

# STRATEGIC FRAMEWORK

2026-27



**At Shramik Sanjal,** we believe in the collective strength of workers — in their resilience, unity and determination to shape a just and dignified future. Rooted in the experiences of migrant workers across the Gulf Co-operation Council countries and Malaysia, our efforts continue to amplify their voices and build a community grounded in respect, rights and solidarity.



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## INTRODUCTION

Over the last five years (2020-2025)<sup>1</sup>, Shramik Sanjal has achieved a significant milestone through its deeply rooted, connected approach to organizing low-income Nepali migrant workers in the Gulf Cooperation Council (GCC) countries: Bahrain, Oman, Kuwait, Qatar, Saudi Arabia, and the United Arab Emirates, and Malaysia. Throughout this journey, we have created access to support systems, leadership development, mentorship, capacity building, and platforms that amplify migrant workers' voices.

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<sup>1</sup> Shramik Sanjal was registered on 2020, however, it started its function from 2016, albeit informally.

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Shramik Sanjal was born from years of informal organizing and social media activism, shaped by the recognition and understanding that the change begins with those who experience the struggle. As migrant workers

ourselves, we understand our problems better than anyone else. We believe in our collective strength, lived experiences, and ability to speak for ourselves and shape our future.

Shramik Sanjal strives to organize Nepali migrant workers, empower them, create access to community support, and amplify the stories and struggles of migrants through representation and advocacy.

**We are truly defined by**





## VISION

All migrant workers are empowered to make choices that enable them to live with dignity and enjoy a decent life free from discrimination.



## MISSION

Shramik Sanjal is committed to uniting and empowering fellow migrant workers through training, expanding membership, and advocating for their rights to live in peace, decent, and safe conditions with dignity.





## GOAL

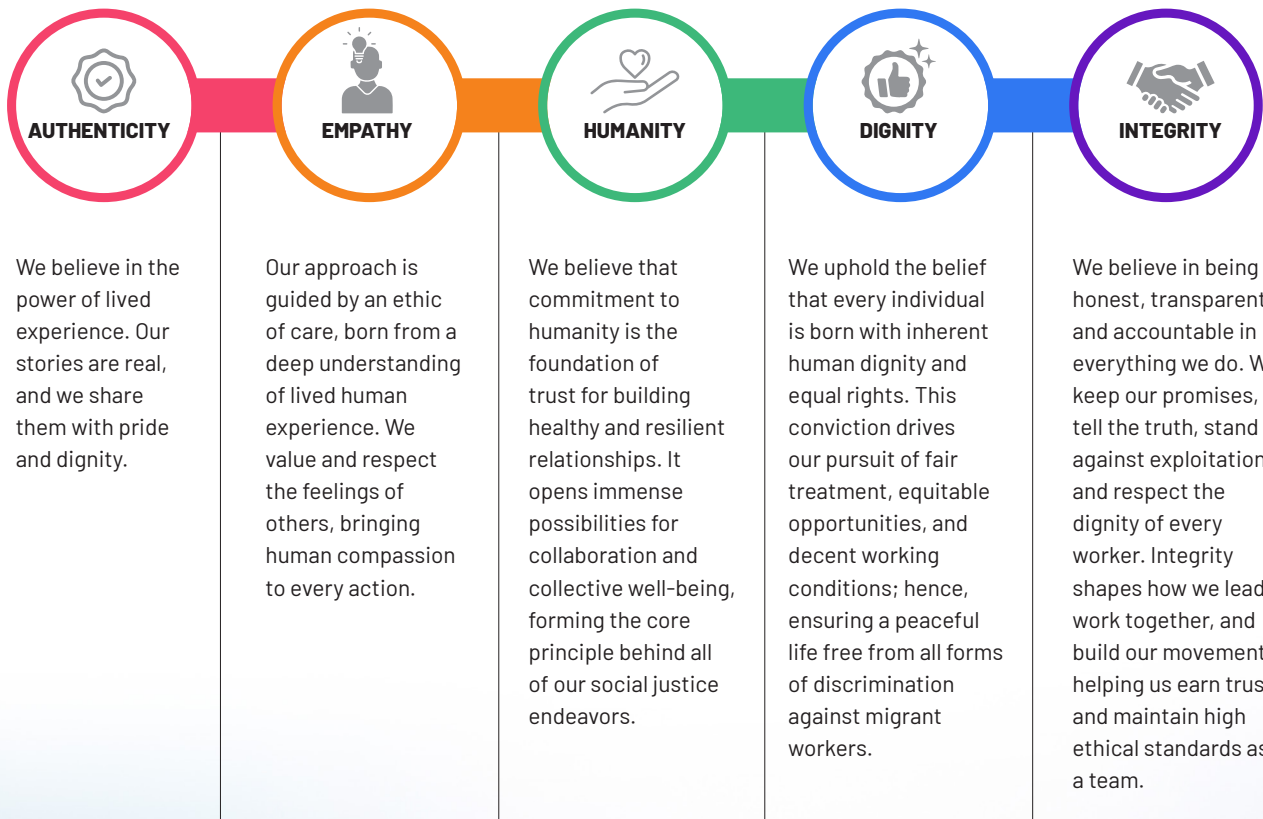
To Build power and agency for Nepali Migrant Workers in the States of the Gulf Cooperation Council (GCC) and Malaysia to advocate for their rights.

