



International
Labour
Organization



Partnership on Protecting and Promoting Rights of Nepali Migrant Workers including Care Migrant Workers (PPR-MW) Project

September/2025

A prospective worker in the pre-departure awareness and skills training. © ILO

► At a glance



Partners

- Government agencies: Ministry of Labour, Employment and Social Security (MoLESS), Ministry of Foreign Affairs (MoFA), Ministry of Home Affairs (MoHA), National Planning Commission (NPC), Department of Foreign Employment (DOFE), Social Security Fund and National Human Rights Commission NHRC) Nepal.
- Employers' Organization: Nepal Association of Foreign Employment Agencies (NAFEA) and its affiliates.
- Others: Trade Unions, Returnee Migrants' Organizations, Migrant Workers' Organizations, Civil Society Organizations working in labour migration issues and Research Institutes for coordination.



Donor

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)



Duration

12 December 2024 -31 January 2026



Target group

The project aims to support policymakers and implementors, private recruitment agencies, migrant workers and their representatives, particularly migrant care and domestic workers.



Geographical focus

Training, capacity building and awareness raising at the national and sub-national levels, particularly in Koshi and Bagmati Province in collaboration with Nepal Association of Foreign Agencies (NAFEA). Policy, advocacy and research work at the federal level.

► Background

Labour migration has significantly contributed to Nepal's socio-economic development. Remittances sent by migrant workers contribute approximately 25% to the country's Gross Domestic Product (GDP), reshaping household livelihoods and the national economy. In the fiscal year 2022/23 alone, the Department of Foreign Employment issued around 771,000 labour permits, including renewals indicating that more than 2,000 Nepalis depart daily for foreign employment. Traditional destination countries include Qatar, Malaysia, Saudi Arabia, the United Arab Emirates (UAE), and Kuwait, with emerging labour markets in Portugal, Romania, Croatia, Poland, Cyprus, and Germany.

Despite these economic gains, labour migration presents significant challenges. Many Nepali migrant workers face abuse, exploitation, and financial hardship, often beginning with debt incurred during the recruitment process. Research has documented widespread issues such as unpaid wages, confiscation of identity documents, excessively long working hours without rest, restrictions on freedom of movement, deception regarding job conditions, and instances of violence and harassment in the workplace. These concerns underscore the urgent need for stronger protections and fair recruitment practices to safeguard the rights and well-being of migrant workers.

Hence, the interventions aim to promote rights-based approaches to labour migration by strengthening the capacity of key stakeholders and enhancing coordination among government agencies, recruitment actors, and civil society.

► Objectives

The project aims to promote rights-based approaches to labour migration through close collaboration with key stakeholders in Nepal, building on the ILO's established initiatives, strategic partnerships, networks, and accumulated lessons to safeguard the rights and enhance the welfare of Nepali migrant workers.

► Key areas of intervention

- **Improving capacity of government and recruitment stakeholders to ensure fair recruitment:** The project aims to promote fair recruitment in Nepal through a comprehensive approach that includes developing a national action plan with key stakeholders, enhancing the capacity of recruitment agencies and facilitators through training and mentoring, and translating and disseminating essential guidance tools into Nepali. It also supports regional knowledge exchange, international training participation, and collaboration with DOFE to fill information gaps and raise awareness on safe, fair, and regular migration.
- **Promoting effective protection of Nepali migrant care and domestic workers:** The project aims to better understand the situation of Nepali migrant care and domestic workers by conducting a brief assessment on recruitment, working conditions, wages, social protection, and the right to organize, through

outreach to both returned and currently employed workers abroad, with findings to be widely shared with policymakers and stakeholder organizations. To address the lack of targeted information, the project will support the development of a pre-departure manual and communication materials and will conduct a one-day orientation for pre-departure training institutes.

- **Strengthening awareness on extending social protection to migrant workers:** The project will develop a discussion paper to explore ways to improve access to social protection schemes for migrant workers in Nepal and address existing barriers. Based on the study's findings, it will carry out awareness-raising activities, produce Nepali-language communication materials in collaboration with the Social Security Fund and civil society organizations, and share insights with key stakeholders to strengthen social protection mechanisms, particularly for women migrant workers.

► Outcome and outputs

Outcome 1: The project supports labour migration stakeholders in promoting rights-based approaches to labour migration in Nepal.

Output 1.1: Capacity of government and recruitment stakeholders to ensure fair recruitment improved.

Output 1.2: Effective protection of Nepali migrant care workers promoted.

Output 1.3: Awareness on extending social protection to migrant workers strengthened.

► Contact details:

ILO Country Office for Nepal

Nayabato, Dhobighat, Lalitpur, Nepal
T: +977 1 5970 424
F: +977 1 5450 714
E: Kathmandu@ilo.org
W: www.ilo.org/nepal

Ram Charmakar
National Project Coordinator
E: charmakar@ilo.org

Basanta Kumar Karki
Senior Programme Officer
E: karki@ilo.org



ILO



ILOAsiaPacific



ILOTV



ILOAsiaPacific



iloinfo