

Trends of Labor Migration in Nepal

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Abstract

Migration is the process or act of migrating, i.e., the movement from one region or place of habitat to another. This study identifies the trend and destination of foreign labor migration in Nepal. Labor migration is a movement of people from their home state to another state for employment. Nepal's economy is associated with an increase in foreign employment trends. Though current trends have shown continuous increments in this pattern, there is much uncertainty on how long the trend can be maintained or at what levels. This research was based on secondary data and quantitative research design. According to the data, in 2018, Nepalese migrated to 155 countries as labor migrants, most of which migrated to GCC (Gulf Co-operative Council). Labor migration is a continuous process that fluctuates but gradually increases. The majority of people who migrated to Gulf countries tended to opt for Qatar and Saudi Arabia in search of work. Malaysia is another significant destination for Nepalese migrants because of its high labor demand, easy processing, and lower costs for unskilled labor. A large portion of the gross domestic product of Nepal is occupied by the remittance sent by Nepali workers from abroad. Overall, an increasing number of labor permits issued is only one aspect of the foreign employment trend. Understanding the linked trends is also essential from a national development point of view: foreign employment and national development. Labor migration can be controlled by enhancing education and training, economic and industrial development, and social security.

Keywords: Labor migration, Remittance, GDP, Pull factors, Push factors and Opportunity

Introduction

Labor migration refers to the movement of people from their home state to another state of employment. Labor migration is defined as the movement of people from their home state to another state for the purpose of employment. Migration is

defined as the movement of people from one place to another, either permanent or temporary. Temporary migration refers to individuals leaving their origins for a specific period with the intention of returning later. This type of movement is typically fueled by business openings, training, regular work, and short-term contracts. Many Nepalese migrant workers engage in temporary migration, especially in Malaysia, South Korea, and other countries where there is a demand for labor in divisions such as development, agribusiness, neighborhood, and household work. Temporary migrants often face challenges such as abuse, unsafe working conditions, and restricted legal assurance in their destination countries. Similarly, permanent migration includes people leaving their place of origin and deliberately settling in another place or nation on a long-term or lasting basis. Nepalese migrants who choose permanent migration abroad go through legal forms within the destination country to obtain a basic visa, license, or status to stay there permanently. Nepalese have migrated internally and internationally due to the need for job opportunities in Nepal and the possibility of higher-paying professions within the target country. Every year, Nepalese migrate abroad because of the need to open businesses in Nepal and the possibility of a high-paying profession within the target country. In fact, more than 1,700 Nepali people travel abroad for employment daily (Rijal, 2022).

There are 2.2 million Nepalese are overseas, with 81.28 percent being male and 18.72 percent female (CBS, 2078). According to the Department of Foreign Employment, 1,931 Nepalis go abroad in search of work every day. In the seven months of the current financial year (2080/81 B.S.), 45 thousand five hundred 52 new and renewed labor permits have been received (Onlinekhabar, Phalgun, 3, 2080). The Department of Foreign Employment (DoFE) has supported labor immigration in 110 countries since 2020, indicating an increasing trend in labor grants issued over time (Rijal, 2022). Nepalese youth aged 25-35 are leaving the country to seek employment opportunities. Despite the economic benefits of migration, the effects and consequences of migration on individuals and the overall impact on the country need to be carefully assessed. Generally, there are two types of migration. They are internal migration and international migration. Bhende and Kanitkar (2006) reported internal migration within countries and international migration across international boundaries. Internal migration refers to a change of residence within national boundaries, such as between states, provinces, cities, or municipalities. An internal migrant is someone who moves to a different administrative territory. International

migration is someone who moves to a different country. The main reasons for migration are pull factors; i.e.; the expectations which attract people to the new place. They are usually positive things such as job opportunities, a better standard of living, better education or better healthcare; and push factors i.e.; the reasons that make someone decide to move. This is their own experience of life in one place which gives them good reasons to leave it. Often push factors are negative things such as unemployment, crop failure, droughts, floods, war, poor education opportunities, or poor services and amenities. Labor is the amount of physical, mental, and social effort used to produce goods and services in an economy. It supplies the expertise, manpower, and service needed to turn raw materials into finished products and services. Migration for foreign employment has become a major source of income for many Nepali households.

