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**International Labour Organization (ILO)**

**Migrant Rights and Decent Work Project**

**Request for Proposal (RfP)**

**Support Development of “Nepal Labour Migration Report, 2022”**

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**1. Background**

In today’s globalized economy, workers are increasingly looking for job opportunities beyond their home country in search of decent work and better livelihoods. There are currently an estimated 258 million international migrants in the world, out of which 48.4 % are women and 740 internal migrants in the world. In this context the movement of migrant workers can take many forms and patterns and affect men and women differently. While movement of labour is an important aspect of globalization and provides alternative livelihood opportunities to many people; it also poses new challenges for governments and policy makers in managing safe labour migratory flows both in the countries of origin and destination.

With over 4 million labour permits issued in the last decade and volume of remittance reaching 8.79 billion in fiscal year 2018/2019 accounting for 28 per cent of GDP for that year, labour migration is one of the salient features of the Nepali economy.<sup>1</sup> Foreign employment increasingly provides an alternative option for men and women who are seeking decent local employment opportunities in Nepal. In fiscal year 2018/19 alone, the Department of Foreign Employment (DoFE) issued 508,828 labour permits including renewal, putting the number of people leaving Nepal for foreign employment at 1,394 per day<sup>2</sup>. Women migrant workers officially account for 8.5 per cent of the migration flows, although the actual numbers are likely to be higher considering a large proportion of women migrant workers opt for irregular routes because of restrictive migration policy. The top destinations for Nepali migrant workers remain to be Qatar, Malaysia, Saudi Arabia, the United Arab Emirates (UAE) and Kuwait<sup>3</sup>. A further 587,646 Nepali are estimated to be residing in India for work as per the National Labour Force Survey (2017/18), most of whom are engaged in service sector<sup>4</sup>. This, however, is a gross underestimation of the actual number of Nepali migrant workers in India as there is no official data available.

Labour migration governance is often complex and multidimensional. The Government of Nepal, through national and sub-national policy and programs, bilateral agreements/discussions and

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<sup>1</sup> Nepal Labour Migration Report 2020 (MOLESS, 2020). Available at:

<https://moless.gov.np/wpcontent/uploads/2020/03/Migration-Report-2020-English.pdf>

<sup>2</sup> This number does not take into account migrant workers going to India for work and those who migrated via irregular route.

<sup>3</sup> Other than India; Nepal Labour Migration Report 2020 (MOLESS, 2020). Available at: <https://moless.gov.np/wp-content/uploads/2020/03/Migration-Report-2020-English.pdf>

<sup>4</sup> National Labour Force Survey [https://nepalindata.com/media/resources/items/20/bNLFS-III\\_Final-Report.pdf](https://nepalindata.com/media/resources/items/20/bNLFS-III_Final-Report.pdf)

participation in regional and global policy dialogues has strived to work towards ensuring safe labour migration for Nepali migrant workers. Recognizing the importance of evidence-based policy making and programming, the Ministry of Labour, Employment and Social Security (MoLESS), under its flagship has been publishing status report since 2015 on a regular basis providing detailed analysis of labour migration from Nepal. The [last report was released in 2020](#) and provided a comprehensive overview of labour migration from Nepal with a focus fiscal years 2017/18 and 2018/19. In addition to providing information on trends (based on data collected and managed by Department of Foreign Employment (DOFE) on the Foreign Employment Information Management System), the report delved into thematic areas including:

- i. Overview of welfare schemes targeted to migrant workers or their families using the Foreign Employment Welfare Fund
- ii. Role of diplomatic missions in labour migration governance
- iii. Occupational profile of migrant workers
- iv. Overview of on-going efforts on maximizing the productive use of worker remittance

The report also gives an overview of Nepal's institutional mechanism and policy framework governing labour migration as well as its commitments in regional and global forums. This report has served as the primary source of official information on migration trends for a wide range of stakeholders working on labour migration.

