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ISO 9001:2015 R. No: Q-18521/0
License Number: 609/062/063
Ethical Recruitment Certified Agency



AAKARSHAN INTERNATIONAL PVT. LTD.

COMPANY PROFILE

“An Ethical & Zero Cost Recruitment Organization”

CONTENTS

A. Corporate Overview

About Us	1
Message from the Chairman	2
Message from the Managing Director	3
Vision, Mission and Values	4
Towards our Business Philosophy	5
From the Archives: History of our Name "Aakarshan"	6
From the Archives: 1 st Nepali Deployed Ethically by Aakarshan	7
Company Details	8
Legal Compliance	9

B. Organizational Framework: How We Work

Aakarshan's 2 Pillars Commitment	10
Organizational Structure	11
Our Ethical Recruitment Journey	12-13
Aakarshan's Team	14
Staff Insights	15
Training & Certification	16-17
Policy in Compliance	18
Future Goals and Strategic Direction	19

C. Our Core Strengths and Services

Our Sourcing Mechanism	20
Our Competitive Differentiation: Unparalleled Services	21
Our Specialization	22
Our Services	23
Business & Ethical Recruitment Milestones of Aakarshan	24-25
Recruitment Process Flow	26-27

D. Stakeholder Engagement and Insights

Our Clients	28
Client Endorsement	29
Deployment Data	30
Candidate Testimonies	31
Unsolicited Feedback from Candidates	32
Testimonies from the Families of Deployed Candidates	33

E. Industry Impact & Success Stories

From the Archives: The Father and Son Duo Deployed to Malaysia by Aakarshan	34
From the Archives: Returnee Agriculture Entrepreneur Deployed by Aakarshan	35

F. Corporate Social Responsibility & Outreach

Corporate Social Responsibility	36
Media Outreach: Building Brand Advocacy	37

G. Visual Highlights & Frequently Asked Questions

Aakarshan Photo Gallery	38-39
Frequently Asked Questions	40



About Us

Aakarshan International Pvt. Ltd. (AIPL), was established on June 30, 2005, by Milan Thapa and Bishnu Bahadur K.C. The company was named “Aakarshan,” meaning “attraction” in Nepali, to reflect both a strategic marketing vision and its core mission of connecting leading employers with Nepal’s most talented workforce.

Since its founding, Aakarshan has continuously strengthened its recruitment practices by upholding the highest standards of professionalism, safeguarding workers’ rights, and operating with integrity. Between 2005 and 2015, the company operated under a hybrid recruitment model before fully transitioning to a 100% ethical, employer-pays model. This shift enabled Aakarshan to deploy thousands of workers at no cost to candidates, reinforcing its reputation as a trusted recruitment partner for both employers and migrant workers.

Aakarshan’s recruitment processes are aligned with internationally recognized ethical recruitment frameworks, including the International Labour Organization (ILO) principles, the International Organization for Migration’s (IOM) IRIS standards, the Responsible Business Alliance (RBA) Code of Conduct, and On the Level (OTL) standards. Through rigorous due diligence, comprehensive compliance measures, and the provision of clear and accessible information to candidates, the company promotes transparency, fairness, and respect for workers’ rights throughout every stage of the recruitment journey.

Today, ethical recruitment is embedded in Aakarshan’s organizational culture. Its unwavering commitment to responsible labor mobility and worker protection has positioned the company as a benchmark for fair, transparent, and ethical recruitment practices in Nepal.

Message from the Chairman



Bishnu Bahadur K.C.
Chairman

“

Every day, we are privileged to receive feedback from our deployed candidates and clients about the positive impact of our high-quality services.

”

Since establishing Aakarshan International Pvt. Ltd. in 2005, my mission has been to promote ethical, transparent, and responsible recruitment that creates meaningful opportunities for migrant workers while delivering reliable workforce solutions to employers worldwide.

At Aakarshan, trust, integrity, and respect guide everything we do. As Chairman, I am committed to strengthening relationships with our clients, partners, and stakeholders while ensuring our operations meet the highest legal, regulatory, and ethical standards.

Protecting the rights and dignity of every worker is at the heart of our mission. We are proud to operate under a 100% ethical, employer-pays recruitment model, ensuring that workers are never charged recruitment fees and are treated fairly throughout the recruitment process.

The trust we have earned from returning migrant workers, long-term employer partners, and referrals from both candidates and clients reflects the quality and integrity of our services. These lasting relationships inspire us to

continuously improve and upholds the highest standards of ethical recruitment.

Our success is driven by the dedication our team and our shared commitment to fairness, transparency, and accountability. Together, we will continue to strengthen partnerships, advance responsible labor mobility, and create lasting value for workers, employers, and society.

I sincerely thank our clients, partners, and workers for their continued trust and support as we move forward with confidence and purpose.

Message from the Managing Director

“

My goal is to keep pushing boundaries and positioning Aakarshan as a leader in ethical foreign employment. At the end of the day, it's not just about running a business—it's about making a difference.

”



Milan Thapa
Managing Director

As the Managing Director of Aakarshan International Pvt. Ltd., my commitment has always been to lead the company with a clear focus on growth, sustainability, and ethical excellence. Focus has always been on steering the company toward growth, sustainability, and ethical excellence. Alongside overseeing our operations, I am dedicated to strengthening our strategic direction, driving innovation, and ensuring that every aspect of our recruitment process reflects the highest standards of integrity and professionalism.

At Aakarshan, ethical recruitment is more than a business model; it is the foundation of everything we do. We are committed to protecting workers from exploitation. I take great pride in ensuring that Aakarshan's recruitment process is ethical and free from exploitation, forced labor, discrimination, and recruitment fees by operating under a 100% ethical, employer-pays recruitment model. Our practices are aligned with internationally recognized standards, including the ILO principles, IOM's IRIS

standards, the RBA Code of Conduct, and On the Level (OTL) standards.

The trust and partnership of our clients have played a vital role in our journey toward becoming a leader in responsible recruitment. Their confidence has inspired us to continuously improve, embrace innovation, and set higher standards for ethical labor mobility.

Through strategic marketing, digital engagement, and continuous improvement, we have expanded our reach while remaining true to our core values. Every success story shared by migrant workers and their families reminds us that our work extends beyond recruitment; it creates opportunities, transforms lives, and strengthens communities.

As we look to the future, I remain committed to advancing ethical recruitment, building stronger partnerships, and positioning Aakarshan as a trusted leader in responsible foreign employment. Together with our dedicated team and valued stakeholders, we will continue making a meaningful and lasting difference.

Vision, Mission & Values



Vision

To be the FIRST choice for Nepalese migrant workers and a trusted global recruitment partner by setting ethical and responsible benchmarks in Nepal's recruitment industry.



Mission

To adhere to the laws and regulations of Nepal and the destination country, as well as to bilateral agreements governing the recruitment and employment of Nepalese migrants.

To comply with global ethical standards, including the International Organization for Migration (IOM's) International Recruitment Integrity System (IRIS) Principles, Code of Conduct (CoC) of Responsible Business Alliance (RBA), and the On the Level Principles.

To uphold good migration practices by excelling in diversity-driven approaches that contribute to a sustainable business ecosystem.



Values

At Aakarshan, these values guide our commitment to ethical recruitment, responsible labor mobility, and creating meaningful opportunities for migrant workers and employers worldwide.

- Integrity
- Transparency
- Respect
- Continuous Improvement
- Fairness
- Quality
- Partnership



Quality Policy

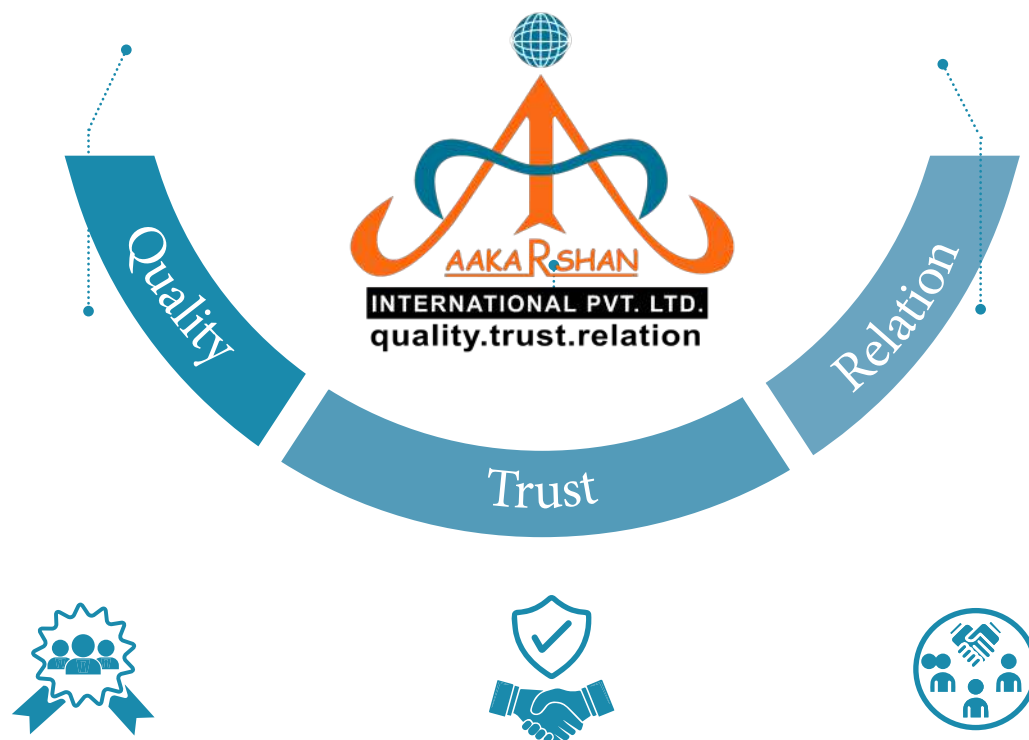
Aakarshan International Pvt. Ltd. is committed to delivering exceptional services while upholding the principles and guidelines of the International Labour Organization (ILO), the International Organization for Migration (IOM's) IRIS principles, the Code of Conduct of the Responsible Business Alliance (RBA), On the Level (OTL) standards, and other evolving standards in ethical and responsible recruitment practices. Aakarshan strives to advance fair, ethical, and responsible recruitment across all supply chains by adhering to:

