



BN 89 / 2026

The Embassy of Malaysia in Kathmandu presents its compliments to the Ministry of Foreign Affairs of the Federal Democratic Republic of Nepal and has the honour to enclosed herewith a copy of the letter from the Honourable Minister of Human Resource of Malaysia to the Honourable Minister of Youth, Employment and Labour of Nepal. The Original Copy of the letter will be forwarded to the Ministry once it is received.

The Embassy has further the honour to request the kind assistance of the esteemed Ministry to transmit the aforementioned letter to its highest destination.

The Embassy of Malaysia in Kathmandu avails itself of this opportunity to renew to the Ministry of Foreign Affairs of the Federal Democratic Republic of Nepal the assurances of its highest consideration.



KATHMANDU
06 October 2026

Ministry of Foreign Affairs
Federal Democratic Republic of Nepal



MENTERI SUMBER MANUSIA
MINISTER OF HUMAN RESOURCES MALAYSIA

Ref. No. : KSM.600-3/2/4 Jld.2 (1)
Date : 6 October 2026

His Excellency Ramjee Yadav
Minister of Youth, Labour and Employment
Government of Nepal

Your Excellency,

**GOVERNMENT OF MALAYSIA'S DECISION ON THE ALLOCATION OF
PRINCIPAL AND ASSOCIATED NEPALI RECRUITMENT AGENCIES**

I have the honour to refer to the **Diplomatic Note No. SEAP/083/84/2767**, conveyed by the Ministry of Foreign Affairs, Government of Nepal on 11 September 2026. I also wish to recall our constructive **telephone conversation** held on **24 September 2026** regarding the **selection and approval** of Nepali recruitment agencies under Malaysia's **Foreign Workers Centralized Management System (FWCMS)**.

The Government of Malaysia acknowledges the points raised in the aforementioned diplomatic note. We have taken careful note of the Government of Nepal's request for Malaysia to reconsider its current policy and instead list all 1,114 active, licensed Nepali recruitment agencies as Principal Recruitment Agencies in the FWCMS. We also recognize your references to Nepal's prevailing Foreign Employment Act, 2064 (2007) and the 2018 Memorandum of Understanding (MoU) between our two nations.

Following thorough deliberation and recent reference to the Cabinet of Malaysia, I wish to diplomatically convey the final decision of the Government of Malaysia regarding this matter. **The Malaysian Government remains steadfast in its position to maintain the current framework for recruitment. Specifically, Malaysia will maintain the selection of 25 Principal Recruitment Agencies, alongside 10 Associate/Supporting Recruitment Agencies designated for each of the 25 Principal Recruitment Agencies.**

This decision has been carefully considered, is firmly based on the requirements of our bilateral MoU and is driven by several critical operational and welfare-centric imperatives:

- a) **Enhanced Oversight and Accountability:** A streamlined mechanism of 25 principal agencies ensures that the Government of Malaysia can implement stringent monitoring, auditing and regulatory compliance. It establishes clear lines of accountability, ensuring that any grievances, labour disputes or violations can be swiftly and decisively addressed by directly engaging with a manageable number of primary focal points.
- b) **Protection of Worker Welfare:** By working with a select group of highly vetted agencies and their designated associates, we can better safeguard the rights, security and welfare of Nepali workers. This controlled environment significantly mitigates the risks of unethical recruitment practices, contract substitution, exorbitant fee charging and worker exploitation, ensuring adherence to fair labour standards.
- c) **Operational Efficiency and Security:** Managing a consolidated network through the FWCMS ensures a more efficient, transparent, accountable and secure processing system. It prevents administrative bottlenecks, reduces the potential for fraudulent document processing and ensures that the digital infrastructure supporting worker migration remains robust and uncompromised.
- d) **Quality Assurance and Ethical Recruitment:** This targeted approach guarantees that only recruitment agencies with proven track records, strong financial standing, high accountability and an unwavering commitment to ethical recruitment guidelines are entrusted with the facilitation of Nepali workers into Malaysia.

The Government of Malaysia highly values its enduring bilateral relations with the Government of Nepal. We believe that this structured approach ultimately serves the best interests of both nations by fostering a safe, orderly, and mutually beneficial labour migration ecosystem.

Ref. No. : KSM.600-3/2/1 Jld.2 (1)
Date : 6 October 2026

We remain deeply committed to working closely with your esteemed Ministry to facilitate the necessary coordination and communication to implement this arrangement smoothly.

Please accept, Excellency, the assurances of my highest consideration.

Sincerely,



(DATO' SRI RAMANAN RAMAKRISHNAN, JP)