

Gender-responsive Reintegration Guide for the Private Sector February, 2024



**Federation of Nepalese Chambers of Commerce
and Industry (FNCCI)**

Teku, Kathmandu Nepal

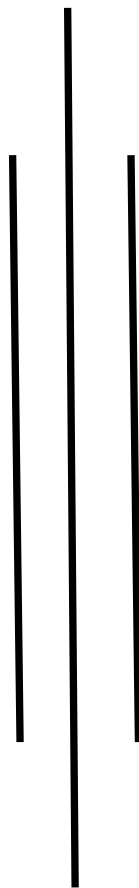
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Foreword

President FNCCI

I am honored to present this pivotal report on gender-responsive migrant economic reintegration guidelines, specifically designed for Nepal's private sector. The Federation of Nepalese Chambers of Commerce and Industry (FNCCI) proudly spearhead initiatives that strengthen our nation's economy while prioritizing the well-being of returnee migrant workers. We extend our deepest gratitude to the esteemed entities and individuals whose invaluable contributions have shaped the "Gender-Responsive Migrant Reintegration Guideline for Nepal," aligned with the Reintegration Program (Operation and Management) Directives for Returnee Migrant Workers, 2079. This collaborative effort with the International Labor Organization (ILO) Delhi and International Labor Organization (ILO) Nepal highlights the dedication and cooperation of diverse stakeholders.



As President of FNCCI, I am pleased to introduce this comprehensive guideline, a significant step in addressing the challenges faced by returnee migrant workers, with a particular focus on gender sensitivity. The private sector's role in reintegrating returnees is crucial, and this guideline not only offers practical strategies but also champions gender-responsive policies to empower all stakeholders.

Based on research conducted at federal and provincial levels, the report reveals that returnee migrants face unique challenges, such as limited job markets, differences in skill demand between abroad and the source country, and gendered role divisions. Nuanced policies are essential for their reintegration and empowerment. Key recommendations for the private sector, government, trade unions, and stakeholders include establishing Entrepreneurship Incubation Centers, fostering industry collaborations, implementing tailored microfinance schemes, leveraging technology-driven job matching, and enhancing market linkages. Gender-responsive strategies advocate for SME support, re-migration facilitation, skill training, awareness campaigns, stipend programs, and mentorship for women.

FNCCI has consistently advocated for meaningful engagement with migration issues. I hope this report advances our mission to reintegrate migrant workers into Nepal's economy, emphasizing tailored support for both male and female returnees. I believe that the report and guideline reflects FNCCI's commitment to collaborative action, aligning with governmental directives and leveraging our network for inclusive economic growth in the involvement in migration-related projects, alongside governmental and international partners, reaffirms our dedication to supporting returnee migrants. This report encapsulates our vision for inclusive economic growth, where the skills and experiences of returnee migrants significantly contribute to Nepal's prosperity.

I extend my heartfelt appreciation to all contributors and stakeholders. This guideline will serve as a valuable resource for policymakers, practitioners, and stakeholders, guiding our collective efforts towards a more inclusive and sustainable future for all Nepali people.

Chandra Prasad Dhakal
President, FNCCI

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Acknowledgements

We extend our profound appreciation to the esteemed entities and individuals whose invaluable contributions have been instrumental in the development of the "Gender-Responsive Migrant Reintegration Guideline for Nepal in line with the Reintegration Program (Operation and Management) Directives for Returnee Migrant Workers, 2079." This collaborative endeavor, orchestrated in partnership with the Federation of Nepalese Chambers of Commerce and Industry (FNCCI) and the International Labor Organization (ILO) Delhi, is a testament to the commitment and cooperation of diverse stakeholders.

We express our sincere gratitude to FNCCI, the apex body of the private sector, for its pivotal role as a catalyst in this initiative. The historical collaboration between FNCCI and ILO Delhi has laid a solid foundation for this consequential project. FNCCI's unwavering commitment to addressing the nuanced needs of migrant returnees, particularly the recognition of the imperative for gender-responsive policies and programs, has profoundly shaped the objectives and outcomes of this undertaking. The collaborative synergy between FNCCI and ILO Delhi has been indispensable in navigating this project towards fruition. The expertise and nuanced insights provided by ILO Delhi have significantly enriched the development of a robust and contextually pertinent guideline.

We acknowledge with gratitude the proactive involvement and substantive contributions of FNCCI Koshi Province, FNCCI Madesh Province, and FNCCI Karnali Province. We would like to appreciate the keen interest shown by Mr. Gokarna Raj Awasthi – Director General, Ms. Junu Mathema, Director, Executive Committee Member and Chair Startup and Innovation Forum, and Mr. Hari Paudel – Assistant Director, FNCCI for their continued support in accomplishing the task. FNCCI's regional perspectives and grounded insights have been pivotal in ensuring that the guideline encapsulates the diverse needs and challenges faced by returnee migrant workers across various provinces.

Warm appreciation is extended to all government stakeholders whose active participation in consultations and provision of invaluable inputs have been integral to aligning the guideline with extant legal provisions and policy frameworks, ensuring its resonance and efficacy.

We express deep gratitude to the returnee migrants, trade unions, civil society, and private organizations whose insights and experiences have been invaluable in shaping the guideline. The participatory ethos underlying this project sought to authentically capture the realities faced by those directly impacted by migration and reintegration challenges.

In conclusion, we extend our thanks to all contributors, recognizing that this collective effort represents a significant stride towards promoting the safe and equitable reintegration of Nepalese migrant workers. This guideline stands as a testament to the collective dedication of FNCCI, ILO Delhi, government stakeholders, and various partners in addressing the multifaceted challenges of reintegration and contributing to the enduring prosperity of Nepal.

Yours sincerely,

Uddhav Raj Poudyal and,

Samyukta Bhandari

Acronyms

AI	Artificial Intelligence
AIMED	ASEAN Initiatives for Migrant Empowerment and Development
ARC	Acknowledge Returnee Contributions
CBOs	Community-Based Organizations
COIVD-19	Coronavirus Disease 2019
CDE	Champion Inclusivity, Non-Discrimination, and Gender Equality
CSR	Corporate Social Responsibility
CSOs	Civil Society Organizations
CTEVT	Council for Technical Education and Vocational Training
CPLF	Constitutional Policies on Labor and Employment Framework
CORMA	Comprehensive Overview of Return Migration and Challenges
CDOs	Chief District Officers
DARC	Diverse Aspects of Return Cycles
DIANA	Diaspora Inclusion and Assistance for National Advancement
DOFE	Department of Foreign Employment
EFA	Foreign Employment Act
EPF	Employees Provident Fund
ERM	Economic Reintegration Measures
EU	European Union
FAQs	Frequently Asked Questions
FAPI	Facilitate Absorption into the Private Sector
FEA	Foreign Employment Act
FEIMS	Foreign Employment Information Management System
FEB	Foreign Employment Board
FEMIS	Foreign Employment Management Information System
FMEF	Foreign Labor Security and Investment Fund
FNCCI	Federation of Nepalese Chambers of Commerce and Industry
GEE	Gender-Responsive Economic Empowerment
GReI	Gender-Responsive Economic Integration
GDP	Gross Domestic Product
GREAT	Global Reintegration Efforts and Agreements Taskforce
GRRG	Gender-Responsive Reintegration Guidelines
HR	Human Resources
IGA	Income-Generating Activities
IFC	International Finance Corporation
ILO	International Labour Organization
IOM	International Organization for Migration
IPR	Inclusive Private Sector Roles
Karnali	Karnali Province
KIIs	Key Informant Interviews

LCA	Local and Community Approaches
LID	Labor Immigration Division
MDGs	Millennium Development Goals
MFIs	Microfinance Institutions
MPI	Migration Policy Institute
MRC	Migrant Resource Center
MoU	Memorandums of Understanding
MOLESS	Ministry of Labor, Employment and Social Security
MP	Migration Policy Institute
Madesh	Madhesh Province
Nepal	Nepalese Rupees
NGO	Non-Governmental Organization
NGOs	Non-Governmental Organizations
NPA	Non-Profit Organizations
NPC	National Planning Commission
NPOs	Nonprofit Organizations
NRN	Non-Resident Nepali
OIE	Organization for Economic Co-operation and Development
OVP	Online Verification Processes
PEP	Provincial Employment Plans
PMEP	Prime Minister Employment Programme
PNVP	Prosperous Nepal, Happy Nepalese Vision Plan
PRIME	Patterns of Return Integration and Migration Experiences
PRMR	Protect the Rights of All Returnee Migrant Workers
PSI	Private Sector Initiatives
PSIE	Private Sector Involvement in Economic Reintegration
RERP	Rural Enterprise and Remittances Project
RPOD	Reintegration Program (Operation and Management) Directives
RRDP	Recognize Returnees as Development Partners
RRA	Rights-Based Approach
RCF	Returnee Counseling Framework
RERP	Rural Enterprise and Remittances Project
RISE	Reintegration Initiatives and Sustainable Engagement
SDRP	Successful Reintegration Demonstration Programs
SDG	Short-term and Long-term Initiatives
SEZs	Special Economic Zones
SCS	Sustainable Community Support
SPEC	Spectrum of Preparedness and Economic Challenges
SWOT	Strengths, Weaknesses, Opportunities, Threats
TVET	Technical and Vocational Education and Training
UN	United Nations
UNDP	United Nations Development Programme

Glossary On Migration¹

Term	Definition
Abuse of Authority	The improper use of a position of influence, power, or authority against another person. This includes influencing career or employment conditions, creating a hostile work environment through intimidation, threats, blackmail, or coercion. Discrimination and harassment, especially sexual harassment, worsen when accompanied by abuse of authority. ^{4 *5}
Care Work	Broadly defined as consisting of activities and relations involved in meeting the physical, psychological, and emotional needs of adults and children, old and young, disabled and able-bodied. ⁶
Case Management	A collaborative, multidisciplinary process assessing, planning, implementing, coordinating, monitoring, and evaluating options and services to meet an individual's needs through communication and available resources to promote quality, effective outcomes. ⁷
Consent	To agree voluntarily and freely to something based upon a clear appreciation and understanding of the facts, implications, and future consequences of an action. Individuals must be aware of and have the power to exercise their right to refuse to engage in an action and/or to not be coerced. ⁸ Silence or the inability to say "no" does not imply consent. ⁹
Country of Destination	The country in which the migrant worker is to be engaged, is engaged, or has been engaged in a remunerated activity. "Country of destination," "destination country," or "State of employment" are preferable to "host country," implying that migrants are guests. ¹³
Country of Origin	Country of which the person concerned is a national. "Country of origin" or "State of origin" are preferable to "sending country" or "home country." These terms avoid the connotations of actively making workers leave or suggesting a place of physical residence, family, or social unit. ¹⁶
Country of Transit	The country through which a person or a group of persons pass on any journey to the country of destination or from the country of destination to the country of origin. ¹⁷
Decent Work	The achievement of decent work requires job creation, rights at work, access to social protection and social dialogue, with gender equality. ¹⁸
Discrimination	Any distinction, exclusion, or preference made on the basis of race, color, sex, religion, political opinion, national extraction, or social origin, nullifying or impairing equality of opportunity or treatment. ¹⁹
Documented Migrant Worker	Referred to as "regular migrant worker," authorized to enter, stay, and engage in a remunerated activity in the State of employment pursuant to the law and international agreements. Rights and permissions may be granted to family members under certain conditions. See also "Undocumented Migrant Worker." ²²
Documented Migration	Also referred to as "migrant worker in a regular situation," usually involves entry, stay, or work in a destination country with the correct documentation. The term includes exit from a country of origin with documentation from the State, authorizing entry, stay, and engagement in a remunerated activity. See also "Undocumented Migration." ²⁵
Domestic Work	Work performed in or for a household or households. ²⁶
Domestic Worker	Any person engaged in domestic work within an employment relationship. A domestic worker is paid to perform domestic duties such as cleaning, cooking, and looking after children or elderly people in the home. This individual often lives and works at the employer's residence. ²⁸
Domestic Violence	Violence occurring within the private sphere, generally between individuals related through blood or intimacy. Can take many forms, including physical, psychological, and sexual violence. ³⁰

¹ Women migrant workers and ending violence against women (EVAW) edition

Economic Abuse	Causing or attempting to cause an individual to become financially dependent on another person by obstructing their access to or control over resources and/or independent economic activity. ³¹
Economic Violence	Denying someone access to and control over basic resources. ³²
Fair Recruitment	Processes of recruitment and placement of workers, both nationally and internationally, in a way that is respectful of their human and labor rights while meeting labor market and employers' needs. A fair recruitment process exhibits elements such as not charging workers recruitment fees, ensuring voluntary agreement to terms, freedom of movement, and access to remedies in case of alleged rights abuse. ³⁵
Forced Labour	All work or service exacted from any person under the menace of any penalty and for which the person has not offered himself/herself voluntarily. Forced labor involves coercion through violence, intimidation, manipulated debt, retention of identity papers, or threats of denunciation to immigration authorities. ³⁷
Gender	The economic, social, and cultural attributes and opportunities associated with being men or women in a particular point in time. Also refers to the socially constructed relationship between women and men and the attributes, behavior, and activities to which each is expected to adhere. Gender differences are shaped by cultural, historical, ethnic, religious, and economic factors. ³⁹
Gender-based Violence	An umbrella term for violence directed toward or disproportionately affecting someone because of their actual or perceived gender identity. It includes acts causing physical, sexual, or mental harm, threats, coercion, and other deprivations of liberty. Men and boys can also be targeted. The term is also used to describe violence against LGBTI populations related to gender norms. ⁴⁰
Gender-based Violence and Harassment	Violence and harassment directed at persons because of their sex or gender, affecting persons of a particular sex or gender disproportionately, and includes sexual harassment. Agreed in the ILO Violence and Harassment Convention, 2019 (No. 190). See also "Violence and harassment in the world of work" and "World of work".
Gender-blind	The failure to recognize that gender is an essential determinant of social outcomes impacting projects and policies. Assumes gender is not an influencing factor in projects, programs, or policy. ⁴²
Gender Equality	Enjoyment of equal rights, opportunities, and treatment of all people, recognizing that people of different genders have different needs, priorities, and experiences of injustice. ⁴³
Gender Mainstreaming	The process of assessing the implications for women and men of any planned action, including legislation, policies, or programs, at all levels. It involves making the concerns and experiences of women and men an integral part of the design, implementation, monitoring, and evaluation to achieve gender equality. ⁴⁴
Gender Non-conforming	A broad term referring to people who do not behave in a way that conforms to traditional gender expectations or whose gender expression does not fit neatly into the gender binary (woman/man).
Gender Norms	Social expectations defining appropriate behavior for women and men. Gender norms shape the roles and behaviors of women and men, as well as children and adults. ⁴⁵
Gender-responsive	Consistent and systematic attention given to the gendered differences among individuals in society to address status quo and structural constraints to gender equality.
Gender-sensitive	Taking into account particularities pertaining to the lives of both women and men with an aim to eliminate inequalities and promote gender equality, including an equal distribution of resources. ⁴⁶
Harassment	Improper and unwelcome conduct that might reasonably be expected or be perceived to cause offense or humiliation to another person. Harassment may include words, gestures, or actions that annoy, alarm, abuse, demean, intimidate, belittle, humiliate, or embarrass another,

