

# DecentWork



International  
Labour  
Organization

Issue 3 • July 2015

Nepal Post-Earthquake | **REBUILDING LIVES!!!**

## “Build Back Better” in the eyes and the wings of the ILO

**Because there is a difference between reconstruction and rebuilding and disasters may also produce happy ends.**

The principle of Build Back Better adopted by the Nepal Post-Disaster Needs Assessment tends to be mostly associated with the basic requirement of investing in better infrastructures to reduce the risk of future disasters and enhance the resilience of the country. In that sense, the first images the Build Back Better principle projects in our minds are related with better houses, improved schools, better roads, and upgraded community infrastructure in general. However, this is not the image generated in the mind of the ILO. The ILO brings people to the centre of the Build Back Better principle, and makes it unmistakably linked with more and better jobs, upgraded skills, enterprise development, improved and safer working conditions, and enhanced social protection.

© S. Manandhar



Yes, the reconstruction of the houses, schools and other infrastructure is a crucial and urgent need, and the ILO Nepal is doing everything it possibly can to contribute with appropriate responses.

At the other end, and at the same time, we understand that there is a difference between reconstruction and rebuilding, and if the reconstruction of houses and buildings and roads is important, there is a much larger need to rebuild lives and livelihoods. This is the foundation of the ILO local resource-based approach for infrastructure development, implemented through participatory local planning and local resource-based works technology, mobilizing local communities and enterprises and increasing their skills and ability to deal with the effects of the disaster and recover from lost livelihoods, while generating opportunities to bring cash into the pockets of those affected by the disaster. All ILO infrastructure works are organized through the mobilization of the communities, providing training and employment under the sound supervision of local technical staff. This is how the ILO's development approach connects the rebuilding of human lives with the reconstruction of physical infrastructures.

This is the ILO interpretation of the Build Back Better principle. In Asia, the ILO has been heavily involved in crisis response programmes in Afghanistan, Cambodia, Indonesia, Philippines, Timor-Leste, Vanuatu, and the Solomon Islands. Experience shows that sad stories of disasters may also produce happy ends. ■

**Jose Assalino**, Director, ILO Kathmandu  
**Sameer Khatiwada**, Economist, ILO Geneva



*“Our hearts go out to the families who have lost loved ones, and who had their houses and livelihoods destroyed by the tragedies of disaster. The ILO will continue to work closely with its partners on the ground, including the Government of Nepal, to assist in reconstruction efforts.”*

**Guy Ryder**  
ILO Director-General

## IN THIS ISSUE

IMPACT OF THE EARTHQUAKE

ILO AND SOCIAL PARTNERS' RESPONSES

RECOVERY AND RECONSTRUCTION

IN SOLIDARITY

STAFF'S REMINISCENCE

TOWARDS A CHILD LABOUR-FREE WORLD

JUNE 16: DOMESTIC WORKERS DAY

EVENTS UPDATE

RECENT PUBLICATIONS

FROM THE PRESS

# In Figures

The **7.6** richter scale earthquake of 25 April 2015 is the worst earthquake in Nepal in 80 years.

Over **8,790** people died and 22,300 were injured by the devastating earthquake.

**800,000** houses and 7,000 schools were destroyed or damaged.

**31** out of 75 districts have been affected by the Earthquake. Out of them 14 districts were declared "crisis-hit districts".

Over **60** countries as well as the United Nations and other international agencies provided support to emergency relief and humanitarian assistance.

Over **17,000** cattle and about 40,000 smaller domesticated animals were lost.

**700,000** additional poor will be pushed into poverty in 2015-16.

**20%** of strategic road network was affected by the earthquake.

Total damage and loss from the disaster is estimated to be

**US\$ 7.065** billion.



## Increased vulnerability of nearly 2.4 million households



**SHER SINGH VERICK**  
SENIOR EMPLOYMENT SPECIALIST, ILO-DWT, DELHI

As a consequence of the earthquakes on 25 April and 12 May, the livelihoods of almost 2.4 million households in 31 affected districts have been threatened by the destruction of dwellings and infrastructure, along with the broader impact on the economy, including the tourism sector. Using official population projections, ILO's baseline estimates for 2015 indicate that there were over 4.24 million workers in the affected districts prior to the earthquake.

Almost 2.4 million households in the 31 affected districts have been threatened by the destruction of dwellings and infrastructure, along with the broader impact on the economy, including the tourism sector.

The short-term impact is significant in terms of economic losses and disruptions to livelihoods, especially for households in rural areas, which have suffered the greatest devastation. Due to the destruction of over 500,000 dwellings, households and micro-enterprises are facing prolonged business interruptions until workplaces are repaired and equipment, tools and machinery replaced.

Without a restoration of livelihoods, it is expected that migration will increase as the main coping strategy. ■

# Extending Social Protection as a Recovery Strategy



**LOK NATH BHUSAL**  
NATIONAL PROJECT COORDINATOR  
EMPLOYMENT POLICY AND SOCIAL PROTECTION PROJECT

The ILO successfully led the Post Disaster Needs Assessment (PDNA) exercise for the social protection cluster from the development partners' side. Despite development in social protection in the last 20 years, Nepal's social protection system still inadequately covers a range of risks and vulnerabilities throughout people's life cycle. Following the April 25 earthquake, households have faced negative income and consumption shocks. Using welfare analysis, the PDNA exercise has estimated that the earthquake has reduced household consumption in most affected districts on average by 20 percent.

The PDNA exercise for social protection sector revealed that about NRs. 23.5 billion is needed to restore consumption of vulnerable groups (households with Person with disability, single women, children and elders) in the most affected 14 districts to its pre-earthquake levels. This estimate increases to about NRs. 32.7 billion if vulnerable households in the 31 affected districts are covered. Furthermore, the estimated welfare loss further increases to NRs. 47.5 billion in the most affected 14 districts are covered. If all households in the affected 31 districts are covered, the estimated welfare loss further escalates to NRs. 63 billion. This welfare loss has created additional demand for social protection either through cash transfer, social insurance or labour market interventions. The total need arising from this welfare losses is estimated to be US\$ 64 million.

