

# POLICY BRIEF

## MIGRATION AND SKILLS DEVELOPMENT

### BACKGROUND

Migration remains an important livelihood strategy for people in Nepal. More than 2 million Nepali citizens or around 7 per cent of the national population live outside the country.<sup>1</sup> 81.3 per cent (or 1.8 million) of this migrant group comprise of men. A large number of Nepali youngsters also go abroad for educational purposes as more than 400,000 No Objection Certificates<sup>2</sup> were issued to Nepali students for studying abroad in the last decade. Migration from Nepal, however, is still male dominated. Women migrant workers accounted for less than 10 per cent of the total labour approvals issued in 2021/22.<sup>3</sup> Madhesh and Province 1 are home to the largest numbers of migrant workers, with each comprising more than a fifth of the total labour approvals issued in 2021/22. Bagmati province, on the other hand, consists of the largest share of female migrant workers.<sup>4</sup>

According to the recent data, more than 1.1 million labour permits were issued by the Department of Foreign Employment (DoFE) between 2019/20 and 2021/22.<sup>5</sup> In spite of the unprecedented impacts of the COVID-19 pandemic that affected the economies worldwide, many Nepalis still pursued labour migration. While the number of labour permits issued by DoFE reduced in the face of COVID-19, it rebounded in 2021/22 when the impacts of the pandemic lessened. Nepal received remittances worth NPR 961.2 billion (c. USD 7.5 billion) in 2020 despite the manifold effects of the COVID-19 pandemic in various countries of destination.<sup>6</sup>

The six GCC countries and Malaysia are the major migration destinations for Nepali migrant workers. Recent reports have found countries like Albania, Croatia, Cyprus, the Maldives, Malta, Poland, Romania, Turkey, and the UK as newer emerging destinations.<sup>7</sup> Like their male counterparts, Nepali women migrant workers also mostly consider migrating to the GCC countries, while they have also been reported to migrate more often to emerging countries like Croatia, Cyprus, Jordan, Malta, Romania and Turkey.

The Government of Nepal has a robust institutional setup in place to regulate the migration sector. The Ministry of Labour, Employment and Social Security (MoLESS), the Foreign Employment Board (FEB) and the Department of Foreign Employment (DoFE) carry out various functions to promote safer migration. The government's recent focus has been on skilling and reintegration of migrant workers through their skills development and certification. The recent migration-related priorities of the government in Nepal encompass programmes dealing with financial literacy, vocational training, recognition of prior learning,

<sup>1</sup> CBS, *Preliminary Report of the Census 2021* (Kathmandu: CBS, 2022).

<sup>2</sup> Labour Migration Report 2022

<sup>3</sup> MoLESS, *Nepal Labour Migration Report 2022* (Kathmandu: MoLESS, 2022).

<sup>4</sup> MoLESS, *Nepal Labour Migration Report 2022* (Kathmandu: MoLESS, 2022).

<sup>5</sup> MoLESS, *Nepal Labour Migration Report 2022* (Kathmandu: MoLESS, 2022).

<sup>6</sup> MoLESS, *Nepal Labour Migration Report 2022* (Kathmandu: MoLESS, 2022).

<sup>7</sup> MoLESS, *Nepal Labour Migration Report 2022* (Kathmandu: MoLESS, 2022).

psychological support, and shelter. Through the recently promulgated Reintegration Programme (Operation and Management) Directive for Returnee Migrant Workers, 2022, the government has stressed three kinds of reintegration efforts, related to social integration, employment, and entrepreneurial development. Furthermore, the government has been prioritizing the component of skills development of migrant workers in Bilateral Labour Migration Agreements (BLMAs) signed with the countries of destination to garner concrete collaboration in line with the policy of skilling aspirant and returnee migrant workers.

The COVID-19 pandemic impacted migrant workers livelihood along with the quantum of remittances sent by them to Nepal. But this phenomenon of migrants returning to their country can act as a demographic dividend.<sup>8</sup> One of the key pillars upon which this dividend can be reaped is migrants' skills. But it would require consideration of a key challenge of identification and alignment of migrants' skills with market demand, both in domestic and destination countries. Additionally, various actors involved in this skills development process need to be assessed and aligned with market needs. It would also involve participation of various technical and vocational institutions to harness the skills of returnee migrants in the development of country.