	creating an intimidating, hostile, or offensive work environment. ⁴⁷
Informal Economy	All economic activities by workers and economic units that are not covered or insufficiently covered by formal arrangements, either in law or in practice. Includes activities operating outside the formal reach of the law, those not covered in practice, or those discouraged from compliance due to inappropriate, burdensome, or costly laws. ⁴⁸
Intersectionality	The intersections of gender with other areas of discrimination and exclusion, including but not limited to race, class, caste, gender, ethnicity, sexuality, gender identity, disability, nationality, immigration status, geographical location, religion, and more. ⁴⁹
Intimate Partner Violence	A pattern of assaultive and coercive behaviors, including physical, sexual, psychological attacks, and economic coercion, used by adults or adolescents against their intimate partners. It includes acts that inflict harm without consent, disproportionately inflicted by men against their female partners. ⁵⁰
Irregular Migration	Cross-border movement outside the regulatory norms of the countries of origin, transit, and destination. See “Undocumented Migration.”
Irregular-status Migrant Worker	See “Undocumented Migrant Worker.” Use of terms like “irregular-status migrant worker” or “migrant worker in an irregular situation” is preferable to “illegal migrant” to avoid stigmatization and associations with criminality. ⁵¹
Labour Exploitation	Encompasses various working conditions and practices falling short of decent work. It includes extreme exploitation, such as forced labor and trafficking in persons, to other unacceptable working conditions like delayed or non-payment of wages. ⁵² There is no international law definition of exploitation. See also “Exploitation” and “Trafficking in persons”.
Labour Migration	The movement of persons from one geographical location to another for gainful employment, typically involving international border crossing. ⁵³ The term “labour migration” is preferred over “labour import/export” to avoid implying a commodification of people.
Labour Recruiter	Public or private employment agencies and other intermediaries providing labor recruitment and placement services. Labour recruiters can take various forms, operating within or outside legal frameworks. ⁵⁴
Low Wage versus Low-Skilled Labour	“Low-wage labor” defines workers by the amount they are paid, including sectors like domestic work, construction, agriculture, and fishing. ⁵⁵ “Unskilled work” should be avoided, and “low-skilled work” used cautiously as it may imply negative value judgments, not considering the variety of skill levels within the category. It may also not account for workers’ training, knowledge, competency, and efficiency. Caution is needed when applying this term to migrant workers. ⁵⁶
Masculinities	Different notions of what it means to be a man, including ideals about men’s characteristics, roles, and identities, constructed based on cultural, social, and biological factors. ⁵⁷
Maternity Protection	Protections ensuring equality of opportunity for women and enabling them to combine productive and reproductive roles. This includes maternity leave, cash and medical benefits, health protection, employment protection, non-discrimination, and breastfeeding rights. ⁵⁸
Migrant Worker	A person engaged in remunerated activity in a state of which they are not a national. ⁵⁹ ⁶⁰ The term “migrant worker” is preferred over “alien worker,” “economic migrant,” or “foreign worker.”
Migrant Worker Resource Centres	Centres providing services directly to migrant workers and their communities, offering information, counseling, and legal aid. MRCs are often housed in government institutions, trade unions, or civil society organizations, and they facilitate outreach activities and online/phone support. ⁶¹
Migration for Marriage	The movement of a person to another country to marry someone. In many cases, the migrant may also work in the destination country, constituting “labour migration.” ⁶²
Patriarchy	Structures and practices establishing men’s power over women and children. Not all men benefit equally; factors like race and class must be considered. ⁶³

Perpetrator	A person or group committing an act of gender-based violence or other crimes. Under International Human Rights Law, the term can also refer to state institutions, entities, or agents failing to meet human rights obligations. ⁶⁴
Physical Violence	The intentional use of physical force with the potential for causing death, injury, or harm. It includes various actions like scratching, pushing, choking, slapping, and the use of weapons. ⁶⁵
Protectionism	The perspective perceiving women as inherently in need of protection, limiting their mobility and freedoms for that protection. ⁶⁶ "Protection of women's rights" is often preferred to "protecting women."
Psychological Abuse	Any act or omission damaging the self-esteem, identity, or development of an individual. It includes humiliation, threats of child custody loss, forced isolation, threats to harm the individual or someone they care about, repeated yelling, control, and destruction of possessions. ⁶⁷
Psychological Violence	Behavior intended to intimidate and persecute, taking the form of threats, confinement, surveillance, destruction of objects, isolation, verbal aggression, and constant humiliation. ⁶⁸
Rape	Penetration, even slightly, of any body part of a person who does not consent with a sexual organ or invasion of the genital or anal opening of a person who does not consent with any object or body part. ⁶⁹
Recruitment	The process involving advertising, information dissemination, selection, transport, placement into employment, and, for migrant workers, return to the country of origin if applicable. Applies to both jobseekers and those in an employment relationship. ⁷⁰ See also "Labour recruiter."
Recruitment Fees or Related Costs	Any fees or costs incurred in the recruitment process for workers to secure employment or placement, regardless of the manner, timing, or location of their imposition or collection. ^{71,72}
Regular Migration	Cross-border movement within the regulatory norms of countries of origin, transit, and destination. See "Documented migration."
Regular-Status Migrant Worker	See "Documented migrant worker."
Sex	The physical and biological characteristics distinguishing males and females ⁷³ (versus socially constructed roles, or gender).
Sexual Abuse	Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. ⁷⁴
Sexual Exploitation	Actual or attempted abuse of a position of vulnerability, power, or trust, for sexual purposes. This includes profiting monetarily, socially, or politically from the sexual exploitation of another. Sexual exploitation and abuse constitute serious misconduct and are grounds for disciplinary action and criminal proceedings. ⁷⁵
Sexual Harassment	Any unwanted verbal, non-verbal, or physical conduct of a sexual nature violating the dignity of a person, especially when creating an intimidating, hostile, degrading, humiliating, or offensive environment. ⁷⁶ Applies to work environments and may involve a pattern of behavior or a single incident, occurring between persons of the opposite or same sex. ⁷⁷ See also "Harassment" and "Violence and harassment in the world of work."
Sexual Violence	Any act where one person in a power relationship uses force, coercion, or psychological intimidation to force another to carry out a sexual act against their will. Abusive sexual contact can occur within marriage, on dates, at work, in school, and in families. Other manifestations include undesired touching, oral, anal, or vaginal penetration, and obligatory exposure to pornographic material. ⁷⁷
Social Norms	Rules describing what a certain group considers typical or desirable behavior in a given situation. ⁷⁹

SOGIESC	Acronym for sexual orientation, gender identity and expression, and sexual characteristics. Sexual orientation refers to profound emotional, affectional, and sexual attraction to individuals of a different or the same gender or more than one gender. Gender identity refers to an individual's deeply felt internal experience of gender, which may or may not correspond with the sex assigned at birth. Gender expression is the presentation of gender through physical appearance and behavior. Sexual characteristics include physical features related to sex. ^{80 81 82 83}
Stigma	Opinions and judgments negatively affecting a person or group based on harmful stereotypes and prejudices. ⁸⁴
Survivor	A person who has experienced violence. The term is used in the psychological and social support sectors, signifying resilience. 'Victim' is a term often used in the legal and medical sectors, recognizing that many forms of GBV are crimes. ⁸⁵
Survivor-Centered Approach	An approach prioritizing the rights, needs, and wishes of survivors of violence, focusing on safety, autonomous decision-making, consent, and confidentiality. It ensures access to quality services, including healthcare, psychological and social support, security, and legal services. ⁸⁶
Target Group	The particular group or person that an intervention is intended to reach. Preferred terms are "target group" or "client" over "beneficiary," which may connote a passive recipient and undermine agency.
Undocumented Migrant Worker	Also known as "irregular-status migrant worker" or "migrant workers in an irregular situation," refers to a migrant worker without authorization to enter, stay, and engage in remunerated activity in the State of employment. ⁸⁹ See also "Documented migrant worker."
Undocumented Migration	Also known as "irregular migration," refers to entry, stay, or work in a destination country without correct documentation. It may also involve exit from a country of origin without documentation. ⁹⁰ Documentation refers to authorization to enter, stay, and engage in remunerated activity. ⁹¹ See also "Documented migration."
Trafficking in Persons	The act of recruiting, transporting, transferring, harboring, or receiving persons through various means for exploitation, including prostitution, forced labor, slavery, servitude, or organ removal. ⁸⁷ The term "human trafficking" is also used. See also "Exploitation," "Forced labor," and "Labour exploitation."
Victim Blaming	The act of focusing blame on the survivor of violence, often shifting attention away from the perpetrator and neglecting structural causes and inequalities underlying the violence. ⁹³
Violence Against Women (VAW)	Any act of gender-based violence causing or likely to cause physical, sexual, or psychological harm to women. It includes threats, coercion, or arbitrary deprivation of liberty, occurring in public or private life. ⁹⁴
Violence and Harassment in the World of Work	Unacceptable behaviors, practices, or threats resulting in physical, psychological, sexual, or economic harm, including gender-based violence and harassment in the workplace, during work-related activities, and in work-related communications. ⁹⁵ This term is defined in the ILO Violence and Harassment Convention, 2019 (No. 190). See also "World of work" and "Gender-based violence and harassment." ⁹⁷
Women's Empowerment	The increased participation, power, and decision-making of women in all aspects of life. It is interpreted as a process where women are active agents in transforming power structures for equality. ⁹⁶
World of Work	Circumstances linked with or arising out of work, including the workplace, work-related trips, communications, employer-provided accommodation, and commuting to and from work. ⁹⁷

Executive Summary

The Federation of Nepalese Chambers of Commerce and Industry (FNCCI) has spearheaded a groundbreaking initiative focused on gender-responsive migrant reintegration tailored specifically for Nepal's private sector. This comprehensive guide, in alignment with governmental directives, addresses the complex challenges faced by returning migrant workers, emphasizing gender dynamics. FNCCI's proactive engagement in migration-related projects since 2015 highlights its enduring dedication to migrant workers' welfare. This initiative seeks to establish a robust framework facilitating the seamless economic reintegration of returnees, with a paramount emphasis on gender sensitivity, aiming to empower employers and stakeholders in the reintegration process.

The literature review critically analyzes return preparedness, diverse migration cycles, and returnee needs, stressing their significance in shaping reintegration strategies. FNCCI's guide aims to contribute significantly to the holistic development of returnee migrant workers, spotlighting the private sector's pivotal role in fostering gender-sensitive reintegration for Nepal's sustainable economic growth.

Migration, spanning voluntary labor mobility to forced displacement, demands a nuanced understanding of challenges and opportunities for returnee migrants. The 2018 ILO guidelines define return international migrant workers, emphasizing the short duration of labor attachment abroad. Economic reintegration emerges as pivotal for sustainable development, leveraging the skills and experiences of returning migrants. Tailored strategies are imperative due to challenges like social alienation and unfamiliar economic landscapes. The review underscores gender-responsive approaches, recognizing unique challenges faced by female returnees and advocating for targeted initiatives.

Examining return migration intricacies, the review categorizes return preparedness into patterns impacting reintegration prospects. Various migration cycles and motivations reveal diverse conditions faced by return migrants. Successful reintegration hinges on preparedness, migration cycles, and factors influencing this multifaceted process. Tailored support programs are essential to address unique returnee needs. The literature highlights return migration's potential within the migration–development nexus, emphasizing returnees' positive impact on the domestic economy. International agreements prioritize migrants' rights, safety, and dignity, guiding policies for successful reintegration.

The Nepalese National Census of 2078 illuminates diverse global destinations chosen by migrants, underscoring the need for in-depth research to comprehend migration patterns. Nepal's constitutional framework, particularly Article 51, outlines labor, employment policies, emphasizing domestic opportunities, eradicating child labor, fostering industrial relations, and regulating foreign employment. Aligned with the national vision, government frameworks underscore sectoral cooperation for holistic national development. Directives like "Reintegration Program (Operation and Management) Directives for Returnee Migrant Workers, 2079," aim at socialization, employment involvement, and entrepreneurship promotion. Challenges in Nepal's reintegration landscape include underemployment and social stigma, addressed by various entities like the Ministry of Labor, Employment and Social Security, Foreign Employment Boards, and international organizations.

Provincial-level plans, addressing regional challenges, feature diverse initiatives like employment service centers, fostering entrepreneurship and skills development. Collaboration with non-resident Nepali communities, international organizations, and projects like PMEP, REMI, SAMI, RERP forms a comprehensive reintegration framework.

This comprehensive overview also emphasizes economic reintegration, highlighting private sector involvement and gender-responsive policies. Challenges faced by female returnees stress the need for gender-sensitive policies and collaborative efforts. Local and provincial initiatives showcase success in skill development, financial support, and community-driven approaches.

Strategic recommendations focus on fostering sustainable reintegration, emphasizing FNCCI's role. These include establishing Entrepreneurship Incubation Centers, industry collaborations for skill development,

tailored microfinance schemes, technology-driven job matching, and market linkages using FNCCI's global network.

Gender-responsive recommendations advocate for SME support, re-migration facilitation, skill training, awareness campaigns, stipend programs, professional reintegration partnerships, and mentorship support for women.

FNCCI's reintegration framework aims at elevating support services for returnees, particularly through gender-responsive initiatives. It plans one-stop centers, service mapping, and "Nepal Skills Connect" database integration. FNCCI aims to transform private sector attitudes, offering psychosocial support, skill development, market linkages, and entrepreneurship opportunities.

This approach ensures returnee access to social security, skill enhancement, and integration into local job markets. FNCCI stresses financial literacy, entrepreneurship networks, psychosocial care, and community settlement.

FNCCI's pivotal role in facilitating returnee reintegration, prioritizing gender equality, economic empowerment, and social well-being, highlights its commitment. It advocates ongoing collaboration, adaptive strategies, and gender-sensitive interventions for sustainable reintegration.