The recovery strategy suggested by the PDNA seeks to promote social protection where it is absent or where coverage and levels of benefits are low. This reflects the ILO's Social Security (Minimum) Convention 1952 (No. 102) and Social Protection Floor Recommendations 2012 (No. 202). The suggestions also reflect the Article 18 of the

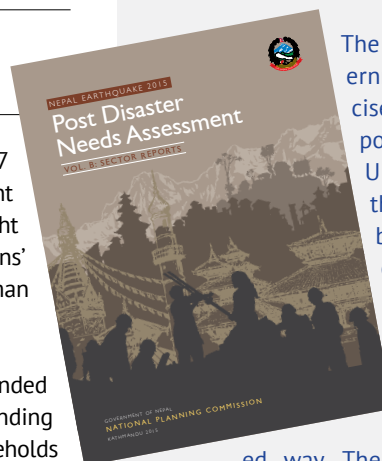
Interim-Constitution of Nepal 2007 which has recognized employment and social security as a human right as enshrined in the United Nations' Universal Declaration of Human Rights 1948.

The PDNA team has recommended time-bound strategies for extending social protection to affected households and all other households. For the short-term, the strategy has recommended additional cash injection through existing cash transfer programmes to all the existing cash transfer beneficiaries, providing assistances to vulnerable groups in affected districts and improving social protection service delivery. It is also recommended to introduce mid-day school meal, child-friendly local governance, Management Information System (MIS) and capacity development of the service providers.

For the medium-term, recommendation has been made for approving the properly-costed National Framework for Social Protection, further strengthening of the existing social protection administration, enactment of the Unified Social Security Act and providing basic social protection to the poor and vulnerable households, as identified by the survey conducted by the Poor Household Support Board under the Ministry of Cooperative and Poverty Alleviation, in the 14 most affected districts.

For the long-term, the PDNA team has recommended for extending social protection coverage to all the poor and vulnerable households and developing an integrated system for all social protection programmes, addressing different kinds of contingencies and risks through both contributory and tax-financed schemes, as suggested in the ILO's Social Protection Floors Recommendation, 2012 (No. 202). ■

## What is Post Disaster Needs Assessment (PDNA) ?



The PDNA is a government-led exercise with the support of the EU, the UN system and the World Bank, bringing together national and international stakeholders to align recovery efforts in a coordinat-

ed way. The PDNA collects information on economic damages and losses, and the recovery priorities - including the human development needs of the affected population - into a single consolidated assessment report. This information is used as a basis for developing a comprehensive recovery framework, which will guide the design and implementation of early and long-term recovery programmes and to help determine international development assistance needs.

## ILO's Participation in the PDNA

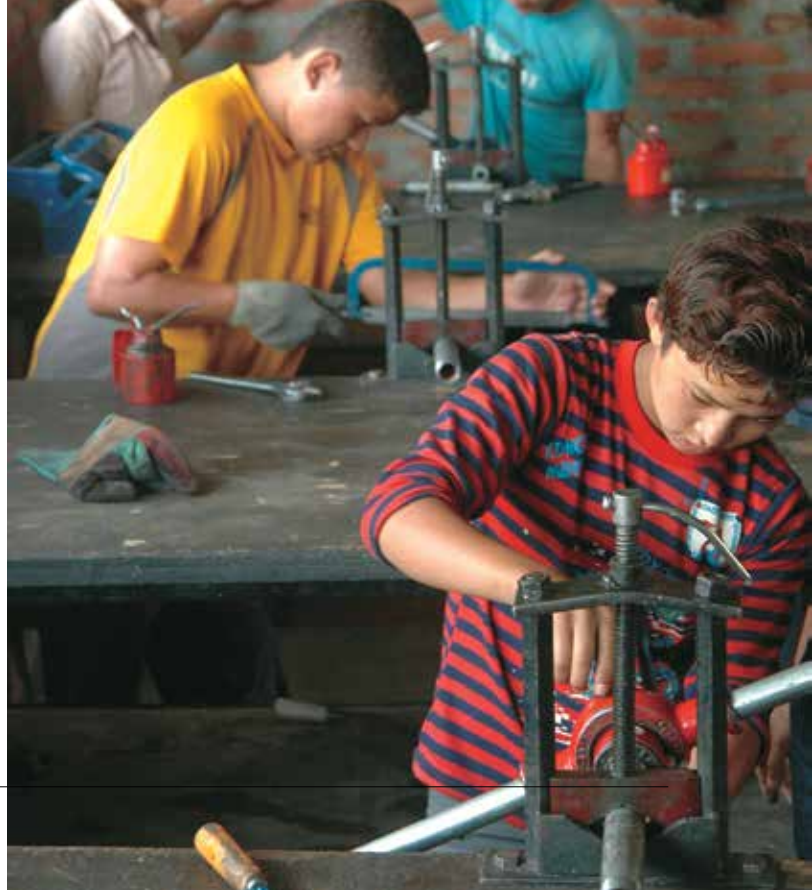
The group of ILO experts from ILO HQ and Delhi-DWT joined the CO Kathmandu in assisting the PDNA exercise by involving in the total of 11 sectors including the ILO co-led two crucial sectors, Employment and Livelihoods as well as Social Protection.

Additionally, the national ILO Nepal programme staff joined 11 sectorial groups and participated in data collection process.

# Skills and entrepreneurship help people revive their lives and dreams in difficult times



**SALOMAN RAJBANSHI**  
SENIOR PROGRAMME OFFICER  
ILO-CO KATHMANDU



©ILO Nepal

Lokendra was a plumber. “Just after a week from the day when we had this powerful earthquake, my cell phone just did not stop ringing. I had never been so busy in my life. I know many people have been killed or injured. Thank God, I am alive and have a job to do,” explains Lokendra.

Kanchha used to run a small tea shop in a rented premise in Bhaktapur. “It was the only source of income for my family. But the quake seriously damaged my shop and I am out of business now,” says Kanchha. But he is still optimistic and says, “I could revive my business in a day or two provided that I get a place to set up a small shade to run it.”

For highly competent work force like the Nepal Police and the Army, it was the time to get into action, search and rescue operation in order to save precious lives of people. Though some of them were directly affected by the disaster, their willingness to serve the people and the nation at the time of national crisis was spontaneous. Then again, it was also an opportunity for them to show their skills and heroism. People saw them getting a pat on the back every time they rescued a live body from the rubbles.

