

# Understanding the Utilization of Skills by Returnee Workers in Rupandehi District

Hemchandra Kharal<sup>1</sup>, Ashok Rana<sup>2</sup>

<sup>1</sup>*Campus Chief Parroha Multiple Campus, Rupandehi, Nepal*

<sup>2</sup>*Assistant Lecturer Parroha Multiple Camps, Rupandehi, Nepal*

## ARTICLE INFO

### Corresponding Author

Ashok Rana

### Email

[ranaashokn@gmail.com](mailto:ranaashokn@gmail.com)

### Article History

Received: 12 September 2023

Accepted: 18 October 2023

### Orcid

<https://orcid.org/0009-0007-1221-2368>

### Cite

Sharma, H. & Rana, A. (2023). Understanding the Utilization of Skills by Returnee Workers in Rupandehi District. *International Research Journal of Parroha (IRJP)*, 2(1), 13–24. <https://zenodo.org/records/10251016>

## ABSTRACT

*This qualitative research study aims to understand how returnee workers' skills are being converted into sustainable earnings by the application of the gained knowledge in different economic activities. The study uses a field survey of returnee workers in Rupandehi District, Nepal, and includes detailed discussions with key stakeholders in the study area. Returnee workers have gained language skills, technical skills, and management skills. These skills are being utilized in different economic activities, including agriculture, tourism, and small businesses. However, returnee workers face challenges related to social reintegration, including cultural differences and a lack of social support. The study recommends that the government should provide support for returnee workers to help them reintegrate into society and utilize their skills effectively. The study's findings are important because they highlight the need for effective utilization of the skills and knowledge gained by returnee workers to promote sustainable economic growth in Nepal. The study also emphasizes the importance of social support for returnee workers to facilitate their reintegration into society. The study's recommendations can help the government and other stakeholders to develop policies and programs that support returnee workers and promote sustainable economic growth in Nepal.*

**Keywords:** *Returnee workers, Skill utilization, Sustainable earnings, Social reintegration, Economic activities, Nepalese society*

## Introduction

The return of Nepalese workers from foreign employment is a critical aspect of international migration, contributing significantly to the nation's economic dynamics (Mishra, Ghimire & Aithal, 2023). While there is no official record of returnees, the impact of remittance on Nepal's economy is evident, constituting 29% of the GDP, with NRs. 783 billion received in the fiscal year 2018/019 (Nepal Rasta Bank). However, the sustainability of foreign employment as a reliable income source faces challenges, particularly with geopolitical uncertainties, such as conflicts in the Middle East, where a substantial number of Nepalese workers are employed.

## Remittance as an Economic Driver

Remittances have played a pivotal role in sustaining Nepal's economy, boosting purchasing power and supporting various economic activities. However, the reliance on foreign employment as a sole income source poses risks, making it imperative to explore alternative avenues for economic stability. Recent geopolitical unrest in the Middle East adds an element of risk, potentially displacing Nepalese workers and highlighting the need for diversified income sources.

### **Returnees as Carriers of Knowledge and Skills:**

Returnees from foreign employment not only bring remittance but also valuable skills, knowledge, and experiences gained abroad. The present study aims to identify the diverse skills and knowledge acquired by returnees and how these assets are utilized in different economic activities within Nepal. This becomes particularly crucial in the context of Nepal's ongoing political and socio-economic transition and recovery from national disasters.

### **Challenges and Changing Dynamics**

Despite the economic contributions through remittance, challenges arise concerning social and cultural disruptions caused by prolonged foreign employment. Issues such as family disruptions, dissatisfaction among aged parents, and an increase in social-cultural problems and divorces are observed. These challenges contribute to a growing trend where many returnees are reluctant to return to foreign lands, opting to stay in Nepal for social and familial reasons.

### **Understanding Returnee Migration**

Returnee migration is a significant element in the cycle of international migration, garnering attention from both international agencies and governments. Limited research has been conducted to comprehend the decision-making dynamics of migrants returning to their home countries. This study seeks to fill this gap by exploring how returnees contribute to their countries of origin by leveraging acquired human capital and skills, investing in local economies, and utilizing transnational linkages for innovative solutions.

### **Problem Statement**

The existing body of research on returnees and remittance utilization has primarily concentrated on reintegration challenges and how earnings are invested in the home country. However, there is a noticeable gap in the exploration of skill utilization by returnees for sustainable income. Specifically, in the context of the Rupandehi district, no studies have been identified that delve into this critical aspect of returnee dynamics.