- A Customer-Centric and Continuous Improvement Approach
- Rigorous Compliance with National and International Regulations
- Competency, Training, Development, and Engagement (CTDE)
- ISO 9001:2015 Compliance
- Confidentiality and Data Protection
- Social Responsibility and Sustainability
- Zero Tolerance for Exploitation
- Worker Welfare

Towards our Business Philoshophy

Aakarshan International Pvt.Ltd. is an ethical, zero-cost recruitment organization committed to creating fair, transparent, and responsible employment opportunities for migrant workers. Guided by integrity, professionalism, and respect for workers' rights, we strive to deliver recruitment solutions that benefit both employers and candidates.

Our vision provides a clear sense of purpose and direction, inspiring us to achieve excellence in every aspect of our work. By embracing internationally recognized ethical recruitment standards and continuously improving our practices, we aspire to be a trusted leader in responsible labor mobility, delivering value to our clients while ensuring dignity, fairness, and opportunity for every worker.



We are committed to delivering exceptional recruitment services through the highest standards of quality, professionalism, and continuous improvement.

We build trust through ethical recruitment practices founded on integrity, transparency, and accountability in every engagement.

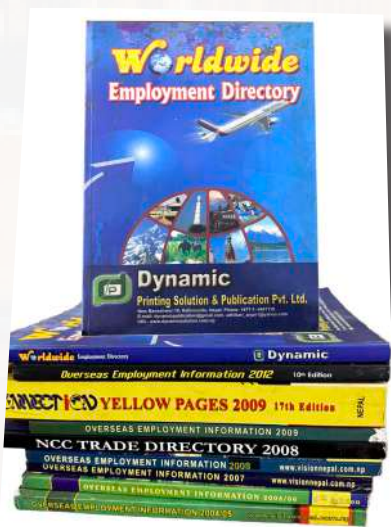
We foster long-term partnerships by creating meaningful relationships with our clients, candidates, and global business partners based on mutual respect and shared success.

I From the Archives

History of our Name “Aakarshan”

Before the internet transformed global recruitment, directories and printed lists were the lifeblood of the industry. It was not search engines or LinkedIn but rather through alphabetical listings in thick books that employers would rely on when seeking for potential recruiters to partner with. Instead of worrying about SEOs, we instead had to rely on a name that would place us at the top of these lists so we got more visibility. That is how we arrived at the name Aakarshan.

In Nepali, Aakarshan means attraction. As time passed, this name became more than a strategic choice. It reflected our mission: to attract the right opportunities, the right talent, and the right partners in labor mobility. We have come a long way since we first deployed 20 migrant workers to Chicken Rice Shop Restaurant in Malaysia in 2005.



I From the Archives

1st Nepali Deployed Ethically by Aakarshan

My name is Sujan KC. I started building migration aspirations when I felt I was not able to do much in Nepal. I came to Kathmandu and learnt about the interviews going on at Aakarshan through my relative. I got selected at the interview, and realized it was a zero cost opportunity. Prior to that, I did not know about it and kept thinking they will charge me at least something. Even if it is for air tickets. I later found out that they did not charge me anything and it was totally free. My work in Malaysia was to make connectors for mobile phones, radios, and TVs. We got overtime if we wanted to work extra time. I made about NPR 75-80,000 and if I worked in Nepal, it would have been about NPR 15-16000. After working for about two years in Malaysia, I returned to Nepal.

I now run a hostel business in Nepal. The business is going well.



Company Details

Company Name :	AAKARSHAN INTERNATIONAL PVT. LTD. (An ISO 9001:2015 Certified Company)
License Number :	609/062/063 issued from Department of Foreign Employment under Ministry of Labor Employment and Social Security, Nepal
Establishment Date :	June 30, 2005 (Ashadh 16, 2062)
Owner :	Bishnu Bahadur K.C. and Milan Thapa
Scope of Business:	Foreign Employment
No. of Staff :	25
Certification:	QMS ISO 9001:2015 Certified by Quality Austria Ethical Recruitment Certification by On The Level (OTL)
Major Markets:	Malaysia, Middle East
Membership:	Nepal Association of Foreign Employment Agencies Battisputali, Kathmandu Nepal Chamber of Commerce, Kantipath, Kathmandu
Paid Up Capital:	NPR 10 Million
Authorized Capital:	NPR 10 Million
Physical Address:	Aakarshan Building, Pashupati Road, Ratopul, Ward No-7, Kathmandu, Nepal
Email:	contacts@aaakarshannepal.org
Telephone:	+977 01-4598701
Website:	https://www.aakarshannepal.com.np

Registration Certificate

Foreign Recruitment License

PAN (Tax) Card

JITCO Certificate

9

Aakarshan's 2 Pillars Commitment



1 Compliance with Laws and Regulatory Requirements

Aakarshan maintains full compliance with the legal and regulatory frameworks governing foreign employment in Nepal and destination countries. We ensure that every stage of the recruitment process is conducted lawfully, transparently, and in accordance with applicable statutory requirements and bilateral agreements.

Our compliance framework includes, but is not limited to:

Key National Laws and Policies of Nepal include:

- Foreign Employment Act, 2064 (2007), Nepal
- Labor Act, 2074 (2017), Nepal
- Applicable labour and immigration laws of destination countries
- Foreign Employment Rules, 2064 (2008), Nepal
- Labor Rules, 2075 (2018), Nepal
- Bilateral labour agreements, memoranda of understanding (MoUs), and other government-to-government arrangements
- Relevant international conventions, regulatory requirements, and industry standards

By maintaining rigorous legal compliance, we promote responsible labour migration, protect the interests of migrant workers and employers, and strengthen confidence among all stakeholders. By aligning with legal and regulatory frameworks, Aakarshan guarantees that all recruitment activities are conducted ethically, transparently, and responsibly.

2 Ethical Recruitment and Professional Conduct

Compliance alone is not sufficient. Aakarshan is equally committed to maintaining the highest standards of ethical and professional conduct throughout the recruitment lifecycle. We integrate internationally recognized principles and best practices into our policies, procedures, and day-to-day operations to ensure recruitment is fair, transparent, responsible, and worker-centred.

Our ethical recruitment framework is guided by:

