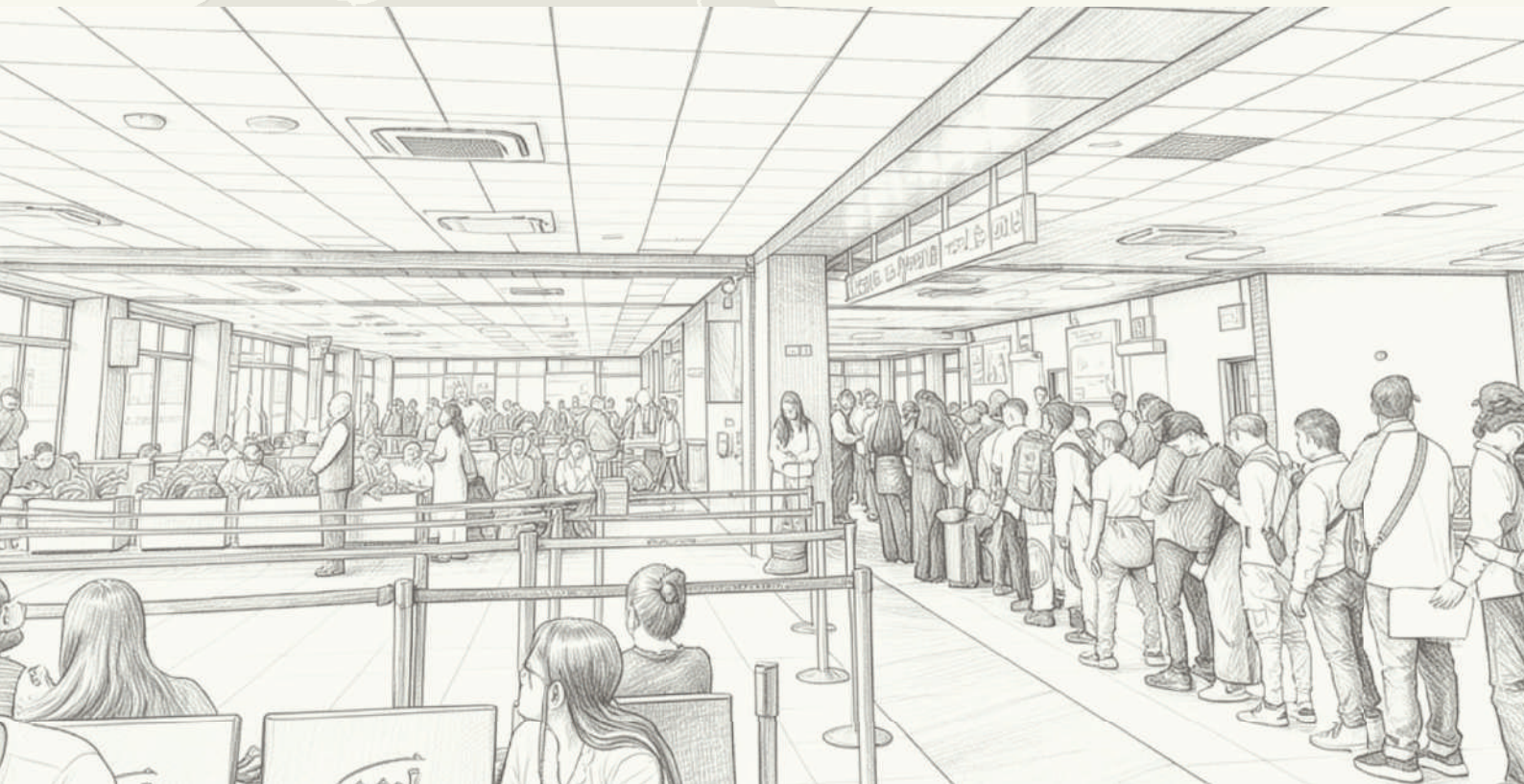
जर्मन सहयोग
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Centre for the Study of Labour and Mobility

Navigating the European Corridor

Emerging Trends and Dynamics of Nepali Labour Migration



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Aagya Dahal, Sadhana BK, Sunita Basnet,
Chhatra Limbu, Ratna Kambang, Manju Gurung,
Bhimkala Limbu, Andrea Upadhya,
Anchhisa Nalbo Limbu, & Jeevan Baniya

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Design and layout: Ajaya Subedi and Chiran Ghimire

Centre for the Study of Labour and Mobility (CESLAM)
Social Science Baha
345 Ramchandra Marg, Battisputali
Kathmandu - 9, Nepal
Phone: 977-1-4572807
www.ceslam.org

Table of Contents

List of Figures, Tables, and Annexes *iv*
Abbreviations and Acronyms *v*
Acknowledgments *vi*
Executive Summary *vii*

1. Introduction **1**
1.1 Objectives 2

2 Methodology **3**
2.1 Review of Relevant Literature and Policy Documents 3
2.2 Analysis of Labour Demands 3
2.3 Content analysis of news archives 5
2.4 Collection of Secondary Data 6
2.5 Interviews 6

3 Profile of Published 'Job Demands' **7**
3.1 Workers Demanded 7
3.2 Status of Advertised 'Job Demands' 9
3.3 Skill Profile and Demand for Migrants 10
3.4 Recruitment Fees and Associated Costs 14

4 Trends and Pathways **17**
4.1 Destination Country and Labour Outflows 17
4.2 Migration Pathways and Experience 20
4.3 Irregular Migration, Trafficking and Smuggling 25

5 Workers' Experiences and Risks **27**
5.1 Working Conditions in the Destination Country 27
5.2 Challenges Faced in Destination Countries 30
5.3 Grievances and Redressal 32
5.4 Death and Injuries 32
5.5 Whereabouts 33
5.6 Jail/Imprisonment of Migrant Workers 33
5.7 Negative Impact of Policy Changes 33
5.8 Positive Experiences 34

6 Promising Initiatives **35**
6.1 Government Efforts 35
6.2 Role of Nepali Diaspora 37
6.3 Rescue and Repatriation 38
6.4 Access to Justice 38

7 Recommendations **40**

Endnotes ***44***
Annexes ***59***

List of Figures, Tables, and Annexes

Figure 2.1: Samples of 'Job Demands' Advertised in Newspapers 4
Figure 3.1: Number of 'Job Demands' Published and Number of Workers Required 7
Figure 3.2: Breakdown of Workers Required in European Countries 8
Figure 3.3: Gender-wise Demand of Workers 8
Figure 3.4: Type of Advertisement 9
Figure 3.5: Status of Advertisement (by destination) 10
Figure 3.6: Breakdown of Occupations Listed in 'Job Demands' 11
Figure 3.7: Major 'Job Demands' in Top Four European Destinations 11
Figure 3.8: Gender Breakdown of Workers Required 12
Figure 3.9: Minimum Qualifications Sought 12
Figure 3.10: Skill Profile of Migrant Workers (NLMR) 13
Figure 3.11: Fees and Costs 15
Figure 4.1: Rising Trends of Nepal–Europe Migration 17
Figure 4.2: 'Job Demands' by Destination Country 18
Figure 5.1: Duration of Contract in 'Job Demands' (by destination) 28
Figure 5.2: Salary Ranges Offered in 'Job Demands' (in NPR) 29
Figure 5.3: Gender-Wise Salary in 'Job Demands' (in NPR) 29

Table 3.1: Workers' Demands in Europe (by year) 9
Table 4.1: Type of Advertisement (yearly breakdown) 21

Annex 1: Keywords Used to Locate News Articles 61
Annex 2: Institutional and Individual Labour Permits for Europe (2020/21) 62
Annex 3: Institutional and Individual Labour Permits for Europe (2021/22) 64
Annex 4: Institutional and Individual Labour Permits for Europe (2022/23) 66
Annex 5: Institutional and Individual Labour Permits for Europe (2023/24) 68
Annex 6: Institutional and Individual Labour Permits for Europe (2024/25) 70
Annex 7: Institutional and Individual Labour Permits for Europe (2025/26) 72
Annex 8: Occupations in 'Job Demands' (by year) 74
Annex 9: Occupations in 'Job Demands' (by destination country) 75
Annex 10: Occupations in 'Job Demands' (by gender) 76
Annex 11: Occupation (based on Nepal Labour Migration Reports) 77
Annex 12: Minimum Requirements (by destination) 79
Annex 13: Minimum Requirements (by occupation) 80
Annex 14: Salary Advertised (by destination country) 82
Annex 15: Salary Advertised (by occupation) 83

Abbreviations and Acronyms

AHTB	Anti-Human Trafficking Bureau
AIMA	Agency for Integration, Migration and Asylum
AI	Artificial Intelligence
BLMAs	Bilateral Labour Migration Agreements
CSOs	Civil Society Organisations
DoFE	Department of Foreign Employment
ESC	Employment Service Centre
EU	European Union
FEB	Foreign Employment Board
FEWF	Foreign Employment Welfare Fund
G2G	Government-to-Government
GCC	Gulf Cooperation Council
GoN	Government of Nepal
INGOs	International Non-Governmental Organisations
IOM	International Organization for Migration
KIIs	Key Informant Interviews
MoFA	Ministry of Foreign Affairs
MoYLE	Ministry of Youth, Labour and Employment
MRC	Migration Resource Centre
NGOs	Non-Governmental Organisations
NLMR	Nepal Labour Migration Report
NRNA	Non-Resident Nepali Association
OECD	Organisation for Economic Co-operation and Development
PRAs	Private Recruitment Agencies
PDOT	Pre-departure Orientation Training
SSF	Social Security Fund
UNDESA	United Nations Department of Economic and Social Affairs
WHO	World Health Organization

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The study team extends its deepest gratitude to the numerous individuals who contributed their valuable time and expertise over the course of this research. In particular, we thank all the stakeholders who made time despite their busy schedules to speak with us. Their insights and suggestions were invaluable in enriching the research itself as well as our findings.

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Executive Summary

In recent years, Nepal's migration landscape has gradually shifted, with an visible uptick in the number of workers seeking employment in Europe. The number of labour permits issued by the Nepali government for Europe rose from 3 per cent in 2020/21 to around 8 per cent in 2024/25. Aspirations for higher earnings and better living and working conditions are the main drivers of migration to Europe. However, in the absence of bilateral labour migration agreements (BLMAs) and reliance on individual migration channels, among other factors, have contributed to recruitment fraud and irregular migration.

Research on Nepal–Europe migration remains limited. Against this backdrop, this study aims to provide a general overview of Nepal–Europe migration, including workers' pathways, experiences and risks, as well as promising initiatives to improve migration governance. It used a mixed-methods approach comprising a literature and policy review, key informant interviews along with analyses of newspaper advertisements that sought to recruit workers, of data published by the Department of Foreign Employment (DoFE) and the United Nations Department of Economic and Social Affairs, and thematically of news articles over the same period.

Key Findings

According to DoFE, a total of just over 83,000 Nepali workers had migrated to Europe between 1990 and 2024. Migration was driven by aspirations for higher incomes, better living and working conditions, social security and protection, greater freedom, a better quality of life, and opportunities for long-term settlement. On the pull side, declining populations and critical labour shortages in healthcare and service sectors across European countries have contributed to the rise in Nepali labour migration to Europe.

Newspaper stories suggested that Central and Eastern European countries often served as entry points to Europe, with migrants preferring Southern and Northern Europe for onward migration and eventual long-term settlement. For many migrants, migration to Europe involved a series of steps through multiple countries before reaching their final destination.

The advertisements analysed for the study showed that nearly half of the demands was for employment in Romania and a third for Cyprus. Around 40 distinct occupations were advertised, with domestic workers accounting for the largest share, followed by cooks/chefs, and cleaners and housekeepers. More than two-thirds of the jobs were meant for males.

The advertisements stipulated service fees ranging from NPR 10,000–80,000 (~USD 65–530). News articles though revealed that migrants using individual channels were charged exorbitant fees, with some paying between NPR 200,000–1.5 million (~USD 1,310–USD 9,900).

The decision in 2023 by Nepal's diplomatic missions in Europe to suspend attestation of demands from potential employers appears to have increased migrants' reliance on individual agents, brokers, educational consultancies, and travel agencies, evidenced by a 22-fold increase in the number of labour permits issued to individuals between 2020/21 and 2025/26. These actors were reported to deceive migrants through forged work permits, visas, and other documents, as well as false promises of employment with many of these practices constituting human trafficking and human smuggling.

Because they migrate outside of formal channels and also because migration resource centres (MRCs) and employment service centres (ESCs) are able to provide only limited information on migration to Europe, many migrants find themselves ill-prepared when they arrive in Europe.

Exploitation was more common among migrants recruited informally. Multiple news articles reported forced labour, job losses due to skills mismatches, economic vulnerability, physical and mental health problems, hardships associated with undocumented status, deaths and injuries, imprisonment, detention, and deportation. They also reported difficulties in destination countries arising from language barriers and socio-cultural differences.

To make Nepal–Europe migration safe and ethical, the Government of Nepal (GoN), Nepal's diplomatic missions and the Nepali diaspora have undertaken several promising initiatives. These include signing labour agreements or letters of intent; exploring opportunities to sign BLMAs with more European countries; engaging diplomatically with destination-country authorities to safeguard migrants' rights; issuing advisories to curb recruitment fraud; rescuing and repatriating Nepali migrants; and providing judicial remedies to victims of fraud.

Key Recommendations

- MRCs, ESCs, and local governments should disseminate accurate information and raise awareness among prospective migrants to support safe, regular, and dignified Nepal–Europe migration. A Europe-specific curriculum, including Europe-focused pre-departure orientation training (PDOT), should be developed and implemented. Prospective migrants should also be informed about the opportunities and risks of step migration, particularly in light of the evolving migration and resettlement policies across European countries.
- The GoN should establish a diplomatic presence in destination countries receiving large numbers of Nepali migrants and resume demand attestation without delay. It should also pursue BLMAs with emerging European destination countries through proactive diplomatic engagement. These agreements would improve migration governance, promote safe and managed migration, and safeguard migrant workers' rights, including through standardised recruitment procedures.
- Migrant workers should be provided with life skills and language training to help them navigate the workplace and everyday life in European destination countries.
- The governments of Nepal and European destination countries should strengthen the monitoring of recruitment practices, including those conducted through social media, and penalise fraudulent recruiters in both origin and destination countries.
- Governments should work together to expand social protection coverage for migrant workers and ensure the smooth rescue and repatriation of migrants in distress.
- Coordinated action among stakeholders is essential to ensure that Nepal–Europe migration is mutually beneficial, safe, regular, fair, ethical, and dignified. These stakeholders include all three tiers of the government in Nepal, diplomatic missions, private recruitment agencies (PRAs), diaspora organisations, relevant UN agencies, and the relevant authorities in destination countries.

1. Introduction

With a documented history of over two centuries of labour migration, mainly to India, outmigration from Nepal has expanded in recent decades to the countries in the Gulf Cooperation Council (GCC) and Malaysia, and further to a few East Asian countries. The vast majority of labour permits issued by the government are for the GCC countries and Malaysia—respectively, 77 per cent and 6 per cent in 2024/25—far outnumbering those for all the other countries.[1] Despite the high volume of labour migration to these countries, migration patterns have been shifting. While Nepalis sought labour permits to go to a total of 151 countries in 2024/25,[2] it is countries in Europe, particularly, Albania, Bulgaria, Croatia, Greece, North Macedonia, Poland, and Romania, that have emerged as new destinations for Nepali migrants.[3]

Labour permits for Europe as yet constitute only a small share of the total. Numbers have been rising though—from 3 per cent in 2020/21 to 8 per cent in 2024/25.[4] Countries in Central and Eastern Europe have quickly emerged as new destinations for women migrant workers as well.[5] (This is in the context that the number of permits issued to women overall has also increased in recent years—from 11 per cent of the total in 2020/21 to 17 per cent in 2024/25.[6])

The year 2024/25 saw a meteoric rise in the number of labour permits issued for Romania and Croatia, with the number for the latter increasing sharply from just five in 2017/18 to 13,835 in 2024/25.[7] Besides these documented workers, a large number of Nepalis also use irregular routes to reach Europe (and sometimes falling victim to deceptive recruitment practices).[8] The pathway to Europe, however, is not always linear. Nepali migrants in other countries, including the GCC and Malaysia, have been known to strategically utilise 'circular' and 'serial' migration to reach different countries in Europe,[9] mostly with the hope of taking advantage of the greater income potential the region offers and eventually acquiring permanent residency as well.[10] ('Circular migration' refers to the back-and-forth movement of migrants between countries of origin and destination, and and 'serial migration' is the movement through multiple countries before reaching the final destination.)

With this rise in Nepalis working abroad and often paying the inevitable high costs to migrate to European countries through informal agents and networks,[11] the question of regulating Nepal–Europe migration for employment arises, including protecting the rights of migrants, and promoting safer, orderly, and regular migration.[12]

Workers are not only exposed to risks during recruitment but also in the workplace. Under the banner of its 'Pillar of Social Rights', the European Union (EU) has demonstrated its commitment to equal opportunities and access to the labour market, fair working conditions, equal pay, and social protection and inclusion.[13] Yet, migrants across Europe report facing a myriad of problems at the workplace, including harassment, racism, exploitation, discrimination, and low wages,[14] with female workers also particularly vulnerable to sexual exploitation.[15]

Some of the vulnerabilities faced by migrant workers stem from their dependence on intermediaries and recruitment agencies during the recruitment process. Lack of compliance with legal provisions has also led to a divergent recruitment process.[16] The absence of bilateral labour migration agreements (BLMAs) with nearly all the European destination countries further exacerbates these vulnerabilities, exposing migrants to a heightened risk of fraud.[17] The signing of such BLMAs has been one of the key priorities of the Government of Nepal. So far, Nepal has signed BLMAs with 13 countries around the

world, with only three of those in Europea—Germany, Romania, and the United Kingdom.[18] BLMAs with the two EU member-states— Germany and Romania—were signed only in 2023.[19] At the time of writing, Nepal has sent labour agreement proposals to a further 16 European countries.[20]

The Nepali government has legal and regulatory provisions to govern recruitment processes and practices and has also defined recruitment procedures. The Foreign Employment Act, 2007 stipulates that workers may be recruited for foreign employment by publishing a notice in a national daily newspaper (alongside the website of the concerned recruitment agencies) with at least seven days given to prospective applicants.[21] Such a notice is required to disclose details about employers and of the permission received from the Department of Foreign Employment (DoFE), the number of vacancies, duration of the contract, documents required, working hours, monthly remuneration, accommodation and other benefits, and expenses to be incurred by the migrant worker. These job advertisements thus serve as a valuable source of information on the kind of work Nepalis are enagaged in in Europe as well as about other aspects of their jobs.

Media narratives about migration to new corridors like Nepal–Europe report migrants' experiences, working conditions, salary and benefits, social protection available, and aspirations, shaping both public opinion and the discourse on migration.[22] Hence, analysing these narratives can shed light on how Nepal–Europe migration is presented and how they may influence a potential worker's decision to migrate to Europe.

The focus of both administrative data and extant studies on Nepali migrants has been on the traditional migration corridors. There is a paucity of knowledge and literature on Nepali migrant outflows to Europe, the kind of skill demands there are of Nepali workers, the pathways they take, their working conditions and experiences, and the costs incurred in the migration process, among others. It is hoped this study will fill some of these gaps and contribute to evidence-based policies, strategies, and work plans for the Government of Nepal, the EU countries and the EU Delegation to Nepal, and development partners in general.

1.1 Objectives

The overall objective of this study is to gain a comprehensive understanding of Nepali labour migration to Europe. In line with that general objective, the study aims to:

- understand the trends and patterns of Nepali migrants' outflow to Europe, disaggregated by gender, destination country, and skills, based on data on labour permits from DoFE, complemented by United Nations Department of Economic and Social Affairs (UNDESA) data on the stock of Nepali migrants in Europe;
- assess regulatory frameworks and governance systems through desk research and qualitative interviews;
- analyse the range of skills for which Nepali migrant workers are required in European countries based on published recruitment advertisements; and
- conduct an extensive content analysis of national dailies to gauge the narratives surrounding the migration of Nepali workers to European countries, including trends, worker experiences, risks, and protection mechanisms.

2. Methodology

The study utilised a mixed-methods approach, incorporating qualitative and quantitative data. Qualitative data were obtained through a review of existing literature and policy documents, content analysis of news archives, and key informant interviews. Similarly, quantitative data were collected from job advertisements published in national newspapers, and data published by DoFE and the UNDESA.

2.1 Review of Relevant Literature and Policy Documents

An extensive review of extant literature related to labour migration to Europe and narratives surrounding migrants and migration to Europe was conducted to provide the contextual foundation for the study. Migration and media-related laws, policies, plans, rules, and guidelines were also analysed.[23] National-level datasets, mainly from the Foreign Employment Information Management System (FEIMS), were analysed to identify trends and patterns of migration to European countries over the years. The review helped in understanding the existing legal provisions for Nepal–Europe migration, identifying gaps in the legal system, and also in facilitating the framing the recommendations.

2.2 Analysis of Labour Demands

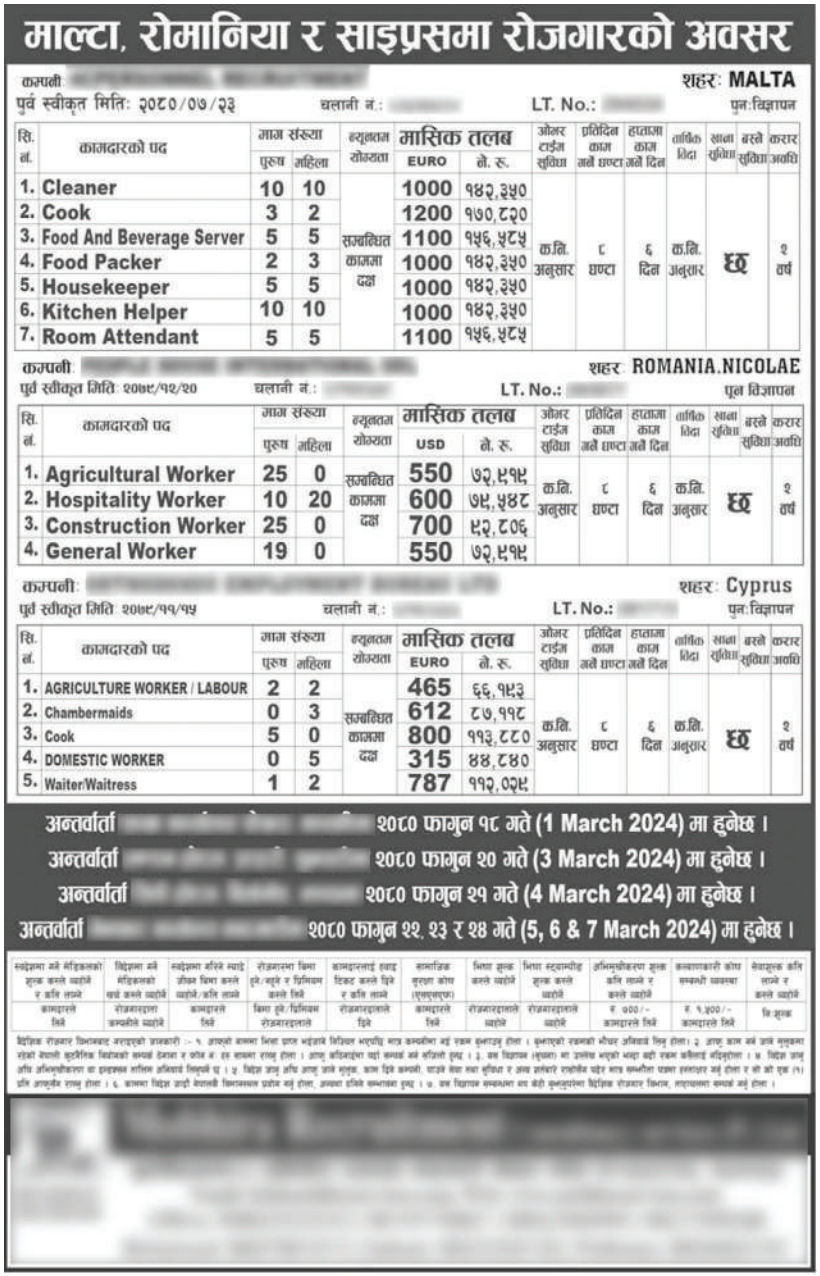
An analysis of the demand for Nepali migrant workers in Europe was conducted based on advertisements for workers published between January 2020 and February 2026 in two major national daily newspapers, *Kantipur* and *Madhyanha*. The said newspapers were chosen as these publish the largest number of recruitment notices for Nepali workers overall.

Considering the large volume of advertisements, the study was designed to look at only those published in the selected months of January–February and July–August in the alternate years of 2020, 2022, 2024, and 2026. However, since in 2020 no 'job demands' were published in July–August due to the COVID-19 pandemic, the entries from that year consist only those from January–February. Advertisements from the full four months from 2022 and 2024 were included but given when this study commenced only those from January–February 2026 were.

The advertisements provide details on the kinds of openings there are and how many workers are required for each. There were a total of 1,703 such openings (hereafter called 'job demands') in the advertisements collected. Of these, only the ones that met the selection criteria (as detailed in Subsection 2.2.1) were selected for further study. Ultimately, there were 1,443 'job demands' included in the study.

