

**Report of the Interaction Program
On
Promotion of Safe Migration: Role of Returnees Women Migrant Workers**

**Submitted To:
United Nations Development Fund For Women (UNIFEM)
Kathmandu, Nepal**

Submitted By:

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Executive Summary

Many women from Nepal travel abroad seeking employment in foreign countries. Women have reached various countries for employment due to lack of jobs at home and for self-dependence. But this option is often hindered by government policies, cultural norms and values and restrictions imposed on migrant worker. Most of these women travel through brokers and some of them are lured to harsh employment through false promises. Therefore many women have become victims of various discriminations due to lack of effective mechanisms for foreign employment. Lack of adequate information and inadequate skill and knowledge regarding the employment in the foreign country and their illegal status, most of them were exploited, cheated and become vulnerable to serious violence.

As a regular and repeated interaction with the media is very necessary for making urgent issues concerning migrant women workers known to the media and through the media to policy makers, it is in this light that SAS with the support of UNIFEM has initiated the task of organizing bimonthly interaction programs with the media on issues related to migrant women workers of Nepal with the objectives to:

- Increase sensitivity to a broad range of women migrant worker issues at personal, interpersonal and community level through mass media.
- Institutionalizing the issues of migrant women workers among other media organizations.
- Right-based approach in dealing with migrants' issues and protecting migrant women workers e.g., legal protection based on international conventions;
- Mechanisms to promote migrant women workers' rights.
- Capacity building of women seeking foreign employment (information on employment; pre-departure trainings, etc.)

The first interaction of the series was held on 5th July 2005 at hotel Blue Star Kathmandu where a total of 57 participants consisting representatives from the recruiting agencies, gender specialists, representatives from the ministry of foreign affairs and ministry of labor, returnees' migrant workers, organizations working on promotion of safe migration, media personnel took part. The secretary of Ministry for Labour and Transport Management Mr. Purusottam Ojha chaired the program and Vote of thanks was delivered by vice president of Sancharika Samuha Dr. Gyanu Pandey. The panel discussant comprised of representatives from returnees migrant worker, governmental, nongovernmental as well as donor sector having authority in this sector for long period of time.

During the program, Manju Gurung, a returnee migrant worker and the member of Pourakhi organization presented a working paper on " Promotion of Safe Migration: Role of Returnees Migrant Workers". The interaction not only helped in identifying the probable areas of interventions by the concerned stakeholders but it but also helped in forging effective strategy for the succeeding plan of action in days to come as well. The program was facilitated by Sharu Joshi, Program Coordinator, EMWWNP, UNIFEM

Outcome of the program:

- Voices of returnees' migrant women workers rose on how employment abroad and the migration process (legal, cultural, economic, etc.) affect them as women. What are the key issues (e.g. gender issues, legal, etc.) that they think are important to address, why and how?
- Development of a platform to bring Returnees into a powerful "Returned Migrant Women Worker's Forum " capable of advocating their cause.

Interaction Program

Many women from Nepal travel abroad seeking employment in foreign countries. Most of these women travel through brokers and some of them are lured to harsh employment through false promises. Moreover, with the recent government ban on women for foreign employment, they are forced to travel via different countries thus making them vulnerable to the whims of the brokers.

The issues such as initiatives to be taken by the state for women seeking foreign employment, evaluation of foreign employment agencies; pre-departure training; the role of civil society regarding women going for foreign employment; consultation services; foreign employment policy; the role of the family, the social outlook, the role of employment agencies regarding empowerment of women going for foreign employment, problems and challenges faced by the returnees women migrant workers and issues of illegal migration need special attention from the government as well as the concerned authority.

Women migrant workers have been contributing more to the remittance sector of the country. According to the Nepal Living Standard Survey more than eleven percent of the total remittance is being collected through women migrant workers. But despite this astounding contribution no women friendly foreign employment policies for easy and safe migration have been made. Government still lag behind in formulating policies that encourages these contributors of remittance and thereby forcing them to opt illegal channels. Therefore a regular and repeated interaction with different stakeholders is very necessary for making these urgent issues concerning migrant women workers. Feeling the importance of this urgency, Sancharika Samuha with the support of UNIFEM initiated the task of organizing bimonthly interaction programs with the media and other with other stakeholders.

The first interaction of the series was held on 5th July 2005 at hotel Blue Star Kathmandu where a total of 57 participants consisting representatives from the recruiting agencies, gender specialists, representatives from the ministry of foreign affairs and ministry of labor, returnees' migrant workers, organizations working on promotion of safe migration, media personnel took part.

Secretary of Ministry for Labour and Transport Management Mr. Purusottam Ojha chaired the program and vice president of Sancharika Samuha Dr. Gyanu Pandey delivered the vote of thanks. The panel discussant in the program comprised of representatives from returnees' migrant worker, governmental, nongovernmental officials having authority in this sector for long period of time. Ms. Manju Gurung, a returnees migrant worker and the member of Pourakhi organization presented a working paper on "**Promotion of Safe Migration: Role of Returnees Migrant**

Workers". The program was facilitated by Saru Joshi Shrestha, Program Coordinator, EMWWNP, UNIFEM.

