



Federation of Nepalese Chambers of Commerce & Industry (FNCCI) Teku, Kathmandu

We are hiring	Lead Consultant (Nos. 1)
Assignment	Develop a Gender Responsive Migrant Reintegration Guide/Directives – Nepal for Private Sector
Duration	25 working days (date of publication 9 September 2023)
Application Deadline	15 September 2023 (8 Days from its publication)

Terms of Reference (TOR)

I. Background:

The relationship between the Federation of Nepalese Chambers of Commerce & Industry (FNCCI) and the International Labour Organization (ILO) toward harmonious industrial relations in the country goes back a long way. The FNCCI developed its priority areas for national economic transformation. Identified priorities range from industrial relations to social protection and entrepreneurship to capacity building, with some of the areas being where the FNCCI has been receiving support in the past from the ILO Nepal and ILO Delhi. Accordingly, in September 2023, the FNCCI and the ILO Delhi signed the short-term project "Develop Labour Migration Reintegration Guideline – Nepal" 1 September – 30 November 2023 for reintegrating of Nepali migrant workers on behalf of the private sector and create awareness among them.

Labour migration for employment has been a common livelihood strategy for many Nepali people living in both rural and urban areas of the country. As per the 2021 census, 2.1 million Nepalese are abroad. The current net migration rate for Nepal in 2023 is 5.070 per 1000 population, a 16.47% increase from 2022.¹ These figures unmistakably point to an escalating trend in Nepalese migration. The steady annual upsurge in net migration rates implies that more individuals are departing from Nepal than arriving or returning. Conversely, the exodus of young, productive citizens has exacerbated Nepal's demographic imbalance. Along with this, the socio-economic growth rate of Nepal is also beginning to be felt. Furthermore, there have been complaints from industrialists and construction workers that there is a clear shortage of workers in the nation's construction and industrial sectors due to the exodus of skilled workers and experts - or "brain drain". At the same time, due to the rapid increase in the number of returnees due to the COVID-19 epidemic, we all have seen that the government had a hard time rehabilitating them in Nepal. Therefore, the government started reintegration by bringing its directives, but as the epidemic was to be stable the migration to abroad became more and more rapid. Like the employers, the workers have been complaining about not getting a job in Nepal, even if they get a job, the salary is low and their skills are not valued/recognized.

As the private sector is equally responsible for Nepal's economic prosperity, the Federation of Nepalese Chamber of Commerce and Industry (FNCCI), the umbrella organization of the private sector, has "recognized the need for gender-responsive policies and programs that address their (migrant returnees) various needs". Consequently, with the support of the ILO GOAL project from Delhi, FNCCI is going to develop a "Migrant Workers Reunification Guide-Nepal" with a hired consultant appointed from outside FNCCI.

II. Objective of the project:

The ultimate goal of this project is to support Nepalese migrant workers returning from abroad and contribute to the regional agenda of the South Asia Forum of Employers (SAFE) on promoting the safe and fair reintegration of returnee workers. The key objective of the assessment is to develop gender-responsive reintegration guidelines for Nepali migrant workers on behalf of the private sector and create awareness among them.

¹¹ <https://www.macrotrends.net/countries/NPL/nepal/net-migration>



A Lead Consultant will be recruited to study and draft a guideline in the title " **Gender-Responsive Migrant Reintegration Guideline for Nepal** in line with the Reintegration Programme (Operation and Management) Directives for Returnee Migrant Workers, 2079 " through a participatory approach. The Lead will be technically guided by the FNCCI and ILO Delhi and administratively supervised by the FNCCI. ILO and FNCCI expect the Lead Consultant to be fully responsible for FGD, KII, and provincial and federal workshops in the context of developing the guideline. **FNCCI's approach is to encourage the active participation of its executive members, provincial chapter, district and municipal members, sector associations, employers' council, and secretariat throughout the process to ensure quality outcomes.**

III. Proposed methodology

FNCCI as an apex body of Nepalese employers is a constituent member of ILO and has been engaged in labour migration agendas like focusing on promoting skills development, private sector's engagement in employment generation, facilitating migration, and providing referrals since the labour migration started in Nepal. For better reintegration strategy and understanding the priorities and the needs of different on the reintegration of returnee women and men migrant workers.

