

IOM NEPAL ANNUAL REPORT 2024



The opinions expressed in this publication are those of the authors and do not necessarily reflect the views of the International Organization for Migration (IOM). The designations employed and the presentation of the material throughout the publication do not imply expression of any opinion whatsoever on the part of IOM concerning the legal status of any country, territory, city or area, or of its authorities, or concerning its frontiers or boundaries.

IOM is committed to the principle that humane and orderly migration benefits migrants and society. As an intergovernmental organization, IOM acts with its partners in the international community to: assist in meeting the operational challenges of migration; advance understanding of migration issues; encourage social and economic development through migration; and uphold the human dignity and well-being of migrants.

Publisher: International Organization for Migration
Lazimpat Sadak, Panipokhari, Ward – 3 – P.O. Box: 25503
Kathmandu, Nepal.

Website: <https://nepal.iom.int/>

E-mail: iomnepal@iom.int

Photo Credits: IOM

© 2025 International Organization for Migration (IOM)

This publication was issued without formal editing by IOM.

This publication was issued without IOM Publications Unit (PUB) approval for adherence to IOM's brand and style standards. This publication was issued without IOM Research Unit (RES) endorsement.

Some rights reserved. This work is made available under the [Creative Commons Attribution-Non Commercial-NoDerivs 3.0 IGO License \(CC BY-NC-ND 3.0 IGO\)](#).*

For further specifications please see the Copyright and Terms of Use: <https://publications.iom.int/terms-and-conditions>

This publication should not be used, published or redistributed for purposes primarily intended for or directed towards commercial advantage or monetary compensation, with the exception of educational purposes, e.g. to be included in textbooks.

Permissions: Requests for commercial use or further rights and licensing should be submitted to publications@iom.int.

*<https://creativecommons.org/licenses/by-nc-nd/3.0/igo/legalcode>

TABLE OF CONTENTS

| | |
|--|----|
| List of Acronyms | 4 |
| Foreword | 6 |
| About IOM | |
| IOM Nepal | 8 |
| IOM Nepal in 2024 | 9 |
| Key Achievements in 2024 | 10 |
| Achievements by Strategic Objective | |
| Saving Lives and Protecting People on the Move | 14 |
| Driving Solutions to Displacement | 17 |
| Facilitating Pathways for Regular Migration | 21 |
| Prevention from Sexual Exploitation and Abuse | 26 |
| Our Donors and Partners | 30 |

List of Acronyms

1. **AVRR:** Assisted Voluntary Return and Reintegration
2. **CCCM:** Camp Coordination and Camp Management
3. **CFM:** Complaint and Feedback Mechanism
4. **CSEB:** Compressed Stabilized Earth Blocks
5. **DRRM:** Disaster Risk Reduction and Management
6. **EP&R:** Emergency Preparedness and Response
7. **FGDs:** Focused Group Discussions
8. **GCM:** Global Compact for Safe, Orderly, and Regular Migration
9. **GHAP:** Global Health Assessment Programme
10. **GoN:** Government of Nepal
11. **GRID:** Green Resilient and Inclusive Development
12. **IASC:** Inter-Agency Standing Committee
13. **IDFR:** International Day of Family Remittances
14. **ILO:** International Labour Organization
15. **IOM:** International Organization for Migration
16. **IRIS:** International Recruitment Integrity System
17. **JFA:** Joint Financing Agreement
18. **JRAP:** Joint Recovery Action Plan
19. **KIIs:** Key Informant Interviews
20. **LDC:** Least Developed Country
21. **LDCRF:** Local Disaster and Climate Resilience Framework
22. **LDMC:** Local Disaster Management Committee
23. **MECC:** Migration, Environment and Climate Change
24. **MECR:** Migration, Environment, Climate Change, and Risk Reduction
25. **MiGOF:** Migration Governance Framework
26. **MGI:** Migration Governance Indicators
27. **MHD:** Migration Health Department
28. **MoHA:** Ministry of Home Affairs
29. **MoHP:** Ministry of Health and Population
30. **MoLESS:** Ministry of Labour, Employment, and Social Security
31. **MPRP:** Monsoon Preparedness and Response Plan
32. **NBC:** National Building Code
33. **NFMD:** Nepal Forum on Migration and Development

