

Survey analysis: Monitoring recruitment of Nepalese migrant workers to Qatar

Contents

<hr/>	
EXECUTIVE SUMMARY	3
<hr/>	
INTRODUCTION	4
<hr/>	
CHALLENGES FOR NEPALESE WORKERS MIGRATING TO QATAR	5
<hr/>	
ITUC RECRUITMENT ADVISOR IN NEPAL	6
SOURCE OF INFORMATION ABOUT THE JOB ABROAD	7
PAYMENT OF RECRUITMENT FEES AND RELATED COSTS	7
PRE-DEPARTURE/EMPLOYMENT ORIENTATION FOR MIGRANT WORKERS	8
EMPLOYMENT CONTRACT	9
MIGRANT WORKERS ARE NOT ALLOWED TO KEEP THEIR PASSPORTS AND PERSONAL DOCUMENTS	10
MIGRANT WORKERS RECEIVED PROMISED JOBS	10
MIGRANT WORKERS RECEIVED PROMISED SALARY	11
WORKERS' RIGHT TO RESIGN FROM EMPLOYMENT FREELY WITH REASONABLE NOTICE	11
ACCESS TO TRADE UNIONS OR WORKERS' ASSOCIATIONS	12
WORKERS WOULD OR WOULD NOT USE THE SAME AGENCY FOR FUTURE EMPLOYMENT	12
WORKERS WOULD OR WOULD NOT RETURN TO THE SAME EMPLOYER FOR FUTURE EMPLOYMENT	13
WORKERS WOULD OR WOULD NOT RETURN TO THE SAME COUNTRY FOR FUTURE EMPLOYMENT	13
<hr/>	
CONCLUSION	14
<hr/>	
ANNEXE 1 REVIEW QUESTIONNAIRE - ENGLISH	15
<hr/>	
ANNEXE 2. LIST OF 57 AGENCIES THAT WERE REVIEWED BY 345 NEPALESE WORKERS IN THIS SURVEY	17

Executive summary

Qatar has a migrant labour force of more than 2.2m workers. Almost 95 per cent of the total population of Qatar is migrant, with workers from India, Nepal, the Philippines and Bangladesh alone comprising 78 per cent of that total figure.¹ It is estimated that there are around 350,000 Nepalese workers in Qatar, accounting for approximately 14 per cent of the total population, and working in sectors such as construction, hospitality, driving and agriculture.

Since 2017, when Qatar's government committed to reform labour laws, its implementation, particularly for construction, security and domestic migrant workers has fallen behind expectations and many rogue employers have been able to evade their legal responsibilities on wages, job transfers, working conditions, residency, and other provisions.

Nepalese workers have diverse experiences of recruitment and work in Qatar. This report offers an analysis of 345 reviews posted on www.RecruitmentAdvisor.org in 2022 by Nepalese workers who identified Qatar as their country of employment. This report outlines the key findings of the survey.

To find jobs in Qatar, most Nepalese workers rely on sub-agents, relatives or friends. Of the 345 workers surveyed, 48 per cent heard about prospective jobs in Qatar from sub-agents, 22 per cent from relatives and 21 per cent from friends. Only 1 per cent of workers said he/she heard about jobs directly from recruitment agencies.

Workers continue to pay high recruitment costs despite the promotion of the Employer Pays Principle for recruitment from Nepal.

Of the workers who participated in this survey, 99 per cent paid recruitment fees to work in Qatar. Only 1 per cent of workers received their employment contract without paying any fees.

The analysis showed that 81 per cent workers received pre-departure orientation training in Nepal. Pre-departure orientation is one of the major components that ensures migrant workers access safe migration and fair recruitment processes.

The survey revealed that 98 per cent workers received their contracts before leaving for Qatar and 98 per cent reported the contract was in a language they understood.

Historically this was not the case and Nepalese migrant workers often faced contract substitution and language barriers during their recruitment processes.

Despite the gains, migrant workers continue to be deceived about their jobs and salaries.

Of 345 respondents, 21 per cent did not receive the employment that they were promised. Furthermore, 49 per cent were not paid the promised salary in Qatar.

The study revealed that 50 per cent of Nepalese workers were able to keep their passport and personal documents, while 49 per cent said their employers held their passports and documents.

There is no freedom of association for workers in Qatar and 99 per cent of respondents stated that they had no access to workers' associations. While [Qatar Labour Law 2004 \(Law No. 4 of 2014\)](#) provides a mechanism to form a committee of representation for

¹ Françoise De Bel-Air, *Demography, Migration, and the Labour Market in Qatar*, 2017

migrant workers, specifically outlined in Chapter Thirteen: Joint Committees, Collective Negotiation and Joint Agreements, any progress towards this practice falls far short of workers enjoying full trade union rights.

52 per cent of workers said they could resign from employment freely with reasonable notice. According to the ILO General Principles and Operational Guidelines for Fair Recruitment, workers should be free to move within a country or leave a country, and they should be free to terminate their employment. Even though Qatar has reformed its labour law to allow workers to quit and change jobs without a No Objection Certificate (NOC) from

their previous employer, almost half of them (48 per cent) reported that they remain unable to leave their work with a reasonable notice.