At the development of a gender-responsive migration reintegration guideline for the private sector, the consultant is expected to adopt a mixed method modality that will include desk review (government directives as well as the Foreign Employment Act 2007), key information interview (KII), Focus Group Discussion (FGD) with a follow-up workshop in Koshi Province (serves as the key industrial corridor), Madesh Province (serves as the key migrant worker suppliers to national and international labour market) and the Karnali Province (as labour suppliers to India). The assessment will need to be conducted in at least 3 provinces above and finally, a national validation workshop will be organized in Kathmandu for a confidence level of 95 percent. The proposed migrant workers' reintegration guideline is expected to help connect returnees with various opportunities.

The questionnaire for the KII, FGD, and workshop will be developed by the Lead Consultant in coordination with the FNCCI and the technical team at the ILO Nepal and ILO Delhi. FNCCI in discussion with the Lead Consultant provided one Assistant Consultant for his or her support.

IV. Purpose and scope of the work:

The scope of the work for the Lead Consultant will include but not limited to:

1. **Desk review** of legal provisions and literature related to government migration directives, Foreign Employment Act, 2007 including the Labour Act, 2074, as well as reports, studies, assessments, and other Asian countries' reintegration guides for private sector e.g. Bangladesh that developed by the support of ILO GOALS project recently, etc. as relevant to gender-responsive reintegration for Nepal;
2. **Provide oversight and technical backstopping** to the Assistant Consultant;
3. **Identify key informants and develop a questionnaire** with the support of Assistant Consultant for **KII, FGD & workshop** in consultation with FNCCI and ILO;
4. **Administer KIIs** through **field visits** to Koshi, Madesh, and Karnali Provinces;
5. **Consultation** with federal as well as provincial government stakeholders and sector associations such as FWEAN, FNCSI, FCAN, NTPA, NATA, HAN, LECAN, Banker Association in addition to FNCCI, FNCCI Province Chapters and their members;
6. Data tabulation and cleaning of the data collected;
7. **Detailed analysis** of data collected through the literature review, phone interviews, KIIs, and consultations;
8. **Draft guideline and an action plan** in line with the findings from the above.
9. Submit the first draft guideline to FNCCI to be shared with FNCCI members and ILO for feedback;
10. Finally, presented the guideline for the private sector in the **validation workshop and approved from the workshop** conducted by FNCCI;
11. Incorporate feedback from the validation workshop and **submit a final report in English**



V. Outputs/Deliverables:

The following are the key deliverables

1. "Guideline on Labour migrant reintegration for the private sector and employers' organizations - develop, disseminate and validate" accordingly an outline for the report, methodology, and work plan upon discussion with key stakeholders and FNCCI/ILO Delhi and Nepal officials.
2. Data/information from desk review, KII, FGD, and workshop (the parameter will be further clarified while developing the questionnaire);
3. Draft guidelines;
4. Presentation for validation workshop;
5. Validation workshop; and,
6. Final, edited report based on feedback received.

VI. Duration and Payment:

Timeline

The consultancy work is planned to start from 21 September – 15 October 2023, the consultant working days will be restricted to 25 days only. The final report must be submitted by 20 October 2023.

Budget and payments

- a. The budget for this assignment to Lead Consultant is NPR. 250,000.00. Travel and hotel accommodation expenses for 1 person in each province (either lead or assistant) will arranged by the FNCCI.
- b. The lead consultant's fee will be paid for 25 days at the rate of NPR 10,000/- per day.
- c. TDS applicable as per the rule of the Nepal Government will be deducted while making the payment to the consultant.
- d. Payment will be made in two installments (30% advance upon request and 70% after the submission of the final report and approval from FNCCI).
- e. The consultant can claim all agreement amounts on a lump sum basis after the final approval from the FNCCI (right remains with the consultants).

VII. Qualification and Experience:

- a. Should have completed at least a master's degree in social science, development studies, or any other related field.
- b. Should have knowledge of foreign employment policies /directives/mechanisms and migrant workers' reintegration directives - 2079 with proven practical experience in industry and commerce, industrial relations, and other related policies and laws regarding the reintegration of migrant returnees.
- c. Proven research knowledge and skills in understanding the International Conventions, Nepalese private sector, and its member organizations with strong leadership and planning skills.
- d. Demonstrated experience in designing and managing surveys, KII interviews, or similar broad-based data collection and data analysis skills or exercises.
- e. Strong communication skills, with the ability to work in a multi-cultural business environment.
- f. Fluent in English and Nepali.

VIII. Expression of Interest:

Interested candidates having all the requirements mentioned above are requested to submit their expression of interest within 7 days from the date of its publication at the following address: fncci.hrd@gmail.com. The consultant selection process may include a review of their CVs as well as interviews to verify their competencies for this assignment.