The Gender-Responsive Reintegration Action Plan delineates twelve outcomes, enhancing support for returnees and fostering community reintegration. FNCCI's strategic, collaborative approach engages stakeholders, aiming for positive private sector attitudes and inclusive support. Motivating factors for private sector involvement include CSR goals, diverse workforce skills, market expansion, and government incentives. Immediate activities leverage existing resources, while strategic initiatives encompass assessments, skill enhancement, entrepreneurship training, market access, legal guidance, and policy advocacy.

FNCCI's multifaceted approach ensures comprehensive support for both male and female returnees, aligning with its commitment to entrepreneurship, gender equality, and sustainable economic empowerment. The implementation of the Action Plan on Reintegration is based on facilitation to its members and other collaborators including collaboration across FNCCI levels, aiming for a positive shift in private sector attitudes, fostering inclusivity and support for returnees.

SECTION ONE

Background and Purpose

In response to the evolving landscape of labor migration and the specific needs of returnee migrant workers, particularly women, the Federation of Nepalese Chambers of Commerce and Industry (FNCCI) has undertaken a pioneering initiative to develop a comprehensive Gender-Responsive Migrant Reintegration Guide for Nepal's private sector. This guide, rooted in the Government of Nepal's "Reintegration Program (Operation and Management) Directives for Returnee Migrant Workers, 2079," is crafted to address the unique challenges faced by both women and men returning from foreign employment. FNCCI recognizes the imperative of creating an inclusive framework that not only acknowledges the distinct needs of returnee women but also empowers them economically and socially.

Since 2015, FNCCI has been proactively engaged in diverse projects related to migration, emphasizing skills development, private sector engagement in employment generation, and the establishment of migration resource centers. The vision of FNCCI is "Leading the Nation's Economic Progress". These initiatives underline FNCCI's unwavering commitment to providing comprehensive support to migrant workers. Acknowledging the intricate dynamics of labor migration and reintegration in Nepal, FNCCI is embarking on a transformative initiative. This endeavor seeks to comprehend the distinctive needs and priorities of its member organizations and stakeholders intricately involved in the reintegration process. FNCCI is initiating to craft a Gender-Responsive Migrant Reintegration Guide for Nepal's private sector. This undertaking is driven by the imperative to construct a framework conducive to the seamless reintegration of returnee migrant workers, placing particular emphasis on gender responsiveness.

The core objective of this initiative is to discern the unique challenges encountered by returnee women and men migrant workers in their economic reintegration endeavors. Through rigorous research and comprehensive analysis, FNCCI aspires to formulate guidelines that not only address these challenges but also empower employers and pertinent stakeholders to actively engage in the reintegration process of returnee migrants in the country. By championing gender-responsive strategies, FNCCI endeavors to bridge existing gaps, surmount challenges, and cultivate an inclusive environment where returnee migrant workers, particularly women, can flourish.

This Gender-Responsive Migrant Reintegration Guide for Nepal's private sector is envisioned as a holistic resource, offering pragmatic insights, strategies, and actionable plans. It contributes to build synergies with "Reintegration Program (Operation and Management) Directives for Returnee Migrant Workers, 2079". It is poised to serve as a catalyst for sustainable reintegration endeavors, ensuring that returnee migrant workers, especially women, receive the essential support, opportunities, and resources necessary for their successful reintegration into Nepal's workforce. Through this groundbreaking initiative, FNCCI aspires not only to significantly contribute to the holistic development of returnee migrant workers but also to bolster the nation's economic prosperity, reflecting its steadfast commitment to excellence and innovation.

SECTION TWO

Literature Review

An Overview of the Nuanced Dynamics of Global Migration

The complexities of migration, encompassing a spectrum from labor-driven mobility to forced displacement, necessitate a comprehensive understanding of returnee migrants' challenges and opportunities. The 2018 ILO guidelines on migration statistics define return international migrant workers as individuals who were previous migrants in other countries, emphasizing the short duration of labor attachment abroad (ILO, 2018b).²The International Organization for Migration (IOM) emphasizes the significance of reintegration as a means to re-establish essential relationships, ensuring the livelihood, dignity, and social inclusion of individuals (IOM, n.d.). This definition underscores the holistic nature of reintegration, emphasizing not only economic factors but also the psychosocial and civic dimensions crucial for successful reintegration. Building on this perspective, the European Union's "European Website on Integration" and the UNHCR 2008 policy framework further elaborate on reintegration as a progressive process that empowers returnees and their communities to exercise their rights fully (European Union; UNHCR, 2008).

In the intricate tapestry of global migration, economic reintegration serves as a linchpin for sustainable development, tapping into the skills and experiences of returning migrants. However, the path to reintegration is laden with hurdles. Social alienation, loss of networks, and unfamiliar economic landscapes pose significant challenges to returnees. Effective reintegration strategies demand nuanced policies, robust support systems, and innovative solutions tailored to individual needs. Understanding these complexities is pivotal in addressing the multifaceted challenges faced by returnee migrants in their pursuit of economic stability and social belonging.

³The process of return migration, often perceived as mundane, reveals itself to be intricate and multifaceted upon closer analysis. Regardless of migrants' skills, age, gender, or origin, examining their reintegration patterns unveils significant influencing factors. The term 'return' has shifted, now often implying the culmination of the migration cycle and sometimes carrying connotations of coercion. Return migration exhibits diversity, shaped by various elements such as the home country context, duration and type of migration, and pre- and post-return conditions. A pivotal concept in this analysis is return preparedness, encompassing both willingness and readiness to return. Willingness denotes the voluntary decision to return, while readiness involves the capacity to mobilize essential resources, both tangible and intangible, for a successful return. Preparedness varies widely among return migrants, significantly impacting their reintegration prospects. Three distinct patterns of return preparedness emerge: well-prepared individuals who autonomously organize their return and mobilize resources; those with limited preparedness due to incomplete migration cycles; and those with no preparedness, experiencing abrupt and unexpected returns. Understanding these patterns is crucial for effective migration management policies and strengthening the link between return migration and development.

The interconnection between levels of return preparedness and different migration cycles proves vital in grasping the intricacies of return migration. Complete cycles, where migrants achieve their goals, correlate with high preparedness, while incomplete cycles due to job instability or family issues result in limited preparedness, often due to minimal resources gathered abroad. Interrupted cycles, caused by expulsion or health problems, lead to no preparedness, indicating sudden and unforeseen returns. This classification underscores the varied conditions faced by return migrants. Significantly, the completeness of migration cycles and return preparedness levels are intertwined, influenced by willingness and readiness to return, which, in turn, rely on diverse patterns of resource mobilization and circumstances in both country of destination and home countries. Policy frameworks must address challenges arising from incomplete and interrupted migration cycles, especially amid economic crises and temporary labor migration agreements. The duration of temporary migration experiences proves pivotal, determining migrants' ability to amass adequate resources for a successful return and reintegration, underscoring the importance of comprehensive policies in managing return migration and fostering development.

2 ILO. (2023). *Guidelines on labour market reintegration upon return in*. Geneva: International Labour Organization.

3 CAMRISINTERNATIONAL. (2020). *Nepal Gender Equality and Social Inclusion Analysis 2020*. USAID.

⁴The literature on return migration (Wickramasekara, 2019) presents a nuanced understanding of this complex process, categorizing returns into distinct types such as occasional, seasonal, and the return of temporary or permanent residents, each with unique implications for the migrants' reintegration. The timing of return is critical, influencing the migrants' contributions to their home countries; those returning with enhanced qualifications and social capital offer greater benefits. Motives for return are diverse, encompassing successful completion of migration objectives, retirement, lack of integration in destination countries, family reasons, rejected asylum applications, or deportations. Notably, the return of innovation, marked by migrants' innovative contributions, holds particular relevance for the home country's development. The nature of return, defined as "returned preparedness," is crucial, emphasizing willingness and readiness to return. Freely-chosen return enables migrants to plan their reintegration effectively, contributing to decreased remigration rates. Moreover, return preparedness is intricately linked to pre-departure conditions; migrants migrating under fair situations are better positioned to complete their migration cycles, while those facing high migration costs and heavy debts struggle, often ending up in forced labor situations and having difficulty accumulating resources for a successful return. Understanding the interconnections between types of migration cycles, motivations to return, and return preparedness is pivotal, shedding light on the diverse factors influencing migrants' reintegration processes and guiding effective policymaking in the realm of return migration and development.

⁵Returnees may have mixed characteristics and needs. Some migrants are forced returnees, such as workers in irregular status deported from destination countries. There are also survivors of fraud, trafficking, abuse, and exploitation who did not manage to complete their migration objectives and who may need special assistance in integrating. Surveys have shown that unemployment, low wages, lack of savings, and psychosocial issues were common problems that many migrant workers face when returning home (Harkins, Lindgren, & Suravoranon, 2017). At the same time, skilled and diaspora returnees may mostly require information on government economic and social policies and investment opportunities. Addressing this diverse spectrum of returnees requires tailored support programs and policies, ensuring comprehensive assistance to facilitate their successful reintegration into their home countries. Additionally, fostering collaboration between governmental agencies, non-governmental organizations, and international entities is essential to create a supportive environment for returnees, meeting their unique needs and fostering sustainable development.

⁶Return migration stands as a pivotal component within the migration–development nexus, alongside remittances and diaspora engagement, offering substantial potential for home country development (Bachtiar and Prasetyo, 2017; Debanath, 2016; Haase and Honerath, 2016; Wahba, 2015; Wickramasekara, 2003; 2010). Origin countries are encouraged to harness the positive impact of return migrants through well-crafted policies. Return migrants represent a skilled workforce well-acquainted with the local work environment (BEF, 2015), enabling the transfer of expertise acquired abroad to contribute significantly to the domestic economy. Surveys indicate that migrants not only acquire valuable work skills but also bring back essential social values and social capital garnered from foreign environments and workplaces. Moreover, returnees often reintegrate with financial capital, complementing the remittances they have already sent home. Their presence can also spur investments in new enterprises, with a notable trend observed towards returning workers becoming self-employed, even if they were wage workers before migrating (Cassarino, 2014b). Such returnee contributions highlight the multifaceted potential that well-managed return migration holds for sustainable economic growth and development in origin countries.

The economic reintegration of returning migrants, a pressing issue in countries like Nepal with significant emigration rates, has been a focus of extensive research. This literature review examines four crucial aspects of economic reintegration, centering on Nepal's private sector involvement. First, studies emphasize skill development programs, and international resources like the International Labour Organization (ILO), which provide insights into aligning returnees' skills with local market needs. ⁷Second, access to financial resources and entrepreneurship support, as highlighted by (NPC, 2020) and global entities like the World Bank and UNDP, prove essential in empowering returnees to establish businesses, offering adaptable frameworks for Nepal. Third, public-private partnerships (PPPs), examined by Pokharel and Shrestha (2019) and international sources like the Migration Policy

4 Wickramasekara, P. (2019). *Effective return and reintegration of migrant workers with special focus on ASEAN Member States*. Thailand: International Labour Organization.

5 Harkins, B., Lindgren, D., & Suravoranon, a. T. (2017). *Risks and rewards: Outcomes of labour migration in South-East Asia*. Thailand: International Labour Organization; IOM; Rapid Asia.

6 Wickramasekara, P. (2019). *Effective return and reintegration of migrant workers with special focus on ASEAN Member States*. Thailand: International Labour Organization.

7 NPC. (2020). *HUMAN DEVELOPMENT REPORT*. Kathmandu: Government of Nepal National Planning Commission.

Institute (MPI) and OECD, are crucial in creating sustainable reintegration paths, providing valuable policy insights. Lastly, the integration of technology, explored by Nepali scholars like Adhikari and Gurung (2021) and organizations such as the Digital Opportunity Trust (DOT) and IOM, showcases innovative digital solutions globally, offering scalable models for Nepal's consideration in enhancing economic reintegration efforts.

National and International frameworks on progressive reintegration

⁸The literature on migration extensively underscores the crucial need for reintegration of migrant workers and their families, aligning with international agreements and global frameworks. Article 67(2) of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW) emphasizes inter-State cooperation to create suitable economic conditions for migrants' resettlement, ensuring enduring social and cultural reintegration in their State of origin. The 2030 Agenda for Sustainable Development reinforces migrants' fundamental right to return to their country of citizenship, highlighting States' responsibility to guarantee their proper reception upon return. Objective 21 of the Global Compact for Safe, Orderly and Regular Migration specifically calls for States' cooperation to facilitate safe and dignified return, readmission, and sustainable reintegration.

The voluntary return of migrants is governed by various international agreements and conventions. The Universal Declaration of Human Rights (UDHR) asserts the right of individuals to leave any country, including their own, and return to their homeland (Article 13(2)). The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families emphasizes states' cooperation to facilitate the orderly return of migrant workers and their families (Article 67). The ILO Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205) underscores the need for facilitating migrants' voluntary return in crisis situations. Moreover, the Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168) ensures that returning migrant workers, including nursing personnel, receive social benefits upon return, acknowledging their contributions to their home countries. These provisions collectively establish a comprehensive framework prioritizing migrants' rights, safety, and dignity, ensuring their smooth transition back to their home countries and supporting their reintegration into society.

⁹In the realm of reintegration practices, several notable examples from ASEAN countries stand out, illustrating the diverse approaches employed to support returning migrant workers. In the Philippines, the 1995 Migrant Workers and Overseas Filipinos Act established return as a national policy priority, delineating services and proposing the creation of a Replacement and Monitoring Centre to facilitate reintegration. The law defined the roles of entities like the Overseas Workers Welfare Administration (OWWA) in providing social services, leading to the establishment of the National Reintegration Center for OFWs (NRCO) under the Department of Labor and Employment (DOLE). NRCO's initiatives span counseling, wage employment referral assistance, enterprise development, skills training, and support for distressed OFWs, enhancing their reintegration prospects significantly (ILO, 2012).

Indonesia, on the other hand, emphasized the full migration cycle in its Law 18/2017 on the Protection of Indonesian Migrant Workers, covering protection from pre-employment to post-employment, including reintegration after employment. The Productive Migrant Workers Village programme, launched by the Ministry of Manpower, focuses on the home villages of migrant workers, offering information services, developing productive enterprises, conducting community parenting, and facilitating cooperative development, ensuring a holistic approach to reintegration (ASEAN, 2017b; Damastuiti, 2019; Rahayu, 2018; World Bank, 2019).