Workers would not want to use the same agency or work with the same employer but were willing to stay in Qatar or return to Qatar for future employment. Less than a third of the respondents said they would use the same agency for future recruitment processes, while 72 per cent would not use the same agency again and 86 per cent would not work with the same employer again. However, the majority of workers (88 per cent) would work in Qatar again.

Introduction

In the Gulf states, recruitment is directed by the kafala (sponsorship) system, which requires migrant workers to have an approved sponsor. The legal foundations of the kafala system, which ties workers to employers, have been removed in Qatar and considerable progress has been made on implementation. There is now no obligation upon workers to gain a No Objection Certificate (NOC) from a previous employer to change jobs. However, this report indicates that many workers still face problems when wanting to change employers.

Officially, Qatar prohibits the confiscation of travel documents. However, some sponsors, such as employers, may still request migrants' passports. This, of course, hinders freedom of movement and gives unreasonable power to employers over migrant workers.²

Despite efforts on the part of the Nepalese government to regulate recruitment and to make labour migration safer for Nepalese migrants, the recruitment processes in Nepal remain flawed. Nepalese workers continue to pay exorbitant recruitment fees, despite the introduction of the 2015 'Free Visa Free Ticket' policy, which limited the amount that recruitment agencies could charge workers to US\$ 83. The policy was enforced through bilateral labour migration agreements (BLMAs) and Memorandums of Understanding (MOUs) with Malaysia, Qatar, United Arab Emirates, Kuwait, Bahrain, Oman, and Saudi Arabia. To generate income, recruitment agencies in Nepal still charge workers fees to connect them with employers in destinations that usually look for the cheapest recruitment costs.

While Qatari law prohibits agencies from charging workers, when those agencies – including recruiters and/or employers – refuse to pay for recruitment, the intermediary

² ITUC, Recruitment Advisor website, Common Problems in the Recruitment Process in Qatar

agencies in Nepal will pass the costs on to the migrant worker. Qatar's Ministry of Interior launched Qatar Visa Centers (QVC) in Nepal in May 2019 to provide a one-stop centre that would protect worker rights and reduce migration costs. However, prospective migrant workers still rely on recruitment agents to make initial appointments with the QVC office, as well as those related to the wider migration process, and this creates scope for exploitation.

Both Nepal and Qatar have also invested in new systems to address contract substitution,

although the impact of these initiatives is not yet clear.³ For example, the QVC provides workers with information on the job offers and allows workers to reject unsuitable terms and conditions. The Nepalese authorities have attempted to make contracts more transparent and accessible to migrant workers through the Foreign Employment Information Management System (FEIMS). However, serious problems with implementation persist.

Challenges for Nepalese workers migrating to Qatar

The official recruitment process for workers in Nepal who want to migrate for jobs abroad is described as cumbersome, non-transparent and lengthy, which can create the potential for corruption. Nepalese citizens who want to gain employment in Qatar also face challenges throughout the recruitment process.

Migration costs can be exceedingly high and include many hidden expenditures that exceed the legal maximum. As a result of these costs, many migrants take out loans with high interest rates in their search for overseas employment.

Nepalese migrant workers are at risk of being defrauded by recruitment agencies and independent recruitment agents. Among the most common problems are migrants being misguided or misinformed by recruitment agencies and agents through false contracts,

through being charged exorbitant service costs for recruitment services or through a lack of compliance with employment/recruitment agreements by the agency involved. This can have severe consequences for the migration process and employment situation abroad (e.g., exploitation, limited mobility, high migration costs/debts).

Migrant workers are also at risk of becoming victims of human trafficking due to both their limited knowledge and the available information regarding the recruitment and migration process. In 2019, the National Human Rights Commission estimated that 1.5 million Nepalese workers were vulnerable to human trafficking. Labour traffickers exploit Nepalese men, women, and children in Nepal, India, the Middle East, and East Asia in construction, factories, mines, domestic work, begging, and the sex industry.⁴

Meanwhile, in Qatar, implementation of the labour law reforms, including those on the abolition of the kafala system of forced labour,

³ Fair Square project, *Fair recruitment in review, Nepal to Kuwait and Qatar*, July 2021, Page 99

⁴ US Embassy in Nepal, *2022 TRAFFICKING IN PERSON REPORT, Part Trafficking Profile*, 20-07-2022

has fallen behind expectations, and the labour inspectorate and disputes settlement committees have not met the needs of the country's two million-strong migrant workforce. **Construction, security and domestic migrant workers have been affected by this stasis**, and many rogue employers continue to evade their legal responsibilities on wages, job transfers, working conditions, residency, and other provisions as a result.

In a report carried out by the ILO and the World Bank in 2017, Nepalese migrant workers paid on average US\$1,054 to work in Qatar.⁵ These costs continue to be imposed by recruiters and sub-agents, despite a policy adopted in 2005 to scrap recruitment costs for workers under the **Qatar Ministerial Order No. 8**. The same policy also authorises the Minister of Labour to cancel

the licences of recruitment agencies if they are found to have received any payment from workers in the form of fees or charges in return for employment in Qatar.

Reports also indicate that many workers still face problems when they want to change employers, despite the legal foundations of the kafala system, which ties workers to employers, having been removed in Qatar.

Freedom of association and the existence of trade unions is still not accepted in Qatar, so there is no credible guarantee that workers' rights are respected. The existence of trade unions is fundamental to the continuous promotion of better working and living conditions for workers.