Every 'job demand' selected was carefully reviewed, and relevant information was extracted and recorded for analysis. The information recorded included the 'Lot Number' (LT number), which refers to the unique identification number assigned to the demand letter—the document issued by a foreign employer/company to a recruitment agency requesting the supply of a specified number of workers—during the pre-approval process by DoFE, date of publication and approval, invoice number,

Figure 2.1: Samples of 'Job Demands' Advertised in Newspapers



माल्टा, रोमानिया र साइप्रसमा रोजगारको अवसर

कम्पनी: शहर: MALTA

पूर्व स्वीकृत मिति: २०८०/०७/२३ चलानी नं.: LT. No.: पुन:विज्ञापन

सि. नं.	कामदारको पद	माग संख्या पुरुष	माग संख्या महिला	न्यूनतम योग्यता	मासिक तलब EURO	मासिक तलब ने. रु.	ओभर टाईम सुविधा	प्रतिदिन काम गर्ने घण्टा	हप्ताका काम गर्ने दिन	वार्षिक बिदा	खाना सुविधा	बस्ने सुविधा	करार अवधि
1.	Cleaner	10	10	सम्बन्धित कामका दक्ष	1000	१४२,३५०	क.नि. अनुसार	८ घण्टा	६ दिन	क.नि. अनुसार	छ		२ वर्ष
2.	Cook	3	2		1200	१७०,८२०							
3.	Food And Beverage Server	5	5		1100	१५६,४८५							
4.	Food Packer	2	3		1000	१४२,३५०							
5.	Housekeeper	5	5		1000	१४२,३५०							
6.	Kitchen Helper	10	10		1000	१४२,३५०							
7.	Room Attendant	5	5		1100	१५६,४८५							

कम्पनी: शहर: ROMANIA.NICOLAE

पूर्व स्वीकृत मिति: २०७९/१२/२० चलानी नं.: LT. No.: पुन विज्ञापन

सि. नं.	कामदारको पद	माग संख्या पुरुष	माग संख्या महिला	न्यूनतम योग्यता	मासिक तलब USD	मासिक तलब ने. रु.	ओभर टाईम सुविधा	प्रतिदिन काम गर्ने घण्टा	हप्ताका काम गर्ने दिन	वार्षिक बिदा	खाना सुविधा	बस्ने सुविधा	करार अवधि
1.	Agricultural Worker	25	0	सम्बन्धित कामका दक्ष	550	७२,४१५	क.नि. अनुसार	८ घण्टा	६ दिन	क.नि. अनुसार	छ		२ वर्ष
2.	Hospitality Worker	10	20		600	७८,५४८							
3.	Construction Worker	25	0		700	९२,८०६							
4.	General Worker	19	0		550	७२,४१५							

कम्पनी: शहर: Cyprus

पूर्व स्वीकृत मिति: २०७९/११/१५ चलानी नं.: LT. No.: पुन:विज्ञापन

सि. नं.	कामदारको पद	माग संख्या पुरुष	माग संख्या महिला	न्यूनतम योग्यता	मासिक तलब EURO	मासिक तलब ने. रु.	ओभर टाईम सुविधा	प्रतिदिन काम गर्ने घण्टा	हप्ताका काम गर्ने दिन	वार्षिक बिदा	खाना सुविधा	बस्ने सुविधा	करार अवधि
1.	AGRICULTURE WORKER / LABOUR	2	2	सम्बन्धित कामका दक्ष	465	६६,१५३	क.नि. अनुसार	८ घण्टा	६ दिन	क.नि. अनुसार	छ		२ वर्ष
2.	Chambermaids	0	3		612	८७,११८							
3.	Cook	5	0		800	११३,८८०							
4.	DOMESTIC WORKER	0	5		315	४४,८४०							
5.	Waiter/Waitress	1	2		787	११२,०२५							

अन्तर्वार्ता [redacted] २०८० फागुन १८ गते (1 March 2024) मा हुनेछ ।

अन्तर्वार्ता [redacted] २०८० फागुन २० गते (3 March 2024) मा हुनेछ ।

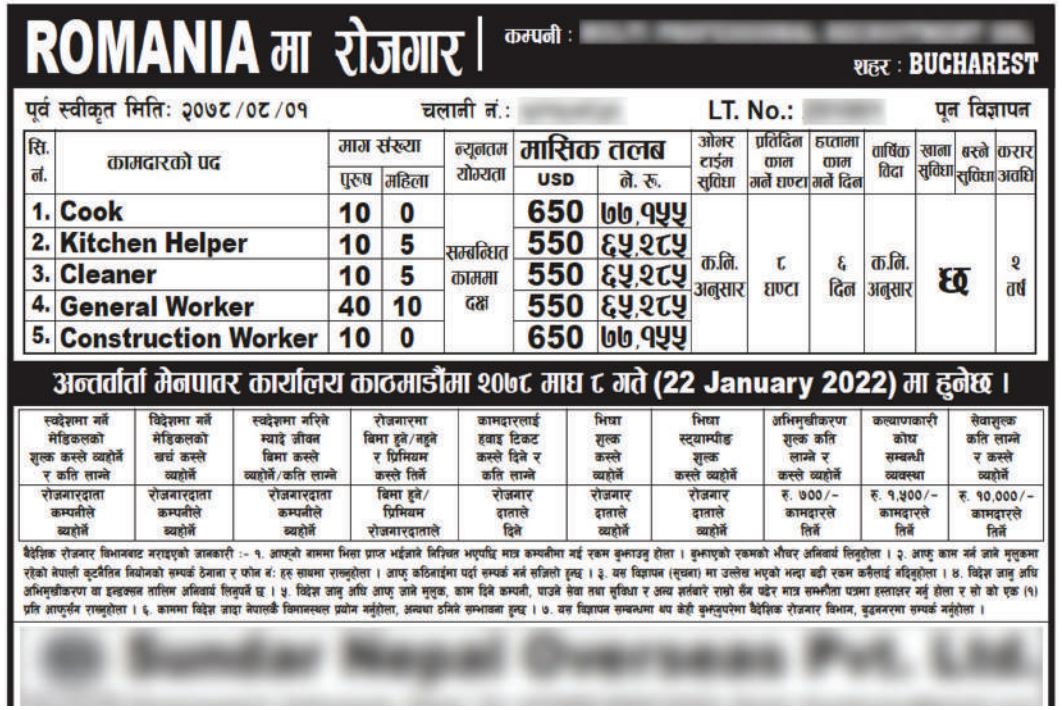
अन्तर्वार्ता [redacted] २०८० फागुन २१ गते (4 March 2024) मा हुनेछ ।

अन्तर्वार्ता [redacted] २०८० फागुन २२, २३ र २४ गते (5, 6 & 7 March 2024) मा हुनेछ ।

स्वदेशमा मर्ने मेडिकलको शुल्क कस्ले व्यहोर्ने र कति लाग्ने	विदेशमा मर्ने मेडिकलको खर्च कस्ले व्यहोर्ने	स्वदेशमा मरिने म्याद् जीवन बिमा कस्ले व्यहोर्ने/कति लाग्ने	रोजगारमा बिमा हुने/नहुने र प्रिमियम कस्ले तिर्ने	कामदारलाई हवाइ टिकट कस्ले दिने र कति लाग्ने	सामाजिक सुरक्षा कोष (एसएसएफ)	भिषा शुल्क कस्ले व्यहोर्ने	भिषा स्टयाम्पीङ शुल्क कस्ले व्यहोर्ने	अभिमुखीकरण शुल्क कति लाग्ने र कस्ले व्यहोर्ने	कल्याणकारी कोष सम्बन्धी व्यवस्था	सेवा शुल्क कति लाग्ने र कस्ले व्यहोर्ने
कामदारले तिर्ने	रोजगारदाता कम्पनीले व्यहोर्ने	कामदारले तिर्ने	बिमा हुने/प्रिमियम रोजगारदाताले	रोजगारदाताले दिने	रोजगारदाताले तिर्ने	रोजगारदाताले व्यहोर्ने	रोजगारदाताले व्यहोर्ने	रु. ७००/- कामदारले तिर्ने	रु. १,५००/- कामदारले तिर्ने	कि.शुल्क

वैदेशिक रोजगार विभागबाट मन्जुरीको जानकारी :- १. आफ्नो मागमा भिसा प्राप्त भईसके पश्चिात भएपछि मात्र कम्पनीमा गई रकम बुझाउनु होला । बुझाएको रकमको भौचर अनिवार्य लिनुहोला । २. आफू काम गर्न जाने मुलुकमा रहेको नेपाली कूटनैतिक नियोगको सम्पर्क ठेगाना र फोन नं: हरु साथमा राख्नुहोला । आफू ठाँटिदाईमा पर्दा सम्पर्क गर्न सजिलो हुन्छ । ३. यस विज्ञापन (सूचना) मा उल्लेख भएको भन्दा बढी रकम कसैलाई नदिनुहोला । ४. विदेश जानु अघि अभिमुखीकरण वा इन्डक्सन तालिम अनिवार्य लिनुपर्ने छ । ५. विदेश जानु अघि आफू जाने मुलुक, काम दिने कम्पनी, पाउने सेवा तथा सुविधा र अन्य शर्तबारे राम्रो सँग बुझेर मात्र सम्झौता पत्रमा हस्ताक्षर गर्नु होला र सो को एक (१) प्रति आफूसँग राख्नुहोला । ६. काममा विदेश जादा नेपालकै विमास्थल प्रयोग गर्नुहोला, अन्यथा ठगिने सम्भावना हुन्छ । ७. यस विज्ञापन सम्बन्धमा थप केही बुझ्नुपरेमा वैदेशिक रोजगार विभाग, तपाइलाई सम्पर्क गर्नु होला ।

[redacted]



ROMANIA मा रोजगार | कम्पनी: [redacted] शहर : BUCHAREST

पूर्व स्वीकृत मिति: २०७८/०८/०१ चलानी नं.: LT. No.: पुन विज्ञापन

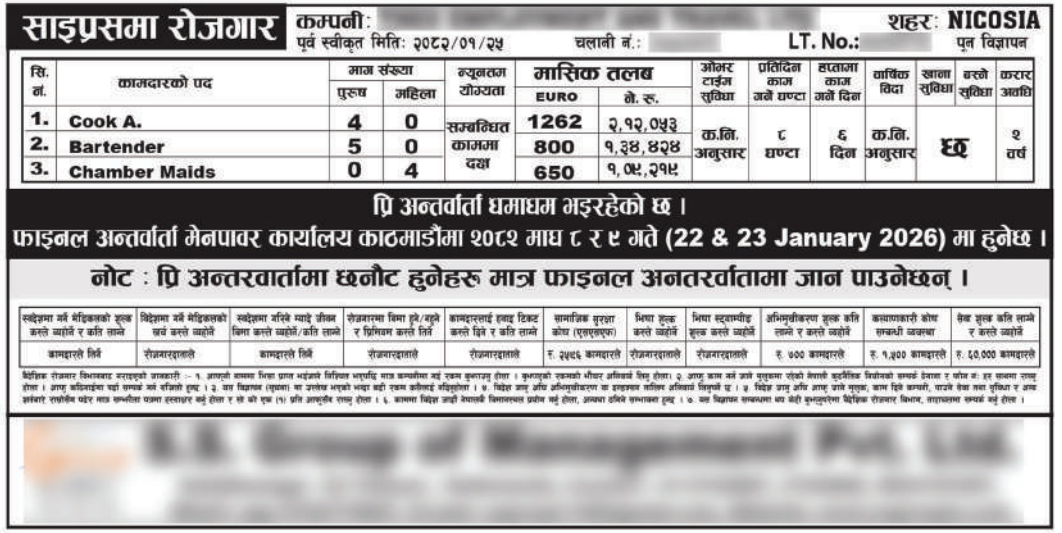
सि. नं.	कामदारको पद	माग संख्या पुरुष	माग संख्या महिला	न्यूनतम योग्यता	मासिक तलब USD	मासिक तलब ने. रु.	ओभर टाईम सुविधा	प्रतिदिन काम गर्ने घण्टा	हप्ताका काम गर्ने दिन	वार्षिक बिदा	खाना सुविधा	बस्ने सुविधा	करार अवधि
1.	Cook	10	0	सम्बन्धित कामका दक्ष	650	७७,१५५	क.नि. अनुसार	८ घण्टा	६ दिन	क.नि. अनुसार	छ		२ वर्ष
2.	Kitchen Helper	10	5		550	६५,२८५							
3.	Cleaner	10	5		550	६५,२८५							
4.	General Worker	40	10		550	६५,२८५							
5.	Construction Worker	10	0		650	७७,१५५							

अन्तर्वार्ता मेनपावर कार्यालय काठमाडौंमा २०७८ माघ ८ गते (22 January 2022) मा हुनेछ ।

स्वदेशमा मर्ने मेडिकलको शुल्क कस्ले व्यहोर्ने र कति लाग्ने	विदेशमा मर्ने मेडिकलको खर्च कस्ले व्यहोर्ने	स्वदेशमा मरिने म्याद् जीवन बिमा कस्ले व्यहोर्ने/कति लाग्ने	रोजगारमा बिमा हुने/नहुने र प्रिमियम कस्ले तिर्ने	कामदारलाई हवाइ टिकट कस्ले दिने र कति लाग्ने	भिषा शुल्क कस्ले व्यहोर्ने	भिषा स्टयाम्पीङ शुल्क कस्ले व्यहोर्ने	अभिमुखीकरण शुल्क कति लाग्ने र कस्ले व्यहोर्ने	कल्याणकारी कोष सम्बन्धी व्यवस्था	सेवा शुल्क कति लाग्ने र कस्ले व्यहोर्ने
रोजगारदाता कम्पनीले व्यहोर्ने	रोजगारदाता कम्पनीले व्यहोर्ने	रोजगारदाता कम्पनीले व्यहोर्ने	बिमा हुने/ प्रिमियम रोजगारदाताले	रोजगार दाताले दिने	रोजगार दाताले व्यहोर्ने	रोजगार दाताले व्यहोर्ने	रु. ७००/- कामदारले तिर्ने	रु. १,५००/- कामदारले तिर्ने	रु. १०,०००/- कामदारले तिर्ने

वैदेशिक रोजगार विभागबाट मन्जुरीको जानकारी :- १. आफ्नो मागमा भिसा प्राप्त भईसके पश्चिात भएपछि मात्र कम्पनीमा गई रकम बुझाउनु होला । बुझाएको रकमको भौचर अनिवार्य लिनुहोला । २. आफू काम गर्न जाने मुलुकमा रहेको नेपाली कूटनैतिक नियोगको सम्पर्क ठेगाना र फोन नं: हरु साथमा राख्नुहोला । आफू ठाँटिदाईमा पर्दा सम्पर्क गर्न सजिलो हुन्छ । ३. यस विज्ञापन (सूचना) मा उल्लेख भएको भन्दा बढी रकम कसैलाई नदिनुहोला । ४. विदेश जानु अघि अभिमुखीकरण वा इन्डक्सन तालिम अनिवार्य लिनुपर्ने छ । ५. विदेश जानु अघि आफू जाने मुलुक, काम दिने कम्पनी, पाउने सेवा तथा सुविधा र अन्य शर्तबारे राम्रो सँग बुझेर मात्र सम्झौता पत्रमा हस्ताक्षर गर्नु होला र सो को एक (१) प्रति आफूसँग राख्नुहोला । ६. काममा विदेश जाँदा नेपालकै विमास्थल प्रयोग गर्नुहोला, अन्यथा ठगिने सम्भावना हुन्छ । ७. यस विज्ञापन सम्बन्धमा थप केही बुझ्नुपरेमा वैदेशिक रोजगार विभाग, तपाइलाई सम्पर्क गर्नु होला ।

[redacted]



साइप्रसमा रोजगार कम्पनी: [redacted] शहर: NICOSIA

पूर्व स्वीकृत मिति: २०८२/०१/२५ चलानी नं.: LT. No.: पुन विज्ञापन

सि. नं.	कामदारको पद	माग संख्या पुरुष	माग संख्या महिला	न्यूनतम योग्यता	मासिक तलब EURO	मासिक तलब ने. रु.	ओभर टाईम सुविधा	प्रतिदिन काम गर्ने घण्टा	हप्ताका काम गर्ने दिन	वार्षिक बिदा	खाना सुविधा	बस्ने सुविधा	करार अवधि
1.	Cook A.	4	0	सम्बन्धित कामका दक्ष	1262	२,१२,०५३	क.नि. अनुसार	८ घण्टा	६ दिन	क.नि. अनुसार	छ		२ वर्ष
2.	Bartender	5	0		800	१,३४,४२४							
3.	Chamber Maids	0	4		650	१,०५,२१५							

प्रि अन्तर्वार्ता धमाधम भइरहेको छ ।

फाइनल अन्तर्वार्ता मेनपावर कार्यालय काठमाडौंमा २०८२ माघ ८ र ९ गते (22 & 23 January 2026) मा हुनेछ ।

नोट : प्रि अन्तरवार्तामा छनौट हुनेहरू मात्र फाइनल अनतरवार्तामा जान पाउनेछन् ।

स्वदेशमा मर्ने मेडिकलको शुल्क कस्ले व्यहोर्ने र कति लाग्ने	विदेशमा मर्ने मेडिकलको खर्च कस्ले व्यहोर्ने	स्वदेशमा मरिने म्याद् जीवन बिमा कस्ले व्यहोर्ने/कति लाग्ने	रोजगारमा बिमा हुने/नहुने र प्रिमियम कस्ले तिर्ने	कामदारलाई हवाइ टिकट कस्ले दिने र कति लाग्ने	सामाजिक सुरक्षा कोष (एसएसएफ)	भिषा शुल्क कस्ले व्यहोर्ने	भिषा स्टयाम्पीङ शुल्क कस्ले व्यहोर्ने	अभिमुखीकरण शुल्क कति लाग्ने र कस्ले व्यहोर्ने	कल्याणकारी कोष सम्बन्धी व्यवस्था	सेवा शुल्क कति लाग्ने र कस्ले व्यहोर्ने
कामदारले तिर्ने	रोजगारदाताले	कामदारले तिर्ने	रोजगारदाताले	रोजगारदाताले	रु. २५१६ कामदारले	रोजगारदाताले	रोजगारदाताले	रु. ७०० कामदारले	रु. १,४०० कामदारले	रु. ६७,००० कामदारले

वैदेशिक रोजगार विभागबाट मन्जुरीको जानकारी :- १. आफ्नो मागमा भिसा प्राप्त भईसके पश्चिात भएपछि मात्र कम्पनीमा गई रकम बुझाउनु होला । बुझाएको रकमको भौचर अनिवार्य लिनुहोला । २. आफू काम गर्न जाने मुलुकमा रहेको नेपाली कूटनैतिक नियोगको सम्पर्क ठेगाना र फोन नं: हरु साथमा राख्नुहोला । आफू ठाँटिदाईमा पर्दा सम्पर्क गर्न सजिलो हुन्छ । ३. यस विज्ञापन (सूचना) मा उल्लेख भएको भन्दा बढी रकम कसैलाई नदिनुहोला । ४. विदेश जानु अघि अभिमुखीकरण वा इन्डक्सन तालिम अनिवार्य लिनुपर्ने छ । ५. विदेश जानु अघि आफू जाने मुलुक, काम दिने कम्पनी, पाउने सेवा तथा सुविधा र अन्य शर्तबारे राम्रो सँग बुझेर मात्र सम्झौता पत्रमा हस्ताक्षर गर्नु होला र सो को एक (१) प्रति आफूसँग राख्नुहोला । ६. काममा विदेश जाँदा नेपालकै विमास्थल प्रयोग गर्नुहोला, अन्यथा ठगिने सम्भावना हुन्छ । ७. यस विज्ञापन सम्बन्धमा थप केही बुझ्नुपरेमा वैदेशिक रोजगार विभाग, तपाइलाई सम्पर्क गर्नु होला ।

[redacted]

recruitment agency's name, and employer's name. Other indicators mentioned in the 'job demands', namely, destination country, job/occupation category, remuneration, minimum job requirements, gender, recruitment and related costs, provision of food and accommodation, working hours, and duration of contract were also recorded.

2.2.1 Selection Criteria

The 'job demands' collected were screened as follows:

- ***Redundancy:*** 'Job demands' that were re-advertised were excluded from the analysis. Additionally, to screen for data duplication, the entries compiled in the spreadsheet were sorted by their respective LT number. Entries with the same LT number were compared based on accompanying information, such as job category, remuneration, and other requirements. If two or more such entries contained identical information, one was considered redundant. When two or more 'job demands' were included under a common LT number all were included since they would be associated with different job categories. Also, in the case of 'job demands' published multiple times with changes in the number of workers required, the one mentioning the highest number of workers was retained.
- ***Authenticity:*** Only authentic 'job demands' with licence number, contact number, and name of the recruitment agency were included.
- ***Clarity:*** A few published 'job demands' were blurry due to faulty printing. Such cases were not included either.

2.3 Content Analysis of News Archives

An extensive analysis of articles was conducted to look at issues and narratives around Nepal–Europe migration, recruitment and migration pathways, workers' working and living experiences, risks, and protection mechanisms for migrants, access to justice, rules and regulations, among others. Articles published in four newspapers, *Annapurna Post*, *Kantipur*, and *OnlineKhabar* in Nepali, and *Republica* in English, from January 2020 to the first two months of 2026, were considered for further screening and analysis in adherence with the specifications mention in Subsection 2.3.2.

These publications were selected since they feature a large number of stories dealing with migration- and labour-related issues. *Annapurna Post*, *Kantipur*, and *Republica* are widely circulated, reputable legacy media outlets, while *OnlineKhabar* is the most popular online newspaper that covers an array of topics. Initially, 613 news articles were collected, and after review and screening for the standards established, 595 were thematically analysed.

2.3.1 Keywords

Several keywords in both English and Nepali languages were used to identify articles for compilation while also allowing for variations in spelling, The list of English and Nepali keywords used for this purpose are presented in Annex 1.

2.3.2 Quality Assurance of News Articles

Prior to the screening, all the articles were compiled in a spreadsheet, with details on the source, countries covered, date of publication, and hyperlink to the news. The screening followed the following criteria.

- ***Relevance:*** The articles were reviewed for relevance to the study objectives. Only those that would aid in mapping trends of Nepali migrant outflow to Europe, their experiences, risks, and protection mechanisms available were included in the content analysis.
- ***Completeness:*** Articles were selected only if those provided sufficient information, excluding

the ones that only briefly mentioned Nepal–Europe migration. However, since stories sometimes deal with many countries, not only Europe specifically, those articles were also included.

- ***Opinion versus facts:*** Only evidence-based news articles were included while op-eds without evidence were not.
- ***Accuracy:*** Articles were scanned for accuracy by examining whether their titles correctly represented the content, and those with misleading titles were excluded.
- ***Comprehensibility:*** Ambiguous news articles were excluded.
- ***Credibility and Reliability:*** When the same story was published in multiple newspapers, all were included to allow for corroboration and cross-verification of the information presented.

2.3.3 Assigning Themes and Sub-themes

After the initial screening of articles, those that met the quality criteria were categorised under one or more of the three broad themes: i) trends, ii) workers' experiences and risks, and iii) protection mechanisms. Sub-themes were also identified as follows:

- ***Trends and pathways:*** Destination country and labour outflows, migration pathways and experiences, and irregular migration, trafficking and smuggling.
- ***Workers' experiences and risks:*** Working conditions in the destination country, challenges faced there, grievances and redressal, death and injuries, whereabouts, jail/imprisonment of migrant workers, negative impact of policy changes, and positive experiences.
- ***Promising initiatives:*** Government efforts, role of Nepali diaspora, rescue and repatriation, and access to justice.

Where a single news article dealt with multiple themes and sub-themes, it was flagged for all. A comprehensive thematic analysis following the categorisation of the articles.

2.4 Collection of Secondary Data

The study relied primarily on data extracted from published 'job demands' and news articles from national newspapers. Also used was secondary migration data collected by DoFE published in *Nepal Labour Migration Report 2022* and *Nepal Labour Migration Report 2024* as well as drawing on the datasets compiled by UNDESA for the period 2020–2025. It should be pointed out that DoFE data on labour permits issued based on occupation is only available for 2020/21, 2021/22, and 2022/23. (Note: While data from DoFE follows the Nepali fiscal year, starting mid-July, the starting date for UNDESA data is mid-year, i.e., 1 July, even though it is indicated in terms of calendar years.)

2.5 Interviews

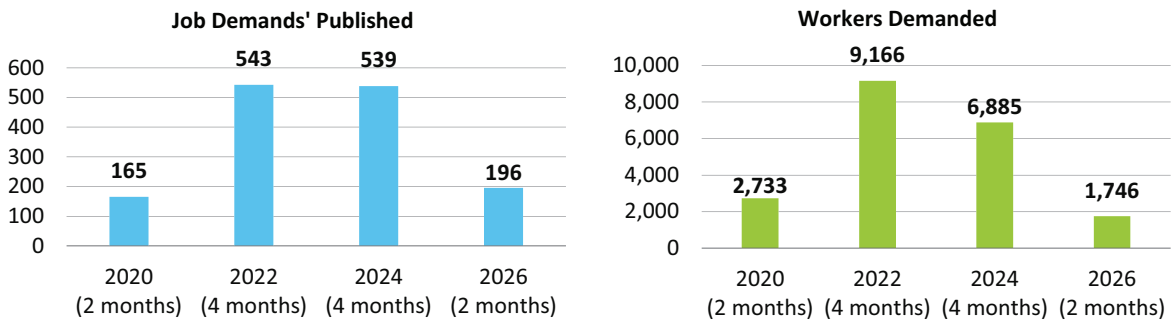
A total of 17 key informant interviews (KIIs) were conducted with various policymakers, officials from international organisations, private recruitment agencies (PRAs), journalists, newspaper editors, officials from migration resource centres (MRCs), employment service centres (ESCs), education consultancies, language institutes, and skills training centres. The insights from KIIs helped understand Nepal–Europe migration governance frameworks, gaps and challenges, government priorities, and to formulate key recommendations.

3. Profile of Published 'Job Demands'

3.1 Workers Demanded

As mentioned earlier, the study analysed 1,443 'job demands' published in *Kantipur* and *Madhyanha*. Taken together, these 'job demands' had a total requirement for 20,530 workers.

Figure 3.1: Number of 'Job Demands' Published and Number of Workers Required



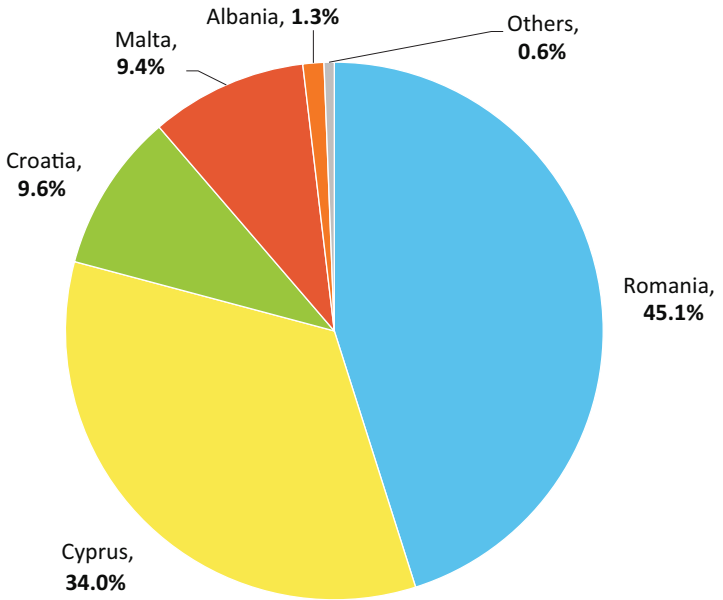
Note: Only 'job demands' for Cyprus were published in 2026.

Nearly half were for Romania (45%), followed by a third for Cyprus (34%) (Figure 3.2). Malta and Croatia were the two other countries that showed high demands; Albania accounted for a smaller share. It should be noted here that Nepali diplomatic missions in Europe stopped the attestation of demands—a prerequisite for PRAs to receive the Nepali government's permission to recruit workers—from European countries in March 2023, following growing concerns over the increase in undocumented Nepali migrants in Europe. However, 'job demands' from Cyprus were legally permitted to be published, because such requirements from Cyprus are attested by the Nepali embassy in Israel, which is outside Europe. As a result of the suspension, the study found that in 2024, only 'job demands' from Cyprus, Romania, and Malta were advertised in national dailies (see Table 3.1). The 'job demands' for the latter two were mostly re-advertisements and the few new ones published would have been those approved before the suspension of attestation. In 2026, only 'job demands' from Cyprus were published.

The distribution of 'job demands' differed across destination countries over the years. For instance, 53 per cent of published job demands were for Cyprus, followed by around a third (35%) for Romania. 'Job demands' for other European countries such as Malta (6%), Croatia (4%), and Albania (1%) accounted for less than 12 per cent of the total.

A majority of the requirement were for male workers (69%). Figure 3.3 shows that there was a gradual reversal over the years with more women than men required by 2026. The high demand for female workers was driven primarily by one country only—Cyprus (Table 3.1). Of the total demands

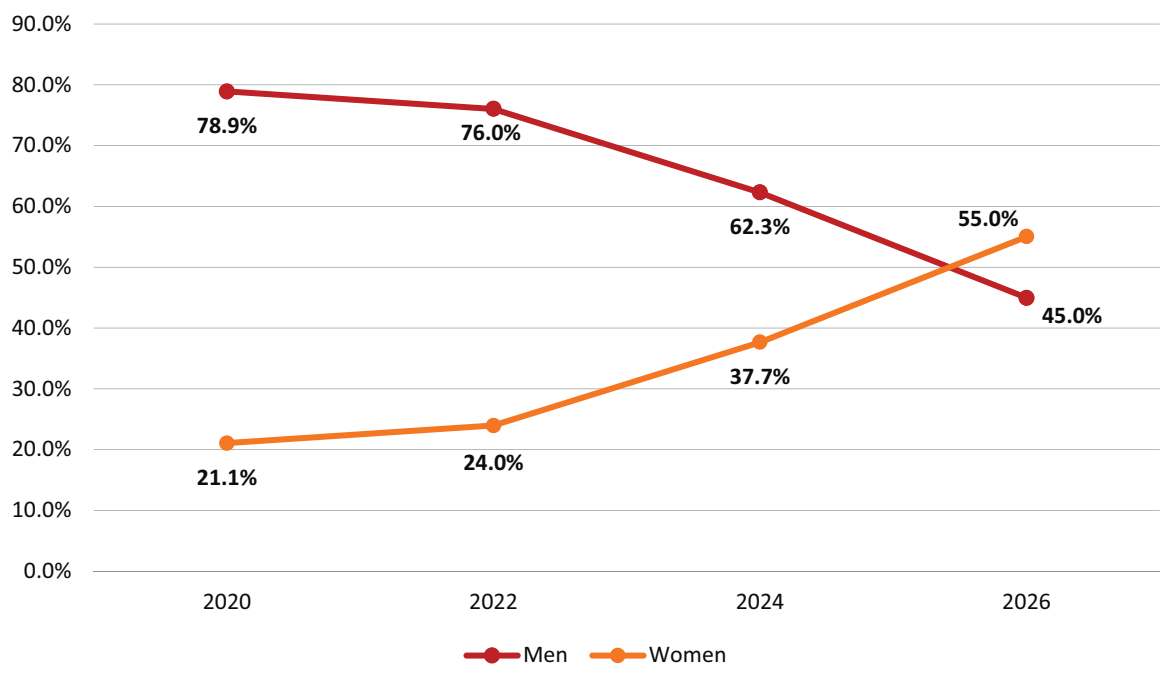
Figure 3.2: Breakdown of Workers Required in European Countries



Note: Only 'job demands' for Cyprus were published in 2026.

for male migrant workers, over half (55%) were for employment in Romania, followed by 20.5 per cent for Cyprus. In contrast, of the total demands for women, nearly two-thirds (64%) were wanted in Cyprus, followed by 22 per cent in Romania. The high demand for female workers in Cyprus is only to be expected due to the country's high demand for domestic workers, who make up approximately a third of all migrants living legally in the country.[24] Women from Asia, including Nepal, make up the largest share of those migrants.

Figure 3.3: Gender-wise Demand of Workers



Note: Only 'job demands' for Cyprus were published in 2026.