List of Acronyms

- 34. **NDRRMA:** National Disaster Risk Reduction and Management Authority
- 35. **NAP+BHR:** National Action Plan on Business and Human Rights
- 36. **NRNA:** Non-Resident Nepali Association
- 37. **NTCC:** National TB Control Center
- 38. **PASSA:** Participatory Approach for Safe Shelter Awareness
- 39. **PSEA:** Protection from Sexual Exploitation and Abuse
- 40. **SIKAI:** Strengthening Institutional Knowledge and Capacity of Provincial and Local Governments to embark on Disaster Risk Management Actions and Implementation
- 41. **SDGs:** Sustainable Development Goals
- 42. **SEA:** Sexual Exploitation and Abuse
- 43. **SEAH:** Sexual Exploitation Abuse and Harassment
- 44. **S&S:** Shelter and Settlements
- 45. **ToT:** Training of Trainers
- 46. **TWG:** Technical Working Group
- 47. **UN:** United Nations
- 48. **UNDP:** United Nations Development Programme
- 49. **UNFPA:** United Nations Population Fund
- 50. **UNHCR:** United Nations High Commissioner for Refugees
- 51. **UNSDCF:** United Nations Sustainable Development Cooperation Framework
- 52. **USAID/BHA:** United States Agency for International Development / Bureau for Humanitarian Assistance

FOREWORD

Migration is central to Nepal's socio-economic development, recognised in the 16th Periodic Plan for its crucial role and potential.

In 2024, guided by the Global Compact for Safe, Orderly, and Regular Migration (GCM) and the Sustainable Development Goals (SDGs), we worked to maximise migration's benefits and promote regular migration. In 2024, IOM adopted its Strategic Plan for 2024–2028, built around three key programme objectives:

- Saving Lives and Protecting People on the Move
- Driving Solutions to Displacement
- Facilitating Pathways for Regular Migration

Guided by these global priorities, we have expanded our efforts to meet migrants' needs, support durable solutions, and promote safe, orderly, and regular migration in Nepal.

Saving Lives and Protecting People on the Move

We provided direct assistance to vulnerable Nepali migrants through Assisted Voluntary Return and Reintegration (AVRR) services, helping them rebuild their lives with dignity and opportunity.

Driving Solutions to Displacement

We supported the Government of Nepal in addressing the links between climate change and migration by publishing a landmark report on Migration, Environment, and Climate Change (MECC). The report outlines strategies for those choosing to stay, those compelled to move, and those seeking alternative solutions.

We also enhanced the government's disaster risk management and governance by mapping humanitarian spaces that can serve as safe shelters during crises. Following the devastating earthquake in Karnali Province on 3 November 2023, IOM played a key role in Nepal's recovery. Throughout 2024, we provided

safe, sustainable shelter solutions to affected communities and strengthened capacity in earthquake-resistant construction practices, ensuring long-term resilience.

Facilitating Pathways for Regular Migration

We strengthened Nepal's migration governance by generating evidence, shaping policies, and establishing national fora for dialogue on migration and development. Our initiatives promoted ethical recruitment, diaspora engagement, and more efficient remittance channels. The Migration School, now in its third edition, continued to build stakeholders' capacities, providing a platform for academic discourse and policy innovation. In 2024, IOM published the Mapping of the Nepalese Diaspora, offering an overview of Nepali communities abroad and outlining steps for stronger diaspora engagement. We also collaborated with the Provincial Government of Gandaki to develop the first Provincial Migration Policy, guiding evidence-based decision-making. Meanwhile, our Migration Health Department ensured safe and regular migration for workers and students through comprehensive health assessments.

Looking Ahead

As we reflect on 2024, I extend my deepest gratitude to the Government of Nepal, our development partners, stakeholders, and the dedicated IOM Nepal team. Their unwavering commitment has driven our shared achievements.

I also sincerely appreciate the individuals and organisations that have supported our mission, with special recognition for the communities we serve. Together, we will continue to build a safer, more inclusive, and well-governed migration landscape for all Nepalis.

- Helene Fors
Chief of Mission



ABOUT IOM

About IOM



Established in 1951, IOM is the leading intergovernmental organization in the field of migration and works closely with governmental, intergovernmental, and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

IOM Nepal



Nepal became a member state of IOM in 2006. The following year, the Government of Nepal (GoN) and IOM signed a Cooperation Agreement to strengthen collaboration and enhance service delivery within the country. Initially, IOM's efforts in Nepal focused on the resettlement of Bhutanese refugees, a highly successful program that facilitated the resettlement of over 113,000

refugees. Since then, IOM has significantly expanded its operations in Nepal. Through the promotion of national ownership and in close collaboration with the Government authorities, United Nations (UN) agencies, international and non-governmental organizations, civil society and local communities, IOM Nepal contributes to uphold the rights of people on the move by offering migration management across the three Strategic Objectives of IOM Strategic Plan 2024 -2028:

1. **Saving Lives and Protecting People on the Move**
2. **Driving Solutions to Displacement**
3. **Facilitating Pathways for Regular Migration**



Moreover, IOM is committed to the Prevention of Sexual Exploitation and Abuse (PSEA) and delivers trainings and awareness sessions to staff, vendors, consultants, secondees, hourly personnel, beneficiaries, and implementing partners in a cross-cutting manner throughout the programmatic areas. IOM's Nepal work is rooted in the principles and priorities of international and regional frames such as:

- IOM Strategic Plan 2024 - 2028
- The United Nations Sustainable Development Cooperation Framework (UNSDCF) 2023 – 2027
- The 2030 Agenda for Sustainable Development and related Sustainable Development Goals (SDGs)
- The GCM
- The IOM Migration Governance Framework (MiGOF)

Finally, IOM's Nepal interventions align with the strategies and objectives of the Government, the donor community, and other key actors in the sphere of migration.

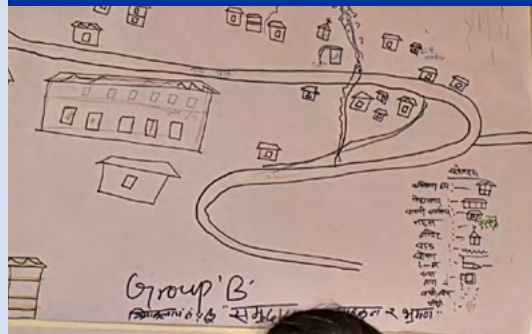
IOM Nepal in 2024



SDGs Covered

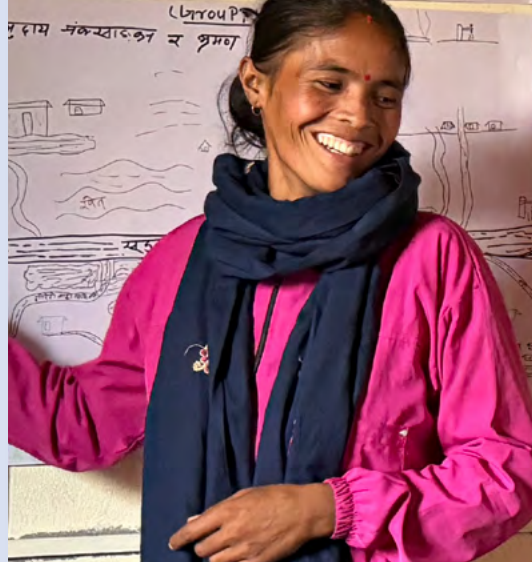


KEY ACHIEVEMENTS IN 2024



SAFE SHELTER AWARENESS
(PASSA)
सुरक्षित आवास सचेतनाकालिका
सहभागीतामूलक अवधारणा
(पाससा)
खेल आधारित
मार्च 2024 कासिक 2024-25 को
स्थापना: कुरुवा गाउँपालिकाको कार्यालय
"सभाहल"

1. ऐतिहासिक विवरण.
2. समुदाय नक्साङ्कन र भ्रमण.
3. खतराहरूको कारणहरूको बारेमा.
4. सुरक्षित र असुरक्षित आवास.
5. सुरक्षा योजनाको विकास.
6. सुरक्षा योजनाको कार्यान्वयन.
7. अनुगमन योजना.



- विषयकालाप तः 3: खतराको कारणहरूको बारेमा
1. भूकम्प
 2. पहिरो
 3. वखी
 4. हावाहुरी
 5. आगलागी
 6. अश्विना पानी
 7. झाडा पसल्ला
 8. हिमपात
 9. चट्टानहरू
 10. अप्रियमात-टोकाइ

| क्र.सं. | जिल्ला/सुदूरपश्चिम | मिति | सुरक्षा योजना | सुरक्षा योजना |
|---------|--------------------|------------|---------------|---------------|
| 1. | बाँके | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 2. | सुदूरपश्चिम | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 3. | कोशी | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 4. | सुदूरपश्चिम | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 5. | पश्चिमी | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 6. | आगलागी | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 7. | बाँके | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 8. | सुदूरपश्चिम | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 9. | कोशी | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 10. | सुदूरपश्चिम | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |

| क्र.सं. | जिल्ला/सुदूरपश्चिम | मिति | सुरक्षा योजना | सुरक्षा योजना |
|---------|--------------------|------------|---------------|---------------|
| 1. | बाँके | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 2. | सुदूरपश्चिम | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 3. | कोशी | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 4. | सुदूरपश्चिम | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 5. | पश्चिमी | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 6. | आगलागी | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 7. | बाँके | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 8. | सुदूरपश्चिम | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 9. | कोशी | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |
| 10. | सुदूरपश्चिम | 2024/07/01 | सुरक्षा योजना | सुरक्षा योजना |