The present study aims to address this gap in the literature by examining how returnees in the Rupandehi district employ the skills and knowledge acquired abroad to achieve sustainable earnings. While previous research has shed light on the challenges faced by returnees and the economic impact of remittances, the strategic utilization of skills for income generation remains an unexplored area.

Furthermore, the International Labour Organization (ILO) has emphasized the need for more comprehensive studies in this domain. Returnees, now dispersed throughout the nation, have become integral to Nepal's economy, influencing the communities where they reside and work. In light of their growing significance, there is an urgent need for a deeper understanding of the skill sets acquired during foreign employment and how these skills contribute to the economic fabric of their home communities.

Despite the longstanding acceptance of Nepalese workers seeking employment abroad, it is crucial to move beyond the remittances earned and delve into identifying the various skills and knowledge gained. The study will specifically focus on elucidating how these acquired skills are actively utilized by returnees in their places of origin. This exploration is not only timely but also aligns with the evolving role of returnees as key contributors to the economic and social landscape of Nepal.

The returnee workers are integral to Nepalese society, contributing not only through remittances but also by bringing back valuable knowledge and skills. The study aims to shed light on how these assets are harnessed to achieve sustainable income and economic development in Nepal. As the nation navigates through socio-economic transitions, understanding and effectively utilizing the potential of returnee migration become paramount for building a resilient and prosperous future..

### **Research Objective**

The overall objective of this research study is to comprehensively analyze the utilization of skills, knowledge, and cultural values acquired

by returnees in Rupandehi district, Nepal, with a focus on tracing their engagement in homeland, identifying gained skills, assessing skill/knowledge utilization, understanding encountered problems, and providing recommendations based on the findings..

## Literature Review

The history of labor migration in Nepal traces back to 1814-1816 when Nepalese were recruited into the British armed forces, with the term 'Lahure' emerging as a popular descriptor for those recruited to Lahore, now in Pakistan. This literature review seeks to present a synthesis of national and international research on the dynamics of returnees and their contributions to their home countries, with a specific focus on the context of Nepal, particularly in Rupandehi district.

### Strategy for Reintegration of Returnee Migrants

Islam, M. Nurul (2010) presented a strategy paper on the reintegration of returnee migrants in Bangladesh. The paper comprehensively assessed migration patterns, demography, skill composition, remittance dynamics, and socio-economic impacts. It emphasized the need for reintegration strategies, evaluating current interventions, and proposing strategies for the effective utilization of remittances. This work highlights the importance of informed reintegration as a crucial phase of the migration process.

### Reintegration—Effective Approaches

A research paper by Laurence H., Klink S., and Fonseca A. (2015) explored effective approaches to reintegration. The study emphasized the necessity of providing orientation and information to returnees, facilitating their successful reintegration into their home societies. It identified counseling services for investment, entrepreneurship, remittance utilization, and training on new skills as essential components for sustainable return and reintegration. The paper underscores the significance of informed and voluntary return supported by appropriate reintegration assistance.

## Maximizing the Development Impact of Migration in Nepal

De Z., Ruslan Sintov (2017) conducted an in-depth empirical study on maximizing the development impact of migration in Nepal. The study considered return and reintegration as a crucial phase, closely linked to the transfer of financial, human, and social capital. It highlighted factors influencing the intention to return, including marital status and occupational sectors. The research emphasized the need for targeted programs to attract skilled migrants back to Nepal, especially in sectors like agriculture and construction.

### Challenges Faced by Migrant Returnees

A report from the ILO Country Office for Nepal (2017) identified challenges faced by migrant returnees. It highlighted the difference in monthly income between destinations in the Gulf Cooperation Council (GCC) and Nepal as a driving force for migration. The study suggested that public reconstruction programs and efforts to attract skilled individuals could contribute to retaining potential migrants. This work underlines the complex interplay of economic factors, employment opportunities, and the impact of returnees on Nepal's development.

### Returnee Professionals: Opportunities and Challenges

An article in the Kathmandu Post (2018) reported on the challenges faced by returnee professionals in utilizing their skills and capital in Nepal. It highlighted impediments such as red tape, policy inconsistencies, and procedural hassles. The session emphasized the importance of creating a favorable environment for returnees, acknowledging their skills, and encouraging sustainable contributions to the country's development.

### Government Initiatives for Skill Tests

Mandal, K. Chandan (2019) reported the government's plan to conduct free skill tests for returnee migrant workers. The initiative aims to validate and rate the occupational skills of returnees, providing them with certification. The article suggests that certified skills can enhance the employability of returnees in Nepal, contributing to the retention of skilled human resources.