Table 3.1: Workers' Demands in Europe (by year)

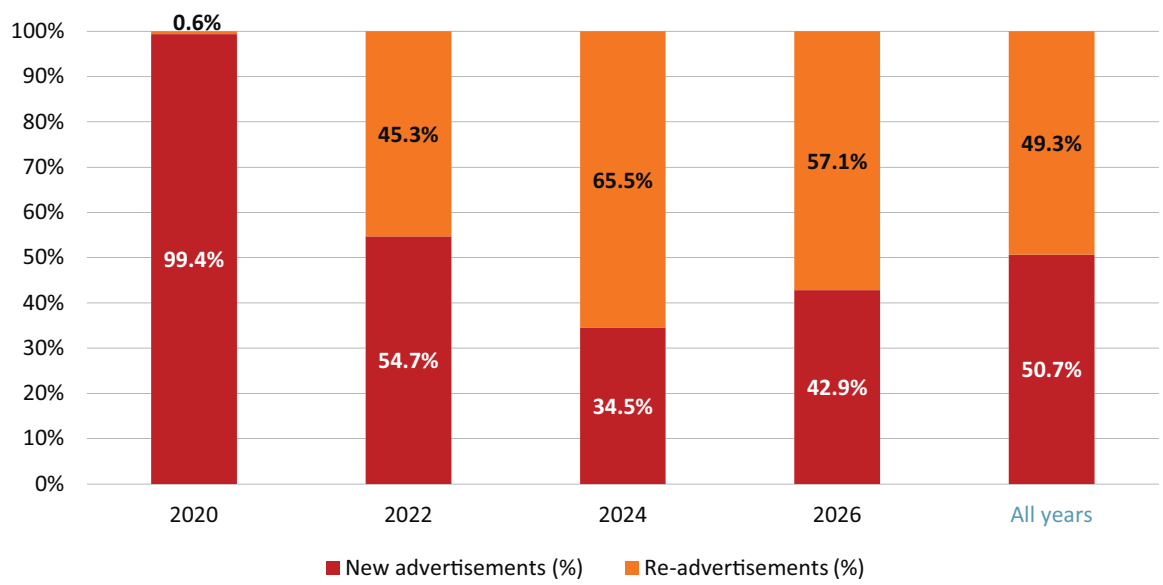
	2020		2022		2024		2026		All years			
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	n	%
Romania	310	1,979	752	3,958	324	1,938	-	-	1,386	7,875	9,261	45.1%
Cyprus	253	107	1,005	715	1,858	1,305	961	785	4,077	2,912	6,989	34.0%
Croatia	-	-	211	1,750	-	-	-	-	211	1,750	1,961	9.6%
Malta	13	45	151	365	413	947	-	-	577	1,357	1,934	9.4%
Albania	-	-	77	182	-	-	-	-	77	182	259	1.3%
Turkey	-	-	-	-	-	100	-	-	-	100	100	0.5%
Poland	-	26	-	-	-	-	-	-	-	26	26	0.1%
n	**576**	**2,157**	**2,196**	**6,970**	**2,595**	**4,290**	**961**	**785**	**6,328**	**14,202**	**20,530**	**-**
%	**21.1%**	**78.9%**	**24.0%**	**76.0%**	**37.7%**	**62.3%**	**55.0%**	**45.0%**	**30.8%**	**69.2%**	**100%**	**-**

3.2 Status of Advertised 'Job Demands'

In 2020 and 2022, a majority of 'job demands' included in the study were new, with almost all of 2020 and more than half of 2022 being advertised in the two dailies for the first time. In contrast, most of the 'job demands' published in the selected months of 2024 and 2026 were those being re-advertised (Figure 3.4). Re-advertisements are done if the previously advertised number is not fulfilled. As per the Foreign Employment Management Service Delivery Working (Second Amendment) Procedure, 2025, if PRAs are unable to send the required number of workers to the destination country within three months of publishing the 'job demands', they can re-advertise for the remaining quota of workers after receiving approval from DoFE.

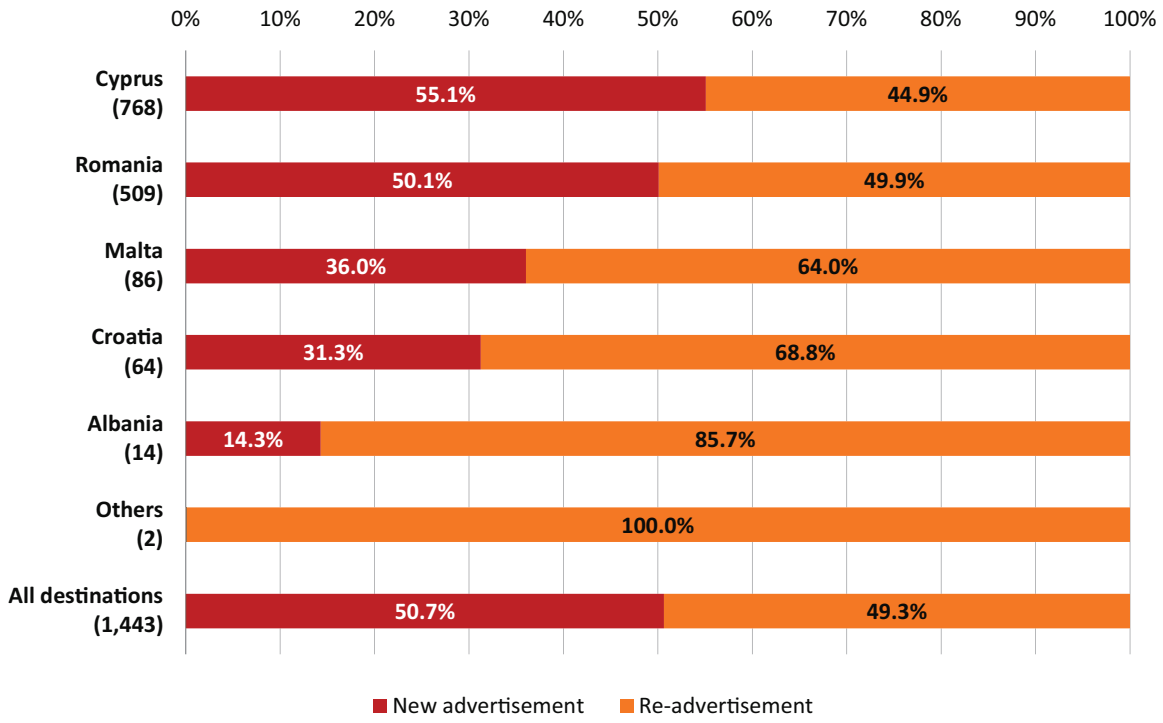
While the status of 'job demands' varied across European countries, around half of the demands published for Cyprus and Romania were new (Figure 3.5). In the case of Malta and Croatia, around two-thirds of the 'job demands' were re-advertised during the selected study period. Notably, that was the case with an overwhelming majority (86%) of 'job demands' for Albania.

Figure 3.4: Type of Advertisement



Note: Only 'job demands' for Cyprus were published in 2026.

Figure 3.5: Status of Advertisement (by destination)



Note: Only 'job demands' for Cyprus were published in 2026.

3.3 Skill Profile and Demand for Migrants

3.3.1 Workers Demanded and Occupations

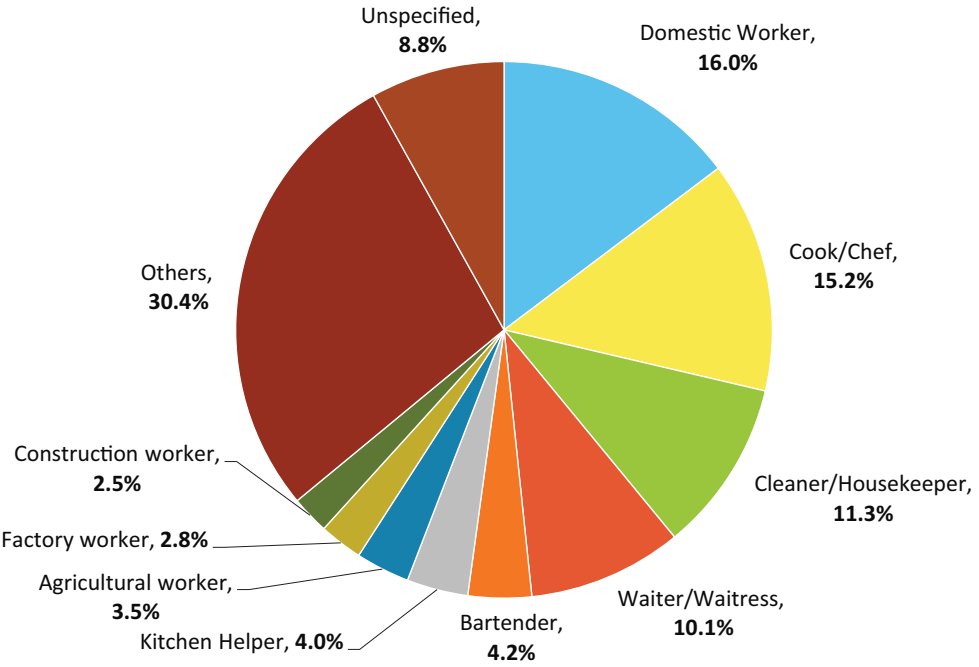
Labour shortages in European countries were more prevalent in occupations such as healthcare, information technology, construction, and certain service occupations across all skill levels, as noted by a European Commission study.[25] In order to fulfil these shortages, especially in lower-skilled occupations, many counties in Europe often recruit migrant workers from outside the European Union.

As per the published 'job demands' analysed for this study, Nepali migrant workers were being recruited for around 40 distinct occupations. A plurality of 16 per cent of the 'job demands' were looking for domestic workers. Next in demand came cooks/chefs, cleaners/housekeepers, and waiters/waitresses, bartenders, and kitchen helpers, in that order. These occupations accounted for 61 per cent of the 'job demands' advertised in the study period, with the 34 other occupations making up the rest. Among the latter, the notable ones were agriculture workers, construction workers, masons, and factory workers while 9 per cent of the 'job demands' were for occupations that were no specified.

In 2020, cooks/chefs accounted for the largest share of 'job demands' (17%), whereas it was domestic workers that took the top spot in subsequent years. The demand for domestic workers increased from 11 per cent in 2020 to 18 per cent in 2026 (Annex 8). While domestic workers were highly sought in the selected study period, data from the *Nepal Labour Migration Report* (NLMR) of 2022 and 2024[26] revealed that across the three fiscal years of 2021/22–2023/24 between 30 and 40 per cent of Nepali workers obtained labour permits for Europe to work as labourers in unspecified occupations. That is a marked difference from the published 'job demands', which indicated that unspecified workers accounted for just 6–10 per cent over the years of the study period.

The demand for workers across different occupations varied among the European countries (Figure 3.7). Cooks/chefs and cleaners/housekeepers were in relatively high demand in Cyprus, Romania, and

Figure 3.6: Breakdown of Occupations Listed in 'Job Demands'



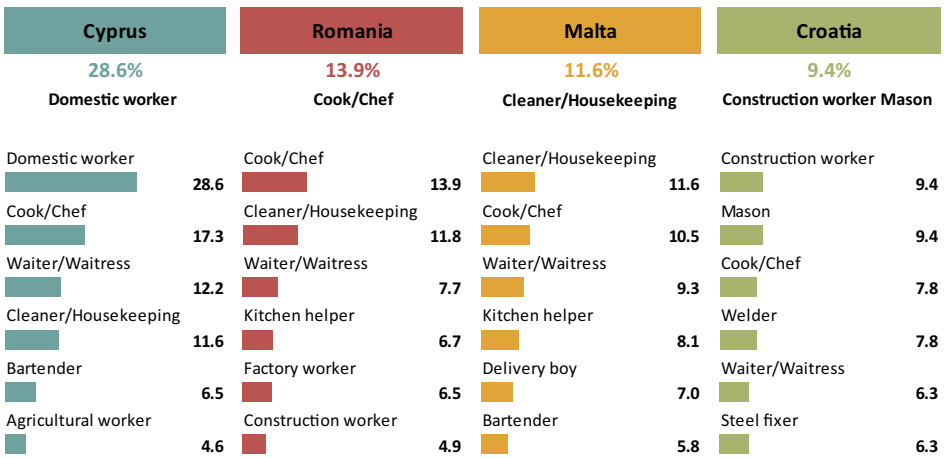
Note: Only 'job demands' for Cyprus were published in 2026.

Malta. Job demands for Cyprus were primarily for domestic workers. Similarly, for Romania, worker demand was high for 'unspecified work'. Malta had a high demand for waiters/waitresses and kitchen helpers. Croatia sought construction workers and masons, followed by welders, cooks/chefs, steel fixers, drivers, and waiters/waitresses. Likewise, Albania was recruiting garment workers, carpenters, masons, steel fixers, agricultural workers, electricians, and plumbers, each representing 7 per cent of the total (Annex 9).

The analysis of news content also highlighted growing demand for labour particularly in agriculture, the food industry, hospitality, construction, manufacturing, and other low- and semi-skilled occupations.[27] Many migrants reportedly found employment in low-paid and labour-intensive sectors, including hospitality, restaurants, agriculture, domestic services, transport, and small businesses.[28]

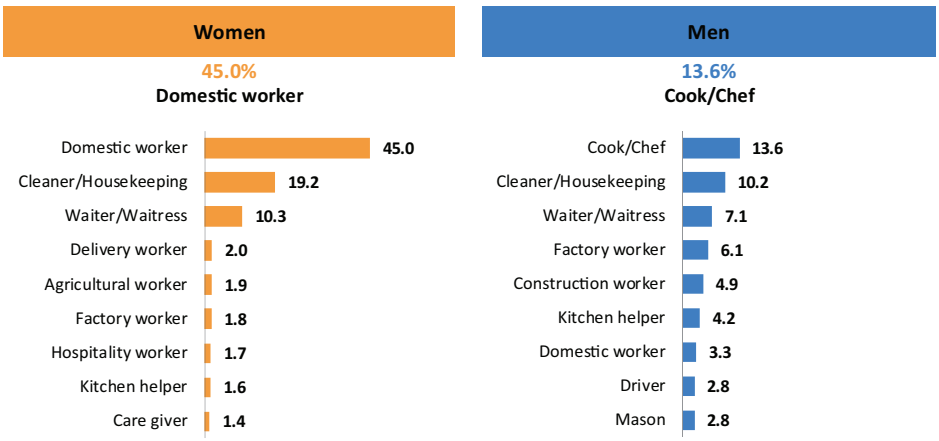
Differences were observed in the occupations advertised for men and women. For instance, nearly one-fifth of the 'job demands' for male migrant workers were for 'unspecified occupations', followed

Figure 3.7: Major 'Job Demands' in Top Four European Destinations



Note: Only 'job demands' for Cyprus were published in 2026.

Figure 3.8: Gender Breakdown of Workers Required

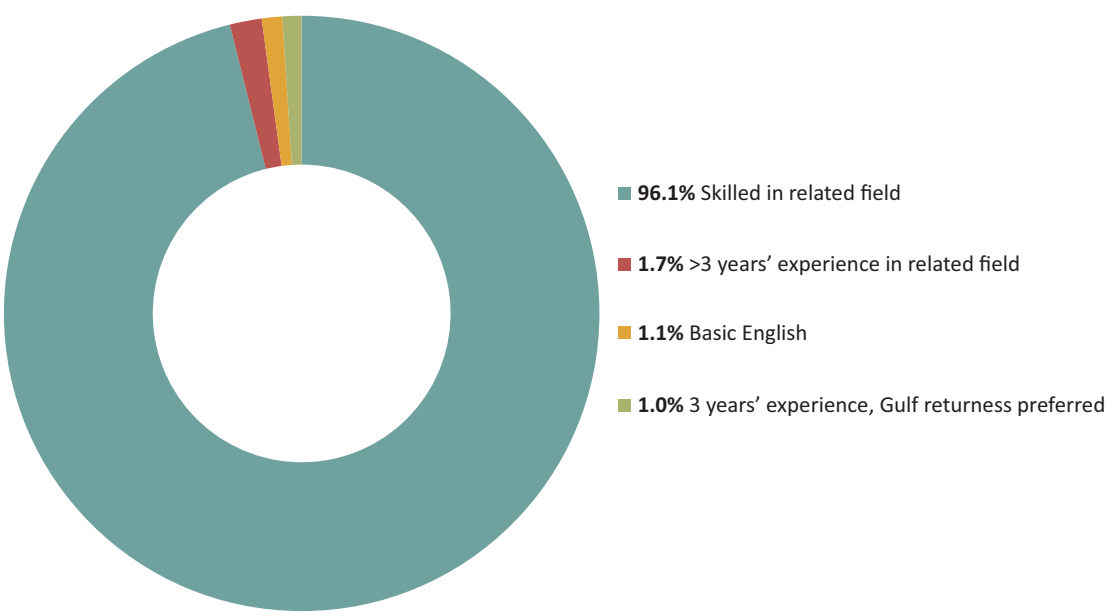


by cooking and cleaning/housekeeping. In contrast, nearly half of the 'job demands' for female migrant workers were for domestic work, followed by cleaning/housekeeping and restaurant server. Male workers were sought for occupations such as construction, masonry, plumbing, and welding, for which the demand for women workers was zero. Care work though was almost exclusively the preserve of women workers.

These gendered dynamics also align with the data from the NLMRs, which show that the proportion of women migrating to work in occupations such as masonry, welding, steel fixing, aviation and cruise, accounted for either 0 or less than 1 per cent. According to the NLMRs, over the years nearly 6 per cent of women who went to Europe were engaged in care work compared to less than 1 per cent of male workers migrating to work in that sector (Annex 11).

Data from the NLMRs also showed that, in all the three years fiscal years of 2021/22, 2022/23, and 2023/24, a good plurality of both men and women were engaged in to work in 'unspecified occupations' although a higher proportion of women were thus engaged compared to men (Annex 11). Thereafter, the most favoured jobs for men were agriculture, fishery, poultry, animal husbandry

Figure 3.9: Minimum Qualifications Sought



and gardening; manufacturing; and cleaning and laundry while for women it was cleaning and laundry; housekeeping; and caregiving/nursing aid.

3.3.2 Minimum Job Qualifications

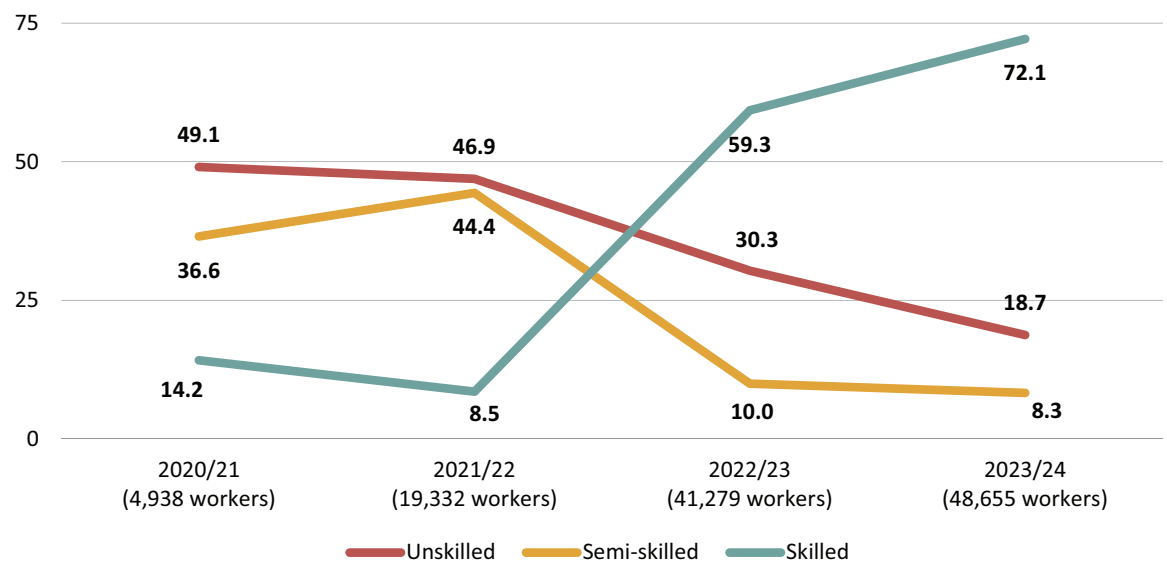
Almost all 'job demands' required applicants to be skilled in the relevant field as a minimum requirement (Figure 3.9). It was 100 per cent for Romania, Croatia, and Albania, and 96 per cent for Cyprus. Only 1 per cent of advertisements specified proficiency in basic English, while in a few cases (1%) relevant work experience and Gulf returnee status was also valued (see also Annex 13). According to a PRA representative, demands often come with specific requirements. For instance, if a restaurant server is required, workers are expected to have had prior experience, either in Nepal or abroad, and also a 'good personality'. Workers are required to have knowledge of the job being advertised and, if possible, be skilled as well. Prospective workers are interviewed prior to selection and provided occupation-specific training.

The data from DoFE shows that a large share of migrant workers obtaining labour permits for Europe during the study period were initially semi-skilled or unskilled (Figure 3.10). That profile, however, changed over the years, with skilled workers to Europe comprising 72 per cent of the total in 2023/24—a significant increase from less than 9 per cent in 2021/22. This shift illustrates the evolving demand for skilled labour in Europe even though, as pointed out by a key informant from the Nepal Secretariat of Skills and Training, a skills development organisation based in Kathmandu, there remains a mismatch between skills demanded abroad and the pool of workers available in Nepal.

While some 'job demands' advertised specified both salary levels and the required years of prior experience, others did not specify the latter. 'Job demands' offering salaries below NPR 100,000 (~USD 660) did not specify any prior experience while a small proportion with salaries above NPR 100,000 asked for a certain number of years of experience in relevant fields. However, all demands requesting workers in technical occupations such as welders, steel fixers, factory workers, masons, and scaffolders, among others, required workers to possess skills, with no additional requirements specified. Hospitality and service-related occupations also listed numerous additional requirements (Annex 13).

Regarding skilled workers and their mobility, the informant from the NSST pointed out that the World Health Organization has recommended that destination countries not recruit Nepali healthcare workers, citing a shortage of such workers in the country itself. That has not prevented Nepali

Figure 3.10: Skill Profile of Migrant Workers



Note: This figure excludes the 0.5 per cent of those listed as 'highly skilled' and 'professional'.

healthcare workers to continue to migrate abroad through.[29] Recruiters also exploit loopholes and send healthcare workers through unsafe and often expensive pathways.

3.4 Recruitment Fees and Associated Costs

The recruitment process to Europe involves paying a myriad of fees and costs, including pre-departure medical expenses, insurance payments, pre-departure orientation training (PDOT) fees, Social Security Fund (SSF) and Foreign Employment Welfare Fund (FEWF) contributions, airfare, visa-stamping fees, visa costs, and the PRA's service fee.

3.4.1 Recruitment Fees and Associated Costs Borne by Employers

Almost all the 'job demands' stated that employers would bear visa fees and plane tickets on behalf of workers, with only a few requiring the workers themselves to bear those costs (Figure 3.11). Around two-thirds of 'job demands' advertised specified that the employing company would bear the cost of visa stamping (Figure 3.11). No significant variation was observed regarding visa fees and plane tickets across years and destination countries.

It varied though in the case of visa-stamping fees. Since most of these European destinations do not have a diplomatic presence in Nepal, after workers receive an agreement letter from the employing company, they generally travel to Delhi to apply for a visa either directly or through third-party visa processing companies. Sometimes, the PRA arranges to send passports to a third country like India to get visa stamps for workers going to such countries. It is this cost associated with visa stamping that can be borne by the employer but not always. In 2020, a vast majority of 'job demands' (80%) required migrant workers to meet that cost themselves. In subsequent years, the responsibility gradually shifted from migrants to the employing company. More than 70 per cent of 'job demands' from Cyprus, Albania, Malta, and Croatia stated that the employing company would bear the fee, but more than half of the demands (58%) from Romania required the workers to pay themselves.

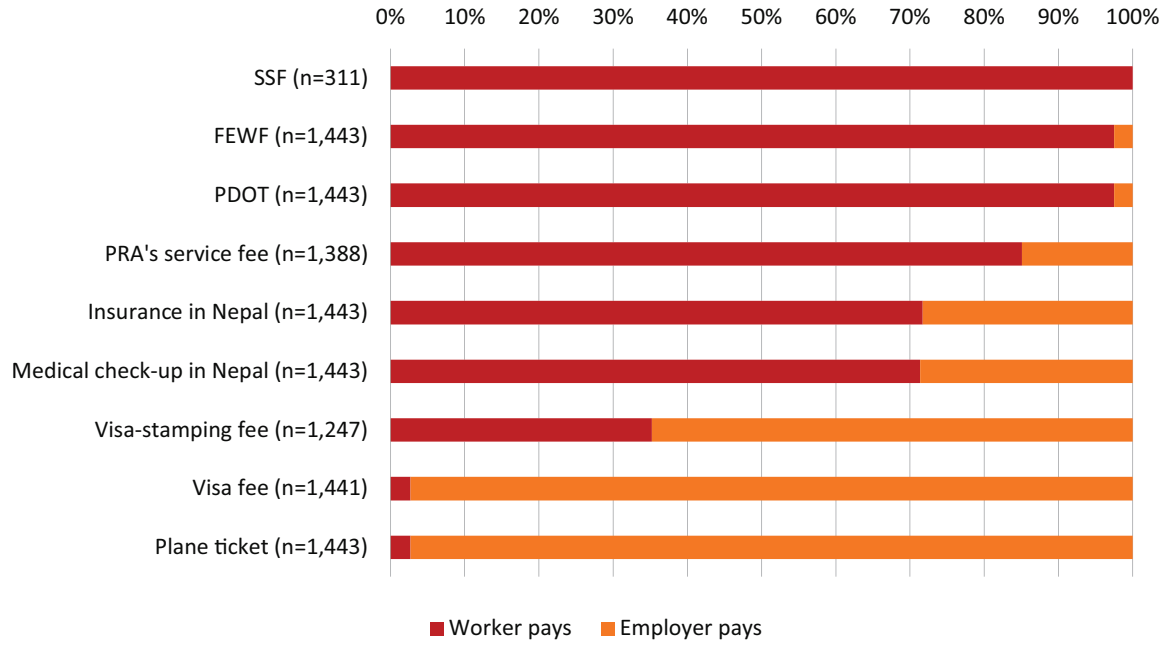
A key informant from a PRA said that for some European countries, such as Cyprus, visa stamping is not required. Instead, a blue paper, the original document sent by the employing company is used. He also said that paper visas purportedly issued by countries such as Azerbaijan, Albania, and Serbia have a high likelihood of being counterfeit. Another key informant raised concerns about limited appointment slots for visa applications at the German embassy in Nepal, causing delays in the overall migration process.

3.4.2 Recruitment Fees and Associated Costs Borne by Migrants

The burden of additional recruitment costs such as pre-departure medical expenses, insurance expenses, SSF and FEWF contributions, PDOT fees, and PRA-related service charges fell directly on migrants (Figure 3.11). While most 'job demands' from Cyprus (77%), Romania (70%), and Malta (83%) specified that workers had to meet these costs, the reverse was true for Croatia (77%) and Albania (86%), wherein it was the employing company bearing those on behalf of the workers.

Migrant workers were also expected to finance their social security contributions. In 2023, the Government of Nepal expanded SSF coverage to include migrant workers and self-employed individuals going abroad, allowing them to access benefits offered under the scheme.[30] All the 'job demands' published thereafter stipulated that migrant workers would have to contribute to the SSF, with the amounts varying across the selected years (Figure 3.11). According to those 'job demands' from 2024, over three-quarters of the workers (77%) were required to contribute NPR 2,308 (~USD 15) to the SSF, while the rest were required to deposit NPR 3,807 (~USD 25). Conversely, demands published in 2026 required all migrants to contribute NPR 2,596 (USD 17.10). An SSF official noted that these variations reflect changes in the federal minimum wage. (The SSF official said that these contributions represent 21.33 per cent of the minimum wage set by the Government of Nepal. The amount of NPR 3,807 does not correspond to any such calculation even though the other figures mentioned here do.)

Figure 3.11: Fees and Costs



The continuity and regularity of SSF contributions among migrant workers remain a critical issue, as highlighted by the SSF official. During the documentation process, in order to speed up matters, PRAs often contribute to the SSF on behalf of the workers, many of whom do not even know that they have been enrolled in the SSF. Even otherwise, many workers are unaware of its benefits and the need to make regular contributions in order to avail of them.

Migrant workers are also required to contribute up to NPR 2,500 (~USD 16) to the FEWF, an amount that varies based on the duration of their contract.[31] Nearly all job demands required workers to deposit NPR 1,500 (~USD 10) in the FEWF, with only a small proportion specifying that the employing company would cover the amount on behalf of workers.

Furthermore, nearly all published 'job demands' required workers to bear the cost of the PDOT. Although attending training prior to departure is mandatory, workers are compelled to rely on curricula developed for traditional corridors, i.e., the GCC countries and Malaysia. There are as yet no PDOT manuals designed for countries in Europe.