## OBJECTIVES

- To advocate for ensuring democratic rights for Nepali migrant workers
- To support ethical recruitment practices for aspirant migrant workers



# VALUES

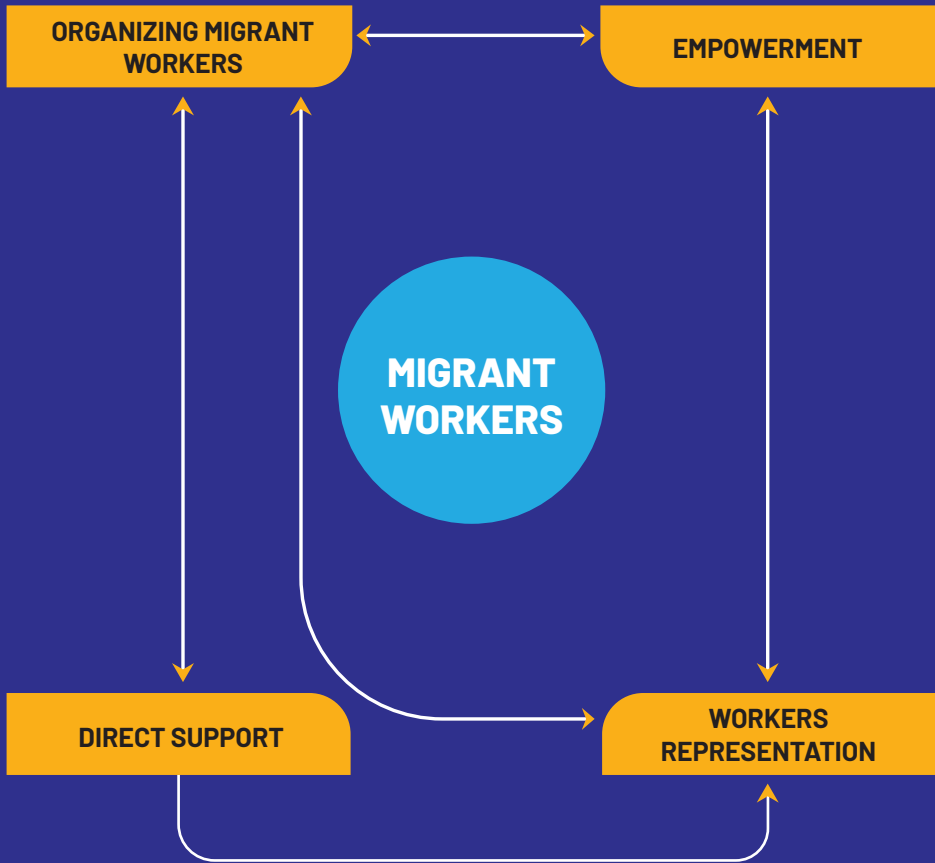


# THEORY OF CHANGE

If Nepali migrant workers are empowered then they will be able to effectively raise their voices to push for systemic changes that improve their working conditions, rights, and overall well-being

## Our Approaches

Shramik Sanjal realized that the power of lived experiences and the stories of migrant workers have long been ignored in the development context. Because the voices of migrant workers have been overlooked and undervalued in the context of migration and development, we felt the need to come together and become agents of change. Our interventions are designed by lived-experience experts—migrant workers ourselves—to address our own needs.



