

## Partnership Snapshot: Confederation of Nepalese Industries Enhancing skilling and to achieve greater scale in employment creation for Nepalis

Building on the mutual interests and strategic vision, the collaboration between UKaid Skills for Employment (सीप) Programme and Confederation of Nepalese Industries (CNI) is designed to broker transformational enterprise-driven partnerships to propel growth of employment and enterprise opportunities, primarily in the manufacturing sector—with a special focus on Madhesh and Lumbini Province. With a common aspiration to foster skilled workforce, UKaid सीप and CNI's joint **Skill Nepal Campaign** aims to expedite industry transformation while complementing CNI's 'Make in Nepal – Swadeshi' initiative.

The manufacturing industry in Nepal is crucial for the country's economic health while the sector is integral to the government's growth priorities. However, the industry suffers an acute shortage of skilled workforce. CNI realizes that the Nepali public and private sector cannot achieve its objective of inclusive growth and broaden the country's industrial base sans industrial skills. The realization to enable skilled Nepali workforce has been cemented, especially in wake of the coronavirus pandemic—as the foreign labour forces fled back home—given its direct linkage to sustained production capability of the industry as well as sustained livelihood creation for Nepalis. UKaid सीप's Sectoral Skills Gap Analysis 2018 – 2019 also reveals that skill-related challenges affected productivity and growth of 56% of the firm-level survey respondents, mainly manufacturing industrialists. Through the multi-year Swadeshi Campaign—based on a public-private collaboration approach—CNI seeks to enhance competitiveness of local firms and stimulate demand for Nepali goods and services.

The industry aims to create 150,000 domestic jobs annually through creation of market-driven skill sets targeting the poor and marginalized segments of Nepal. UKaid सीप - CNI collaboration draws strong nexus with the Swadeshi Campaign and CNI's vision to expand and improve job-centric skilling and industry growth models, by onboarding two CNI/Swadeshi member firms into the folds of industry-led skilling and job creation partnerships in the initial round. While Litmus Cable and Goldstar Shoes are roped in, in the initial stage, more industries are expected to follow the suit given increasing and visible interest from other firms—with clear co-investment commitment and value proposition over the course of this partnership, making way for other Swadeshi/CNI members to join and contribute to Skill Nepal partnership.

### KEY FACTS

**Duration:** March 2022 – December 2023

**Geographic Coverage:** Across Nepal with a focus on Madhesh and Lumbini Province

#### Intended Impacts:

- Train and place over 5,000 people in new jobs including at least 55% women within CNI member firms.
- Establish सीप - Skills Nepal Knowledge Hub.
- Leverage public and private funding from the Government of Nepal and market actors to support Skills Nepal Campaign.
- Enhance inclusion building actions and safeguarding systems within the partner firms.
- Enhance structured and increased adoption and integration of green actions.
- Expand, diversify, explore, and pursue linkages with British firms.

Meanwhile, सीप and CNI are jointly working with Madhesh Government in formulating reform actions in investment promotion; trade facilitation; skilling and job creation. The Madhesh Province Government has in the past few months issued progressive policies and reform actions to cement public and private sector collaboration and expedite economic growth and job-creation in priority sectors of Madhesh Province. As part of a tripartite effort among Madhesh Province Government, सीप and CNI, the provincial government also plans to host a Government - Business Conclave to jointly review its reform actions with industry and expedite an enabling business environment in the province, working in tandem with the Federal Ministry of Industry, Commerce and Supplies (MoICS), the Special Economic Zone Authority (SEZA) and NIFRA among others.

## Summary of Key Activities

- Improve training delivery and management capacities at the factories.
- Build on the industry-led curricula adoption and certification approach to create linkage with the Nepal Government's system for wider recognition.
- Build CNI's institutional capability to better support and service member firms with skilling and growth advisory including support for recruitment and capacity building of the staff.
- Expand and improve mobilization, inclusion, retention, and safeguarding strategies especially for women and disadvantaged groups at the member factories. This partnership's focused support will be targeted towards improvement of training capacity, developing capacity of trainers/CNI and strengthening Gender and Social Inclusion (GESI), strengthening systems for Safeguarding against Sexual Exploitation, Abuse and Harassment (SEAH) in the selected CNI partner industries. The main interventions planned are:
- Increase sensitization and adoption of green practices, expanding CNI's leadership on green, resilient, and inclusive development.
- Strengthen monitoring, evaluation, learning and reporting systems and strategic communications at CNI and partner factories.
- Create सीप - Skills Nepal Knowledge Hub. As a successful market-led programme in Nepal that is incorporating lessons learnt and good practices from global skills and job creation programmes and working extensively with Nepal's private sector since 2018, through सीप's support CNI will capture and disseminate lessons in successfully implementing industry-led skilling models. The Knowledge Hub will serve as the liaison and coordination body among the interested member firms and UKaid सीप.



*CNI and UKaid सीप signing MoU for jointly implementing the workplace-based employment training programme, in August 2021*