In addition to these costs, a vast majority of published 'job demands' indicated that PRAs would charge a service fee to migrant workers, with only 15 per cent offering services free of charge. PRAs were found to have stated their service fee would range from NPR 10,000–80,000 (~USD 65–530). Nearly two-fifths (39%) indicated a fee of NPR 10,001–50,000, followed by 24 per cent charging NPR 10,000, and 22 per cent charging NPR 50,001–80,000.

The 'job demands' also showed variation in the service fees charged by PRAs across destination countries. While a majority of demands from Cyprus, Malta, Romania, and Albania specified a service fee of NPR 50,000 or less, around three quarters from Croatia stated fees ranging from NPR 50,001–80,000. The service fee also varied between men and women, with the average for men being NPR 47,636 (~USD 315) and for women, NPR 33,935 (~USD 225), which is also a reflection of the difference in salaries offered to the two genders.

The larger issues is that while the 'job demands' advertised specify the service fees as mentioned above, news stories makes clear that Nepali migrant workers actually spend much higher amounts to go to Europe. They commonly paid between NPR 200,000 (~USD 1,310) and NPR 1.5 million (~USD 9,900) for employment opportunities promised in Europe, while those pursuing irregular migration often paid substantially higher amounts.[32]

Newspaper reports indicate that these costs are commonly financed through bank loans,[33] informal borrowing,[34] mortgaging propertym and, in some cases, selling family assets.[35] Corroborating those reports, a 2021 study conducted among Nepali migrants in Portugal found that many had paid exorbitant amounts to PRAs, travel agencies, and also to smugglers to reach their destination, with the sums financed mainly by loans and mortgages.[36] Consequently, many migrants depart Nepal with significant financial liabilities, placing considerable pressure on them to recover their investment quickly after arrival.[37] High migration costs can therefore increase migrants' vulnerability to exploitation, particularly when employment opportunities fail to materialise or when migrants encounter problems after arrival. It also increases migrants' economic vulnerability and limits their ability to leave exploitative employment if migration plans fail.

Many migrants paid substantial fees without receiving accurate information regarding the nature of employment, visa conditions, contract duration, wages, accommodations, insurance, and labour rights.[38] News stories present migration cost not simply as a financial issue but a factor interconnected with recruitment practices, migrants' expectations, irregular migration routes, and vulnerability to fraud and exploitation.

4. Trends and Pathways

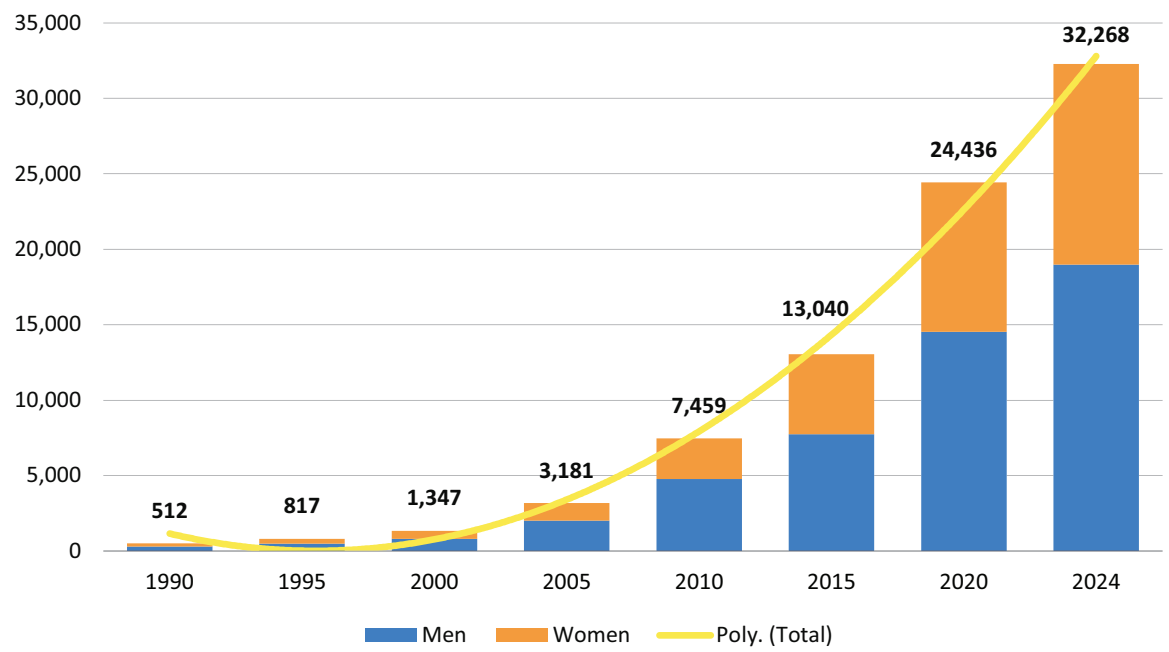
4.1 Destination Country and Labour Outflows

In recent times, the number of Nepalis migrating to Europe has surged, as seen in both DoFE and UNDESA data. Between 1990 and 2024, a total of 83,060 Nepalis had migrated to Europe, with 32,268 in 2024 alone—63 times higher than the total recorded flow of migration to the continent in 1990. While men consistently dominated this migrant flow to Europe across all years, the gender gap was never that wide, with the proportion of women never dipping below 36 per cent over the years.

It was after the COVID-19 pandemic that Nepali PRAs began seeking to send workers to newer corridors and destinations, including to Europe.[39] Romania and Cyprus have consistently remained the top two countries sending the highest number of 'job demands' in the selected years (Figure 4.2). Data from DoFE also corroborates that fact, with recruitment of Nepali workers through PRAs to European countries predominantly focused on Romania and Cyprus and accounting for 99 per cent of the total workers migrating to the continent in 2020/21 (Annex 2).

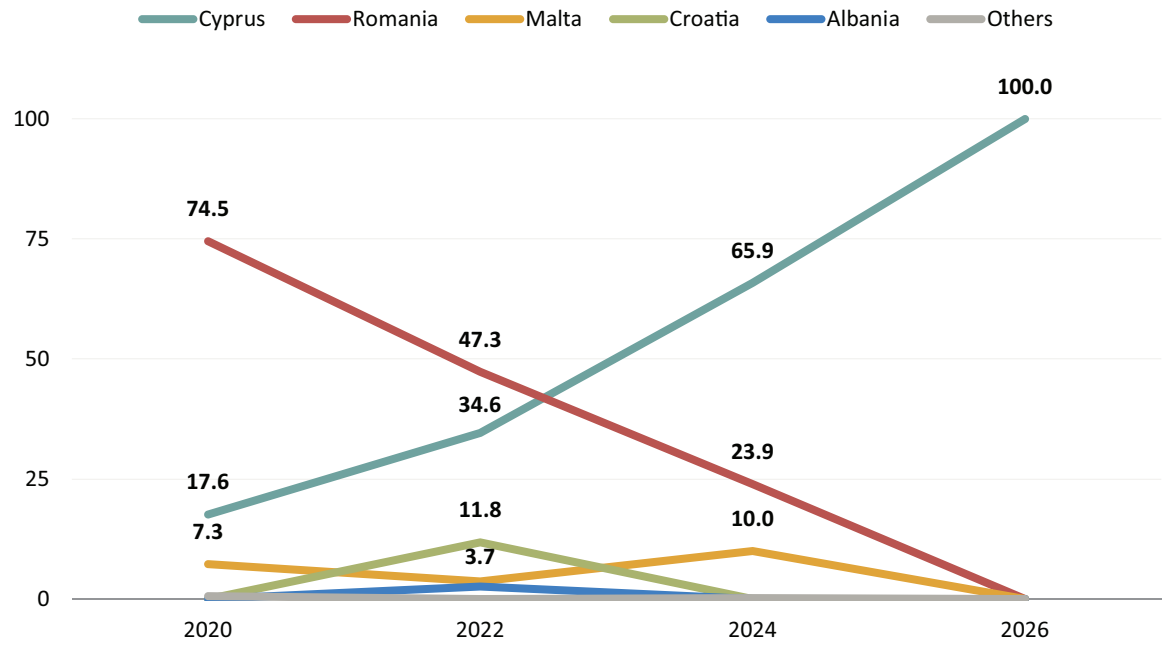
Individual labour permits, on the other hand, were issued mostly to people going to Croatia, Romania, and Poland. Although these figures suggest a persistent flow of workers migrating to Europe, these may not reflect the true scale, as a large number of undocumented Nepalis continue to live and work in many countries across the continent. For instance, it was reported that an estimated 50,000

Figure 4.1: Rising Trends of Nepal–Europe Migration



Source: UNDESA

Figure 4.2: 'Job Demands' by Destination Country



Note: Only 'job demands' for Cyprus were published in 2026.

Nepalis were living in Spain, although the exact number cannot be known due to the undocumented status of many Nepalis.[40] Additionally, while around 40,000 Nepalis were estimated to be living legally in Portugal, more than 10,000 other Nepalis were believed to be without the required residence permit, having arrived there via other Central and Eastern European countries.[41]

The expansion of European destinations for Nepalis can also be linked to changes in Nepal's labour migration landscape. There was a decline in labour outmigration from Nepal during COVID-19, with many migrants forced to return due to job losses and travel restrictions associated with the pandemic.[42] However, in the aftermath of the pandemic, European destinations, in particular, Romania, Poland, Croatia, Cyprus, Malta, Portugal, and Türkiye emerged as alternatives to the traditional destinations in the GCC and Malaysia.[43] This shift was mainly due to better employment opportunities in Europe, higher wages, possibility of permanent residency, and opportunities for family reunification.[44] Nepali migrants who had worked in the GCC countries for five to seven years began to take advantage of the greater employment opportunities Europe provided since the apart from higher wages, it also meant better working conditions, and stronger labour protections.[45]

Increased migration of Nepali workers to European destinations could also be attributed to labour shortages in these countries. The European Migration Network (EMN) and the Organisation for Economic Co-operation and Development (OECD) highlight a critical shortage of labour across several sectors, including healthcare, construction, and information and communication technology (ICT), due to an ageing population and the impacts of the COVID-19 pandemic.[46] Nepali sources also tell a similar story of labour shortages in European countries resulting from a shrinking population and the outward migration of local workers.[47]

In addition to declining populations in European destinations and the aspirations of Nepali migrants, the bare minimum qualification required for some occupations in a few European countries may also explain the driving factor. For instance, a study by the OECD revealed that most jobs in Romania are low-skilled in nature, and employers do not have strict qualification requirements and even accept migrant workers without any language skills.[48]

Further, in order to recruit migrants to fulfil labour shortages, countries in Europe have adopted a number of strategies. This includes Romania retaining its quota for work permits for foreigners at

100,000 in 2025; Greece increasing its quota to be fulfilled by third-country nationals from 45,620 in 2024 to 89,920 in 2025; Germany introducing a temporary fast-track procedure for temporary work visas and for foreigners who are offered jobs in occupations with shortages such as healthcare, engineering, skilled trades, information technology, and transport; and Croatia introducing a rule that work permit holders could stay for up to three years and change jobs.[49] Further, Portugal seeks workers in low-skilled occupations and offers legal provision for regularisation of undocumented migrant workers,[50] making it a preferred destination for migrant workers.

Portugal and Malta showed up as two of the most prominent European destinations for Nepali migrants in newspaper reporting, although the coverage portrayed them in markedly different ways. Portugal was largely represented as a destination offering opportunities for legalisation and onward mobility, frequently referred to as the 'European Dream', whereas Malta was more frequently associated with exploitative recruitment practices, employment insecurity, and secondary migration.[51]

According to the data from DoFE, in 2020/21, agency-based recruitment to Europe was mainly centred on Romania (59%), whereas Croatia (45%) was the top destination for workers migrating through individual channels (Annex 2). Overall, these two countries took in the highest proportions of Nepali workers going to Europe, at 41 and 22 per cent, respectively. In the same year, Romania was the most preferred destination for male workers (50%) and Cyprus for female workers (68%) (Annex 2).

Immediately following the pandemic, Romania accounted for nearly half of the 'job demands' analysed for this study (Figure 4.2). DoFE data shows that it was indeed the main destination among European countries for workers recruited through agencies in 2022/23, totalling 7,708 workers (i.e., 56% of the total) (Annex 4). However, migration through individual channels was more common to Malta, Croatia, Romania, and Poland, each accounting for some 20 per cent of the total individual labour permits issued in 2022/23. The following year, Cyprus made up the largest proportion of institutional labour permits across European countries, with 5,895 workers (53%), while more than a third of total individual labour permits issued for Croatia (Annex 5).

In 2025/26, both men and women workers migrated only to Cyprus through institutional channels, with men accounting for a majority of institutional labour permits issued for Cyprus (Annex 7). On the other hand, among those going to Europe on individual labour permits, the majority of 51 per cent went to Romania. Overall, while preferences have shifted, male workers continue to dominate to some extent Nepali labour migration to Europe.

4.1.1 Suspension of Demand Attestation

In March 2023, the Ministry of Foreign Affairs (MoFA) sent an official letter to the Nepali diplomatic missions in Europe, instructing them to stop attesting 'job demands'. The Nepali embassies reported that this was because of the growing number of undocumented and stranded Nepalis across Europe. Furthermore, the embassies maintained that they would only attest the 'job demands' if certain conditions were met—a budget to conducting on-site inspections of the employing company; being allowed to take longer than the regulatory 15 days to attest 'job demands'; and assurance that workers will work in the country for which they have obtained a labour permit and not seek asylum.

This study found 'job demands' published for only three European countries in the months the study period covered in 2024: Cyprus, Romania, and Malta (Table 4.1). As also emphasised by an informant from *Madhyanha*, when demand letters are not attested by the Nepali diplomatic missions in destination countries, PRAs cannot present them to DoFE for approval, and without the approval, the demands thus cannot be legally published in newspapers.[52]

That is the reason Cyprus accounted for the largest share of 'job demands' published, and also for the only ones published in 2026. By default, Cyprus became the one and only European destination for workers migrating through institutional channels in 2025/26 (Annex 7). In contrast, among Nepali migrants who moved to Europe on individual labour permits in the years since the attestation came to a halt—2023/24, 2024/25, and 2025/26—a full 42 per cent went to Romania. In fact, Romania accounted for 35 per cent of both institutional and individual labour permits issued in those three years. A PRA

representative said that Romania is currently a major destination because the procedure is considered easier and the visa approval timeline is shorter. The preference for employment in Cyprus and Romania was also highlighted in news reporting.[53]

The cessation of demand attestation by Nepali missions has disrupted recruitment through licensed PRAs and encouraged prospective migrants to pursue individual labour permits. The absence of formal labour agreements with several European countries was presented as another factor contributing to the growing reliance on individual migration channels.[54] It was thus no surprise that the number of workers migrating to Europe on individual labour permits increased approximately 22-fold over five years. The main shift in preference was from Croatia to Romania but with more individual labour permits being issued for destinations such as Serbia, Malta, Greece, Portugal, and Austria, a diversification of European labour migration destinations for Nepali workers appears to be underway (Annexes 2 and 7).

4.2 Migration Pathways and Experience

Newspaper articles suggest that following the suspension of demand attestation, many individuals went to Europe through unregistered agents, brokers, education consultancies, and travel agencies. Some even practised step migration to reach their preferred destination. Recruiters' promises of higher salaries and better opportunities in Europe, some of it advertised through social media, has led many to fall victim to deception. Migration fraud and exploitative recruitment networks emerged as one of the most prominent themes in the content analysis of news stories.

4.2.1 Aspiration, Recruitment Fraud and Roles of Individual Agents

The articles documented numerous cases in which brokers exploited migrants' aspirations for better economic opportunities in Europe, relying on fraudulent practices, including promises of non-existent jobs in the hospitality and manufacturing sectors, fake work visas and residence permits, falsified educational admissions, recruitment through unauthorised consultancy firms, excessive recruitment fees, and the abandonment of migrants upon arrival in Europe. An increased preference among youths to migrate to Europe, coupled with the absence of attestation of demand letters, has exposed them to massive fees and heightened risk of fraud and exploitation, while some have even fallen prey to human trafficking networks.[55]

Brokers and agents have also repeatedly exploited this loophole and defrauded aspirant migrants of large sums of money by promising them employment in Malta,[56] Türkiye,[57] Greece,[58] Croatia,[59] Russia,[60] Portugal,[61] Romania,[62] Poland,[63] Serbia,[64] Italy,[65] Germany,[66] Cyprus,[67] Belgium,[68] Iceland,[69] Hungary,[70] Austria, Slovakia,[71] Moldova,[72] Liechtenstein, Azerbaijan, Bosnia & Herzegovina,[73] and other Eastern European countries.[74] The diversity of destination countries and occupations suggests that the alleged schemes operated across multiple European countries rather than being concentrated in just one country or employment sector, and that fraud is closely connected to the structure of labour migration and recruitment.

The number of complaints registered at DoFE related to migration and recruitment fraud has been growing over the years, rising steadily from 780 in fiscal year 2020/21, to 1,742 in 2021/22, 4,464 in 2022/23, 7,663 in 2023/24, and 5,632 in 2024/25.[75] A further 2,016 complaints were registered in the first six months of the fiscal year 2025/26, with the alleged fraud totalling to NPR 1.42 billion (~USD 9.3 million).[76] The rise of in fraud cases has been linked specifically to higher levels of migration to European countries such as Croatia, Greece, Malta, Poland, Portugal, and Romania. A news report cited a DoFE official to state that the highest proportion of fraud cases registered at DoFE involved Europe.[77] (Although it is not clear over which period the official meant, he appeared to refer to more recent years.) The number of those falling victim to such scams is increasing by the year, with more workers opting to migrate to Europe on individual labour permits after the suspension of institutional recruitment.

Table 4.1: Type of Advertisement (yearly breakdown)

Country	2020		2022		2024		2026		Total
	New ad	Re-ad	New ad	Re-ad	New ad	Re-ad	New ad	Re-ad	
Albania	–	2	12	–	–	–	–	–	14
Croatia	–	–	20	44	–	–	–	–	64
Cyprus	29	–	135	53	175	180	84	112	768
Malta	12	–	8	12	11	43	–	–	86
Romania	123	–	132	125	–	129	–	–	509
Other	–	1	–	–	–	1	–	–	2
Total	**164**	**1**	**297**	**246**	**186**	**353**	**84**	**112**	**1,443**

Individuals have been defrauded of varying amounts, ranging from NPR 100,000 (~USD 660)[78] to NPR 2 million (~USD 13,170),[79] with one agent even collecting NPR 4 million (~USD 26,335) from an individual and almost NPR 30 million (~USD 197,510) from around 40 under the pretext of arranging employment in multiple European countries.[80] These cases demonstrate that recruitment fraud could involve organised and large-scale operations, with some alleged schemes targeting hundreds of prospective migrants and involving frauds amounting to tens or hundreds of millions of rupees.

Newspaper reports suggest that expectations of higher earnings and better long-term economic and residential opportunities in Europe encouraged prospective migrants to accept substantial fees and financial risks, despite reports of recruitment fraud. Some proceeded through informal brokers, social media advertisements, or other channels outside formal recruitment mechanisms without adequately verifying employment contracts, costs, or destination-country conditions. These findings are consistent with the aspirations–capabilities framework, which views migration as a function of aspirations and the capacity to act on them.[81] Reliance on agents and brokers amid limited institutional channels, together with substantial borrowing to finance migration, suggests that strong aspirations can motivate workers to pursue migration despite constrained financial capabilities.

4.2.1.1 Recruitment strategies, role of agents, recruitment networks, educational consultancy firms and travel agencies

Unscrupulous recruiters adopt a variety of methods to defraud unsuspecting youths. There were reports of aspirant migrant workers simply being told they would be sent to Europe without even the country being specified, and given false hopes of lucrative jobs.[82] Alongside fake job offers, potential migrants were deceived through sophisticated document fraud, lending these practices an air of legitimacy with papers such as fake job offers,[83] forged work permits and visas,[84] fabricated employment contracts,[85] fake airline tickets, and misleading salary offers, with recruiters disappearing after collecting substantial recruitment fees.[86] Collectively, the news reports portrays recruitment fraud as a structural challenge that has become closely intertwined with the growing demand for labour migration to Europe and further demonstrates the consequences of recruitment fraud extending beyond financial loss, and potentially exposing migrants to detention, deportation, and disruption of their migration plans.

Stories citing Anti-Human Trafficking Bureau (AHTB) of the Nepal Police identified three common patterns of irregular migration.[87] The first involved brokers transporting migrants through several transit countries before abandoning them in third countries. The second involved prospective migrants remaining in Indian cities for extended periods while waiting for forged documents, visas, and further instructions from brokers. During this period, migrants often incurred additional living expenses while facing considerable uncertainty regarding their departure. The third pattern involved fraudulent schemes occurring entirely within Nepal, where prospective migrants paid substantial recruitment fees for non-existent overseas employment and never left the country.

There was also the growing involvement of travel agencies and consultancy firms operating illegally as foreign employment agencies, individual brokers, and transnational recruitment networks

operating across Nepal and Europe.[88] Several education consultancies were found to be functioning as *de facto* recruitment agencies despite lacking the legal authority to recruit migrant workers. But, as a representative of an education consultancy firm explained, they have increasingly begun to receive prospective students who either want to pursue employment alongside their studies while on a European student visa or hope to enter Europe as a student with the prime objective of finding work, suggesting that some individuals use student visas as a pathway to enter Europe and pursue economic opportunities.

Simultaneously, education consultancy firms also reportedly exploit such prospective students with cases involving defrauding potential migrants with promises of employment opportunities in Romania,[89] Serbia, Malta, and Portugal.[90] In one such case, four individuals, including the manager of a consultancy, were arrested after 91 people filed complaints alleging fraud over promised employment in Portugal, Malta, Romania, and Croatia; victims reportedly paid between NPR 60,000 (~USD 400) and NPR 1.2 million (~USD 7,900) each.[91]

Recruitment fraud operations have become increasingly transnational in nature. A report citing police investigations revealed that Nepali citizens, in collaboration with Pakistani and Azerbaijani nationals, allegedly defrauded migrants of approximately NPR 8 million (~USD 52,670) by using forged work permits and false job offers in the Czech Republic, Norway, Poland, and Portugal.[92] These cases indicate that fraudulent recruitment networks increasingly operate across multiple countries, making investigation and prosecution more complex.

The news stories further suggests that recruitment fraud has evolved beyond financial deception to increasingly involve sophisticated methods designed to create the appearance of legitimate overseas employment. Fraudulent recruiters reportedly organised language classes, pre-departure orientation programmes, medical examinations, visa applications, and airline bookings to convince prospective migrants that their recruitment process was genuine.[93] In one such case, an organised network consisting of returnee migrants with previous work experience in the Czech Republic recruited workers for employment in Germany by offering the aforementioned services. The group collected NPR 400,000–1.75 million (~USD 2,630–11,525) from the prospective migrants before disappearing. Subsequent investigations revealed that the visas were forged and that the air tickets had been cancelled.[94]

A PRA representative also drew attention to Nepali migrant workers migrating to Europe via Indian airports. When institutional recruitment was ongoing, workers generally travelled through Nepal's airport. However, after the suspension of the same, many workers had migrated to Europe through airports in India, citing expensive airfares from Nepal.

4.2.1.2 Use of social media

Fraudulent recruiters have widely exploited social media platforms to connect with and lure prospective migrants seeking to go to Europe. By advertising fake job opportunities and easy documentation requirements, agents and brokers have been found to defraud potential migrants of huge sums of money. In several reported cases, Facebook and TikTok, messaging apps like WhatsApp, and other digital platforms were used to advertise employment opportunities, communicate with potential victims, collect personal documents, and demand recruitment fees.[95] In one such episode, four suspects were accused of defrauding more than 300 people of approximately NPR 150 million (~USD 988,000) through fake social media accounts and advertisements circulated via Facebook Messenger and WhatsApp.[96] This case highlighted a pattern of recruitment fraud in which conventional brokerage practices are increasingly combined with digital communication and social media advertising.

A PRA representative said that since institutional labour permits for countries such as Portugal and Malta are no longer possible, even genuine employment opportunities in those countries are instead openly advertised on TikTok and other social media platforms. But social media is also full of fake job demands, including those created by generative artificial intelligence (AI) tools. This evolving

modus operandi of recruitment fraud using social media and digital platforms further exacerbates the difficulties of regularising migration.

4.2.2 Information Gaps in Nepal–Europe Migration

Access to timely, accurate, and adequate information about Nepal–Europe migration is crucial for ensuring safe, decent, and ethical migration. With Europe increasingly preferred by Nepali migrant workers, existing curricula and the capacity of information centres are inadequate for disseminating timely, destination country-specific information to migrants, and thereby enabling them to make informed migration decisions and navigate legal migration pathways. As a key informant pointed out, the ESCs and MRCs meant to help prospective migrants are quite incapable of providing information about Europe.

An MRC official from Biratnagar in Koshi Province said that neither the government nor the local ward has developed separate counselling guidelines for different European countries. Likewise, an ESC official from Paroha in Madhesh Province raised concerns about the lack of adequate training for ESC staff on employment in Europe, leading them to rely on information gleaned from online searches to counsel prospective migrants seeking guidance. In a positive development, an official from the National Migration Resource Centre under the Foreign Employment Board said that the national body is currently updating its curriculum to incorporate content dealing with Europe, acknowledging growing recruitment fraud linked to Europe-bound migration.

A study by the AHTB also challenged the common assumption that migration fraud primarily affects individuals with limited formal education. It found that victims of Europe-related migration fraud were often relatively well educated compared to the perpetrators, who possessed lower levels of formal education.[97] The study further found that first-time migrants were considerably more vulnerable to fraudulent recruitment than individuals with previous overseas migration experience. These findings suggest that educational attainment alone does not protect prospective migrants from exploitation. Instead, limited knowledge of international migration processes, reliance on informal recruitment networks, and strong aspirations for overseas employment appeared to increase migrants' vulnerability to deception.

4.2.3 Step Migration

Nepali labour migration to Europe is also shaped by step migration, where workers use one country as a stepping stone to reach another with better prospects—often outside official, regulated channels. Rather than migrating to the intended country, many migrants travel through complex and lengthy routes facilitated by brokers and smugglers. Incidents such as a worker first migrating to Croatia through approved labour channels before moving to Portugal to work as a labourer[98] or a worker travelling to Serbia with proper permits and later moving to Greece illegally to work on a farm for higher wages,[99] have been reported. Together, these cases point to the broader trend of Nepali migrants, dissatisfied with initial placements or lured by better pay elsewhere, taking on greater legal and physical risks by moving between countries, often losing formal protections in the process, sometimes with fatal consequences.[100]

4.2.3.1 Drivers of step migration

Step migration often occurs in cases where Nepali workers are in pursuit of better employment opportunities, a more secure legal status, and the likelihood of long-term settlement.[101] Additionally, the possibility of obtaining residence permits also drives mobility within the continent among Nepali migrants who hold Schengen visas.[102] More than 10,000 Nepalis who initially entered Europe through a visa issued for Romania, Greece, Croatia, or Malta were believed to be living in Portugal as of 2026, awaiting temporary residence permits offered by the Portuguese government.[103] Such cases suggest that certain European countries in Central and Eastern Europe could simply serve as an entry and transit point, allowing workers to move to another country on the continent that offers better

opportunities—whether employment or permanent residence.

Nepali migrants' aspirations to move to another European country in pursuit of these long-term plans are shaped not only by their preferences, but also by brokers and agents who instil and reinforce such aspirations. Recruiters lure prospective migrants to one European country with attractive salaries and employment opportunities, and also subsequent prospects of moving to other European countries along with the possibility of legalisation and long-term settlement.

News articles analysed further suggest that these multi-country routes were associated with a range of factors, including visa accessibility, existing migrant networks, recruitment practices, and attempts to navigate migration restrictions. Additionally, onward migration was frequently driven by the seasonal nature of employment, unemployment following dismissal, and dissatisfaction with working and living conditions. Many migrants reportedly sought alternative employment after their contracts expired or after losing their jobs because of unstable labour demand, poor working conditions, or fraudulent recruitment practices.[104]

These challenges can also be collectively attributed to the absence of bilateral labour migration agreements (BLMAs) between Nepal and European destination countries, limiting the mechanisms for regulating employment contracts, living conditions, and the overall welfare of migrants. Furthermore, when migrants are exploited, with no mechanism in place for seeking redress and protecting their right to fair and equitable employment, they are compelled to move from one country to another in search of livelihood opportunities. Migration thus increasingly involves successive movements between European countries rather than settlement in the original destination country.