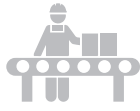
## Organizing Migrant Workers

We organize Nepali migrant workers across the Gulf Cooperation Council Countries and Malaysia from various employment sectors especially where the high concentration of workers are employed; such as agriculture, manufacturing, construction, hotel and hospitality, retail, domestic work, and facility management. We build a community for migrant workers to foster a sense of belonging and create a safe space for them to share their concerns.

### Organizing Migrant Workers



AGRICULTURE



MANUFACTURING



CONSTRUCTION



HOTEL AND  
HOSPITALITY



DOMESTIC  
WORK



RETAIL



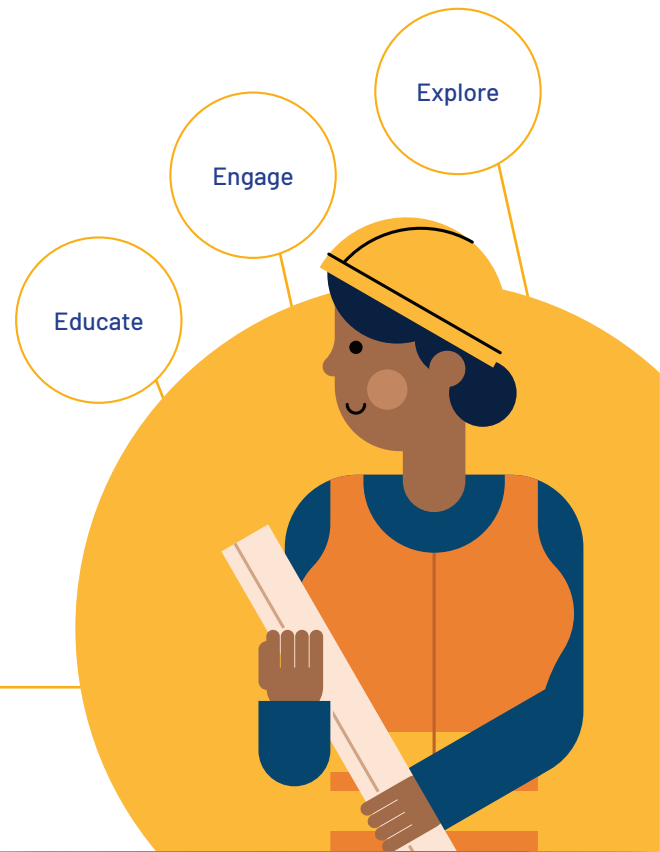
FACILITY  
MANAGEMENT



## Empowerment

Migrant workers live through the experiences that shape their stories- including exploitation, abuse, and isolation- and they understand the nuances of these realities better than anyone else.

Shramik Sanjal believes that every migrant worker has the capacity to contribute and the power to tell their own story in the language they understand. We believe that such storytelling is a crucial step toward awareness and advocacy, ultimately driving systemic change.



