

International
Labour
Organization



FEDERAL DEMOCRATIC REPUBLIC OF NEPAL

DECENT WORK COUNTRY PROGRAMME

2018-2022



DECENT WORK COUNTRY PROGRAMME (DWCP)

2018-2022

FEDERAL DEMOCRATIC REPUBLIC OF NEPAL

October 2018

Copyright © International Labour Organization 2018
First published 2018

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Licensing), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: rights@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with a reproduction rights organization may make copies in accordance with the licenses issued to them for this purpose. Visit www.ifpro.org to find the reproduction rights organization in your country.

ILO Cataloguing in Publication Data

The enabling environment for sustainable enterprises in Nepal / International Labour Organization, ILO Country Office for Nepal - Kathmandu: ILO, 2018.

ISBN: 9789221285571; 9789221285588 (web pdf)

International Labour Organization; ILO Country Office for Nepal.

enterprise creation / enterprise development / sustainable development / political development / environmental impact assessment / Nepal

03.04.5

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications and digital products can be obtained through major booksellers and digital distribution platforms, or ordered directly from ilo@turpin-distribution.com. For more information, visit our website: www.ilo.org/publns or contact ilopubs@ilo.org.

Printed in Nepal

Memorandum of Understanding

Whereas the Government of Nepal (the Government), the undersigned workers' and employers' organizations, and the International Labour Organization (ILO), represented by the International Labour Office referred collectively as Parties), wish to collaborate in order to promote and advance decent work in Nepal.

Now therefore, the Parties hereby agree as follows:

1 The Parties affirm their commitment to collaborate in the implementation of the Decent Work Country Programme (DWCP) in Nepal. The following are agreed as priorities of the DWCP 2018-2022:

Priority 1: Enabling decent work for all through sustainable, inclusive and gender-responsive economic growth.

Priority 2: Strengthening institutional capacities, enhancing social dialogue and applying fundamental conventions and other international labour standards

2 The ILO agrees to assist in the mobilization of resources and to provide development cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.

3 In relation to DWCP and to any related activities of the ILO in the country, the Government will apply, to the Organization, its personnel and any person designated by the ILO to participate in the ILO activities, the provisions of the Convention on the Privileges and Immunities of the Specialized Agencies and its Annex I relating to the ILO, to which Nepal has acceded on 11 September 1996.

4 This Memorandum of Understanding (MoU) may be modified by agreement between the Parties. Nothing in or relating to this MoU shall be construed as constituting a waiver of the privileges and immunities enjoyed by the ILO.

The DWCP document is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, including the provisions referenced in article 3, then the latter shall govern and prevail.

The original of the MoU has been written and signed in English. If this MoU is translated into another language, the English version shall govern and prevail.

This MoU, superseding all communications on this matter between the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties.

**For and on behalf of the
Government**

Mr Mahesh Dahal
Secretary
Ministry of Labour, Employment and
Social Security
Kathmandu
On [15 October 2018]

**For and on behalf of the
International Labour Office**

Mr Richard Howard
Director
ILO Country Office for Nepal
Kathmandu
On [15 October 2018]

**For and on behalf of
Employers' Organization**

Ms Bhawani Rana
President
Federation of Nepalese Chambers of
Commerce and Industry
Kathmandu
On [15 October 2018]

**For and on behalf of
Worker's Organization**

Mr Biswa Nath Pyakurel
President
Joint Trade Union Coordination
Centre
Kathmandu
On [15 October 2018]



Acronyms

ACT/EMP	ILO Bureau for employer's activities
ACTRAV	ILO Bureau for worker's activities
ANTUF	All Nepal Federation of Trade Unions
CBS	Central Bureau of Statistics
CO	Country Office
CP	Country Programme
CPO	Country Programme Outcome
CPR	Country Programme Review
CSO	Civil Society Organization
DC	Development Cooperation
DoFE	Department of Foreign Employment
DoLIDAR	Department of Local Infrastructure, Development & Agriculture Roads
DoR	Department of Roads
DWCP	Decent Work Country Programme
DWT	Decent Work Team
EOs	Employers' Organizations
FEA	Foreign Employment Act
FEPB	Foreign Employment Promotion Board
FNCCI	Federation of Nepalese Chambers of Commerce and Industry
FPRW	Fundamental Principles and Rights at Work
GDP	Gross Domestic Product
GEFONT	General Federation of Nepalese Trade Unions
GESI	Gender Equality and Social Inclusion
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organization
ILS	International Labour Standards
LMIS	Labour Market Information System
JTUCC	Joint Trade Union Coordination Centre
MoFALD	Ministry of Federal Affairs and Local Development
MoLESS	Ministry of Labour, Employment and Social Security
M&E	Monitoring and Evaluation
NAFEA	Nepal Association of Foreign Employment Agencies
NEFIN	Nepal Federation of Indigenous Nationalities
NGO	Non-Government Organization
NLSS	Nepal Living Standard Survey
NPC	National Planning Commission
NTUC	Nepal Trade Union Congress
P&B	Programme and Budget (of the ILO)
RBTC	Regular Budget Technical Cooperation
ROAP	Regional Office for Asia and the Pacific
SDGs	Sustainable Development Goals
SSF	Social Security Fund
WOs	Workers' organizations