Welcome Address:

The interaction program began with the welcome address of Babita Basnet, program Coordinator and the general secretary of Sancharika Samuha. Welcoming the panelists and the participants she threw light on the objective of the interaction program. She said that for the promotion of safe migration; role of returnees' migrant workers is very essential. They have skill, resources and experience but they do not know where to use it. Therefore their saying and contribution in this regard is very less. Feeling urgency to these issues, SAS with the support of UNIFEM has organized the interaction specially targeting the returnees so that they get chance to come forward in a collective manner and create a common forum to take their agenda collectively before the concern stakeholders. Babita Basnet at the same time briefed the previous endeavor of SAS and UNIFEM in raising the issues of foreign migrant women workers through various media campaign program.

Video Spot Show

Immediately after the brief welcome address the participants were shown two video spots produced jointly by Sancharika Samuha and UNIFEM for the promotion of same migration during the media campaign.

Panel Discussion:

Sangeeta Thapa (Sr. National Programme Officer, Office in charge, UNIFEM Nepal):

Senior program officer and office in charge UNIFEM Nepal speaking on the occasion said that large numbers of women are contributing to the Nepalese economy but their human rights are being violated. She added that it was due to lack of knowledge and lack of access to resources and information. She added that though since past few years number of appreciable steps has been taken for empowerment of migrant women workers and for safe migration, but despite these efforts she informed that only one lakh five hundred women have gone for foreign employment taking the proper legal channels and other through illegal means. According to a research report women constitute 11 % in contributing towards total remittance entering Nepal. (Speech in Annex)

Mr. Purusottam Ojha, Secretary of Ministry for Labour and Transport Management:

Delivering his remarks Mr. Ojha that the country has been collecting Rs. 62 to 63 billion remittance officially but at the same time a large amount of it comes non officially in the country. He said that remittance plays a great role to improve the living standard of people in the villages as majority of the people from the rural areas opt for these employment. It is the main source of capital that is used in tackling poverty.

He added that everyday 400 to 500 people have been going for foreign employment through official and non-official channels. But he said people would be secure if they opt for jobs through legal procedure. He added that manpower companies were using India as the transit point to send illegal workers to the third countries. Speaking about women employment, Mr. Ojha said that the government has been working to change the discriminating laws and policies. He said that women should be provided equal opportunities for foreign employment and they should also be provided with right information about the nature of jobs available including the perks and benefits. He added that there must be good mechanism to use skill and resources while they enter the workplace. Most of the people have been wasting their money in unnecessary work, which they should be trained to use the resource in productive way.

Ganesh Gurung, Vice President, Social Welfare Council:

Keeping his views on the occasion Vice President, Social Welfare Council Mr. Ganesh Gurung said that in 2003 about 5.5 % of the total population had been working abroad and out of which 0.4 % are a woman. Women from the highest number of migrant who migrate from one place to another reasons being different i.e either due to marriage or for employment.

He added that foreign employment has been sustaining the national economy to a large extent. There has been 32 % increase in remittance since 1996. He said that poverty has been reduced by 10 % due to increase in remittance entering the country. But at the same time he also pointed out that most of the remittance entering the country has and was not being used for productive work. So the returnees' migrant workers should bring and utilize both skill and knowledge along with the resources in the country.

He also emphasized that safe migration policy was needed to promote the foreign employment sectors. Most of the laws are discriminatory against women. And these have been the main stumbling block to implement safe migration policies. Therefore it is high time for government and the concern authorities to become more sensitive towards challenges that are faced by both returnees' migrant women workers as well as those women who opt for foreign employment. So he stressed on the need of minimizing the risk and maximizing the policies related to migrant women workers.

Paper Presentation: Role of Returnees Migrant Women In Promotion of Safe Migration

Ms. Manju Gurung member of Paurakhi an organization of returnees' migrant women workers working for the welfare of the migrant women workers presented her paper on behalf of returnees' migrant women workers. Presenting her paper on "Role of Returnees Migrant Women In Promotion of Safe Migration" she said that more and more women are seeking foreign employment through illegal mediators.

In her paper Ms. Gurung highlighted on the involvement of women in foreign employment and their contribution in enhancing the national economy. She said that women take number of channels while going for foreign employment. She also gave a brief description of both positive and negative of the impact of women who have returned back from the foreign employment. Ms. Gurung highlighted in hr paper the major issues concerning migrant women workers such as pre departure issues, nations of foreign employment, reintegration issues after their return, certification of work, investment of resources, social security programs, gender discrimination, international tools related to migration and many more.