ITUC Recruitment Advisor in Nepal

The Recruitment Advisor, developed by the ITUC with support from the **ILO Integrated Programme on Fair Recruitment**, is a platform that allows workers to report on their experiences, rate the recruitment agencies involved, and learn about their rights. Nepal is among the first four countries where it was piloted by national trade unions affiliated to ITUC. Initially available in English, Indonesian, Nepali and Tagalog, the website has been further developed in more languages and a chatbot function has been added in different languages to help workers navigate information on the website.

In 2022, the General Federation of Nepalese Trade Unions (GEFONT), supported by ITUC, launched the

first report of Analysis of Recruitment Reviews from 1593 Nepalese Migrant Workers.⁶ The reviews were gathered between 2019 and 2021 by GEFONT and its associates in Nepal and in a number of destination countries.

With further support from the **ILO GOALS project**, the ITUC Recruitment Advisor website was further promoted to Nepalese migrant workers. The effort has allowed the collection of around 1100 surveys from migrant workers in 2022, and the data gathered from them form the basis of this report.

The analysis and key findings in this report are based on 345 reviews posted on **www.RecruitmentAdvisor.org** in 2022 by Nepalese workers who identified Qatar as their country of employment.

⁵ ILO - World Bank, Report on measuring recruitment cost as SDG indicator 10.7.1 at 15th Coordination Meeting on International Migration, at UN Headquarter New York, 16-17 February 2017

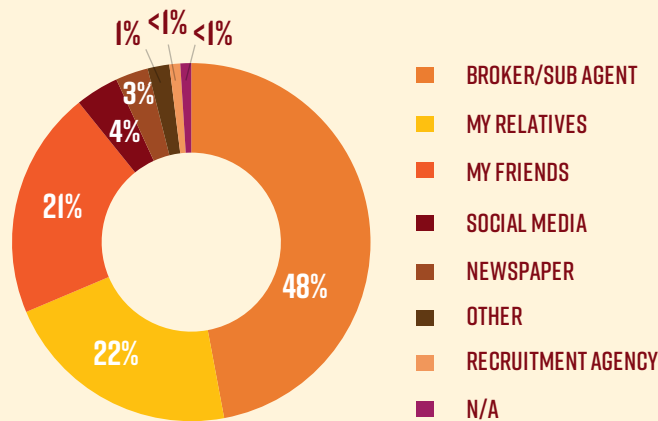
⁶ Jeevan Baniya, Analysis Report of Recruitment Reviews from Nepali migrant workers, GEFONT – ITUC, Page 7 2022

SOURCE OF INFORMATION ABOUT THE JOB ABROAD

In Nepal, more than 931 recruitment agencies are responsible for sending workers to various countries for employment, and most of them are based in Kathmandu, the capital city. As a result, a great number of migrant workers who live in rural areas rely on informal sub-agents

to assist them in finding a job overseas. The survey showed that 48 per cent of Nepalese workers working in Qatar heard about their jobs through local sub-agents, while 22 per cent were informed by relatives and 21 per cent by friends.

Chart 1: Source of job information for migrant workers

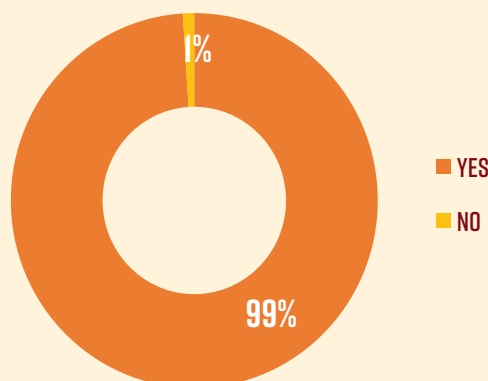


PAYMENT OF RECRUITMENT FEES AND RELATED COSTS

According to the ILO General Principles and Operational Guidelines for fair recruitment, workers should not be charged recruitment fees or related costs.⁷ The Nepalese government has made efforts to apply the Employer Pays Principle, in which recruitment fees and related costs are borne solely by the employer. Qatar has made the same commitment.⁸ However, in practice, migrant workers have been paying inflated costs to secure a job in Qatar. Only one per cent of respondents said they did not

pay any costs related to gaining employment there, while 99 per cent had incurred some expenses. Therefore, this survey revealed a marked disparity between commitments made and those in practice in both Nepal and Qatar. In addition, workers were asked to outline the types of expenses they were asked to pay. Most stated that they paid for recruitment fees, medical and insurance costs, and administrative costs.