In Singapore, various NGOs play a pivotal role in empowering migrant domestic workers through training and certification programs. The Centre for Domestic Employees introduced an Assessment-Only-Pathway framework in 2019, enhancing the employability of migrant domestic workers. Organizations like FAST, the Home Academy, and NGO Aidha provide vocational training in diverse areas, fostering economic empowerment and entrepreneurship among migrant women. The Archdiocesan Commission for the Pastoral Care of Migrants & Itinerant People (ACMI) conducts Sunday courses, offering subjects ranging from English language to cooking, enabling foreign domestic workers to enhance their skills and qualifications (ACMI, 2019).

Context of Nepal

8 International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW), 2030 Agenda for Sustainable Development, Global Compact for Safe, Orderly and Regular Migration

9 Wickramasekara, P. (2019). *Effective return and reintegration of migrant workers with special focus on ASEAN Member States*. Thailand: International Labour Organization.

¹⁰According to the preliminary findings of the 2021 Census, there are more than 2.1 million Nepali citizens (Nepal Labour Migration Report , 2022)living outside the country, a figure that represents 7.4 per cent of the national population (CBS 2022).¹¹Labor migration for employment has been a common livelihood strategy for many Nepali people living in both rural and urban areas of the country. The current net migration rate for Nepal in 2023 is 5.070 per 1000 population, a 16.47% increase from 2022.

¹²The Constitution of Nepal 2015 framework, as outlined in Article 51 of the Directive Principles, Policies, and Obligations of the State, emphasizes policies related to labor and employment. These policies include ensuring employment opportunities within the country, ending child labor and all forms of labor exploitation, promoting good industrial relations, and regulating foreign employment to make it safe and systematic. The 15th Periodic Plan (2019/2020 to 2023/2024) sets the national vision as "Prosperous Nepal, Happy Nepalese" and focuses on economic growth, poverty reduction, social security, and employment generation. The plan aims to increase technical training, enhance labor force participation, and boost the formal sector's share in employment. Additionally, the plan stresses social security expansion and aims to cover a significant portion of the population. The normative and institutional frameworks in Nepal also involve active participation from the public, private, cooperative, and civil society sectors, emphasizing cooperation for national development. The Foreign Employment Policy of 2012 and Agriculture Policy of 2004 focus on reintegration strategies for returning migrants. These policies encourage the utilization of skills gained abroad, entrepreneurship development, and investment in productive sectors. Furthermore, the Industrial Policy of 2011 emphasizes the promotion of industries using local resources, providing technical and financial support, and encouraging self-employment. The National Youth Policy of 2015 concentrates on capacity-building, entrepreneurship promotion, and preparing youth for the labor market's demands. The policies underscore the importance of social reintegration, skills enhancement, and enterprise support for returning migrant workers. The Local Government Operation Act 2017 mandates local governments to be responsible for social reintegration and data management of migrant workers. Moreover, the government's policies and programs for fiscal year 2022/2023 emphasize modernizing agriculture, self-employment, formal training before foreign employment, labor rights protection, and establishing a Foreign Labor Security and Investment Fund to secure the earnings of migrants. These policies collectively form a comprehensive framework to support the social and economic reintegration of returnee migrant workers in Nepal.

Gender Inclusive Reintegration Dynamics in Nepal

The literature review, derived from the comprehensive 2022 research on labor migration in Nepal conducted by Blitz Media Pvt Ltd (Mathema, 2022), illuminates the¹³ intricate challenges faced by returnee migrants during the reintegration process. The research, encompassing an extensive sample size of 4046 interviews, 56 Focused Group Discussions with diverse stakeholders offers a nuanced understanding of the multifaceted nature of these challenges. The findings underscore that returnee encountered formidable obstacles in initiating new employment and experienced difficulties applying the skills acquired abroad, resulting in a perceived scarcity of employment opportunities. Despite facing challenges during foreign employment, a subset of migrants chose to re-migrate, enticed by higher salaries abroad. Upon their return, a substantial number of respondents found employment in agriculture, service and sales, elementary occupations, and construction, averaging 7.3 hours of work per day and earning slightly over 16,000 rupees monthly. Although this income was considerably less than their overseas earnings, their satisfaction levels with current work were notably higher.

Federal, Provincial and Local Level Initiatives for Reintegration

¹⁴The "Reintegration Programme (Operation and Management) Directives for Returnee Migrant Workers, 2079," established by the Government of Nepal under the authority of the Foreign Employment Act, 2007, outlines a comprehensive strategy to facilitate the social and economic reintegration of Nepali citizens returning from foreign employment. The directives focus on three key components: socialization, employment involvement, and entrepreneurship promotion. Socialization initiatives include family reunification, psychosocial counseling, and volunteer mobilization, promoting the seamless integration of returnees into society. The employment involvement component emphasizes skills testing, market-driven professional training, and modernization of traditional

10 (2022). Nepal Labour Migration Report . Kathmandu: Ministry of Labour , Employment and Social Security. Kathmandu: Government of Nepal National Planning Commission

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

12 The constitution of Nepal,15th Periodic Plan (2019/2020 to 2023/2024),Foreign Employment Policy of 2012 ,Agriculture Policy of 2004, Industrial Policy of 2011,National Youth Policy of 2015 ,Local Government Operation Act 2017

13 Mathema, J. (2022). RESEARCH STUDIES ON LABOUR MIGRATION IN NEPAL. KATHMANDU: BLITZ.

14 The "Reintegration Programme (Operation and Management) Directives for Returnee Migrant Workers, 2079,"

occupations to align returnees' abilities with market demands. Entrepreneurship promotion encourages self-entrepreneurship, offering technical support, grants, and subsidized loans for business establishment. The directives establish a structured process overseen by the Secretariat, with involvement from local levels, national non-governmental organizations (NGOs), foreign countries, international organizations, and NGOs, all subject to rigorous beneficiary selection criteria. Key provisions include the establishment of information and counseling centers, operation of help desks at international arrival points, and proactive measures to address challenges, ensuring a seamless and impactful reintegration process for returning migrant workers in Nepal. The Ministry's coordination efforts with provincial governments, local levels, foreign countries, and financial institutions, coupled with its proactive approach to unforeseen challenges, underscore the government's commitment to the successful reintegration of returnees into Nepali society and the economy.

¹⁵At the provincial level, each province in Nepal has developed its own periodic plans tailored to address the unique challenges specific to their region ((IOM), 2022). These plans focus on providing skill certificates, soft loans, entrepreneurship training, and utilizing the skills and capital gained from foreign employment. Moreover, local governments, including municipalities and rural municipalities, implement various schemes related to employment and enterprise development. These initiatives encompass agro-related programs, grants, skill development, youth-focused initiatives, and self-employment opportunities, contributing significantly to the social and economic reintegration of migrants. In Koshi Province, initiatives such as the People Housing Program Implementation Procedure and the Agro-Tourism Promotion Program highlight the importance of housing and agricultural entrepreneurship. Madesh Province, operating under the Crisis Management Act and the Province Youth Council Act, focuses on vocational training and youth development, acknowledging the pivotal role of skill enhancement in reintegration efforts. Bagmati Province emphasizes agricultural growth with policies like the Agriculture Business Promotion Act, recognizing the significance of agriculture-based reintegration strategies. Gandaki Province's Chief Minister Employment Program Operation and Management Procedure underscores the importance of employment generation, while Lumbini Province prioritizes skill development through the Technical and Vocational Education and Training Council Act. Sudurpashchim Province, although lacking specific documented plans, has undertaken activities beneficial for returnee migrants, reflecting a practical approach to reintegration. Despite certain provinces lacking easily accessible information, the diverse efforts across Nepal's provinces signify a multifaceted approach to support the reintegration of returning migrants, recognizing the need for tailored strategies in each region. Understanding these regional policies is essential for evaluating the effectiveness of reintegration programs and fostering a cohesive, nationwide approach to support returning migrant workers in Nepal. Moreover, dedicated institutions like the Foreign Employment Board (FEB) operate at the federal level, implementing initiatives that offer counseling, skill training, and financial facilitation for returnee migrants.

The reintegration landscape in Nepal is multifaceted, involving various initiatives and collaborations across different sectors and regions.¹⁶ The Prime Minister Employment Programme (PMEP) stands out as a flagship initiative, offering guaranteed employment opportunities for up to 100 days to unemployed youths in collaboration with local governments, non-government, and private partners.

The government is actively engaging with Nepalese missions abroad to safeguard the rights and dignified employment of Nepalese residing overseas. Initiatives like the NRN Fund and the issuance of Non-resident Nepali Association Smart Cards aim to utilize the knowledge, capital, and technology of non-resident Nepalese for infrastructure development and nation-building. Various organizations, including the International Organization for Migration (IOM), are playing a vital role in supporting reintegration efforts. IOM's projects focus on providing immediate economic reintegration support, financial literacy training, and livelihood development assistance to vulnerable returnee and internal migrant workers and their families affected by COVID-19. The projects also contribute to evidence-based policymaking, skill mapping, and awareness programs. The Rural Enterprise and Remittances Project (RERP) is addressing the needs of migrant families and returnees by supporting rural micro, small, and medium enterprises. RERP focuses on job creation, promoting decent work, and institutional support, aiming to create opportunities in agriculture and non-agriculture clusters. The project conducts surveys, seminars, and counseling sessions to inform and assist aspirant and returnee migrants, tailoring their services to individual needs. These initiatives collectively form a comprehensive reintegration framework in Nepal, offering a spectrum of services and support mechanisms tailored to the diverse needs of returnee migrants and vulnerable communities, fostering sustainable development and economic growth.

15 (IOM), I. O. (2022). *MAPPING OF REINTEGRATION SERVICES IN NEPAL*. Kathmandu.

16 (IOM), I. O. (2022). *MAPPING OF REINTEGRATION SERVICES IN NEPAL*. Kathmandu.

Multifaceted Challenges by Returnee Migrants

Central to this discussion is the imperative of adopting a gender-responsive lens. Female returnee migrants encounter unique challenges, including social stigma, limited access to resources, and gender-based discrimination.¹⁷ Research studies (CAMRISINTERNATIONAL, 2020) highlight these issues, underscoring the necessity of tailored, gender-sensitive reintegration initiatives. Gender-responsive policies, informed by studies play a pivotal role in empowering female returnees through targeted vocational training and enhanced access to financial resources.¹⁸ Moreover, examining success stories of women in reintegration (Government of Nepal Ministry of Labour, 2021) offers valuable insights into effective strategies, emphasizing entrepreneurship and skill-based initiatives. Integrating these findings, this literature review underscores the significance of gender-responsive economic reintegration, illuminating the path toward a more inclusive and equitable society for returnee migrants, particularly focusing on the critical role of the private sector in shaping gender-sensitive reintegration initiatives.

The challenges faced by returnee migrants during the reintegration process are multifaceted, encompassing social stigma, limited resource access, and gender-based discrimination, as highlighted by studies such as Shrestha and Maharjan (2019) and international reports from UN Women and IOM. Gender-responsive policies and programs play a pivotal role in addressing these challenges. Research by Karki and Thapa (2020) emphasizes the positive impact of tailored policies, including vocational training and financial resources access, with guidelines provided by organizations like the World Bank and the United Nations. Success stories of women reintegrating into the Nepali economy through entrepreneurship and skill-based initiatives, documented by Lama and Rai (2021) and international organizations like the Global Fund for Women, offer valuable insights. Examining existing reintegration strategies reveals limitations, including fragmented services due to lack of coordination among government agencies (Acharya and Shrestha, 2018), and absence of long-term monitoring mechanisms (Pandey and Gurung, 2019), corroborated by international sources like the Migration Policy Institute and the Refugee Studies Centre. Social and cultural barriers, such as social stigma and limited opportunities for female returnees, as indicated by Sharma and Tamang (2020) and Lama and Shrestha (2019), persist, with similar challenges highlighted globally by UNICEF and ILO. Economic challenges, including difficulties in finding sustainable employment and lack of financial resources, are significant obstacles, emphasized by Thapa and KC (2021) and Bhandari and Joshi (2020), with international sources from the World Bank and IOM underlining the need for targeted economic support. This comprehensive review underscores the need for culturally sensitive, gender-responsive policies and cohesive, long-term strategies to facilitate the successful reintegration of migrants, particularly women, into society and the economy.

¹⁹The study on Returnee Women Migrant Workers (RWMWs) in Nepal, supported by (UNWOMEN, 2018), sheds light on the challenges and opportunities faced by women returning to their home country after working abroad. The research indicates that women from households with more relaxed gender norms are more likely to migrate, often motivated by economic necessities. Separated, widowed, or divorced women, facing economic and social exclusion, were particularly compelled to migrate for household support. While the recruitment process was perceived as transparent, a significant number of RWMWs did not seem concerned about using informal migration channels, potentially exposing them to risks. Despite the stigma and fears associated with women's migration, the majority did not face objections from their families. Most RWMWs worked in Gulf countries as domestic workers, remitting earnings to pay debts and support household expenses. Upon returning, RWMWs experienced increased household authority and mobility, along with improved confidence. However, challenges in reintegration arose, including the limited domestic job market for their acquired skills, gendered division of roles, and discrimination in labor markets. The study underscores the need for nuanced policies that recognize the gains and address the challenges faced by RWMWs, emphasizing the potential negative consequences of overly restrictive measures on women's migration. The identified opportunities include the rise of a migration culture and the acquisition of human capital, but a comprehensive approach is essential for successful reintegration and empowerment.

The economic reintegration of migrant workers, particularly focusing on a gender-responsive approach, has become a pivotal area of study and action in Nepal. In the pursuit of effective reintegration strategies, engaging the private sector has emerged as a significant factor. Existing literature highlights the multifaceted challenges faced by

17 (ed.), J.-P. C. (2014). *CRIS CROSS-REGIONAL INFORMATION SYSTEM ON THE REINTEGRATION OF MIGRANTS IN THEIR COUNTRIES OF ORIGIN ANALYTICAL STUDY, CRIS*. . BADIA FIESOLANA, SAN DOMENICO DI FIESOLE (FI) : European University Institute.

18 Government of Nepal Ministry of Labour, E. a. (2021). *PROFILING RETURNEE MIGRANT WORKERS FOR LABOUR MARKET INTEGRATION* Gov. KATHMANDU: IOM.