Facilitating the open floor, felicitator of the program Ms. Saru Joshi Shrestha Program Coordinator, EMWWNP, UNIFEM said that government and the concern authorities and business associations should show their seriousness towards the issues related to the situation of returnees migrant women workers. She added that if government and the concern authority succeeded in addressing their issues then they could become major resource provider.

Slide Show:

During the process of facilitation Ms Joshi showed the slides of the photographs of various returnees migrant women workers who have become leaders in both economic and social aspect in their respective places. She also pointed out that women are send for foreign employment with full support by their respective families to earn money in the foreign lands but when once they return back due to various reasons they are discarded both by their families and the society tagging bad name to their character and honor. They are been seen with suspicious eyes after their return and raise questions on their character. Some of the slides of returnees' women migrant workers shown included:

- Photograph of a returnee women domestic helper from Hong Kong.
- Photograph of a returnee women migrant worker from Qatar.
- Photograph of migrant women from Dharan sharing their experience.
- Domestic helper Institute.
- Domestic helpers Union at Hon Kong.

After the show Ms. Joshi said that that these women can and are contributing a lot towards increasing the overall status of their family. All they need is the enabling environment and family support so that the fear of discrimination that has encrypted in them since ages could be erased and society able to utilize the resource, skill and knowledge they bring with them for its over all development. Until and unless the concern authorities help them, they will not be bale to contribute fully towards national progress she added.

Open Floor:

During the open floor participants shared their difficulties and sorrows that they faced while working as a migrant workers. Husbands are unemployed. Villages are no longer safer place of dwelling. So Women have no other alternative but to go for foreign employment. They said that large numbers of women were working in their country but only 1500 of them were working legally. But the situation of both migrated and returnees' workers are pathetic both at foreign lands as well as their native place. Government has till date failed to show its sensitivity towards their problems. They also added that the immigration departments at home and abroad had been giving them a lot of hassles. Women have been facing more difficulties due to lack of knowledge about working patterns and the language of the country where they have gone to work. They also lamented that the society too had a narrow view about migrant workers and did not give them the desired respect. Money that they send is also not used purposefully. They also called upon the government to enact laws that would guarantee their security as women migrant workers.

Some of the views shared by the returnees' women migrant workers are as follows:

Sita Rupakheti, member Pourakhi:

- Equal treatment of migrant women workers is required.
- Family support is essential: Family are seen supporting women when they go for foreign employment but once they return the same family raise question on her character.
- In foreign land though equal status if granted to all kind of work but women are discriminately paid for their work.
- The money women send to their family and home from foreign countries are not properly utilized. She does not save for herself and has no safe future when she returns and therefore is forced to live in fear. There are number of examples where many women have been ditched by their husbands in this manner.
- When migrant man worker returns after completing their work at foreign countries they are treated in a very dignified manner both by their families as well as their society. But when a women return back to her country after completing it kind of work she is treated very badly.

Kopila Rai, member Pourakhi:

Ms. Rai is a returnee from Qatar where she worked for 2 long years as a domestic worker. She shared an incidence where a Nepali women Due to lack of knowledge of language she got herself entangled in a case and for which her passport was confiscated and she was harassed both physically and mentally. Ms. Rai when went for the foreign employment she had done only 10 +2 level but after returning from there completed her masters. She says that women need encouragement as well as enabling environment both at foreign land and her native country.

Sapta Kumari Gurung:

A returnee from Japan. The Japanese Police for not knowing the language caught her. She says due to lack of knowledge of language and skill many women have been facing needless trouble. Ms. Gurung added that she had to face unnecessary trouble and harassment due to weakness of Nepalese Embassy at Japan. So she said there is a need of strong diplomatic mission at foreign countries so that people falling into trouble are easily rescued by them.

Vijay Rai Shrestha, Member Pourakhi:

Herself a returnee migrant worker from Japan, Ms Shrestha said that women have to face number of problems and challenges at foreign land. Some of the major problems includes immigration problem both at foreign and native country, problem of less payment by the owner, staying problem especially for a single women. A migrant women worker has to face problem even after she returns back to her country. She is harassed by immigration at the airport that does not even hesitate to take bribe from them. She added that migrant women workers save money fro their family when they go but men do not do so but indulge in marry making and enjoyment. Therefore as women save more so they should be provided with more avenues and easier access for such work like men. She also emphasized the need of pre departure training, which should be given by authorized agencies only. As English is a universal language so there is also need to know the basic of the language.

In Hong Kong there is a great demand for domestic helpers but at present it has been closed. So it should be made open again so that more and more women get chance for it from Nepal as well, she added. She also pointed out the need of reintegration of returnees women workers like her in Nepal as it becomes very difficult for then to get re adjusted and socially accepted after spending so much time in foreign land.