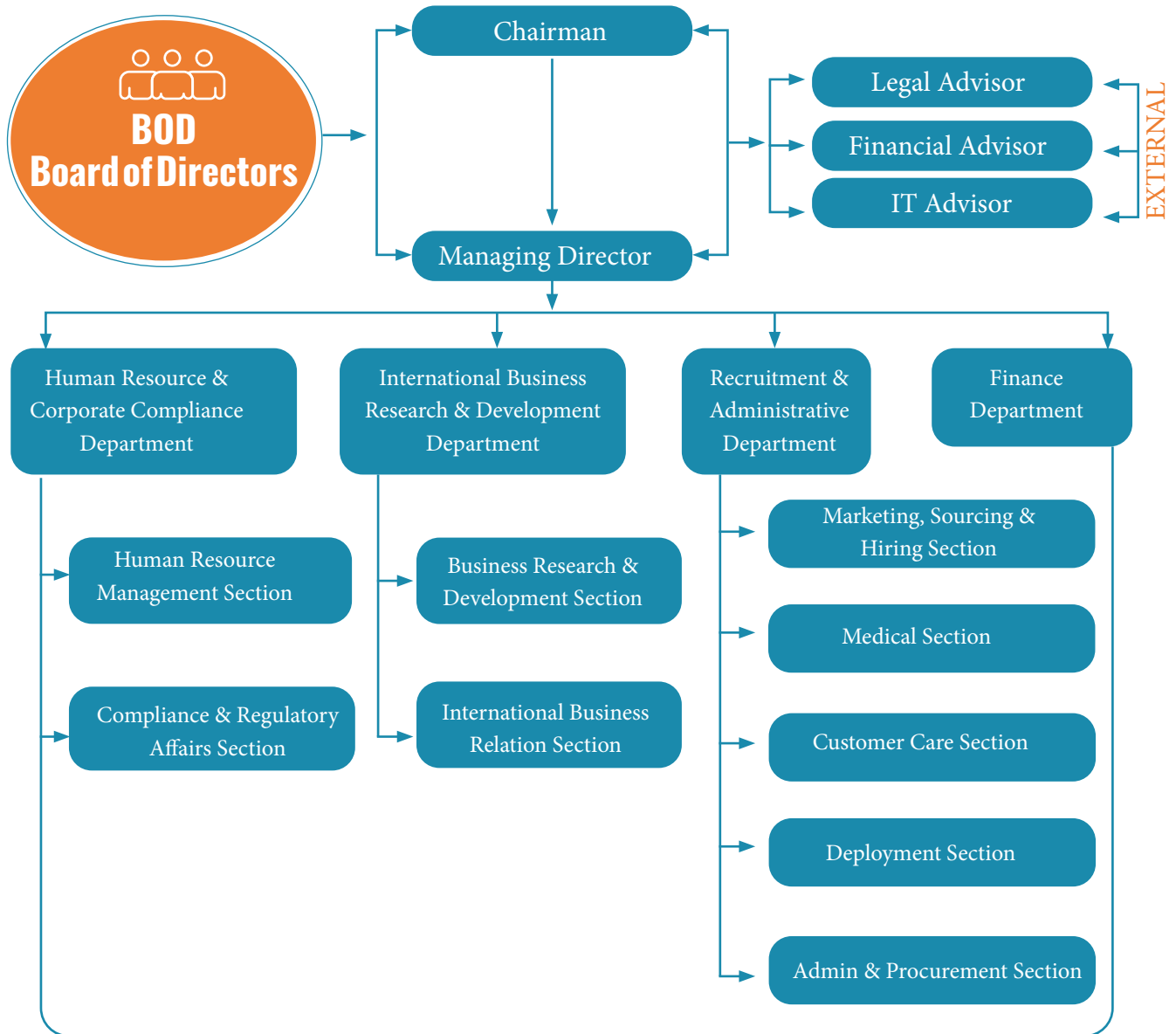
- International Labour Organization (ILO) principles, including the indicators of forced labour and international labour standards
- Responsible Business Alliance (RBA) – Code of Conduct
- International Recruitment Integrity System (IRIS) Principles developed by the International Organization for Migration (IOM)
- Responsible Business Alliance (RBA) Code of Conduct
- On the Level (OTL) Responsible Recruitment Standards
- ISO 9001:2015 Quality Management System

These internationally recognized frameworks enable us to:

- Protect the rights, dignity, and welfare of migrant workers.
- Promote fair, transparent, and responsible recruitment practices.
- Prevent forced labour, human trafficking, discrimination, corruption, and unethical recruitment practices.
- Ensure ethical documentation, informed consent, and responsible worker management.
- Strengthen accountability, operational excellence, and continual improvement throughout our organization.

Through these two pillars, Aakarshan demonstrates its unwavering commitment to ethical governance and responsible recruitment. We continuously enhance our systems, engage with stakeholders, and improve our practices to ensure our services remain legally compliant, ethically responsible, and aligned with global best practices.

Organizational Structure



Our organizational hierarchy defines clear roles, responsibilities, and reporting lines, from BODs to various departments. This structure promotes effective communication, supports ethical recruitment practices, and aligns the company's operations with international labor standard, driving productivity and compliance.

Our Ethical Recruitment Journey



Our ethical recruitment journey began in 2015 when we first deployed 200 candidates to Malaysia under the ethical recruitment model. Since then, we have never looked back, as conducting ethical recruitment drives has proven to be rewarding and creates a win-win situation for all parties involved. Our commitment to ethical recruitment practices has shaped our reputation as a leader in the recruitment industry, and we have become a trusted partner for both employers and workers alike. We are continuously seeking ways to strengthen our practices based on ground realities and guided by international labor standards.

Realizing zero-cost recruitment is not easy and requires an iterative and flexible approach, open communication with stakeholders such as clients, workers, and governments, and an unwavering commitment to ethical practices that often contrast with current industry norms.

In our experience, compliance is not straightforward and is often accompanied by multiple challenges; however, the benefits far outweigh the difficulties, making it worthwhile.

Benefits of Ethical Recruitment

- For Employers:
 - Access to a Skilled, Motivated Workforce
 - Reduced Turnover and Increased Employee Loyalty
 - Improved Brand Reputation
 - Legal Compliance and Risk Reduction
 - Stronger Stakeholder Relationships
- For Migrant Workers and Their Families:
 - No Upfront Costs
 - Debt-free Migration
 - Better-Matched Job Opportunities
 - Proper Utilization of Overseas Earnings
 - Improved Welfare
 - Peace of Mind
- For Recruiters:
 - Enhanced Reputation
 - Compliance with Legal and Ethical Standards
 - Stronger Pool of Aspirant Migrants
 - Long-term Relationships with Candidates and Employers





To ensure compliance with ethical standards, Aakarshan implements a robust monitoring and due diligence framework that helps assess the effectiveness of policies and procedures, mitigate risks, and enhance accountability across all operations throughout the migration journey—pre-employment, during employment, and post-employment.

Aakarshan is committed to a continuous improvement model that ensures our recruitment processes remain zero-cost, ethical, and transparent. Guided by a closed-loop feedback process, we actively monitor and adapt our practices based on feedback from stakeholders, workers, and clients to meet the highest standards of responsible recruitment.



Stakeholder Engagement



Regular Audits & Compliance Checks



Feedback Integration



Corrective Action & Preventive Action (CAPA)



Training and Development



Grievance Management

Accessible Grievance Submission

Email: grievance@aararshannepal.org

Phone: +977 9847757089 (Confidential handle by the BOD)

In-person: At Aakarshan International Pvt. Ltd., addressed to the Grievance Committee.

Online Portal: Aakarshan website with a dedicated grievance form.

Through the Suggestion Box



Aakarshan's Team:

The Heart of Our Ethical Transformation

At Aakarshan International Pvt. Ltd., our transformation into a world class ethical recruiter wouldn't have been possible without the incredible team behind the scenes. They're not just employees—they're the driving force that has propelled Aakarshan into the organization it is today. Thanks to them, Aakarshan isn't just growing—it's evolving into a recruitment agency that truly puts people first.



Alina Joshi Maharjan
RA & Compliance Head



Gaurav Adhikari
HRC Executive



Pankaj Bhusal
Finance Head



Punam Bhandari
Sr. Finance Officer



Sanjila Rana Magar
Sr. IBR Officer



Shreeti Jakibanjar
Sr. IBR Officer



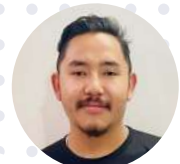
Shamvu Nepali
RA Executive



Prajwal Sharma
Sr. RA Officer



Suresh K.C.
Sr. RA Officer



Sanjay Tamang
IT Officer



Kshitiz Chaudhary
RA Officer



Bishal Kulung
RA Officer



Angel Guragain
RA Officer



Mithun Sah
RA Officer



Kenish Khatri
RA Officer



Samir Adhikari
RA Officer



Raksha Khadka
Admin Officer



Radhika Karki
Admin Officer



Binita Panday
RA (Customer Care) Officer



Sadikshya Sharma
RA (Customer Care) Officer



Madan Khadka
Office Assistant (Driver)



Ambika K.C.
Office Assistant (Cook)



Kamala Sunar
Office Assistant (Cleaner)



Dambar Kumar Dahal
Office Assistant

Staff Insights



Alina Joshi Maharjan
RA & Compliance Head

I am the Recruitment Administrative & Compliance Head at Aakarshan International Pvt. Ltd., with nearly two decades of experience in the international recruitment industry. Since 2007, I have been actively involved in overseas recruitment, helping connect skilled talent with international employers while ensuring that every stage of the recruitment process is conducted ethically, transparently, and in compliance with applicable regulations.

Over the years, I have attended various professional trainings and capacity-building programs conducted by the Responsible Business Alliance (RBA), International Organization for Migration – IRIS (International Recruitment Integrity System), Issara Institute, and Sedex. These programs have strengthened my knowledge of responsible recruitment, labor rights, human rights due diligence, social compliance, and international ethical recruitment standards.

Aakarshan International works closely with employers, business partners, government authorities, and candidates to ensure smooth recruitment operations while promoting transparency, integrity, and respect for workers' rights. I believe ethical recruitment is more than compliance—it is about creating fair opportunities, protecting migrant workers, and building lasting partnerships based on trust.



Shamvu Nepali
RA Executive

I am a dedicated Recruitment & Administration (RA) Executive with a strong commitment to ethical recruitment, compliance, and delivering quality services to both employers and migrant workers. I have experience in managing end-to-end recruitment processes, coordinating candidate documentation, ensuring regulatory compliance, and facilitating smooth deployment procedures. My responsibilities include candidate screening and selection, document verification, client coordination, pre-departure arrangements, visa processing support, and maintaining accurate recruitment records. I also work closely with internal teams to ensure timely communication and efficient execution of recruitment activities. I continuously strive to enhance my knowledge through professional development and industry best practices, enabling me to provide reliable and ethical recruitment services.