Methodology

This article was developed from secondary sources through International Labor Organization data, International Organization for Migration data, and Asia Foundation data. The researcher used different data sources in previous national documents, policies, plans, strategies, booklets, reports, programs, and projects related to labor migration in Nepal that were collected from the concerned office, projects, and official website reports. Data were collected mainly from the Department of Foreign Employment and Foreign Employment Promotion Board. Trends in foreign employment have been presented for the past eight years, 2009/10 – 2016/17.

Results and Discussions

Currently, the worldwide trend of international migration has gradually increased. The Department of Foreign Employment data indicate that Nepalese labor migrants obtained a labor permit for employment in 153 destination countries. However, the majority of migrants are concentrated in Gulf Cooperation Council countries (Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, and the United Arab Emirates) and Malaysia. In 2000 and 2015, there were 155 million and 244 million international migrants, respectively (International Organization for Migration 2018). Based on the data, international migration increased by approximately 3 percent. According to the Central Bureau of Statistics (CBS, 2011), the total number of migrants in Nepal has reached 1.92 million, up from 0.76 million CBS 2001. One in every four households (25.4%; 1.38 million households) had at least one member of their household absent or living out of the country. In the 15–24-year age group,

around half (45%) of the total migrants leave their place of origin for employment in different countries (Ministry of Population and Environment, 2017). Similarly, returns on public investment in education are lower in places of origin. Migration can lead to a decline in educational performance and a drop out of school. There are many reasons for choosing migration, including poverty, armed conflict, and unemployment. Therefore, it affects youth and their education. In recent years, labor migration in Nepal has been recognized as one of the causes of dropout in higher education.

Table 1 *Trends of labor migrants going abroad by taking official permission, 2009/10- 2016/17*

SN.	Fiscal year	Increase (% male)	Increase (% female)
1	2009/10	96.6	3.4
2	2010/11	97.1	2.9
3	2011/12	94.0	6.0
4	2012/13	93.9	6.2
5	2013/14	94.4	5.6
7	2014/15	95.7	4.3
8	2015/16	95.4	4.6
9	2016/17	94.7	5.3

Sources: Nepal international migration survey, 2016/17.

Table 1 shows the trend of labor migration in Nepal from 2009/10 to 2016/17. The table also shows the sex ratio of international migration in Nepal. The female is high migration (5.6 percent) in 2013/14 and lowest migration (2.9 %) in 2010/11. Therefore, International migration of women is much lower than that of men.

The Trend of Decade-wise Migration

Customs for transit from Nepal to destination countries are changing over time and are influenced by various factors, such as economic opportunities, political stability, immigration policies, and social systems. According to the Central Bureau of Statistics (CBS), the migrant population has gradually increased over the two most recent census periods (2001-2011). In the 2001 census, 762,181 people were reported to be migrants, meaning that people did not reside in Nepal. This number increased to 1,921,494 in 2011, 7.3 percent of the population. Of the total migrants, 87.6 percent

were male and 12.4 percent were female (International Organization for Migration [IOM], 2019).

Table 2 *Migration population of Nepal, 1911–2011*

Year	Total population	Total migrant	Total migrant (%)	Migrant male number	Migrant male (%)	Migrant female number	Migrant female (%)
1911	5,638,749	-	-	-	-	-	-
1920	5,573,788	-	-	-	-	-	-
1930	5,532,574	-	-	-	-	-	-
1942	6,283,649	87,722	1.4	-	-	-	-
1952/54	8,256,625	198,120	2.3	173,619	87.6	24,501	12.4
1961	9,412,996	328,470	3.4	-	-	-	-
1971	11,555,983	-	-	-	-	-	-
1981	15,022,839	402,977	2.6	328,448	81.5	74,529	18.5
1991	184,91,097	658,290	3.4	548,002	83.2	118,288	16.8
2001	23,151,423	762,181	3.2	679,489	89.2	82,712	10.8
2011	26,494,504	1,921,494	7.3	1,684,029	87.6	237,400	12.4
2021	29,164,578	2,190,592	7.5	1,799,463	82.2	390,486	17.8

CBS, 2021

Table 2 shows the trends of the destination countries for migration. The migration trend gradually increases from census to census. In the past, there has been no migration trend in Nepal. The migration trend began with the first scientific census in 1952/54. Subsequently, migration gradually increased in Nepal. Initially, the majority of the male population migrated. Currently, males also migrate, but the ratio of female migration is high, which indicates the census of 2078. Of the patients, 82.2% were male and 17.8 percent were male migrated. Compared with the 2068 census, the migration of women has increased by approximately 5 percent, while that of men has decreased by five percent.