For the entire medical professionals, both women and men, there was no time

for rest, sleep, food or drink because they knew every minute was valuable in the battle against life and death. The agony was so obvious at their face. What made them so special during this crisis was their highly specialized and challenging line of work and the aptitude to serve.

The media people, especially the professional photo and TV journalists, even put their lives at risk to capture a glimpse of human life, live or dead, at the midst of wreckages because they knew a click could speak thousands of words.

gests, among others, a turning point, as in a sequence of events, for better or for worse. The powerful earthquake that hit Nepal recently must be seen as a turning point for Nepal to build it better.

Life has to move on for those who survived. Lokendra was lucky not only because he survived the disaster but also he had skillful hands as a plumber. His skillfulness not only paid off but it became an essential service to those in need. Equipping the working poor with crucial skills and income security is a daunting task in any post-disaster scenario.

*“A week after the earthquake my cell phone just did not stop ringing. I had never been so busy in my life.”*

**Lokendra, Plumber, Lalitpur**

If you read between the lines expressed by Lokendra or Kanchha or the dedication shown by the professionals to the immediate aftermath of the earthquake, there are several lessons to be learned.

In ancient Greek, the word “crisis” sug-

The informal workers were the ones who were hit hardest because informal economy constitutes 90% of Nepalese economy. Most of them operate from poorly built houses, highly vulnerable to earthquake, fire, landslide and flood. Many people like Kanchha must have

learned that they need a house that can resist a powerful earthquake in order to stay in business.

Thanks to the affordable and reliable information technology of mobile phones. Access to communication made Lokendra's services available to his ultimate clients. Access to and knowledge of communication and information are fundamental for effective and efficient labour market information and employment services.

International Labour Organization (ILO) clearly understands that any kind of crisis directly or indirectly affects socio-economic infrastructure which are the very means of production and livelihood. Hence crisis demands a special ILO focus for timely recovery and reconstruction of these infrastructures.

The ILO extended crucial support in clearing and maintenance of the District Core Road Network (DCRN) damaged by the

earthquake in nine districts. The rebuilding phase of a disaster must focus on skills, restoration of livelihood, job creation and strengthening livelihood-related institutions. Additionally, the ILO aims to support socio-economic reintegration of people affected by the crisis, like Lokendra and Kanchha who have strong self-esteem and determination to rejuvenate themselves, and skills and entrepreneurship to stand on their own. ■

# Pokhara Tourism Council collaborates with ILO to bring back tourism

**PRAKASH SHARMA**  
NATIONAL PROJECT COORDINATOR  
WAY OUT OF INFORMALITY PROJECT

Pokhara Tourism Council (PTC) signed an agreement with ILO Country Office for Nepal aiming to promote tourism for local economic development in Pokhara under the Way-Out of Informality Project (WOI) funded by the Government of Japan. Tourism is considered one of the sectors in Nepal that offer the largest potential for employment generation and local economic development. The partnership contributes for promotional campaigns, designing new tourism packages, capacity building for tourism entrepreneurs and skills development for informal workers engaged in the tourism sector.

The partnership is expected to stimulate inclusive business growth for productive employment and jobs, mainly in local hotels, restaurants, homestays, community lodges, cultural performances, trekking guides, porters, transport workers, feeder micro and small enterprises towards formalizing informality.

Pokhara is one of the famous destinations in Nepal. The tourism plan, packages and local capacity need to be strengthened to attract more tourists from all around the world. Pokhara has significant potential for tourism development for employment creation and generating incomes. Nepal receives nearly 800,000 tourists annually and the highest number come from neighbouring India which accounts for 22 percent of all tourists. According



*ILO signed an agreement with Pokhara Tourism Council to promote tourism for local economic development.*

to the Department of Tourism, the average tourist spent US\$ 43 per day and stayed in Nepal for 12.6 days in 2013. The tourism entrepreneurs claim that at least seven people get jobs for serving one tourist and the income goes directly to the local community.

The partnership agreement was signed by the Director from ILO Country Office for Nepal and the Chairperson of the Pokhara Tourism Council. Mr. Jose Assalino expressed happiness extending support to the PTC for their efforts in tourism promotion, particularly when reviving tourism business is so crucial. ■

The tourism entrepreneurs claim that at least seven people get jobs for serving one tourist and the income goes directly to the local community.

# Social Partners in Action



**NARAYAN BHATTARAI**  
NATIONAL PROJECT COORDINATOR  
ACTRAV PROJECT

The role played by the Nepalese trade unions in the aftermath of the April earthquake has been commendable. The three major trade unions – ANTUF, GEFONT and NTUC – through their national and international network have been able to raise over 3 million Nepalese rupees for earthquake victims in a situation when they themselves had lost hundreds of their beloved members and got thousands injured. The network of unions in SAARC countries, SARTUC has collected more than a million rupees and donated to the Prime Minister’s Disaster Relief Fund.

Apart from fund raising, another remarkable action of the unions is mobilisation of their cadres as volunteers for rescue, relief and rehabilitation. They have joined their hands with their political allies and other like-minded organisations for this reconstruction work. Till date, the three unions, through their networks, have so far built houses and temporary shelters for more than 1000 victims and are still working on it.

This shows that union networks can play a positive role in crisis management and national reconstruction. This network can be of use for reaching out to grass-roots people and communities while mobilising, sensitizing and educating them on the public issues.

∨ Trade unions engaged in reconstruction activities.



∧ In the presence of three affiliates of SARTUC, General Secretary Mr. Laxman Basnet handed over the relief fund to the Prime Minister of Nepal.

Although Nepalese unions cover only about 10% of the economically active population, they have a good potential of reaching out to all workers in all the sectors in Nepal. The teachers’ union, which has its network in all the seventy-five districts of Nepal, can be used for psycho-social counselling, pre-earthquake preparedness and many other activities that target children as beneficiaries. The union of building and construction workers (the three unions have their significant presence in this sector), whose members

are largely from earthquake-hit districts, can play roles in identifying the trainees for vocational training. They can also monitor the compliance with decent work conditions in the labour market during the reconstruction phase and beyond. Let us make use of the union network for bringing positive changes in the lives of workers, in the society, and ultimately in the country and contribute to promote social justice, the value the ILO stands for. ■





## CASH FOR WORK for early recovery and reconstruction

JOSE ASSALINO  
DIRECTOR, ILO NEPAL



A powerful 7.8 magnitude earthquake struck Nepal on 25 April 2015, with the epicentre in Gorkha District northwest of Kathmandu. Similarly, a second 7.4 magnitude quake took place on 12 May causing further damage. According to Nepal's Home Ministry, at least half a million people have been displaced. Major damages have been inflicted on local infrastructure in the rural areas including local roads and public services and private housing. In some areas more than 80 percent of private housing has been damaged or completely destroyed. Also public buildings such as district offices, schools and health posts have been destroyed.