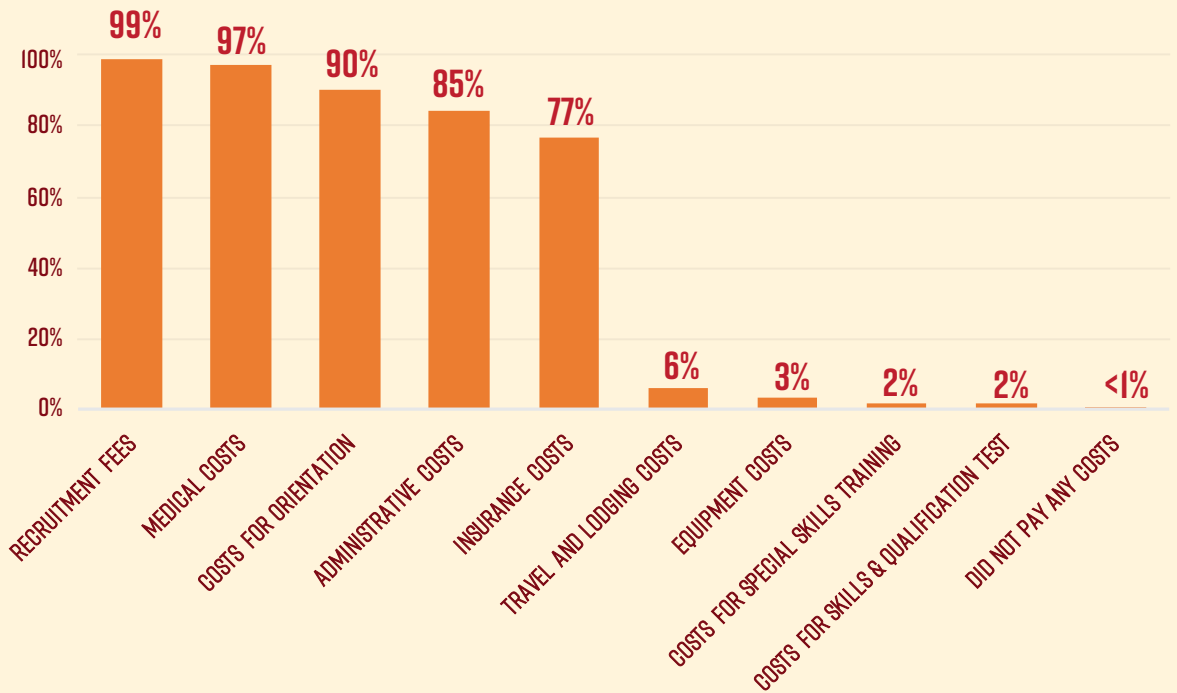
Chart 2: Migrant workers required to pay recruitment fees



⁷ ILO, *General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs*, 2016, Page 13

⁸ Workers' Welfare, *Protecting workers from illegal recruitment fees*, 2022

Chart 3: Recruitment fees and related costs paid by reviewers



PRE-DEPARTURE/EMPLOYMENT ORIENTATION FOR MIGRANT WORKERS

Pre-departure orientation helps workers prepare for their journey to work abroad. It provides them with useful information about the destination country, such as labour laws, cultural norms, weather conditions, do's and don'ts, provisions of money transfer, currency exchange, emergency contacts etc. However, the survey revealed that 19 per cent

of workers did not receive any orientation information before their departure. The challenge that remains regards the excessive costs that workers pay to receive pre-departure orientation. Additionally, workers incur significant costs attached to travel from their villages to the capital city to attend any orientation presentations.

Chart 4: Migrant workers received pre-departure/employment orientation

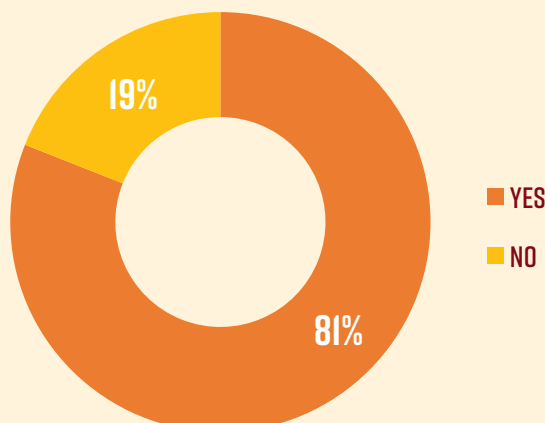


Chart 5: Information received during the pre-employment orientation

TYPE OF INFORMATION RECEIVED DURING ORIENTATION	TOTAL NUMBER
1. INFORMATION ABOUT MY RIGHTS AND OBLIGATIONS	274
2. INFORMATION ABOUT WHAT TO DO IF I HAVE A COMPLAINT	
3. INFORMATION ABOUT USEFUL CONTACTS & SERVICES IN DESTINATION COUNTRY	
1. INFORMATION ABOUT MY RIGHTS AND OBLIGATIONS	5
2. INFORMATION ABOUT USEFUL CONTACTS AND SERVICES IN DESTINATION COUNTRY	
INFORMATION ABOUT MY RIGHTS AND OBLIGATIONS	0
INFORMATION ABOUT USEFUL CONTACTS & SERVICES IN DESTINATION COUNTRY	0
N/A	

Out of 345 respondents, 274 reported that they had received information about their rights and obligations, the complaints procedure, and useful contacts and services in their destination country. This implies that most workers who received orientation also got vital information for working abroad.

EMPLOYMENT CONTRACT

Workers must receive an employment contract in a language they can understand before migrating for work. The contract should include detailed information on the salary, benefits, duration of the contract etc., as per the Foreign Employment Act, 2007, Nepal. The survey showed that 98 per cent of workers did receive a contract before going to Qatar and that 99 per cent of them understood the contract language. This marks a positive change in effect since 2019, when the Qatar Visa

Center (QVC) began to play a role in ensuring workers received their employment contracts in good time. In the past, it was common for Nepalese workers to be given a contract at the airport just before their flight, a practice that prevented them from being able to negotiate or change their mind about the job. However, further research is needed to ascertain if such practices have completely come to an end as a result of the QVC’s work in this area.