19 UNWOMEN. (2018). *Returning Home: challenges and opportunities for women migrant workers in the Nepali labour market*. Kathmandu: UNWOMEN.

returning female migrants, emphasizing the importance of gender-sensitive policies and programs tailored to their unique needs. Private sector involvement is essential in addressing these challenges, offering targeted employment opportunities and vocational training programs specifically designed to align with the skills of female returnees.²⁰ Collaborative efforts between the government, non-governmental organizations, and private enterprises are vital in implementing financial literacy initiatives, equipping female migrants with essential entrepreneurial skills (The Return and Reintegration: Women's Participation and Gender-Responsive Interventions, 2012). Moreover, private sector entities can provide accessible healthcare services, psychological counseling, and legal aid, addressing the diverse needs of returning women comprehensively. Mentorship programs established by private companies facilitate social integration, offering crucial guidance and support networks for female migrants re-entering the workforce. Technological solutions developed by the private sector, such as digital platforms connecting migrants with employment opportunities and resources, represent innovative pathways for reintegration. Additionally, investments in research and capacity building within the private sector are instrumental in enhancing its role in promoting gender-responsive economic reintegration. Collaborative partnerships between businesses and governmental bodies can create an inclusive environment, ensuring the successful economic reintegration of returning migrant workers, particularly women, thereby empowering them and contributing significantly to Nepal's economic development.

20 (2012). *The Return and Reintegration: Women's Participation and Gender-Responsive Interventions*. United Nations Entity for Gender Equality and the Empowerment of Women (UN Women).

SECTION THREE

Objectives

The objectives of this assignment are multifaceted, aiming to provide a comprehensive analysis of the challenges faced by returnee migrant women and men in Nepal. The objectives can be articulated as follows:

1. To contribute to the successful development of a Gender-Responsive Migrant Reintegration Guide for Nepal's private sector

Overall Goal: The task's ultimate objective is to create a comprehensive, practical reintegration guideline tailored to the unique requirements of Nepali migrant workers returning from abroad, with a strong focus on gender responsiveness. Achieving this goal will support the broader objective of ensuring safe and equitable reintegration for returnee workers within Nepal's private sector.

Methodology

The research, conducted collaboratively with FNCCI, aims to formulate the " Gender-Responsive Migrant Reintegration Guideline for Nepal in line with the Reintegration Program (Operation and Management) Directives for Returnee Migrant Workers, 2079 " through a participatory approach. The methodology involves a holistic, mixed-methods approach, integrating literature reviews, FGDs, KIIs, and stakeholder consultations.

4.1 Literature Reviews:

A comprehensive review of legal provisions, government directives, and existing literature on labour migration establishes as the foundation for guideline development.

4.2 Analysis of Reports, Studies, and Assessments:

The analysis of relevant reports contributes to the evidence-based formulation of guidelines.

4.3 Focused Group Discussions (FGDs):

Focused Group Discussions (FGDs) emerged as a cornerstone in shaping a well-rounded framework for developing a Gender Responsive Migrant Reintegration Guide for the Economic Reintegration of the Private Sector in Nepal. These discussions engaged diverse stakeholders including returnee migrants, trade unions, government representatives, employers' associations with a dual commitment to gender responsiveness and economic reintegration, acknowledging the importance of balance and inclusivity.

In Biratnagar, Koshi Province, the Focused Group Discussions (FGDs) conducted on September 28-29, 2023, emphasized a pivotal commitment to seamlessly integrate gender responsiveness with economic reintegration considerations. Two representatives from trade unions actively delved into gender dynamics, addressing challenges and opportunities faced by individuals in labor migrant reintegration. Simultaneously, sessions with seven migrant workers ensured a nuanced, gender-inclusive approach, delving into crucial economic aspects for both men and women returnees. The FGD involving four government representatives skillfully harmonized the dual focus on gender responsiveness and economic considerations, significantly contributing to the comprehensive development of the reintegration guide with a balanced perspective.

Transitioning to Surkhet, Karnali Province, the FGDs on October 12-13, 2023, elevated discussions by transcending gender responsiveness and incorporating rigorous considerations on economic reintegration. The five participants from trade unions, five returnee migrants, and eight representatives of employers actively explored avenues for gender equality, emphasizing the diverse experiences of both men and women. Concurrently, three sessions engaging employers, including FNCCI Karnali province, seamlessly integrated discussions on creating a gender-inclusive work environment while meticulously addressing economic dimensions and recognizing the concerns of both genders.

In Birgunj, Madesh Province, the FGDs held on October 18-19, 2023, exemplified an unwavering commitment to both gender responsiveness and economic reintegration. The six participants from trade unions, three migrant returnees, and six employers rigorously discussed gender-specific challenges specifically in Madhesh province also considering there is very low migration rate of women from Madeshi community that have opted to work abroad. These robust discussions with diverse stakeholder groups significantly contributed to the nuanced and comprehensive development of the Gender Responsive Migrant Reintegration Guide for Nepal's Private Sector, ensuring a balanced and inclusive perspective as per the context and current situation to address the concerns and interests of all genders.

"The FGDs held in various provinces unveiled critical challenges confronted by returning migrant workers in Nepal. Income disparity between foreign and local employment, coupled with skill gaps and insufficient certifications, presented formidable barriers to their reintegration into the local workforce. Particularly concerning were the gender disparities, with female migrants encountering additional obstacles due to societal expectations and family pressures. Recommendations emerged, advocating for comprehensive measures. These included establishing local labor desks to aid returnee registration and employment access, empowering employment centers for effective job matching, and promoting the creation of agricultural and industrial zones funded collaboratively. Skill development initiatives tailored to returnees' needs were stressed, alongside calls for government sensitization and gender-inclusive policies to ensure equal opportunities and work-life balance. The consultations underscored the necessity for a collaborative, multi-sectoral approach involving the government, private sector, and various stakeholders to facilitate successful and gender-responsive reintegration initiatives."

4.4. Key Information Interviews (KII):

Structured interviews with FNCCI members, government officials, and industry representatives gather in-depth information on labor migration policies, challenges, and potential solutions. Key Informant Interviews meticulously integrated gender responsiveness into their framework. Questions are listed in **ANNEX - I**.

In Biratnagar, the two interviews conducted with FNCSI Morang and Arihant Multifiber Ltd. on September 28, 2023, were designed with specific questions addressing gender considerations in the labor migration reintegration process. Similarly, in Surkhet, the three interviews, featuring representatives from FNCCI Karnali Province, ensured the capture of gender-specific insights, enriching the nuanced understanding of gender dynamics within the reintegration process.

In Birgunj, the two interviews with FNCCI Madesh Province continued to exemplify a steadfast commitment to gender responsiveness. These interviews, conducted on October 18, 2023, provided valuable perspectives on how private sector organizations in Madesh Province can actively promote gender equality in their reintegration efforts.

The interviews, facilitated by experienced consultants, were semi-structured, covering several essential themes. The Key Informant Interviews (KIIs) uncovered pivotal findings, particularly in gender-responsive reintegration, unveiling significant hurdles faced by female returnee migrants. These challenges spanned education barriers, limited accessibility to training centers due to distance, inadequate hostels, insufficient family cooperation, and transportation issues. Moreover, the interviews emphasized the importance of tailored guidelines for the private sector to effectively support returnee migrants in Nepal. These guidelines necessitate an array of services, support mechanisms, and resource allocation, ensuring a smoother reintegration process. Stakeholders highlighted essential components of these reintegration guidelines, emphasizing the integral role of the private sector in their implementation. Discussions centered on strategies for effective implementation, risk assessment, and opportunities associated with these proposed guidelines.

For gender-responsive reintegration, the interviews pointed to the need for returnee migrants to comprehend the multifaceted nature of reintegration, covering economic, social, and psychological dimensions. They also highlighted existing reintegration opportunities within the local context, underlining strategies to optimize these opportunities to empower returning migrant workers, especially women. Challenges faced by returnee migrants, particularly women, in accessing occupational skills training or Income-Generating Activities (IGA) training, skill disparities between skill earned abroad and local demand, issues in financial access were highlighted. Additionally, the interviews identified specific skill sets imperative for successful workforce reintegration.

Recommendations stemming from these insights call for comprehensive gender-responsive reintegration guidelines. These guidelines should address education barriers, facilitate easier access to training centers through improved infrastructure and support systems, and provide tailored programs to bridge the skill gap for effective workforce reintegration. Emphasizing gender inclusivity, these guidelines should encourage female participation by offering mentorship, training, and support networks. Furthermore, strategies should be devised to leverage reintegration opportunities within localities and surrounding areas, empowering returning migrant workers. The interviews underscored the necessity of a tailored approach that accounts for gender nuances, private sector involvement, and comprehensive support mechanisms to ensure successful and sustainable reintegration.

The challenges and obstacles for gender responsive strategies for migrant returnees could be (i) Cultural and social norms prevailing in the country; (ii) Lack of awareness; (iii) Economic barriers; (iv) Mental health and trauma; and Existing discrimination and stigmatization and these need to be tackled with an appropriate strategy based on culture, context and social norms. The literature as well as good practices suggest that these should be prioritized for gender responsive guidelines.

With the prioritization of strategies and challenges productive outcomes and successes could be achieved. The analysis suggests to adopt strategies such as empowerment and skill development, access to health care and social welfare services; strengthening community support mechanism; availing economic independence and lastly addressing the issues of policy a legal reform based on the context and geographical regions.

4.5 Consultation Workshops:

The Consultation Workshops conducted in Biratnagar, Surkhet, and Birgunj on September 28-29, 2023, October 12-12, 2023, and October 18-19, 2023, respectively, were orchestrated with a meticulous gender-responsive approach. The thematic discussions within each workshop, involving participants from various organizations, diligently considered gender-specific challenges and opportunities in the context of their provinces in economic reintegration. This inclusive approach was strategically aimed at fostering gender equality within the private sector's engagement, employment opportunities, policies and practices, capacity building, and collaborative partnerships related to labor migration reintegration

4.6 Ethical Considerations:

Strict adherence to ethical guidelines ensures informed consent, confidentiality, and respect for participants' rights. Approval from relevant authorities precedes research initiation.

4.7 Quality Control:

Ongoing quality assurance through team meetings ensure the quality of information received from the KIIs, FGDs, Consultation workshops and these were also triangulated across the responses received.

4.8 Attendance Sheets or Logs:

Transparent attendance sheets were maintained with a clear record of participant engagement in FGDs, KIIs, and consultation workshops. (attached in ANNEX - II)

4.9 Limitations:

Acknowledging potential limitations, including response bias and generalization challenges, efforts are made to mitigate these through transparent reporting and contextual acknowledgment.

SECTION FIVE

Recommendations

Section 5.1. Recommendations for Guidelines on Reintegration:

The recommendations that emerged out from KIIs, FGDs and consultation workshops conducted in Koshi, Madhesh and Karnali provinces and that were considered as effective and important for reintegration of returnee migrant workers in Nepal particularly in view of economic reintegration by private sector, are as follows:

1. **Industry-Tailored Skill Development Programs:** Collaborate with industries under the framework of the Involvement in Employment Program to identify specific skill gaps among returnee migrants. FNCCI's pivotal role involves offering targeted training programs in strict compliance with the Foreign Employment Act, 2007. Collaborate with the Ministry of Labor, Employment, and Social Security for regulatory alignment and support.
2. **Technology-Driven Job Matching Platforms:** Collaborate with technology companies to develop an advanced online platform for job matching and skill testing, adhering to the directive on the Development of an Online Platform for Job Matching. Compliance with data protection laws is paramount, necessitating collaboration with the Ministry of Communications and Information Technology for regulatory alignment.
3. **Public-Private-Community Partnership for Industrial and agricultural Zones:** FNCCI should lead public-private community partnerships for the establishment of industrial zones, supporting the directive on Facilitating Access to Financial Resources and Entrepreneurship Support. This initiative aims to attract investments, make migrant communities involved and create employment opportunities, drawing inspiration from the success of India's Special Economic Zones (SEZs). Seek regulatory support from the Ministry of Industry, Commerce, and Supplies for effective implementation.
4. **Comprehensive Counseling Services through FNCCI Centers:** Contribute to comprehensive counseling services at FNCCI centers in correspondence with the establishment of Information and Counselling Centers, ensuring adherence to guidelines set by the Ministry of Foreign Affairs for international coordination.
5. **FNCCI-Facilitated Global Market Linkages:** Leverage FNCCI's global network to facilitate market linkages for returnee migrant businesses, aligning with the directive on promoting entrepreneurship by facilitating partnerships. Diplomatic collaboration with the Ministry of Foreign Affairs is crucial, drawing inspiration from successful international trade partnerships.
6. **Utilization of FEWF for Empowering Women:** Advocate for the creation of a specialized fund within FEWF exclusively dedicated to empowering returning migrant women, with collaboration from FNCCI. Identify viable businesses aligning with women's skills and ensure strict compliance with the Reintegration Programme directives and financial guidelines for optimal utilization of FEWF resources.
7. **Promotion of Women Entrepreneurship and Investment:** Champion the establishment of a dedicated Women Entrepreneurship and Investment Fund, involving FNCCI in collaboration. Foster women-led businesses through low-interest loans and grants, conducting business development workshops tailored to women entrepreneurs. Align with directives emphasizing comprehensive support and effective industry partnerships.
8. **On-the-Job Simulation Programs and Guru Chela Initiatives:** Propose collaborative efforts with FNCCI to design on-the-job simulation programs, expanding Guru Chela Initiatives for practical training and mentorship. FNCCI's active involvement is crucial for the implementation, connecting experienced individuals with returnees. Align with the directive's emphasis on practical training and mentorship during reintegration.
9. **Establish Holistic One-Stop Service Centers:** Work with FNCCI to establish one-stop service centers addressing the multifaceted needs of returnee migrants. FNCCI's collaboration ensures effective design and implementation, aligning with global best practices and the directive's call for comprehensive services.
10. **Continuous Monitoring and Adaptation:** Collaborate with FNCCI for continuous monitoring, facilitating evaluation and adaptation of reintegration programs. FNCCI's active participation in monitoring processes is crucial, providing valuable feedback for continuous improvement based on global best practices.
11. **Establishing a Secure Centralized Database:** Leverage FNCCI's expertise for the development of a secure centralized database for efficient skill matching. Ensure compliance with FEIMS guidelines, facilitating collaboration between the private sector and returnee migrants. FNCCI's role is pivotal in utilizing its networks for skill connections. Integrate advanced digital profiling tools into the reintegration process in collaboration with FNCCI. Develop a sophisticated skill-matching algorithm, recommending skills shifting for better alignment with opportunities. Align digital profiling practices with global best practices.