Manju Thapa:

A returnee from Korea who lost her three figure while working in a leather factory. Keeping her view during the open floor she said that there is a need of genuine pre departure training for women going for the foreign employment. She also sited an example of one Mr. Mangal Singh Gurung who was captivated by Malaysian Government on false allegation. But due to the effort of migrant workers there as well as that of the local NGO he was later on released. So she emphasized ion the need of unity among the migrant workers as well so that they are able to tackle their problem nicely. She also raised the need of rehabilitation and reintegration of returnees' migrant workers in Nepal. Returnees have knowledge, skill and resources. So they should untie together and contribute towards their empowerment.

Representative from British Gorkha Association:

- Manpower companies provide fake certificate in the name of pre departure training and due to which people suffer and specially women.

- Government should create separate manpower company for women,
- Women should be made technically updated.
- These types of programs should be done at the grass root level.
- There is a need of clear policies towards this issue from the government.

Vote of Thanks:

Vice President Of Sancharika Samuha Dr. Gyanu Pandey conveying the vote of thanks to the participants' emphasized on the need of bring the issues of migrant women workers more strongly through media. She said that the media have not covered the issues especially of the returnees' workers properly as required. As Media is considered as the fourth organ so it becomes it responsibility to institutionalize the issue and advocate and help government in formulating women friendly policies for the overall empowerment of women. She thanked UNIFEM for supporting Sancharika for organizing interaction on such an important issue and also thanked participants for their active participation and suggestions thereby making the program a grand success.

Outcome:

- Voices of migrant returnees women workers rose on how employment abroad and the migration process (legal, cultural, economic, etc..) affect them as women.
- What are the key issues (e.g. gender issues, legal, etc..) that they think are important to address, why and how?
- Development of a platform to bring Returnees into a powerful "Returned Migrant Women Worker's Forum " capable of advocating their cause.

1. Program Agenda

Chairperson: Mr. Purushottam Ojha , Secretary, Ministry of Labour and Transport Management

Registration: 2.00 PM

Programme: 2.15 PM to 5.00 PM

Welcome Remarks and Program Objective Secretary,	:	Ms. Babita Basnet, General Sancharika Samuha
Video Spot Show	:	
Remarks	:	Ms. Sangeeta Thapa, Sr. National Programme Officer, Office-In-Charge, UNIFEM.
Presentation Resource person	:	Ms. Manju Gurung Member, Paurakhi
Remarks:	:	Ganesh Gurung Vice President Social Welfare Council
Open Floor	:	
Remarks	:	Chairperson, Mr. Purushottam Ojha Secretary, Ministry of Labour and Transport Management
Vote of Thanks	:	Ms. Gyanu Pandey, Vice President Sancharika Samuha

Interaction Programme Facilitator: Sharu Joshi, Program Coordinator, EMWWNP, UNIFEM

Tea / Snacks

2. Speech: Sangeeta Thapa, Senior Program Officer, Office In Charge, UNIFEM Nepal

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h:t}>l % sf] ; /sf/, Dofgkfj / Phq; L, lj|Oo ; :yf, sdfbf/ :jod\ gful/s ; dfh cflbnf0{
; d\$ 5f}. ; a}cft\$ of sfoqmdf ; #f/sdlx? cleG cu /xg]5g\ . jD|zs /fhuf/lnf0{
; /lft / e/kbf[dof|ot agfpg xfdl ; a\$] ; dfg eldsf /x\$fh] dlxnf sdfbf/sf] clwsf/nf0{
kjwG ug{ ; sf/flDs jftfj /Of (enabling environment) agfpg cfjZos ePsf]o; sf
lgldQ cf-cfkmg] lftaf6 ; xofu ughf0{cg/fv ub\$' .

wGoj fb .

3. The Paper: "Promotion of Safe Migration: Role of Returnees Migrant Women Workers"

; 7llft cfkjf; kj4g M

j 0]zs /fhuf/df hfg]dlxnf sdbf/sf]; /f\$ f/

dGh' u?E

sfoqmd ; #fns, /]8of]sfoqmd kf7vl
pourakhi@mail.com.np

!= ljifo kj 7 M

j 0]zs /fhuf/df gkfnl dlxnsf]kj 7 slxn]blv eof< To; sf]kfdl0fs cfwf/ kmhf kg{; s\$]5g, tyfkl nfx/]kyfsf]kl/De; u}j 0]zs /fhuf/df gkfnl dlxnf? klg ; xof]ul xg yfn\$]cgbdfg ug{ ; ls65 . dhTm ef/t, ; eQm clw/fho, agf0{/ l; wfk'/df ; lgs ; j]fdf sfd ug[cj; / kfPkI5 gkfnl ; dfhdf -!(@ j if{cuffl8 blv_ j 0]zs /fhuf/sf]ljifo p7fg ePsf]xf]. t/ clxn] u7; lgs lfqdf sfd ug{lj b7 hfg] qmd j 9x]5 . lj Zj Jofkls/0fsf]klqmf / cfly\$ pbf/s/0fsf]cjwf/0ff ; u}lj Zj >d j hf/df gkfnlx?sf]kx7 j 9y yfn\$]5 / o; kefj af6 gkfnl dlxnf? klg c5tf]/xgg\