4.2.3.2 Common routes for step migration

The frequently reported migration routes to Europe included Nepal–India–Thailand–Cambodia–Belgium,[105] Nepal–Türkiye–Greece–Albania–Bosnia–Croatia–Slovenia–Italy–France,[106] Nepal–the UAE–Russia–Mexico–the United States,[107] Nepal–the UAE–Croatia–Portugal,[108] Nepal–Romania–Portugal,[109] Nepal–Malta–Portugal,[110] and Nepal–India–the UAE–Russia.[111] More recently, Türkiye has become an important transit country for prospective Nepali migrants attempting to reach Europe, mainly Greece, which itself functions as a gateway to other destinations. News reports revealed that, because obtaining a visit visa to the UAE was relatively easy, Nepali workers there arranged for individuals from Nepal to migrate first to the UAE and eventually to Europe, turning the UAE into a transit hub.[112]

Many Nepali workers reportedly entered Europe through other Eastern and Central European countries before eventually relocating to Portugal in search of better employment opportunities and to regularise their legal status due to favourable pathways.[113] This pattern positioned Portugal as a central destination within broader processes of step migration involving countries such as Malta, Poland, Greece, Italy, and Spain. According to one report, an estimated 2,000 Nepali workers had moved from Malta to Portugal within a single month in 2020.[114]

Despite these perceived opportunities, newspaper coverage challenged the idealised image of Portugal as an uncomplicated route to prosperity.[115] In fact, countries such as Portugal, Spain, and Malta have also frequently served as intermediate destinations within broader migration trajectories, offering comparatively accessible entry routes, employment in labour-intensive sectors, and opportunities for residence regularisation in more attractive countries.[116]

One such final destination mentioned is Norway, with some entering the Nordic country on student visas and subsequently transitioning to permanent residence after securing employment, while others first regularised their legal status in Portugal or Spain prior to permanently relocating to Norway with their families.[117] These cases also suggest that while migrants frequently use Eastern and Central European countries to reach Southern European destinations for long-term settlements, some also use these Southern countries as an intermediate destination before ultimately relocating to Northern Europe.

The use of multiple transit countries render the migration process more difficult for authorities to

monitor. When migrants depart from Nepal for one stated purpose and destination, and subsequently travel through several countries before reaching another destination, the resulting complexity can present a different set of challenges to migration governance.

4.3 Irregular Migration, Trafficking and Smuggling

Irregular migration pathways, trafficking, and smuggling are the most pressing issues highlighted in labour migrants' journey from Nepal to Europe, with many incidents capturing the hardships faced by migrants en route. New reports frequently suggested that prospective migrants moved through informal or unauthorised channels and were exposed to significant risks because of inadequate information, deceptive recruitment practices, and the involvement of brokers, intermediaries, and trafficking networks.

4.3.1 Irregular Migration and Precarity of Trafficking and Smuggling

Newspaper content indicates that the growing demand for employment opportunities in Europe, combined with restrictive recruitment systems, has contributed to an increasing reliance on irregular migration pathways.[118] This has led to multiple cases of being abandoned by brokers, deceived after arrival, newspapers reported cases of migrants being held hostage,[119] subjected to ransom demands, arrested,[120] deported, reported missing,[121] as well as deaths. A series of news reports have disclosed a large organised trafficking and fraud network suspected of sending Nepalis to Greece through Türkiye.[122] In one particular case, a vehicle transporting migrant workers got into an accident while evading the police, causing the death of four Nepalis,[123] and injuring six more.[124] The coverage suggests that irregular migration was not limited to unauthorised entry or employment but, in some cases, also associated with exploitation, deception, coercion, and exposure to serious personal and financial risks.

Brokers are also known to instruct migrants to destroy their identity documents, including passports and mobile phones.[125] This creates further difficulties in identifying migrants, tracking missing persons, and repatriating deceased migrants. According to one report, four Nepali migrants were held hostage for three days by six armed Pakistani nationals in Türkiye while attempting to enter Europe. The captors demanded a ransom of EUR 10,000 (~USD 11,600) per person before the migrants were rescued by the Turkish police.[126] This case not only illustrates the high reliance of migrants on trafficking networks throughout the process but also the prolonged uncertainty, financial exploitation, and heightened vulnerability.

Irregular migration frequently involved unauthorised border crossings and hazardous journeys through forests and mountainous terrain, often with no food or necessary provisions.[127] In certain dire cases, news reports described terrifying experiences of migrants being kidnapped and threatened by gunmen,[128] with women also being subjected to sexual assault[129] in addition to the aforementioned threats. In one case, five undocumented Nepalis in Türkiye were deported after reportedly being abandoned by a trafficking network.[130]

Increasingly, Nepali women are being sent to European destinations on visit visas for illegal employment as domestic workers.[131] A broader investigation into departures from Tribhuvan International Airport in Kathmandu found that more than 20,000 travellers holding valid visit visas were turned back at immigration over 41 months. While it is not known how many of those were planning to enter employment in Europe or other countries, anti-corruption investigators allege a trafficking network involving government officials, travel agencies, PRAs, airlines, and middlemen denying passage to travellers who had not paid those involved in advance, with amounts reportedly reaching NPR 300,000 (~USD 2,000) for European destinations.[132] Overall, these reports illustrate that trafficking can involve multiple, overlapping forms of vulnerabilities, including deceptive recruitment, fraudulent documentation, exploitation, detention, and deportation.

Organised trafficking and migrant smuggling networks have been growing across Nepal, Europe, and other transit countries. These networks facilitate irregular migration by providing forged

documents, arranging unauthorised border crossings, and coordinating onward movement through complex transnational routes. Reports described migrants following expensive smuggling routes, destroying passports to conceal their identities, and paying brokers to facilitate onward movement between European countries.[133] These practices significantly increased migrants' vulnerability to exploitation, detention, and abuse.

The news stories also identified the role of informal financial networks, particularly the use of *hundi* (the informal and traditional money transfer system), in facilitating migration to Europe. Irregular migration and informal financial practices were interconnected, with the *hundi* sysem serving as a key mechanism for financing migration and for paying recruitment costs outside formal banking channels.[134]

5. Workers' Experiences and Risks

5.1 Working Conditions in the Destination Country

Although Europe is generally portrayed as offering higher wages than traditional destinations such as the GCC countries, an examination of news stories indicated that European migration did not automatically result in secure and decent employment. Many Nepali migrant workers lack adequate technical skills, language proficiency, and knowledge of labour rights. These limitations restrict their access to better paid employment and limit them to low-skilled and low-paid occupations.

5.1.1 Working Hours

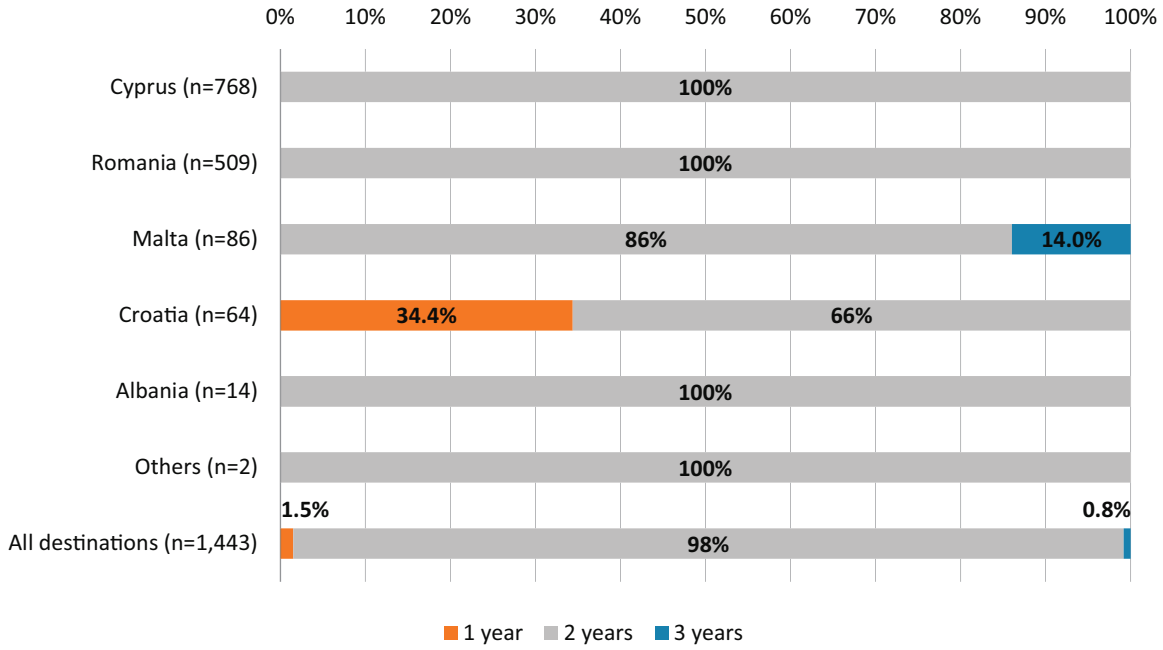
Based on the published 'job demands', all the advertised jobs required eight hours of work per day with a six-day work week across different European countries. Despite what was advertised, migrants were reported to be working excessive hours. Those employed in construction, agriculture, manufacturing, and hospitality were regularly required to work long hours, including shifts of up to 12 hours per day in Belarus, without the overtime pay promised by recruitment agents in Nepal.[135] In another case in Cyprus, Nepali and other South Asian students working informally without contracts, labour agreements, or insurance described being forced to work 14–15-hour days for as little as EUR 20–25 (~USD 23–29) per day.[136] Though a clear violation of their visa conditions, many students neglected their studies entirely to work, driven by the relief of having secured a job.

News articles documented cases of Nepali migrants pushed into forced labour and made to work for extended periods, all the time exposed to gruelling working conditions. In Spain's agricultural sector, around 300 migrant workers, many of them Nepali, were found trapped in forced labour situations where victims were made to work up to 12 hours a day without pay or proper living conditions.[137] Such cases demonstrate that workers who migrate through irregular pathways are very vulnerable to exploitation in the workplace. While formal recruitment channels guarantee a fixed eight hours of work per day, workers using irregular channels are forced to work long hours without the provision of overtime compensation. Worryingly, even as news coverage has captured the plight of workers trapped in forced labour, such narratives have not discouraged Nepalis from migrating to Europe using these perilous pathways.

5.1.2 Duration of Contract

Nearly all published 'job demands' specified a contract duration of two years regardless of occupation. However, as a journalist explained, under work permits granted by destination countries, people typically migrate for only one year at a time. Obtaining that work permit is fairly complicated; a certain amount of money has to be paid as a security deposit, and the work permit requirement itself creates further complications. Even when a permit is listed as valid for two years, in practice people often end up going for only a year.

Figure 5.1: Duration of Contract in 'Job Demands' (by destination)



Newspaper articles frequently reported that recruiters did not bother to explain in detail the type and validity of visas, the seasonal nature of employment, eligibility for visa renewal, and the legal limitations associated with temporary work permits. Consequently, many migrants only became aware of these conditions only after arriving in the destination country. For instance, there were cases of Nepali workers having travelled on seasonal visas valid for 180 days.[138] By the time workers completed the migration process and reached the place of work some 20 to 30 days of the visa period would already have elapsed. Employers did not renew work permits at the end of the contract period in many cases, leaving workers with insufficient time to recover the substantial costs they would have incurred. Subsequently, many migrants sought employment through irregular channels and moved onwards to other European countries looking for alternative opportunities.

5.1.3 Provision of Food and Accommodation

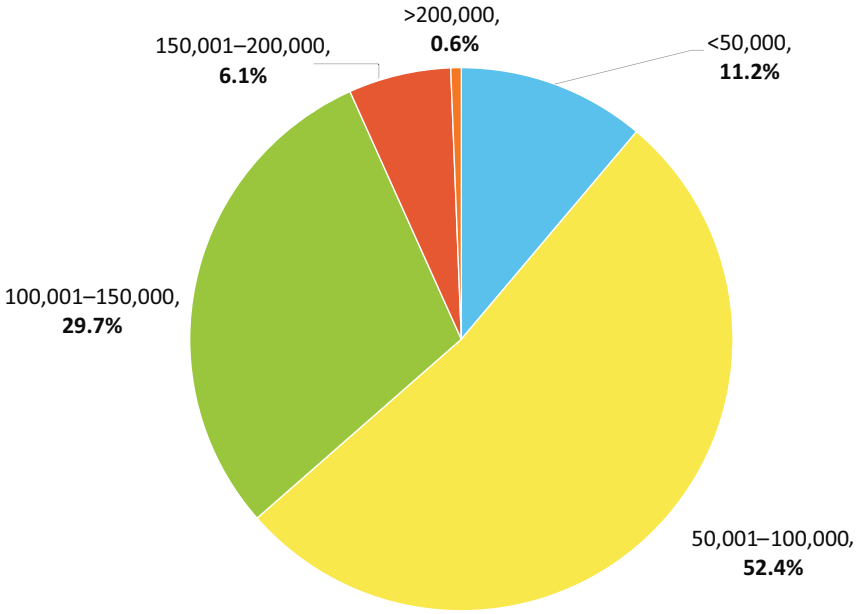
Almost all (99.9%) the 'job demands' published included provisions for food. There was only a negligible proportion of the 'job demands' for Cyprus that did not mention any provision related to food. Where food allowance per se is not provided, it is included in the company's salary offer.

All 'job demands' specified that employers would provide accommodation to workers in destination countries. However, the quality of accommodation was often reported to be abysmal. Nepali migrant workers were housed in overcrowded and substandard facilities with inadequate sanitation and limited privacy.[139] Such conditions, combined with insecure employment and financial pressures, further contributed to migrants' vulnerability and reduced their overall quality of life. One story documented a case in Spain's agricultural sector, where around 300 migrant workers trapped in forced labour — many of them Nepali—had limited access to toilets and were crammed into poorly ventilated rooms, with many sleeping on the floor.[140]

5.1.4 Salary and Benefits

Published 'job demands' offered monthly salaries ranging from less than NPR 50,000 (~USD 330) to more than NPR 200,000 (~USD 1,320) (Figure 5.2). The salary offered for more than half was NPR 50,001–100,000 (~USD 300–660), followed by over a quarter offering NPR 100,000–150,000 (USD 659–988) with a small proprortion of 6 per cent in in the NPR 150,000–200,000 and more range. The years

Figure 5.2: Salary Ranges Offered in 'Job Demands' (in NPR)

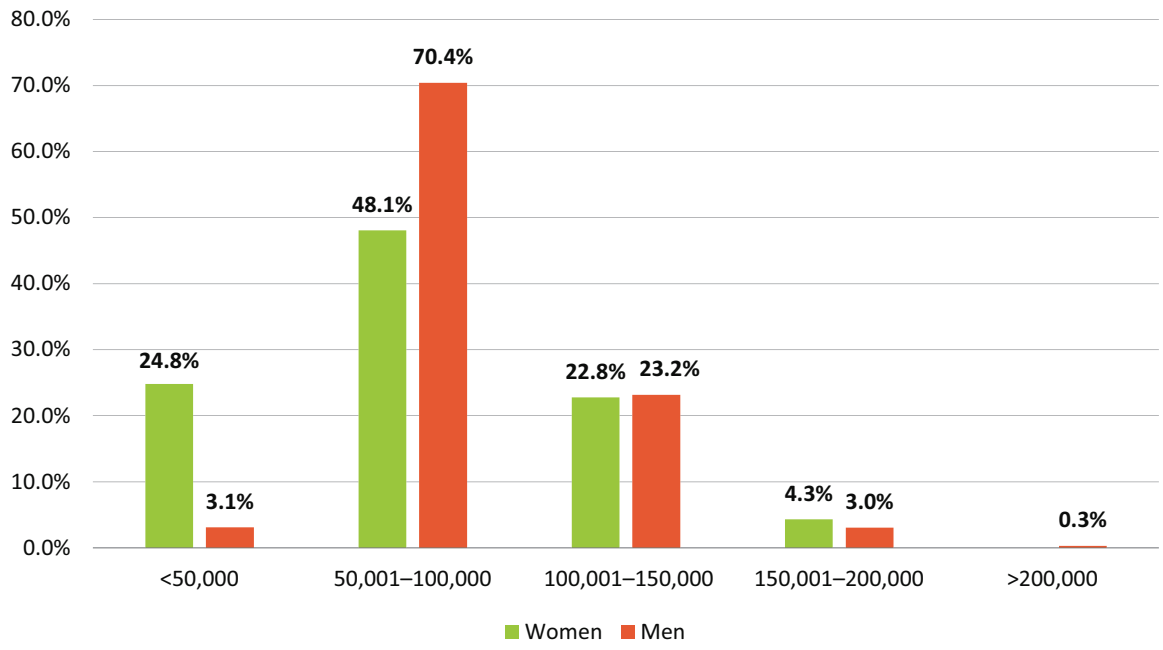


between 2020 and 2026 saw a precipitous rise in the wages being offered in European countries. For instance, while only 7.9 per cent of the 'job demands' mentioned NPR 100,000–150,000 in 2020, that proportion was 63 per cent in 2026.

Comparatively, Malta offered the highest salaries, with a substantial majority of 'job demands' (81%) specifying a monthly salary of NPR 100,000–150,000, followed by 16.3 per cent at NPR 150,001–200,000. The lowest salaries were being paid in Cyprus, where nearly one-fifth of the 'jobs demands' listed salaries of NPR 50,000 or less (Annex 14).

Of the 'job demands' offering salaries of NPR 50,000 or less, the vast majority (83%) were for domestic workers. 'Job demands' offering NPR 50,001–100,000 were mainly in construction-related

Figure 5.3: Gender-Wise Salary in 'Job Demands' (in NPR)



and technical occupations, including masonry, welding, plumbing, and factory work while those offering salaries above NPR 100,000 were for hospitality-related occupations (Annex 15).

A strong gender disparity was observed in the salaries. No 'job demand' for women offered more than NPR 200,000 per month. And, while only 3 per cent of men were offered less than NPR 50,000 per month, that figure was true for a full quarter of women.

Notably, all published 'job demands' specified that the employing company would bear all medical and insurance expenses for migrant workers in the destination country.

5.2 Challenges Faced in Destination Countries

Nepali migrant workers in Europe also face a range of challenges. These consist of exploitative and dangerous working conditions, documentation and passport-related problems, inadequate housing, legal and administrative barriers, limited consular services, safety concerns, language barriers, social acceptance, irregular status, and deportation. Exploitative working conditions, insecure employment, and limited access to institutional support create multiple and overlapping forms of vulnerabilities for Nepali migrants.

5.2.1 Job Losses and Economic Vulnerabilities

Newspaper reports suggest that irregular migration to Europe often results from the discrepancy between migrants' perception of lax migration-related regulations and practices and the realities of employment in destination countries. Some workers lose their jobs shortly after arrival because employers discover they lack the required skills or work experience stipulated in their recruitment documents, many of which would have been falsified by recruiters and brokers during the recruitment process.[141] Faced with unemployment and substantial migration-related debt, many migrants subsequently seek work through irregular channels in other European countries.[142]

Several reports also described migrants who had incurred huge debts to finance their migration but struggling to earn as anticipated after arrival.[143] Aspirations for better employment opportunities and attractive salaries in Europe lead migrants to borrow large sums of money without understanding the destination country's requirements. The compulsion to earn can be so high that migrants tend to rely solely on brokers who sometimes prepare fake documents just to secure visas. Since the workers would also lack the skills and language proficiency needed, retaining their jobs becomes very difficult.[144]

A recurring issue highlighted in the reporting was the discrepancy between promised and actual wages. Recruiters frequently advertised salaries exceeding USD 500 per month for jobs in Romania, Poland, and Türkiye, often accompanied by promises of stable employment as well as overtime pay. However, many workers reportedly received substantially lower wages than those stated in their employment contracts or promised during recruitment.[145] Newspapers also reported cases of wage theft, delayed or unpaid salaries, excessive working hours, contract substitution, arbitrary dismissal, unstable employment, and poor living conditions across several European countries.[146] Failure to secure the promised jobs, wages, and benefits has also left Nepali migrant workers stranded in destination countries,[147] underscoring how discrepancies between guaranteed jobs and actual employment conditions further heighten the vulnerability of Nepali workers. The news articles regularly linked this situation to inadequate labour protections and the absence of bilateral labour agreements for monitoring employment conditions.

Migrants using informal intermediaries frequently rely on *hundi* rather than formal banking channels to transfer their earnings.[148] This informal financial system, operating alongside irregular migration channels, remains largely beyond the purview of government authorities. Migrants prefer *hundi*, believing it to be faster, more accessible, or better suited to undocumented migration, particularly when formal banking services are difficult to access.

5.2.2 Occupational Safety and Health Issues

Nepali migrant workers in Europe also experience the psychological and social consequences of precarious employment and living conditions. Newspapers described increasing levels of stress, anxiety, depression, social isolation, and emotional distress among Nepali migrants arising from indebtedness, unemployment, language barriers, undocumented status, family expectations, and uncertainty regarding their future.[149] Cases of alcoholism, homelessness, and suicide were also reported, illustrating the impact of economic insecurity and social exclusion on migrants' emotional well-being.[150]

A number articles documented cases of migrants incurring huge amounts of debt in the hope of improving their livelihood in Europe, only to face the harsh realities of the labour markets and prolonged periods of joblessness and economic hardships, resulting in health problems. A representative example is that of a migrant worker who developed high blood pressure after he was left jobless, resulting in kidney problems.[151] Although he survived on sickness pension and social allowance, he was unable to return home due to his financial struggles and health issues, puting a further strain on his economic condition.

The demonstration effect also affects migrant workers' mental health and well-being in Europe. When youths migrate influenced by the success of others as seen on social media and also because of expectations shaped by agents and brokers, they fall into depression when the realities of the destination country differ from their idealised perception. Comparing their lives with that of Nepalis who are well-settled in the destination country, further affects the mental health of new migrants.[152] Additionally, health problem may also arise from mounting economic pressures and family expectations.

5.2.3 Challenges Faced by Undocumented Nepali Migrants

While Nepali migrant workers can face countless challenges in the destination country, being undocumented further exacerbates the hardship. Workers with undocumented status in Europe do not have access to many facilities, including basic needs.[153] For instance, in Spain, many undocumented Nepalis lack residence permits, making it challenging to find jobs, legally rent a house, open a bank account, or travel to Nepal.[154] A representative from the Non-Resident Nepalis' Association (NRNA) in Spain said that without recognised legal status, migrants may be forced to work excessive hours, pay large sums for documentation or legal processes, and face considerable uncertainty regarding their rights, including being excluded from social protections.

The process of becoming documented is equally challenging. Individuals who have lost their Nepali citizenship or do not possess a copy of their old passport have faced difficulties in obtaining replacement documents from Nepal, further complicating the process of obtaining legal status in Spain. An individual who had worked in Germany for 17 years and moved to Spain cited work commitments and lack of leave as the primary reasons behind not renewing his passport, causing him to live as an undocumented migrant. The absence of legal documents from Nepal made it difficult for many Nepali migrant workers to grasp the opportunity granted by Spain's government of providing legal status to thousands of undocumented immigrants in early 2026.[155]

A report from 2023 pointed out that there were more than 5,000 Nepali migrants in Portugal without valid passports.[156] But since consular services were provided through the Nepali Embassy in Paris then (the Nepali embassy in Lisbon having been set up only in 2025), even simple processes liking passport renewals and other administrative procedures had become costly and difficult to access.

Deportation is a recurring feature of undocumented Nepali labour migration in Europe.[157] In January 2025, Türkiye deported five Nepalis believed to be using the country as a transit route to Europe and the United States, a journey suspected to have been facilitated by a human trafficking network.[158] In the same month, Spain deported five Nepalis for not having valid documents.[159]

5.2.4 Language Barrier and Socio-Cultural Challenges

Beyond documentation and consular services, Nepali workers also face safety concerns, and challenges stemming from language barriers and social acceptance in European countries.[160] Lack of language limited migrants' ability to exercise their labour rights and access legal remedies. A representative

from a language institute emphasised that although learning a new language can be difficult and time-consuming, migrants who did so were able to better access health services, rent accommodation, socialise with locals, and assimilate better.

Reports from Romania and Portugal indicated that many Nepali workers experienced difficulty communicating with employers, understanding employment contracts, accessing labour offices, and lodging formal complaints. In one case, a group of Nepali workers in Romania attempted to report unpaid wages to the local labour office but were unable to do so because the required forms were available only in Romanian.[161] Such barriers significantly restrict migrant workers' ability to seek justice, resolve workplace disputes, and obtain institutional support.

Apart from these challenges, an NRNA representative also underscored experiences of racism and discrimination faced by Nepali migrants in Europe. One article reported about a Nepali migrant sustaining injuries in Croatia due to racially motivated attacks targeted at foreign workers.[162] Incidents such as these highlight the precarity faced by Nepali migrants, not merely limited to workplace-related injuries, but also due to discriminatory acts by the general population.

5.3 Grievances and Redressal

Where Nepali migrants have encountered problems in Europe, news stories have sometimes documented their grievances. For instance, when the Government of Spain decided to grant legal status to undocumented migrants starting in April 2026, many Nepalis lived with anxiety after being unable to get appointment slots to obtain new Nepali passports, with a lingering fear that they might be excluded from the regularisation process.[163] They complained that the embassy instead of acting as a guardian during this time, displayed no urgency, delaying the passport renewal.

In a separate case, more than 2,000 Nepalis filed complaints after Portugal's Agency for Integration, Migration and Asylum (AIMA) informed them via email that fake stamps and signatures from the Portuguese and Nepali embassies had been affixed on their authentic Nepal Police-issued character certificates, putting them at risk of imprisonment or deportation, further excluding them from the process of obtaining temporary residence cards.[164] The victims urged the Nepali embassy in Lisbon to instead recognise them as victims of crimes rather than criminals and even expressed dissatisfaction with certain diaspora groups, for remaining silent on this matter. The victims had spent up to NPR 2 million (~USD 13,200) to reach Portugal and urged the Government of Nepal for diplomatic interventions to protect them against imprisonment and deportation. That such an approach sometimes works became clear after the embassy submitted details of about 1,250 such victims to AIMA to facilitate necessary assistance.[165]

In sum, while Nepali migrants raise their issues hoping for a prompt resolution, the lack of robust and urgent redressal mechanisms continue to fail them.

5.4 Death and Injuries

Newspapers reported numerous cases of deaths, injuries, and psychological distress among Nepali migrants.[166] Cases of suicide, deaths resulting from workplace accidents, illness, interpersonal violence, natural disasters, and uncertainty surrounding the repatriation of deceased migrants were also found to be startlingly common.

Reports of migrants' deaths were recorded in several European countries, including Portugal.[167] In Romania, two young Nepali women died in a hotel fire after the building had already been fined and ordered closed for safety violations; a third woman was injured trying to rescue them.[168] In Greece, one Nepali man was found dead by suicide after apparently living in the country irregularly.[169] In another case, also in Greece, another worker developed terminal stomach cancer after entering the country illegally when a promised job fell through, leaving him unable to travel home for medical reasons.[170]

News articles also mentioned the financial burden placed on families to repatriate the body of their

deceased loved one. For instance, there was the case in Portugal whereby a 33-year-old migrant worker was found dead in his room and his body remained in the morgue for days because his family could not afford repatriation costs.[171] Regarding the financial burden of repatriation, a Foreign Employment Board (FEB) official stated that the cost of repatriating deceased workers from Europe is comparatively higher than from GCC countries or Malaysia. In general, repatriating a body from Europe can cost around NPR 800,000 (~USD 5,270) to 1 million (~USD 6,590) and, in some cases, up to NPR 1.3 million (~USD 8,560), while the cost in GCC countries and Malaysia stands at around only NPR 200,000–300,000 (~USD 1,320–1,975). Comparatively, repatriation from Europe is quicker though.

5.5 Whereabouts

Given the use of irregular migration pathways, Nepali workers are often at the risk of going missing. For instance, in a desperate attempt to leave Serbia following wage exploitation, a boat carrying two youths travelling to Italy capsized, resulting in one going missing, while the other was stranded awaiting rescue.[172] The denial of wages likely pushed them to take the risky route to escape in hopes of finding alternative opportunities.

A separate reported case demonstrates what little recourse families have once a worker goes silent abroad. A 34-year-old worker who had been employed at a packing company in Portugal for two years disappeared from an area near Lisbon. Despite police involvement and inquiries by the Nepali ambassador to Portugal, no significant leads had emerged more than two weeks later.[173]

5.6 Jail/Imprisonment of Migrant Workers

Cases of imprisonment and detention of Nepali workers in Europe were frequently reported. Several involved Nepali individuals being detained by the authorities for being in the country illegally.[174] For instance, 15 Nepali nationals were reportedly arrested at Madrid airport after allegedly using forged documents to enter Spain through the UAE with the intention of travelling to the United States.[175]

Often, these actions have led to imprisonment. In Portugal, a tightening immigration policy and the end of a key residency pathway in 2024 have led to a crackdown on document brokers and fraudulent immigration agents with several Nepali intermediaries accused of forging papers and overcharging migrants.[176] Similarly, in Germany, two Nepali nationals were detained after they were unable to produce passports or other legal documents during a routine immigration check. Both were eventually deported to Nepal for having lived in the country without proper authorisation.[177] In detention, such workers reported encountering other Nepalis facing similar circumstances of unemployment, family pressure, and other struggles of migrant life.[178]

5.7 Negative Impact of Policy Changes

Labour migration governance is shaped not only by the policies of the Government of Nepal but also by changes in immigration and labour policies in destination countries. Changes in residence pathways, visa requirements, employment conditions, and foreign worker regulations in these countries can directly affect migration strategies and the legal status of Nepali workers.