Chart 6: Employment contract received by migrant workers

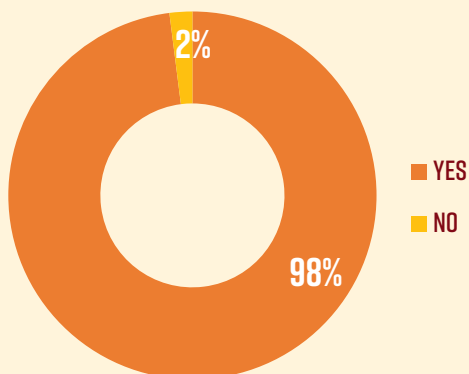
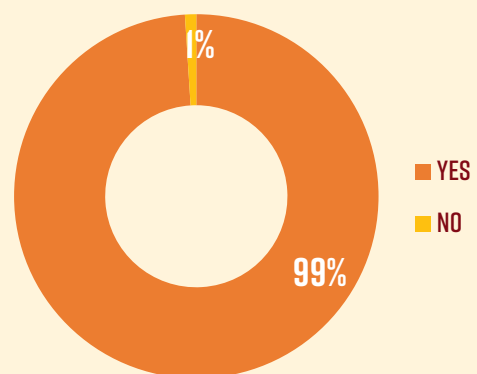


Chart 6a: Contract language is understandable

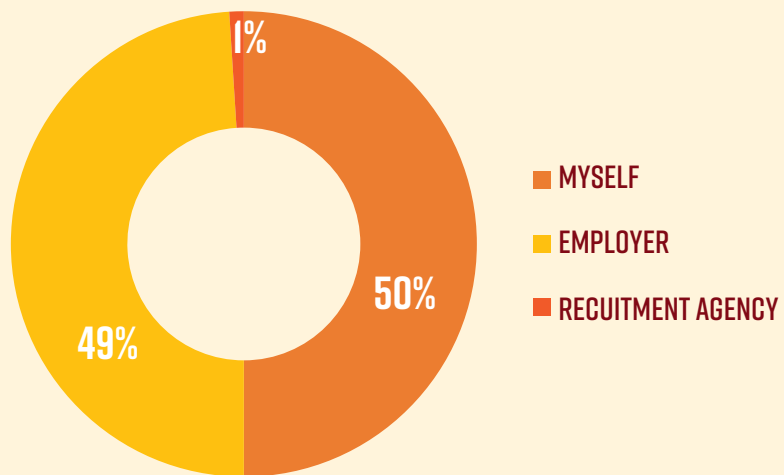


MIGRANT WORKERS ARE NOT ALLOWED TO KEEP THEIR PASSPORTS AND PERSONAL DOCUMENTS

Forced labour includes situations where people are compelled to work by violence or intimidation or by more coercive means such as debt bondage, threats of deportation to immigration authorities, or the seizure of passports and other personal documents by an employer, recruitment agency or government. According to this survey, 50 per cent of workers managed to keep their personal documents,

which is a significant improvement in Qatar compared with previous reports. However, despite this commitment, 49 per cent of respondents reported that their personal documents were taken by their employer. No employer has the right to withhold a worker's personal documents; it restricts workers' freedom of movement and, as such, is a form of forced labour.

Chart 7: Migrant workers' official documents held by

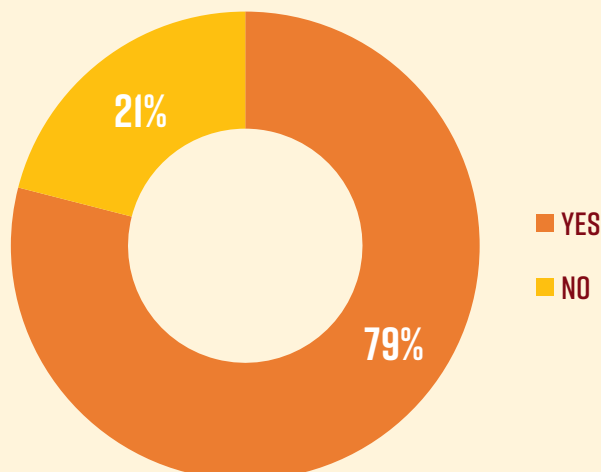


MIGRANT WORKERS RECEIVED PROMISED JOBS

Many South-Asian migrant workers in Gulf countries and Malaysia face contract substitution, which means they end up doing a different job from that agreed before they left their country of origin. The survey showed that

79 per cent of respondents received the job they were promised, while 21 per cent said they did not get the job they were promised in the destination country.

Chart 8: Migrant workers received promised jobs

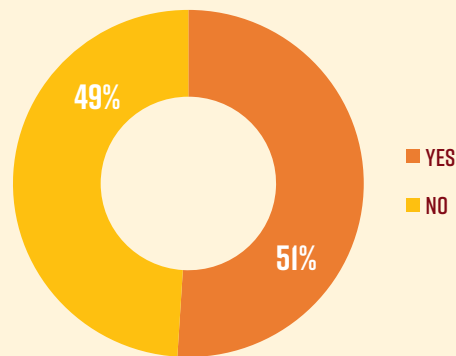


MIGRANT WORKERS RECEIVED PROMISED SALARY

Migrant workers in some destination countries face common problems such as unpaid or deducted salaries. Despite the Qatar government having established a wage protection system and a grievance handling committee, the survey revealed that 49 per cent of workers did not receive the salary they were promised. Out of 345 workers, only 177 (51 per cent) said they received the promised salary. The Qatar minimum monthly basic wage is QAR 1000 (US\$275) and, based on the legislation, employers must pay allowances of at least

QAR 300 and QAR 500 for food and housing respectively, if they do not provide workers with these directly. On average, the monthly earnings for Nepalese migrant workers in Qatar is US\$339, while the total recruitment cost is US\$1,054, which equates to 3.3 times their average monthly earnings.⁹ The root cause of the issue is salary deductions made to service the workers' loan repayments, which effectively creates a situation of debt bondage for the migrant worker.