Gaurav Adhikari
HRC Executive

I am a HRC Executive with a strong commitment to ethical recruitment, regulatory compliance, and responsible business practices. I ensure that recruitment processes are conducted in accordance with national labor laws, international standards, and client-specific requirements while maintaining transparency, accountability, and integrity. My responsibilities include monitoring compliance with recruitment policies, conducting document verification and internal audits, implementing ethical recruitment standards, managing compliance records, coordinating with clients and regulatory authorities, and supporting continuous improvement initiatives. I have enhanced my professional knowledge through specialized training, including programs conducted by RBA (Responsible Business Alliance), IOM–IRIS (International Recruitment Integrity System). These trainings have strengthened my understanding of responsible recruitment, human rights due diligence, social compliance, and international labor standards.

Training & Certification

At Aakarshan International Pvt. Ltd., we are proud to be at the forefront of ethical recruitment, continuously enhancing our expertise and practices through various training programs, webinars, workshops, and global conferences. These learning opportunities have played a pivotal role in shaping our policies and practices, refining our operations, enhancing compliance excellence, and aligning our approach with international standards. Beyond gaining knowledge of global standards and best practices, these platforms also provide us with the opportunity to share our insights and feedback based on practical recruitment experiences. This exchange is invaluable in understanding how principles can be effectively translated into practical interventions that directly benefit all stakeholders involved.

OTL Certificate and QMS Certificates



Responsible Business Alliance (RBA) Training





International Responsible Integrity System (IRIS) and Forced Labour Training



Policy in Compliance

Aakarshan's policies ensure ethical, transparent and dignified practices across all operations:



Labor Rights Protection:

Aakarshan International Pvt. Ltd. is committed to safeguarding the labor rights of both its internal employees and migrant workers. The company strictly prohibits forced labor, bonded labor, and recruitment-related exploitation by implementing policies aligned with the ILO's 11 Forced Labor Indicators, the RBA Code of Conduct, IRIS Principles, and OTL ethical standards. Employment contracts—whether for in-house or migrant worker candidates—are provided in languages that workers understand, ensuring transparency, informed consent, and the right to freely exit employment. Aakarshan enforces a zero recruitment fee policy for all workers and uses internal verification mechanisms to confirm age, consent, and authenticity, thereby upholding ethical and legal hiring practices across the organization.



Ethics, Equality, and Non-Discrimination:

Ethical conduct is central to Aakarshan's operations. For both internal staff and foreign jobseekers, the company fosters a respectful and inclusive work environment free from discrimination based on gender, ethnicity, religion, political affiliation, or any other protected characteristic. This commitment is guided by the IRIS Principles, OTL Principles, and the RBA Code of Conduct. Aakarshan's Code of Ethics explicitly prohibits harassment, coercion, and retaliation, and offers whistleblower protection for individuals who raise concerns. Through regular training, ethical orientation programs, and a culture of mutual respect, the company ensures that all stakeholders experience dignity, fairness, and equal opportunity at every stage of employment.



Integrated Quality Management System:

Aakarshan applies a unified, ISO 9001:2015-compliant Quality Management System (QMS) to govern its operations. With clearly defined organizational structures, regular risk assessments, policy reviews, and grievance handling mechanisms, the company ensures that rights, responsibilities, and performance metrics are continuously monitored and enhanced. In line with global ethical standards, all employees are engaged and informed through training, internal audits, and continuous improvement cycles, ensuring that recruitment and workplace operations maintain the highest levels of transparency, accountability, and operational excellence.



Environmental Responsibility:

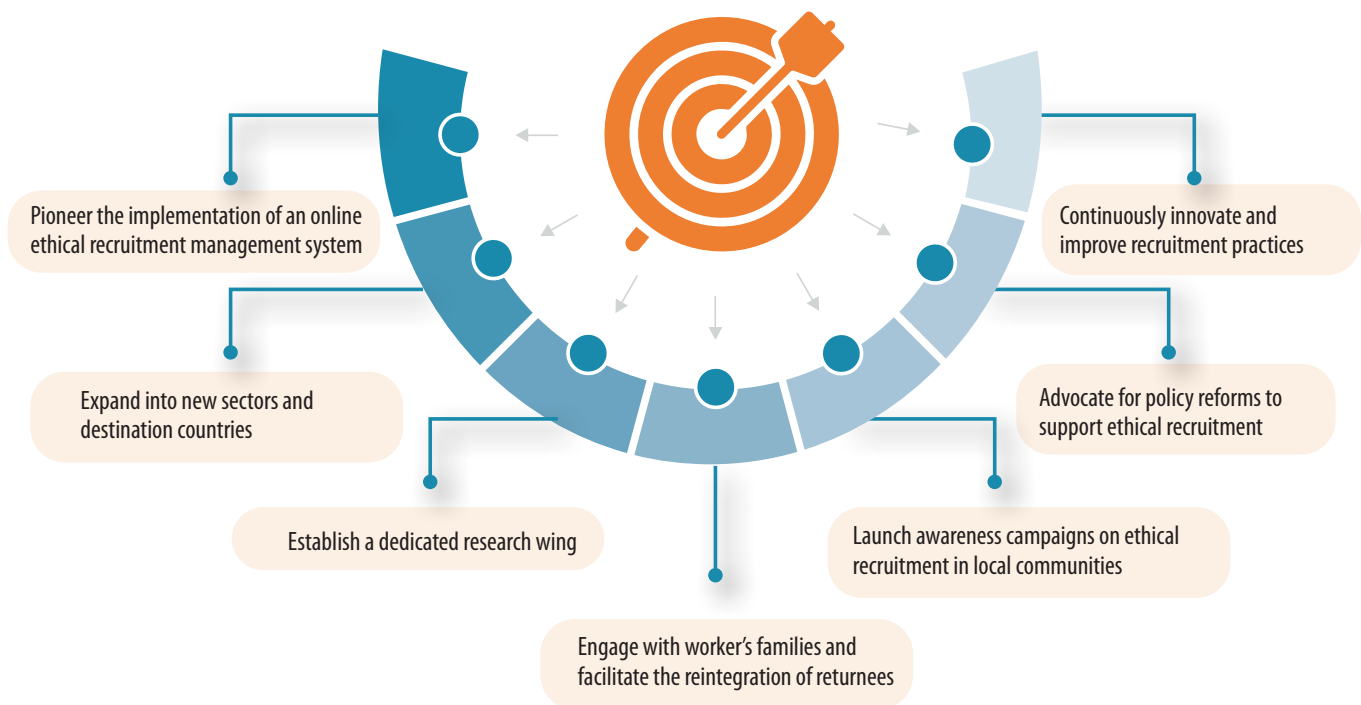
Aakarshan actively integrates environmentally responsible practices in alignment with global ethical standards and ISO guidelines. The company minimizes its ecological footprint by adopting paperless systems, energy-efficient infrastructure, and eco-conscious office policies. These sustainability principles are embedded in daily operations and extended to its supply chain, promoting collective environmental awareness and responsibility for the well-being of both the planet and the community.



Health, Safety, and Well-being:

Aakarshan is committed to providing a safe and healthy environment for both internal employees and migrant workers. All workers receive safety training and access to health services. In accordance with international standards, the company mandates emergency preparedness plans and ensures access to hygiene facilities at both domestic and destination workplaces. Through proactive safety policies and consistent monitoring, Aakarshan demonstrates a deep, inclusive commitment to the well-being of its workforce—regardless of location.

Future Goals & Strategic Direction



Aakarshan International Pvt. Ltd. (AIPL) has been evolving since its inception, shifting from traditional practices to a purely ethical model. With the same drive, we're committed to innovating, adopting, and improving our practices to keep up with the changing aspirations of Nepal youth and the evolving workforce needs of employers.



Our Sourcing Mechanism



Advertisement in National Newspapers:

We advertise our zero-cost, ethical recruitment opportunities through national daily newspapers, providing clear and transparent details about job requirements and available vacancies. Additionally, we also use FM radio stations, both national and local, to further disseminate information, ensuring a wide audience is reached. These combined efforts help ensure that more individuals are informed about the opportunities and can benefit from the ethical recruitment process.

Advertisement on Social Media:

We leverage popular social media platforms, including Facebook, LinkedIn, and TikTok, to maximize outreach and attract potential aspirants through targeted advertisements and engaging content.



Marketing Campaign:



We conduct village canvassing across different regions of Nepal to raise awareness among local candidates about zero-cost, ethical recruitment opportunities. These direct engagements not only help raise awareness about potential ethical job opportunities, but also build confidence among aspirant workers to directly apply for the jobs without relying on intermediaries.

Direct Outreach and Database Management:

We employ multiple channels, including office walk-ins, incoming calls, SMS, and emails, to engage with potential candidates interested in learning about job opportunities and the application process. A comprehensive database of interested and recommended candidates is maintained, ensuring that qualified candidates are always in our roster, even when immediate job vacancies are not available. This database also includes referrals from deployed candidates, as well as their family members or friends who are interested in overseas jobs. This ready pool of qualified individuals from diverse backgrounds enables us to swiftly source candidates when recruitment needs arise.



"Aakarshan ensures that interested candidates connect with us directly, without the involvement of any middlemen in the recruitment process."



Our Competitive Differentiation: Unparalleled Services

Compliance

Quarterly internal audits to ensure full policy adherence.

Strictly implement and adhere to 'No Fees Policy'

Transparent employment contracts provided in native language.