Major Labor Destinations

Malaysia is now the number one destination country for Nepali migrants, closely followed by Qatar, Saudi Arabia, the UAE, and Kuwait (apart from India). The same report concluded that overseas employment is heavily male-dominated: roughly 95 percent of all labor permits are given to men. In 2017/18, Malaysia held the largest share of foreign employment, accounting for 29 percent of the total share. A total of 104,209 new migrant workers went to Malaysia for work (not accounting for re-entries (Labour Approved Record, FY, 2074/2075). However, the halt to sending migrant workers to Malaysia in 2018 subsequently decreased its share. In 2018/19, Qatar held the largest share of foreign employment, accounting for 31.8 percent of the total share. A total of 75,024 migrant workers went to Qatar for work (not accounting for re-entries) (Labor Approved Record, FY, 2075/2076). In addition

to these two countries, the UAE, Saudi Arabia, and Kuwait are also popular among Nepali migrant workers.

New and Renewed Labor Approvals (by Sex and Key Countries of Destination)

New and renewed labor permits show the number of migrant workers who obtained labor permits from Nepal in various companies. To obtain accurate data on labor approvals by sex and destination country in Nepal, refer to official reports from the Nepalese government, particularly from the Department of Foreign Employment.

Table 3 *Number of New and Renewed Labor Approvals (by sex and key countries of destination)*

Destination	2017/18			2018/19			2019/2020			2020/2021			2021/2022		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Qatar	178649	4893	183542	156328	4887	161215	78015	3563	81578	53474	1443	54917	177788	7138	184926
UAE	102815	12126	114941	106383	13472	119855	80955	12440	93395	35399	5076	40475	101496	21139	122645
Saudi Arabia	107073	1341	108414	115871	2033	117904	82515	623	81138	46744	208	46952	187965	726	188691
Kuwait	24615	2534	27149	23729	2267	25996	14610	2247	16857	846	168	1014	30176	5365	35541
Bahrain	7832	622	8454	7927	747	8674	5525	663	6188	4631	309	4940	11055	1007	12062
Oman	5186	527	5713	4972	465	5437	3667	472	4139	2866	267	3133	5964	885	6849
GCC	426170	22043	448213	415210	23871	439081	265287	20008	285295	143960	7471	151431	514444	885	6849
Total															
Malaysia	133278	4033	137311	40897	1249	42146	58582	1123	59705	1119	16	1135	35180	1464	36644
Poland	3220	426	3646	1060	135	1195	377	71	448	633	72	705	1606	249	1855
Maldives	1751	699	2450	2108	696	2804	1103	432	1535	1089	539	1628	2691	1165	3856
Cyprus	179	1887	2066	228	2112	2340	207	1799	2006	123	1132	1255	528	3653	4181
Japan	3383	93	3476	4122	142	4264	3547	181	3728	1963	116	2079	5003	653	5656
Malta	374	228	602	1078	671	1749	1237	613	1850	228	87	315	1402	513	1915
Romania	278	55	333	1120	119	1239	1821	207	2028	1921	226	2147	6574	901	7475
UK	41	35	76	44	19	63	25	13	38	209	108	317	2267	547	2814
Croatia	5	2	7	7	1	8	580	66	646	956	138	1094	4241	1103	5344
Total	579721	32964	612685	476705	32123	508828	339944	28429	368373	155233	11456	166689	580961	49128	630089

Source: Data for 2017/18 and 2018/19 from MoLESS, Nepal Labour Migration Report 2020: 124-31; Data for 2019/20 to 2021/22 from FEIMS.

Note: M= Male, W= women and T= Total

Table 3 shows the number of new and renewed work permits in Nepal (by gender and major destination countries), and most of the population migrated to Gulf countries. Today, a small population has migrated to developing countries, such as Poland, Japan, and Romania. Now, the Nepal government is gradually looking for a market to send workers to developed countries that can earn more than Gulf countries, improve the financial condition of the individual and the state, and raise the standard of living of the people.