There is a critical role played by the Government of Nepal, various training institutions and apex bodies such as Council for Technical Education and Vocational Training (CTEV), private employers in Nepal and destination countries, recruitment agencies and other associated members to streamline the skill development process in accordance with every changing market requirement. On a broader level, it would require evidence-based migration policy formulation.

This requirement entails macro level supply and demand analysis of skills in domestic and destination countries, information on existing skill training system in Nepal, recruitment process along with emerging job markets and opportunities. Considering meagre share of females in migration, a focus on maximizing their potential is also required.

This **macro level study report** by IOM is an endeavor to reflect on the abovementioned requirement. It captures the current migration landscape of Nepal, existing and emerging destination countries, existing skill training system, recruitment process and prevailing gaps along with recommendations to address the gap.

## **POLICY GAPS AND CHALLENGES**

Migration policy issues in the context of Nepal, concentrate on key drivers of migration: economic, demographic, environmental and socio-political. Normally, Nepali workers migrate to other countries to access improved economic and employment opportunities. It is caused due to poverty, inequality or a lack of fundamental human rights at home. In addition, natural and man-made crisis and environmental degradation also works as a driving force for migration.

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<sup>8</sup> When the demographic transition follows a swift fertility decline, age structural changes can lead to a specific set of circumstances whereby the relative size and age structure of the population may offer opportunities for breakthroughs in economic development. This is referred to as the demographic dividend. (Source – GoN NPC Report titled “Demographic changes of Nepal: Trends and Policy Implications” dated March 2017 which can be accessed from [https://www.npc.gov.np/images/category/Demographic\\_Dividend\\_Report\\_May\\_2017\\_final\\_for\\_circulation1.pdf](https://www.npc.gov.np/images/category/Demographic_Dividend_Report_May_2017_final_for_circulation1.pdf))

Skills development is an important policy priority given its positive impact on labor productivity, poverty reduction and economic growth. The occupational profile of labor migrants in 2018/19 shows that 59 per cent of the new workers took up unskilled jobs. While there is abroad consensus that a large share of Nepali workers are employed for low-skilled work, the categorization of what constitutes these skill levels requires further scrutiny. Manufacturing seems to be one of the preferred areas of foreign employment for Nepali workers. The reintegration of returnee migrant workers has received unprecedented attention in the recent past. The emphasis has been on the productive use of financial and social remittances-as captured by experience, skills, exposure, networks and know-how acquired abroad-for local and national development priorities.

Aligning with principles and objectives of the SDGs, the National Planning Commission (NPC) of Nepal has introduced an official roadmap, 'Nepal Sustainable Development Goals: Status and Roadmap: 2016-2030, to achieve the SDGs in Nepal. However, it is found that labor and migration issues have not received as much priority in the roadmaps and subsequent periodic plans and annual budgets. According to MOLESS annual report, availability of integrated national policy for vocational and skill training, and timely certification of trainings are the key issues of skill training for migrant workers. Likewise, weak political/administrative commitment and low priority accorded to policy formulation and implementation, and lack of effective coordination mechanism and absence of data validation mechanism have been the emerging issues at policy level.

Similarly, making the best use of and localization of skills gained by returnee migrants; using migration for global connection contributing to national economy; developing skills of potential migrants as per the requirement of the country of destination; bringing the private sector on board; creating better and motivating working opportunities and environment for returnee migrants; avoiding duplication and overlapping roles of training providers in skill development; connecting differentiated policy documents or provisions by a single framework; ensuring timely skill testing and issuing the skill certificate; ensuring post training support for self-employment of migrants; monitoring the training and post training activities; developing the capacity of local bodies; managing a reliable labor information system; making skill training more practical and need based; updating and upgrading legal framework; maintaining uniformity in skill training curriculum, training delivery, skill testing and certification; regulating the privately-owned training centers; ensuring quality of training; and catering to the skills needs of local industries and entrepreneurs are the key policy issues and challenges identified by the local stakeholders.