Non-discrimination, humane treatment, and fair recruitment practices strictly enforced

Proper feedback mechanism to address worker concerns promptly

Family Outreach and Communication Support of Deployed Candidates

Finance

Debt-free operations

No hidden costs for workers

Reimbursement system for any unlawful charges within 90 days.

Adequate Fund/Capital Management for Advance Payments for all process cost to the works

Certification

Compliance with international labor standards and ethical standards

Infrastructure

A highly developed and well-maintained infrastructure with the capacity to accommodate 1,000 people at a time

Digitized work Comprehensive Documentation and Record -Keeping

Dedicated Team Members for each company

Management System

Inclusive and Direct Recruitment Practice

Comprehensive Post-Placement, Responsive and Pro-active Support

Robust Grievance Handling System (Clients, Workers & Stakeholders)

Supportive Repatriation and Reintegration Service

Environmental, Social and Governance (ESG) Commitment

Strict KPI-Based Performance Metrics

Our Specialization

Aakarshan International Pvt. Ltd.: Ethical Recruitment Across Industries

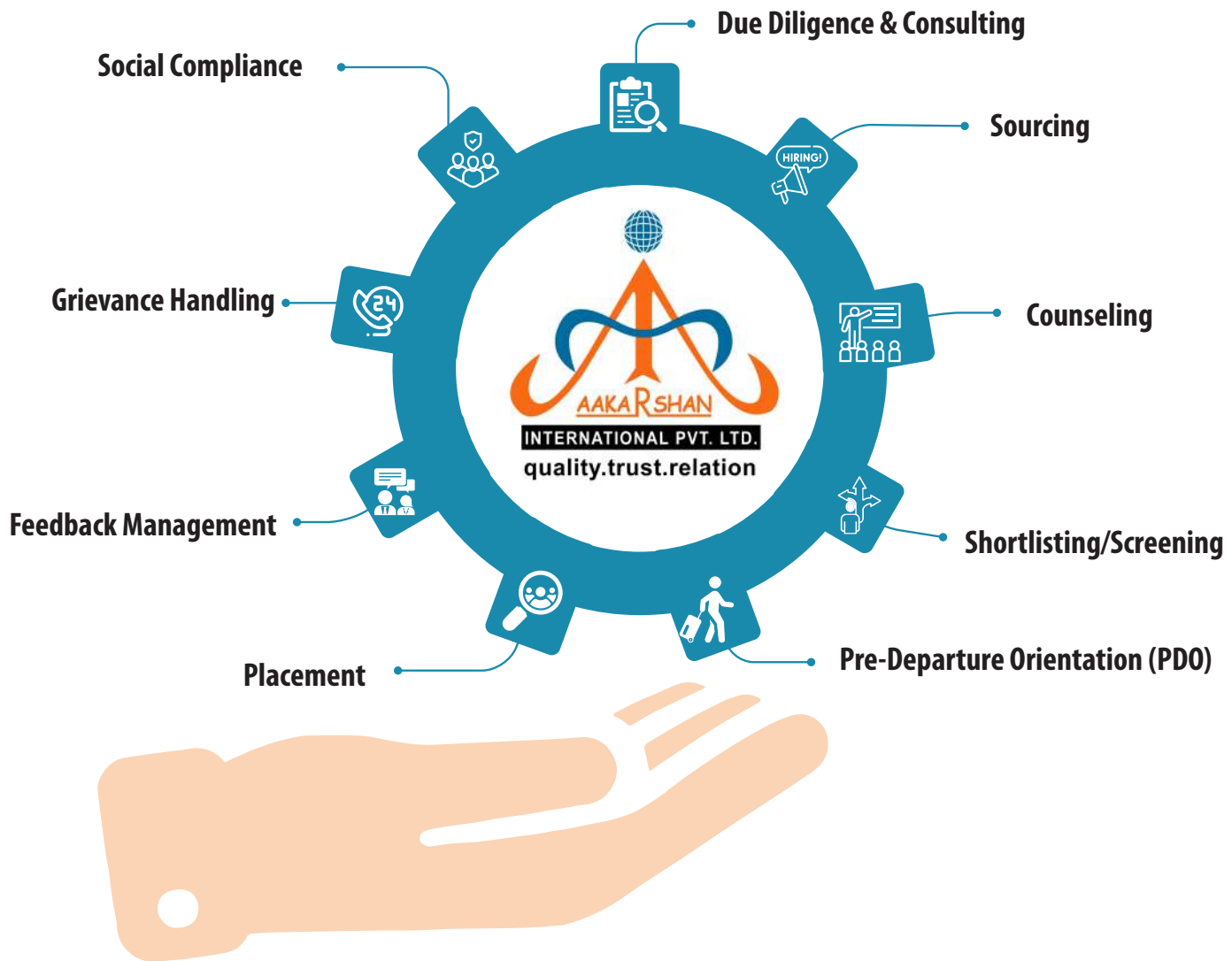


Aakarshan International Pvt. Ltd. specializes in providing ethical recruitment services across a diverse range of sectors, including manufacturing, garments and textiles, services and hospitality, security, construction, agriculture, and plantations.

We are committed to ensuring compliance with the Employer Pays Principle (EPP), prioritizing fair and transparent recruitment practices that protect workers' rights and welfare. Our approach ensures that recruitment is free from exploitation, promoting a responsible and equitable hiring process.

With years of experience, Aakarshan continues to support both employers and job seekers by adhering to the highest standards of ethical recruitment. We strive to promote sustainable workforce solutions that benefit all stakeholders, fostering a fair, transparent, and responsible job market.

Our Services



Aakarshan International Pvt. Ltd. offers a comprehensive range of services to its stakeholders, delivered virtually, physically, onsite, and offsite, at their convenience. We provide end-to-end support—from consultation to placement—with a steadfast commitment to fairness and transparency. Our model is continuously improved through stakeholder feedback and compliance audits, ensuring quality and social responsibility at every stage. At Aakarshan, ethical recruitment is more than just a service—it is a mission to empower individuals, uplift communities through fair and dignified employment opportunities, and ensure that employers' needs are fulfilled in the best possible way.

Business & Ethical Recruitment

Founded the company in full compliance with legal requirements. Fully implemented operations and began sourcing candidates.

2005

2006

Ranked among the Top-10 by the Department of Foreign Employment for the highest deployment.

2011/12

Started to work with EICC member companies with its compliance.

Fully transitioned to the Ethical Placement Practice (EPP) model.

2015

2017

Joined the Labor Agency Maturity Model (LAMM) by the EICC as a Pilot Project.

Enrolled in the International Organization for Migration's (IOM) International Recruitment Integrity System (IRIS) certification program.

Certificate of Recognition [The Fair Hiring Initiative's on The Level (OTL)]