MoLESS is now in the process of working on the next 'Nepal Labour Migration Report, 2022' which will cover the period of fiscal years 2019/20 and 2020/21. In addition to analysis of major trends, for this edition, MoLESS is now looking to focus on thematic areas including but not limited to the following:

- i. Impact of COVID-19 on labour migration, migrant workers and their families
- ii. Skills and labour migration
- iii. Reintegration

## **2. Rationale and objective**

MoLESS has requested support from International Labour Organization (ILO) Country Office for Nepal for technical support for the development of the report. The ILO had provided the required assistance for the production of previous editions of the report, considering its importance in evidence-based policy and programme design.

The ILO is currently implementing a Swiss Development Cooperation (SDC)- funded project Migrant Rights and Decent Work (MiRiDEW). This main objective of the government is to provide support to strengthen support systems of the Government of Nepal in order to better protect the rights of Nepali migrant workers, and boost benefits of labour migration. The project focuses on strengthening service delivery capacity of diplomatic missions in major destination countries; supporting Government of Nepal to be prepared and positioned better in regional and global migration related fora and reflect on its commitments for strengthened policy formulation; and promote new destinations or sectors in existing destinations for low-skilled Nepalese workers. This activity is part of Outcome 1 of the project.

## **3. Scope of Work**

The aim of the study is to:

- i. Provide a comprehensive overview of labour migration from Nepal for fiscal years 2019/20 and 2020/21 primarily based on analysis of data provided by MoLESS. This would include information on (but not limited to):
  - Trends in labour migration (disaggregated by gender)
  - Countries of destinations
  - Districts and province of origin
  - Mode of obtaining labour approval
  - Labour approval renewal
  - Age of migrant workers
  - Skills Profile
  - Return Migration
- ii. Provide overview of labour migration governance in Nepal
  - Institutional mechanism
  - Legislative Framework
  - Bilateral Labour Migration Agreements
  - Key policy developments
- iii. Delve into thematic issues including (but not limited to) impact of COVID, skills and reintegration.

#### **4. Expected Outputs/Deliverables**

Specific responsibilities of the contracted organization to carry out the proposed study will include the below activities:

##### **a. Attend Meetings with working committee in MoLESS (March-May 2022)**

The contracted individual/organization is required to attend a briefing session with the working committee at MoLESS to discuss the scope of work and finalize the work plan.

The contracted individual/organization will have at least one member attend at least one weekly meeting at the MoLESS and additional meetings upon the request of focal point. One member from the research team is encouraged to be based in MoLESS.

##### **b. Methodology (March 2022)**

A detailed methodology will be presented to the working committee within the first week of the project timeframe. This will elaborate on the methodological outline submitted as part of the institution's reply to the RFP. It will include:

- A sampling method
- Draft research tools (interview guides, questionnaires etc.)
- Data collection and management plan

A draft methodology and drafts of research tools will be submitted to the working committee allowing sufficient time for review. The research team will integrate the

feedback received (if any) and submit a final version for approval. The tools will be translated by the contractor as relevant.

**c. Analytical report (April 2022)**

The research team will be required to submit an analytical report in accordance with the objectives outlined above in English. The research team will need to include in their submission a list of concrete recommendations .

Draft reports will be submitted to the working committee allowing sufficient time for review. The research team will integrate feedback both from technical review and stakeholder consultations and submit a final version for approval.

**d. Stakeholder consultations (April 2022)**

The applicants will participate in two-levels of stakeholder consultations to validate the information in the report. Firstly, one personnel from the research team, accompanied by 2 officials from MoLESS will visit 7 provinces to consult with relevant stakeholders. Secondly, the research team will share overview of the report at stakeholders in Kathmandu including representatives from the government, development partners, thematic experts, civil society organizations, workers' organization, research organizations, media. The feedback from these consultations will be incorporated into the final version of the report.

**e. Report Translation (May 2022)**

Once finalized, the applicants will bring on board technical expertise to translate the report into Nepali language.

**f. Submission of reports (May 2022)**

The applicants will submit the final copy-edited version of both Nepali and English version of the reports to ILO and MoLESS.

## **5. Indicative Timeframe**

The proposed research timeframe is 15 March 2022 - 31 May 2022. All activities have to be completed within this timeframe and the deadline cannot be extended beyond 31 May 2022.