Contents

1. Country Context	1
1.1 Socio-economic Situation	2
1.2 Labour Market and Employment	3
1.3 Labour Migration	4
1.4 Labour Market Governance	5
1.5 Social Protection	6
1.6 Social Dialogue	6
1.7 Fundamental Principles and Rights at Work	7
1.8 Gender Equality and Social Inclusion	7
1.9 The DWCP Formulation Process	8
2. Country Priorities, Outcomes and Strategies	10
Priority 1: Enabling decent work for all through sustainable, inclusive, and gender responsive economic growth	12
Outcome 1.1: Tripartite constituents have enforced the Labour Act 2017	12
Outcome 1.2: Promoting more and better jobs, especially for young women, men, and disadvantaged groups	13
Outcome 1.3: Men, women and youth, especially from disadvantaged communities living in rural areas have increased access to decent job opportunities	15
Outcome 1.4: Policy makers and planners have applied evidence based information to develop job creation policies and strategies	17
Outcome 1.5: Social protection institutions have implemented the Contribution-based Social Security Act (2017)	18
Priority 2: Strengthening institutional capacities, enhancing social dialogue, and applying ILO fundamental conventions and other international labour standards	21
Outcome 2.1: The government and social partners have promoted fundamental principles and rights at work and to protect workers from unacceptable forms of work	21
Outcome 2.2: The government institutions and social partners have effectively implemented good governance frameworks and rule of law on labour migration	23
Outcome 2.3: Employers' organizations have provided demand driven and gender responsive services	26
Outcome 2.4: Workers' organizations have strengthened their networks at national, provincial and local levels	27
Outcome 2.5: Tripartite organizations have advocated for promotion of fundamental principles and rights at work and ratification and application of ILO Conventions	28
3. Implementation Management, Monitoring, and Evaluation	29
4. Key DWCP Partnerships	30
5. Advocacy and Communication Plan	30
6. Resourcing DWCP Implementation	31
7. Risk Management	32
Annex I-DWCP Results Matrix	34

A woman wearing a bright yellow headscarf and a blue patterned garment is focused on operating a green textile machine. The machine is part of a long row of similar equipment in a factory setting. Spools of thread are visible on the machine. In the background, other workers and the industrial structure of the factory are visible under bright lights.

Executive Summary

Nepal is passing through a major period of transition. The newly established federal structure provides opportunities and challenges, in both political and economic terms. Nepal has also announced its commitment to the 2030 Agenda for Sustainable Development, declared its aspiration to graduate from a Least Developed Country by 2022 and become a Middle-Income Country by 2030. The acute political crisis of several decades is over, and the new government appears determined to make economic growth and domestic job creation as a top priority.

The Fourteenth Three-Year Plan (2017-2019) prescribes a comprehensive strategy to achieve sustainable social and economic development and encompasses five areas of focus: (i) productive employment growth; (ii) infrastructure development in multifarious areas; (iii) social protection and sustainable human development; (iv) improved governance and accountability; and (v) promotion of gender equality, social inclusion, and environmental protection. Nepal's vision sets a compelling stage for drawing together priorities and objectives to achieve more decent work while realizing the Sustainable Development Goals (SDGs).

Decent Work Country Programme (DWCP) is the main vehicle for delivery of ILO support to its member countries. DWCPs have two basic objectives. They promote decent work as a key component of national development strategies. At the same time they organise ILO knowledge, instruments, advocacy and cooperation at the service of tripartite constituents in a results-based framework to advance the Decent Work Agenda within the fields of comparative advantage of the Organization. Tripartism and social dialogue are central to the planning and implementation of a coherent and integrated ILO programme of assistance to constituents in member States.

The DWCP for Nepal (2018-2022), is formulated in collaboration with the tripartite constituents, is closely aligned to Nepal's development priorities as set out in the Fourteenth Plan of Nepal (2017-2019). It also reflects the priorities set out in United Nations Development Assistance Framework (UNDAF) for 2018-2022. It significantly contributes to UNDAF Priority One on sustainable and inclusive economic growth and is linked to Priority Two on social development. It also takes into consideration of the recommendations made by the internal review of the DWCP (2013-2017) undertaken in June/July 2017 and the findings of the DWCP diagnostic study conducted in October 2017.

Following an extensive consultation with the ILO constituents, the DWCP has identified two priorities with five resulting outcomes for each of the two priorities.

PRIORITY 1: ENABLING DECENT WORK FOR ALL THROUGH SUSTAINABLE, INCLUSIVE AND GENDER-RESPONSIVE ECONOMIC GROWTH.

- Outcome 1.1:** Tripartite constituents have enforced the Labour Act 2017.
- Outcome 1.2:** Constituents and stakeholders at national, provincial, and local levels have promoted more and better jobs, especially for young women, men, and disadvantaged groups.
- Outcome 1.3:** Men, women and youth, especially from disadvantaged communities living in rural areas have increased access to decent job opportunities.
- Outcome 1.4:** Policy makers and planners have applied the latest labour statistics, ILO research and analysis to develop job creation policies and strategies.
- Outcome 1.5:** Social protection institutions have implemented the Contribution-based Social Security Act (2017).

PRIORITY 2: STRENGTHENING INSTITUTIONAL CAPACITIES, ENHANCING SOCIAL DIALOGUE, AND APPLYING FUNDAMENTAL CONVENTIONS AND OTHER INTERNATIONAL LABOUR STANDARDS.

- Outcome 2.1:** The government and social partners have promoted fundamental principles and rights at work and to protect workers from unacceptable forms of work.
- Outcome 2.2:** The social partners have effectively implemented good governance frameworks and rule of law on labour migration that has resulted in fairer labour migration practices and protection of workers' rights for both men and women.
- Outcome 2.3:** Employers' organizations have provided demand driven and gender responsive services to their members and are influential partners in the tripartite constituents' decent work agenda.
- Outcome 2.4:** Workers' organizations have strengthened their networks at national, provincial and local levels and are influential partners in the tripartite constituents' decent work agenda.
- Outcome 2.5:** Tripartite organizations have advocated for promotion of fundamental principles and rights at work and ratification and application of ILO Conventions.