**Empowerment Model**



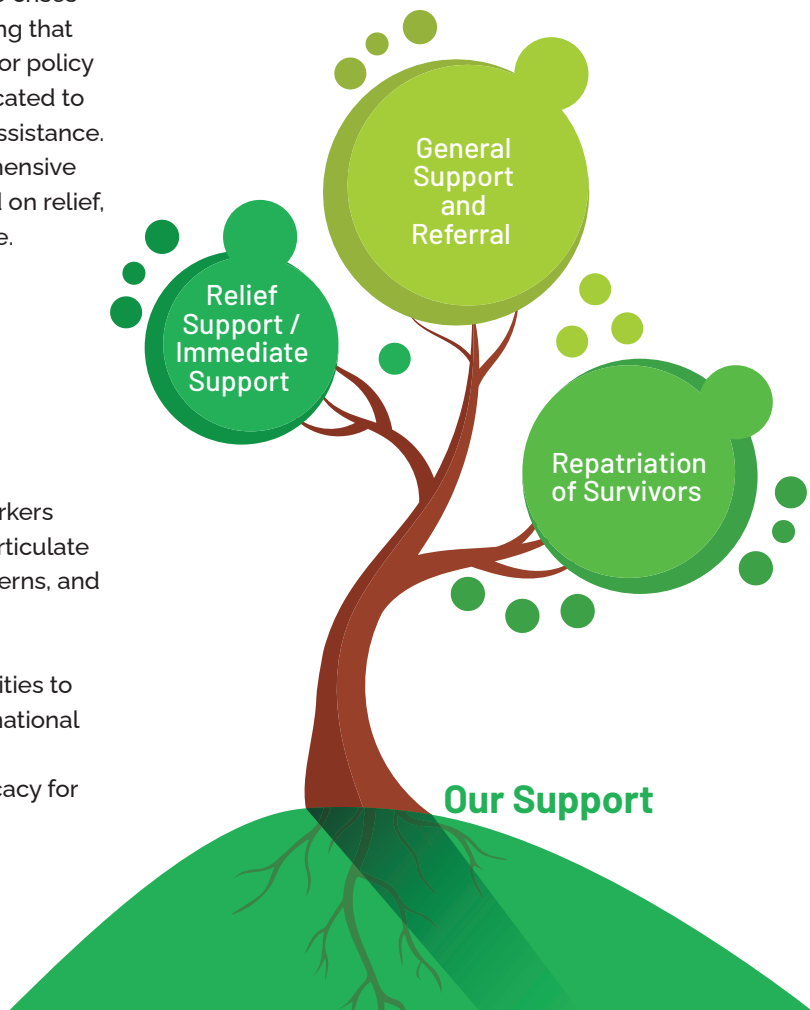
## Support

Migrant workers, often navigating systems of exploitation and marginalization, frequently face crises without a safety net. Recognizing that immediate needs cannot wait for policy change, Shramik Sanjal is dedicated to bridging the gap in access to assistance. We have developed a comprehensive Direct Support System focused on relief, repatriation, and rapid response.

## Representation

Organized and empowered workers are more likely to confidently articulate their stories, experiences, concerns, and needs.

Shramik Sanjal seeks opportunities to represent at national and international forums and engages multiple stakeholders to advance advocacy for safe migration.



## Where do we work?

We are currently working on the two major labour migration corridors.



Nepal – Gulf Cooperations Councils (GCC)  
– Bahrain, Oman, Kuwait, Qatar, Saudi Arabia and United Arab Emirates.

Nepal – Malaysia

Shramik Sanjal prioritizes specific migration corridors where exploitation is most entrenched and has least protection. In these routes, migrant workers routinely face predatory recruitment, debt bondage, contract deception, and unsafe working conditions, often with no access to justice.

These corridors were chosen not just for their risks, but for their strategic necessity. Historically, workers in these regions lacked collective power and were excluded from decision-making spaces. Weak labor laws and the absence of worker-led organizing allowed abuses to persist with impunity. Shramik Sanjal stepped in to fill this void—building grassroots leadership, strengthening collective voice, and driving advocacy where the need for reform is most critical.



# WHY WE WORK IN THESE CORRIDOR?



## ROOTED IN LIVED EXPERIENCE

Shramik Sanjal emerged from the real-life struggles and experiences of marginalized, low-income migrant workers from these countries.



## MAJOR LABOUR DESTINATIONS

These regions host the largest concentration of Nepali migrant workers engaged in low-wage and precarious employment.



## EXPLOITATIVE WORKING CONDITIONS

Migrant workers face systemic exploitation, rights violations, and unsafe working environments, with minimal accountability from employers or governments.





### **LACK OF PROGRESS LABOUR REFORMS**

Despite years of advocacy, progress on labour rights and policy reforms remains limited and inconsistent.



### **ABSENCE OF WORKER POWER**

There is a critical lack of worker agency, collective voice, and representation to influence decisions that directly affect their lives.