!:= j 0]zs /fhuf/df dlxnf ; xeflutf M

; ?df gkfnl dlxnf? ; lgs ; j]fdf /x\$ cfknf kltx?n]kl/jf/nf0{; fydf nhfg kfpq]; ljwf cftuf lj b7df ku\$ lyP . xfn cfdlge{ / :jfn]dl dlxnf? kl:t:kwf\$ dfllodn]j 0]zs /fhuf/df hfg yfn\$ 5g\ lj =; = @)%* sf]/fli60 hguoffg cg; f/ gkfnl dlxnf * & xhf/ & ; o !@ hgf b7 j flx/ 5g\ tl ; j hf0]j 0]zs /fhuf/df sfo{t dlxnsf]?kdf u0fgf ug{g; s]klg pglx? ; j }cfk]f; L dlxnf kSs}xg / clws dlxnf sg}g sg}0nd sfd jf k7fd cfj4 /x\$ cgbdfg ug{; ls65 . >l % sf] /sf/n] j 0]zs /fhuf/sf]nflu !)& dh\$df :jls[t lbg]u/s]5 . vf8l dh\$sf]c; u7t lfqdf jfx\$; j}sfddf dlxnf0{klg hfg]cgbdt lbg]ul/Psf]5 . >d tyf /fhuf/ kj4g ljefusf]tVof° cg; f/ sdfsdf nflu x''s'', 0h/fon, dfInbk; , blifof sf]/of, ; f0kfg, j hfot, oP=0= / Sofg8fdf sdfsdf nflu dlxnf uPsf]kf0(5 . tyflk ljleG ; 7gf >f]sf cfwf/df c6o dh\$?df klg gkfnl dlxnf sfd ul//x\$]alenPsf]5 . tVof° cg; f/ j 0]zs /fhuf/jf6 jflif\$!vj {?k0f lj k]0f dh\$df leq65 . lg8\ n]!((& u/\$]cg; 6wfg cg; f/ j 0]zs /fhuf/df !! kl'tzt dlxnf sdbf/sf]ofubfg /x\$]kf0(5 . o; jf6 s]kl6l x65 eg]k]0lf ?kdf g]j 0]zs /fhuf/df dlxnsf]ofubfg dxlj k0f{x}cfPsf]5 / of] cemj 9g]ck]ff ul/Psf]5 .

!@= k\$ft / kjQ

jD]zs /fhuf/df gkfnl dlxfx?sf]; xeflutf lgdg k\$f/n]b]vG5 .

s_ kltsf gftfn]hfg]dlxf sfdbf/ .

v_ kl|t:kwf\$]df]bdj f6 hfg]dlxf sfdbf/ /

u_ cjw j f6]f6 lj bZ ku\$ dlxf sfdbf/ .

s_ kltsf gftfn]hfg]dlxn sfdbf/ .

kl|t jD]zs /fhuf/df ; mlg ePsf]gftfn]kl|gnf0{klg ; fy)n]hfg kfpfg]; lj wf cgtuf s]x dlxf lj bZ hfg]df\$ kfp5g . o:tf sfdbf/nf0{>l % sf]; /sf/n]JolQmut :Jls[L kbfug ug]ub5g . o; k\$[tsf dlxf sfdbf/x? thgfids ?kdf ; /l|ft b]vPsf 5g\

v_ kl|t:kwf\$]df]bdj f6 hfg]dlxf sfdbf/

jD]zs /fhuf/df hfg]sfdbf/ o; k\$[tsf dlxf sfdbf/ :j fj nD]l Pj +cfdlge{ / zlkoQm klg xg ; Sb5g . 3/h' sfdbf/ h:tf kbd f o; k\$[tsf dlxf? hfg]ub5g\ kl5Nnf]; dodf :6fkm g; { sD/ lue/ Pj xfn c:ktfn nufotsf lfd df hfg]u/\$]kf0G5 . ; u7t lfd df o; k\$[tsf sfdbf/x? s]x ; /l|ft h:tf]b]vG5 . t/ :j bZ kms]k15 ; fdlhs lfd df s]x ; d:of pTkGg ePsf]pbfx/of kf0G5 .

u_ cjw j f6]f6 lj bZ ku\$

jD]zs /fhuf/ Pj @)\$@ / o; kl5 jg\$ lgodfj nl tyf >l % sf]; /sf/n]k6s k6s u/\$]lg0f6 dlxf sfdbf/nf0{e]efj ug{, e]efj dVl / lgoGqoffids ePsf]h]dlxf sfdbf/x? ef/tsf]j f6]xb} vf8l lfd hfg]ub5g . h; n]ubf{7lug]pglx?sf]zfl//ls zrf0f xg]/ sfggL pkrf/sf dfu{? ; d] pknAw gxg]ub5g \ o; j u\$ dlxf sfdbf/sf]l:y|t hf]vdk0f{/ ; jhglzn xg]ub5 .