Government of Nepalese Periodic Plans and Volume of Annual Labor Approvals

Nepal follows a framework of periodic plans for financial development. These are usually five-year plans that outline the country's development goals and the processes for achieving them. The Government of Nepal issues plans from time to time to guide its fiscal policies and activities. Regarding the number of annual labor permits in Nepal, this information changes every year depending on factors such as economic conditions, labor demand, and government policies.

Table 4 Government of Nepalese Periodic Plans and Volume of annual labor approvals

7 th plan	8 th plan	9 th plan	10 th plan	11 th plan	12 th plan	13 th plan	14 th plan
0	7552	230845	721206	763110	1190270	403693	973177

Source: National Planning Commission FEMIS, 2020

Table 4 reveals that the Government of Nepalese Periodic Plans and Volume of annual labor approvals in Nepal. The table indicate that the in the 7th plan there were not labor migration while the majority of the population were migrated in the 12th plans. The labor migration is fluctuated and gradually increased in Nepal.

Impact of Labor Migration in Nepal

Labor migration from Nepal has contributed significantly to the country's GDP but also poses social challenges such as family division and brain depletion. While it has reduced unemployment, it exposes Nepal's economy to external vulnerabilities, such as global financial conditions and changes in target countries. The labor movement has also highlighted the need for better control and assurance for Nepalese temporary laborers, addressing issues such as exploitation and hazardous working conditions. The impact of labor migration is as follows:

Migration and Economy: Migration has played a significant role in improving Nepal's financial sector. Migrant workers send cash they gain abroad to their households in Nepal; this inflow of cash is known as a remittance. According to

the World Bank (2019), migrant workers accounted for 28 percent of Nepal's gross domestic product in 2018 and remit nearly US \$ 4 billion each year, making migration for foreign employment a major source of income for the country. The 85 percent labor migration of total migration is directly linked to Nepal's economy. In particular, the adolescent and youth populations migrated to earn money and regularly send remittances to their families. Remittances contributed to 26.9 percent of the total Gross Domestic Product (Ministry of Finance, 2018). Due to migration, Nepal is gradually losing the highly skilled workers and productive population necessary for national development. In Nepal, one in three households receives remittances that contribute to the overall economic mobility of the family. The flow of remittances, which accounted for 10 percent of GDP in 1999/2000, has grown substantially over the last two decades. In the 2019/20 financial year, Nepal received remittances worth NPR 875 billion, accounting for 23.3 percent of the country's GDP (Rijal, 2022). According to the Nepal Rastra Bank (FY, 2080/2081), remittance inflow has increased by 25.8 percent to 116 billion rupees compared to 20.3 percent in the same period of the previous year (Nepalkhabar, September 17, 2023). Income from remittances has contributed to the economic development of Nepal, reducing poverty at the family level and improving people's standard of living. Research conducted by NRB indicates that families that receive remittances are 2.3 percent less likely to induce poverty than family units that do not receive remittances. In reality, for every 10 percent increase in remittance flows to a household, the probability of household units falling into poverty decreases by 1.1 percent (Rijal 2022). . Nepal receives large remittances, especially from its citizens working in the Gulf States, Malaysia, and India. For example, Nepalese migrant workers in Qatar send a portion of their earnings home to cover their families' financial needs such as education, healthcare, and housing costs.

The involvement of family units in accepting remittances leads to advancements in family wages and wealth, allowing them to contribute to beneficial sectors, such as welfare, guidance, and education, as well as cultivating enterprises and consumption.

Employment Opportunities: Labor migration opens opportunities for Nepali workers to work abroad, especially in areas such as development, neighborhood, construction, and residential services. Nepalese travel daily abroad for work, with 45,552 new and renewed labor permits received in the current financial year 2080/81.

Nepali youth find work as a development specialist within the UAE, where manual labor is in high demand in foundation ventures.

Skill Development: Nepali migrants often acquire modern skills and experiences while working overseas, which they can apply upon returning to Nepal or seeking better global work opportunities. To address the shortage of skilled Nepali migrant workers, it is important to identify key areas of need for skilled workers, conduct comprehensive skill assessments, develop tailored training programs, provide language training, ensure skills are recognized through certification and accreditation, and offer pre-proposals. Departure orientation and supports migrant workers returning to the domestic job market. Public-private partnerships between the government, the private sector, and civil society organizations can also be beneficial. Regular evaluation of these programs can help identify areas for improvement and ensure they are meeting their objectives. Policy support can also be advocated to promote skill development and protect the rights of migrant workers. For example, Nepali nurses working in hospitals within the UK gain advanced medical training and expertise, which can contribute to advancing the standard of healthcare upon their return to Nepal.

