

## REQUEST FOR PROPOSAL

The International Organization for Migration (IOM) is planning to hire Service Provider for “**Consultancy firm for Macro Level Study on Market Diagnostics and Supply and Demand of Skills of Nepali Migrant Workers**” activities as per detailed TOR as below:

### BACKGROUND

Migration plays an important role in Nepal’s economic and social development. In recent years, due to the significant contribution of migration to the livelihood of the people, migration has risen to the top of the policy agenda in socio-economic and political spheres of Nepal. There is increasing importance given to leverage the link between migration and development. However, reliable data on migration are often scarce, making it difficult for decision-makers to develop effective migration policies.

COVID-19 has had a significant impact on Nepali migrant workers, who are key contributors to the socioeconomic development of the country. Despite disruptions in foreign employment caused by the pandemic, remittances continue to be an essential pillar of Nepal’s economy. During the pandemic, many Nepali migrants returned to the country while many remained stranded in destination countries. According to the Ministry of Home Affairs, during the pandemic, over 700,000 Nepali migrants returned through the land border and as per the COVID-19 Crisis Management Center’s (CCMC) record, a total of 632,589 migrants returned (as of 20 Jan 2022) to Nepal through flights. The two primary geographical areas from which Nepalese migrants returned were India (59%) and the Gulf Cooperation Countries (34%). The pandemic has been a wake-up call to prioritize the preparation for the return, repatriation and reintegration of the migrants while also utilizing skills, investments and network of the migrants and diaspora for national development.

It is estimated that only 13.6 per cent of the returnees who were repatriated during the COVID-19 crisis had received job related training before migration. The main skills that the returnees had learned at the destination country were related to factory and hotel/restaurant work. Migrant workers reported many challenges when seeking work particularly in accessing credit, training, and marketing opportunities. The returnee migrants have strong aspirations to engage in the Nepalese domestic economy and are eager to be involved in self-employment/entrepreneurship activities. Such migrants expect facilitation (including skills enhancement) from the Government, non-government, and private sector actors to support their businesses.<sup>1</sup>

In countries of destination, higher education and higher level of skillsets were found as key factors for relative security of work. Employment in the service sector was found to be more vulnerable than in the manufacturing sector. A survey found that the highest proportion of the return migrants (33.3 %) showed their major priority sector as agriculture, followed by services (31.1 %) and lower skilled manual work or labour (16.9 %). The other jobs that the respondents prioritized, in order of importance, were construction, electronics/electrician/IT, automobiles and financial services.<sup>2</sup>

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<sup>1</sup> Profiling returnee migrant workers for labour market integration, MoLESS and IOM, 2021.

<sup>2</sup> Status of Nepali Migrant Workers in Relation to Covid-19 | IOM Publications Platform, International Organization for Migration, 2020.

The return of over a million migrants to Nepal is an opportunity for the country in terms of demographic dividend. However, challenges remain in reintegration of the returnees and to identify the skill development process of the migrant workers in Nepal as facilitated by the Government and

private sector including private recruitment agencies. One of the key challenges includes identifying the alignment of the skills with labour market needs, demands at the domestic level specific to the provincial needs and international labour market.

In this context, IOM close coordination with the Ministry of Education, Science and Technology (MOEST) and with the support from the British Council through its *Dakchyata* project seeks to promote skilling, reskilling/recognition of prior learning of returnee migrant workers and establish potential linkages with IOM Nepal's ongoing projects on reintegration of migrants and their family. *Dakchyata* has a grant component working with the MoEST and the Center of Technical Education and Vocational Training (CTEVT).

Through the project, IOM aims to generate evidence on future skills needs, promote the upskilling of migrant workers and identify new opportunities for migrant returnees. Its purpose is to build competencies of stakeholders and support returnee migrant workers and their family members who were affected by the pandemic through identifying skills and reskilling demands for sustainable reintegration and/or safe labour migration.

On this basis, the MoEST and IOM seek to publish an extensive report on macro level supply and demand analysis of skills that provide in-depth information on existing skills training being provided, market diagnostics on how trained personnel are recruited by the private recruitment agencies of Nepal, demands in destination including identifying new and emerging job markets both within the country and overseas.