**Table 1: Top 10 Destination Countries for Foreign Employment (2008/09-2016/17)**

SN	Country Name	Percentage
1	Malaysia	29.88
2	Qatar	21.5
3	Saudi Arabia	20.37
4	UAE	10.62
5	Kuwait	2.54
6	Republic of Korea	1.32
7	Bahrain	0.86
8	Oman	0.63
9	Japan	0.35
10	Lebanon	0.21
11	Other Countries	11.72

*Source: Status Report, Ministry of Labour and Employment (2015/16-2016/17)*

Nepali laborers have obtained permits to work in 153 countries over the past years (2008/09-2016/2017). Workers can choose UN member countries unless banned by the government of Nepal as a destination country. As of 2017, Libya and Iraq were banned for foreign employment.

The Foreign Employment Policy 2068 outlines crucial strategies for the re-integration phase, emphasizing the multifaceted role of foreign employment in contributing to national development and poverty reduction. The following points summarize key aspects of the policy:

#### **Skill and Technology Transfer**

The policy recognizes foreign employment as a vehicle for the transfer of new skills and technology. Returnees from foreign employment are acknowledged as development partners, emphasizing the potential utilization of their acquired skills and savings for national development.

#### **Social and Economic Reintegration**

A commitment is made to introduce an effective social and economic reintegration package for foreign employment returnees. This reflects an awareness of the challenges returnees may face upon reintegration and highlights the policy's proactive stance in addressing these challenges.

#### **Training and Orientation**

Returnees are envisioned to play a pivotal role as trainers for orientations and skill trainings.

The establishment of a comprehensive database for Nepali workers going abroad and returning is proposed, starting the recording process from the immigration section—the initial point of foreign employment.

#### **Entrepreneurship Development**

Encouraging returnees to establish agencies providing training and contributing to entrepreneurship, capital formation, and investment is a key objective.

This underscores the policy's recognition of returnees as potential drivers of economic development through entrepreneurial initiatives.

#### **Family Support Systems**

The policy envisions the development of family support systems to assist with education, health, community development, and welfare activities for the families of foreign employees.

Special attention is given to the welfare of children of foreign employees, with plans for collaborative programs involving local agencies, child welfare committees, and NGOs.

In brief, the literature review reveals a rich body of research that acknowledges the multifaceted

challenges and opportunities associated with returnee migration. The insights gained from national and international studies underscore the importance of strategic reintegration, informed return decisions, and creating an enabling environment for returnees to contribute meaningfully to their home countries' development. The gaps identified in existing research underscore the significance of the proposed study in Rupandehi district, Nepal, which aims to delve deeper into the utilization of skills, knowledge, and cultural values by returnees for sustainable income and economic development. The Re-integration Phase of the Foreign Employment Policy 2068 demonstrates a comprehensive approach towards harnessing the potential of foreign employment for the overall development of Nepal. The emphasis on skill utilization, social and economic reintegration, and the involvement of returnees in training and entrepreneurship programs reflects a forward-looking strategy for maximizing the positive impact of foreign employment on both individuals and the nation.

## **Methodology**

### **Research Design/Procedures**

1. A mix of quantitative and qualitative approaches will be employed.
2. The study will follow a systematic and scientific research process to address the research problem.
3. Both analytical and descriptive techniques will be utilized for data presentation and interpretation.

### **Study Design**

1. The research will adopt both analytical and descriptive methods.
2. Utilizes both quantitative and qualitative research designs for a comprehensive study.

### **Method and Tool of Data Collection**

Primary data will be gathered through surveys using questionnaires, observations, and interviews. Structured and unstructured questionnaires will be used:

1. Data collected directly from returnee workers through surveys.
2. Structured and unstructured questionnaires used to meet research objectives.

### **Secondary Sources**

1. Review of national and international journals, articles, economic indices, magazines.
2. Data from newspapers and other published/unpublished sources.
3. Relevant information gathered from the internet.

### **Population**

1. Entire returnee workers constitute the population.
2. Specifically focused on returnees from Rupandehi district.
3. Approximately 500 returnees identified for the study.

### **Sample Size**

1. 250 respondents selected out of the identified 500 returnees.
2. Respondents chosen based on reliability and literacy.
3. Challenges posed by the COVID-19 pandemic considered in sample selection.

### **Method of Data Analysis**

1. Both quantitative and qualitative methods employed.
2. Various tools, including statistical tools, charts, graphs, tables, and diagrams, used for data analysis.