In order to support earthquake victims and to support reconstruction work, ILO Nepal has launched Cash for Work (C4W) Programme through "Emergency Fund for Early Recovery" in the earthquake-affected nine districts (Rasuwa, Nuwakot, Dhading, Makawanpur, Sindhupalchowk, Tanahu, Gorkha, Kaski, Lamjung) where Strengthening the National Rural Transport Programme (SNTRP) is in operation in addition to other three districts. The ILO contributed US\$ 750,000.00 to support the severely affected victims of earthquake through the promotion of social security, employment and livelihood by implementing labour-intensive technology.

The Cash for Work programme aims to generate more than 75,000 decent paid work days by paying unskilled wage rate of NPR 400-500 per day. The programme has duly taken consideration of gender equity, social inclusion and workforce diversity during the selection of 468 maintenance workers.

In order to make life easy for the affected people, C4W program has selected a total of 26 roads with length of 468 km in the nine selected districts. During this course of action, the programme prioritized clearing landslides and debris from the damaged roads, buildings and infrastructure for starting rehabilitation and reconstruction work along the periphery of 500m of selected roads. Trekking trail maintenance activities for trekkers are also in progress to revive eco-tourism in Rasuwa, Nuwakot, Gorkha and Lamjung. Routine specific and emergency maintenance works will continue until the end November 2015.

The programme has given high importance for workers' safety, security and capacity building. The programme has been able to link maintenance workers with health centers for monthly regular health checks. Connection has also been established with the district transport association for free service. In the same manner, all 468 workers will be insured against accidents.

The ultimate goal of the programme is to have seismic resistant buildings, skillful masons and smooth running rural roads that promote employment and livelihood opportunities in nine intervened districts.

As a safeguard against work related accidents, the programme has provided occupational safety and health (OSH) gears to the workers with support from ILO-Japan SSN Trust Fund. Also, the bank account has been opened for all 468 length workers with the MEGA Bank and its associates, which will help them saving what they earn.

Moreover, to enhance the skills of masons at the local level, ILO has planned to provide seismic resistant building construction training as well as on the job training (OJT) for 1,300 masons in 65 Village Development Committees of the programme districts. To carry out these activities effectively and efficiently, ILO is partnering with the Institute of Engineering for development of practical training and building.

In order to run these activities in a systematic manner, ILO is developing seismic resilience building handbook in close coordination with the Ministry of Urban Development which will be distributed to the trained masons and concerned stakeholders for guidance and reference.

The ultimate goal of the programme is to have seismic resistant buildings, skillful masons, smooth and running rural roads that promote employment and livelihood opportunities in the nine intervened districts. ILO is also supporting the Department of Local Infrastructure Development and Agricultural Roads (DoLIDAR) in Seismic resilient modern Office building design and detail project report preparation engaging the Society of Nepalese Architects (SONA). ■

# A Moment of Reality!



**MARINA RAI**  
ADMINISTRATIVE AND FINANCE OFFICER  
ILO-CO KATHMANDU



Post-25/04 life in Kathmandu has changed beyond recognition. All of a sudden you can no more trust the grounds you are standing on; is a horrible feeling. It is like living in a war zone where the enemy is invisible and invincible. The uncertainty is the killer... when leaving home in the morning, you get a sudden pang of whether your house would be standing still when you are back in the evening, or, an acrid fear that you might be seeing your loved ones for the last time, or you may not return home at all, as you never know when or where a big one would hit. This is not a solitary fear, this is a common fear for all Kathmanduities. Look forward to the weekends more than ever... not for relaxation but to be together with family. Having said that, can't imagine its almost a month we are living this life.

Compromised with the very basics, long baths have become a luxury, you are lucky to get one quick shower without a jolt, and yes, already missing the comforts of the bedroom. The upper floors of our houses have started gathering dust. If you have a flat tyre, hard luck! almost all repair shops are either closed or without workers. You are fortunate if you can find a mason to fix your broken wall or a barber to tidy up your looks, thanks to the mass exodus to the terai belts. Had just started wearing office gear and stepped on the wedge heels when the second big one 7.3 banged on 12/05... so back to the casual.

Among all these uncertainties there has certainly been great bonding with the

*It is like living in a war zone where the enemy is invisible and invincible. The uncertainty is the killer...*

neighbors. The neighbours you just knew by face has a name now and you know more about their children, work and home. Realized each one is trying to help in some way or other, be it providing relevant information; checking on your children; a helping hand to straighten your tent or concerns on a tall building near you and the most important, shouting "Ayo", the ubiquitous signal for people to evacuate buildings during jolts.

But sadly this is the story of the most lucky ones in the country. We are among the blessed ones left unharmed by this ruthless disaster. There are many fellow citizens who are in dire conditions, without shelter, empty stomach and the worst... losing their loved ones. Physically, emotionally and mentally drained and still shaken as the jolts, landslides and rain continue to torment their already sullied bodies and minds. Needless to say, few still are waiting for help... and dying silently!

*Bir Gorkhali!* (Brave Nepalese) is what we are aptly called and proven time and again and this disaster is a living example. A Salute to our Army and Police Force, who are working undeterred rescuing lives and resources! Our very own but least trusted Nepal Telecom and Radio Nepal stayed 24/7 throughout the crisis while the others supposedly reliable ones conked in one shot.

This disaster has brought back the resilient, selfless, hospitable and helpful Nepalese back. All lost, nothing left, yet they do not forget to offer a cup of tea or food to the helpers. The international community who jumped to help from all corners of the world are humbled by the resilience of us, Nepalese. The new generation Nepalese just seen thronging in the capital city, can now be seen all over the affected districts reaching out to the victims with whatever means available. This is our hope...humanity exists! The social media is full of stories to share and inspire and ever so useful to tap information and resources.