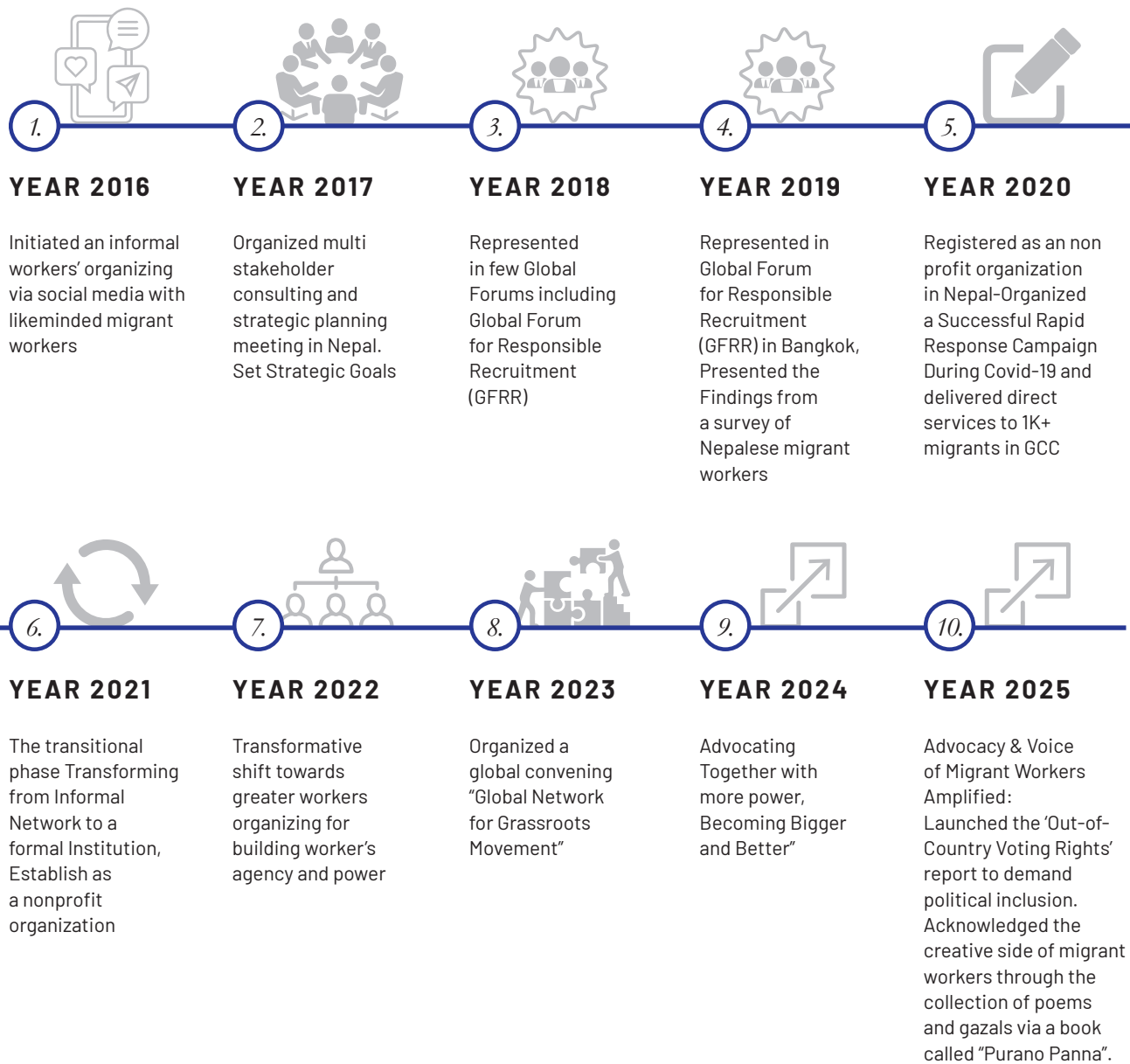
### **EXPLOITATIVE RECRUITMENT PRACTICES**

Migrant workers from Nepal continue to be burdened by excessive fees, contract deception, and misinformation. Many are forced to incur heavy debts before departure, rendering them vulnerable to forced labor and abuse abroad.

Recruiters frequently withhold accurate job details, trapping workers in cycles of exploitation with limited access to justice or support systems.



## HOW WE EVOLVE?



## EMBEDDING OUR STRATEGY

While we engage in all four pillars, our primary focus is on organizing Nepali migrant workers and enhancing their access to support in the destination countries. The landscape in our operational area is critical and sensitive, limiting our advocacy efforts. Our success relies on having adequate resources, a supportive socio-political environment in the destination countries, and clear channels for workers to voice their concerns and communicate their demands to decision-makers. Therefore, we aim to connect, scale, and multiply our approaches with other like-minded actors to streamline and strengthen our efforts for the workers power and agency that enable an environment for workers' Unity, Dignity, Power, Safety.

Our Voices and Stories are shared via

**71,000**



**45,000**



**241**



**5,300**





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