Saving Lives and Protecting People on the Move

24

People resettled

77

People received Assisted Voluntary Return and Reintegration support



Driving Solutions to Displacement

1

Research Report on Human Security-Centred and Gender-Responsive Migration, Environment and Climate Change (MECC) nexus in Nepal

26

Model houses built

157

Local masons (28 female and 129 male) trained on earthquake-resistant technologies

533

Local masons (117 female and 436 male) received 2-day orientations on using CSEB interlocking technology.

5,571

Households received key messages on safe construction practices, Prevention of Sexual Exploitation and Abuse (PSEA), and Complaint and Feedback Mechanism (CFM)

1,136

Participants engaged (590 female and 546 male) in 46 PASSA (Participatory approach for safe shelter awareness) sessions

10,017

Community members (5,454 female and 4,563 male) reached through theatre events promoting safe shelter and resilience.

28

Enterprises (15 CSEB and 13 stone-cutting units) established across all 13 municipalities, who received essential entrepreneurship training.

206

Open Spaces mapped

118

Participants (62 males, 56 females), including local representatives, community members, and government officials, received comprehensive training in multi-hazard emergency preparedness and response

2

Provincial Monsoon Preparedness and Response Plan (MPRP) and Provincial Disaster Preparedness and Response Plan

2

Provincial-level CCCM Monsoon Contingency Plans

2

Provincial-level CCCM Earthquake Contingency Plans



Facilitating Pathways for Regular Migration

35,587

Health assessments conducted

72

Participants of Migration School

10

Research Grants

5

Academic dialogues on migration and development (377 participants)

2

Nepal Forum on Migration and Development (141 participants)

1

Report on Mapping the Nepalese Diaspora

1

Report on the Gandaki Migration Profile



Protection from Sexual Exploitation and Abuse

4

Key Informant Interviews (KIs) in Karnali analyzing key SEA risk factors.

3

Focus Group Discussions (FGDs) in Karnali analyzing key SEA risk factors.

102

UN staff and implementing partners trained on PSEA

110

IOM staff members, 86 vendors and implementing partners trained on PSEA

IOM Nepal developed and disseminated PSEA awareness materials in audio and video formats, reaching **32,000** households.

IOM Nepal's PSEA community outreach in Karnali Province engaged **34,178** earthquake-affected individuals, providing essential support and information.

ACHIEVEMENTS BY STRATEGIC OBJECTIVE





Saving Lives and Protecting People on the Move

Saving Lives and Protecting People on the Move

OVERVIEW

In close collaboration with the United Nations High Commissioner for Refugee (UNHCR), the Government of Nepal (GoN) and Governments of the resettlement countries, IOM facilitates selection missions, conducts medical examination of refugees selected for resettlement as per the protocol of the destination country. Additionally, IOM extended Assisted Voluntary Return and Reintegration (AVRR) support to Nepalese migrants in vulnerable situations, helping them rebuild their lives with dignity and security.

RESETTLEMENT AND FAMILY REUNIFICATION

IOM Nepal continues to provide its support to different nationals under resettlement activities. In 2024, IOM provided movement support to 24 people.



15



8



1

ASSISTED VOLUNTARY RETURN AND REINTEGRATION (AVRR)

IOM Nepal has been providing Assisted Voluntary Return and Reintegration (AVRR) assistance, and safe return, and reintegration assistance services to vulnerable migrants, since 2007. As part of this initiative, IOM provided return support in 2024 to 77 AVRR cases including 62 males and 15 females who returned from various countries.

FLOOD SUPPORT

IOM Nepal responded to a request from the National TB Control Center (NTCC) for urgent support following heavy floods which hit Bagmati, Madesh, and Koshi provinces in September 2024, killing more than 200 people. IOM facilitated the processing of NTCC's TB sputum samples, including those for Drug-Resistant Tuberculosis, in its Tuberculosis laboratories. This support aims to contribute to NTCC's efforts to restore TB services effectively.