We are shattered but not destroyed, our houses are broken but not our homes. Despite the looming uncertainty, we have come so far and we will overcome!!

Come what may, *Bir Gorkhali!* we will recover, rebuild and rise like the phoenix. God bless us all! ■

*(This article was written in May 2015 a month after the devastating earthquake.)*



# Pictures Speak Louder than Words!!



Time stood still at 11:56 local time on 25 April, 2015 when the earthquake struck in Nepal (GhantaGhar, the public tower clock in Kathmandu). © ILO Nepal/S. Gurung



Relief operation in Dhading district. © ILO Nepal/ B. Thapa



Land at Barpak village of Gorkha District, the epicentre of the deadly earthquake. © District Agriculture Office, Gorkha.



People in queue to receive relief materials, Kathmandu. © GoN



A lady from Lapa village, who lost her husband and all her property by the earthquake, displaced to the Dhading district headquarters. © ILO Nepal



People collecting belongings from the destroyed houses. © GoN

# A click: when work is more than just a job



**SAURAV RAM JOSHI**  
NATIONAL PROJECT COORDINATOR  
LIFE PROJECT

Recently, I realized that what I am doing is not just for a job. Job may be imposed and may not be driven by intrinsic motivation within yourself, and thus that can be changed. But I feel greater satisfaction and get motivated when it comes to working in the skills development and employment sector, as my knowledge, experiences, emotions are all related to this sector.

My current job-working for promoting employment services, creating better job and matching the environment for job seekers and job providers, is quite interesting and pertinent. This experience shows, when there is expectation match, you will be happy but when the unexpected is achieved, there will be a 'click' called bliss. As an engineer, I used to work for alternative energy in the micro hydro-power development sector along with my regular job. I saw happiness and smiles on the faces of people in the rural and remote villages whenever they first got electricity in their homes from isolated micro hydropower plants. I am also a trainer and love to see the click, trainees' happiness over getting their skills and knowledge enhanced, and I get delighted when they are satisfied. And I feel happier, when my work is related to people's happiness and my personal belief is that 'my work is more than just a job'.

Most of the parents believe in and focus on the curriculum prescribed for early grades at schools and afterwards. I am not exception to this belief, the hope of parents. In Nepal, we generally do not follow our passions developed during our childhood. Those who have followed childhood passions with or without support from their family have become great entrepreneurs, social workers, technocrats, scientists and politicians. They



*A passion for work and service to people rather than just the job is the current need of Nepal.*

became great because they worked beyond their schedules; they were devoted totally to their work. They were passionate about getting the job done and enjoyed doing it.

After the disaster, people's lifestyle and livelihood options have changed; working pattern has changed; their awareness including thinking modes have altered significantly and beyond imagination. The disaster has not only destroyed infrastructures but has also brought up a number of huge reconstruction needs and opportunities; and therefore there is a need for human resources for rebuilding. The reconstruction of world heritage sites and houses within community needs human resources with an emotional attachment to ancient history, commitment and dedication at the individual and team level.

A passion for work and service to people rather than just the job is the current need of Nepal. The collection of funds for relief and reconstruction has positively crossed our expectation level; though it may not be sufficient. The amount of remittance has increased substantially in the name of reconstruction. However, along with the funds coming in, there must be sentiments attached to the value of every single rupee that we spend. We must be able to justify the sympathy received from the donors and fund raisers from abroad and from within the country. Therefore, we are also in of need sentimentalities on our own time, efforts and the money spent. Making our work beyond just a job is vital for the rebuilding and development of Nepal. Thus, find a click 'a bliss', while you work for more than just a job. ■

# Thank you for your Solidarity!!

We received outpouring messages and financial contribution from ILO colleagues and social partners across the world soon after the devastating earthquake hit Nepal on 25 April 2015. We are overwhelmed by the amount of support and kindness offered by you all. We would like to take this opportunity to express our sincere thanks and gratitude to everyone of you who took time to think of us, prayed for us and contributed generously to support the cause.

So far, the Staff Union in ILO Country Office for Nepal has received a total of US \$ 16,000 from various ILO Staff Unions and staff members: ILO-Geneva, ILO-Bangkok, ILO-Delhi, ILO-Manila, ILO-Tokyo, ILO-Jakarta, ILO-Suva, ILO-Hanoi, ILO-Yangon, ILO-Dhaka, ILO-Beijing and ILO-Turin. Contribution equivalent to one-day salary of all the staff members in ILO-Kathmandu was deposited to the Prime Minister's Relief Fund. In addition, some voluntary contribution was collected from the staff members which was donated to the ILO Kathmandu support staff who have lost family members or houses.

The compassion with which you have supported will be remembered by those who received the support. The earthquake has killed thousands of people but it has not destroyed the spirit and resilience of the Nepalese people. Your love, care and support will make them strong and will help them to overcome grief and rebuild their lives. ■

## The ILO Nepal Staff Union

ILO Kathmandu

*// The earthquake has killed thousands of people but it has not destroyed the spirit and resilience of the Nepalese people. //*



^ Solidarity fund contribution from ILO-Hanoi to Nepal Relief Fund was handed over to Mr Saloman Rajbanshi, the Chairperson of CO-Kathmandu Staff Union by Mr Nguyen Hoang Ha, the Chairperson of ILO-Hanoi Staff Union in the presence of Ms Tomoko Nishimoto, the ILO's Assistant Director-General and Regional Director for Asia and the Pacific in Bangkok on 12 May 2015.



^ ILO Nepal support staff receiving the relief fund.



The Staff of CO-Kathmandu would like to thank the ILO management for the Ex-gratia payment to all staff and out-sourced staff. In particular we thank ILO HRD, INTSERV & ROAP for their continuous support and concern during this difficult time.

Special thanks go to the Regional Office for Asia and the Pacific (ROAP) colleagues in particular Hugh Odhams, Yanisa Cummings and the Regional Administration Services (RAS) team for sending us the tents after the earthquake hit Nepal. These tents served as temporary homes for the ILO staff and their families' and also as hotels during the field missions. Your generous support has indeed been very much appreciated.