12. **Virtual Entrepreneurship Incubators:** Collaborate with FNCCI to establish virtual entrepreneurship incubators, leveraging online platforms for mentorship and support. Connect returnee migrants with experienced entrepreneurs, aligning with the directive's focus on entrepreneurship promotion and utilizing digital platforms.
13. **Smart Employment Service Centers:** Upgrade Employment Service Centers with smart technologies in collaboration with FNCCI. Implement AI-driven job matching systems, enhancing the efficiency of the Involvement in Employment Program. Align with the directive's emphasis on skills testing and certification for a technologically advanced approach.
14. **Crowdsourced Problem Resolution:** Develop a crowdsourced platform for identifying and solving challenges during the reintegration process. Engage returnee migrants, local communities, and stakeholders in collaborative problem-solving, aligning with the directive's call for regular monitoring and adaptive solutions.

Gender-Responsive Reintegration Guidelines: Supporting Private Sector Initiatives for Returnee Migrant Workers

These guidelines have been crafted on the basis of recommendations and existing guidelines of Department of Foreign Employment and within the framework of the 'Reintegration Plan for Returnee Migrant Workers,' I . It is imperative to approach these guidelines in conjunction with government directives, establishing a harmonious interlinkage across various programs. It is imperative that these guidelines are read in conjunction with government directives and linked wherever it is essential in building synergy across the programs. This collaborative approach ensures that the private sector can effectively meet the welfare and requirements of returnee migrant workers, with the ability to monitor their well-being closely. Moreover, it allows for timely and supportive adjustments to be made to their reintegration plans.

The Reintegration Plan on which these guidelines are built embraces a perspective, encompassing economic and social facets of migrant worker reintegration. It is underscored that reintegration efforts must commence from the pre-departure stage and continue throughout the entire migration cycle. In response to this imperative, the private sector is encouraged to take proactive measures aligning with the strategies delineated below.

These strategies align with the comprehensive areas of the holistic approach and are intricately detailed in the action plan. The action plan delineates both short-term and long-term initiatives. Short-term actions, slated for implementation in the first and second years, are complemented by long-term actions envisioned for the third and fourth years. However, the execution of this action plan within the private sector hinges upon several fundamental principles.

Key Principles Guiding the Private Sector's Implementation of the Action Plan:

Ensure a Safe and Dignified Reintegration Process: Prioritize the creation of a reintegration environment that is secure, respectful, and preserves the dignity of the returnee workers.

Facilitate Absorption into the Private Sector: Guarantee the seamless integration of returnee workers into private sector roles, ensuring dignified employment opportunities respecting concept of ILOs' Decent work.

Special Attention to Vulnerable Workers: Offer focused support to migrant workers who have faced exploitation, abuse, forced return, and traumatic experiences, addressing their unique needs empathetically and conducting detail assessment of identified returnee.

Protect the Rights of All Returnee Migrant Workers: Realizing the provision under the Constitution of Nepal, and accountability of private sector, uphold the fundamental rights of every returning worker, ensuring their legal, social, and economic rights are safeguarded.

Recognize Returnees as Development Partners: Acknowledge returnee migrant workers as valuable contributors to the nation's development agenda, treating them as partners in progress.

Champion Inclusivity, Non-Discrimination, and Gender Equality: Uphold the core values of inclusiveness and gender equality, fostering an environment free from discrimination and embracing diversity implementing gender responsiveness in recruitment and at work place.

Acknowledge Returnee Contributions: Recognize and appreciate the significant contributions of returnee migrant workers to the national economy, acknowledging their pivotal role in economic growth.

Integrate a Rights-Based Approach: Ensure that the reintegration framework is not only inclusive and gender-responsive but also adopts a rights-based approach, strategizing for action at each stage with a focus on empowerment and equity.

Gender-responsive Reintegration Action Plan for the Private Sector

As per the deliverables identified in the ToR, an action plan is also a deliverable, hence based on outcomes of KIIs, FGDs, and Consultation workshops, an action plan is suggested in (ANNEX – III) to FNCCI for its consideration that can be changed as per the decision of FNCCI as and when required.

SECTION SIX

Conclusion

In conclusion, literature reviews, Consultation workshops, Focus Group Discussions (FGDs), and Key Informant Interviews (KIIs) held in Koshi, Madesh and Karnali Provinces, have illuminated the intricate challenges faced by returnee migrants during their reintegration journey. The identified problems, such as mismatched skills, lack of certifications, gender disparities, and unemployment, highlight the urgent need for nuanced, gender-responsive solutions to foster a balanced and inclusive reintegration process.

Recognizing the significance of gender balance, it is imperative to implement policies and initiatives that empower both male and female returnee migrants equally. Tailored skill enhancement programs, mentorship initiatives, and flexible work policies should be designed with a gender-sensitive approach, ensuring that the unique needs and aspirations of both genders are met. By fostering an environment where women are encouraged and supported to participate in the workforce, we can harness the full potential of our society.

Furthermore, creating awareness campaigns specifically targeted at addressing gender disparities and promoting equal opportunities will play a crucial role. These campaigns should emphasize the importance of women's participation in the workforce and advocate for work-life balance, enabling them to contribute effectively to the economy while fulfilling their family responsibilities.

In this collaborative and gender-responsive approach, bridging the gap between returnee migrants' skills and local industrial demands becomes not only feasible but also enriching for the entire community. By embracing diversity and promoting gender balance, we can create a reintegration framework that uplifts the lives of all returnee migrants, fostering a society where everyone, regardless of gender, can thrive. This initiative underscores the necessity for collective action from all stakeholders - the private sector, government, NGOs, and returnee migrants themselves - to ensure a supportive and inclusive ecosystem, facilitating a seamless transition back into the community.

Roles of Each Stakeholder

The comprehensive implementation framework for private sector involvement in the reintegration program underscores a strategic and collaborative approach to support returning migrant workers. The FNCCI Central assumes a central role in facilitating this initiative by spearheading the establishment of a dedicated unit, advocating for the implementation of one-stop centers, and providing essential support to the Program Coordination Committee. These efforts are intricately woven into a fabric that seeks not only to enhance reintegration services but also to imbue them with gender-responsive features. FNCCI Provincial, in tandem, assumes a pivotal role in facilitating conducting stakeholder service mapping and need assessments, laying the foundation for a resilient support mechanism that accommodates the unique requirements of returning migrants. Simultaneously, FNCCI District/Municipal is actively engaged in the grassroots execution of reintegration program along with financial literacy programs, industrial fairs, and the coordination of gender-sensitive skill assessments, aligning these initiatives with the overarching objective of fostering a more inclusive and supportive reintegration environment.

The anticipated outcome of this strategic initiative is a streamlined and gender-sensitive reintegration process, particularly tailored to address the intricate needs of returning migrants within the private sector. By establishing robust databases that is generated by Department of Foreign Employment, operationalizing one-stop centers, facilitating skill assessments, and promoting entrepreneurial endeavors, the comprehensive plan endeavors to cater comprehensively to the diverse needs of returning individuals. The commitment to gender balance permeates through every facet of this multifaceted implementation, from meticulous profiling and skill testing and certification to the cultivation of support networks and financial literacy programs. In essence, this collaborative initiative, spearheaded by FNCCI, aspires to instigate a positive shift in the private sector's disposition towards returnees, equipping them with requisite skills and resources for a successful reintegration into the local job market and communities.

Motivational Factors for Private Sector Engagement:

The motivational aspect of the economic reintegration for private sector was raised in the consultation workshops and a few suggestions were also provided by the participants that have been presented for an advocacy activity by FNCCI Central. The motivation of the private sector to implement the action plan on reintegration stems from several key factors:

- I. **Corporate Social Responsibility (CSR):** Demonstrating commitment to social welfare aligns with CSR goals, fostering a sense of responsibility towards community development.

- II. **Skilled Workforce:** Leveraging the diverse skills of reintegrated migrants enhances the adaptability and expertise of the workforce, strengthening businesses.
- III. **Market Expansion:** Empowering returnees to establish businesses creates new market opportunities, expanding customer bases and driving economic growth.
- IV. **Reputation Enhancement:** Active involvement in reintegration efforts enhances the private sector's reputation, fostering positive public perception and brand image.
- V. **Government Incentives:** Governments may offer incentives, such as tax benefits, encouraging private sector engagement and investment in reintegration initiatives.
- VI. **Sustainable Workforce:** Reintegration ensures a stable, skilled, and motivated workforce, contributing to long-term business sustainability and growth.
- VII. **Long-term Economic Stability:** Supporting reintegration contributes to local economic stability, fostering a conducive environment for businesses to thrive, ensuring sustained profitability and growth.

Immediate Activities for Reintegration with Existing Resources and Support Systems:

Immediate activities for reintegration into the private sector will leverage existing resources and support systems, optimizing their utility for returning migrant workers. FNCCI Central, as the driving force, will swiftly initiate the establishment of a dedicated unit for reintegration, focusing on leveraging internal expertise and networks as well as coordinating with Foreign Employment Board for building synergy. Simultaneously, FNCCI Provincial will engage in a rapid assessment of available support mechanisms, collaborating with local partners to identify and map services that align with the needs of returning migrants.

Concurrently, FNCCI District/Municipal will undertake a proactive role in organizing awareness campaigns within the private sector, utilizing existing communication channels to disseminate information on the reintegration support available. This will include forging partnerships with local employers and initiating dialogue on creating gender-sensitive job opportunities.

To enhance the accessibility of financial resources, FNCCI Central will collaborate with Foreign Employment Board, banking institutions and advocate for the utilization of Corporate Social Responsibility (CSR) funds for reintegration initiatives. FNCCI Provincial will liaise with local financial entities to explore existing financial literacy programs that can be tailored to the needs of returning migrants.

In alignment with the immediate needs of returnees, FNCCI District/Municipal will coordinate with local vocational training centers and private sector entities to identify demand in the labor market. This will lay the groundwork for the swift implementation of skill assessments and short-term training programs that cater to the evolving demands of the private sector.

Through these immediate activities, the collaborative efforts of FNCCI across different levels seek to utilize existing resources and support systems to kickstart the reintegration process for returning migrant workers into the private sector.

To ensure a holistic and inclusive reintegration process for returnee migrants into the private sector, FNCCI will undertake a series of strategic initiatives. A comprehensive needs assessment survey will be conducted to capture the diverse skills, aspirations, and challenges faced by both men and women, providing a nuanced understanding of their reintegration needs. This data will inform targeted interventions, including skill enhancement workshops that cover essential areas such as entrepreneurship, digital literacy, financial management, and vocational expertise. Open to all returnees, these workshops aim to empower individuals of all genders with the skills necessary for economic self-sufficiency.

Collaborating with experts and successful entrepreneurs, FNCCI will facilitate entrepreneurship training programs catering to both men and women. These programs will offer comprehensive education on business planning, market research, financial resource access, and other essential skills. Furthermore, FNCCI will act as a liaison between financial institutions, microfinance organizations, and returnee migrants, ensuring both genders have access to affordable loans and financial resources to kickstart their businesses. Networking platforms and mentorship opportunities will be created to connect returnee migrants with experienced entrepreneurs, fostering a supportive business community for both men and women.

FNCCI's commitment extends to assisting returnee migrants in accessing local and international markets for their products or services. This involves facilitating participation in trade fairs, exhibitions, and online marketplaces, thereby expanding their reach and increasing sales opportunities. Additionally, FNCCI will provide guidance on legal and regulatory compliance for business establishment and operations to both male and female returnee

migrants. Workshops and seminars on business laws, taxation, and registration processes will ensure that individuals understand their rights and obligations.

A collaborative approach will be adopted through partnerships with vocational training institutes to offer specialized courses aligned with market demands. These programs will support both male and female returnee migrants in acquiring relevant skills for improved employability and entrepreneurship. FNCCI will launch awareness campaigns using various media channels, community events, and workshops to inform returnee migrants of all genders about available support systems, resources, and training opportunities.

To monitor and evaluate the progress of reintegration initiatives, FNCCI will establish a robust system that tracks outcomes for both men and women. Regular assessments will enable adaptive strategies, addressing challenges and optimizing program impact effectively. FNCCI will also engage in policy advocacy at the national level to create an enabling environment for returnee migrant entrepreneurs, advocating for policies that provide financial incentives, promote gender equality, and support the growth of businesses led by individuals of all genders.

Collaboration with non-governmental organizations (NGOs) and development agencies working in women's empowerment and migration issues will be a key aspect. These partnerships will combine resources and expertise to maximize the impact of reintegration programs, creating a comprehensive support network for all returnee migrants. FNCCI will initiate comprehensive market demand research in collaboration with local agencies, identifying products and skills in high demand. This data-driven approach will empower returnee migrants to make informed choices regarding their skills development and entrepreneurial ventures, ensuring alignment with market needs.

A visionary initiative involves collaborative government-private-community sector efforts to establish dedicated industrial zones exclusively tailored for returning migrants. Through feasibility studies and stakeholder engagement, suitable locations will be identified, and policies governing these zones will be formulated. This initiative aims to create a conducive environment for returning migrants to establish businesses, offering tax incentives and comprehensive business support services.

FNCCI's multifaceted approach encompasses skills development, financial support, networking, legal guidance, and market access, ensuring that both male and female returnee migrants receive the necessary tools and resources for a successful reintegration into the private sector. This strategic framework aligns with FNCCI's commitment to fostering entrepreneurship, gender equality, and sustainable economic empowerment.