Driving Solutions to Displacement

Driving Solutions to Displacement

OVERVIEW

Under Strategic Objective 2, “Driving Solutions to Displacement,” IOM Nepal advanced initiatives in 2024. Focusing on migration and climate change, disaster risk reduction, and shelter solutions, these efforts fostered resilience and sustainable development. Main activities included the mapping of open spaces, and humanitarian zones, that are often used as refuge in case of a climate-induced disaster, the construction of permanent houses for the displaced population following the Jajarkot earthquake of November 2023 and the enhancement of evidence on the climate change-migration nexus.

MIGRATION AND CLIMATE CHANGE

Migration, climate change and environment are interrelated. Just as environmental degradation and disasters can cause migration, movement of people can also entail significant effects on surrounding ecosystems. Through the project “Nepal: Promoting a Human Security and Gender Equality Based Approach to Migration and Adaptation to Climate Change”, IOM supported the Government of Nepal’s efforts to respond to challenges along the Migration Environment and Climate Change (MECC) nexus in a human security-centred and gender responsive manner. The main achievement of this project has been the publication of the report Research Report on Human Security-Centred and Gender-Responsive Migration,

Environment and Climate Change (MECC) nexus in Nepal. The report shed light on how environmental changes reshape patterns of human mobility. The findings, derived from inter-ministerial coordination and collaboration, have provided technical inputs to the Government of Nepal during the preparation of the national status report for COP 29. In addition to the report, two videos were produced: i) an advocacy documentary video capturing real-life MECC nexus stories from people across Nepal has been created to spread awareness about the MECC nexus and advocate for policy change (internal); and ii) an animation video highlighting the theoretical concepts of MECC nexus.

DISASTER RISK REDUCTION

Improving the capacity of local stakeholders in Disaster Risk Management (DRM) is a key intervention of IOM Nepal. In response to the Western Nepal Earthquake that struck the country in November 2023, IOM, WFP, UNICEF and UNFPA jointly implemented the JRAP (Joint Recover Action Plan) project in 13 municipalities of Jajarkot and West Rukum districts, in Karnali Province, to

support the Government of Nepal in creating an enabling environment for long term recovery and reconstruction of affected communities. IOM has been the responsible agency for shelter and settlements interventions. Nevertheless, the project includes also DRR interventions in support of the local government. The project enhanced planning and governance by finalizing key local governance

tools, including Building Bylaws for five rural municipalities, a Disaster Preparedness and Response Plan (DPRP), a Local Disaster and Climate Resilience Framework (LDCRF) Municipality, and a Recovery and Reconstruction Action Plan for all targeted 13 municipalities. Disaster risk reduction and management (DRRM) workshops were also conducted in all 13 municipalities.

Funded by USAID/BHA, and implemented in Karnali and Sudurpaschim provinces, the SIKAI project aims to contribute to the Government of Nepal's effort in enhancing resilience to future shocks and stresses and mainstreaming risk reduction, preparedness and response by providing the selected provincial and local governments with information, tools, skills and knowledge to be used during future emergencies. In four municipalities, participatory mapping identified open spaces and critical resources for disaster response, resulting in four published atlases. Given Nepal's prone to various hazards, IOM conducted two Multi-Hazard Emergency Preparedness and Response Training of Trainers (ToT) sessions for targeted municipalities, focusing on Local Level and Community Disaster Management Committees. These four-day sessions, combining theory and practice, aimed to enhance community capacity in disaster response, covering damage assessments, search and rescue, and basic first aid. Furthermore, in collaboration with the NDRRMA, and in coordination with the Ministry of Federal Affairs and General Administration (MoFAGA),

IOM conducted an emergency preparedness and response (EP&R) capacity assessment of 28 local governments. The technical capacities of local governments in these provinces had not been comprehensively assessed until now. The findings revealed significant gaps in local EP&R capacities and offered recommendations, including financial investments, to strengthen disaster response and resilience. The support to the government extended also to the provincial level, with IOM providing provided technical assistance to Karnali Province to mainstream Disaster Risk Reduction and Management (DRRM) in the Provincial Second Periodic Plan 2081/82-2085/86. IOM offered key insights to ensure the plan emphasized resilience and disaster preparedness. Nepal's federal transition revealed gaps in understanding the CCCM cluster's distinct role in preparedness and emergency response, often mistaken for Shelter. To address this, CCCM introductory training engaged key stakeholders—officials from different government institutions, provincial training academies, and local SIKAI project representatives—to clarify its role and strengthen disaster response capacity. To ensure that disaster preparedness is effectively integrated into the planning and budgeting processes of the Emergency Operation Centres (EOC), IOM held an Orientation Programme on DRRM. This pivotal initiative, in coordination with the Ministry of Home Affairs (MoHA) enhanced roles and responsibilities for better emergency response.