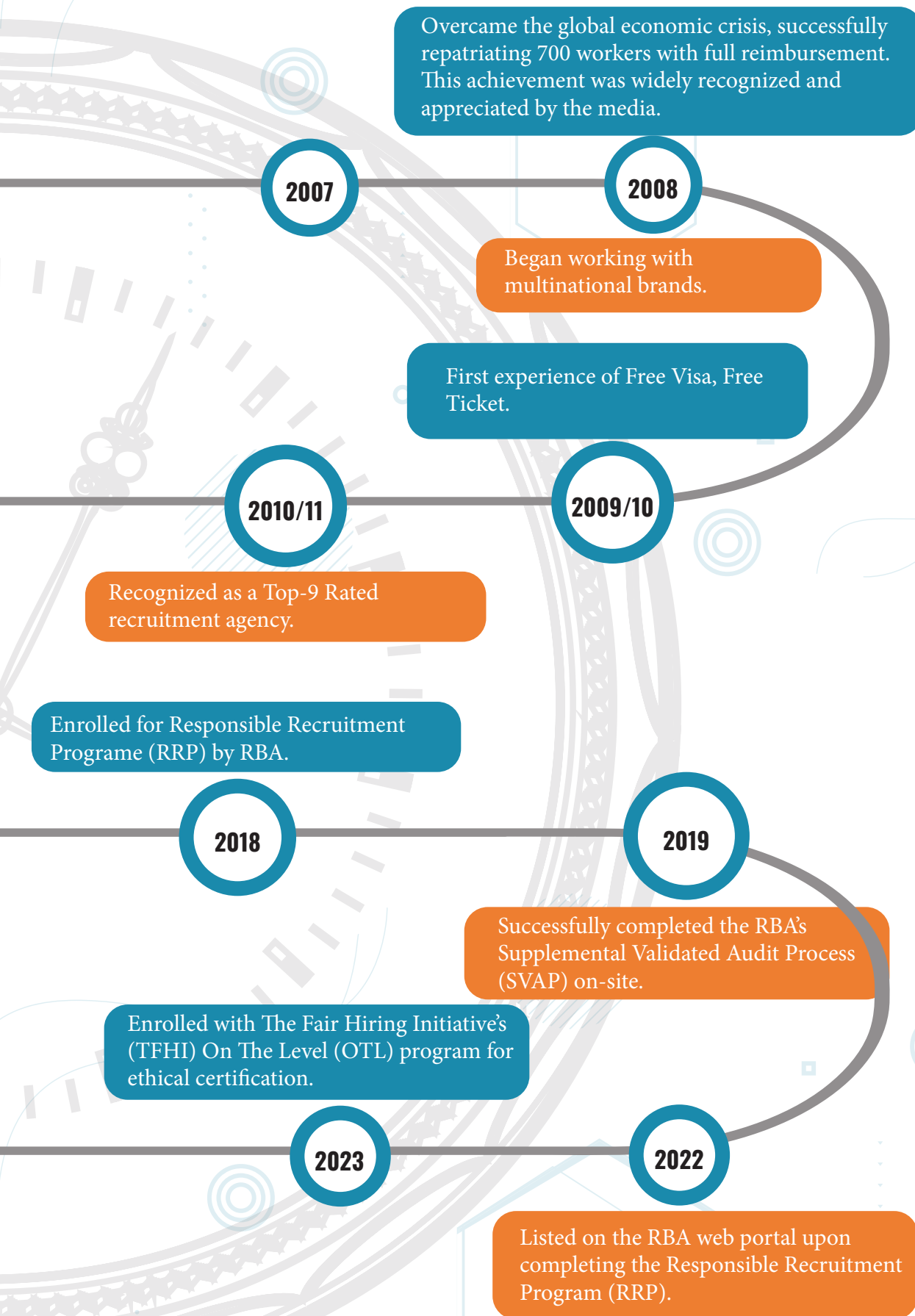
2026

2025

2024

Completed the Responsible Labor Recruitment Due Diligence (RLRDD) program with Philip Morris International (PMI).

Milestones of Aakarshan



Recruitment Process Flow

1

Due Diligence & Service Agreement

- ▶ Audit/Due diligence of supply chain
- ▶ Service Agreement.

2

Demand Confirmation, Approval & Advertisement

- ▶ Demand confirmation & Approval by Foreign Employment Department, Nepal
- ▶ Attestation submission and approval by Embassy
- ▶ Pre Labor Approval
- ▶ Advertisement in different medias

6

Departure & Post Deployment Activities

- ▶ Departure
- ▶ Confirmation of arrival
- ▶ Follow up and Trackings.

"ZERO COST"
Recruitment Opportunity for Male in
MALAYSIA !!!
(All recruitment cost will be borne by the Employer)

Company Name: _____
Location: _____
CT No: _____
Salary: _____

Required Demand Capacity: _____

Position: _____

Job Description: _____

Interview Details:
1. Registration & Screening
2. Pre-Interview
3. Final Interview

Desired Requirements:
- Able to Speak, Understand & Write English
- Working hours will be 40 hours in a week

Other Job Information:
- Free Visa
- Free Ticket to Malaysia
- Free Medical
- Free AAKARSHAN Service Charge
- Free Welfare
- Free SSP
- Free Insurance
- Free Orientation
- Free Transportation, Meal & Accommodation

Feedback from Registered Job Seekers:
1. _____
2. _____
3. _____

Contact Information:
Aakarshan International Pvt. Ltd.
Postage Office, Kathmandu, Nepal
Contact: 977-01-42551111 / 9777-02286 (WhatsApp/Telegram)

An Ethical Recruitment Agency



3



Advertisement & Interview

- ▶ Screening
- ▶ Pre Interview
- ▶ Final Interview & Selection

4



Medical & Visa process

- ▶ Conduct Medical Examination
- ▶ Process and obtain visa

5



PDO and Onboarding

- ▶ Conduct PDO
- ▶ Signing employment contract
- ▶ Obtain work permit
- ▶ Declaration of zero recruitment employment

Our Clients

Amphenol
COMMUNICATIONS SOLUTIONS

Benchmark

Celestica™

Central Medicare

CGH

dc

DUOPHARMA

DURACHEM

ECO
Medi Glove

ecolox

ETRIA
Your Digital Device Partner

GPB

GREATECH

G-SHANK

GCB
C O C O A

HACO *swiss*

Harleigh

iHastek

ISF
JDE Peets

IAC
An Inventec Group Company

JABIL

JO

JDE Peets

KAIFA

KOBELCO

KOSSAN
STRETCHING LIMITS • SINCE 1979

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KAPUJASWILKON Sdn Bhd
A MEMBER OF THE LATEX GROUP
Company Reg. TROBINSIDEY (1580812)

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MahSing
PLASTICS

MATTEL

SUPERMAX
CORPORATION BERHAD
3007140000430005 (7)

mi

Micron®

ICROPEX

molex

Nastah
The Hand Protector

NXP

Pan-International
Electronics

Panasonic

PLEXUS

RAMATEX
GROUP

RS

SAM

SAMSUNG

SANDISK™

DP

SeriMas

SONY

SUMIDEN

SUSTIO®

TDK In Everything, Better

Tech Food

fc2
FHC

United Malayan
Flour

VENTURE

WINTECH®

wistron

XUS®

YAGEO GROUP

Client Endorsement



Badrul Hisham Abd Malik
Manager People Strategy

Our first meeting was back in 2017 where I came to his office for the very first time representing SanDisk, a Western Digital brand for recruiting activities. Aakarshan under Milan's leadership supported the expansion of SanDisk at that time. He managed to fulfill our expectation and deliver the results accordingly. I was impressed with his knowledge and experiences pertaining to ethical recruitment of migrant workers especially to Malaysia. Responsible Business Alliance (RBA) is known to most recruitment agency but he and his team work relentlessly to ensure Aakarshan fulfilling all the requirements needed. I thank for the great collaboration in supplying workers to our company.

Zheng Fong Cheah

Regional HR Business Partner and Talent Acquisition Leader

I had the experiences working twice before with Milan and his team. They are definitely one of the quality manpower suppliers in Nepal that I have met and worked with before. Well versed with RBA/EICC requirement and the quality of candidate provided is good.



Chou Shet Ling
HR in Sony EMCS (Malaysia) Sdn Bhd

Aakarshan is a great recruitment manpower service provider who know and compliance with RBA well and be professional in recruitment service. I had few time experience with Mr Milan who has solid service management skills to support us with his professional service in offering solutions to customers. That's awesome! I do enjoy working with Mr Milan and Aakarshan.

NARENDRANATH TV RAMANA

Chief Executive Officer at TECH FOOD INGREDIENTS SDN BHD

We have engaged you for a few batches of employees from Nepal, and I must say, your services have been very impressive. Your professionalism, responsiveness, and attention to detail have made the entire recruitment process smooth and efficient. The workers you've sourced have shown good attitude and adaptability, which speaks to the quality of your screening process. We also appreciate how you've consistently delivered on your commitments. It's been a pleasure working with someone so reliable and results-oriented.

I particularly admire the way you manage your company with strong ethical values and transparency. Your clear communication, honest dealings, and fairness in handling matters reflect a principled approach that builds trust. It's rare to find such integrity in this line of work. We look forward to a continued partnership based on these shared values.

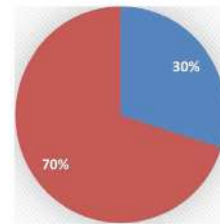


Deployment Data (2025/26)



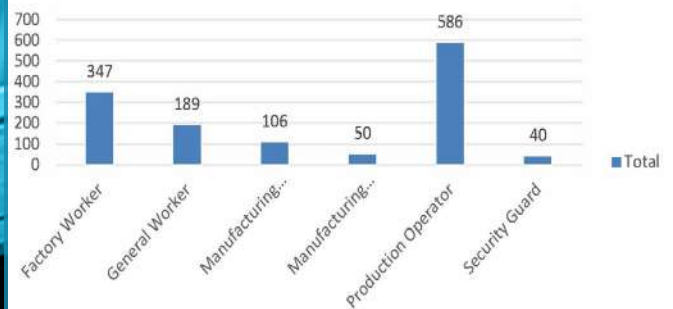
Deployment by Gender (Total=2718)

Deployment by Gender (Total = 1318,
Male = 924, Female = 394)

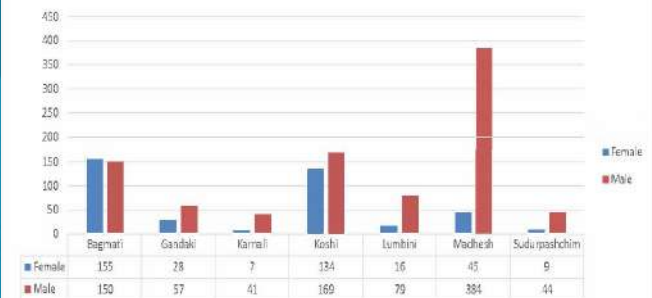


Female
Male

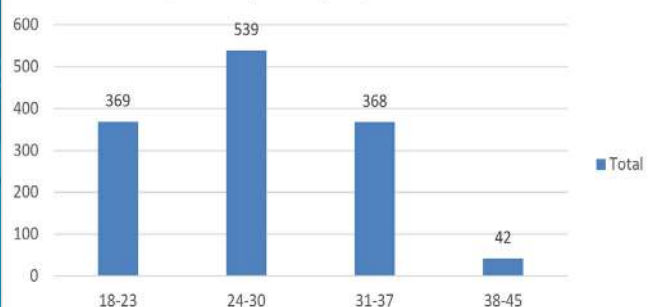
Deployed Candidates According to Jobs



Deployment According to Province by Gender



Age Group of Deployed Candidates



Candidate Testimonies

Ankit Neupane

Deployed Candidate



Who really wants to leave their country? But due to the current situation of country, I am compelled to go abroad, primarily to take care of my family and children. In the past, I had to spend a lot of money to go for foreign employment. However, upon arriving at Aakarshan International, I learned about zero-cost employment, which broke my earlier misconceptions. I truly believe now that zero-cost employment is possible. Not only that, but I was also able to send my own son abroad for employment also from the Aakarshan at zero cost.