# The Green Flag Movement

## Moving Towards a Child Labour-Free World



**BIPINA SHARMA BASNET**  
NATIONAL PROJECT COORDINATOR  
ACHIEVE PROJECT



The Government of Nepal has a policy of issuing a “Green Sticker” to the vehicles that pass the Vehicle Inspection and Maintenance (I/M) test over the past few years and more recently to the buildings that are safe to enter and appear in the same condition as before the 25 April earthquake. “Green” in both the cases signifies safe “from harmful emissions from automobiles” and “to reside”. This concept has been translated into a mission declaring areas as child labour free as well.

Not many of us know, but a good practice has been initiated by the Lalitpur Sub-Metropolis that issues “Green Flag Certificates” to homes and enterprises that are “Child Labour Free”. This started on the occasion of the World Day Against Child Labour<sup>2</sup> 2014 with the ILO ACHIEVE<sup>3</sup> Project and UNICEF supporting Lalitpur Sub-Metropolis to officially launch the campaign.

The “Green Flagged” houses and workplaces symbolise that they are Child Labour Free. The use of the Government’s logo in the “Green Flag” reassures the Government’s commitment to the fight against child labour in Nepal and the pinwheel used in

it symbolises the will to act and to pass on the message until all the stakeholders take adequate measures to end it.

The “Green flags” were first seen in wards 21 and 14 of Lalitpur in 2014. Led by Mr. Ashok Shrestha, former official at the Social Welfare Department of the Lalitpur-Sub-Metropolis, CWISH<sup>4</sup> including other concerned agencies conducted repeated child labour monitoring in Lalitpur. These monitoring visits were followed by actions related to withdrawal, reintegration and rehabilitation of child labourers from individual homes and enterprises.

As a result, two of the wards (21 and 14) in Lalitpur were declared as the first “child labour free” zones and were allotted certificates of the “Green Flags”. With the Green Flag Movement growing fast, Lalitpur-synonymously recognized as the “City of Fine Arts-Patan” is now being known as the “City of Green Flags”. This has not only reduced the number of child labourers in the district but has also resulted in an increase of the number of tourists in the area.

Makwanpur district is becoming active in the fight against child labour with ward

A good practice has been initiated by the Lalitpur Sub-Metropolis that issues “Green Flag Certificates” to homes and enterprises that are “Child Labour Free”.

11 of Hetauda Municipality receiving the “Green Flag Certificate”. Kaski is reported to have followed a similar model. With lessons learned from Lalitpur, the Project districts of ACHIEVE- Kavre and Bhaktapur are now preparing themselves to create “Child Labour Free Zones” and get “Green Flags” certified for homes/enterprises by the end of 2016. Under the ACHIEVE Project, All Nepal Trade Union Federation (ANTUF) is geared up to place “Green Flags” in public vehicles within the Kathmandu valley making them free from child labour.

Despite the remarkable progress, the pace of decline in the number of child labour is slow, especially in a situation where the Government of Nepal is setting ambitious goal in order to help eliminate the worst form of child labour by 2016.<sup>5</sup> Estimates<sup>6</sup> suggest that 621,000 children are at high risk and are involved in prohibited child labour. The need therefore is to redouble our efforts and speed up the Green Flag Movement to spread it nationwide. ■

**Lift the Green Flag and pass it on until child labour ends!!**

<sup>2</sup> The International Labour Organization (ILO) launched the first World Day Against Child Labour in 2002 as a way to highlight the plight of working children. Observed on June 12th, the day is intended to serve as a catalyst for the growing worldwide movement against child labour.

<sup>3</sup> Towards Achieving the Elimination of the Worst Forms of Child Labour as Priority” Project, funded by the Embassy of Denmark in Kathmandu.

<sup>4</sup> Children and Women in Social Service and Human Rights, an NGO.

<sup>5</sup> The Three Year Interim Plan (2013-2017) outlines the commitment of the Government to Free Nepal from the Worst Forms of Child Labour by 2016.

<sup>6</sup> ILO and CBS, Nepal Child Labour Report 2012.

# Marking the World Day Against Child Labour 2015

On the occasion of the World Day Against Child Labour (WDAKL) 2015, The Government of Nepal, the ILO ACHIEVE<sup>7</sup> Project including the relevant stakeholders came together to say “No to Child Labour, Yes to Quality Education” and called in all children back to school who were missing out on education since the devastating earthquake.

The ACHIEVE Project organised street dramas, extempore competitions, art workshops and sharing programmes together with the trade unions and the District Child Welfare Board (DCWB) involving around 500 children at risk of child labour on 12 June 2015 in Kathmandu and Kavre.

The activities also included distribution of pamphlets and brochures carrying key messages on child labour in emergencies to more than 1000 beneficiaries living in tents, in public transportations, child-friendly spaces and in temporary learning centres in the disaster-affected districts. ■



Executive Officer-Dhulikhel Municipality, President and Child Rights Officer- DCWB, Kavre including presidents and members of child clubs in Dhulikhel Municipality standing together with the WDAKL banner and supporting the cause on 12 June 2015.



All Nepal Trade Union Federation (ANTUF) member distributing pamphlets with child labour messages to the bus drivers in Kathmandu Old Bus Park on 12 June 2015.



Children enjoying learning activities on 12 June 2015 in one of the temporary learning centres established by DCWB and Panauti Municipality with ILO ACHIEVE Project support post-earthquake.

<sup>7</sup> “Towards Achieving the Elimination of the Worst Forms of Child Labour as Priority” Project

# Decent Work for domestic workers begins at home

The ILO Country Office for Nepal celebrated the 4th anniversary of the adoption of the Domestic Workers Convention (No. 189), 2011, on 16 June 2015, to express its solidarity to the campaign led by the ILO Work Quality Department. In Nepal, the campaign was successful not only to raise awareness among ILO officials and family members about their responsibilities as employers of domestic workers, but also to spread the message for the same commitment from the staff of its social partners. The campaign materials were translated into local language and disseminated to the five Work in Freedom programme districts to cel-

brate the day with the domestic workers employed within the country as well as returnee domestic workers from foreign employment.

Indeed, “Decent Work for Domestic Workers Begins at Home”. It should be the obligation of the employers and their families to establish respectful relation with Domestic Workers and protect their rights for the mutual benefit of the employees and employers.