The four cross-cutting policy drivers: international labour standards, social dialogue, gender equality and non-discrimination, and a just transition to environmental sustainability will be mainstreamed as relevant to the respective outcomes, strategies and indicators.

The priorities, outcomes and strategies identified for the DWCP are closely linked to the ILO's Programme and Budget 2018-19, the Bali Declaration adopted by the 16th ILO Asia and the Pacific Regional Meeting, Bali, Indonesia held in from 6–9 December 2016 and national development priorities.

Critical to the successful implementation of the DWCP are effective monitoring and evaluation, linked to continuous learning and reporting. Three main tools used for monitoring and evaluation will be (i) Results Framework, (ii) Implementation Plan, and (iii) Monitoring and Evaluation Plan. A DWCP Tripartite Steering Committee established at the national level will provide policy guidance, promote the DWCP to the Government Ministers, Members of Parliaments, and other relevant agencies and institutions, and monitor the implementation of the DWCP plan. The constituent partners' ownership of DWCP will be strengthened to ensure that the DWCP objectives, implementation, and monitoring are in alignment with the evolving national realities.

A communication and media strategy will be designed both to promote to ensure proactive and systematic knowledge sharing for informing current and potential future stakeholders of the Decent Work Agenda. Current and pipeline resources from key development partners will fund the bulk of the work outlined in this country program. A resource mobilization plan is set out to fill in resource gaps that exist and relevant development partners have already been identified for addressing these gaps.

ILO CONVENTIONS RATIFIED BY NEPAL¹

Conventions	Date of Ratification	Status
Fundamental		
C029 - Forced Labour Convention, 1930 (No. 29)	3-Jan-02	In Force
C098 - Right to Organize and Collective Bargaining Convention, 1949 (No. 98)	11-Nov-96	In Force
C100 - Equal Remuneration Convention, 1951 (No. 100)	10-Jun-76	In Force
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	30-Aug-07	In Force
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	19-Sep-74	In Force
C138 - Minimum Age Convention, 1973 (No. 138) Minimum age specified: 14 years	30-May-97	In Force
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	3-Jan-02	In Force
Governance (Priority)		
C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	21-Mar-95	In Force
Technical		
C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)	10-Dec-86	In Force
C131 - Minimum Wage Fixing Convention, 1970 (No. 131)	19-Sep-74	In Force
C169 - Indigenous and Tribal Peoples Convention, 1989 (No. 169)	14-Sep-07	In Force

¹ ILO NORMLEX data base (www.ilo.org/dyn/normlex/en/?p=1000:11200:0:NO:11200:P11200.ID). Nepal has ratified 11 Conventions which include 7 Fundamental Conventions, 1 Governance Conventions (Priority), 3 Technical Conventions.



1.0. Country Context

Nepal's new constitution was promulgated in September 2015, marking a closure to the tumultuous period of political insurgencies and party conflicts. Moreover, the disastrous earthquake of 2015 had also led to a decline in economic growth from 2.7 percent in 2014/15 to 0.6 percent in 2015/16. In terms of the impact on the labour market, estimates suggest that 5.6 million workers were affected by the earthquake.¹ The economy rebounded strongly in the Fiscal Years 2017 and 2018, recording an annual Gross Domestic Product (GDP) growth of 6.9 percent in 2017 and an expected annual growth rate of more than 6% in 2018.

There is now a growing optimism that the country has begun to move slowly towards political and social stability. A full-fledged multi-party democracy is in place, based on principles of decentralization, proportional inclusion, and participation. The landmark elections of 2017, held exclusively on a socio/economic agenda for the first time in democratic Nepal, elected nearly 40,000 officials to local, provincial, and federal parliaments, of which 41% are women. The new majority party government has picked up the reins and is determined to push the economic agenda forward.

The transition to a federal structure and the devolution of power to provincial and local governments are now in motion. A three-tier governance system has been introduced, with national, provincial, and local levels of governance. Presently there are seven provinces containing 460 rural municipalities, 276 municipalities, 11 sub-metropolitan cities and 6 metropolitan cities. In 2017, the government allocated sweeping rights to the local governments and allocated 17.6 percent of the total budget for 2017, amounting to NRS 225 billion, to these local bodies.³

Moreover, major legislative measures endorsed recently -- the Labour Act (LA) and the Contribution-based Social Security Act (CSSA) in 2017 -- will run in parallel with the political process of restructuring the nation into a federal republic. The new Industrial Enterprises Act (2016) also seeks to boost industrial growth and create more opportunities for employment.

As is to be expected, there are significant implications for employment and labour governance initiatives with the increasing devolution of political and economic power to local governments. Many local bodies are plagued by capacity constraints on many fronts and may not be able to deliver what is expected of them. The ILO's interventions will be crucial in supporting the implementation mechanisms for these labour related Acts.

The Government of Nepal aims to graduate from Least Developed Country (LDC) status by 2022 and achieve Sustainable Development Goals (SDG) by 2030². Nepal has already satisfied the Human Achievement Index (HAI) and Economic Vulnerability Index (EVI) criteria to graduate from LDC status. The recently published SDG report envisions Nepal as an enterprise-friendly middle-income country by 2030³.

The Fourteenth Three-Year Plan (2017-2019) identifies five priority development strategies, each of which are closely linked to specific SDGs.