### **Tools Used**

1. Statistical tools, charts, graphs, tables, and diagrams.
2. Computer software such as Microsoft Excel and SPSS for data conversion.

### **Research Variables**

Variables include age, sex, education, work position, experiences, skills, working field, organization, work culture, quality awareness, systems, policies, practices, discipline, language, values, and norms.

### **Survey Plan and Quality Control**

1. Rigorous planning includes drafting, checking, and rechecking the questionnaire.
2. Verification of respondent authenticity through evidence.

3. Enumerators appointed for survey work with appropriate training.
4. Clusters formed for data collection in municipalities and rural areas.
5. Field checks and follow-ups to ensure data quality.

**Reliability, Validity, and Other Documentation**

1. Reliability ensured through competency assessment, consistent environments, and participant familiarity.
2. Validity supported by evidence, passport verification, and clear documentation.
3. Pilot testing conducted with feedback incorporated for questionnaire improvement.
4. Various documentation, including video clips and photos, maintained for legal validity.

5. This systematic research methodology aims to ensure the accuracy, reliability, and validity of the research findings, providing a robust foundation for the study.

**Data Presentation and Analysis**

The analysis of the collected data is presented under the following headings:

**Migrant Workers and Host Countries**

Nepalese labor has been permitted to work in 153 countries, excluding those banned by the Government of Nepal. Returnees were predominantly employed in Gulf countries, constituting 76% of the total, with Malaysia accounting for 17.5%. The distribution is detailed in Table 2.

**Table 2: Host Country**

	Country	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	USA	8	4.7	4.7	4.7
	EU	3	1.8	1.8	6.4
	Gulf	130	76.0	76.0	82.5
	Malesia	30	17.5	17.5	100.0
	Total	171	100.0	100.0	

The age group of 31-40 years is prominent among returnees, representing 42.1%. Most returnees spent 1 to 5 years working abroad, and the average

time spent abroad was 6.45 years. Tables 3 and 4 provide details on the age distribution and duration of stay.

**Table 3: Age of Returnee**

	Frequency	Percent	Valid Percent	Cumulative Percent	Cumulative Percent
Valid	20 to 30 yrs	30	17.5	17.6	17.6
	31 to 40	72	42.1	42.4	60.0
	41 above	68	39.8	40.0	100.0
	Total	170	99.4	100.0	
Missing	System	1	.6		
	Total	171	100.0		

**Table 4: Stay out Duration**

	Frequency	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 TO 5	71	41.5	41.5	41.5
	6 to 10 Years	55	32.2	32.2	73.7
	10 +	45	26.3	26.3	100.0
	Total	171	100.0	100.0	

### Returnee's Activities and Experiences in Host Countries

Returnees engaged in various sectors such as production, service, construction, agriculture, and

unidentified sectors. The service sector had the highest representation at 35.7%, while production and construction sectors each accounted for 19.9%. Details are provided in Table 5.

**Table 5: Activities and Experiences**

	Frequency	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	production	34	19.9	20.1	20.1
	service	61	35.7	36.1	56.2
	Construction	34	19.9	20.1	76.3
	agriculture	12	7.0	7.1	83.4
	unidentified	28	16.4	16.6	100.0
	Total	169	98.8	100.0	
	System	2	1.2		
	Total	171	100.0		

**Table 6: Job Activity**

	Frequency	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	cutting/ fitting	11	6.4	6.6	6.6
	Packing	8	4.7	4.8	11.4
	Loading	6	3.5	3.6	15.1
	Servicing	29	17.0	17.5	32.5
	Painting	10	5.8	6.0	38.6
	Driving	15	8.8	9.0	47.6
	Cooking	12	7.0	7.2	54.8
	Accounting	9	5.3	5.4	60.2
	watching/ guarding	15	8.8	9.0	69.3
	digging, washing, cleaning	1	.6	.6	69.9
	Decorating	2	1.2	1.2	71.1
	Selling	7	4.1	4.2	75.3
	Repairing	13	7.6	7.8	83.1
	Reception,	2	1.2	1.2	84.3
	Operating	13	7.6	7.8	92.2
	Carpeting	3	1.8	1.8	94.0
	Farming	3	1.8	1.8	95.8
	Managing, supervising	7	4.1	4.2	100.0
	Total	166	97.1	100.0	
Missing	System	5	2.9		
	Total	171	100.0		

**Gaining Work Skills and Knowledge**

Returnees gained various skills and knowledge, with technical skills being the most acquired

at 37.4%. The study found that the returnees also acquired human skills, management skills, marketing skills, and other soft skills. The details are presented in Table 7.