ANNEX I

Federation of Nepalese Chambers of Commerce & Industry (FNCCI)					
Develop Labour Migration Reintegration Guideline – Nepal					
Activity No.		Activity Name: EA # 1.2 GFD, KIIs – Provincial Discussion			
Date: 28-29/09/2023		Venue: Hotel Eastern Star Pvt. Ltd		Address: Biratnagar, Koshi Province	
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6	Tika Ram Prasad	ANTUF		9852080742	
7	Saru KC	FNCCI Koshi	EC Member	9852023305	
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9	Rita Khatiwada	MoSD	Section Officer	9842060779	
10	Sunita Chharang	FNCSI – Koshi	Female Vice President	9842330426	
11	Sajib Neupane	Labour Office, Biratnagar	Acting Office In charge	9852029841	
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14	Narayan Prasad Lamichhane	Arihant Multi National	HRD	9842221773	
15	Krishna Basnet	Reliance Spinning Mills	Sr HR Officer	9816314705	
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19	Sanjiv Paudel	FNCCI Koshi	Coordinator	9841502955	
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21	Sanjog Siwakoti	FNCCI Koshi		9852030753	
22	Hari Paudel	FNCCI	Project Coordinator	9801096812	
<u>FGD with Trade Union</u>					
1	Manoj Kumar Mandal	GEFONT	Central Vice President	9842093762	
2	Upendra Kumar Ray	ANTUF	Deputy Vice President	9852026630	
<u>FGD with Migrant Returnees</u>					

1	Deepak Barma		Returnee	9813941783	
2	Govinda Poraja		Returnee	9843439906	
3	Deepak Raut	SAMI Project	Coordinator	9841518910	
4	Sajita Rai		Returnee	9826937797	
5	Dipa Tamang		Returnee	9817339182	
<u>FGD with Government Representative</u>					
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2	Rita Khatiwada	MoSD	Section Officer	9842060779	
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Federation of Nepalese Chambers of Commerce & Industry (FNCCI)					
Develop Labour Migration Reintegration Guideline – Nepal					
Activity No.		Activity Name: EA # 1.2 GFD, KIIs – Provincial Discussion			
Date: 12-12/10/2023		Venue: Hotel Suva		Address: Birendranagar, Surkhet , Karnali Province	
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4	Samjhana Khadka	Birendranagar Municipality	Officer 6 th level	9848138655	
5	Lila Prasad Dhakal	Ministry of Internal Affairs	Legal Officer	9842679525	
6	Yuwaraj Dhamala	Returnees	Secretary General	9766940539	
7	Yamraj Malla	ANTUF	Treasurer	9848123270	
8	Prashuram Dhamala	Returnees		9844808727	
9	Prakash Gurung	Returnees		9858052605	
10	Shreepal Saru Magar	GFONT	Province Secretary	9848049964	
11	Balkrishna Shrestha	NTUC	Secretary	9848040316	
12	Bhanubhakta Baral	FNCCI Karnali Province	Treasurer	9858320966	

13	Aakash Tara	NTV and Sky News Daily	Reporter	9858066066	
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FGD with Employers in Surkhet					
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FGD with Trade Union					
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FGD with Migrant Returnees					
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3	Prakash Gurung	Returnees		9858052605	

Federation of Nepalese Chambers of Commerce & Industry (FNCCI)					
Develop Labour Migration Reintegration Guideline – Nepal					
Activity No.		Activity Name: EA # 1.2 GFD, KIIs – Provincial Discussion			
Date: 18-19/10/2023		Venue: Hotel Makalu		Address: Birjung, Madesh Province	
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4	Mukesh Padit	Bindawashin Parsa		9817201084	
5	Jitendera	Prasauni		981523469.	
6	Subash K Sah	Pipraiya Bara		9802870346	
7	Rabishankar K Sah	Pipradhi Bara		9829039900	
8	Seshanath Sah	Pipradhi Bara		9818023830	
9	Nitesh Kumar	Bindawashini		9810313545	
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12	Arbindh A	Birjung Chamber of CI		9855022897	
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14	Niraj Pithakore	Karobar Daily	Province Chief	9845032829	
15	Asshish Lath	Birjung Chamber of CI	Secretary-General		
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18	Gyanu Kumar Kuhsua	Birjung Metropolitan	Assistant Employee Officer	9869133419	
19	Shusil Kumar Shah	Department of Industry (Madesh Province)	Assistant Director General	9841293061	
20	Anup Agrawal	FNCCI Madesh Province	Board Member	9851137027	
21	Birendra	Department of Industry Madesh Province	Assistant		
22	Satish Sah	Department of	Driver		

Federation of Nepalese Chambers of Commerce & Industry (FNCCI)					
Develop Labour Migration Reintegration Guideline – Nepal					
Activity No.	Activity Name: EA # 1.2 GFD, KIIs – Provincial Discussion				
Date: 18-19/10/2023	Venue: Hotel Makalu			Address: Birjung, Madesh Province	
ATTENDANCE SHEET					
		Industry Province	Madesh		
23	Hari Paudel	FNCCI		Assistant Director/Coordinator	9801096812
24	Amrit Lall Joshi	Nepal Factory Labour Union		President	9855021321
25	Laxman P Kurmi	NTUC-Madesh		IPP	9855021243
26	Arjun Chimariya	ANTUF Madesh		President	9855024843
27	Akashya Ojha	ANTUF Madesh		GCS	9845074086
28	Kamales Jha	GFONT-Madesh		Province President	9855024130
29	Uddhavraj Poudyal			Lead Conduktant	9851023500
30	Pranay Kurmi	Sagarmatha TV		Media	9845101735
31	Upendra Kumi	Sagarmatha TV		Media	9845131745
32	Hari Prasad Gautum	FNCCI Madesh		Coordinator Employers' Council	9825200095

FGD with Trade Union in Madesh

1	Amrit Lall Joshi	Nepal Factory Labour Union		President	9855021321
2	Laxman P Kurmi	NTUC-Madesh		IPP	9855021243
3	Arjun Chimariya	ANTUF Madesh		President	9855024843
4	Akashya Ojha	ANTUF Madesh		GCS	9845074086
5	Kamales Jha	GFONT-Madesh		Province President	9855024130

FGD with Migrant Returnees in Madesh

1	Pradeep Datta	FNCCI Province	Madesh	Executive Director	9851140900
2	Rakesh Shah	FNCCI Province	Madesh	Director	9855023862
3	Dipendra Chaudhary P	Creative School		Returnee	9821214914
4	Sushil Kumar Chaur	Creative School		Returnee	9803968532

FGD with Employers in Madesh

1	Vinay Kabra	Birjung Chamber of CI		Member	9851140900
2	Arbinda	FNCCI Province	Madesh	Member	9855023862
3	Dinesh Giri	FNCCI Province	Madesh	Member	9821214914

ANNEX - II

“Migrant Workers Reunification Guide-Nepal”

Key Informant Interview Questions

1. Federal Government Stakeholders:

- a. Can you provide an overview of the government's current policies and initiatives related to the reintegration of Nepali migrant workers returning from abroad?
- b. What challenges or successes have you observed in the implementation of these policies at the federal level?
- c. How do you envision the private sector's role in the reintegration of migrant workers, and what support can the government offer in this regard?
- d. Are there any gender-specific considerations in the government's approach to migrant worker reintegration?
- e. If yes! Could you describe a few gender-specific consideration while reintegrating migrant returnee economically in Nepal.

Any suggestions that you would like to provide in developing gender responsive reintegration guides particularly to FNCCI?

2. Provincial Government Stakeholders (Koshi, Madesh, and Karnali Provinces):

- a. Could you outline the specific challenges and opportunities related to migrant worker reintegration within your province?
- b. What provincial-level programs or initiatives are currently in place to support returning migrant workers?
- c. How can provincial governments collaborate with the private sector, such as FNCCI, to enhance reintegration efforts?
- d. Are there any unique gender-related issues or needs that should be addressed in provincial reintegration strategies?

3. Sector Associations (FWEAN, FNCSI, FCAN, NTPA, NATA, HAN, LECAN, Banker Association):

- a. Can you describe the role and activities of your association in relation to the reintegration of returnee migrant workers?
- b. What specific challenges have members of your association faced in integrating returning migrants into their sectors?
- c. How do you perceive the importance of gender-responsive approaches in reintegration, and what steps has your association taken in this regard?
- d. Are there any best practices or successful initiatives within your sector that could be scaled up or replicated for wider impact?

What suggestions would you provide in developing guides for reintegration of migrant returnee particularly in gender responsive economic reintegration?

4. FNCCI and FNCCI Province Chapters:

- a. How does FNCCI envision its role in facilitating the reintegration of Nepali migrant workers on behalf of the private sector?
- b. Can you describe any ongoing or planned FNCCI initiatives related to migrant worker reintegration?
- c. What challenges or barriers has FNCCI encountered in its efforts to support reintegration, and how do you plan to overcome them?
- d. How do you plan to engage with provincial chapters and FNCCI members in the reintegration process?
- e. Have you ever taken initiatives in reintegrating migrant returnee from gender responsive perspectives?

What do you suggest in developing gender responsive reintegration guide for FNCCI?

5. FNCCI Members:

- a. As an FNCCI member, what are your experiences and perspectives on the reintegration of returnee migrant workers?
- b. Have you encountered any specific challenges or opportunities in employing returning migrants?
- c. How can FNCCI better assist its members in addressing the reintegration needs of migrant workers?
- d. What recommendations do you have for FNCCI to enhance its role in migrant worker reintegration?
- e. Have you ever taken initiatives in reintegrating migrant returnee from gender responsive perspectives?

ANNEX III

Suggested Action Plan

Outcome & Key Activities	Performance Indicators	Facilitation Responsibilities	Collaboration	Timeline	Expected Result
Outcome 1: Improved and Gender-Responsive Reintegration Support Services for Returnee Migrant Workers					
Returnees' Migrant Workers Access Psychosocial Support, Skills Development, Market Linkage, and Credit through a Gender-Responsive Framework by FNCCI	Establishment of a dedicated unit within FNCCI for safe and dignified reintegration. Linkages with relevant stakeholders are established.	FNCCI Central: Facilitate to establish a dedicated unit for reintegration, ensuring gender-responsive services. FNCCI Provincial: Establish linkage with relevant stakeholders	Municipality/District Level Chambers, Local Government Bodies, Community-Based Organizations, Educational Institutions	6 Months	Improved and gender-responsive reintegration support services for returnee migrants.
Conduct Stakeholder Service Mapping and Need Assessment	Inter-Agency Working Group established for gender responsive reintegration of migrant workers	FNCCI Provincial: Establish linkage with relevant stakeholders	Provincial government, local government ,NGOs, Banking Institutes, Trade Unions, Issue Experts	3 Month	Support mechanism in place to support returnee migrants.
Strengthen a centralized database for returnee migrant workers "Nepal Skills Connect" User Friendly Mobile Application and connect it to FEIMS (Foreign Employment Information Management System) for real time updates.	Number of disaggregated profiles connected to Information Management System	FNCCI Central	FEB Secretariat , DOFE,IOM, MOLESS, Technical Service providers	One year	Database of person who have returned from foreign employment, the country of foreign employment and the nature of the work; knowledge, skills, and experience acquired; desire, need, preference, and plan for employment or self-employment in the home country while utilizing the knowledge, skills and experience acquired during foreign employment.
Ensure swift and secure data transfer	Real time	FNCCI Central	Technical providers, Local	One	Establishment of Returnee Migrants

for consistent updating of returnee migrant workers' details.	updates of data		Government, MOLESS, FEMIS, Employment Service centers	year	Human Resource Bank
One-Stop Centers Operationalized, Offering Economic/Psychosocial/Financial/Skill Training Services	Establishment and maintenance of operational one-stop centers. Database on returnee migrants in the private sector is established and updated.	FNCCI Central: Advocate for one-stop centers. FNCCI Provincial: Collaborate with local partners to establish centers. FNCCI District/Municipal: Ensure coordination of services through local centers.	Local Government/District Level Chambers, Local Government Bodies, NGOs, Educational Institutions	9 months	Efficient and gender-responsive services provided through one-stop centers, with a focus on the private sector.
Support the Program Coordination Committee in accordance with Section 17 of the Reintegration Program (Operation and Management) Directives for Returnee Migrant Workers, 2019	Timely submission of an annual program plan, policy directives, and progress reports, along with accurate maintenance of beneficiary records, effective coordination with private sector organizations and foreign entities, and consistent monitoring of program implementation.	FNCCI Central: Support annually preparing and submitting the program plan for approval, giving inputs to policy directives to be submitted to the Board as needed, coordinating with private sector non-government organizations and foreign entities, monitoring program implementation, resolving problems presented by the Program Implementation Committee.	Program Coordination Committee, Foreign Employment Board, Private Organizations, Province government, Local government	Continuous	Efficient and coordinated execution of the reintegration program, addressing challenges promptly, ensuring successful implementation of approved programs, and providing the Board with accurate and timely updates on program status and progress.
Support the Program Coordination Committee in accordance with Section 17 of the Reintegration Programme (Operation and Management) Directives for Returnee Migrant	Strategic selection and execution of programs, avoiding duplication, fostering effective collaboration with local organizations and financial	Program Implementation Committee	FNCCI district/ may join the meeting of the Programme Implementation Committee whenever support required, Local Government, Provincial Government	Continuous	Effective identification and prioritization of programs based on beneficiary details, avoidance of program overlap with other institutions, successful coordination with local non-

Workers, 2079	institutions, resolving implementation issues promptly, and providing detailed progress reports to the Programme Coordination Committee for transparent and informed decision-making				government organizations, collaboration with banks and financial institutions, efficient program implementation, timely submission of issues to the Programme Coordination Committee, adherence to committee instructions, and preparation of comprehensive progress reports post-program completion.
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Outcome 2: Raised Awareness and Fair Recognition enhance motivation and gender equality for returnee migrant workers					
Comprehensive Information on Returnee Migrant Worker Contribution Disseminated	Promotion of awareness programs. Signing of MoU with FNCCI members for equal opportunities for both men and women returnees.	FNCCI Central: Advocacy for awareness programs. FNCCI Provincial: Facilitate the signing of MoU at the provincial level. FNCCI District/Municipal: Promote local level awareness programs.	Local Government, Volunteers	Continuous	Increased awareness and recognition of returnee migrant workers' contributions, with a focus on gender equality.
Systems established for Awarding Privileges to Returnee Migrant Workers Emphasizing Both Men and Women's Contribution	Development of documents featuring returnee migrant worker contribution, categorized by gender.	FNCCI Central: Advocacy for the development of gender-specific documents. FNCCI Provincial: Collaborate with local partners for document creation. FNCCI District/Municipal: Ensure	Local Government Bodies, NGOs, Private Companies, Media House	1 year	Documented recognition of both men and women returnee migrant workers' contributions within the private sector.

		local distribution of documents.			
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Outcome 3: Enhanced Socio-Economic Integration of Returnee Migrant Workers					
Beneficial Security Schemes Introduced and Made Accessible	Introduction of migrant-friendly schemes via CSR initiatives. Ensure equal access for both men and women returnees.	FNCCI District/Municipal: Initiate migrant-friendly schemes through CSR. Ensure gender-responsive access.	Social Welfare Organizations, Social Security Fund/Citizen Investment Trust/Employees Provident Fund (EPF), Labor Unions, Local Government	Ongoing	Increased enrollment of returnee migrant workers in social security schemes, with gender disaggregation.
Standardized Skills testing and Certification of persons returning from foreign employment Mechanisms in Operation	Development and facilitation of skill assessment standards. Recognition of both men and women's skills.	FNCCI District/Municipal: Ensure gender-responsive skills assessment and certification.	Government Skill Development Agencies, National Skill Testing Board (CTEVT), Private Sector Companies, Government Recognized Certifying Agencies	Continuous	Gender-responsive involvement in employment program.
Help desk to be operated at the international arrival point	Establishment of a dedicated information desk. Ensure gender-responsive skill upgrading and certification.	FNCCI Central: Set up help desk to be operated at the International arrival point in coordination with FEB secretariat, Immigration department and civil aviation authority. FNCCI Provincial: Set up help desk with a focus on female returnees in coordination with secretariat in provincial level.	TIA, Authorities at border points like Raxaul, Sunauli, Kakarvitta etc.	6 months	Incorporate information including personal details of persons returning from foreign employment; country of work and nature of work; knowledge, skills, and experience acquired etc. into the information system of the Department of Foreign Employment.
Facilitate Virtual Jobs fairs and networking events to provide Information on Local	Organize virtual job fairs and networking	FNCCI District/Municipal: Collaborate with local	Local Government and Local Employers, Skill	Continuous	Increased employment of both men and women returnee