Chart 9: Migrant workers received promised salary

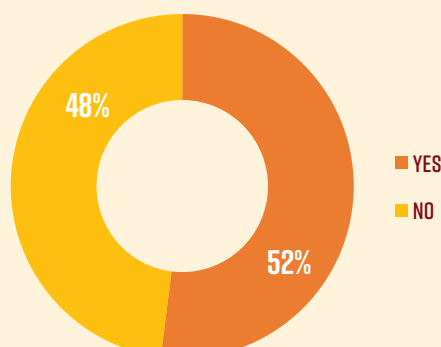


WORKERS' RIGHT TO RESIGN FROM EMPLOYMENT FREELY WITH REASONABLE NOTICE

Since August 30, 2020, Qatar has abolished the requirement for workers to obtain a No Objection Certificate (NOC) to change jobs or sponsors. This step is supposed to grant workers the freedom to switch employment without having to first seek permission from their current employer. While some companies across all industries have started to benefit from being able to recruit workers locally, reducing

the costs and risks related with cross-border recruitment, according to this survey, 48 per cent of workers stated that they were not allowed to resign from their employment freely with reasonable notice. Further research is needed to assess implementation of the NOC policy, notably for the low-paid workers that face most challenges for labour mobility.

Chart 10: Workers could resign from employment freely and return home



⁹ The ILO – World Bank, Report on measuring recruitment cost as SDG indicator 10.7.1, 2017

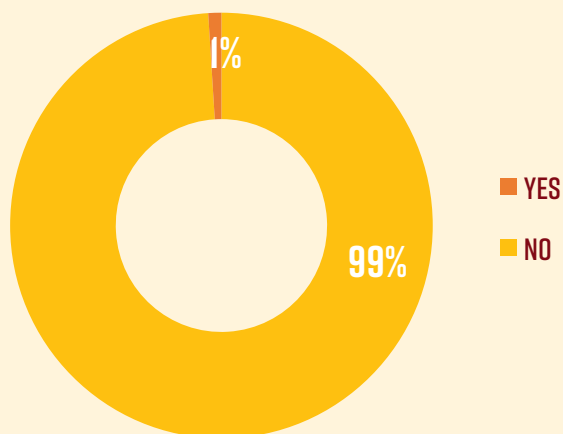
ACCESS TO TRADE UNIONS OR WORKERS' ASSOCIATIONS

The ILO Convention No. 87 and Convention No. 98 on Freedom of Association and Right to Organization and Collective Bargaining specifically ban any discrimination based on nationality or legal status in relation to both joining workers' organisations and creating a trade union.

Qatar's efforts to reform its laws is a necessary step but is an insufficient guarantee that workers' rights will be respected. In fact, 99 per cent of respondents answered 'no' when asked if there was a workers' association they

could join in the country. The existence of trade unions is fundamental to the continuous promotion of better working and living conditions for workers, and Qatar must now commit to ensuring that its law reforms benefit every migrant worker, to accelerate reforms and take the most crucial step in the ratification and implementation of the ILO Conventions on Freedom of Association and Collective Bargaining.¹⁰ Without such demonstrable commitments and as this survey confirms, Nepalese migrant workers who are working in Qatar, remain fundamentally unprotected.

Chart 11: Access to trade unions



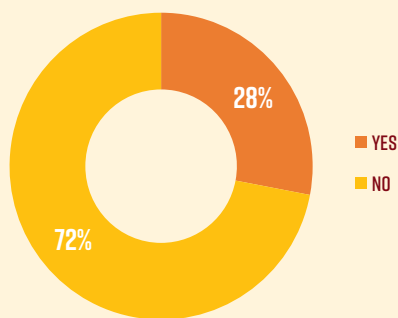
WORKERS WOULD OR WOULD NOT USE THE SAME AGENCY FOR FUTURE EMPLOYMENT

Of the 345 survey participants, most were dissatisfied with the recruitment agencies they used, with 72 per cent of workers saying they would not choose the same agency for future employment. Recruitment agencies in Nepal must build capacity to operate according to ILO Fair Recruitment principles. This requires a change in their business models to ensure implementation of Employer Pays Principles and zero costs charged to workers. The Nepal Association of Foreign Employment Agencies (NAFEA) plays a crucial role in this effort. In addition, the government must increase efforts

to monitor these agencies and ease workers' access to the complaints process where they can report any exploitative practices carried out by recruiters. To this end, ITUC Recruitment Advisor will promote recruiters who follow Fair Recruitment processes based on ILO General Principles and Operational Guidelines for Fair Recruitment and will provide feedback to governments regarding the practices of licensed recruitment agencies, which could be used to complement more traditional monitoring systems.