## **FEDERAL LEVEL**

Skilling is important in bringing remittance, which is linked to prosperity and development, which would be doubled if the number of skilled human resource is increase and Government to Government (G2G) agreement is the best option and for that to skilling people is significant which will have benefits at many folds. Establishing Industrial Village in every municipality/rural municipality and promoting small and medium scale enterprises that will generate economic activities. One of the major takeaways from the Provincial Dialogue events' was of providing financial literacy knowledge to migrants so that the migrants and returnee migrants could know how and where to invest. Efforts need to be made to transform the population into skilful human resources.

Ministry of Labour Employment and Social Security (MoLESS) prioritizes to supply skilled human resource to destination countries in order to bring positivity in Nepal's economy. But there are several challenges to achieve the goal. ***There is no integrated policy regarding Skill Training. Thus, the nation requires a Training Academy Policy to all the government agencies together who contributes on skill development trainings.***

Nepal government has developed the draft for Integrated Training Policy. MoLESS - Department of Skill Development is playing a leading role in terms of migrant employment and their skill. Nepal has established Labour Agreement with ten countries and two more are on pipeline, Saudi Arabia and Oman. Nepal has made agreement with Israel to send skilled health workers. Some labour destination countries are willing to provide skill training within Nepal before departing there.

Nepal Government has approved the Directives for Re-Integration of Returnee Migrants. The program is under implementing phase by MoLESS. The program is about utilizing skills, capital and technology of the Returnee Migrants:

- **Social Re-integration**
- **Employment Re-integration**
- **Entrepreneurship Re-integration**

This will bring positive effect in family, society and even in the nation. There is an information centre in every local government level to address the skill development training and people can fill up the form there and participate in the training.

MoLESS has opened 111 countries where people can move out as migrant workers in support of the institutions. Besides, there are 178 countries where they can set off individually as migrant workers.

MoLESS also addresses its activities according the constitution. As per MoLESS, they are not in the state of replacing foreign employment by internal employment right at the moment. Till the situation builds up positively, GoN has to focus on making foreign employment more secured, well managed with proper dignity along with promote internal employment opportunities effectively.

To address this, MoLESS has established three training academies over the nation to provide training for skill development:

- I. Training Academy, Bhaisepati, Lalitpur**
- II. Training Academy, Itahari, Sunsari**
- III. Training Academy, Butwal, Rupandehi**

Even though the Labour Office is responsible for migration issues, yet in coordination with provincial officer, the provincial ministry is working for the skills development of migrants in several provinces. Migration related programs will only be successful and effective if they are conducted in a coordinated and integrated way with a common purpose and objective in mind. During several dialogues it was shared that the provincial ministries is working in collaboration with provincial CTEVT, GTEVT and other ministries in matters of syllabus, skills and delivery modality for upskilling the migrants.

***One of the major outcomes can be seen that the education currently being provided is not productive because that could not be linked with the current demand of skill needs that fits into market.*** For creating productive human resources in destination countries, it is first extremely important to look at their education system, that has been focused on technical and vocational education. CTEVT has worked from the beginning on Technical and Vocational Education and Training (TVET); whereas MoEST also later [from 2012] realized incorporating technical and vocational education in formal education and it introduced Technical Schools and introduced five subjects in higher school education curriculum (from 9-12 grade) and the subjects included are Agriculture, Veterinary, Civil Engineering, Electronics and Computer Engineering through Centre for Education and Human Resource Development (CEHRD). CTEVT has been conducting a 3-year diploma/certificate level and 18-month technical SLC program for SEE passed out students and other short-term training are also conducted.

GoN needs to identify the real skills demand of the market before planning for training. CTEVT will coordinate with private sectors also to ensure the quality of training, hopeful to cater the demand of province.

FNCCI in coordination with CTEVT tries to provide various trainings but interested participants are very few, People are not interested in training offered similarly, quality of training is always questionable. The quality of training determine the employment opportunities so, training quality need to be improved.

FNCCI has specific training package targeting for different deeds; for employment, who want to start own business, separate training for who wants to upgrade their business and separate targeting for foreign employment. Finally, he emphasized that career guidance needs to be introduced from the Secondary Schools curricula.