SHELTERS AND SETTLEMENTS

Operations in support of safe shelters for the communities affected by the Western Nepal earthquake were at the core of IOM interventions in 2024. Under the JRAP project, significant strides were made to improve shelter construction, support local enterprises, and enhance disaster resilience in earthquake-affected communities. A total of 26 model shelter houses for the displaced communities were constructed, including 24 using sustainable and earthquake-resistant Compressed Stabilized Earth Blocks (CSEB) and 2 with stone masonry and mud mortar, with 8 houses incorporating accessibility features for persons with disabilities.

To bolster local livelihoods and ensure sustainable construction practices, 28 construction enterprises—15 CSEB production units and 13 stone-cutting units—were established across all 13 municipalities. These enterprises received essential entrepreneurship training, and their operations were guided by the finalized and formally approved Enterprise Operational Guidelines.

Data management for earthquake recovery was also enhanced through facilitated data entry, verification, and management in the Building Information Platform Against Disaster (BIPAD) portal, an integrated and comprehensive Disaster Information Management System. This supported the two-phase disbursement of temporary shelter assistance to earthquake-affected families. Capacity building was a cornerstone of the project, with extensive training provided to key stakeholders. A total of 157 local masons (28 female and 129 male) were trained in earthquake-resistant construction technologies, while 533 local masons (117 female and 436 male) participated in two-day orientations on CSEB interlocking technology. Local government engineers and sub-engineers (5 female and 59 male) were trained in CSEB construction, safe building techniques, building codes, and green construction methods.

The project also emphasized the integration of Green Resilient and Inclusive Development (GRID) principles¹, ToTs on mason training a capacity building workshop on localizing the National Building Code (NBC) and a training on seismic building design and retrofitting techniques.



¹ The GRID approach is focused on development, inclusion, and sustainability in ways that are tailored to country development needs and objectives. It sets a path that achieves lasting economic progress that is shared across the population, providing a robust recovery, and restoring momentum on the Sustainable Development Goals (SDGs).



Facilitating Pathways for Regular Migration

Facilitating Pathways for Regular Migration

OVERVIEW

IOM Nepal has been a key partner to the Government of Nepal (GoN) in promoting regular migration pathways. In 2024, IOM made notable progress in advancing ethical recruitment practices to safeguard migrant workers' rights and reduce risks of labour exploitation, trafficking, and forced labour in global supply chains. By engaging in policy dialogues, capacity-building initiatives, and research, IOM strengthened migration governance and supported the GoN in managing internal and international migration more effectively. Through partnerships with the Government, academia, and international stakeholders, IOM facilitated events, developed policy frameworks, and provided technical assistance to maximize the benefits of regular migration.

Furthermore, through IOM's Global Health Assessment Programme (GHAP), in collaboration with various partners and government agencies, IOM ensures migrants meet health requirements for international travel and employment.

MIGRATION GOVERNANCE

In 2024, IOM Nepal continued supporting the GoN on migration management, through the organization of dedicated consultations, fora as well as capacity-building activities. In collaboration with the Ministry of Labour, Employment, and Social Security (MoLESS), established and convened two sessions of the Nepal Forum on Migration and Development (NFMD), engaging 141 participants. The NFMD aims to enhance labour migration governance, aligning Nepal's migration policies with the SDGs and its role as a Champion Country of the GCM. The Forum serves as a flexible, multi-stakeholder platform for discussions, collaboration, and practical outcomes related to migration and development. The NFMD is chaired by the Secretary of MoLESS and co-chaired by the Chief of Mission of IOM. The first NFMD session focused on Bilateral Labour Migration Agreements (BLMAs), while the second one was organized ahead of the GCM sub-regional and regional reviews to gather inputs from various stakeholders, including Government officials, CSO representatives and development partners. Following the NFMD, IOM Nepal supported the participation of the Government in the GCM sub-regional review and the Joint Thematic Area Working Group meeting of the Colombo Process.

IOM Nepal has been supporting the GoN in drafting the Labour Migration Policy, currently under Cabinet review, and the Population Policy, which is in the drafting phase, further strengthening Nepal's migration governance framework.