@= jD]zs /fhuf/af6 ktsPsf dlxfsf]; fdlhs kefj M

lj bZdf sfd u/] :j bZ kms]k15 sfdbf/sf]kl/jf/ / ; dfhdf ; sf/fids / gsf/fids kefj xg]ub5 . hg o; k\$ / 5 .

@!= ; sf/fids kefj

s_ jD]zs /fhuf/af6 k|t /sdsf]; lx ; bkof]u ePsf]v08df sfdbf/ cfly\$?kdf z; lQms/of xg]ub5 v_ sfdbf/nf0{:j fj nD]l / cfdlge{ ag pTk]off k|t xG5 .

u_ gof="gof"klj lwl; t kl/lrt xg]dfsf ldNg ; S5 .
3_ zlk / 1fgsf]kl/lw km/flsnf]afgsf ; fy}cfdlge{sf]j f6f]nflg k]0ff kkt xG5 .
a_ lj k]0fsf]dfldbj f6 lbuf]lj sf; df ofubfg k0b5 .
r_ zlk tyf j rtnf0{pBdlzntf kj 4gsf nflu kl/rfng ePdf b} lj sf; / ul/jL lgj f/0f klqmfdf
6]f ldNg ; S5 .
5_ ; dbfodf ; Ddfghgs kfl/j fl/s kl]ti7f kkt xG5 .

@@ gsf/flds klf

s_ ; fdfhs / kfl/j fl/s lj v08sf]; efj gf /xG5 .
v_ lj leGg ksf/sf ; ?j f /f] ; g]vt/f xG5 . h:t}MPrco{el÷P8\, xkf6f0f ; , .
u_ sdbf/df ; f:s[ts lj rngsf]k}efj kg{; S5 .
3_ b3Ggfj f6 cueu xg]c; /lfsf sf/0f c6o lj klQ cf0[kg]; efj gf /xG5 .
a_ dh'ssf]; lqmo hgziQmknfог xg]ePsfh]dh'sdf hgziQmsf]sdl xg ; S5 .
r_ k/lge{tf tyf rfnrng / cfglj fgl s]b\$[xg ; S5 .
5_ dfgj t:s/l tyf j]lj vg xg]; efj gf /xG5 .

#= dlxnsfdbf/sf]k}v ; /f\$ f/sf]lj ifo

#!= kj {klyfgsf ; j fnM

lj zif u/] j }zs /fhuf/df hfg]JolQm? ; 'rgsf]cefj df, Ph]; L, zlkj sf; ; DalGw 1fgsf]cefj ,
cGt/fl6 >d sfggj/f]f cgle1tf cflb sf/0fn] ubf{ bM/ kf0/x\$ f 5g\eg] kfl/j fl/s ; xof]sf]
dx[Ej kOf{eldsf /xG5 .

#=@ /fhuf/ /fi6sf]; j fnM

#=# kgMPlss/0fsf]; j fn M

j }zs /fhuf/ :j b} aflx/ >d j] ul/g]sfo{ePsfh]klxnf]t lj b}L ePsfh]/ bf}f]dlxnf sdbf/
ePsfh]lj leGg hf]vdx? xG5g h; j f6 ; fdfhs / kfl/j fl/s lj v08g h:tf vt/f xg]ePsfh]:j b}df
j }zs /fhuf/j f6 km]Psf dlxnsf]kgPlss/0fsf]; j fn ; j}glzn ?kdf lng' cfj Zos 5 . To; h]
cfofng jrt / ; /lff h:tf s]fsnfk ; +rfng ug{/fli6 tyf cGt/fl6 u}; /sf/L ; :yf Pj +

;fdbflos ; :yfsf]cu| /tf cfjZos 5 . ;fy}pglx?n]lj bẏdf l; s\$]zlknf0{:j bẏdf kmsk15 klg
;bkofu ug]jftfj/0fsf]>hgf xgkb5 . lj sf; sf]dh kj fxdf dlxfnf?nf0{; dfj ẏ ul/gkb5 .

#-\$= >d :t/lotf kdf0fkq M

j 0]zs /fhuf/j f6 kmsPsf dlxfnf]zlk lfdttf Pj =>dsf]:t/lotf kdf0fs/0f kdf0f kq lbP/ pglx?sf]
Jojl:yt tYofl /flvg' kb5 . j 0]zs /fhuf/df uPsf clenY gePsf dlxfnf?sf]cj :yfsf]cllboog
cg'; 6wfg u/l pglx?sf]cj :yfsf]j f/0f hfgsf/l /flvg' kb5 .

#-%= nufglsf]jftfj/0f M

j 0]zs /fhuf/j f6 kft lj k]0fnf0{vfgf, nfpq, dgf]-hg ug]Pj +lj nf; l hljgsf nflu 3/ hluf l6-el=
lkth hf0g]kj [tnf0{lg?; flxt ub]lbuf]lj sf; sf] lfdf nufgl ug]kft]; fxg / Joj; flxs offhgsf]
lj sf; tkn(cfs]ft u/f0g' kb5 .