**Table 7: Work Skill and Knowledge**

	Frequency	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cal Skill	64	37.4	37.4	37.4
	Human Skill	18	10.5	10.5	48.0
	Management Skill	20	11.7	11.7	59.6
	Marketing Skill	4	2.3	2.3	62.0
	Work Experience Other Skill	65	38.0	38.0	100.0
	Total	171	100.0	100.0	
	System	2	1.2		
	Total	171	100.0		

Returnees also learned job-related values and norms, such as quality awareness, adherence to rules and regulations, system practice, commitment

assurance, teamwork, and work discipline. The details are outlined in Table 8.

**Table 8: Job Norms, Values**

	Frequency	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	quality awareness	31	18.1	21.1	21.1
	work/ Rules, regulation policies	23	13.5	15.6	36.7
	system practice	21	12.3	14.3	51.0
	commitment/ Assurance	5	2.9	3.4	54.4
	Timely work	6	3.5	4.1	58.5
	performance value	3	1.8	2.0	60.5
	Language	13	7.6	8.8	69.4
	Team work, unity	12	7.0	8.2	77.6
	work discipline	33	19.3	22.4	100.0
	Total	147	86.0	100.0	
	System	24	14.0		
Total	171	100.0			

**Table 9: Culture Practice**

	Frequency	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	50	29.2	29.4	29.4
	No	78	45.6	45.9	75.3
	A Little	42	24.6	24.7	100.0
	Total	170	99.4	100.0	
Missing	System	1	.6		
	Total	171	100.0		



**Table 10: Language Practice**

	Frequency	Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	YES	23	13.5	13.7	13.7
	NO	109	63.7	64.9	78.6
	A LITTLE	35	20.5	20.8	99.4
	11.00	1	.6	.6	100.0
	Total	168	98.2	100.0	
<b>Missing</b>	System	3	1.8		
	Total	171	100.0		

It was found that near about 65% to have worked in the bottom level. Similarly near about 33% are found to have worked in the middle level and nearly 2% worked in top level of organization.

After returning home, 51.5% of returnees engaged in their own businesses, 19.9% became employees, and 28.1% were unemployed. Table 11 and 12 provides a detailed overview.

**Table 11: Language Practice**

	Frequency	Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	Own Business	88	51.5	51.8	51.8
	Employee	34	19.9	20.0	71.8
	Unemployed	48	28.1	28.2	100.0
	Total	170	99.4	100.0	
<b>Missing</b>	System	1	.6		
	Total	171	100.0		

**Table 12: Skill in Practice**

	Frequency	Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	Yes	57	33.3	33.5	33.5
	No	72	42.1	42.4	75.9
	Littl Bit	41	24.0	24.1	100.0
	Total	170	99.4	100.0	
<b>Missing</b>	System	1	.6		
	Total	171	100.0		

When asked whether they faced problems in skill application, 62% of returnees agreed, while 26.3%

disagreed. The details are outlined in Table 13.

**Table 13: Workers Problem Face in Skills Application**

Do you face problems in skills application?					
	Frequency	Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	YES	106	62.0	62.0	62.0
	NO	45	26.3	26.3	88.3
	A LITTLE	19	11.1	11.1	99.4
	Other	1	.6	.6	100.0
	Total	171	100.0	100.0	

When respondents were asked about the problems they encountered, technical problems, market-related issues, social-cultural problems, financial

challenges, government policy problems, and management problems were reported. The details are presented in Table 14.

**Table 14: Language Practice**

	Frequency	Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	Technical Problem	30	17.5	17.5	17.5
	MKT Problem	12	7.0	7.0	24.6
	Socia Cultural Problem	6	3.5	3.5	28.1
	Financial Problem	23	13.5	13.5	41.5
	Govt Policy Problem	11	6.4	6.4	48.0
	Mgmt Problem	4	2.3	2.3	50.3
	More than Two	42	24.6	24.6	74.9
	No Problem	43	25.1	25.1	100.0
	Total	171	100.0	100.0	

75% of the respondents encountered one or more problems in applying learned skills, with technical problems being the most common (17.5%). More than two problems were reported by 24.6% of respondents. About 25.1% of respondents did not cite any obstacles. The lack of supportive government policies, access to soft loans, and grants were noted as challenges by returnees.