IOM is therefore seeking a consultant/consultant firm to conduct a macro level study to analyze the market diagnostics, and supply and demand of skills of migrant workers as part of the *Dakchyata* project. This study report will help in evidence-based migration policy formulation.

## OBJECTIVES

The overall objective of this particular assignment is to generate evidence to build competencies for future skill requirements, support the stakeholders and returnee migrant workers and their family members who were affected by the pandemic through identification of enterprise skillset needs in the field of work, demand needs and support in the design and delivery of relevant reintegration activities. The recommendations of the study will provide practical ways ahead to match the demand and supply in Nepali local labor market.

The activities proposed are based on the recommendations made by IOM's study conducted through the support from the European Commission and recommendations of the Nepal Migration Profile to renew focus on upskilling of the migrant workers and identify new opportunities to the returnee with special focus to maximise the potential of women returnee migrant workers.

- The study should map existing training institutions in Nepal, register the type of trainings provided and market diagnostics on how the trained personnel are recruited by private/public sector in Nepal and how the private recruitment agencies utilize the skills of the trained personnel in job matching with opportunities available in various countries of destination. This has to consider pre and post COVID-19 situations and how the training institutes have realigned to meet the demands of COVID affected markets. It should assess employment trends in skilled, semi-skilled and lower-skilled categories of demands in various destinations, map new and emerging job markets in various destinations and identify key areas and sectors including green jobs or the ones that promote green economies that will align with Nepal's human resources or based on its ongoing skills programme. The study should have specific section on the nine countries that has Memorandum of Understanding's, Memorandum of Cooperation's, Bilateral Agreements, other inter-country agreements, etc., signed with Nepal. The study also has to provide the list of skillset areas in which further trainings could be considered to generate high earning by the Nepali migrant workers. The report will identify what type of jobs are available in the Nepali market that can be filled by TVET graduates, with a special focus on high demand innovative skills, potential for business links between small enterprises and the growing formal sector. Distinction of goods and services will be required to support a growing urban economy, and can be supplied for small enterprises.

The selected consulting firm will propose a methodology that should include but not limited to:

- Include a desk study to identify relevant market data both in Nepal and in emerging markets overseas focusing on private sector needs, combined with a survey and snapshot view of current trends through Key Informant Interviews (KIIs) with experts.
- Identify available migration data sources on diverse skillsets of migrant categories, supply and demand for skills learned.
- Enhance existing knowledge base on migrant's skills and improve understanding of demand of skillsets for reintegration and economic opportunities to promote evidence-based policy making and skills programme planning.
- Conduct qualitative study with stakeholders in Nepal including: the Ministry of Education, Science and Technology, the Ministry of Labour, Employment and Social Security, the Center for Technical Education and Vocational Training, the British Council and the *Dakchyata* project team, the UN agencies, the federation and chambers of private sector organizations including recruitment agencies, the Non- Resident Nepali Association and other relevant stakeholders at local, provincial and federal levels identified during the study. The stakeholder's interviews should also be conducted for private sector actors in emerging markets identified overseas for Nepali migrant workers.
- Conduct structured in-depth interviews and quantitative survey with stakeholders identified during the desk study.
- Identify new emerging job destinations and market for Nepali migrant workers on various skills categories.
- Present drafts of report for review to MoEST and IOM team, technical committee, and stakeholders.
- Organize and facilitate workshops at each province (at least 7) as required for information collection and validation of the findings.
- Finalize draft incorporating inputs from stakeholders, MoEST and IOM team and technical committee.

- Develop a technical background paper and policy brief on skill development for migrant workers.

## SCOPE OF WORK

To achieve the above-mentioned objectives, following tasks will be carried out:

### Inception Phase

- Based on a desk review of existing information, IOM reports, KIIs and consultations with employers and government representatives in major destination and job markets for Nepali migrant workers, returnee migrants and their networks, develop an inception report which outlines proposed work-plan, tools/survey framework for data assessment and stakeholder analysis of market dynamics, and supply and demand of skills.
- Map available data sources, quality of data, reliability and consistency of data, data users' needs and priorities, and information gaps.
- Design methodologies and instruments for data collection and analysis and adapt a template in coordination with MoEST and IOM team.
- The methods suggested here are indicative only. The consulting firm/institute should propose the complete innovative methodology and data collection tools as part of the inception report.

