



# HIGHLIGHTS

Office of Inspector General  
United States Department of State

ISP-I-20-22

## What OIG Inspected

OIG inspected the executive direction, program and policy implementation, and resource and information management operations of Embassy Kathmandu.

## What OIG Recommends

OIG made 18 recommendations to Embassy Kathmandu.

In its comments on the draft report, Embassy Kathmandu concurred with all 18 recommendations. OIG considers all 18 recommendations resolved. The embassy's response to each recommendation, and OIG's reply, can be found in the Recommendations section of this report. The embassy's formal written response is reprinted in its entirety in Appendix B.

May 2020

OFFICE OF INSPECTIONS

BUREAU OF SOUTH AND CENTRAL ASIAN AFFAIRS

## Inspection of Embassy Kathmandu, Nepal

### What OIG Found

- The Ambassador and the Deputy Chief of Mission led Embassy Kathmandu in a professional and collaborative manner. Staff praised both leaders for establishing a collegial work environment.
- The Front Office was effective in advancing U.S. foreign policy issues in Nepal as outlined in the embassy's Integrated Country Strategy.
- Consular managers did not handle conduct issues adequately.
- The embassy provided home-to-work transportation for approximately 160 locally employed staff without proper Department of State authorization.
- The retirement fund for locally employed staff, valued at \$9.6 million, was at risk because the embassy did not manage it appropriately.
- Spotlight on Success: An embassy social media campaign generated positive local reactions amid indications the messages were helping improve bilateral relations.