Ranjit Sarki

Deployed Candidate



I went to abroad for foreign employment from Aakarshan International Pvt. Ltd two years ago at zero cost recruitment. Initially, I couldn't believe it when they said no money would be needed for recruitment process. After passing the interview, Aakarshan covered all the expenses. I didn't have to pay a single rupee to anyone. Many of my friends, like me, were given this opportunity, and we are all very happy. I have seen many people showing interest in learning more about Aakarshan after hearing about the zero-cost employment. Going abroad without paying has improved my financial situation; I didn't have to take loans. I am extremely happy and have benefited immensely from this zero-cost employment opportunity. Thank you.

Saral Tamang

Deployed Candidate



I am a former public representative. In our society, there has been a prevalent belief that one cannot go abroad without paying a significant amount of money, and that paying ensures an easier path. However, Aakarshan has stepped forward to break this misconception among the public, proving that this belief does not apply. I am also going abroad for foreign employment from Aakarshan at zero cost. Our entire team is extremely happy for this opportunity, and we want to thank Aakarshan. We hope Aakarshan will continue to offer such opportunities in the future and encourage other manpower agencies to operate similarly.

Unsolicited Feedback from Candidates

On social media, where migrant workers heavily rely, Aakarshan International Pvt. Ltd. is a highly recommended recruitment agency, and the unsolicited positive feedback from candidates fills us with immense pride.

 Santosh rokka
akarshan always favorite 🍌🍌🍌🍌🍌
1-24 Reply 1

 Nabjit thakur
the best mainpower in Nepal..aakarshan international ❤️❤️ ma Pani zero cost ma malesiya aako xu..
1-24 Reply 37

613 29.2K
 SANDESH SINGH
म प्रथम पल्ट यही आकर्षण इन्टरनेशनल मेनपावर कम्पनी बाट मलेशिया आको थियो तर फलाम कम्पनीमा है यो मेन् पावर एयरपोर्ट शम्भु मार्गमा पर्छ हैन् ?
1-24 Reply

 सचिन
सही हो राम्रो छ मेरो गाउँ को भाइ हरु 20जना जति होला zero cost nai ho ramro x yo menpower
1-25 Reply

 @Medical_Person (Amatya)
Trusted manpower ❤️❤️❤️
1-26 Reply

 म हजुर पर्देशि पो त
thank you somuch akarsan menpawar ma pani 2023 ma malaysia ko jb ma raheko Gounchong coaca manufakchar ma ahile samma karerat xu thikai xa 2500/2600 rm auxa khuc xu
1-24 Reply

 Aakarshan international is the best mainpower in Nepal n thank you Aakarshan international mainpower
1-24 Reply 1

 jamuna ghatani
ho ho sahi ho ek paisa lagadaina mero shreman pani januvako x 0 lagat ma
1-24 Reply

 Abiseaklama
शून्य लागत पठाउने एक मात्रै भर पर्दो मेन पावर आकर्षक इन्टरनेसनल प्र ली लाई मने देखि विशेष धन्यवाद
1-24 Reply

 Aashish
ramro manpower ho aakarsan ma pani yai manpower batai aako ho 1 barsa vayo malyasia freevisa free tikat
1-24 Reply

 prem143#
thank you so Aakarshan international ma pani zero cost ma aayeko
1-24 Reply 2

 ramyadav3510
aakarshan is the best of all manpower in nepal.....
1-25 Reply

 Surya Chhetri
Hami pani o cost batai aako xau hai aakarsan international pvt ltd bata
1-24 Reply 4

Testimonies from the Families of Deployed Candidates

Binod Kumar Singh (Father of Deployed Candidate Pranab Kumar Singh)

Golbazar-11, Siraha
Migrated on 30th April 2024

I am Binod Kumar Singh, a former national athlete and coach. However, when the government dissolved the Sports Council, I turned to farming and focused on educating my children. Due to financial difficulties, I advised my sons to go abroad to earn, but it wasn't easy, as it required a significant amount of money. Our financial situation was very weak, but then we learned about the ZERO COST foreign employment opportunity offered by Aakarshan. My son completed all the necessary processes and left without any cost burden.

The Aakarshan team even visited our home to verify that my son went abroad without paying any fees. After sharing our experience with them and confirming that we hadn't paid, we were extremely happy. Thanks to this opportunity, we are now able to start building a home with my son's earnings. This zero-cost employment opportunity has positively impacted our family's financial situation. We are proud to protect our reputation in the community, and it's a source of pride that my son was able to go abroad at no cost. Many other families are also interested in similar opportunities, so we encourage those in our community to choose Aakarshan for foreign employment.

Mahesh Kumar Chaudhary (Father of Deployed Candidate Manish Kumar Chaudhary)

Lalbandhi
Migrated on 21st May 2024

My son, Manish Kumar Chaudhary, went to Malaysia for foreign employment through Aakarshan International Pvt. Ltd. with zero-cost recruitment, covering all expenses. We are grateful for the excellent service provided. Aakarshan representatives visited both his workplace and our home in Lalbandi to check on our experience, which made us very happy. We sincerely thank them for their outstanding services.

Ram Ekwel Das (Father of Deployed Candidate Aklesh Das)

Janakpur
Migrated on 20th May 2024

My son, Akhilesh Das, went abroad for employment through Aakarshan International Pvt. Ltd. Our financial situation was quite challenging, making it difficult for us to invest in his employment. One day, he came across an advertisement from Aakarshan offering zero fees for foreign employment. Encouraged by this opportunity, he visited their office, attended the interviews, and successfully passed. Aakarshan covered all his expenses, including food, travel, accommodation, and passport costs. As a family with four children, it has been tough to meet our basic needs, so being able to send my son abroad without any fees has brought us immense joy. We are truly grateful to Aakarshan International Pvt. Ltd. for their invaluable support.

From the Archives

The Father and Son Duo Deployed to Malaysia by Aakarshan

My name is Amit Neupane. My son, Ankit Neupane, went to Malaysia last year through Aakarshan. After successfully passing the interview and medical tests, he was deployed without paying a single rupee.

A year later, I am now following in his footsteps—also at zero cost through Aakarshan. The only expense I initially had was a bus ticket from my village to Kathmandu, but even that was reimbursed once I passed my interview. Now, as I wait for my travel date in Kathmandu, Aakarshan is covering all my expenses, including food and lodging.

I plan to work in Malaysia for quite some time since there are few job opportunities in Nepal. I need to go abroad to support my children's education and take care of my parents. Of course, leaving my loved ones behind is difficult, but what choice do we have?

For anyone considering working abroad, I strongly recommend going through Aakarshan Manpower. At first, I had doubts because most manpower agencies and individual agents always charge migrant workers high fees. I have migrated in the past, struggling to find a reliable agent, paying hefty amounts, and still facing problems. It was only after coming to Aakarshan that I realized they send people abroad at zero cost.

For those planning to go abroad, I advise against relying on individual agents. Many people believe that paying 40,000–45,000 rupees will guarantee them an interview and a job offer, but that's simply not true. My son went directly to Aakarshan without relying on intermediaries, and I am doing the same.



I From the Archives

Returnee Agriculture Entrepreneur Deployed by Aakarshan to Malaysia

My name is Kumod, and I am from Dhanusa District. I have completed my high school. I grew up in poverty, and my we used to work on other people's farms to make a living. We had very little land, and my parents struggled a lot to educate me as much as they could. As I grew older, I realized I needed to find a way to support my family. Since there were no job opportunities in Nepal, and the few available required political connections or bribes, which we couldn't afford. I instead opted for foreign employment.

When I went to Qatar before Malaysia through another recruiter, I paid Rupees 80,000 so I decided to go to Kathmandu. I went to Kathmandu to find out more about migrating as all the agents in our villahge demanded money and I had no money. I randomly saw a long queue near a manpower agency called Aakarshan and asked the people in line what it was for. They told me it was for a job vacancy in Malaysia where people would not be charged any fees. I decided to line up as well as I already had all my documents in my bag with me. After facing an interview with the employer, I was selected. Later, I completed my medical tests, got my visa, and finally went to Malaysia without spending a single penny, not even for domestic transportation.

I got a good job in Malaysia, earned money well and got to work as a computer operator.

With my overseas earning, I purchased some land. I have also worked in Qatar and Israel.

Now, I do farming here and it is going well, we grow many types of vegetables.

In addition, my job in Malaysia was as a computer

operator so the knowledge I gained there also helps me teach my children well about computers.

People should believe that Aakarshan deploy individuals for free and I would highly recommend it. I have even referred many people from my village to Aakarshan and advise them not to rely on individual brokers. Ethical employment allows us to make some savings, and Aakarshan is one of the rare recruiters out of hundreds that sends workers for free.