## **PROVINCIAL LEVEL**

The provincial dialogues have contributed in bringing a way out as to how the local level governments can contribute for those returnee migrant's Technical and vocational education and training and how transformation can be done from unskilled to skilled person as per the market demand. Stakeholders should focus on harnessing the benefits of migration for Nepal's workforce and economic development.

During the Provincial Policy Dialogues, all the provinces had the same concern that number of young people migrate for the opportunities without having the required skillset and return after some years with little to no earning. After COVID 19, situation has only worsened with many returnees in country searching different opportunities at local level.

A proper program and plan for their skill utilization, profiling and their income generating activity need to be in place. A market gap is created as workers fail to meet the skill demand and wages are comparatively too low to make working worth their while.

MoEST realizing the need of technical education currently is running 1600 Technical and Vocational Education and Training (TVET) schools throughout the country to develop skill manpower and employment opportunities. Not only that, MoEST has introduced technical and vocational education in formal education in high school education curriculum from grade 9 to 12. But still the major challenge is

to divert students to technical and vocational education from general education so that students can get better opportunities in future regarding employment and entrepreneurship.

## **SAFETY OF MIGRANTS**

Daily on an average 2000+ people migrate through the formal channel from Nepal. More than 2 Million Nepali migrants have reached at 148 countries for the job market. Among them 74% are unskilled, 24% are semi skilled and only 2% are skilled so majority of them are doing 3 D jobs (Difficult, dirty, and dangerous). Women are only 8% in foreign employment. 5 lakhs youths entered in the labour market per year. Majority of them migrated to abroad for foreign employment due to unavailability of employment opportunities in Nepal. The major reason behind this is the traditional education system of Nepal.

Government has started "Management of Foreign Employment" process from last decade. Now there is Foreign Employment Act, Foreign Employment Rules, Foreign Employment Policy, Guideline in place. Institutional arrangement also working in a good way. The Foreign Employment Board is working on rescue process of Migrants those who are at risk or in dangerous condition. The major hindrance to rescue migrants is the "Illegal status and undocumented status". Nepal Government can't overtake in other country jurisdiction and their legal system. So, its hassle on rescue and relief process.

MOLESS has been working for the Nepalese migrant workers on behalf of the government of Nepal to ensure safety and respect in foreign employment. The Nepalese migrant workers face a lot of problems abroad and one of the root cause of problems is lack of skill. Therefore, they can't compete in the international market to get better facilities. The constitution of Nepal, 2072 has granted the right to employment in article 33 as the fundamental right and policies related to labor and employment states that capital, skills and technology and experience gained from foreign employment should be encouraged to mobilize in productive sectors in the country. Likewise Foreign Employment Board, Department of Foreign Employment, and other institutions for skill development under MOLESS have been working to ensure mandatory skill training for foreign employment. Not only that Foreign Employment Act, 2064 also clearly states that skill is necessary for foreign employment. Foreign Employment Board has also allocated welfare fund to provide needed skills for the people who are going to abroad for employment. More than that the government has the policy to study the current demand for foreign employment in the international market and prepare the high skilled manpower according to that. The Government also has MOUs with different countries like Jordan, Israel, Malaysia, UAE to send skilled manpower and the skills of Nepalese workers provided by the CTEVT will get the recognition in those countries as well. The government is also trying to solve the issue of skill with joint committee meeting as in the case of Japan and Qatar. The ReMi is one of the initiatives of the GoN to solve the issue of reintegration of migrant workers in Nepal. This project will work for the entrepreneurship promotion and employment generation for the migrant workers.