Employment growth: primarily through productive employment in tourism, small and medium businesses, and the transformation of agriculture (SDG 1, 2,8);

1 CBS 2015/16. National Accounts of Nepal.

2 Nepal is among the poorest and least developed countries in the world currently, with about fifth of its population living below the poverty line.

3 NPC, 2017. Sustainable Development Goals, Status and Roadmap: 2016-2030.

Infrastructure development: improving and upgrading infrastructure development in multifarious areas such as energy (SDG 7), road, air transport, information/ communication, and rural-urban and trilateral linkages (SDG 9);

Social protection: sustainable improvement on human development through social development and social security / protection (SDG 1-6);

Governance and accountability: effective and accountable public finance and clean, transparent and people friendly public services to promote both good governance and human rights (SDG 16); and

Equality, inclusion, environment, and science: Gender equality (SDG 5), social inclusion (SDG 1-6, 7, 8, 9, 10, 16), environmental protection (SDG 11-15), and maximum use of science and technology to ensure sustainable and equitable growth;⁴

With the advent of federalism, two major challenges will be in cascading national efforts to sub-national levels and mainstreaming the SDG's agenda into the provincial and local level planning as these new levels of government are in the formation process.

Development assistance remains one of the major sources of funding to meet the need of development finance in Nepal since last six decades. The development cooperation is expected to play important and meaningful contribution in achieving the SDGs and becoming Middle Income Country by 2030. The major development partners in the country apart from UN agencies include the World Bank, Asian Development Bank, USAID, UK-AID, Swiss Development Cooperation, and South-South development partners particularly India and China.

1.1 SOCIO-ECONOMIC SITUATION

The Government of Nepal has targeted 7.2 percent annual economic growth rate in its current Fourteenth Plan (2017-2019). Almost all the periodic plan documents have focused their attention on accelerating economic growth and creating more jobs.

Poverty levels have notably decreased recently, with extreme poverty dropping from 33.5 percent in 1990 to 16.4 percent in 2013,⁵ marking a decline in the incidence of poverty by one percentage point per year between 2005 and 2013.⁶ Inequality shows no distinct trend. The Gini index has gone from 0.34 in 1996, and 0.41 in 2004, to 0.33 in 2011 (the lower the index, the lower the inequality).

Poverty varies regionally and among different demographic groups.⁷ Among the vulnerable groups, such as women, landless agricultural labourers, indigenous people (Janjatis), Dalits, child labourers, and bonded labourers, the incidence of poverty is almost double that of the national average. Inequality in urban Nepal is wider than inequality in the nation as a whole.

Currently, agriculture accounts for 27.04 percent of the total Gross Domestic Product (GDP) and provides employment to 73.9 percent people aged 15 years or more. Industry is a distant second,

⁴ UNDAF for Nepal (2018-22)

⁵ 25.2% below poverty line (NLLS, 2011). Estimated 21.6%. (2015)

⁶ Nepal Living Standards Surveys (NLSs II and III)

⁷ National Living Standards Surveys (1996, 2004 and 2011)

at around 15 percent. The manufacturing sector accounts for less than 6 percent of the GDP. Gross national income per capita tripled from \$210 in 1990 to \$730 in 2015.⁸

Migration plays a critical role at the macroeconomic level: remittances have consistently amounted to 30% of Nepal's GDP lately.⁹ Much of Nepal's poverty reduction can be attributed to the large amounts of remittances, though these may have hit a plateau recently.¹⁰ Remittance may also be behind the significant achievements in the health and education sectors. The Human Development Index rating has risen from 0.210 in 1970 to 0.558 in 2016, and Nepal recently ranked 157th (out of 187).¹¹

Despite some of these noteworthy developments, accelerating growth and reducing disparity will remain Nepal's major challenges for the foreseeable future. The inequalities between men and women, among the ethnically diverse people and indigenous communities still remain. All these pose serious impediments to the full economic growth of the country.

1.2 LABOUR MARKET AND EMPLOYMENT

Nepal is a rural, multi-ethnic, and multilingual country, with a total of 125 castes and ethnic groups and 123 languages. Seventeen percent of the population live in urban areas and 83 per cent in rural regions.¹² With an expanding youth population of 30 percent below 14 years of age and 60 percent below 30 years of age, Nepal faces severe employment challenges.¹³ A major challenge is how to productively utilize this expanding, mainly rural, youth population.

Nepal's last Nepal Labour Force Survey (NLFS) (2008) showed the Labour Force Participation Rate (LFPR) at 83.4 percent: with 87.5 percent for men and 80.1 percent for women. The employment rates were also quite high--85.5 percent for men and 78.5 percent for women. Women workers were more likely to be employed in agriculture than men-- 84.3 percent compared to 62.2

percent.¹⁴ Also, according to the 2008 NLFS, wage employment accounted for 16.9 percent of total employment, while self-employment accounted for 83.1 percent. Informal employment within non-agricultural employment stood at 69.7 percent in 2008; including agriculture, it was 96.2 percent.