I Kumod Mahato , Dhanusha

Corporate Social Responsibility

By conducting recruitment drives that are strictly ethical and charging no fees to workers unlike the traditional practice, we are proud to help transform the lives of candidates and their families by ensuring they don't fall into debt traps. In addition, we go the extra mile through various Corporate Social Responsibility (CSR) initiatives, all with the shared goal of giving back to our communities.



Media Outreach: Building Brand Advocacy

Aakarshan sends migrant workers abroad at zero cost

BY A STAFF REPORTER
Kathmandu, July 27

Aakarshan International Pvt. Ltd. has facilitated the employment of 1,875 Nepali migrant workers in Malaysia at zero cost – by adopting the fair recruitment process without incurring any expenses.

Those workers include 1,854 men and 221 women, informed Bishnu KC, Chairman of the company.

Established 28 years ago, Aakarshan International has been sending Nepali citizens interested in foreign employment, especially to Malaysia, at zero cost.

Since 2015, the Government of Nepal has adopted the policy of free visa free ticket system for foreign employment in Malaysia and Qatar. But the company has been sending all the workers abroad at zero cost. According to KC, it has submitted a memorandum letter informing about its activities of sending workers at zero cost to the Ministry of Labour, Employment and Social Security, Department of Foreign Employment, Foreign Employment Board and Nepali embassies abroad.

"Our company believes that the workers should be able to go abroad in a free and transparent manner. We would like to inform you that we are paying all the expenses incurred by the workers when they go abroad, such as visa, ticket, medical, insurance, welfare fund, social security fund, etc., as well as the car rental, food, accommodation management and passport application fees for the process from the interview to the flight," KC said in an interaction with journalists on Wednesday.

He said that the workers' rights and safety was ensured before sending them abroad for employment.



Aakarshan International's Bishnu KC submits a letter to the secretary of the Ministry of Labour, Employment and Social Security, Kewal Prasad Bhandari.

When marketing to Malaysia for foreign employment, the company works with the internationally recognized organisations such as the International Labour Organisation, Responsible Business Alliance, International Recruitment Integrity System and Supplier Ethical Data Exchange.

The company has expressed its commitment to providing the data

and details of the workers sent by it to Malaysia at zero cost to the concerned government agencies.

Saying that since the company has benefited a large number of Nepali workers, their benefits and state efforts, it should be facilitated and promoted with capacity enhancement support, motivational programmes by the government organisations.



"Ethical Foreign Employment & the Situation Women."

आकर्षणले एक वर्षमा शून्य लागतमा २७०० नेपालीलाई वैदेशिक रोजगारीमा पठायो | News from Nepal



काठमाडौं। आकर्षण इन्टरनेशनलले एक वर्षमा दुई हजार ७०० भन्दा बढी नेपालीलाई वैदेशिक रोजगारीमा पठाएको छ । शून्य लागतमा नेपालीहरूलाई वैदेशिक रोजगारीमा पठाउँदै आएको आकर्षणले गत आर्थिक वर्ष २०७०/७१ मा दुई हजार ७१७ जनालाई पठाएको हो ।

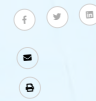
सन् २०१५ देखि नै फ्री भिसा, फ्री टिकट को नीतिभन्दा माथि शून्य लागतमा कामदार पठाउँदै आएको अग्रगण्य विप्लव बहादुर केसीले बताए ।



बदनाम म्यानपावर बजारमा 'आकर्षण' को सुनाम



सकल सहयोग काठमाडौं २५ असार २०७१ १० मिनेट पढ



२०औँ वर्षदेखि गुनाम एउटा म्यानपावर कम्पनी छ, जसले १०औँ हजारलाई सहजै बिनाशुल्क मलेसिया रोजगारीमा पठाएर लोकप्रियता हासिल गरिरहेको छ। यसमाफत विदेश जाने सर्वसाधारण यसको प्रयास गरेर थक्केना। एजेन्ट पालेर बसेको नेपाल सरकारमा दर्तावाल म्यानपावर कम्पनीहरूले वैदेशिक रोजगारीका नाममा मन्त्रालको ठगीधन्दालाई यसले रोकिरहेको छ। विभिन्न विमानस्थलजिकै कार्यालय रहेको आकर्षण इन्टरनेसनल नामक म्यानपावर संस्थाले पारदर्शी किसिमले शून्य लागतमा श्रमिकलाई मलेसिया पठाइरहेको छ।

वैदेशिक रोजगारीका लागि भन्दा आइसकेपि युवा समूह खडा गर्दै प्रायः म्यानपावर कम्पनीले भिडियो गर्छन्, 'हामीले लगाइरहौं एक रूपैयाँ पनि लिएका छौं त?' जबाफमा भइरहेको छैन। 'हजुर' मोबाइलमा रेकर्ड गर्दै

आकर्षण: एक अपवाद

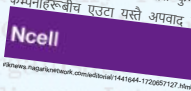


काठमाडौं २७ असार २०७१

International Bishnu KC submits a letter to the secretary of the Ministry of Labour, Employment and Social Security, Kewal Prasad Bhandari.

नेपालका म्यानपावर कम्पनी बदनाम छन्। उनीहरू बेरोजगार युवाहरूलाई आकर्षक प्रलोभन देखाएर विदेश पठाउने बहानामा यहाँ ठग्न र उता फुगेपछि पनि ठग्न छाडेनन्। यही कारण वैदेशिक रोजगारीका लागि विदेश पठाउने मानिस र कम्पनी भन्नासाथ नेपाली समाज सतर्क भइसक्यो अनि शंकाको दृष्टिले हेर्छ। म्यानपावर कम्पनी र उनीहरूद्वारा पालितपोषित बिचौलियामार्फत ठगिएका हजारौंको वेदनाले यस्तो वातावरण सिर्जना गरेको हो।

अपवाद हरेक ठाउँमा हुन्छ। सबै ठाउँ खराब व्यक्तिले मात्र भएरको हुँदैन। सामान्यतः खराब काम गर्नेहरूले सञ्जाल फैलाएका हुन्छन्। राम्रो काम गर्ने व्यक्तिले कुनै दिन आफ्ना असल कार्य सार्वजनिक हुने अपेक्षा गरेका हुन्छन्। बदनाम म्यानपावर कम्पनीहरूबीच एउटा यस्तै अपवाद कम्पनी देखापरेको छ-आकर्षण इन्टरनेसनल। जसले कामका लागि विदेश पठाएका



Company Profile





FAQ

1 What does Aakarshan International Pvt. Ltd. do?

Aakarshan International Pvt. Ltd. is an ethical and zero-cost recruitment agency in Nepal, specializing in global placement of skilled and unskilled workers. We are committed to ethical hiring, fair labor practices, and compliance with international recruitment standards.

2 What industries do you provide recruitment services for?

We cater to a wide range of industries, including but not limited to:

- » Manufacturing
- » Security Services
- » Retail & Logistics
- » Construction
- » Healthcare
- » Agriculture & Farming
- » Hospitality & Tourism
- » IT & Engineering

3. What is Zero-Cost Recruitment?

Zero-Cost Recruitment means workers do not pay any recruitment-related fees. All costs, including visa processing, travel, and placement services, are either covered by the employer or managed transparently through our ethical hiring model (Employer Pay Principle).

4 How do you handle worker grievances and welfare monitoring?

We have a mechanism in place with multiple reporting channels along with a dedicated team that monitors worker well-being, ensures fair treatment, and provides support in case of any disputes or concerns.

5 How can employers' partner with Aakarshan for recruitment?

Employers can reach out to us via our contact form, email, or phone, providing details about their workforce requirements. Our team will assess needs and facilitate the recruitment process.

6 What makes Aakarshan a unique recruitment agency?

Aakarshan is a recruitment agency known for its commitment to ethical practices and expertise in placing workers globally. With over two decades of experience, Aakarshan strives to create positive experiences for both employers and candidates. Aakarshan offer large-scale recruitment services and tailored staffing solutions, providing both on-site and virtual options for flexibility and efficiency.

7 What are the benefits of recruiting from Nepal through Aakarshan?

Recruiting from Nepal through Aakarshan offers employers access to a well-trained workforce with strong work ethics, adaptability, and a diverse skill set. Aakarshan ensures fair employment practices and respects workers' rights, providing a cost-effective recruitment solution. This approach helps employers build strong, ethical relationships with their employees while benefiting from a reliable and skilled labor force.

8 How does Aakarshan maintain ethical standards throughout the recruitment process?

Aakarshan upholds ethical standards in recruitment by following local and international labor laws, prioritizing candidate welfare and rights, promoting transparency, integrity, and respect, and prohibiting exploitation and illegal fees. Aakarshan regularly review and improve their processes to ensure high ethical standards throughout the employment process.

9 Do you provide post-deployment support ?

Yes, we offer continuous support, grievance handling, and regular check-in to ensure worker welfare, employer satisfaction and employer's support & stakeholder's welfare.



AAKARSHAN INTERNATIONAL PVT. LTD.

(An ISO 9001:2015 Certified Company)

-  Phone: +977 01-4598701 (Hunting Line)
-  E-mail: contacts@aarshannepal.org
-  Website: <https://www.aarshannepal.com.np>
-  Address: Pashupati Road, Ratopul
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