Policy shifts on both the Nepali and European sides have repeatedly disrupted formal labour migration channels, pushing workers toward riskier, informal pathways. Despite a ministerial announcement in July 2025 of resuming the formal recruitment of workers to Europe,[179] there has been no movement towards it. Because of this, Nepalis possibly lost out on tens of thousands of job opportunities on the one hand, and on the other, were forced to rely on unregistered agents, exposing them to inflated fees, fraud, and even trafficking.[180]

Portugal, meanwhile, introduced significant changes to its immigration system, by closing the expression of interest (EoI) process, which had previously provided a pathway for certain non-

European Union nationals to regularise their residence based on social security contributions. The government also introduced an 'Action Plan for Migrants', which included stringent requirements for foreign workers,[181] disrupting the ecosystem of language schools, transport services, businesses, and paperwork agencies that Nepalis had set up while also arresting document brokers accused of forgery and overcharging.[182]

The Portuguese government suspended all categories of work visas except those for highly skilled jobs, effective October 2025, prompting the Nepali embassy in Portugal to warn prospective migrants against fraudulent recruitment schemes that have been taking advantage of the confusion around the new policy.[183] The flow of Nepali workers to Portugal has, however, continued unhindered with DoFE records showing 3,742 individuals having migrated to Portugal through individual labour permits in 2025/26 (Annex 7). This gap between policy intent and actual outflows suggests that visa restrictions have done little to deter migration, instead pushing migrants further into informal or fraudulent channels, as both workers and brokers find ways around narrowing legal pathways.

5.8 Positive Experiences

While the newspaper stories document challenges faced by migrant workers in Europe, along with the steps taken by the government and other related agencies in assisting them, the positive experiences of Nepali migrants in Europe are quite under-represented. According to a journalist, if a migrant worker manages to obtain proper documentation, for instance, a residence card, learns a skill, and finds stable work, they have essentially settled. If they also learn the local language, they are often able to bring their entire family over as well.

An official from the International Organization for Migration (IOM) emphasised the availability of a good income and better services and facilities in Europe. Europe is also a popular destination among migrants because of the possibilities for long-term visas and permanent residence. Social security benefits have also been repeatedly highlighted by migrants. Citing Belgium's social security provision, news articles revealed that Nepali migrants there rarely face problems in securing their basic needs.[184] A representative from NRNA also said that many Nepali migrant workers in West Asia are now attempting to move to Europe, with better salaries and more favourable climates being the driving factors.

The numbers tell the story. There are now approximately 20,000–25,000 Nepalis in Malta and around 50,000–60,000 in Portugal. Moreover, the IOM official underscored how increased personal freedoms and agency were also the primary driver of female migration to European countries. That view was underscored by the informant from the Nepal Secretariat of Skills and Training, who also said that workers from the sexual minority community express a similar preference for European destinations given the personal freedoms and the likelihood of less discrimination based on their sexual orientation.

6. Promising Initiatives

6.1 Government Efforts

Governments across European countries and Nepal have taken steps to ensure and promote safe and regular migration, including the protection of migrant workers' rights and welfare. This includes several initiatives by the Government of Nepal (GoN) to address challenges associated with labour migration to Europe, spanning fraud prevention, diplomatic assistance, institutional expansion, strengthening migrant protection, and establishing formal labour agreements, including the protection of migrants during COVID-19. The coverage also highlighted efforts to improve institutional mechanisms for recruitment and address practical barriers that may encourage migrants to rely on informal intermediaries.

6.1.1 Diplomatic Engagements

Over the years, the GoN has made considerable efforts to strengthen labour diplomacy with destination countries in Europe, including the signing of agreement with Germany and Romania in 2023.[185] The GoN has sought to strengthen labour migration arrangements through government-to-government (G2G) agreements with Poland and Romania.[186] An official from the Ministry of Youth, Labour, and Employment (MoYLE) said that the government has initiated formal dialogue and sent correspondence letters and agreement templates to 16 countries for bilateral labour migration agreements (BLMAs) even though these agreements have not yet materialised despite ongoing discussions. Limited dialogue between relevant authorities and a mismatch between the skills demanded in destination countries and those available in Nepal are among the reasons for the lag in formalising BLMAs with European countries. A recent study identifies qualifications of migrant workers not aligning with the demands, limited recognition of previous learning, and inadequate language proficiency as some of the reasons behind the skills mismatch.[187]

The government has also repeatedly engaged in diplomatic dialogue to safeguard the rights and welfare of migrant workers. For instance, the GoN requested that Romanian visa processing be made available in Nepal so that workers migrating to Romania would no longer need to travel to New Delhi to obtain visas.[188]

Similarly, as mentioned earlier, the Nepali embassy in Lisbon engaged in diplomacy to protect migrant workers in Portugal who became victims of forged stamps and signatures. The embassy in Lisbon appealed to the Portuguese authorities to grant a one-time opportunity to the affected Nepali workers, and informed them that the individuals were, in fact, victims of fraud.[189] Furthermore, the embassy requested the Portuguese authorities to give them a chance to clarify their status by submitting documents with authentic stamps and signatures.

These developments indicate an effort to shift labour migration towards more formal and regulated arrangements. By establishing bilateral frameworks that address recruitment, employment conditions, social protections, and dispute resolution, the GoN seeks to create clearer institutional responsibilities and safeguards for migrant workers. At the same time, implementation of such agreements remains an important consideration, particularly where agreements have been signed but worker deployment has not yet begun.

6.1.2 Efforts to Provide Support to the Workers

Newspaper coverage documented efforts to uphold migrants' rights by strengthening the capacity of Nepali diplomatic missions and introducing reforms to labour demand letter attestation procedures to mitigate challenges faced by migrant workers in Europe. The news articles also highlighted initiatives aimed at reducing the backlog of foreign employment cases through free legal assistance provided by organisations such as the Kathmandu-based People Forum for Human Rights.[190]

Limited Nepali diplomatic presence in several European countries has exacerbated migrants' struggles over the years. For example, before Nepal established a resident embassy in Portugal in March 2025, Nepali migrants had to travel to France for passport renewal and other consular services. [191] The government's plans to strengthen diplomatic representation by establishing an embassy in Portugal and also in Romania, Croatia, Cyprus, Malta, Poland, and Türkiye seek to improve labour governance and consular protection.[192] It was also reported that there are plans to establish a Romanian embassy in Nepal to facilitate labour demand verification and visa processing.[193]

The newspaper coverage examined policy changes introduced by European destination countries and their potential implications for Nepali migrants as well. The government of Croatia was preparing amendments to legislation governing foreigners to strengthen the regulation on accommodation, expand access to language classes, and improve oversight of the growing number of temporary employment agencies.[194]

6.1.3 Efforts to Curb Recruitment Fraud and Regularise Migration

To regularise migration to Europe, the GoN has adopted various institutional mechanisms. The MoYLE has issued a draft procedure for attesting demand letters from Europe, intending to regularise labour outflow through PRAs and curb excessive fees charged by agents and brokers. Despite these efforts, reported disagreements between MoYLE and MoFA have stalled further progress.[195]

As previously stated, in order to reduce undocumented migration to Europe, diplomatic missions paused the demand-attestation process in 2023.[196] PRAs are not authorised to bring any demands from Europe or send individuals on individual labour permits. A DoFE official said the department has been investigating whether such cases are prevalent.

In response to increasing cases of deception, DoFE has asked Nepalis migrating to Croatia, Albania, Poland, Romania, Slovakia, Hungary, Moldova, and Belarus to have their employment contracts authenticated by the relevant Nepali embassy before departure.[197] Other institutional measures focused on facilitating legitimate migration. For instance, the government helped set up a temporary Romanian mission in Kathmandu in 2022 to assist prospective migrants with visa-related processes.[198] Such measures sought to reduce the influence of unauthorised intermediaries and protect migrants from financial exploitation. Additional government responses included raids on recruitment agencies, enhanced airport monitoring, strengthened labour demand verification procedures, and investigations into fraudulent recruiters.

In response to growing recruitment fraud and irregularities, the GoN has repeatedly issued notices and warnings to protect Nepali migrant workers from falling victim to illegal practices.[199] Additionally, authorities have repeatedly warned prospective migrants against fraudulent advertisements, social media recruitment, and unauthorised consultancies.[200]

6.1.4 Measures Taken for Protecting Undocumented Migrants

Both the GoN and governments in destination countries have adopted measures to legalise the status of undocumented Nepali migrants, and address the problems they face during the regularisation process. For instance, in early 2026, following Spain's government offered to grant legal status to around 500,000 undocumented immigrants and refugees who could prove that they had been living in Spain for at least five months prior and had no criminal record,[201] the Nepali embassy in Madrid said it was trying its best to provide timely service to ensure no one was excluded from the offer for lack of a passport. [202] Furthermore, to address delays in obtaining passports from the embassy, MoFA

was carried out internal preparations and decided to send a special team to Spain.[203]

Despite the government's efforts to regularise migration practices and protect migrants' rights and welfare, the absence of Europe-specific policies limits the effectiveness of existing mechanisms governing Nepal–Europe migration, from recruitment to reintegration, mainly due to the absence of a specific policy targeting Nepal–Europe migration.

6.2 Role of Nepali Diaspora

Diaspora organisations, particularly the NRNA, have emerged as active stakeholders in addressing the risks faced by Nepali migrants heading to Europe. Newspaper reports described their role in facilitating communication with government authorities, providing emergency assistance, supporting rescue and repatriation efforts, advocating for improved passport services, and assisting stranded migrants. Additionally, the involvement of diaspora organisations illustrates the role of migrant-led institutions as an additional channel through which the concerns of Nepali migrant communities can be communicated to destination-country authorities. An NRNA official reiterated that when migrants require assistance, it is either the Nepali diplomatic mission or the NRNA that provides support.

6.2.1 Assistance to Migrant Workers During Distress

During the COVID-19 pandemic, NRNA chapters across Europe played a crucial role in providing assistance to workers. In countries such as Spain, the NRNA distributed food and other essential supplies to newly arrived workers, unemployed migrants, and undocumented Nepalis who were ineligible for government assistance programmes. [204] The NRNA also collected information on affected migrants, coordinated community support, and provided emergency assistance to Nepali migrants experiencing financial hardship. Relief distribution continued through multiple phases as the pandemic persisted. [205] These activities positioned diaspora organisations as important sources of social support.

In a separate case, a Nepali-owned restaurant in Slovakia was converted into a temporary shelter, in coordination with the Nepali embassy in Germany and international organisations, to provide shelter to Nepali migrants who had fled Ukraine after the war there started.[206] The restaurant provided food and accommodation to 15 Nepali nationals. Such initiatives demonstrate the importance of community-based support, alongside formal assistance, in times of conflict.

The news stories also shed light on the remarkable steps taken by the NRNA in Türkiye. An official from the Nepali embassy in Pakistan, which is also accredited to Türkiye, said that following the establishment of NRNA Türkiye in 2020, it has been helping the Nepali embassy coordinate with and assist Nepali citizens there.[207] NRNA Türkiye has been able to visit incident sites, monitor developments, and provide accurate reports when Nepali citizens in Türkiye face legal or work-related difficulties. This has been critical since Türkiye is a major route for human trafficking from Nepal to Germany.[208]

6.2.2 Advocating for the Rights of Migrant Workers

For many Nepali migrants left without other means of recourse, the NRNA and diaspora groups are a vital resource, occasionally advocating with the foreign government and relevant authorities on their behalf. In contexts where migrants face changes in immigration regulations, documentation difficulties, or limited access to institutional services, such organisations can serve as intermediaries between migrant communities and government institutions, including Nepal's. When undocumented Nepali migrants in Spain lived in fear of being excluded from the legalisation process due to delays at the Nepali embassy, the president of NRNA Spain called for a special mobile consular service to expedite passport applications and help ensure Nepalis could be included in the regularisation process.[209] To mitigate the issue of staff shortages at the embassy, he also urged MoFA to send a special team to Spain.[210]

Various diaspora groups in Spain called on MoFA to take measures such as expanding passport services, simplifying the appointment system, operating mobile consular services, deploying temporary

staff from neighbouring countries such as Portugal and France, sending special teams from Nepal and increasing the number of available appointment slots to resolve passport delays.[211]

In 2023, the NRNA in Portugal appealed for biometric passport services to address the-then absence of a resident Nepali embassy.[212] Likewise, following Portugal's suspension of worker visas, the NRNA cautioned the public to remain vigilant against scammers who continue to exploit the promise of employment there.[213]

6.3 Rescue and Repatriation

Rescue and repatriation featured prominently in the news reports, particularly concerning stranded workers and victims of human trafficking. Nepali migrants in Europe who encounter difficulties have mostly been rescued through collaborative efforts involving government agencies, NRNA groups, and diplomatic missions in destination countries, as documented in Belarus and Italy.[214] In one case, an individual held captive for six months after being stranded in Ukraine due to recruitment fraud was rescued and repatriated to Nepal through the joint efforts of the Mayor of Baglung Municipality, his hometown, and the district MRC.[215]

There was also evidence of international cooperation to protect migrants' rights. The IOM, in partnership with the Government of Cyprus and Nepali authorities, facilitated the voluntary return of 63 stranded Nepali migrants from Cyprus.[216] This initiative demonstrates the importance of cooperation between governments and international organisations in responding to migration-related challenges during periods of crisis.

Repatriation is often particularly challenging following a migrant's death, as families frequently cannot afford the associated costs. Administrative delays, legal procedures, and logistical barriers frequently extended the repatriation process, leaving families in prolonged uncertainty and emotional distress.[217] In some cases, families conducted funeral rites using symbolic effigies made of *kush* (sacred grass) in accordance with local customs and religious traditions.[218] In at least one case from Greece, a body was buried abroad without the family's knowledge, leaving them unable to verify the body's identity or perform funeral rites.[219] Employers sometimes covered the costs of repatriation, as seen in the case of two women who died in a hotel fire in Romania.[220]

The responsibility and ability to repatriate deceased or stranded migrants was also affected by their migration status. Newspaper reports indicated that repatriation support was generally available to documented Nepali migrant workers, creating difficulties for migrants who had travelled through irregular channels. In one case, two Nepali migrant workers who had died in Greece while migrating through irregular channels were reportedly ineligible for government-funded repatriation.[221] The NRNA subsequently raised around USD 7,000 to repatriate their bodies with the support of the Nepali Embassy in Vienna.[222] Such cases generated criticism regarding unequal access to state protection, further indicating that migrants who were already more vulnerable to exploitation and trafficking could also be excluded from formal welfare mechanisms.

6.4 Access to Justice

Access to justice and legal protection emerged as a recurring theme in newspaper coverage of Nepali labour migration to Europe, particularly in relation to recruitment fraud, financial exploitation, and human trafficking. Coverage focused primarily on government efforts to address fraudulent recruitment practices, strengthen oversight of Nepal's foreign employment sector, and provide legal remedies to migrant workers and victims of recruitment fraud.

Reports documented numerous police investigations; arrests of fraudulent recruiters, consultancy operators, brokers, agents, and other individuals accused of defrauding prospective migrants or facilitating irregular migration; prosecutions under foreign employment legislation; and referrals to DoFE, the Human Trafficking Investigation Bureau; and the Kathmandu District Police Office.[223]

These reports show that access to justice is largely a complaint-driven process, in which victims filed complaints, the Kathmandu Valley Crime Investigation Office arrested the alleged perpetrators, and the suspects were then handed over to DoFE for further investigation and subsequent legal proceedings.

Several reports documented enforcement actions against individuals and organisations involved in unauthorised recruitment. For example, a woman was arrested for allegedly defrauding 30 prospective migrant workers of NPR 11.6 million (~USD 76,500) by falsely claiming to provide employment in Türkiye through a UN-supported programme.[224] Similarly, the police arrested two employees of an education consultancy for tricking individuals with job promises in Croatia and Bulgaria.[225] An arrest warrant was issued against the operator of the firm, believed to have been the architect of the operation based on the investigation report submitted by DoFE to the Foreign Employment Tribunal.[226] Similarly, DoFE arrested two foreign nationals for conducting unauthorised pre-departure orientation programmes while falsely claiming to recruit workers for employment in Poland without any authorisation.[227]

Reports similarly documented arrests related to unauthorised recruitment and fraud involving destinations such as Iceland,[228] Serbia,[229] Romania,[230] Italy,[231] Greece,[232] Slovakia,[233] Hungary,[234] Croatia,[235] Portugal,[236] Poland,[237] Austria, and Türkiye,[238] demonstrating the effectiveness of law enforcement and regulatory responses to cases reported. The recurrence, however, of similar instances indicates that enforcement actions have not curbed fraud and exploitation. Moreover, reporting of arrests does not necessarily indicate that victims receive timely or effective justice. News articles have highlighted the difficulties victims faced in recovering lost money and accessing effective remedies.[239] In fact, one story reported that DoFE has more than 36,000 pending fraud cases.[240]

The lack of timely judicial resolution not only hinders victims' access to justice but also allows unscrupulous recruiters to deceive more unsuspecting youths or abscond, making arrests more difficult. An example of this is the case of a recruitment fraud in which the perpetrator, who had promised employment in Liechtenstein, Azerbaijan, Serbia, and Bosnia & Herzegovina, fled to Dubai, effectively halting the investigation due to the lack of prompt police action.[241]

There are also practical barriers prevent migrants from reporting exploitation abroad, including language differences, lack of legal documentation, limited awareness of complaint mechanisms, and fear of retaliation from employers.

Collectively, these cases illustrate that access to justice involves more than arrests or prosecution of alleged perpetrators. For migrant victims, effective remedies also depend on the timely recovery of money, resolution of complaints, access to documentation, and institutional support. Prolonged recovery and complaint-resolution processes can impose additional financial and emotional burdens on individuals already experiencing significant losses.

7. Recommendations

In order to make Nepal–Europe migration safe, regular, dignified, and beneficial, the following recommendations have been drawn from the study and consultations with relevant stakeholders, including policymakers, law enforcement agencies, and civil society organisations.

Awareness generation and information dissemination

- Strengthen migration resource centres (MRCs) and employment service centres (ESCs) as information centres: Building on their role in providing information on foreign employment in the Gulf Cooperation Council (GCC) countries, MRCs and ESCs should be equipped to advise prospective workers on migration from Nepal to Europe. They should be equipped with information, education, and communication (IEC) materials and comprehensive counselling through audio-visual resources, group sessions, or individual consultations tailored to the needs of workers. Advice should cover recruitment fraud, regular migration pathways, skills and language requirements, and workers' rights. MRCs and ESCs should complement offline services with digitally integrated information systems to expand their reach. Staff should receive comprehensive training and up-to-date information on European destinations to guide prospective migrants effectively.
- Develop a Europe-specific pre-departure orientation training (PDOT) curriculum: The existing PDOT primarily addresses migration to GCC countries and Malaysia and is inadequate for Europe-bound workers. A Europe-specific curriculum should provide destination-country information and guidance on regular migration pathways and workers' rights. Staff should receive periodic capacity-building training to deliver the curriculum effectively.
- Involve returnee migrants in PDOT sessions: Returnee migrants' first-hand experiences in Europe can make orientation more practical and effective. Their contributions can help prospective migrants understand living and working conditions, anticipate challenges, identify ways to address them, and understand their rights. Europe returnees should be identified and invited to participate in these sessions.
- Raise awareness and disseminate information at the local level: Safe migration to Europe should be promoted at the municipal and ward levels as well. Prospective migrants should receive accurate information about available opportunities before beginning the migration process. For example, while visiting ward or district administration offices for passport-related services people should receive guidance on the migration cycle, their intended destination, safe and regular pathways, employment opportunities, occupational skills, and protection against unscrupulous recruiters. Community outreach through audio-visual resources and other channels should also inform families of migrants.
- Introduce safe migration education at school level: Given Nepal's long history of labour migration and the emergence of European destinations, school curricula should include information on safe and ethical migration, recruitment fraud prevention, and institutions that support migrant workers. Local governments can design a non-credit course rather than a mandatory subject, where possible for pupils in Grades 8 to 12.

- Digitalise pre-departure information dissemination: To extend outreach beyond MRCs, ESCs, and PDOT sessions, information should be shared via digital channels, including government websites. The information should cover destination countries, employment types, required skills, wages, length of stay, migration procedures, potential risks, and available support institutions.
- Raise awareness of Social Security Fund (SSF): Migrants should have a good understanding of their enrolment with the SSF, its services and benefits, and the need to contribute regularly. Many are enrolled through PRAs without knowing much about the scheme. ESCs, MRCs, PDOT providers, and PRAs should explain how SSF membership works and the benefits available through regular contributions.
- Raise awareness of the risks of *hundi* and informal remittance channels: The government and central bank should jointly inform migrant workers about formal banking channels and the risks of transferring money through *hundi* and other unregulated channels.
- Facilitate knowledge sharing: Stakeholders should promote knowledge exchange among government agencies, CSOs, and NGOs to strengthen migration governance and improve access to transparent, reliable, and accurate information.

Labour diplomacy and government efforts

- Resume demand attestation: Diplomatic missions have paused demand attestation for European countries other than Cyprus, preventing recruitment through formal channels. Many workers consequently migrate on their own, pay exorbitant fees, and fall victim to unscrupulous recruiters. Nepali diplomatic missions should resume attestation after verifying employers and employment conditions. The government should coordinate with relevant agencies, diplomatic missions, and other stakeholders to restart the process, curb recruitment fraud, protect workers, and restore institutional migration channels.
- Establish and strengthen diplomatic missions in Europe: The Government of Nepal should establish diplomatic presence in countries receiving large numbers of Nepali migrants, including by immediately establishing consulates where embassies are absent. It should also strengthen existing diplomatic missions. This includes ensuring adequate staff and operational resources for missions accredited to several countries. They should be equipped to resume demand attestation, screen employers, support safe migration, protect workers' rights, promote fair wages and occupational safety and health, and facilitate prompt rescue and repatriation in emergencies.
- Prioritise bilateral labour migration agreements (BLMAs) with emerging European destinations and strengthen diplomatic engagement: In line with the Foreign Employment Board's (FEB) mandate, the government should explore European labour market opportunities and prioritise agreements with countries offering fair wages, decent working conditions, and human rights protections. BLMAs should include provisions on fair and equitable employment, standard employment contracts, and living and working conditions. Although Nepal has sent proposals to 16 European countries, these have not been formalised. The government should sustain diplomatic dialogue to push for and conclude these agreements.
- Review destination countries' BLMAs and government-to-government (G2G) recruitment models with others: Before negotiating a BLMA, Nepal should consult labour migration experts and review the destination country's agreements with other labour-sending countries. Identifying good practices can support negotiations on equal treatment for migrant workers, regardless of their country of origin. Existing G2G recruitment models should also be reviewed to assess their suitability for Nepal and identify appropriate sectors and occupations.
- Strengthen diplomatic engagement to protect migrant workers: The government should work with destination-country authorities to secure the release, rescue, and repatriation of workers being held captive, and also to locate and identify missing migrants. It should also advocate for workers' welfare and protection and seek solutions for the challenges they face.

Skills and training

- Provide occupational, life skills, and language training: Migrant workers should receive occupation-specific training before departure in order to be equipped with the skills required by European employers. Training should also cover interpersonal and communication skills, including the destination country's language. A toolkit incorporating these modules should help migrants navigate workplaces and daily life in Europe.
- Conduct skills tests: Before departure, workers should undergo tests to confirm that their skills meet the requirements of their intended occupation in the destination country. PRAs should ensure workers acquire these necessary tools before migrating. The government should require legitimate, recognised skills certifications for labour permits to help prevent unemployment caused by falsified skills profiles.

Regulation of migration practices

- Investigate and penalise recruitment fraud: Relevant authorities should regularly investigate PRAs, education consultancies, and travel agencies to identify deceptive recruitment practices. Investigation of individuals arrested on suspicion of recruitment fraud should also establish any links with such institutions. This would help authorities strengthen oversight, regulate recruitment practices, and penalise those responsible for fraud.
- Monitor and regulate social media platforms: The relevant authorities should closely monitor and regulate social media to prevent the circulation of fake job demands and fraudulent information about opportunities in Europe.
- Monitor and regulate *hundi* and informal remittance channels: The government and central bank should monitor informal money transfer networks to prevent payment to agents involved in human trafficking. Formal remittance channels should be made more affordable and convenient, with financial schemes that encourage migrant workers to use them.
- Introduce online demand attestation: Given the limited number of Nepali diplomatic missions in Europe, an online portal should be created to allow European employers submit job demands directly for attestation. This would streamline the process and make it quicker and more transparent.
- Set service fee caps and monitor recruitment costs: The government should set a cap on PRA service fees with authorities ensuring compliance. The government should also monitor the overall costs incurred by Europe-bound workers and strengthen oversight since high migration costs can create financial insecurity, discourage return to Nepal, and increase vulnerability to forced labour.
- Verify documents before issuing individual labour permits: DoFE should carefully verify all documents submitted for individual labour permits for Europe, including the authenticity of visas and destination-country employers. This would help address brokers' use of forged work permits and visas to exploit prospective migrants through deception and excessive fees, particularly in the absence of the demand letter attestation by Nepali missions in Europe. Measures could include training staff in visa verification, providing read-only access to visa records to protect confidentiality and prevent manipulation, and establishing a dedicated visa verification desk at airport immigration.
- Streamline visa applications: Limited appointment availability can lead migrants to pay large sums to secure visa application slots. The government should engage with destination countries to streamline applications and increase access to appointments.
- Ensure fair and transparent airfares: High airfares from Nepal can encourage Europe-bound workers to travel through Indian airports, potentially increasing their vulnerability to irregular migration. The government should monitor airfares and promote fair and transparent pricing for migrant workers.

Expansion of social protection and legal aid

- Extend social protection coverage to migrant workers: Workers who have migrated to Europe should be enrolled in both the SSF and the Foreign Employment Welfare Fund (FEWF), regardless of their migration route. This would enable them to access the schemes' benefits, including insurance, compensation, and other social protections when they encounter difficulties in destination countries.
- Ensure timely judicial action and legal aid: Delays in legal assistance and judicial action can allow perpetrators to defraud more prospective migrants. Judicial bodies should urgently resolve pending recruitment fraud cases, ensure timely legal aid and appropriate remedies for victims, and impose strict penalties on those found responsible.

Repatriation

- Ensure prompt repatriation of deceased migrants: The government should establish and strengthen diplomatic missions in destination countries to facilitate prompt repatriation, in coordination with diaspora groups and country chapters of the Non-Resident Nepali Association (NRNA), if necessary. Where Nepal has no diplomatic mission, it should engage directly with the relevant authorities and seek diaspora support. Missions, diaspora groups, and the authorities in Nepal should jointly streamline the process and minimise administrative delays.

Coordination and multi-stakeholder intervention

- Strengthen horizontal and vertical coordination: Coordination among stakeholders and across government tiers is essential to improve governance, management, and service delivery for Nepal–Europe migration. The federal government should seek advice and support from INGOs, labour migration experts, diplomatic missions, and PRAs to promote regular migration. Coordination across all tiers of government should strengthen the legal framework, service delivery and regulation.
- Strengthen advocacy for migrant workers' rights: CSOs, trade unions, diaspora groups, and the NRNA should advocate for the rights and welfare of Nepali workers in Europe, including the resumption of demand attestation and regulation of individual migration channels. They should also raise migrants' grievances and urge prompt government assistance for those in distress.
- Expand diaspora support in absence of diplomatic mission: The NRNA and diaspora groups should be encouraged to proactively assist migrants facing difficulties in countries without Nepali diplomatic presence in coordination with relevant government agencies to support rescue and repatriation.

Policy reforms

- Review and update existing policies: Policies and procedures should be reviewed to address the changing labour migration landscape, including recruitment fraud, worker protection, social security coverage, rescue, and repatriation. The government should also develop directives, guidelines, and regulatory measures to support safe and regular Nepal–Europe migration.
- Establish common labour standards: Labour standards and human rights protections for migrant workers should be promoted through regional, international, and bilateral forums. There should be a common framework covering migrant workers, local governments, national policymakers, regulatory and administrative institutions, and destination-country authorities. Minimum standards for recruitment, employment, worker protection, and labour rights should be agreed upon and strengthened through regulation and international cooperation to ensure safer and more dignified labour migration.