The informal sector has dominated the labour market. According to NLFS 2008, 96.2 percent of the Nepali population employed are involved in the informal sector (88.6 percent in urban areas and 97.2 percent in rural areas). The LFPR in urban areas is quite low compared to rural areas (67 percent in urban areas and 84 percent in rural areas).¹⁵

Women consistently fare worse than men in terms of access to quality jobs. Seventy-seven percent of the female workforce is involved in agriculture -- which is considered a low-return employment sector.¹⁶ In the urban areas, women are mostly employed in informal sectors with non-productive, temporary, and low-quality jobs. These differences, along with other different types of historically

8 ADB, March 2017. Nepal Energy Sector Assessment, Strategy, and Road Map.

9 Data from the Global Economy portal, available at https://www.theglobaleconomy.com/rankings/remittances_percent_GDP/

10 Nepal Rastra Bank, Current Macroeconomic and Financial Situation, available at https://nrb.org.np/ofg/current_macroeconomic/CMEs%20Seven%20Months%20Nepali%202074-75.pdf

11 See section 1.8 on gender equality and social exclusion

12 CBS Census of 2011

13 CBS Population Projection 2011-2031, using medium variation

14 Nepal Labour Force Survey, 2008

15 ILO Labour Market Update, 2017

16 UN Women Nepal, 'The progress of women in Nepal 1995-2015'

persisting discrimination, point to the existing challenges women face in achieving equality in employment.

Data from the LFS 2008 show alarmingly high rates of child labour. Eleven percent of boys and 15 percent of girls aged 5-9 are already in the labour force. This increases to 47.2 and 58.7 percent for boys and girls, respectively, aged 10-14¹⁷. Important progress has been made in terms of reducing the employment of children in the labour market in Nepal, but an estimated 1.6 million children are still in the market, with 621,000 of them doing hazardous work.

The creation of jobs and entrepreneurship opportunities has therefore become crucial in achieving a safe environment for vulnerable groups such as women and poor families. Critical factors currently being discussed in Nepal as a major source of job creations can be summed up as follows: i) a stronger political commitment directed towards targeted job creation; ii) industrial policy to revive the manufacturing sector for job growth, supported by a high investment in infrastructure; iii) better promotion of the tourism sector for employment creation; and (iv) concerted efforts at retaining would-be migrants for jobs at home while attracting skilled Nepali workers from the Gulf Cooperation Council (GCC) countries and Malaysia.¹⁸

The reduction of labour market friction, the creation of an enabling and conducive environment for business, and a provision for skill trainings for micro and small informal enterprises are some of the needed interventions where ILO can play an important role. The ILO's role in supporting the creation of decent jobs is equally critical.

1.3 LABOUR MIGRATION

Almost one in three working age men in Nepal are employed abroad, with over 3.5 million labour permits issued in nine years since 2007.¹⁹ The fraction of households receiving remittances had increased from 23.4 percent in 1995/96²⁰ to 55.8 percent in 2010/11. Men account for the bulk of the labour migrants over the past six years, at 95.1 percent. The number of labour permits issued has decreased in the last three years.²¹ Given the level of dependence of the population on remittances, it is also not clear how this decrease will affect the Nepali population.

The Government of Nepal (GoN) needs to understand and adapt to the changing labour market dynamics abroad in order to ensure the welfare of the population at home. There is currently no systematic or institutionalized process in place for collecting and analyzing information on labour market needs in destination countries. It has resulted in issues arising out of labour market friction.

Another major issue is the management of migration is that women in particular have been subjected to many restrictions, often making them choose risky alternatives for migration via India. There is need for working towards setting up fair recruitment practices, instituting safeguards in countries of destination, and establishing institutional mechanisms to regulate the migration at both federal and local levels within the new decentralized governance.

¹⁷ CBS, 2009

¹⁸ ILO, 2014. Labour market transitions of young women and men in Nepal

¹⁹ More recently, the percentage of women migrating to foreign countries is also rapidly increasing.

²⁰ NLSS-I, 1996

²¹ MoLE, 2017. The Annual Labour Migration Status Report for 2016-17

1.4 LABOUR MARKET GOVERNANCE

The ILO has made consistent efforts to support the GoN in strengthening labour market governance through the establishment of effective and coherent national policies, institutions, mechanisms, and legal frameworks. Technical and financial assistance was provided to the government in the formulation of key policy and laws such as the National Employment Policy (2015), the Labour Act (2017) and the Contribution-based Social Protection Act (2017).

The Employment Policy of 2015 is a progressive policy that provides a comprehensive set of inclusive and pro-youth initiatives and measures that will enhance productive employment. It intends to improve regulatory systems for better industrial relations, and safe migration and to create opportunities for the investment of remittances.

The Labour Act (2017) offers universal coverage in both formal and informal sectors including domestic work, has the comprehensive provisions for Occupational Safety and Health (OSH) for workers, and envisions revising the minimum wage of workers every two years. It is complemented by the Contribution-based Social Security Act (2017) which provides social security benefits to all workers, regardless of contract type. By agreeing to these both acts at the same time, the social partners aimed to find a balance between security and labour market flexibility. The Government of Nepal is now in the process of finalizing regulations for the Contribution-based Social Security Act for its effective implementation.

The Industrial Enterprises Act (2016) aims to facilitate employment opportunities by creating an environment conducive to industrial investment. Currently, major challenges in spurring investment include low productivity, lack of entrepreneurship, and skills shortages. Constituents must work to address these constraints in order to create more and better jobs in the country.

The Foreign Employment Act (2007) and Foreign Employment Regulation (2008) are the main legal frameworks that govern labour migration in Nepal. The Act is currently being amended and thus provides an opportunity to formulate and implement comprehensive, non-discriminatory, inclusive and transparent provisions reflecting international labour standards and the Decent

Work Agenda. Some of the government provided services, such as compensation to families of deceased migrant workers, have been limited to workers with a valid labour permit, thus negating the need to protect the rights of migrant workers who are deemed to be irregular.

The present centralized labour migration governance structure makes access to information, employment, recruitment procedures, and justice complicated and costly for migrant workers and their families. The recently promulgated Local Governance Operation Act (2017) has allotted powers to local level government institutions to manage labour migration to include information dissemination on safe labour migration, data collection, skills training, financial literacy, and social and economic reintegration. But this is still an ongoing process. While the government has recently adopted the Standard Procedure on Monitoring of Foreign Employment and Orientation Institutions in 2016, the effect of its implementation remains to be seen.

