



Report on
Capacity Building Training on
‘Fair and Ethical Recruitment of Nepali Migrant Workers’

27-28 June 2022

Dhulikhel, Kavre

Day 1

Welcome Remarks

The session started with an introduction and welcome by Mr Laxman Basnet, General Secretary of SARTUC. He mentioned about the need to understand the gaps and challenges in the recruitment of migrant workers for foreign employment and how all sending countries need to stand and work together to ensure fair recruitment. He concluded with the importance of capacity building on ‘Fair Recruitment of Nepali Migrant Workers’ and the objective of the training.

The training was facilitated by Dr Jeevan Baniya and Ms Sadikshya Bhattarai.

Session 1: Introduction and Overview of the Training

The first session started with discussion on ‘introduction and overview of the training.’ Nepal is a champion country for Objective 6 on fair and ethical recruitment. Remittance from employment abroad has been contributing significantly to the GDP of the nation and to the migrant households. However, there are cost paid by the migrant workers and their families as migrant workers are paying high cost to migrate abroad, there are issues of contract substitution, among others. Hence, fair recruitment is important.

The participants were divided into four groups. They were asked to discuss the following questions:

- Their migration history or have facilitated or supported in foreign employment of someone else and their experiences regarding that.
- Actors and agencies involved in foreign employment.

The participants had 30 minutes for their discussion and put their finding into a chart paper. After completion of this activity, a representative from each team presented their discussion.

From the discussion following actors were identified: agents, sub-agents, employers, suppliers, multinational companies, PRAs, government of origin, transits and destination countries, trade unions and CSOs, legal and judicial institutions.

The discussion also pointed out that recruitment and foreign employment is complex, bi-lateral, regional, and international phenomenon with involvement of multiplicity of actors and requires global governance/due diligence by all actors.



At the end of the session, participants were asked if they think if we missed out on any actors and if they needed any clarification or had any questions. The participants were also asked what [new] thing they learnt from the session.

Session 2: Fair Recruitment: ILO's General Principles on Fair Recruitment

This session involved discussion on the definition of fair recruitment and the 13 ILO's General Principles on Fair Recruitment. The session began with group discussion. The participants were divided into four groups. They were asked to discuss the following questions:

- What is their understanding of fair recruitment?

From the discussion following things were presented by the participants: decent and dignified job, equity and inclusivity, transparency in recruitment process, no fraud and deception, awareness about the terms and condition in the employment contract, occupational safety and health, zero recruitment cost (all migration cost should be borne by employers), elimination of confiscation of passport and identity documents by employers or recruitment agencies, due diligence in respect to human rights.

At the end of the session, participants were asked what different or new information about fair recruitment they learnt from the teamwork and overall discussion and what they think was missing in the fair recruitment principles. Regarding what is missing: voting rights for migrant workers and important thing that was discussed is about the rights of migrants irrespective of legal status access to justice and grievances mechanisms.

Day 2

Session 3: Challenges for Enhancing Fair Recruitment

The first session on the second day included discussion on the challenges in enhancing fair recruitment for Nepalis. The participants were divided into three groups while ensuring gender inclusion. Each team spent 30 minutes to discuss about the challenges in fair recruitment relating it to the 13 general principles. Following discussion, a representative from each group presented their findings. After each presentation, a discussion was conducted taking the information presented by the participants as a basis.

Session 4: Role of the governments, employers, trade unions and non-governmental organizations in fair recruitment

This session was facilitated by Neha Choudhary from International Labour Organization (ILO). The discussion focused on why fair recruitment was introduced and what initiatives and steps have been taken to enhance and ensure fair recruitment. Further, discussion was done on the role and responsibilities of different stakeholders, particularly, government, enterprises (employers, labour recruiters [Public Employment Agencies, Private Employment Agencies, intermediaries or subagents] and service providers), Public Employment Agencies, and Trade Unions and CSOs.



Participants Reflection on the Trainings

- The approach used during the training i.e., group discussion and presentation in the beginning of each session followed by further discussion regarding the theme of that session was liked by the participants.
- Participants suggested to include more pictures and cartoons and if possible, use videos and other media if possible, during the training. One of the participants suggested use of pictorial and one line description in each slide.
- As per the participants the training provided them with more in-depth understanding of fair recruitment and its principles. One of the participants mentioned that she can use what she learn from the training to educate others and share her knowledge with others from her organization.



Annex-I
Programme Agenda and Schedule
Training on
Ethical and Fair Recruitment of Migrant Workers
(27th and 28th June 2022)
Venue: Dhulikhel, Kavre

Time	Activities	Speaker/Facilitator
Day 1 (27 June)		
9:00 am - 10 am	Arrival & Registration	
10:00 am - 10:15 am	Welcome, Opening Remarks & Objective of the Training	Mr Laxman Basnet, General Secretary, SARTUC
Module 1		
10:15 am - 11:10 am	Session 1: Introduction and Overview of the Training	JB&SB
11:10 am – 11:25 am	Tea/coffee Break	
11: 25 am – 12:45 pm	Session 2: Recruitment Scenario in Nepal	JB&SB
12:45 pm – 1:45 pm	Lunch Break	
Module 2		
1:45 pm – 2:55 pm	Session 1: Legal and Institutional Framework Governing Labour Migration from Nepal	SB&JB
2:55 pm - 3:10 pm	Break	
3:10 pm – 4:20 pm	Fair Recruitment: <ul style="list-style-type: none"> • ILO’s General Principles and Guidelines on Fair Recruitment 	SB&JB

Time	Activities	Speaker
Day 2 (28 June)		
Module 3		
7:00am-8:30am	Breakfast	
8: 30 am - 10:00 am	Session 1: Opportunities and Challenges for Enhancing fair Recruitment	JB&SB
10: 00 am - 10:20 am	Tea/coffee Break	
10:20 am – 11:20 am	Session 2: Role of the government, employers, trade unions and non-governmental organizations in fair recruitment	Ms Neha Choudhary, National Coordinator, ILO Nepal
11:20am-12:00	Participants’ Reflections about the training	
12:00 pm – 12:45 pm	Lunch Break	
Closing and Leave for Home		