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Annexes

Annex 1: Keywords Used to Locate News Articles

English Keywords
Foreign employment/ Foreign job
Europe
European countries (Germany, Poland, Greece, Romania, Portugal, Cyprus, Malta, Bulgaria, etc)
Fraud/Deception/Scams/Lure/Defrauding
Labour/ Labor permit/approval
Work permit
Migrant workers
Rescue
Repatriation
Labour/Labor agreement
Recruit/ Recruitment
Nepali workers
Job promises
Department of Foreign Employment (DoFE)
Abroad
Aspirations
Attractive salary
Brokers/Agents/ Manpower companies
Trafficking
Embassy
Whereabouts/Missing
Stranded
Captive
Nepali Keywords
Baideshik rojgari (Foreign employment)
Europe
European countries (Germany, Poland, Greece, Romania, Portugal, Cyprus, Malta, Bulgaria, etc)
Europeli desh (European country)
Europe ma rojgari (Employment in Europe)
Thagi/Thagne (Deception/fraud)
Uddhar (Rescue)
Shram swikriti (Labour permit/approval)
Gantabya (Destination)
Praloban (Lure/Enticement)
Fasne/Fanda/ Changul (Trap)
Pakrau (Arrested)
Abaidh bato (Illegal pathway)
Manav taskar (Human trafficker)
Sangathit giroh (Organised criminal network)
Dalal (Broker)/Agent
Dutabas (Embassy)
Kasur (Offence)
Bidesh (Abroad)
Ujuri (Complaint)
Bandhak (Captive)
Taskari (Trafficking)
Baideshik Rojgar Bibhag (Department of Foreign Employment)

Annex 2: Institutional and Individual Labour Permits for Europe (2020/21)

Country	Institutional (via recruitment agency)						Individual						Institutional+Individual					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Romania	1,348	93.1	80	8	1,428	58.5	391	19.3	131	38.1	522	22.1	1,739	50.1	211	15.8	1,950	40.6
Croatia	0	0	0	0	0	0	935	46.2	138	40.1	1,073	45.4	935	26.9	138	10.3	1,073	22.3
Cyprus	82	5.7	914	92	996	40.8	8	0.4	0	0	8	0.3	90	2.6	914	68.3	1,004	20.9
Poland	16	1.1	0	0	16	0.7	374	18.5	50	14.5	424	17.9	390	11.2	50	3.7	440	9.2
Portugal	2	0.1	0	0	2	0.1	55	2.7	0	0	55	2.3	57	1.6	0	0.0	57	1.2
Malta	0	0	0	0	0	0	51	2.5	4	1.2	55	2.3	51	1.5	4	0.3	55	1.1
Ukraine	0	0	0	0	0	0	46	2.3	7	2	53	2.2	46	1.3	7	0.5	53	1.1
Netherlands	0	0	0	0	0	0	47	2.3	5	1.5	52	2.2	47	1.4	5	0.4	52	1.1
Ireland	0	0	0	0	0	0	17	0.8	2	0.6	19	0.8	17	0.5	2	0.1	19	0.4
Albania	0	0	0	0	0	0	15	0.7	3	0.9	18	0.8	15	0.4	3	0.2	18	0.4
Belgium	0	0	0	0	0	0	13	0.6	0	0	13	0.5	13	0.4	0	0.0	13	0.3
Germany	0	0	0	0	0	0	7	0.3	1	0.3	8	0.3	7	0.2	1	0.1	8	0.2
Norway	0	0	0	0	0	0	7	0.3	0	0	7	0.3	7	0.2	0	0.0	7	0.1
Finland	0	0	0	0	0	0	7	0.3	0	0	7	0.3	7	0.2	0	0.0	7	0.1
Czech Republic	0	0	0	0	0	0	6	0.3	0	0	6	0.3	6	0.2	0	0.0	6	0.1
France	0	0	0	0	0	0	6	0.3	0	0	6	0.3	6	0.2	0	0.0	6	0.1
Spain	0	0	0	0	0	0	5	0.2	1	0.3	6	0.3	5	0.1	1	0.1	6	0.1
Denmark	0	0	0	0	0	0	6	0.3	0	0	6	0.3	6	0.2	0	0.0	6	0.1
Estonia	0	0	0	0	0	0	6	0.3	0	0	6	0.3	6	0.2	0	0.0	6	0.1
Sweden	0	0	0	0	0	0	4	0.2	0	0	4	0.2	4	0.1	0	0.0	4	0.1
Iceland	0	0	0	0	0	0	4	0.2	0	0	4	0.2	4	0.1	0	0.0	4	0.1
Hungary	0	0	0	0	0	0	2	0.1	1	0.3	3	0.1	2	0.1	1	0.1	3	0.1
Greece	0	0	0	0	0	0	2	0.1	0	0	2	0.1	2	0.1	0	0.0	2	0.0
Lithuania	0	0	0	0	0	0	2	0.1	0	0	2	0.1	2	0.1	0	0.0	2	0.0
Luxembourg	0	0	0	0	0	0	1	0	1	0.3	2	0.1	1	0.0	1	0.1	2	0.0
Austria	0	0	0	0	0	0	1	0	0	0	1	0	1	0.0	0	0.0	1	0.0

Annex 2: Contd.....

Country	Institutional (via recruitment agency)						Individual						Institutional+Individual					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Slovenia	0	0	0	0	0	0	1	0	0	0	1	0	1	0.0	0	0.0	1	0.0
Italy	0	0	0	0	0	0	1	0	0	0	1	0	1	0.0	0	0.0	1	0.0
Latvia	0	0	0	0	0	0	1	0	0	0	1	0	1	0.0	0	0.0	1	0.0
Switzerland	0	0	0	0	0	0	1	0	0	0	1	0	1	0.0	0	0.0	1	0.0
Serbia	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0.0	0	0.0
Bosnia and Herzegovina	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0.0	0	0.0
Slovakia	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0.0	0	0.0
Azerbaijan	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0.0	0	0.0
Belarus	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0.0	0	0.0
Kosovo	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0.0	0	0.0
Moldova	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0.0	0	0.0
Total	1,448	100	994	100	2,442	100	2,022	100	344	100	2,366	100	3,470	100.0	1338	100.0	4,808	100.0

Annex 3: Institutional and Individual Labour Permits for Europe (2021/22)

Country	Institutional (via recruitment agency)						Individual						Institutional+Individual					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Romania	4,512	74.7	654	16.8	5,166	52	1,062	14.2	183	11.3	1,245	13.7	5,574	41.3	837	15.2	6,411	33.7
Croatia	1,073	17.8	364	9.3	1,437	14.5	2,996	40.1	727	45.1	3,723	41	4,069	30.1	1,091	19.8	5,160	27.1
Cyprus	387	6.4	2,824	72.3	3,211	32.3	2	0	0	0	2	0	389	2.9	2,824	51.2	3,213	16.9
Poland	0	0	0	0	0	0	1,286	17.2	205	12.7	1,491	16.4	1,286	9.5	205	3.7	1,491	7.8
Malta	0	0	3	0.1	3	0	919	12.3	310	19.2	1,229	13.5	919	6.8	313	5.7	1,232	6.5
Albania	66	1.1	59	1.5	125	1.3	33	0.4	41	2.5	74	0.8	99	0.7	100	1.8	199	1.0
Ukraine	0	0	0	0	0	0	135	1.8	16	1	151	1.7	135	1.0	16	0.3	151	0.8
Ireland	0	0	0	0	0	0	141	1.9	8	0.5	149	1.6	141	1.0	8	0.1	149	0.8
Austria	0	0	0	0	0	0	120	1.6	25	1.5	145	1.6	120	0.9	25	0.5	145	0.8
France	0	0	0	0	0	0	118	1.6	6	0.4	124	1.4	118	0.9	6	0.1	124	0.7
Serbia	0	0	0	0	0	0	57	0.8	39	2.4	96	1.1	57	0.4	39	0.7	96	0.5
Norway	0	0	0	0	0	0	93	1.2	1	0.1	94	1	93	0.7	1	0.0	94	0.5
Netherlands	0	0	0	0	0	0	77	1	3	0.2	80	0.9	77	0.6	3	0.1	80	0.4
Portugal	0	0	0	0	0	0	65	0.9	11	0.7	76	0.8	65	0.5	11	0.2	76	0.4
Belgium	0	0	0	0	0	0	65	0.9	0	0	65	0.7	65	0.5	0	0.0	65	0.3
Greece	0	0	0	0	0	0	46	0.6	5	0.3	51	0.6	46	0.3	5	0.1	51	0.3
Bosnia and Herzegovina	0	0	0	0	0	0	46	0.6	0	0	46	0.5	46	0.3	0	0.0	46	0.2
Denmark	0	0	0	0	0	0	27	0.4	13	0.8	40	0.4	27	0.2	13	0.2	40	0.2
Germany	0	0	0	0	0	0	31	0.4	4	0.2	35	0.4	31	0.2	4	0.1	35	0.2
Italy	0	0	0	0	0	0	22	0.3	6	0.4	28	0.3	22	0.2	6	0.1	28	0.1
Finland	0	0	0	0	0	0	25	0.3	2	0.1	27	0.3	25	0.2	2	0.0	27	0.1
Hungary	0	0	0	0	0	0	24	0.3	1	0.1	25	0.3	24	0.2	1	0.0	25	0.1
Spain	0	0	0	0	0	0	18	0.2	1	0.1	19	0.2	18	0.1	1	0.0	19	0.1
Slovenia	0	0	0	0	0	0	12	0.2	1	0.1	13	0.1	12	0.1	1	0.0	13	0.1
Lithuania	0	0	0	0	0	0	9	0.1	0	0	9	0.1	9	0.1	0	0.0	9	0.0

Annex 3: Contd.....

Country	Institutional (via recruitment agency)						Individual						Institutional+Individual					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Iceland	0	0	0	0	0	0	7	0.1	1	0.1	8	0.1	7	0.1	1	0.0	8	0.0
Czech Republic	0	0	0	0	0	0	7	0.1	0	0	7	0.1	7	0.1	0	0.0	7	0.0
Estonia	0	0	0	0	0	0	6	0.1	0	0	6	0.1	6	0.0	0	0.0	6	0.0
Slovakia	0	0	0	0	0	0	5	0.1	0	0	5	0.1	5	0.0	0	0.0	5	0.0
Sweden	0	0	0	0	0	0	3	0	2	0.1	5	0.1	3	0.0	2	0.0	5	0.0
Latvia	0	0	0	0	0	0	4	0.1	0	0	4	0	4	0.0	0	0.0	4	0.0
Luxembourg	0	0	0	0	0	0	2	0	0	0	2	0	2	0.0	0	0.0	2	0.0
Kosovo	0	0	0	0	0	0	0	0	2	0.1	2	0	0	0.0	2	0.0	2	0.0
Azerbaijan	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0.0	0	0.0
Belarus	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0.0	0	0.0
Moldova	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0.0	0	0.0
Switzerland	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0.0	0	0.0
Total	**6,038**	**100**	**3,904**	**100**	**9,942**	**100**	**7,463**	**100**	**1,613**	**100**	**9,076**	**100**	**13,501**	**100.0**	**5,517**	**100.0**	**19,018**	**100.0**

Annex 4: Institutional and Individual Labour Permits for Europe (2022/23)

Country	Institutional (via recruitment agency)						Individual						Institutional+Individual					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Romania	6,805	73	903	19.8	7,708	55.5	4,678	23.2	751	15.2	5,429	21.6	11,483	38.9	1654	17.4	13,137	33.7
Croatia	1,533	16.4	152	3.3	1,685	12.1	4,130	20.4	1,371	27.8	5,501	21.9	5,663	19.2	1523	16.0	7,186	18.4
Malta	49	0.5	27	0.6	76	0.5	4,085	20.2	1,442	29.2	5,527	22	4,134	14.0	1469	15.5	5,603	14.4
Poland	0	0	0	0	0	0	4,226	20.9	689	14	4,915	19.6	4,226	14.3	689	7.3	4,915	12.6
Cyprus	850	9.1	3,417	74.8	4,267	30.7	8	0	0	0	8	0	858	2.9	3417	36.0	4,275	11.0
Serbia	0	0	0	0	0	0	729	3.6	233	4.7	962	3.8	729	2.5	233	2.5	962	2.5
Portugal	0	0	0	0	0	0	666	3.3	64	1.3	730	2.9	666	2.3	64	0.7	730	1.9
Albania	87	0.9	69	1.5	156	1.1	147	0.7	132	2.7	279	1.1	234	0.8	201	2.1	435	1.1
Austria	0	0	0	0	0	0	255	1.3	95	1.9	350	1.4	255	0.9	95	1.0	350	0.9
Slovenia	0	0	0	0	0	0	158	0.8	25	0.5	183	0.7	158	0.5	25	0.3	183	0.5
Hungary	0	0	0	0	0	0	145	0.7	31	0.6	176	0.7	145	0.5	31	0.3	176	0.5
France	0	0	0	0	0	0	128	0.6	5	0.1	133	0.5	128	0.4	5	0.1	133	0.3
Bosnia and Herzegovina	0	0	0	0	0	0	105	0.5	12	0.2	117	0.5	105	0.4	12	0.1	117	0.3
Norway	0	0	0	0	0	0	98	0.5	1	0	99	0.4	98	0.3	1	0.0	99	0.3
Ireland	0	0	0	0	0	0	81	0.4	9	0.2	90	0.4	81	0.3	9	0.1	90	0.2
Finland	0	0	0	0	0	0	82	0.4	5	0.1	87	0.3	82	0.3	5	0.1	87	0.2
Lithuania	0	0	0	0	0	0	80	0.4	1	0	81	0.3	80	0.3	1	0.0	81	0.2
Italy	0	0	0	0	0	0	66	0.3	8	0.2	74	0.3	66	0.2	8	0.1	74	0.2
Spain	0	0	0	0	0	0	60	0.3	9	0.2	69	0.3	60	0.2	9	0.1	69	0.2
Germany	0	0	0	0	0	0	41	0.2	10	0.2	51	0.2	41	0.1	10	0.1	51	0.1
Czech Republic	0	0	0	0	0	0	34	0.2	10	0.2	44	0.2	34	0.1	10	0.1	44	0.1
Belgium	0	0	0	0	0	0	38	0.2	6	0.1	44	0.2	38	0.1	6	0.1	44	0.1
Greece	0	0	0	0	0	0	37	0.2	1	0	38	0.2	37	0.1	1	0.0	38	0.1
Netherlands	0	0	0	0	0	0	27	0.1	2	0	29	0.1	27	0.1	2	0.0	29	0.1
Belarus	0	0	0	0	0	0	18	0.1	11	0.2	29	0.1	18	0.1	11	0.1	29	0.1

Annex 4: Contd.....

Country	Institutional (via recruitment agency)						Individual						Institutional+Individual					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Sweden	0	0	0	0	0	0	21	0.1	2	0	23	0.1	21	0.1	2	0.0	23	0.1
Denmark	0	0	0	0	0	0	17	0.1	0	0	17	0.1	17	0.1	0	0.0	17	0.0
Slovakia	0	0	0	0	0	0	13	0.1	1	0	14	0.1	13	0.0	1	0.0	14	0.0
Latvia	0	0	0	0	0	0	13	0.1	0	0	13	0.1	13	0.0	0	0.0	13	0.0
Iceland	0	0	0	0	0	0	6	0	0	0	6	0	6	0.0	0	0.0	6	0.0
Luxembourg	0	0	0	0	0	0	6	0	0	0	6	0	6	0.0	0	0.0	6	0.0
Kosovo	0	0	0	0	0	0	0	0	6	0.1	6	0	0	0.0	6	0.1	6	0.0
Azerbaijan	0	0	0	0	0	0	2	0	2	0	4	0	2	0.0	2	0.0	4	0.0
Estonia	0	0	0	0	0	0	4	0	0	0	4	0	4	0.0	0	0.0	4	0.0
Switzerland	0	0	0	0	0	0	1	0	0	0	1	0	1	0.0	0	0.0	1	0.0
Ukraine	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0.0	0	0.0
Moldova	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0.0	0	0.0
Total	**9,324**	**100**	**4,568**	**100**	**13,892**	**100**	**20,205**	**100**	**4,934**	**100**	**25,139**	**100**	**29,529**	**100.0**	**9502**	**100.0**	**39,031**	**100.0**

Annex 5: Institutional and Individual Labour Permits for Europe (2023/24)

Country	Institutional (via recruitment agency)						Individual						Institutional+Individual					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Croatia	838	13.5	70	1.4	908	8.1	9,937	35.9	3,395	46.3	13,332	38.1	10,775	31.8	3,465	28.1	14,240	30.8
Romania	3,606	58.1	630	12.6	4,236	37.8	7,105	25.7	1,359	18.5	8,464	24.2	10,711	31.6	1,989	16.1	12,700	27.5
Cyprus	1,624	26.2	4,271	85.5	5,895	52.6	28	0.1	7	0.1	35	0.1	1,652	4.9	4,278	34.7	5,930	12.8
Malta	81	1.3	24	0.5	105	0.9	3,621	13.1	1,040	14.2	4,661	13.3	3,702	10.9	1,064	8.6	4,766	10.3
Serbia	25	0.4	0	0	25	0.2	1,397	5.1	493	6.7	1,890	5.4	1,422	4.2	493	4.0	1,915	4.1
Poland	0	0	0	0	0	0	1,391	5	258	3.5	1,649	4.7	1,391	4.1	258	2.1	1,649	3.6
Austria	0	0	0	0	0	0	429	1.6	283	3.9	712	2	429	1.3	283	2.3	712	1.5
Portugal	0	0	0	0	0	0	556	2	66	0.9	622	1.8	556	1.6	66	0.5	622	1.3
Slovakia	0	0	0	0	0	0	378	1.4	11	0.2	389	1.1	378	1.1	11	0.1	389	0.8
Hungary	0	0	0	0	0	0	358	1.3	25	0.3	383	1.1	358	1.1	25	0.2	383	0.8
Bosnia and Herzegovina	0	0	0	0	0	0	336	1.2	39	0.5	375	1.1	336	1.0	39	0.3	375	0.8
Slovenia	0	0	0	0	0	0	285	1	47	0.6	332	0.9	285	0.8	47	0.4	332	0.7
Albania	33	0.5	0	0	33	0.3	191	0.7	80	1.1	271	0.8	224	0.7	80	0.6	304	0.7
Greece	0	0	0	0	0	0	162	0.6	49	0.7	211	0.6	162	0.5	49	0.4	211	0.5
Azerbaijan	0	0	0	0	0	0	166	0.6	41	0.6	207	0.6	166	0.5	41	0.3	207	0.4
Belarus	0	0	0	0	0	0	179	0.6	4	0.1	183	0.5	179	0.5	4	0.0	183	0.4
Ireland	0	0	0	0	0	0	170	0.6	12	0.2	182	0.5	170	0.5	12	0.1	182	0.4
Lithuania	0	0	0	0	0	0	143	0.5	8	0.1	151	0.4	143	0.4	8	0.1	151	0.3
France	0	0	0	0	0	0	108	0.4	11	0.2	119	0.3	108	0.3	11	0.1	119	0.3
Finland	0	0	0	0	0	0	108	0.4	8	0.1	116	0.3	108	0.3	8	0.1	116	0.3
Germany	0	0	0	0	0	0	85	0.3	22	0.3	107	0.3	85	0.3	22	0.2	107	0.2
Spain	0	0	0	0	0	0	85	0.3	12	0.2	97	0.3	85	0.3	12	0.1	97	0.2
Italy	0	0	0	0	0	0	62	0.2	17	0.2	79	0.2	62	0.2	17	0.1	79	0.2
Czech Republic	0	0	0	0	0	0	72	0.3	6	0.1	78	0.2	72	0.2	6	0.0	78	0.2

Annex 5: Contd.....

Country	Institutional (via recruitment agency)						Individual						Institutional+Individual					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Denmark	0	0	0	0	0	0	65	0.2	11	0.2	76	0.2	65	0.2	11	0.1	76	0.2
Netherlands	0	0	0	0	0	0	59	0.2	6	0.1	65	0.2	59	0.2	6	0.0	65	0.1
Norway	0	0	0	0	0	0	44	0.2	2	0	46	0.1	44	0.1	2	0.0	46	0.1
Sweden	0	0	0	0	0	0	42	0.2	1	0	43	0.1	42	0.1	1	0.0	43	0.1
Belgium	0	0	0	0	0	0	35	0.1	2	0	37	0.1	35	0.1	2	0.0	37	0.1
Moldova	0	0	0	0	0	0	12	0	4	0.1	16	0	12	0.0	4	0.0	16	0.0
Kosovo	0	0	0	0	0	0	5	0	9	0.1	14	0	5	0.0	9	0.1	14	0.0
Latvia	0	0	0	0	0	0	11	0	0	0	11	0	11	0.0	0	0.0	11	0.0
Iceland	0	0	0	0	0	0	8	0	2	0	10	0	8	0.0	2	0.0	10	0.0
Luxembourg	0	0	0	0	0	0	7	0	3	0	10	0	7	0.0	3	0.0	10	0.0
Estonia	0	0	0	0	0	0	9	0	0	0	9	0	9	0.0	0	0.0	9	0.0
Switzerland	0	0	0	0	0	0	2	0	0	0	2	0	2	0.0	0	0.0	2	0.0
Ukraine	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0.0	0	0.0
Total	**6,207**	**100**	**4,995**	**100**	**11,202**	**100**	**27,651**	**100**	**7,333**	**100**	**34,984**	**100**	**33,858**	**100.0**	**12,328**	**100.0**	**46,186**	**100.0**

Annex 6: Institutional and Individual Labour Permits for Europe (2024/25)

Country	Institutional (via recruitment agency)						Individual						Institutional+Individual					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Romania	1,231	34	159	3	1,390	15.6	18,324	47.4	2,659	31.4	20,983	44.5	19,555	46.2	2,818	20.5	22,373	39.9
Croatia	0	0	0	0	0	0	8,315	21.5	2,737	32.3	11,052	23.4	8,315	19.7	2,737	20.0	11,052	19.7
Cyprus	2,396	66	5,097	97	7,493	84.4	24	0.1	8	0.1	32	0.1	2,420	5.7	5,105	37.2	7,525	13.4
Serbia	0	0	0	0	0	0	2,476	6.4	740	8.7	3,216	6.8	2,476	5.9	740	5.4	3,216	5.7
Malta	0	0	0	0	0	0	2,072	5.4	617	7.3	2,689	5.7	2,072	4.9	617	4.5	2,689	4.8
Portugal	0	0	0	0	0	0	1,664	4.3	325	3.8	1,989	4.2	1,664	3.9	325	2.4	1,989	3.6
Slovakia	0	0	0	0	0	0	1,153	3	168	2	1,321	2.8	1,153	2.7	168	1.2	1,321	2.4
Austria	0	0	0	0	0	0	601	1.6	467	5.5	1068	2.3	601	1.4	467	3.4	1,068	1.9
Slovenia	0	0	0	0	0	0	819	2.1	125	1.5	944	2	819	1.9	125	0.9	944	1.7
Greece	0	0	0	0	0	0	540	1.4	239	2.8	779	1.7	540	1.3	239	1.7	779	1.4
Belarus	0	0	0	0	0	0	528	1.4	55	0.6	583	1.2	528	1.2	55	0.4	583	1.0
Bosnia & Herzegovina	0	0	0	0	0	0	415	1.1	51	0.6	466	1	415	1.0	51	0.4	466	0.8
Poland	0	0	0	0	0	0	277	0.7	36	0.4	313	0.7	277	0.7	36	0.3	313	0.6
Hungary	0	0	0	0	0	0	232	0.6	29	0.3	261	0.6	232	0.5	29	0.2	261	0.5
Germany	0	0	0	0	0	0	145	0.4	67	0.8	212	0.4	145	0.3	67	0.5	212	0.4
Ireland	0	0	0	0	0	0	193	0.5	11	0.1	204	0.4	193	0.5	11	0.1	204	0.4
Finland	0	0	0	0	0	0	181	0.5	3	0	184	0.4	181	0.4	3	0.0	184	0.3
France	0	0	0	0	0	0	104	0.3	24	0.3	128	0.3	104	0.2	24	0.2	128	0.2
Lithuania	0	0	0	0	0	0	102	0.3	21	0.2	123	0.3	102	0.2	21	0.2	123	0.2
Spain	0	0	0	0	0	0	78	0.2	11	0.1	89	0.2	78	0.2	11	0.1	89	0.2
Moldova	0	0	0	0	0	0	75	0.2	7	0.1	82	0.2	75	0.2	7	0.1	82	0.1
Italy	0	0	0	0	0	0	64	0.2	9	0.1	73	0.2	64	0.2	9	0.1	73	0.1
Denmark	0	0	0	0	0	0	57	0.1	11	0.1	68	0.1	57	0.1	11	0.1	68	0.1
Luxembourg	0	0	0	0	0	0	43	0.1	10	0.1	53	0.1	43	0.1	10	0.1	53	0.1
Netherlands	0	0	0	0	0	0	40	0.1	7	0.1	47	0.1	40	0.1	7	0.1	47	0.1

Annex 6: Contd.....

Country	Institutional (via recruitment agency)						Individual						Institutional+Individual					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Latvia	0	0	0	0	0	0	45	0.1	1	0	46	0.1	45	0.1	1	0.0	46	0.1
Sweden	0	0	0	0	0	0	31	0.1	0	0	31	0.1	31	0.1	0	0.0	31	0.1
Belgium	0	0	0	0	0	0	22	0.1	4	0	26	0.1	22	0.1	4	0.0	26	0.0
Czech Republic	0	0	0	0	0	0	22	0.1	3	0	25	0.1	22	0.1	3	0.0	25	0.0
Norway	0	0	0	0	0	0	17	0	3	0	20	0	17	0.0	3	0.0	20	0.0
Armenia	0	0	0	0	0	0	5	0	6	0.1	11	0	5	0.0	6	0.0	11	0.0
Kosovo	0	0	0	0	0	0	2	0	7	0.1	9	0	2	0.0	7	0.1	9	0.0
Estonia	0	0	0	0	0	0	6	0	0	0	6	0	6	0.0	0	0.0	6	0.0
Iceland	0	0	0	0	0	0	3	0	0	0	3	0	3	0.0	0	0.0	3	0.0
Switzerland	0	0	0	0	0	0	0	0	1	0	1	0	0	0.0	1	0.0	1	0.0
Total	**3,627**	**100**	**5,256**	**100**	**8,883**	**100**	**38,675**	**100**	**8,462**	**100**	**47,137**	**100**	**42,302**	**100.0**	**13,718**	**100.0**	**56,020**	**100.0**

Annex 7: Institutional and Individual Labour Permits for Europe (2025/26)

Country	Institutional (via recruitment agency)						Individual						Institutional+Individual					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Romania	0	0	0	0	0	0	23,757	53.5	3,403	38.5	27,160	51	23,757	50.3	3,403	24.0	27,160	44.2
Cyprus	2,867	100	5,329	100	8,196	100	44	0.1	34	0.4	78	0.1	2,911	6.2	5,363	37.8	8,274	13.5
Portugal	0	0	0	0	0	0	3,224	7.3	518	5.9	3,742	7	3,224	6.8	518	3.7	3,742	6.1
Serbia	0	0	0	0	0	0	2,921	6.6	604	6.8	3,525	6.6	2,921	6.2	604	4.3	3,525	5.7
Malta	0	0	0	0	0	0	2,473	5.6	867	9.8	3,340	6.3	2,473	5.2	867	6.1	3,340	5.4
Greece	0	0	0	0	0	0	2,306	5.2	739	8.4	3,045	5.7	2,306	4.9	739	5.2	3,045	5.0
Croatia	0	0	0	0	0	0	2,280	5.1	634	7.2	2,914	5.5	2,280	4.8	634	4.5	2,914	4.7
Austria	0	0	0	0	0	0	1,354	3.1	756	8.5	2,110	4	1,354	2.9	756	5.3	2,110	3.4
Slovakia	0	0	0	0	0	0	1,454	3.3	199	2.2	1,653	3.1	1,454	3.1	199	1.4	1,653	2.7
Moldova	0	0	0	0	0	0	1,037	2.3	317	3.6	1,354	2.5	1,037	2.2	317	2.2	1,354	2.2
Slovenia	0	0	0	0	0	0	874	2	117	1.3	991	1.9	874	1.9	117	0.8	991	1.6
Poland	0	0	0	0	0	0	716	1.6	103	1.2	819	1.5	716	1.5	103	0.7	819	1.3
Belarus	0	0	0	0	0	0	495	1.1	139	1.6	634	1.2	495	1.0	139	1.0	634	1.0
Bosnia & Herzegovina	0	0	0	0	0	0	329	0.7	85	1	414	0.8	329	0.7	85	0.6	414	0.7
Germany	0	0	0	0	0	0	206	0.5	131	1.5	337	0.6	206	0.4	131	0.9	337	0.5
Ireland	0	0	0	0	0	0	200	0.5	7	0.1	207	0.4	200	0.4	7	0.0	207	0.3
France	0	0	0	0	0	0	114	0.3	48	0.5	162	0.3	114	0.2	48	0.3	162	0.3
Spain	0	0	0	0	0	0	132	0.3	27	0.3	159	0.3	132	0.3	27	0.2	159	0.3
Denmark	0	0	0	0	0	0	97	0.2	20	0.2	117	0.2	97	0.2	20	0.1	117	0.2
Finland	0	0	0	0	0	0	94	0.2	6	0.1	100	0.2	94	0.2	6	0.0	100	0.2
Italy	0	0	0	0	0	0	65	0.1	9	0.1	74	0.1	65	0.1	9	0.1	74	0.1
Netherlands	0	0	0	0	0	0	20	0	46	0.5	66	0.1	20	0.0	46	0.3	66	0.1
Czech Republic	0	0	0	0	0	0	33	0.1	3	0	36	0.1	33	0.1	3	0.0	36	0.1
Latvia	0	0	0	0	0	0	29	0.1	1	0	30	0.1	29	0.1	1	0.0	30	0.0
Norway	0	0	0	0	0	0	20	0	6	0.1	26	0	20	0.0	6	0.0	26	0.0

Annex 7: Contd.....