Social Impact: The development of social impact from labor movement in Nepal involves implementing social security programs, financial literacy and investment programs, and education and skill development programs for families. These programs aim to provide security, financial stability, and access to quality education and professional training for the families of migrant workers. Involving women in decision-making processes community development projects are also being pursued. Psychosocial support services are being offered to assist families in managing relocation, separation, and social adjustments. Awareness campaigns are underway to enhance understanding of the rights and responsibilities of migrant workers and their families. Collaboration between government, civil society, and private sectors is being fostered to maximize the impact of social development activities. Similarly, labor migration often changes family structure, with one or more family members working abroad while others stay in Nepal. It can affect family relationships and responsibilities. In order to Nepalese who are connected with different societies and lifestyles abroad, who are engaged in social entrepreneurship and who are going to appropriate new practices after returning, can bring improvements in Nepali society.

Policy Changes: The significant increase in labor has prompted the Nepalese government to mandate approaches and controls for the rights and welfare of migrant professionals. In order to labor migration affects Nepal's political relations with destination countries, particularly in terms of related agreements on labor rights, wages, and working conditions. While raising public awareness of labor migration issues through campaigns, seminars, workshops, and discussions, educate the public, media, and policymakers about the challenges facing migrant workers and the benefits of reforming immigration policies.

Natural Effects: The migration of Nepali communities to urban areas or abroad can lead to deforestation, land degradation, urbanization, water scarcity, waste generation, climate change vulnerability, and biodiversity loss. Rural communities rely on timberlands for fuel wood and timber, and agrarian arrival and migration can reduce these resources. Urbanization can also lead to the transformation of rural areas into built-up areas, causing biodiversity loss and changing biological systems. Additionally, migration can increase waste generation and contamination, particularly in urban areas, posing health risks to people and the environment. Despite these challenges, relocation can also support biodiversity preservation efforts, as migrants may contribute to conservation efforts and seek work elsewhere. In order to labor migration contributes to the rapid urbanization of Nepal, especially in major cities such as Kathmandu, where return migrants frequently settle, putting an increasing burden on infrastructure and natural resources.

Challenges and Risks: Nepalese migrant workers often face exploitation during recruitment, unsafe working conditions, health risks, legal risks, social impact on families, economic dependence on remittances, and social stigma and discrimination upon return to Nepal. They may overcharge, be confused about working conditions, be exposed to dangerous environments, and face health risks. Legal risks include lack of protection, discriminatory treatment, and limited access to justice. Social influences on families include isolation, disruption of family structure, emotional distress, and a lack of parental guidance. Economic dependence on remittances can create vulnerabilities. Similarly, Nepali migrant workers frequently face exploitation abroad, abuse and hazardous working conditions, non-payment of compensation, human trafficking, and forced labor.

Brain Drain: The flow of talented labor to foreign countries can lead to a 'brain drain', where Nepal loses its fundamental capacity for reform and progress.

Labor migration leads to the loss of talented and gifted people from Nepal. This has negative implications for the development of the country, as talented workers take their skills and competencies abroad.

Ways to Prevent Labor Migration

Completely stopping labor movement in Nepal may not be an attainable objective, as migration may be driven by various factors such as economic openness, social flows, and political conditions. However, efforts can be made to address the root causes of movement and create conditions that reduce the need for people to migrate for work.

Legal Management: The legal management of labor migration in Nepal includes arrangements, regulations, and instruments to ensure the rights and well-being of migrant workers through the immigration process. The goal is to create and enforce comprehensive laws and regulations regarding labor immigration, recruitment, employment, and human trafficking. The government of Nepal should strictly check the legal management and ensure the rights of workers.

Economic Development: The initiative aims to promote entrepreneurship and small business development by the government and non-government organization. It emphasizes promoting business growth, job creation, and economic activity by providing training and financing opportunities or assistance to people. In order to Nepal should pay special attention to economic development and try to increase the demand for international jobs.