¹⁰ ITUC, Statement: [Qatar must move forward with labour rights](#), 17-03-2023

Chart 12:
Workers would use
the same agency

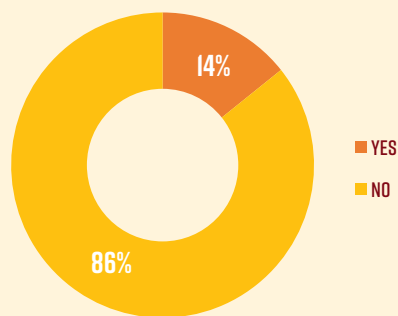


WORKERS WOULD OR WOULD NOT RETURN TO THE SAME EMPLOYER FOR FUTURE EMPLOYMENT

The survey indicated that 86 per cent of workers would not work for the same employer again. Only 14 per cent of workers expressed their willingness to return to the same employer. This result suggests that more than one third of workers were unhappy with their

employer, which suggests there are many areas of employment in the country that need to be improved and that both employers and the government must now rise to meet this challenge.

Chart 13:
Workers would return
to the same employer

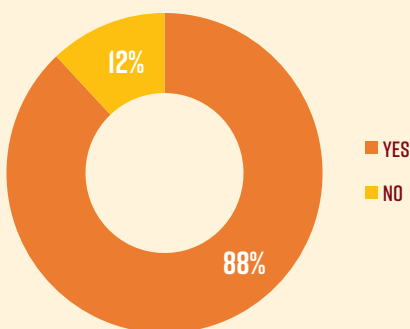


WORKERS WOULD OR WOULD NOT RETURN TO THE SAME COUNTRY FOR FUTURE EMPLOYMENT

According to the survey results, most workers who responded would want to return to Qatar for future work. A significant 88 per cent said that they would be willing to return to Qatar again in future, suggesting that the economic advantages of working in the country remain

compelling. The labour law reforms, such as the minimum wage legislation and a No Objection Certificate, are likely to make Qatar a more attractive destination for global talent and investment.

Chart 14:
Workers would
return to Qatar



Conclusion

Unscrupulous recruitment agencies involved in placing workers from Nepal in Qatar take advantage of poorly informed workers and a lack of law enforcement enables such exploitation. Public and private recruitment agencies, when appropriately regulated, play a significant role in the efficient and equitable functioning of both the migration process and labour markets in countries of destination such as Qatar. The agencies' role in matching the right workers with specific labour needs and labour markets could also create invaluable skills assets for countries and communities of origin when workers return home.

The government of Qatar has improved its laws and policies related to labour rights. Unfortunately, this survey reveals that there is still a large gap between the new laws and the actual situation that Nepalese migrant workers face in Qatar. The success of the reforms will depend on how Qatar can consolidate these reforms and go further. This includes ratification and implementation of ILO Conventions 87 and 98, following the **commitment made to global unions**, as well as demonstrable improvements in enforcement and inspection in relation to the No Objection Certificate (NOC) allowing labour mobility. Qatar also

needs to continue to work with the Global Unions and the ILO on evaluation and building a road map for further action to ensure fundamental workers' rights.

Implementing the Employer Pays Principle is the best way to ensure fair recruitment. Although Nepal has been making efforts to follow the principle, in practice many intermediaries operate at the village level and charge a huge amount of money from prospective migrant workers. This survey showed that only one per cent of workers had gone through the recruitment process without paying any costs. Hence, the law should be enforced strictly, and the government must ensure workers do not pay any recruitment fees or related costs.

The recruitment process is complex and involves many actors. Therefore, all of them should be responsible and accountable for making the process fair. Coordination and collaboration among all the stakeholders are essential elements in ensuring fair recruitment. The governments of Nepal and Qatar, the recruiters and their associations, including employers' associations, the trade unions in Nepal, and the CSOs, should work together to ensure fair and ethical recruitment in the Nepal-Qatar corridor. Only then can a safe migration pathway that benefits workers, employers, and the countries of both origin and destination be guaranteed.

Annexe 1 Review questionnaire – English

Recruitment details

I used the agency's service in the year

Write the year

Heard about the job from

- None -

Recruitment Fees & Related Costs

I paid the following costs during the recruitment process

- Recruitment Fees 
 Insurance costs 
 Equipment costs 
 Travel & lodging costs 
 Costs for special skills training 
 Medical costs 
 Costs for orientation 
 Administrative costs 
 Costs for skills & qualification test 
 Other

Pre-employment Orientation

I received the following information during the pre-employment orientation

- Information about my rights and obligations
 Information about what to do if I have a complaint
 Other
- Information about useful contacts & services at destination

Employment Contract

I received contract before starting employment * No Yes

The employment contract was in a language I can understand * No Yes

The employment contract contained clear information about

- Salary
 Job description
 Other
- Job location
 Working time
- Leave days
 Accommodation
- Health care coverage

Working Conditions

My agency sent me to work in

Write the company name

My passport and other personal documents were taken by

- My recruitment agency
 My employer
 Other

I received the job I was promised * No Yes

I received the salary I was promised * No Yes

I could resign from employment freely with reasonable notice * No Yes

There was a union of workers association I could join * No Yes

Worker's evaluation

I would use the same agency again * No Yes

I would return to the same employer * No Yes

I would return to/stay in the same country for my future job * No Yes

Others

Gender

- None -

Age

- None -

Sectors

- Agriculture
 Construction
 Other
- Domestic Work
 Fishery
- Garment Textile
 Health Service