#-^= ;fdflhs ;?lffsf sfoqnd M

j 0]zs /fhuf/df uPsf / kmsPsf dlxfnf sdbf/sf]kl/jf/ / jfnjflnsfnf0{nllft ul/ snof0fsf/l
sf]fx? v8f ul/gk5{/ ;fdflhs ;?lffsf sfoqnd th0f ul/g' kb5 .

#-&= dgf];fdflhs tyf cly\$ kjf0f/ M

j 0]zs /fhuf/j f6 kmsPsf dlxfnf?nf0{; dfhdf ; Ddfg kg{yfkgsf nflu r]gfdhs sfoqnd ; +rfng
ul/ j 0]zs /fhuf/ kft ; sf/flds wf/0fsf]lj sf; u/fpg dgf]; fdfhs tyf cly\$ kjf0f/x?sf]lj sf;
ug{hf0 lbgkb5 . o; sf nflu k/fdz{s0b| ; hgf s0b|/ sfggl k/fdz\$]Joj :yf ul/gkb5 .

#-&= n]us lje0 M

gkfnl ; dfh n]Es lje0k0f{; Argsf]l; sghdf j l/Psf]5 . o:tf lje0k0f{; /sf/l lgl sfoqnd Pj +
j 0]zs /fhuf/ P0 blv lj lQo lfdf sfggx? gful/stf P0 , d]sl P0 nufot dh'ssf]dh sfggx?
; d] j 0]zs /fhuf/df hfg]Pj +kmsPsf dlxfnf?sf] /f\$]/sf]lj ifo xg . cfkn]zlk / lfdttf f6
cfdlge{ j 6]dlxfnklt ; dfh ; sf/flds afg' kg0f kjf0xl wf/off /fvg]k/Dk/fj fbl ; f]df kl/j t0 ug{
dlxfnf fbl cf6bhg Pj +sfoqnddf j 0]zs /fhuf/df dlxfnf lj ifo klg ; dfj ẏ u/f0g' kb5 . j 0]zs
/fhuf/sf dlxfndfly xg]b]o{oj xf/ of0 z]f0f / ; fj h]gs klxrfgsf ; j fndf klg n]Es lje0 lj?4sf]
sfoqnddf ; hng u/f0g' kb5 .

#=* = cGt/fi6α dxf; lGw, 3fj0ff / ; enj?fx? M

cfkjf;L sfdbf/x?sf]; Af0f ugIpbZon]; eQm /fi6α 3, cGt/fi6α >d ; u7gsf dxf; lGw, k|tfj Pj +
3fj0ffx? 5g\ . kϕV ?kdf cfkjf; g dxf; lGw !(#(, cfkjf;L sfdbf/sf]; /If ; DalGw k|tfjx? ; j}
k\$ /sf eϕej pGdhg ugI dxf; lGw !(&(, !(() df kfl/t ; j}cfkjf;L sfdbf/ tyf pgsf kl/jf/sf]
clwsf/ ; Af0f ; DalGw dxf; lGw 5g\ pQm; lGw sfoGj ogsf]nflu gkfnn]cgdfhg ug{kbs .

To; u/L l4klflo ; lGw ; enj?f -MoU_ klg ; /f\$ /sf]lj ifodf kb5g\ To:tf lj ifodf /flon]cgdfhg ugI
sfoGj ogdf bj fj lbg] / hg:t/df o; sf]dxGj, pkfbϕtf j9fpg 5nkm, k/fdz{cWbog cg' Gwfgsf]
h?/L To; u/L dlxf clwsf/ dxf; lGw -CEDAW_ jϕhE sfoGjhg sfoGj ogsf]lj ifo klg kϕV lj ifo xf]

#=(= āāsf]lgdñls/of M

dh'sdf hf/L āāsf] l:yln] jϕZs /f]uf/jf6 km\$Psf dlxfnsf] hljg k4tl ; xh 5g . kvfñl
; Dktljf6 lj dv, ; dfh / kfl/jfl/s lj efhg e0{lj:yfkt xgkl//x\$. cfhñ ; Dkt ; d] pkofu ug{
gkfp] nlg] lhpHofgs}hf]vd Joxf]k{kgIcj:yf 5 . jϕZs /f]uf/df hfgx? :jOR5fn]eGbf klg
clxn]rln/x\$] āāsf]sf/0fn]ubf{lj zif u/ gkfnsf ufdof e]sf o]fx? afWofds ?kdf lj b]zPsf]
cj:yf 5 . o; y{āāsf]lgdñ eP/ zflGt kg{yfkf g}nufgl, pTkfbg Pj #buf]lj sf; sf]dh :j?k xf]
To; ñ]āā ; dfkgsf]j f6df nllg'g)cfwf/et zt{xf}.