1.5 SOCIAL PROTECTION

The GoN now has three types of social security programs: social insurance, social assistance, and labour market interventions. The total number of beneficiaries of various social security schemes was only about 7.6 million in 2014, which was about 27.3 percent of the total population.²²

After several rounds of tripartite negotiations, a better social protection system is slowly taking shape. The employees now agree to contribute 11% (including the 1% social security tax being deducted at source and deposited by their employers) and the employers 20%. The 1% social security tax has been in place since fiscal year 2009-10 to finance social security schemes. A Social Security Fund (SSF) was established by passing a regulation in June 2011 under the Ministry of Labour, Employment and Social Security (MoLESS) to implement schemes funded through the 1% tax. The details of these schemes, including benefit packages, were never designed, however.

In this context, the ILO provided technical assistance to the GoN to come up with the Contribution-based Social Security Act (CSSA) 2017. The CSSA has provisioned 8 types of Social Insurance Schemes: (a) Medical care and sickness benefit, (b) Maternity Protection benefit, (c) Employment injury benefit, (d) Invalidity benefit, (e) Old Age benefit, (f) Family benefit, (g) Unemployment benefit, and (h) other social securities specified by the Fund. The key lies, however, in constructing the relevant schemes and reaching out to all levels, especially at the provincial and local levels. The CSSA now provides the legal authority to the SSF to function as an autonomous corporate entity, which will be responsible for managing all the contribution-based social security schemes. It is in the process of arranging human and financial resources to take a leading role in the sphere of social protection as envisaged by the Act.

The CSSA has tried to address several gaps that have existed in the current social protection schemes. These include: (i) the absence of a systematic policy framework giving rise to a diversity of laws, regulations, directives, and guidelines that govern different schemes; (ii) a lack of coverage to workers in the unorganized and informal sector that makes up more than 90% of the total labour force or to Nepali citizens working abroad;²³ and (iii) schemes targeted only to formal sector employees, providing coverage to a mere 4.9% of the active labour force. Additionally, the three main sources of vulnerabilities in the workplace are: (a) the nature of the informality of the job, (b) tenure insecurity in formal jobs, and (c) absence of proper security for employees in the workplace.

Given the complexity in implementing the CSSA, the ILO could provide necessary technical assistance to the government in strengthening and expanding social protection through developing regulations and sustainable schemes to operationalize the CSSA.

1.6 SOCIAL DIALOGUE AND TRIPARTISM

The ILO promotes tripartite social dialogue to ensure an enabling environment for decent work. Tripartite structures have been part of the different labour related committees formed by the government. They are also part of the labour related dispute settlement committees and were involved in the processes leading to the enactment of labour related acts, such as the Labour Act, the Trade Union Act and so on.

²² ILO, 2017. An analytical briefing on the social security sector in Nepal

²³ More than 7 percent of the total population work abroad (Nepal Living Standards Survey, 2010/11), and since there is no mechanism linking employers abroad with Nepali provident funds, they are also out of any protection schemes, making them vulnerable as they age.

Recently, with the enactment of the Labour Act and CSSA, both the employers and employees are optimistic about improved industrial relations, although implementation may pose many challenges in the new federal structure.

In line with recent changes in relation to the federal governance structure, the employers and workers organizations have formed provincial and local level committees.

1.7 FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

The promotion of fundamental principles and rights at work, wherein ILO support includes elimination of discrimination, child labour, and forced labour at work places; promotion of safe migration, and prevention of trafficking and ratification and implementation of ILO conventions. Nepal has ratified 11 Conventions, including seven of the eight fundamental Conventions.

Nepal's legal framework also mandates considerable coverage for protecting workers from unacceptable forms of work. Several laws, are in place, including those on child labour, Kamaiya (bonded) labour, human trafficking, and transportation. Legal protection from forced labour is provided in provisions in the new constitution (2015). A number of laws have also been enacted to protect the rights of migrant workers: the Foreign Employment Act (2007), Foreign Employment Policy (2012) and Directive for Migrant Domestic Workers (2011/12) are the relevant examples. However, establishing coherence among various laws and implementing them are major challenges. Inadequate understanding of unacceptable forms of work and fundamental principles and rights at work, and limitations on reaching out to target groups and empowering them through collaborative partnerships are a few issues that require urgent attention.

At this stage, the ILO Constituents have prioritized ratification of the ILO Conventions on the ILO Forced Labour Protocol (2014), Occupational Safety and Health (No 155). Social Protection (No. 102), Domestic Workers (No. 189), and Labour Inspection (No. 81), on a gradual basis. Similarly, the employers' organizations are advocating for the ratification of ILO Conventions on Employment Policy (No. 122) and Termination of Employment (No. 158).

The ILO will have opportunities to provide both technical and financial assistance to the tripartite constituents to promote and implement international labour standards and enhance their capacity for applying them at the work place. The ILO also has the important role of supporting MoLESS in strengthening the capacity of tripartite constituents for ILS reporting and the collection of data and information. The ILO's support to the concerned stakeholders in reviewing and implementing the National Action Plan on C 169 prepared by the Ministry of Federal Affairs and Local Development (MoFALD) will be vital in the years ahead.