### Development of Study Report

- Identify new emerging markets and current major destination countries for Nepali migrant workers of various skills categories. Conduct a survey among employers, recruitment service providers and government representatives, respondents and sample size should be proposed by the consultancy firm and should be scientifically defined.
- Produce the first draft based on the Table of Contents and methodology agreed upon.
- Present the draft to the technical committee in coordination with IOM team.
- Revise the draft by incorporating inputs, feedback and additional information and data.

## ADDITIONAL INFORMATION

- [Profiling Returnee Migrant Workers for Labour Market Integration | IOM Publications Platform](#)
- [Status of Nepali Migrant Workers in Relation to Covid-19 | IOM Publications Platform](#), International Organization for Migration, 2020.
- [Migration and Socio-Economic Impact of COVID-19: Assessment of Return Communities in Nepal](#), IOM, 2021
- [Migration in Nepal: A COUNTRY PROFILE 2019 | IOM Publications Platform](#), IOM, 2019

## DELIVERABLES AND TIMELINES

The consultancy firm is responsible for delivering the following:

No	Activity	Deadline – By the end of
1	Submission of inception report	30 days
2	Conduct surveys with agreed methodologies	60 days
3	Submission of study report	80 days
4	Submission of first macro level study draft	95 days
5	Submission of the revised macro level study draft	120 days

## REQUIREMENTS

- The consultancy team should consist of a Team Leader responsible for ensuring the overall quality of the assessment, a technical report writer, a statistician/data analyst and other team members as needed. The consulting firm/institute should have at least 150 years of research experiences and proven expertise on market study and analysis, human resources demand and supply, policy analysis, data analysis, migration governance, innovation, research or education, technical and vocational education, and training and/or skill development or any other relevant areas. The consultancy should have experience in migration related policy, technical assistance, or research, and should be familiar with labour migration dynamics and the recruitment landscape in various destination countries.

The team leader must have advanced degree in market studies, public policy, research and data analysis, labor law, or relevant fields of study with 10 years of demonstrated experience. Experience on similar studies in demand and supply analysis in destination countries is preferred. The team members (as required) should have master's degree in public policy, law, social sciences, management studies with 3 years of relevant experiences.

- The consultancy should have ability to work under pressure and meet deadlines.
- Have strong analytical (qualitative and quantitative) research skills along with strong writing, editing and communication skills in English.
- The consulting firm should follow the principles outlined in the UNEG - Ethical Guidelines for research and/or study. Under the ethical consideration, special care will be taken to respect the confidentiality of the information provided and rights to responding or not responding. The information and data assembled in this study process will only be used for the objective of this project and not for other any kind of uses without the express authorization of IOM. The consulting firm will be held to the highest ethical standards and follow IOM's data protection principles.

## PAYMENT

- 20% upon signing of contract
- 40% upon approval of the inception report
- 40% upon approval of the final draft of the study which incorporates feedback and inputs of the technical committee
- \*Tax and/or vat will apply as per the existing rules & regulations of the Government of Nepal.

## HOW TO APPLY

Interested firms should submit an Expression of Interest which should include the following:

- A proposal which summarizes a proposed work-plan, proposed methodology and relevant experience (not more than 10 pages in total)
- 3 most relevant previous works (preferably written as main or sole author)
- Updated curriculum vitae
- 3 references
- Proposed consultancy fee

Please send the above documents to [kathmanduprocurement@iom.int](mailto:kathmanduprocurement@iom.int) not later than 17:00 pm (Nepal Time), June 06, 2022 with a subject line “Macro Level Study Consultancy”. No late proposal shall be accepted. If you have any queries, please write back to us at the same address.

## COPYRIGHTS

IOM reserves the right to accept or reject any proposal and to annul the selection process and reject all Proposals at any time prior to contract award, without thereby incurring any liability to affected Service Providers/ Consulting Firms.

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**Deadline for Submission: June 06, 2022**