In 2024, IOM has also collaborated with the other UN agencies active on labour migration, the International Labour Organization (ILO), and the United Nations Development Programme (UNDP) and MoLESS, co-organizing the National Policy Dialogue on Strengthening Labour Migration Governance, which addressed challenges, proposed policy improvements, and advocated for fair recruitment, decent work, and responsible business conduct under the UN Guiding Principles on Business and Human Rights. Under the Migration Business and Human Rights (MBHR) Asia Programme, conducted a two-day orientation program with MoLESS to enhance technical knowledge and expertise on regular pathways. The programme brought together 34 representatives from over 16 ministries and line agencies, including MoLESS, Department of Foreign Employment and Foreign Employment Board. Participants delved into migrant vulnerabilities, ethical recruitment standards, the

National Action Plan on Business and Human Rights (NAP+BHR) and significant global frameworks, including

Sustainable Development Goals and the Global Compact on Safe, Orderly and Regular Migration.



ENHANCING EVIDENCE ON MIGRATION

Enhancing evidence on migration is at the core of IOM's work. In 2024, IOM Nepal, thanks to the support of the IOM Publications Unit, published two important reports. Firstly, the Mission published the "Migration Profile of Gandaki Province, Nepal 2023", which is the first of its kind offering a comprehensive overview of the migration landscape in the province. It captures valuable insights that will serve as a vital resource for policymakers and stakeholders aiming to promote safe, orderly, and dignified migration. Furthermore, in collaboration with the Non-Resident Nepali Association (NRNA) and in close coordination with Nepal's Ministry of Foreign Affairs, IOM Nepal published the report "Mapping the Nepalese Diaspora". The report presents key findings and insights from a global diaspora mapping exercise, with a specialized focus on 16 countries hosting significant Nepalese diaspora populations.

IOM Nepal continued efforts with the Migration School, an innovative platform that enhances understanding of

of migration governance and global trends. It has reached the third edition, bringing together experts, policymakers, and academics for knowledge exchange through interactive sessions, case studies, and technical training (72 participants, 31 females, 41 males). Participants have the chance to explore different migration-related issues, including but not limited to the Global Compact for Migration, population dynamics, internal and external migration, sustainable reintegration and migration-development linkages. By fostering collaboration, the school equips stakeholders with the tools to address migration challenges and support informed policymaking. As part of the Migration School Initiative, IOM Nepal awarded ten research grants to graduates, enabling them to further investigate key migration issues. Furthermore, the Mission has been focusing on bridging the knowledge gap between policymakers and academia on migration management by organizing five Academic Discourses on Migration Management. The Academic Discourses have emerged as critical platforms for fostering research, policy

discussions, and informed decision-making on migration and development. These dialogues bring together scholars, practitioners, and policymakers to bridge the gap between academic research and practical implementation. They serve as a space to share evidence-based insights, explore migration trends, and discuss policy frameworks like the Global Compact for Migration (GCM) and Migration Governance Indicators (MGI). By emphasizing interdisciplinary approaches, academic dialogues contribute to a deeper understanding of migration's role

in economic growth, social cohesion, and sustainable development. Such dialogues have been pivotal in shaping migration-related strategies and promoting the integration of migration into national development agendas. In 2024, IOM Nepal organized five Academic Discourses, three of which had a provincial focus, in Gandaki, Karnali and Koshi Provinces, while two had a national scope, organized at the Asia Population Conference and in celebration of the International Migrants Day, under the theme of Regular Pathways.

ETHICAL RECRUITMENT

Given the high number of Nepalese citizens seeking better work opportunities abroad, especially in Malaysia and the Gulf Cooperation Council (GCC) countries, ensuring that their migration is safe, advocating for ethical recruitment practices, also by working directly with private sector recruitment agencies, is at the core of IOM Nepal's work. In 2024, IOM Nepal, launched the MBHR Asia Programme in collaboration with the European Union (EU) and MoLESS. MBHR Asia is a regional flagship initiative which aims to promote corporate responsibility and full respect of migrant workers' rights in global supply chains, focusing on key labour migration corridors in Asia, including Cambodia, Indonesia, Malaysia, Nepal, the Philippines, Thailand and Viet Nam. The opening event coincided with the launch of the NAP+BHR 2024 – 2028. The programme supports the implementation of the NAP+BHR. Under MBHR Asia, IOM conducted 3 training sessions on ethical recruitment practices, engaging a total

of 86 participants (51 male and 35 female) from 47 labour recruitment agencies. The sessions focused on ethical recruitment standards, IOM's International Recruitment Integrity System (IRIS), and Ethical Recruitment Due Diligence. Collectively, these trainings enhanced participants' knowledge, strengthened their commitment to improving recruitment practices and protecting the rights of migrant workers in Nepal, and contributed to aligning operations with the IRIS Standard and the Employer Pays Principle to promote fair recruitment practice. IOM also provided technical support for a one-day ethical recruitment workshop funded by private labour recruiters previously trained by IOM. The training sessions further emphasized Gender Equality and Social Inclusion, alongside national and international legal frameworks, with a particular focus on provisions that protect and promote women's rights.