Country	Institutional (via recruitment agency)						Individual						Institutional+Individual					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Belgium	0	0	0	0	0	0	24	0.1	1	0	25	0	24	0.1	1	0.0	25	0.0
Armenia	0	0	0	0	0	0	11	0	11	0.1	22	0	11	0.0	11	0.1	22	0.0
Hungary	0	0	0	0	0	0	20	0	0	0	20	0	20	0.0	0	0.0	20	0.0
Luxembourg	0	0	0	0	0	0	9	0	3	0	12	0	9	0.0	3	0.0	12	0.0
Lithuania	0	0	0	0	0	0	9	0	1	0	10	0	9	0.0	1	0.0	10	0.0
Sweden	0	0	0	0	0	0	6	0	2	0	8	0	6	0.0	2	0.0	8	0.0
Kosovo	0	0	0	0	0	0	1	0	7	0.1	8	0	1	0.0	7	0.0	8	0.0
Estonia	0	0	0	0	0	0	6	0	1	0	7	0	6	0.0	1	0.0	7	0.0
Iceland	0	0	0	0	0	0	5	0	1	0	6	0	5	0.0	1	0.0	6	0.0
Switzerland	0	0	0	0	0	0	1	0	2	0	3	0	1	0.0	2	0.0	3	0.0
Total	**2,867**	**100**	**5,329**	**100**	**8,196**	**100**	**44,366**	**100**	**8,848**	**100**	**53,214**	**100**	**47,233**	**100.0**	**14,177**	**100.0**	**61,410**	**100.0**

Annex 8: Occupations in 'Job Demands' (by year)

Occupation	2020		2022		2024		2026	
	N	%	N	%	N	%	N	%
Agricultural worker	64	2.3	251	2.7	172	2.5	2	0.1
Aluminium & PVC joinery worker	0	0	15	0.2	5	0.1	0	0
Babysitter	5	0.2	10	0.1	0	0	0	0
Baker and Barista	10	0.4	43	0.5	34	0.5	80	4.6
Bartender	13	0.5	52	0.6	161	2.3	36	2.1
Beauty therapist	0	0	15	0.2	27	0.4	12	0.7
Butcher	15	0.5	16	0.2	5	0.1	5	0.3
Caregiver	6	0.2	53	0.6	28	0.4	0	0
Carpenter	40	1.5	208	2.3	20	0.3	0	0
Cashier	0	0	0	0	9	0.1	17	1
Cleaner/Housekeeper	603	22.1	976	10.6	718	10.4	373	21.4
Construction worker	90	3.3	391	4.3	209	3	12	0.7
Cook/Chef	462	16.9	694	7.6	671	9.7	173	9.9
Delivery boy	5	0.2	25	0.3	435	6.3	15	0.9
Domestic worker	249	9.1	1,217	13.3	1,391	20.2	454	26
Driver	0	0	165	1.8	290	4.2	0	0
Electrician	30	1.1	69	0.8	65	0.9	0	0
Excavator operator	3	0.1	18	0.2	10	0.1	0	0
Factory worker	120	4.4	568	6.2	283	4.1	15	0.9
Gardener	60	2.2	32	0.3	4	0.1	10	0.6
Garment worker	26	1	33	0.4	0	0	0	0
Hospitality worker	10	0.4	50	0.5	105	1.5	55	3.2
Kichen helper	75	2.7	305	3.3	300	4.4	22	1.3
Maintenance technician	0	0	25	0.3	70	1	0	0
Mason	50	1.8	291	3.2	58	0.8	0	0
Metal fabricator	0	0	48	0.5	10	0.1	0	0
Painter	20	0.7	65	0.7	20	0.3	0	0
Plumber	5	0.2	49	0.5	55	0.8	0	0
Production worker	0	0	120	1.3	5	0.1	0	0
Receiptionist	8	0.3	2	0	17	0.2	6	0.3
Sales representative	0	0	0	0	19	0.3	95	5.4
Scaffolder	20	0.7	75	0.8	34	0.5	0	0
Security guard	5	0.2	15	0.2	0	0	5	0.3
Steel fixer	0	0	193	2.1	14	0.2	0	0
Storekeeper	30	1.1	26	0.3	0	0	0	0
Vehicle mechanic	24	0.9	39	0.4	10	0.1	0	0
Waiter/Waitress	195	7.1	526	5.7	687	10	253	14.5
Warehouse worker	40	1.5	125	1.4	0	0	6	0.3
Welder	25	0.9	257	2.8	39	0.6	2	0.1
Unspecified worker	418	15.3	1,999	21.8	892	13	73	4.2
Other	7	0.3	105	1.1	13	0.2	25	1.4
Total	**2,733**	**100**	**9,166**	**100**	**6,885**	**100**	**1,746**	**100**

Annex 9: **Occupations in 'Job Demands'** (by destination country)

Occupation	Albania		Croatia		Cyprus		Malta		Romania		Other	
	N	%	N	%	N	%	N	%	N	%	N	%
Agricultural worker	26	10	93	4.7	162	2.3	10	0.5	198	2.1	0	0
Aluminium & PVC joinery worker	0	0	15	0.8	5	0.1	0	0	0	0	0	0
Babysitter	0	0	0	0	0	0	0	0	15	0.2	0	0
Baker and Barista	0	0	5	0.3	102	1.5	10	0.5	50	0.5	0	0
Bartender	0	0	6	0.3	175	2.5	46	2.4	35	0.4	0	0
Beauty therapist	0	0	0	0	24	0.3	15	0.8	15	0.2	0	0
Butcher	0	0	6	0.3	15	0.2	5	0.3	15	0.2	0	0
Caregiver	0	0	0	0	72	1	12	0.6	3	0	0	0
Carpenter	18	6.9	110	5.6	0	0	0	0	140	1.5	0	0
Cashier	0	0	0	0	17	0.2	9	0.5	0	0	0	0
Cleaner/Housekeeper	5	1.9	133	6.8	761	10.9	540	27.9	1,231	13.3	0	0
Construction worker	0	0	121	6.2	16	0.2	20	1	545	5.9	0	0
Cook/Chef	10	3.9	125	6.4	910	13	89	4.6	866	9.4	0	0
Delivery boy	0	0	0	0	15	0.2	345	17.8	120	1.3	0	0
Domestic worker	0	0	115	5.9	3,110	44.5	0	0	86	0.9	0	0
Driver	0	0	165	8.4	15	0.2	175	9	0	0	100	79.4
Electrician	10	3.9	19	1	10	0.1	45	2.3	80	0.9	0	0
Excavator operator	0	0	0	0	0	0	16	0.8	15	0.2	0	0
Factory worker	20	7.7	112	5.7	15	0.2	25	1.3	814	8.8	0	0
Gardener	0	0	0	0	10	0.1	0	0	96	1	0	0
Garment worker	33	12.7	0	0	0	0	0	0	0	0	26	20.6
Hospitality worker	0	0	0	0	55	0.8	0	0	165	1.8	0	0
Kichen helper	0	0	8	0.4	117	1.7	105	5.4	472	5.1	0	0
Maintenance technician	0	0	0	0	10	0.1	60	3.1	25	0.3	0	0
Mason	15	5.8	156	8	8	0.1	10	0.5	210	2.3	0	0
Metal fabricator	0	0	8	0.4	0	0	10	0.5	40	0.4	0	0
Painter	0	0	5	0.3	5	0.1	0	0	95	1	0	0
Plumber	9	3.5	0	0	10	0.1	35	1.8	55	0.6	0	0
Production worker	0	0	120	6.1	0	0	5	0.3	0	0	0	0
Receiptionist	0	0	0	0	25	0.4	0	0	8	0.1	0	0
Sales representative	0	0	0	0	104	1.5	0	0	10	0.1	0	0
Scaffolder	0	0	65	3.3	4	0.1	0	0	60	0.6	0	0
Security guard	0	0	0	0	5	0.1	20	1	0	0	0	0
Steel fixer	10	3.9	138	7	4	0.1	10	0.5	45	0.5	0	0
Storekeeper	0	0	0	0	0	0	0	0	56	0.6	0	0
Vehicle mechanic	0	0	15	0.8	0	0	18	0.9	40	0.4	0	0
Waiter/Waitress	26	10	141	7.2	792	11.3	199	10.3	503	5.4	0	0
Warehouse worker	0	0	115	5.9	6	0.1	0	0	50	0.5	0	0
Welder	7	2.7	165	8.4	2	0	10	0.5	139	1.5	0	0
Unspecified worker	0	0	0	0	378	5.4	80	4.1	2,924	31.6	0	0
Other	70	27	0	0	30	0.4	10	0.5	40	0.4	0	0
Total	**259**	**100**	**1,961**	**100**	**6,989**	**100**	**1,934**	**100**	**9,261**	**100**	**126**	**100**

Annex 10: Occupations in 'Job Demands' (by gender)

Occupation	Male		Female		Total	
	N	%	N	%	N	%
Agricultural worker	119	1.9%	370	2.6%	489	2%
Aluminum & PVC joinery worker	0	0.0%	20	0.1%	20	0%
Babysitter	15	0.2%	0	0.0%	15	0%
Baker and Barista	13	0.2%	154	1.1%	167	1%
Bartender	36	0.6%	226	1.6%	262	1%
Beauty therapist	34	0.5%	20	0.1%	54	0%
Butcher	0	0.0%	41	0.3%	41	0%
Caregiver	87	1.4%	0	0.0%	87	0%
Carpenter	0	0.0%	268	1.9%	268	1%
Cashier	5	0.1%	21	0.1%	26	0%
Cleaner/Housekeeper	1,216	19.2%	1,454	10.2%	2,670	13%
Construction worker	0	0.0%	702	4.9%	702	3%
Cook/Chef	62	1.0%	1,938	13.6%	2,000	10%
Delivery boy	125	2.0%	355	2.5%	480	2%
Domestic worker	2,847	45.0%	464	3.3%	3,311	16%
Driver	56	0.9%	399	2.8%	455	2%
Electrician	0	0.0%	164	1.2%	164	1%
Excavator operator	0	0.0%	31	0.2%	31	0%
Factory worker	114	1.8%	872	6.1%	986	5%
Gardener	5	0.1%	101	0.7%	106	1%
Garment worker	15	0.2%	44	0.3%	59	0%
Hospitality worker	107	1.7%	113	0.8%	220	1%
Kitchen helper	104	1.6%	598	4.2%	702	3%
Maintenance technician	0	0.0%	95	0.7%	95	0%
Mason	0	0.0%	399	2.8%	399	2%
Metal fabricator	0	0.0%	58	0.4%	58	0%
Painter	0	0.0%	105	0.7%	105	1%
Plumber	0	0.0%	109	0.8%	109	1%
Production worker	3	0.0%	122	0.9%	125	1%
Receptionist	29	0.5%	4	0.0%	33	0%
Sales Representative	69	1.1%	45	0.3%	114	1%
Scaffolder	0	0.0%	129	0.9%	129	1%
Security guard	3	0.0%	22	0.2%	25	0%
Steel fixer	0	0.0%	207	1.5%	207	1%
Storekeeper	0	0.0%	56	0.4%	56	0%
Vehicle mechanic	0	0.0%	73	0.5%	73	0%
Waiter/Waitress	652	10.3%	1,009	7.1%	1,661	8%
Warehouse worker	0	0.0%	171	1.2%	171	1%
Welder	0	0.0%	323	2.3%	323	2%
Unspecified worker	580	9.2%	2,802	19.7%	3,382	16%
Other	32	0.5%	118	0.8%	150	1%
Total	6,328	100	14,202	100	**20,530**	**100.0%**

Annex 11: **Occupation** (based on Nepal Labour Migration Reports)

Occupation	2021/22						2022/23						2023/24					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Labour (unspecified)	6,311	34.5	4,074	55.9	10,385	40.6	10,072	30.3	5,526	47.9	15,598	34.9	10,568	26.5	6,257	42.2	16,825	30.8
Chef/cook	1,692	9.3	96	1.3	1,788	7	3,426	10.3	289	2.5	3,715	8.3	4,588	11.5	598	4	5,186	9.5
Cleaning and laundry	774	4.2	611	8.4	1,385	5.4	2,084	6.3	1,544	13.4	3,628	8.1	2,618	6.6	2,321	15.7	4,939	9
Labour (specified)	687	3.8	73	1	760	3	2,792	8.4	320	2.8	3,112	7	4,307	10.8	735	5	5,042	9.2
Agriculture, fishery, poultry, animal and gardener	1,376	7.5	375	5.1	1,751	6.8	2,256	6.8	409	3.5	2,665	6	2,753	6.9	494	3.3	3,247	5.9
Waiter/Waitress	529	2.9	263	3.6	792	3.1	1,491	4.5	604	5.2	2,095	4.7	1,911	4.8	951	6.4	2,862	5.2
Manufacturing	1,119	6.1	188	2.6	1,307	5.1	1,930	5.8	187	1.6	2,117	4.7	1,987	5	200	1.4	2,187	4
Packaging, loading, shipping and delivery	940	5.1	113	1.6	1,053	4.1	1,380	4.2	229	2	1,609	3.6	1,648	4.1	131	0.9	1,779	3.3
Housekeeping	401	2.2	584	8	985	3.9	596	1.8	705	6.1	1,301	2.9	521	1.3	762	5.1	1,283	2.3
Office/administrative/associate professionals	368	2	101	1.4	469	1.8	670	2	216	1.9	886	2	804	2	376	2.5	1,180	2.2
Caregiver/nursing aide	82	0.4	426	5.8	508	2	104	0.3	677	5.9	781	1.7	223	0.6	892	6	1,115	2
Mason	563	3.1	4	0.1	567	2.2	689	2.1	3	0	692	1.5	850	2.1	6	0	856	1.6
Electro/mechanical other	295	1.6	57	0.8	352	1.4	831	2.5	164	1.4	995	2.2	440	1.1	83	0.6	523	1
Machine operator	214	1.2	70	1	284	1.1	526	1.6	77	0.7	603	1.3	858	2.2	113	0.8	971	1.8
Carpenter	487	2.7	2	0	489	1.9	571	1.7	6	0.1	577	1.3	748	1.9	23	0.2	771	1.4
Baker/dessert maker	243	1.3	37	0.5	280	1.1	254	0.8	63	0.5	317	0.7	421	1.1	127	0.9	548	1
Welding	280	1.5	0	0	280	1.1	357	1.1	1	0	358	0.8	377	0.9	1	0	378	0.7
Driver	126	0.7	4	0.1	130	0.5	302	0.9	1	0	303	0.7	537	1.3	1	0	538	1
Aviation and cruise	400	2.2	15	0.2	415	1.6	244	0.7	24	0.2	268	0.6	257	0.6	29	0.2	286	0.5
Steel fixer	307	1.7	0	0	307	1.2	365	1.1	0	0	365	0.8	281	0.7	0	0	281	0.5
Retail	73	0.4	8	0.1	81	0.3	245	0.7	45	0.4	290	0.6	373	0.9	86	0.6	459	0.8
Hospitality-others	51	0.3	12	0.2	63	0.2	278	0.8	132	1.1	410	0.9	294	0.7	56	0.4	350	0.6
Electrician	212	1.2	0	0	212	0.8	182	0.5	1	0	183	0.4	350	0.9	2	0	352	0.6
Security	208	1.1	43	0.6	251	1	116	0.3	16	0.1	132	0.3	172	0.4	30	0.2	202	0.4
Barista/coffee maker	49	0.3	6	0.1	55	0.2	156	0.5	31	0.3	187	0.4	270	0.7	64	0.4	334	0.6

Annex 11: Contd.....

Occupation	2021/22						2022/23						2023/24					
	Male		Female		Total		Male		Female		Total		Male		Female		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Manager	44	0.2	10	0.1	54	0.2	139	0.4	41	0.4	180	0.4	229	0.6	61	0.4	290	0.5
Others	52	0.3	3	0	55	0.2	176	0.5	17	0.1	193	0.4	230	0.6	32	0.2	262	0.5
Construction-others	36	0.2	0	0	36	0.1	164	0.5	3	0	167	0.4	285	0.7	0	0	285	0.5
Professional	50	0.3	15	0.2	65	0.3	69	0.2	59	0.5	128	0.3	108	0.3	132	0.9	240	0.4
Tailor	28	0.2	53	0.7	81	0.3	63	0.2	78	0.7	141	0.3	79	0.2	110	0.7	189	0.3
Painting	88	0.5	4	0.1	92	0.4	122	0.4	1	0	123	0.3	187	0.5	5	0	192	0.4
Automotive	33	0.2	1	0	34	0.1	156	0.5	17	0.1	173	0.4	169	0.4	8	0.1	177	0.3
Plumbing/pipe Fitter	60	0.3	0	0	60	0.2	133	0.4	0	0	133	0.3	186	0.5	3	0	189	0.3
Beauty & fitness	26	0.1	24	0.3	50	0.2	29	0.1	47	0.4	76	0.2	21	0.1	93	0.6	114	0.2
Supervisor	34	0.2	13	0.2	47	0.2	63	0.2	11	0.1	74	0.2	89	0.2	29	0.2	118	0.2
Scaffolder	36	0.2	0	0	36	0.1	50	0.2	0	0	50	0.1	127	0.3	0	0	127	0.2
Foreman	4	0	0	0	4	0	92	0.3	0	0	92	0.2	11	0	1	0	12	0
A/C technician	5	0	0	0	5	0	28	0.1	1	0	29	0.1	25	0.1	0	0	25	0
Total	**18,283**	**100**	**7,285**	**100**	**25,568**	**100**	**33,201**	**100**	**11,545**	**100**	**44,746**	**100**	**39,902**	**100**	**14,812**	**100**	**54,714**	**100**

Annex 12: **Minimum Requirements** (by destination)

Minimum requirement	European Countries											
	Cyprus		Romania		Malta		Croatia		Albania		Others	
	N	%	N	%	N	%	N	%	N	%	N	%
Skilled in related field	739	96.2	509	100.0	59	68.6	64	100.0	14	100.0	2	100.0
Three years' experience in related work	0	0.0	0	0.0	12	14.0	0	0.0	0	0.0	0	0.0
At least three years of experience in the relevant field and preference to Gulf returnees	0	0.0	0	0.0	15	17.4	0	0.0	0	0.0	0	0.0
Four years of experience working in a hotel or restaurant	2	0.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Years of experience working in a hotel or restaurant	11	1.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Proficient in basic English	16	2.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	**768**	**100.0**	**509**	**100.0**	**86**	**100.0**	**64**	**100.0**	**14**	**100.0**	**2**	**100.0**

Annex 13: Minimum Requirements (by occupation)

Occupation	Minimum requirement													
	Skilled in related field		Three years' experience in related work		At least three years' experience in relevant field and preference to Gulf returnees		Four years' experience in a hotel or restaurant		Five years' experience in a hotel or restaurant		Proficient in basic English		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Domestic Worker	229	99.1	0	0	0	0	0	0	0	0	2	0.9	231	100
Cook/Chef	204	93.2	2	0.9	2	0.9	2	0.9	5	2.3	4	1.8	219	100
Cleaner/Housekeeper	159	97.5	0	0	1	0.6	0	0	1	0.6	2	1.2	163	100
Waiter/ Waitress	140	95.9	1	0.7	1	0.7	0	0	1	0.7	3	2.1	146	100
Unspecified worker	126	99.2	0	0	0	0	0	0	0	0	1	0.8	127	100
Bartender	55	91.7	1	1.7	1	1.7	0	0	2	3.3	1	1.7	60	100
Kitchen Helper	56	96.6	1	1.7	1	1.7	0	0	0	0	0	0	58	100
Agricultural worker	48	94.1	1	2	0	0	0	0	1	2	1	2	51	100
Factory worker	41	100	0	0	0	0	0	0	0	0	0	0	41	100
Construction worker	35	97.2	1	2.8	0	0	0	0	0	0	0	0	36	100
Mason	30	100	0	0	0	0	0	0	0	0	0	0	30	100
Baker and Barista	24	96	0	0	0	0	0	0	1	4	0	0	25	100
Welder	23	100	0	0	0	0	0	0	0	0	0	0	23	100
Electrician	15	93.8	0	0	1	6.3	0	0	0	0	0	0	16	100
Carpenter	16	100	0	0	0	0	0	0	0	0	0	0	16	100
Caregiver	11	91.7	1	8.3	0	0	0	0	0	0	0	0	12	100
Plumber	11	91.7	0	0	1	8.3	0	0	0	0	0	0	12	100
Steel fixer	11	100	0	0	0	0	0	0	0	0	0	0	11	100
Painter	11	100	0	0	0	0	0	0	0	0	0	0	11	100
Gardener	11	100	0	0	0	0	0	0	0	0	0	0	11	100
Hospitality Worker	10	100	0	0	0	0	0	0	0	0	0	0	10	100
Vehicle mechanic	9	90	1	10	0	0	0	0	0	0	0	0	10	100
Driver	9	90	0	0	1	10	0	0	0	0	0	0	10	100
Sales Representative	9	100	0	0	0	0	0	0	0	0	0	0	9	100

Annex 13: Contd.....

Occupation	Minimum requirement													
	Skilled in related field		Three years' experience in related work		At least three years' experience in relevant field and preference to Gulf returnees		Four years' experience in a hotel or restaurant		Five years' experience in a hotel or restaurant		Proficient in basic English		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Maintenance technician	7	77.8	0	0	2	22.2	0	0	0	0	0	0	9	100
Scaffolder	9	100	0	0	0	0	0	0	0	0	0	0	9	100
Other	7	87.5	0	0	0	0	0	0	0	0	1	12.5	8	100
Beauty Therapist	7	87.5	0	0	1	12.5	0	0	0	0	0	0	8	100
Warehouse worker	8	100	0	0	0	0	0	0	0	0	0	0	8	100
Receptionist	7	87.5	0	0	0	0	0	0	0	0	1	12.5	8	100
Delivery boy	6	75	1	12.5	1	12.5	0	0	0	0	0	0	8	100
Butcher	6	85.7	0	0	1	14.3	0	0	0	0	0	0	7	100
Storekeeper	6	100	0	0	0	0	0	0	0	0	0	0	6	100
Cashier	5	83.3	0	0	1	16.7	0	0	0	0	0	0	6	100
Metal Fabricator	6	100	0	0	0	0	0	0	0	0	0	0	6	100
Excavator Operator	5	83.3	1	16.7	0	0	0	0	0	0	0	0	6	100
Security Guard	3	75	1	25	0	0	0	0	0	0	0	0	4	100
Production worker	3	100	0	0	0	0	0	0	0	0	0	0	3	100
Garment worker	3	100	0	0	0	0	0	0	0	0	0	0	3	100
Babysitter	3	100	0	0	0	0	0	0	0	0	0	0	3	100
Aluminum and PVC Joinery worker	3	100	0	0	0	0	0	0	0	0	0	0	3	100
Total	**1,387**	**96.1**	**12**	**0.8**	**15**	**1**	**2**	**0.1**	**11**	**0.8**	**16**	**1.1**	**1,443**	**100**

Annex 14: **Salary Advertised** (by destination country)

Salary (in NPR)	Country											
	Cyprus		Romania		Malta		Croatia		Albania		Other	
	N	%	N	%	N	%	N	%	N	%	N	%
<50,000	149	19.4	12	2.4	0	0.0	0	0.0	0	0.0	0	0.0
50,001–100,000	191	24.9	496	97.4	0	0.0	53	82.8	14	100.0	2	100.0
100,000–150,000	348	45.3	0	0.0	70	81.4	11	17.2	0	0.0	0	0.0
150,001–200,000	73	9.5	1	0.2	14	16.3	0	0.0	0	0.0	0	0.0
>200,000	7	0.9	0	0.0	2	2.3	0	0.0	0	0.0	0	0.0
Total	**768**	**100.0**	**509**	**100.0**	**86**	**100.0**	**64**	**100.0**	**14**	**100.0**	**2**	**100.0**

Annex 15: **Salary Advertised** (by occupation)

Occupation	Salary (in NPR)									
	<50,000		50,001–100,000		100,000–150,000		150,001–200,000		>200,000	
	N	%	N	%	N	%	N	%	N	%
Agricultural worker	2	1.2	47	6.2	1	0.2	1	1.1	0	0.0
Gardener	0	0.0	9	1.2	2	0.5	0	0.0	0	0.0
Aluminum & PVC joinery worker	0	0.0	1	0.1	2	0.5	0	0.0	0	0.0
Carpenter	1	0.6	15	2.0	0	0.0	0	0.0	0	0.0
Construction worker	0	0.0	29	3.8	7	1.6	0	0.0	0	0.0
Mason	2	1.2	24	3.2	4	0.9	0	0.0	0	0.0
Painter	1	0.6	8	1.1	2	0.5	0	0.0	0	0.0
Scaffolder	1	0.6	7	0.9	1	0.2	0	0.0	0	0.0
Steel fixer	0	0.0	9	1.2	2	0.5	0	0.0	0	0.0
Delivery boy	0	0.0	1	0.1	7	1.6	0	0.0	0	0.0
Driver	0	0.0	2	0.3	8	1.9	0	0.0	0	0.0
Excavator operator	0	0.0	3	0.4	1	0.2	2	2.3	0	0.0
Vehicle mechanic	0	0.0	7	0.9	1	0.2	2	2.3	0	0.0
Maintenance technician	0	0.0	2	0.3	7	1.6	0	0.0	0	0.0
Electrician	0	0.0	11	1.5	5	1.2	0	0.0	0	0.0
Plumber	0	0.0	8	1.1	4	0.9	0	0.0	0	0.0
Welder	1	0.6	17	2.2	5	1.2	0	0.0	0	0.0
Cleaner/Housekeeper	2	1.2	81	10.7	70	16.3	10	11.4	0	0.0
Receptionist	0	0.0	2	0.3	6	1.4	0	0.0	0	0.0
Babysitter	0	0.0	3	0.4	0	0.0	0	0.0	0	0.0
Warehouse worker	0	0.0	6	0.8	2	0.5	0	0.0	0	0.0
Garment worker	0	0.0	3	0.4	0	0.0	0	0.0	0	0.0
Factory worker	1	0.6	36	4.8	4	0.9	0	0.0	0	0.0
Metal fabricator	0	0.0	5	0.7	1	0.2	0	0.0	0	0.0
Production worker	0	0.0	2	0.3	1	0.2	0	0.0	0	0.0
Sales representative	0	0.0	1	0.1	7	1.6	1	1.1	0	0.0
Cook/Chef	1	0.6	80	10.6	106	24.7	25	28.4	7	77.8
Baker and Barista	1	0.6	10	1.3	11	2.6	3	3.4	0	0.0
Bartender	0	0.0	11	1.5	29	6.8	20	22.7	0	0.0
Domestic worker	134	83.2	97	12.8	0	0.0	0	0.0	0	0.0
Waiter/Waitress	2	1.2	55	7.3	71	16.6	18	20.5	0	0.0
Kitchen helper	0	0.0	38	5.0	17	4.0	3	3.4	0	0.0
Hospitality worker	0	0.0	6	0.8	4	0.9	0	0.0	0	0.0
Security guard	0	0.0	0	0.0	4	0.9	0	0.0	0	0.0
Butcher	0	0.0	5	0.7	2	0.5	0	0.0	0	0.0
Beauty therapist	0	0.0	2	0.3	3	0.7	1	1.1	2	22.2
Caregiver	9	5.6	1	0.1	2	0.5	0	0.0	0	0.0
Cashier	0	0.0	0	0.0	6	1.4	0	0.0	0	0.0
Storekeeper	0	0.0	6	0.8	0	0.0	0	0.0	0	0.0
Unspecified worker	3	1.9	101	13.4	22	5.1	1	1.1	0	0.0
Other	0	0.0	5	0.7	2	0.5	1	1.1	0	0.0
Total	**161**	**100.0**	**756**	**100.0**	**429**	**100.0**	**88**	**100.0**	**9**	**100.0**