on the dates and programme for the study visit, as well as coordination of local travel, MRCs visits and meeting arrangements as needed. The SALM staff in Pakistan will be responsible to coordinate with respective institutions to get approval from the concerned departments for participants and arrange tickets and DSA payments to participants.

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<sup>4</sup> The SALM project (2013-2016), funded by the EU aims to promote the management of low skilled labour migration from India, Nepal and Pakistan to the GCC (Kuwait, Qatar and UAE), to ensure effective protection of the rights of vulnerable migrant workers, enhance the development impact of labour migration and reduce irregular flows.

#### 4. Proposed agenda and dates

The exposure visit will be planned for tentatively 3 working days in Feb 15-17 2016. The tentative agenda is:

Day	Date	Activity
Day 0	Sunday, 14 Feb 2016	Arrival of Participants in Nepal
Day 1	Monday, 15 Feb 2016	<ul style="list-style-type: none"><li>• Presentation on MRC<ul style="list-style-type: none"><li>○ Rationale for setting up MRC</li><li>○ Modalities for setting up MRC (how was set up, choosing locations, developing resources, advertising MRC services etc.</li><li>○ Key steps and mile stones (good practices, changes that have been noted)</li><li>○ Types of service clients visit MRC and types of services MRC offer</li><li>○ Challenges, lessons learned, mitigation strategies</li></ul></li><li>• Visit of MRC</li></ul>
Day 2	Tuesday, 16 Feb 2016	<ul style="list-style-type: none"><li>• A day in MRC</li></ul>
Day 3	Wednesday, 17 Feb	<ul style="list-style-type: none"><li>• Outreach work of MRC<ul style="list-style-type: none"><li>○ Outreach strategies and implementation</li><li>○ How to involve communities</li><li>○ Outreach material developed and delivery methods</li></ul></li><li>• Debrief and Q&amp;A session</li></ul>
Day 4	Thursday, 18 Feb 2016	Departure of participants from Nepal