1.8 GENDER EQUALITY AND SOCIAL INCLUSION

Nepal has narrowed the gender gap in labour force participation and political empowerment of women, ranking 111th globally in the gender gap in 2015 and ranking 110 out of 144 countries in terms of economic participation.²⁴ The Gender Inequality Index is targeted to decline to 0.05 in 2030, from 0.49 in 2015, while the Gender Empowerment Measure is expected to rise to 0.69

²⁴ The Global Gender Gap Report 2017. World Economic Forum

by 2030, from 0.57 in 2015.²⁵ The Employment Policy (2015), the Labour Act (2017), and the Social Security Act (2017) have all incorporated gender and social inclusion dimensions. The ILO tripartite constituents have been actively involved in ensuring that the recent pieces of legislation are both gender responsive and socially inclusive.

Due to the existence of the deep-rooted and complex patriarchal social structures and an ethnic/ caste system, eliminating discrimination based on gender, caste and ethnic groups remains a challenge. On one hand, the women's labour force participation rate in Nepal is high,²⁶ on the other hand there are serious gaps in women's transition to decent work. In the workplace, women face several forms of discrimination, such as limited access to jobs, unequal pay and little protection against abuse (both sexual and otherwise) from their employers. The average wage for women stands at only 62 percent of that of men's. Discrimination also exists against socially marginalized groups, people with disabilities, indigenous people, certain caste based and ethnic groups, lesbian, gay, bisexual and transgendered people, and people living with HIV. An important channel in providing equal access to them is to raise the productivity and, subsequently, earnings of workers from these deprived communities, by giving them economic space and justice through access to employment with decent working conditions.

The DWCP programme interventions need to target the groups that are particularly vulnerable to discrimination. The institutional capacity of social partners should be strengthened to focus on issues related to equal opportunities and treatment, eliminating discrimination based on gender, ethnicity, indigenous identity, and disability. Policy advice and technical guidance will be crucial for promoting more inclusive workplaces and ensuring that policies, programmes, and institutions are gender-responsive. Gender equality and social inclusion will be an integral part of all the DWCP outcomes.



²⁵ NPC, 2017. National Review of Sustainable Development Goals

²⁶ See section above on "Labour Market and Employment"

The ILO Office will regularly undergo rigorous gender equality and social inclusion analysis and compliance evaluation. Additionally, all performance management plans will include GESI-sensitive indicators and GESI-disaggregated data. The ILO as a member of Nepal's National Social Inclusion Action Group, it will share its GESI related work with the constituents and in-country partners.

1.9 THE DWCP FORMULATION PROCESS

The DWCP formulation process began in August 2017 with intensive consultations with the tripartite constituents. The priorities were identified in discussions with the Ministry of Labour and Employment (MoLE), the National Planning Commission (NPC), members of the Federation of National Chambers of Commerce and Industry (FNCCI), and trade union leaders. Perspectives and viewpoints of all tripartite constituents have been considered, strengthened by subsequent consultations with social partners and a wider network of civil society organizations in November to sharpen the draft and learn from previous DWCP experiences and lessons. A Decent Work Country Diagnostic (DWCD) study was completed August 2017 serves as an evidence base for consultations.

The DWCP (2018-22) is closely aligned with Nepal's development vision and priorities as set out in the Fourteenth Three-Year Plan of Nepal (2017-2019). It also reflects the priorities set out in UNDAF (2018-2022) and is linked to UNDAF Priority One on sustainable and inclusive economic growth and contributes to Priority Two on social development. The Decent Work Agenda is also aligned with SDG (Goal 8).

An internal review of the Decent Work Country Programme (2013-2017), undertaken in June/July 2017, noted several areas, such as effort to formalize the informal economy, support for informed migration decisions, responses to livelihood and employment challenges among vulnerable groups after conflict, and the fight against child labour where the targets have been effectively met. The review made the following recommendations for the country programme: (a) Continue to focus on employment, governance, and rights in the future DWCP document, (b) Ensure the measurability of the proposed indicators, (c) Enhance social dialogue and ILS cross-cutting policy driver linkages within all outcomes, (d) Organize regular periodic tripartite consultations to strengthen partnership and ownership of DWCP among ILO constituents, in both implementation and monitoring, (e) Develop and implement a knowledge sharing strategy, increase translation, publication and distribution of knowledge products, including the DWCP documents, in Nepali language, (f) Consider building capacity and increasing constituent interest in implementation of the DWCP, (g) Enhance proactive and systematic methods of communication to broadly inform current and potential future stakeholders of the DWA and DWCP, and (h) Undertake risk identification, avoidance and mitigation efforts related to the implementation of federalization and the functioning of the NPC as it relates to DWCP outcomes. These recommendations have been duly considered in the current DWCP.

2.0. Country Priorities, Outcomes and Strategies



The DWCP 2018-22 has identified two key priorities as the focus of its activities for the next five years. The priorities have emerged after a series of consultations with the officials from the ILO constituents and civil society organizations, and by incorporating lessons learned from the previous DWCPs. The priorities, outcomes, and strategies given below are closely linked to the ILO's Programme and Budget 2018-19 and the Bali Declaration adopted by the 16th ILO Asia and the Pacific Regional Meeting, Bali, Indonesia which highlights a need to address decent work deficits (promotion of fundamental principles and rights at work, elimination of child labour and forced labour) in a more comprehensive and concerted way and national development priorities.