Protection and promotion of Domestic Workers’ rights has become even more important in the post-earthquake situation



in Nepal as it is more likely now that the women affected by the great earthquake looking for alternative incomes opt for leaving the country for foreign jobs to recover their property loss but end up becoming the victims of trafficking and forced labour. Various reports/news published in the past two months have already revealed that a number of girls are being trafficked to India and the Arab and Gulf countries; many of them are those who were displaced by the earthquake. ■



On 16 June 2015 (Domestic Workers Day): ILO Nepal Staff holding a placard with a slogan 'Decent Work for Domestic Workers begins at Home'.

## Labour Market Information and Employment Services (LIFE) Project (December 2014 - August 2017)



The project aims to implement commitments of the G20 Development Working Group in the area of human resources development. The main objectives are: improving the quality of employment services through strengthened client orientation and capacity building of employment service centres

and their officials; improving the collection and dissemination of labour market information and skill indicators and knowledge sharing under the ILO South-SouthcooperationFramework. The project is funded by Korea International Cooperation Agency (KOICA). ■

## Advocacy for Rights and Good Corporate Governance

UNNATI-Inclusive Growth Programme in Nepal (April 2015 - December 2018)

UNNATI-Inclusive Growth Programme in Nepal aims at improving advocacy for responsible business development including rights and good corporate governance in selected four value chains i.e., Tea, Ginger, Milk and Cardamom in seven districts (Ilam, Panchthar, Dhankuta, Sankhuwasabha, Terhathum, Taplejung and Bhojpur) of eastern Nepal. The project will run under the Challenge Fund model to facilitate in empowering the current formal as well as informal private sector representatives and local bodies to come up with their voice as stakeholders at the national level through inclusive and effective dialogues to contribute to stronger policy coherence between the national and district interests. ■



## Support global and national efforts to promote follow-up on the 2014 Protocol and Recommendations on Forced Labour

(June 2015-May 2018)



The project will be implemented in three priority countries (Mauritania, Nepal and Peru) and aims to harness and build on the momentum that led to the instrument's adoption and to foster a shared ownership and understanding over their effective implementation. In Nepal, the project aims to strengthen the capacity of the Ministry of Land Reform and Management, the Ministry of Labour and Employment, the Ministry of Women, Children and Social Welfare and the Department of Foreign Employment and the *Rastriya*

*Mukta Haliya Samaj Federation*, to develop, implement and monitor policies and national action plans on forced labour and provide support to district level task forces and policies to better identify and document all cases of forced labour; to support for public awareness campaigns against all kinds of forced labour, in particular bonded labour and to support the victims of forced labour especially the *Haliyas* by providing livelihoods improvement opportunities. The project is funded by the US Department of Labour. ■

# Forthcoming Events

## 1. Training of Trainers on Social Protection:

Capacity Building of National Stakeholders towards a Social Protection Floor in Nepal  
27–30 July 2015, Kathmandu

## 2. LiFE Project Orientation Programme:

Sharing project information and discussion about the quality improvement of employment services  
13 August 2015, Kathmandu

## 3. High-level Workshop on the Coordination of Social Protection in Nepal:

Sharing findings and building a consensual picture for Coordination  
27 August 2015, Kathmandu

## 4. Advanced Training of Trainers Course for Trade Union Educators:

13–17 September 2015, Kathmandu

## 5. National Employment Summit:

22–23 September 2015, Kathmandu

## 6. Communicating Indigenous and Tribal Peoples' Rights:

A training course for media professionals:  
22–24 September 2015, Kathmandu

## Address to the 104<sup>th</sup> session of International Labour Conference

by Mr Bishnu P Rimal, the workers' delegate from Nepal

### Parts of the Speech...

“Like a phoenix bird, emerged from the ashes, we Nepalese have high optimism- “we will rise no doubt!” To this, we are discussing on 5-R strategy; namely Rescue- Relief- Rehabilitation- Resettlement- and Re-construction! There is a saying in Nepali- it is not destroyed- just damaged!

Thus, we trade unions have fixed a theme- **Reconstruction by creating decent jobs!**

- We urge with international support and our own plan; let the State lead and every Nepali rally around!
- While creating jobs, let ILO help to ensure decent work-conditions!
- We need solidarity from every corner of the world to rebuild our ancient and naturally beautiful country.

Let me tell you, over 80 percent of our tourist destinations are still safe. The more you visit our country, the faster it will heal the trauma of ever smiling people!

Visit us!!” ■

## New Staff



**Mr. Saurav Ram Joshi** joined the ILO Nepal in June 2015 as a National Project Coordinator for *Labour Market Information and*

*Employment Services (LiFE) Project*. He has been in the field of Technical Vocational Education & Training and Employment sector for the last 20 years. He holds the degree of Master of Science in Engineering from Byelorussian State Polytechnic Academy, Minsk, Belarus.



**Mr. Dhruva Narayan Yadav**, joined the ILO Nepal in April 2015 as an Administrative and Finance Assistant for

*Towards Achieving the Elimination of Worst Forms of Child Labour as Priority (ACHIEVE) Project*. Prior to this, he worked with NCCSP/UNDP, UNFPA, and Sun Shine Social Development Organization Kapilvastu. He holds a Bachelor's degree in Administration from TU, Nepal.



## Training/Workshop

- Under the ACI1, ILO-Kathmandu organized three residential Results-based Management (RBM) training programmes in February, March and April for the effective implementation of the newly approved National Employment Policy. The programme trained 60 officials from the government employers' and workers' organizations.
- Consultative meeting on the draft Bonded Labour Bill was organized by the Ministry of Land Reform and Management on 1 July 2015, inviting representatives of Haliyas, Kamaiyas, Kamlaris and related officials from ten Ministries. The Ministry has expressed commitment to forward the Bill to the Cabinet including the relevant recommendations of the meeting. ■



Consultative meeting on the draft Bonded Labour Bill.