Comment

Please tell other workers how your recruitment was, write your opinion at least in one sentence (e.g. fair/unfair, free of charge/expensive, reliable/unreliable)

If you have an activity code, please insert it here

Enter your code here

Enter your email to follow your review and to link it to your account or the one you'll create

- I agree with the terms and conditions of the website

Post review

Annexe 2. List of 57 agencies that were reviewed by 345 Nepalese workers in this survey

AGENCY	COUNT OF AGENCY
AL ASMACS COMPANY PVT. LTD	0.59%
AL JAZEERA OVERSEAS PVT. LTD.	1.76%
AL MOON OVERSEAS PVT. LTD	2.35%
BABY ANGEL INTERNATIONAL PVT. LTD.	2.35%
BAIBHAV OVERSEAS PVT. LTD	2.05%
BHAIRAB INTERNATIONAL SERVICE PVT. LTD	1.76%
BINAMAY INTERNATIONAL PVT. LTD.	0.88%
BJ OVERSEAS PVT. LTD.	0.59%
BLUE MOON OVERSEAS NEPAL PVT. LTD.	4.11%
BRIGHT FUTURE EMPLOYMENT PVT. LTD.	0.29%
BROADLINK OVERSEAS PVT. LTD	2.05%
CENTRAL CAPITAL SERVICES PVT. LTD.	0.29%
CHANDANI MANAGEMENT SERVICE PVT. LTD.	2.35%
CITIZEN OVERSEAS SERVICES PVT. LTD.	0.29%
DIAMOND OVERSEAS SERVICE PVT. LTD.	2.93%
EAST WEST PLACEMENT CENTER INCORPORATE PVT. LTD	0.59%
ELMVALE AGENCY LIMITED	1.47%
FUTURE EMPLOYMENT SERVICE PVT. LTD.	1.76%
GLOBLINK OVERSEAS SERVICE PVT. LTD.	1.76%
GOLDEN EAGLE MANPOWER PVT. LTD.	0.29%
GRAND SHIKHAR OVERSEAS PVT. LTD.	3.52%
GREEN LIGHT OVERSEAS PVT. LTD.	0.29%
GULF LINK OVERSEAS PVT. LTD	2.35%
GULF STAR OVERSEAS PVT. LTD	1.17%
JOBS-SEARCH PVT. LTD.	1.17%
KATHMANDU INTERNATIONAL INC PVT. LTD.	1.17%

KOSHI INTERNATIONAL SERVICES PVT. LTD.	2.93%
LIFE LINE OVERSEAS PVT. LTD	0.59%
LINK INTERNATIONAL PLACEMENT SERVICE PVT. LTD. (NILE OVERSEAS PVT. LTD.)	3.23%
LUCKY H.R. SOLUTION PVT. LTD	0.88%
MIMOSA OVERSEAS PVT. LTD	0.29%
MOBHIRA RECRUITMENT CONSULTANCY SERVICES PVT. LTD.	0.29%
MONTAGE OVERSEAS PVT. LTD	0.29%
MUSKAN OVERSEAS PVT. LTD	5.57%
NAVA JEEVAN INTERNATIONAL PVT. LTD.	0.88%
NISHAN RECRUITMENT SERVICES PVT. LTD.	0.88%
OM INTERNATIONAL HUMAN RESOURCES PVT. LTD.	4.11%
OVERSEAS EMPLOYMENT (P.) LTD.	1.17%
PARADISE INTERNATIONAL PVT. LTD	3.52%
PIONEER OVERSEAS SERVICES (P) LTD.	2.93%
PRUDENTIAL OVERSEAS PVT. LTD	0.88%
PUKAR INTERNATIONAL OVERSEAS PVT. LTD.	1.76%
R. P. INTERNATIONAL CONSULTANCY PVT. LTD.	1.47%
RAINBOW OVERSEAS PVT. LTD	5.28%
RAJ GROUP OF COMPANY PVT. LTD.	0.29%
RAJDHANI INTERNATIONAL SERVICES PVT. LTD.	0.88%
ROYAL OVERSEAS NEPAL PVT. LTD.	2.05%
SAAN NEPAL PVT. LTD.	1.47%
SAARC OVERSEAS PVT. LTD.	0.88%
SARA KHASA HUMAN RESOURCE PVT.LTD.	2.93%
SHARON MANPOWER SERVICES PVT. LTD.	1.17%
SOS MANPOWER	0.29%
SUPERB FOR ULTIMATE MANPOWER SOLUTION PVT.LTD	0.29%
THE RIVER OVERSEAS PVT. LTD	0.29%
THREE BROTHERS HUMAN RESOURCE PVT. LTD.	3.23%
TOP JOBS PVT. LTD.	2.35%
WHITE GLOVES INTERNATIONAL PVT. LTD.	6.74%
GRAND TOTAL	100%

RECRUITMENT ADVISOR

ITUC
International Trade Union Confederation

info@ituc-csi.org

www.ituc-csi.org

Phone: +32 (0)2 224 0211

Boulevard du Jardin Botanique, 20
1000 Brussels, Belgium

Publisher responsible in law:
Luc Triangle, General Secretary

