



FOREIGN EMPLOYMENT RELIEF FUND COMMITTEE 2019-21

TERMS OF REFERENCE

1. Background:

Every year, large numbers of Nepalese migrate to different parts of world in search of employment. Government of Nepal has listed 108 destinations for migrant workers to work through official channels and manpower agencies. Around 5% of these migrant workers are women. Most of these migrant workers are unskilled or semi- skilled workers. Majority of such migrants, get involved in very difficult, low paid and risky jobs. Each day around 5 Nepalese migrants die in foreign land and there is lack of official records on the large numbers of Nepalese who are physically and psychologically disabled and suffer physical, mental and sexual assaults in workplace. Enhancing skills of the migrant workers and providing them information on destination countries could ease many painful incidents.

NRNA Foreign Employment Relief Fund has been created to for the mobilization of the welfare and security of migrant workers efficiently and immediately as and when needed. This fund will act as a basket fund and FERF aims to collect 100 million rupees as basket fund. Annual interest collected from the fund will be mobilized for the welfare of migrant workers. This TOR are especially designed to develop a mechanism to disburse the fund to the targeted group or individual and this Committee has been established to undertake the relief, rescue and skill enhancement operations of the Nepalese migrant workers by creating and mobilizing a dedicated separate special fund. NRNA had formed the Foreign Employment Relief Fund Committee under the department of Foreign Employment and Welfare of Migrants workers headed by Vice President Dr. Badri K.C.

2. Objectives:

- Create separate fund to work for the welfare of Nepali Migrants and Safe Migration.
- Raise required funds by organizing different programs and events and collecting contribution from generous groups and individuals
- Reduce vulnerabilities and provide services to Migrant Workers.
- Collaborate with Nepal government including Foreign Employment Promotion Board, Legal Defense Foundations and other national and international stakeholders to make synergy to meet the objective
- Conduct research and collect data of Nepalese serving in Prison abroad.

- Support Nepalese Migrants who are serving in prison in possible ways be it legal, financial or moral - psychosocial counselling.
- Organize awareness program, skill-based trainings and orientations to the potential Nepalese migrants.
- If required; form a Foreign Employment Relief Fund Management Committee including government representatives.

3. Collection of the Fund:

This fund will consist of:

- Grants and financial support provided by Nepal Government based on the amount of remittance received, contribution from Foreign Employment Promotion Board (FEPB) and other individuals or associations.
- Contribution from NRNs, Non-Resident Nepali Association and its affiliations established in different countries – National Coordination Councils.
- Contribution received from different national and international organizations or individuals.
- Savings from different events of NRNA such as conferences, meeting, fund raising activities and charities.

4. Fund mobilization Sectors:

- To dispatch the dead body of the Nepali Migrant from destination country incase funds cannot be generated from any sources.
- To help Nepali Migrant return home, if they get seriously injured or handicapped, during the period of foreign employment and funds cannot be generated from any other sources.
- If any Nepalese migrant worker faces serious false accusations and gets detained in foreign land and lacks support for legal consultation from any authority, then legal support is to be provided.
- Immediate rescue of Nepalese migrant worker from the country that suffers from Natural Calamities, Mishaps or Political Instability when other source cannot be found.
- Provide support, shelter and any other basic facilities required by the victimized Nepali migrants working abroad.
- Priority of this fund will go to deprived female migrants.

- For skill enhancement of Migrant workers and dissemination of essential information.

5. Responsibilities and Rights:

- Create collective initial endowment fund
- Generate and collect funds from different sectors
- Modify the policy of mobilization of fund as needed
- Supervise the usages of the fund as per the prescribed objectives and policy
- Set work plan for mobilizing the fund
- Request for release of the fund, after the analysis of the need of the funds requested from different NCC, to be approved by ICC.
- Report to the NRNA ICC regularly on the usage of the fund and updates
- Revolving fund concept and invest in possible sectors for good returns as approved by ICC.
- Organize meeting at least once in 3 months or when needed

6. Procedure of Fund Mobilization:

- Written application of such cases should be registered at the NRNA Secretariat by the relatives of members of victims, submitting all the details of the victim and case details.
- The application should clearly state the kind of support sought from NRNA, in case of financial help, the total amount required to free the victim or bring him/her back to Nepal should be clarified.
- The request of fund release should be made based on the decision of the FERF Committee via the Chair to the IES/ICC through written request for approval by the committee chair and the members.
- The committee will take decision and forward the approval of the expense amount based on the recommendation given by NCC of destination Country to the IES/ICC.
- NRNA will contribute 15% of the total requirement for any cases upon recommendation from the concerned NCC and after approval from the FERF committee; it will be forwarded to IES/ICC for the approval of fund release. For special case which need urgent attention, NRNA can support total amount upon approval of IES.
- The funds will be disbursed through FERF committee in consultation with the NCCs in destination countries or Nepali missions as advised by the IES/ICC.

- To utilize this fund in any particular country to rescue migrants, the NCC of particular country should contribute possible amount to this fund. The FERF will recommend to the IES/ICC to add in the matching fund to execute the rescue operation. The FERF will not support the NCCs and their cases if the NCCs do not financially contribute to the fund.
- The implementing party of NCCs/missions should submit invoices and supporting documents for the funds used, to the FERF committee, which will be forwarded to the ICC for approval.
- New or additional funds will be allocated to the executing organization or affiliation only after the settlement of previous grants, with proper report and records.
- The FERF Committee will be accountable, if the NCC or affiliations in different countries fails to utilize fund properly as per the prescribed rules.
- To supervise the usage of the funds transferred through any medium, NRNA ICC or the FERF Committee will have right to provide required directives in such matters. Such directives should be obeyed by implementing party.
- FERF Committee should be responsible to keep records and final account analysis of the fund usage through NRNA Secretariat that is to be submitted to the ICC.
- The fund should be kept in a separate account created under the name of NRNA Foreign Employment Relief Fund. The funds will be solely managed by the FERF Committee through the guidance of ICC. Committee.
- Duplication of the tasks should be avoided.
- The funds should not be misused by any party and should not be used in the interest of any person or individual.
- NRNA FERF will follow up with the concern authority about the cases and keep track of the updates of the cases unless the victim is set free and brought back to Nepal.
- NRNA FERF will support by providing counselling to such returnees and help in possible ways to reintegrate returnees in community.
- Three monthly report should be submitted to the ICC through the HOD.

7. **Time Frame:** This committee will be effective till October 2021.

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