## **POLICY RECOMMENDATIONS**

Based on the IOM's Report "Macro Level Supply and Demand Analysis of Skills of Nepalese Migrants", and recently launched Nepal Labour Migration Report, 2022 (MoLESS), the following set of recommendations are furnished for supporting migrant workers' skill development in Nepal:

## Federal Level

### Streamlining skills data for supporting skills policy development and program design

- Except the records of occupation taken up by aspirant migrant workers maintained in the Foreign Employment Information Management System (FEIMS) by the Department of Foreign Employment (DoFE) based on the demand letter received,<sup>9</sup> there is a paucity of data pertaining to the actual skill-set of migrant workers currently available for analysis which has impeded the development of coherent and effective skills related policies.<sup>10</sup> **Efforts need be made to establish and maintain comprehensive digital records of the skills of aspirant and returnee migrant workers based on their skills training and occupational experiences and disaggregated according to relevant variables.** A system for collecting data at the airport in Kathmandu could be put in place to get periodic updates on migrant workers' most recent skill-set. Furthermore, databases could be established at the local level bodies/offices such as ward, village municipalities and municipalities to facilitate the development of periodic local level-specific skill profiles of returnee migrant workers (RMWs).
- In the context of federalization, there has not been a proper segregation of roles and responsibilities with regards to the responsibilities of provincial and local bodies in carrying out skills training and testing. This is causing inertia with the amount of work that can be done at the provincial levels for skilling development and assessment of migrant workers. **Policy changes need to be made in order to ensure the mandate of the federal, provincial and local bodies are clear.**<sup>11</sup>
- Studies have reiterated that the occupational data collected in FEIMS are largely based on the occupation mentioned in the demand letter and this often fails to reflect the worker's actual occupation,<sup>12</sup> and do not comply with any standard classification of skills such as the International Labour Organization's International Standard Classification of Occupations (ISC) which classifies jobs into a clearly defined set of groups. There is also a need at present to view such data on occupational skills reported by government reports, like the Nepal Labour Migration Report, 2022, with caution as the categorization of occupations is susceptible to inaccuracies due to imperfect correspondence with the standard categories and due to the manual data entry in FEIMS. Hence, it is desirable that **steps be taken to ensure that occupational categories are scientifically classified to allow standardization of data on skills.**
- The private and industrial sector in Nepal have experiences in carrying out industry-scale surveys to understand the skills-need within specific industries such as through the Employer-led Market Secretariat (ELMS)<sup>13</sup>. Databases derived from such surveys provide information on industry skill requirements and inform both the prospective employees as well as other stakeholders about their skill requirements. Steps could be taken to make such databases accessible to employers as

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<sup>9</sup> MoLESS, *Nepal Labour Migration Report 2022* (Kathmandu: MoLESS, 2022)

<sup>10</sup> Representative from CTEVT, Karnali

<sup>11</sup> Representative from Labour and Employment Office, Sudurpaschim

<sup>12</sup> See for instance: MoLESS, *Nepal Labour Migration Report 2022* (Kathmandu: MoLESS, 2022); MoLESS, *Nepal Labour Migration Report 2020* (Kathmandu: MoLESS, 2020); Prakriti Thami and Ashim Bhattarai, *Labour Migration and Skills Training* (Kathmandu: CESLAM, 2015).

<sup>13</sup> ELMS is a part of the Dakchyata project led by MoEST that brings together Nepali private sector umbrella organizations like FNCCI, FNCSI, FCAN and HAN to identify their industry specific demand needs.

well as job seekers to help them devise plans on skills training. Furthermore, it is also imperative to continue such efforts of generating industry specific skills data in a sustained manner.

- With the recognition that not all skills training programs are able to produce employable candidates either in the domestic or the international labour markets, ***a separate employment bank could be arranged for those who cannot get employment even after learning skills to design reskilling or upskilling programs.***
- International recognition of skills testing has implications for the type of pay and benefits that migrant workers get abroad.<sup>14</sup> At present, there is no mutual recognition system to recognize the skills tests conducted in Nepal. The skills obtained by migrant workers through these training programmes are inadequate and do not match with the occupational skills required by employers abroad, and are thus not recognized in the destination countries. While the need for agreements on mutual skills recognitions is being addressed in recent BLAs,<sup>15</sup> ***efforts need to be taken to put in place a mutual skills recognition system with all the countries of destination (CoDs).*** The government should also take ***steps to ensure that skills certification systems within Nepal are standardized and that various agencies providing skills training adhere to such a system while distributing certificates to the trainees, to ensure that the skills certificates are credible and recognized by the employers.*** Expedited implementation of the recently established National Vocational Qualification Framework (NVQF) could serve as a major tool to improve mutual skills recognition of migrant workers across various CoDs.
- To address existing malpractices in the skills certification regime in Nepal such as the unscrupulous obtaining of certificates by the migrant workers, a mechanism must be created to attest the skills certificates that are acquired by the aspirant migrant workers before they depart. The practice of ‘purchasing’ the skills certificate is also linked with the urban centric approach of the training institutions. This happens as the candidates want to avoid extra expenses caused by long travel and accommodation to acquire such training. In order to curb such practices, the system of skills testing should be made easy and accessible<sup>16</sup>. Likewise, ***free skills training programs need to be designed for needy migrant workers and periodic monitoring of skills training institutions must be carried out to discourage malpractices on the part of the training institutions.***<sup>17</sup>