Job Opportunities available	events within Nepal skills connect	employers for job opportunity identification and dissemination. Ensure gender-sensitive job matching services.	Development Agencies, Private Sector Companies, Government Employment Centers		migrant workers in the local job market.
Comprehensive Gender-Disaggregated Profiling	Accuracy and completeness of gender-disaggregated profiles, with a goal of 50% gender balance	FNCCI Central, FNCCI Provincial	Secretariat	Continuous	Comprehensive data for program planning and implementation, ensuring gender balance
Facilitate Gender-Sensitive Skill Assessment and Job Matching Services to Place Returnee Migrants in Jobs Addressing Specific Needs of Both Genders	Facilitation of skill assessment and job matching services. Ensure gender-responsive job placement.	FNCCI District/Municipal: Coordinate gender-sensitive skill assessment and job matching services at the local level.	Skill Development Agencies, Private Sector Companies, Government Employment Centers	Continuous	Successful placement of both men and women returnee migrant workers in jobs that meet their specific needs.
Facilitate professional and managerial skills based short term/long term trainings based on the demand of the labor market	Modernization of traditionally operated occupations	FNCCI district/municipal chapter : Coordinate with vocational centers and private sector to identify demand of market.	Vocational education centers, academic institutions	4 months	Skill shifting and Employment opportunities, as per market demand and individuals' ability.
Facilitate subsidized loans for family members to facilitate a supportive environment for successful reintegration into the country.	Increased enrollment of returnee migrant workers in social security schemes, with gender disaggregation	FNCCI District/Municipal: Initiate migrant-friendly schemes through CSR or support to connect with financial institutions. Ensure gender-responsive access.	Social Welfare Organizations, Social Security Fund/Citizen Investment Trust/Employees Provident Fund (EPF), Labor Unions, Local Government, Banks and Financial Institutions	Continuous	Increased enrollment of returnee migrant workers in social security schemes, with gender disaggregation
Mechanisms and Procedures for Effective Psycho-social Care Established	Provide psycho-social support programs. Strengthen	FNCCI District/Municipal: Offer psycho-social support services	CSOs, Local NGOs, Mental Health Organizations	Continuous	Improved access to psycho-social support services, with special focus on

	capacity, especially for female returnee workers.	with gender responsiveness. Collaborate with local NGOs and CSOs for mental health support.			female returnees.
Standard Operational Procedures on survivors Protection and Referral Followed	Arrange treatment and referrals based on collected information.	FNCCI District/Municipal: Ensure victim protection and referrals, with a focus on female returnees. Collaborate with survivors' support organizations for comprehensive support.	Victim Support Organizations, Health Care Centers, CSOs	Continuous	Enhanced psycho-social support, including survivors' protection and referrals, with a focus on female returnee migrant workers.
Systems and Procedures for Migrant Workers' Cooperative Society Established	Support the establishment and functioning of the Cooperative Society.	FNCCI District/Municipal: Support the cooperative society to ensure the welfare of both male and female returnee migrant workers.	Local Government, Cooperative Development Agencies, Government Cooperative Department, NGOs	Continuous	Increased utilization of the Cooperative Society for the welfare of both male and female returnee migrant workers.
Systems and Procedures for CSR Funds Operational in Private Sector Entities	Mobilize CSR for the reintegration of returnee migrant workers.	FNCCI District/Municipal: Mobilize CSR funds for the welfare of both male and female returnee migrant workers.	Private Sector Companies, Government CSR Departments, Banking Association	Continuous	Increased support for both male and female returnee migrant workers through CSR funds.

Outcome 04: Empowering Migrant Workers through Knowledge and Associations					
Migrant Workers Oriented on Provisions Stipulated in labor act 2074	Conduct safe migration and rights awareness programs.	FNCCI District/Municipal: Organize awareness programs with a focus on the rights of both male and female returnee migrant workers.	Labor Rights Organizations, NGOs, Trade Unions, Legal Aid Centers, Government Rights Agencies	Continuous	Increased awareness of the rights and claims of both male and female returnee migrant workers.

Associations of Returnee Migrant Workers Functioning for Securing Rights	Establish associations and encourage memberships	FNCCI District/Municipal: Support the establishment and functioning of associations, promoting membership of both male and female returnee migrant workers.	Trade Union, Returnee Migrant Workers, Legal Advisors, I/NGOs	6 months	Increased participation of both male and female returnee migrant workers in associations to secure their rights.
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Outcome 05: Collaborative Engagement for Gender Responsive Reintegration					
Collaborative Mechanisms Established for Private Sector and CSO's Involvement in Service Provision	Promote effective engagement of civil society organizations.	FNCCI District/Municipal : Collaborate with inter-sectoral bodies to ensure smooth implementation of reintegration services for both male and female returnee migrant workers.	Private Factories, CSOs, Government Labor Departments	Continuous	Increased engagement of civil society organizations for effective and gender-responsive service provision.
Establishment of Migrant Resource Center	Provide comprehensive business development support, offer individual career counseling, offer workshops, mentorship programs and business networks for returnee migrants	FNCCI district/municipal	Local Government, Provincial Government, NGOs, International Organizations, Ministry of Industry	5 months	Promote entrepreneurs to connect to entrepreneurship or Employment opportunities
Implement stringent policies against harassment to create a safe and respectful workplace environment, with a specific focus on women.	Provide training and awareness programs on workplace harassment prevention. Coordination Committees Monitor and enforce workplace harassment prevention policies.	FNCCI Central: Provide guidance on anti-harassment policies.	Coordination Committees, Local NGOs and CSOs	Continuous	Increased awareness and understanding among returnee migrant workers on workplace harassment.
Facilitate Coordination Committees with	Assistance in establishing coordination	FNCCI Central: Provide guidance and support for	Municipality/District Level Chambers, Local	Continuous	Increased resolution of gender-specific

50% Women Participation Established for Efficient Services in Local Levels Through FNCCI-District Chapters, Ensuring Gender-Responsive Services and Resolving Issues for Both Men and Women	committees, emphasizing gender sensitivity. Resolution of gender-specific issues through regular committee meetings.	committee establishment. FNCCI Provincial: Collaborate with local chapters for effective committee functioning. FNCCI District/Municipal : Ensure gender-sensitive issue resolution through committee meetings.	Government Bodies, NGOs, Community-Based Organizations		issues through local coordination committees.
Establishment of special economic zones, industrial zones or industrial villages for returnee migrants by public-private-community partnership model	Collaborative Government-private sector-migrant community initiatives for economic Reintegration	FNCCI province chapter/ FNCCI district/municipal chapter	local government, Provincial Government, Private organizations, Foreign Employment welfare fund, Migrant Returnees , FEB secretariat	6 months	Provide tax subsidies and exemptions , infrastructures, loan, agricultural lands etc. to establish economic or industrial zones or villages.
Support Development of Gender-Responsive Call for Proposals to utilize e Foreign Employment Welfare Fund through local government	Number of gender-responsive proposals received, aiming for a 50% gender balance	FNCCI district	Secretariat of foreign employment board, Municipalities, I/NGOs, International Organizations	Semi Annual ly	Increased participation and diversity, especially focusing on gender balance
Encourage Gender-Inclusive Program by Foreign Countries/Organizations	Number of international collaborations with gender-responsive initiatives, aiming for a 50% gender balance	Ministry, Secretariat	Foreign countries, UN agencies, FNCCI-Province	As needed	Global collaboration for gender-inclusive reintegration initiatives
Gender-Inclusive Beneficiary Enlistment	Number of beneficiaries enlisted, disaggregated by gender, achieving a 50% gender balance	Employment Service Centre	FNCCI District, Municipalities	Contin uous	Inclusion of eligible individuals in reintegration programs, ensuring gender balance
Conduct Research Activities to	Accessible Gender-Sensitive	FNCCI Province,	Employment Service Centre,	3	Accessible information for

provide complete information about market demand of products and skills in different province, feasibilities and publish each year	Information Centers, books, magazines, news, newsletters, brochures to provide information about existing opportunities of the local ground.		Local Government, I/NGOs, Media House	months	potential participants, considering gender perspectives
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ANNEX IV

Guiding Questions in Consultation Workshop

Private Sector Engagement:

- How can the private sector play a proactive role in the successful reintegration of migrant workers returning to Nepal?
- What are the key responsibilities and contributions that private sector organizations can make to facilitate reintegration?

Employment Opportunities:

- In what ways can the private sector create employment opportunities that are accessible and beneficial to returning migrant workers?
- How can the private sector recognize and leverage the skills and experiences of returning migrants?

Supportive Policies and Practices:

- What policies and practices should be encouraged within the private sector to ensure a gender-responsive approach to migrant worker reintegration?
- How can the private sector promote diversity and inclusion in its workforce and corporate culture?

Capacity Building and Training:

- How can private sector employers contribute to the capacity building and skills development of returning migrant workers?
- Are there specific training programs or initiatives that private sector organizations can implement to support reintegration?

Collaborative Partnerships:

- What collaborative partnerships and initiatives can be established between the private sector, government agencies, civil society, and international organizations to enhance reintegration efforts?
- How can the private sector actively engage with other stakeholders to create a holistic support system for returning migrant workers?

ANNEX V

Focused Group Discussion Questions

Returnee Migrants

Introduction:

- a. Can you briefly introduce yourself and share your experience as a migrant worker?
- b. What were the main reasons for your migration abroad?

Return to Nepal:

- a. When and why did you decide to return to Nepal?
- b. What were your expectations upon returning to Nepal regarding employment and reintegration?

Employment Experiences:

- a. Can you describe your experiences in finding a job upon returning to Nepal?
- b. Did you face any challenges in getting a job in Nepal? If so, what were they?
- c. Were your skills and experiences gained abroad recognized and valued in the Nepalese job market?

Challenges:

- a. What were the most significant challenges you faced during the reintegration process in Nepal?
- b. Were there any specific gender-related challenges you encountered during your reintegration?

Support Services:

a. Did you receive any support or assistance from government or non-governmental organizations during your reintegration? If yes, what kind of support?

b. What improvements or additional support services do you think would have been beneficial during your reintegration?

Skills and Training:

a. Do you feel that you were adequately prepared or trained for reintegration before returning to Nepal? b. Did you receive any skills training or opportunities for skill development upon your return?

Gender-Responsive Reintegration:

a. In your opinion, what specific gender-responsive programs or initiatives could assist returnee migrant workers in Nepal?

b. Were there any gender-specific challenges or opportunities you encountered during your reintegration?

Recommendations:

a. What recommendations do you have for the private sector, government, and organizations like FNCCI to better support the reintegration of returnee migrants in Nepal?

b. How can the Gender-Responsive Migrant Reintegration Guideline/Directives be improved to address the needs of returnee migrants effectively?

Future Plans:

a. What are your future plans and aspirations in Nepal in terms of employment and livelihood?

b. Are you considering re-migration in the future, and if so, what factors would influence your decision?

Closing:

a. Is there anything else you would like to share or any additional insights you believe are important regarding the reintegration of Nepali migrant workers?

ANNEX VI

Examples of Good Practices

Some Examples of Good Practices

"Samriddhi" Project in Province 1

Overview: The "Samriddhi" project stands as a testament to the effectiveness of targeted skill development and financial support in fostering sustainable entrepreneurship among returnee migrants in Province 1.

Achievements: This initiative has not only empowered individuals with essential skills but has also provided a platform for them to channel their entrepreneurial spirit, contributing to the economic vitality of the region.

"Women Entrepreneurs in Business" Project in Lumbini Province

Highlighted by the International Organization for Migration (IOM)

Overview: The success of the "Women Entrepreneurs in Business" project in Lumbini Province exemplifies the positive impact of gender-specific support in nurturing thriving business ventures among returnee women.

Achievements: By providing tailored assistance to women, this initiative has not only empowered female entrepreneurs but has also contributed to the broader economic landscape, promoting diversity and inclusivity.

Local Innovations and Community-Driven Approaches

Innovative Practices of various municipalities and districts across Nepal:

Phedikhola Rural Municipality: Offering quarantine facilities for returnees.

Dakshinkali Municipality and Tokha Municipality: Empowering women through agricultural sales

spaces and capacity-building opportunities.

Changunarayan Municipality: Providing collateral-free loans to promote microenterprises.

Nilkantha Municipality: Running "MERO UDHYAMSHIL KARYAKRAM," offering training and loans for returnee entrepreneurs.

Pokhara Metropolitan City - Migrant Resource Center serves as a comprehensive support hub, addressing diverse reintegration needs and plays a pivotal role in facilitating the seamless integration of returnees by providing a range of support services, contributing to their successful reintegration into society and the economy.

District-Level Initiatives Promoting Skill Development and Employment

Rupandehi, Kavre, Dhading, and Ramechhap Districts

Noteworthy Programs:

Rupandehi District: Organizing Skill Development and Employment Fairs.

Kavre District: Conducting Community Awareness Programs to promote social acceptance and understanding of returnee challenges.

Dhading District: Implementing Livelihood Support Programs, empowering returnees in agriculture, animal husbandry, and cottage industries.

Ramechhap District: Ensuring healthcare access for returnees, prioritizing their well-being during the reintegration process.

ANNEX VII

Link to: Reintegration Programme (Operation and Management) Directives for Returnee Migrant Workers, 2079 https://www.feb.gov.np/extra_upload/62f8d26354d68_Reintegration%20Directives_unofficial%20translation.pdf

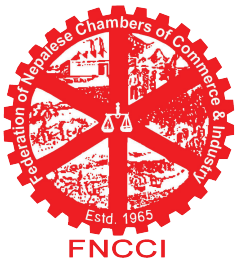
ANNEX VIII

News Coverage

<https://onlineradionepal.gov.np/2023/10/12/433730.html>

<https://skynewsnepal.com/2023/10/12/34711>

<https://www.facebook.com/watch?v=681357897288384>



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