HEALTH ASSESSMENTS

A core program of IOM Nepal is the conduction of health assessment for perspective migrants. Such exams ensure that beneficiaries meet the health requirements set by countries of destination. In 2024, IOM Nepal screened 35,587 prospective migrant beneficiaries travelling to Australia, Canada, New Zealand, UK and USA in accordance with country-specific technical instructions through its GHAP activities. During this period, IOM MHD also successfully treated 38 TB patients and administered 37,529 doses of various vaccines to beneficiaries, following country-specific guidelines.

INTERNATIONAL DAY OF FAMILY REMITTANCES

With over 2 million Nepalese living abroad, Nepal relies heavily on their remittances. For instance, in 2023, Nepal received around USD 11 billion in remittances, which accounted for more than 26 per cent of the country's gross domestic product, exceeding the combined inflow of official development assistance and foreign direct investment. To mark the International Day of Family Remittances (IDFR) 2024, the International Organization for Migration (IOM) and the International Fund for Agricultural Development (IFAD) held an event attended by over 100 participants, including representatives from government and financial institutions. The 2023-2024 IDFR theme, Digital Remittances towards Financial Inclusion and Cost Reduction, emphasized the importance of financial digitization in reducing remittance costs and improving financial inclusion.





PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE

PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE

OVERVIEW

IOM Nepal is committed to the protection from sexual exploitation and abuse (PSEA) in all its operations. It upholds a zero-tolerance policy towards SEA and ensures accountability through robust reporting and response mechanisms. Capacity-building initiatives equip staff, partners, and communities with the knowledge to recognize and prevent SEA. IOM Nepal integrates PSEA measures across all programming, fostering a culture of respect and dignity.

PSEA RISK ASSESSMENT

IOM Nepal conducted a nationwide PSEA Risk Assessment, supporting the PSEA Interagency, with a strong focus on Karnali Province through the JRAP project. In November 2024, 15 focus group discussions (FGDs) and 20 key informant's interviews (KIs) were conducted across four provinces and at the federal level, with IOM supporting 3

FGDs and 4 KIs in Karnali. The assessment analyzed key SEA risk factors, including the rule of law, gender norms, socio-cultural dynamics, women's empowerment, socio-economic structures, and attitudes toward gender-based violence.

PSEA TRAINING AND CAPACITY BUILDING

As part of JRAP's PSEA Interagency initiative, IOM trained 102 UN staff and implementing partners, strengthening institutional capacity and awareness. In collaboration with PSEA partners, IOM raised community awareness on PSEA rights, aid worker conduct, and reporting mechanisms, mainstreaming efforts across key sectors while engaging local governments and civil society.

IOM enhanced PSEA capacity at three levels: institutional (safeguarding mechanisms and codes of conduct), human resources (training frontline UN staff to minimize SEA

risks), and partner engagement (supporting implementing partners in cascading training). Training at federal, provincial, and local levels reinforced PSEA as a system-wide responsibility, leading local governments to integrate PSEA into their 2025 action plans.

Additionally, IOM trained 110 staff and 86 vendors/partners through mandatory in-person sessions, emphasizing the duty to prevent and report sexual misconduct with a victim-centred approach.

COMMUNITY ENGAGEMENT AND AWARENESS

Community engagement and awareness raising on PSEA were enhanced through the distribution of materials in audio and video formats, reaching 32,000 households. Four video episodes covered Sexual Exploitation, Abuse, and Harassment (SEAH) definitions, reporting mechanisms, victim support, and the six core SEA principles of the Inter-Agency Standing Committee (IASC). Additionally, radio jingles and public service announcements reinforced these principles.

In Karnali Province, IOM's PSEA outreach engaged 34,178 earthquake-affected individuals, delivering essential information through socio-technical facilitation, door-to-door support, community theatre, mobile van campaigns, television and radio episodes, jingles, and youth mobilization.



OUR DONORS & PARTNERS





IOM
UN MIGRATION

NEPAL



**Lazimpat Sadak, Panipokhari,
Ward – 3 – P.O. Box: 25503
Kathmandu, Nepal**

Website: <https://nepal.iom.int/>
E-mail: iomnepal@iom.int