### **Some International Precedents on Assessment of Workers**

Internationally, there are precedents and good practices to support the recognition and utilization of skills. In the Philippines, the Technical Education and Skills Development Authority (TESDA) has established processes to locally recognize skilled but non-certified workers. In Sri Lanka, policies encourage the recognition of prior learning, regardless of where or how skills were acquired.

### **Provisions in Nepal**

The Foreign Employment Policy 2068 outlines provisions for recognizing returnees' skills, utilizing them as trainers, developing foreign employment as a tool for transferring new skills and technology, and encouraging returnees to incorporate agencies providing training and developing entrepreneurship, capital formation, and investment.

### **Practice in Nepal**

In Nepal, returning migrant workers often reapply for work visas and obtain work permits as unskilled labor, despite having gained skills and knowledge abroad. The lack of formal support mechanisms and opportunities for utilizing learned skills is a challenge, leading some returnees to explore fresh migration options.

The research has illuminated several crucial aspects related to the experiences, challenges, and contributions of returnee migrant workers from the Rupandehi district. The comprehensive analysis and findings offer valuable insights into the complexities of utilizing skills gained abroad and the broader implications for national development. Here are the key points drawn from the research:

#### ***Diversity of Migration Destinations***

The study reveals a diverse range of migration destinations, with a predominant number of returnees having worked in Gulf Cooperation Council (GCC) countries and Malaysia. This diversity reflects the global nature of labor migration patterns among Nepalese workers.

#### ***Duration and Age Group Significance***

The standard age group for returnees is found to be between 31 and 40 years, indicating a specific life stage in which individuals decide to return. This age group is also associated with the highest

percentage of returnees who have no intention of going back abroad, suggesting a shift in priorities or goals.

### ***Sectoral Engagement and Skill Acquisition***

Returnees have engaged in various sectors such as service, production, and agriculture. The acquired skills encompass a wide range of technical, human, managerial, and marketing skills. The study underscores the importance of recognizing the multifaceted expertise gained by these workers.

### ***Self-Employment and Job Creation***

A significant number of returnees have ventured into self-employment, with over half owning their businesses. This entrepreneurial spirit contributes not only to individual livelihoods but also to job creation within the community, fostering local economic growth.

### ***Skill Utilization Challenges***

Despite acquiring diverse skills abroad, a considerable portion of returnees faces challenges in effectively utilizing these skills in the domestic context. Technical problems, market challenges, and financial constraints emerge as formidable obstacles, highlighting the need for targeted support.

### ***Policy and Institutional Gaps***

The research underscores the existence of policy and institutional gaps that hinder the seamless integration of returnee migrant workers into the domestic workforce. Lack of supportive government policies, coupled with inadequate access to financial resources, poses significant hurdles.

### ***The Discrepancy in Skill Perception***

There is a noticeable gap in the perception of returnees regarding the value and applicability of their acquired skills. While a substantial percentage feels that their skills are not valuable for sustaining income, there is a portion that attests to the contrary, signaling a need for tailored interventions.

### ***The Need for Skill Certification and Recognition***

The study recommends a reevaluation of the prevalent system that categorizes all returning

workers as unskilled. Introducing mechanisms for skill certification and formal recognition based on experiences and knowledge can enhance the value of returnees in the domestic job market.

### ***Opportunities for Learning and Improvement***

The findings provide an opportunity for learning and improvement in the management of the return and reintegration process. Insights from successful cases of self-employment and skill utilization can inform policy adjustments and support mechanisms.

### ***The Global Context of Skill Utilization***

International precedents, especially from countries like the Philippines and Sri Lanka, highlight successful models of skill recognition and utilization. Nepal can draw upon these global experiences to enhance its policies and practices for the benefit of returnee migrant workers.

Responsible management education in Nepal could be a solution (Shrestha, 2023). In Nepalese education a due consideration should be given for producing human capital (Mishra & Nepal, 2022; Mishra & Jha, 2023; Mishra, 2023 a&b).

## **Conclusions**

The study highlights the varied experiences and challenges faced by returnee migrant workers in utilizing their skills gained abroad. While many returnees have engaged in self-employment, others face obstacles such as technical problems, market challenges, and financial constraints. The lack of supportive government policies and access to capital are significant hindrances.

To enhance the successful utilization of returnees' skills, it is crucial for the government and relevant authorities to create supportive policies, provide access to financial resources, and establish mechanisms for recognizing and certifying the skills acquired abroad. The experiences of other countries, as outlined in international precedents, can offer valuable insights for Nepal to improve the reintegration and economic contribution of returnee migrant workers.

## **Funding**

Ministry of Social Development Province:5

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