\$= lgisif{M

dh'ssf]lj ifd kl/l:ytsf]k[7elddf jϕZs /f]uf/ cfly\$ pkfhg]sf]j \$Mks dfu{xf]t/ o; lqñf0{
lgoGofdvL Pj #ñE s lj eϕkof{cj:yfdf /flv/xg' beffokof{l:yIf xf]. lj Zj >dj hf/sf]cfj Zostf Pj +
rxfgf cg' f/ >d cfk'tl{ug{gkfnn]zLkoQm blf / k|t:kwl{sfdbf/ pTkfbg ug{cfj Zos 5 eg]
tlglx?nf0{; /If, doffot / pglx?sf]>dsf]lj bZ / :j bZdf ; Ddfg ugIj ftj /of tof/ ugIrgf]l 5 .
of]rgf]l >l % sf]; /sf/, u}; /sf/L ; :yf, gful/s ; dfh Pj +; /f\$ /jfnf lgsfo ; fdG]pkl:yt ePsf]
5 .

xfn\$ f lbgdf ; oQm /fi6α 3lo dlxf lj sf; sfif -olgnϕ_ Pj +; #fl/sf ; dx h:tf ; :yfx?sf]rf' f]w}]
xb; Dd kZ; glo 5 . olf]v lj eϕsf]l; sf/ aG}cfPsf]gkfnl dlxf lj rdf o; k\$ /sf]hfu?sdvl
sfoGj f6 xfdl ; j}nfeflj t xg]lj Zj f; ug{; lG5 .

; Gbe{; fdfull

!= Gurung, Ganesh, David Seddon, Jagannath Adhikari /2001/Kathmandu, NIDS Nepal /"The New Lahures" .

@= NIDS/2003/Kathmandu/Nepali Women Workers in Foreign Lands.

#= olgknd tyf Pkn8AnPn8L=@))\$÷gkfnl cfkj f; l sfdbf/x?sf]clwsf/; DalGw lj Zn]f0f- kq .

\$= /]8of]sfoqnd kf/vldf k| fl/t efux? .

4. Registration

S No	NAME	ORGANIZATION
1.	Sabita Basnet	Sancharika Samuha
2.	Gyanu Pandey	Sancharika Samuha
3.	Ganga Kasaju	Sancharika Samuha
4.	Amiha Rajthala	Sancharika Samuha
5.	Deepa Gautam	NTV
6.	Sangeeta Risal	The Kathmandu Post
7.	Kamala Parajuli	Sancharika Samuha
8.	Babita Basnet	Sancharika Samuha
9.	Sangeeta Thapa	UNIFEM
10.	Sharu Joshi	UNIFEM
11.	Saktida Singh	UNIFEM
12.	Sumita Poudel	HIMSTI
13.	Manju Thapa	GEFONT
14.	Binu Mukhiya	
15.	Krishna Gurung	Pourakhi
16.	Shanti Chadda	FWEAN / FNCCI
17.	Anju Gurung	Pourakhi
18.	Purusottam Ojha	MOLTM
19.	Indira Aryal	The Rising Nepal
20.	Krishna Hemdya	British Gorkha
21.	Durga Gurung	United British Gorkha
22.	Prem Rai	BGSRC
23.	Tritha Nepali	BGSRC
24.	Manorama Upadhyay	Sancharika Samuha
25.	Srijana Thapa	Sancharika Samuha
26.	Laxmi Bhandary	Kantipur "Naari"
27.	Shamsher Karki	FEVCOC NEpal
28.	Navaraj Chalise	Himalaya Times
29.	Saraswati Adhikari	HIMSTI
30.	Krishna Maya Kadel	HIMSTI
31.	Kapil Rai	Pourakhi
32.	Kumari Sauden	Pourakhi
33.	Bijaya Rai Shrestha	Pourakhi
34.	Meera Chaoudhury	Nepal Police

35.	Binu Mukhiya	Pourakhi
36.	Sita Rupakheti	Pourakhi
37.	B.B Nepali	NIDS
38.	Ram Gag	Pourakhi
39.	Guna Raj Luintail	Kantipur Daily
40.	Toya Dahal	Kantipur TV
41.	Nirjala Kakshapati	Image TV
42.	Manju Gurung	Pourakhi
43.	Ganesh Gurung	Social Welfare Council
44.	Roni Pradhan	St. Xavier's College
45.	Gita Mainali	Gorkhapatra
46.	Krishna Maya Kandel	HIMSTI
47.	Saraswati Adhikari	HIMSTI
48.	Sumitra Poudel	HIMSTI
49.	K.B Gra	Pourakhi
50.	Satra K. Gurung	Pourakhi
51.	Menuka Basnet	
52.	Deepa Karki	
53.	Rashila Rawl	
54.	Navaraj Chalise	Himalaya Times
55.	Pitamber	NTV Metro
56.	Somnath Lamichane	RSS