### Promoting returnee migrant workers’ skills uptake and utilization

- There is a lack of communication and coordination between the government and other entities regarding the utilization of skills of returnees. ***A monitoring mechanism that supervises this issue is not in place and thus the skills brought back remain largely unused.***<sup>18</sup> This could

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<sup>14</sup> Representative from SaMi, Lumbini

<sup>15</sup> The Nepal-Japan agreement requires a Nepali migrant to possess N4-level language competency, while the MoU with Mauritius envisages the establishment of a Joint Working Group composed of at least two officials from the relevant authorities of each signatory party, with responsibilities including mutual skills recognition, vocational training, and counseling for workers

<sup>16</sup> Representative from People Forum for Human Rights, Lumbini

<sup>17</sup> Representative from Janakpurdham Municipality, Madhesh

<sup>18</sup> Representative from Returnee Migrant Nepal (RMN), Sudurpaschim



**be addressed through the active engagement of the local government and skills related institutions.**

- Potential sectors where the skills of returnee migrant workers can be applied need to be scientifically identified. For example, there is a shortage of labour in the agricultural industry due to the precipitation of labour migration from Nepal. This also means there are ample opportunities for returnees, but this labour force has not been employed in the sector in any coordinated manner.<sup>19</sup> **The government should seek ways to strengthen the inter-and intra-governmental coordination mechanisms to ensure that the skills of returnees are harnessed in the Nepali labour market.**
- The generally fragmented nature of capital brought by returnees and their poor access to capital loans in Nepal to set up enterprises means that the rich skills that they bring back are not fully utilized as they cannot open businesses using those skills. The subsidization that is provided by the government for returnees remains centralized. Thus, it is not very accessible to those who need it most in the rural areas.<sup>20</sup> **The government should pay attention to creating a favorable environment for skilled returnee migrant workers to access finance through formal banking channels, and periodically review if existing policies that promote returnees' access to finance are being genuinely put into practice.**
- With the realization that undue procedural hassles discourage RMWs to invest their skills and capital in Nepal, **steps also need to be taken to build a leaner process that allows RMWs to register and start a new business in Nepal with ease.**

## Provincial Level

### Expediting skills assessment, certification and recognition

- Skill assessment is very important for workers' welfare. It provides them certification of their skills which improves their bargaining power with employers.<sup>21</sup> Despite provisions for skills testing in Nepal and the tremendous benefits it accrues, a large number of migrant workers depart for employment abroad without getting their skills assessed or without getting their skills certified. Without certification, it also becomes extremely difficult to filter skilled from unskilled labour.<sup>22</sup> Migrant workers not undergoing skills tests before their departure is partly associated with them not having sufficient information about the process as well as incentives to take up tests despite having been trained in certain skills. **Local governments could take the lead in informing and counseling migrant workers about the need for skills testing while also supporting the role being played by some institutions like the migrant resource centers (MRCs) in addressing this issue.**

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<sup>19</sup> Representative from Ministry of Land Management, Agriculture and Cooperatives, Sudurpaschim

<sup>20</sup> Representative from AMKAS, Sudurpaschim

<sup>21</sup> Representative from RMN, Karnali

<sup>22</sup> Representative from Ministry of Land Management, Agriculture and Cooperatives, Sudurpaschim

## Coordinating with all stakeholders and local governments

- With the gradual consolidation of the federalization process in Nepal, provincial governments are well placed to engage with stakeholders from various sectors including those associated with skills development that are scattered across provinces and the local level units. Given that there are many provincial and local level stakeholders engaged in designing and imparting skills training programs targeted to migrants, and the growing calls from various quarters to prevent duplication in such programs, it is crucial for provincial governments to play a coordinating role to keep track of the skills program disseminated under their jurisdiction. Hence, provincial governments could devote their efforts in designing mechanism for monitoring and evaluating the skills programs that operate under their provinces and the local units that fall in the provinces.