Education and Training: The goal is to assure equal access to quality education for all Nepali children, regardless of their gender, socio-economic status, or geographical location. The task involves assisting in the establishment and maintenance of schools, attracting qualified teachers, and providing necessary learning materials to foster a favorable learning environment. The plan is to expand vocational and technical education programs to equip students with the practical skills and competencies required in neighborhood job advertisements. The government should provide training to increase entrepreneurship in various fields, such as carpentry, plumbing, electrical work, agribusiness, and tourism. In the context of modernization, the focus is on equipping students with computerized proficiency and information and communication technology (ICT) skills to explore the digital age and participate in the global economy. The program aims to enhance employment and entrepreneurial opportunities by providing training in computer essentials, internet

usage, software applications, coding, and advanced marketing. In order, the government of Nepal should invest in the education and training sector and make a plan to make the workers highly skilled.

Industry Development: The government should take initiatives to facilitate the development of industry, trade, and commerce by improving industrial infrastructure, the transportation system, the development of communication, and creating an environment for investment in the industrial sector. Network and market access should be increased to attract investment, and the development of small and cottage industries in remote areas should be promoted. In order to invest in the creation and development of new industries, workers should be protected from crime and exploitation in an ethical and natural way.

Social Security: Nepal's government is enhancing living conditions and access to basic services through healthcare expansion, education, business growth, wage support, social help, unemployment benefits, job security, retirement funds, and social housing. It is also focusing on vulnerable populations, ensuring financial stability for the elderly and retirees, and improving living conditions for low-income families. The government of Nepal should implement programs to provide social security to workers.

International Support: World and donor organizations are providing development assistance to Nepal, focusing on infrastructure projects, education, healthcare, and poverty reduction. They offer specialized assistance and capacity-building to enhance Nepal's organization and human capabilities. Global partners are aiding Nepal in tackling human trafficking, abuse, migration, settlement administration, and humanitarian assistance. In order to do so, Nepal should also study and analyze the possibilities of stopping labor migration by relying on the support of the international community and federal grants.

Conclusion

Labor migration is the movement of people from their home state to another state for the purpose of employment. The study focuses on trends in labor migration in Nepal and examines the results of phases of the quantitative research design with the aim of making sense of the use of secondary data. Human beings have always moved from 'one country, locality, and place of residence to settle in another. Migration for foreign employment has become a major source of income for many Nepali households. The migration trend has been steadily increasing, with a

significant contribution to GDP in its shares. Remittances are the major source of Nepal's gross domestic product (GDP). In 2009/10, it contributed 19.4 percent, while in 2018/19, it contributed 25.4 percent. Indeed, labor migration has consistently increased in the 8th five-year plan (1992/93–1996/97). In the 14th plan (2016/17–2018/19), 9,73,177 young people emigrated from Nepal, with 7,552 already emigrating and a gradual increase in the number of emigrants. But with the high increase in the 12th five-year plan (2010/11–2011/12), there were 1,190,270 emigrants. The major destination countries are Gulf countries such as Qatar, Saudi Arabia, and the United Arab Emirates (UAE). A few of the labor migrated to developed countries like Poland, Portugal, and Romania. The Ministry of Labour and Employment (2015) developed a five-year National Strategic Action Plan (2071–2026) to carry out the Foreign Employment Policy. This plan, along with a committed team, should ensure that the policy is fully implemented. Based on past experiences, a policy of any type should be backed by the simultaneous formulation of an appropriate law and an action plan to follow through in letter and spirit. The Ministry of Labor and Employment, the Department of Foreign Employment, and the Foreign Employment Support Board should consider provincial-based offices to assist workers wanting to migrate abroad for employment. There is a need for incentive packages, which the Ministry of Finance and the banking sector should develop, to motivate Nepali workers abroad to use the formal remittance channel to capture a larger volume of remittances while ensuring the security and reliability of their money transfers. These days, our economy depends on remittances. If we couldn't change such a type of economic condition, the country couldn't develop permanently. Therefore, the government should implement attractive and effective program in the agriculture and non-agriculture sectors. Otherwise, labour migrations gradually increase, and we always depend on remittance. The labor migration in Nepal has significantly benefited migrant workers and their families, emphasizing the need for a comprehensive system to monitor its impact and ensure their welfare.

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