## **6. Eligibility and Requirement**

### **6.1. Eligibility**

- Applicants/ organization must be legally registered by relevant national, regional or local authority.
- The applicants must have valid bank account in the name of the organization.
- Completed and published at least one previous study on labour migration, particularly related to recruitment and migration governance.
- Previous experience of undertaking data collection and analysis

- Proved capacity to conduct statistical analysis
- Possess sound knowledge on labour migration from Nepal
- Excellent Proficiency in written and spoken English and Nepali
- The team must at least consist following members with corresponding qualifications:

Team Member (possible)	Required Qualification
Research Lead	<p>At least a postgraduate degree in sociology, social anthropology, social science or other related areas.</p> <p>Proven experience of leading a research assignment at national level with experience research design, data collection, report writing.</p> <p>Sound knowledge of labour migration in Nepal, in particular elements of migration governance.</p> <p>Authorship/Co-authorship of published research will be added advantage</p> <p>Excellent proficiency in written and spoken English and Nepali</p> <p>Proficiency in information technology</p>
Research Assistant	<p>At least undergraduate degree in sociology, social anthropology, social science or other related areas.</p> <p>Experience of conducting research including desk review, data collection, report writing and related activities</p> <p>Sound knowledge of labour migration in Nepal</p> <p>Excellent proficiency in written and spoken English and Nepali</p> <p>Proficiency in information technology</p>
Statistician Data Analyst	<p>At least undergraduate degree in statistics, economics or relevant field with a specialization in quantitative techniques</p>

	<p>Experience of quantitative research methods with analysis and interpretation of data in form of description</p> <p>Previous experience of working with big data and national level statistics</p> <p>Some knowledge of labour migration from Nepal would be an added benefit.</p> <p>Proficiency in written and spoken English and Nepali</p> <p>Proficiency in statistical software</p>
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## 6.2. Technical Proposal

Applicants are requested to submit a technical proposal in the form of a concept note not more than 3000 words outlining the research design and the proposed methodology. The proposal should include a logical framework providing an overview of the key activities, the outputs of each activity and the timeframe for completing each activity.

Application must be made in English and must be typed. The application must be dated and signed by a responsible official and bear the organization's stamp.

## 6.3 Financial Proposal

Based on the activities proposed, the applicant organization will be required to propose a detailed budget corresponding to all the listed activities outlining both technical and administrative costs. The proposed budget has to be justifiable and rational.

The ILO holds the right to negotiate the proposed budget.

## 6.4 List of Documents to be submitted

Applicants will be required to submit the following supporting documents along with their technical and financial proposals:

- Cover Letter
- Registration and renewed license (in the case of organization)
- Organization Profile (in the case of organization)
- List of publications with links (if applicable)
- Tax Office Registration and Tax Clearance Certificate (in the case of organization)
- CVs of key personnel who will be engaged in the proposed activity

## 7. Clarification

Clarification can be sought by e-mail to Ms. Neha Choudhary, [choudhary@ilo.org](mailto:choudhary@ilo.org), no later than 23<sup>rd</sup> February 2022, 17:30hrs. Responses will be provided to all applicants no later than 25<sup>th</sup> February 2022 by 17:30hrs (Nepal Standard Time)

## **8. Award Criteria**

The proposals should include two separate documents/files: one with the technical proposal along with supporting documents and one with the financial proposal. Evaluations will follow a two stage processes whereby only proposal that have been found technically feasible will be financially evaluated. Proposals submitted will be assessed against the following criteria:

- i. Technical Proposal (60%)
  - a. 25% - Quality of proposal (understanding of context, problem analysis, research design )
  - b. 25% - Experience of research team/personnel
  - c. 10% - Experience in similar initiatives
- ii. Financial Proposal (40%)

## **9. Submission and Deadline for Proposals**

The deadline for the receipt of the proposal is 3 March 2022 by 17:30hrs (Nepal Standard Time). Proposals received after this will not be considered. The proposals must be submitted to [KTM\\_PROCUREMENT@ilo.org](mailto:KTM_PROCUREMENT@ilo.org) with subject line "MiRiDEW\_Labour Migration Report".