## CTEVT

### Strengthening skills governance and inter-agency partnership for smoothening skills training dissemination and related services

- At present, the skills training opportunities available to aspirant and returnee migrant workers is limited. The Foreign Employment Board (FEB) collaborates with the Council for Technical Education and Vocational Training (CTEVT) to provide free skills training to aspirant and returnee migrant workers through CTEVT affiliated institutions. There is a need to expand such skills development programs to all the provinces and local level, and increase the number of workers in the annual target set by the FEB. Furthermore, considering the importance of foreign labour migration to the country, **the government has to adopt ways to increase the overall output capacity of the TVET sector along with improvements in service quality and delivery.**
- There are numerous government, private, and donor-supported skills development programmes across the country targeted to the migrant workers. However, there is no overarching policy or regulatory authority coordinating the efforts of the various institutions. There is a need to address this fragmentation existing in the training system to minimize duplication of scattered training efforts and improve service accessibility of aspirant migrants. It is crucial to bring them to one place and conduct them in a coordinated manner.<sup>23</sup> There are various committees that are chaired by the Federal level agencies that can deal with this issue, this can be resolved if the federal government takes necessary steps. The Vocational Skill Development and Training Academy which is said to be in the process of emerging as an authorized body to build a single framework to encapsulate the entire training and skill development regime in the country could systematize the current training regime in the country. **The efforts toward this direction have to be expedited so as to avoid misuse of resources that are dispersed from the Federal government to line Ministries and the provincial and local governments for training and development of skilled human resources.**

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<sup>23</sup> Representative from Ministry of Industry, Commerce and Supplies, Lumbini

- While many migrant workers are devoid of the opportunities for skills training due to resource constraints, some migrant workers are not genuinely interested to enroll and complete the training. Many candidates enrolled in skills training programs are lured by the allowance and facilities that come along with the training, rather than the training itself. They seem to lack the knowledge about the importance of acquiring such training. There is a ***need for the young population to be counseled and convinced about how such training can be beneficial for them.***<sup>24</sup> ***Similarly, incentives provided for skills training are not always accessible to those actual targeted populations but are reported to be taken up by the few others who are close to the government officials and political leaders.***<sup>25</sup> ***This also provides a glimpse of the irregularities prevalent in the current skills training regime and thus calls for all the concerned stakeholder agencies to strengthen good-governance practices.***

### **Undertaking scientific skills training needs assessment to design labour market responsive skills training programs as well as effective skills training curriculum**

- Apart from the skills training program designed by the FEB and operated through CTEVT for certain trades, other skills training programs that are currently available for migrant workers are designed and disseminated on an ad hoc basis. It is imperative that such training programs be designed with a proper needs-based assessment of the labour market. To address the anachronism in the training curriculum in Nepal, it is also expedient ***to periodically review and update the training curricula developed by CTEVT for major foreign employment-related trades so as to harmonize them to the present occupational requirements in the CoDs.***
- ***Steps need to be taken to recognize the importance of private sector involvement in training design and dissemination to make skills training more effective.*** The existing role of the private sector in facilitating on-the-job training as well as apprenticeship training needs to be evaluated to encourage their ownership in such models of skills training.
- The fact that the existing training regime in Nepal is tilted to serving the needs of male migrant workers' need to be recognized to ***ensure that steps are taken to design gender responsive skills training. Collaboration among government and non-government stakeholders is necessary to identify the specific skills requirement for outbound and returnee women migrant workers in light of their susceptibility to a range of vulnerabilities throughout the migration cycle.***

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<sup>24</sup> Representative from Vocational Training and Skills Development Centre, Madhesh

<sup>25</sup> Representative from Livestock Training Center, Madhesh



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