## NEW PUBLICATIONS

### Labour Market Trends and Labour Migration from South Asia to Gulf Cooperation Council Countries, India and Malaysia



Lack of information regarding qualifications, skills, wages and how demand will evolve inhibits informed decisions by public and private institutions as well as by migrant workers. This results in lost opportunities or mistakes with training investment in both source and recipient countries. This report addresses

some of these issues with a special focus on the role of skills – including training, certification, accreditation, deployment practices and future labour demand – for both the countries of origin and destination. The report focuses on India, Kuwait, Malaysia, Qatar, Saudi Arabia and the United Arab Emirates as countries of destination for migrants from Bangladesh, India, Nepal and Pakistan. ■

Available in English

## The Travel Smart Work Smart series

Three booklets; specific to Nepalese migrant workers in Kuwait, Qatar and the UAE; provide information to migrant workers on their rights and responsibilities while providing useful country-specific information. The easy-to-understand information presented in the booklets will help the migrant workers to feel more secure, work safely and profitably, and avoid exploitation. ■

TRAVEL SMART  
WORK SMART:  
A Guide for Nepali  
Migrant Workers  
in Kuwait



TRAVEL SMART  
WORK SMART:  
A Guide for Nepali  
Migrant Workers  
in Qatar



TRAVEL SMART  
WORK SMART:  
A Guide for Nepali  
Migrant Workers in the  
United Arab Emirates



Available in English  
and Nepali

# ILO and MoLE/DoL sign MoU to improve employment services in Nepal



MoU Signing ceremony (from left) Prem Raj Luitel, Section Officer; Hari Prasad Sharma, Administration Director; Barun Kumar Jha, Technical Director; Rabindra Mohan Bhattarai, Director General from DoL and Jose Assalino, Director; Saurav Ram Joshi, National Project Coordinator; Nita Neupane, Senior Programme Officer, ILO Nepal.

An impetus on improving the access to basic quality employment services that helps Nepalese job seekers is underway following the signing of Memorandum of Understanding (MoU) between the Ministry of Labour and Employment (MoLE), Department of Labour (DoL), Nepal and International Labour Organization (ILO) Country Office Nepal. Mr. Rabindra Mohan Bhattarai, Director General, DoL and Mr. Jose Assalino, Country Director, ILO Nepal signed the MoU at DoL on 9 July 2015 for implementation of KOICA

*Employers' and employees' satisfaction through proper job matching with the skills demand and supply, placing the right person in the right place is very crucial for the success of Employment Service Centers.*

**Mr. Rabindra Mohan Bhattarai**  
Director General, Department of Labour

funded Labour Market Information and Employment Services (LIFE) Project in Nepal.

The LIFE project's core component includes improving the quality of employment services through strengthened client orientation and capacity building of employment service centres and their officials; improving collection and dissemination of labour market information and skill indicators; and knowledge sharing under ILO South-South cooperation framework. ■

# 104<sup>th</sup> International Labour Conference

The 104<sup>th</sup> International Labour Conference closes with a consensus to move ahead with a major initiative on the future of the world of work.



GENEVA (ILO News) 13 June– A far-reaching enquiry into the impact of transformations in the world of work has been launched by the ILO, following strong tripartite support for the Initiative on the Future of Work at the 104<sup>th</sup> International Labour Conference (ILC).

It will focus on four major areas – work and society, decent jobs, the organization

of work and production and the governance of work.

Following a phase of intensive debate and research, a high-level commission on the future of work will prepare a report to the ILO's Centenary Conference in 2019. This exercise is expected to define how the ILO will realize its mandate on social justice as it enters its next century.

ILO Director-General Guy Ryder said that this exercise would link up with important international processes that will be underway – not least the Post-2015 Development Agenda and the Follow-Up to the Paris Climate Change Conference.

Nearly 4500 delegates from 169 ILO member States attended the 104<sup>th</sup> ILC, including 160 ministers. The Conference was also attended by the representatives of the Government of Nepal, trade unions and the FNCCI.

In terms of specific labour topics, four issues were discussed this year:

- Transitioning to formal economy
- Application of standards: 24 cases and rural workers
- SMEs vital for sustainable economic growth and decent work for all
- Social (labour) protection

Read more at: [http://www.ilo.org/ilc/ILCSessions/104/WCMS\\_375766/lang--en/index.htm](http://www.ilo.org/ilc/ILCSessions/104/WCMS_375766/lang--en/index.htm)

## Labour Ministry adamant on free visa, ticket to workers

Republica, Kathmandu, June 18: The Minister of State for Labour and Employment, Mr. Tek Bahadur Gurung has reaffirmed that the Ministry will not backtrack from the recently made decision according to which Nepali migrant workers will not be sent to six Gulf countries

and Malaysia without free visa and ticket for their respective labour destinations.

See more at: <http://www.myrepublica.com/society/item/23024-labor-ministry-adamant-on-free-visa-ticket-to-workers.html#sthash.ip81968v.dpuf>





© GoN



**Over 21 million people are trapped in forced labour**

They work in factories and mines, in homes and on the streets. They are all around us and in every country.

Now is our chance to change that. We're launching a campaign to end modern slavery and we need your help.

For further details please visit:

<http://50forfreedom.org>

**United Nations Observances**

- 12 June:** World Day Against Child Labour
- 16 June:** International Domestic Workers' Day
- July (first Saturday in July):** International Day of Cooperatives
- 30 July:** World Day against Trafficking in Persons
- 9 August:** International Day of the World's Indigenous Peoples
- 12 August:** International Youth Day
- 12 September:** United Nations Day for South-South Cooperation
- 1 October:** International Day of Older Persons
- 17 October:** International Day for the Eradication of Poverty
- 24 October:** World Development Information Day
- 25 November:** International Day for the Elimination of Violence against Women
- 1 December:** World AIDS Day
- 2 December:** International Day for the Abolition of Slavery
- 3 December:** International Day of Persons with Disabilities
- 5 December:** International Volunteer Day for Economic and Social Development
- 18 December:** International Migrants Day

**THE NEWSLETTER TEAM MEMBERS:**



Bina Kunwar Thapa



Bipina Sharma Basnet



Lok Nath Bhusal



Sita Gurung

ASIA-PACIFIC  
DECENT WORK  
DECADE 2006  
2015

**ILO Country Office for Nepal**  
Dhobighat-Nayabato, Lalitpur  
P.O Box: 8971, Kathmandu, Nepal  
Tel: 977-1-5555777, 5542129, 5550691  
Fax: 977-1-5550714  
Email: Kathmandu@ilo.org  
Website: www.ilo.org/kathmandu