PRIORITY 1: ENABLING DECENT WORK²⁷ FOR ALL THROUGH SUSTAINABLE, INCLUSIVE AND GENDER-RESPONSIVE ECONOMIC GROWTH

- Outcome 1.1:** Tripartite constituents have enforced Labour Act 2017.
- Outcome 1.2:** Constituents and stakeholders at national, provincial, and local levels have promoted more and better jobs, especially for young women, men, and disadvantaged groups.
- Outcome 1.3:** Men, women and youth, especially from disadvantaged communities living in rural areas have increased access to decent job opportunities.
- Outcome 1.4:** Policy makers and planners have applied the latest labour statistics, ILO research and analysis to develop job creation policies and strategies.
- Outcome 1.5:** Social protection institutions have implemented the Contribution-based Social Security Act (2017).

PRIORITY 2: STRENGTHENING INSTITUTIONAL CAPACITIES, ENHANCING SOCIAL DIALOGUE AND APPLYING FUNDAMENTAL ILO CONVENTIONS AND OTHER INTERNATIONAL LABOUR STANDARDS.

- Outcome 2.1:** The government and social partners have promoted fundamental principles and rights at work and to protect workers from unacceptable forms of work.
- Outcome 2.2:** The social partners have effectively implemented good governance frameworks and rule of law on labour migration that has resulted in fairer labour migration practices and protection of workers' rights for both men and women.
- Outcome 2.3:** Employers' organizations have provided demand driven and gender responsive services to their members and are influential partners in the tripartite constituents' decent work agenda.
- Outcome 2.4:** Workers' organizations have strengthened their networks at national, provincial and local levels and are influential partners in the tripartite constituents' decent work agenda.
- Outcome 2.5:** Tripartite organizations have advocated for promotion of fundamental principles and rights at work and ratification and application of ILO Conventions.

The four cross-cutting policy drivers, viz. international labour standards, social dialogue, gender equality and non-discrimination, and a just transition to environmental sustainability, will be mainstreamed as relevant to the respective outcomes, strategies and indicators.

²⁷ In September 2008, the ILO, adopted a framework of Decent Work Indicators that was endorsed by the 18th International Conference of Labour Statisticians. The ILO Framework Work Indicators covers ten substantive elements corresponding to the four strategic pillars of the Decent Work Agenda (full and productive employment, rights at work, social protection and the promotion of social dialogue), as following: i) employment opportunities; ii) adequate earnings and productive work iii) decent working time iv) combining work, family and personal life v) work that should be abolished vi) stability and security of work vii) equal opportunity and treatment in employment viii) safe work environment ix) social security x) social dialogue, employers' and workers' representation.

PRIORITY 1: ENABLING DECENT WORK FOR ALL THROUGH SUSTAINABLE, INCLUSIVE, AND GENDER RESPONSIVE ECONOMIC GROWTH

The country has made substantial improvement in the legal and policy framework with the development of the comprehensive national Employment Policy, Labour Act, Contribution-based Social Security Act, and the Industrial Enterprises Act (2016). However, there are several difficulties in implementing existing laws, largely due to weak institutional capacity. Furthermore, it is yet to be seen how these new acts and policies correlate with the creation of decent jobs in the country.

Outcome 1.1: Tripartite constituents have enforced Labour Act 2017.²⁸

RATIONALE

The scenario for labour administration in Nepal has substantially changed as a result of the new Labour Act (2017) and the federalization process. This increase in scope and function of the labour inspectorate, coupled with the fact that there are only a few labour inspectors in the ten labour offices throughout the country, poses serious challenges for the performance of the labour inspectorate in Nepal.

There is a need for carrying out awareness raising programmes on the provisions of the new labour law and to strengthen labour administration bodies for the effective application of labour law provisions.

Minimum wage was fixed in 2016 based on tripartite consensus but not grounded on a thorough analysis of relevant variables as per international standards and comparative good practices. The fixation process struggles to create a balance between providing an effective protection of workers and providing a conducive environment for the development of sustainable enterprises.

Given these constraints in labour administration, the ILO will support the line ministry, local bodies, and tripartite constituents for the smooth implementation of the labour law.

STRATEGIES

Initiatives to strengthen the labour administration will include the following:

Technical and financial assistance to constituents to establish a common mechanism to set the minimum wage in Nepal following the Labour Act 2017 and international practice, through the use of knowledge products developed in collaboration with constituents, financial and advisory support to the social partners to organize advocacy campaigns, training programmes, and wage fixing at different levels of the federal structure.

Technical and financial support to the constituents, including the local government and WOs and EOs at decentralized levels, to promote sound industrial relations and social dialogue mechanisms. ILO cooperation will focus on arranging training for male and female representatives at the provincial level for an improved knowledge of workplace cooperation, dispute settlement, collective bargaining, social dialogue and negotiation skills, providing communication tools for

²⁸ Linked to ILO Programme & Budget Outcome 7: Promoting safe work and workplace compliance including in global supply chains.

wider dissemination of labour and social security acts; organizing tripartite training programmes for male and female representatives on the new provisions of the labour and social security acts; conducting diagnostic studies on dispute settlement and collective bargaining in selected sectors; and providing technical and financial assistance to selected enterprises in selected sectors to design and implement programmes for workplace cooperation, dispute settlement, and collective bargaining.

Strategic support to the Government and social partners to strengthen labour administration in the context of federalization. The ILO will offer support in identifying financial and human resource needs for efficient labour administration by providing technical and financial assistance to MoLESS and social partners for advocacy at the highest level to increase government allocations for efficient labour administration by creating tools, guidelines, and instruments, and by providing the training needed for labour inspectors to better undertake labour inspection visits and carry out labour inspection functions including OSH inspections.

Technical and financial support to enable social partners for the protection of workers' and employers' rights as provisioned by the labour law. The ILO will focus on generating awareness raising materials on labour laws, social inclusion, and gender equality, targeting workers and employers in both formal and informal sectors; providing technical and financial support to social partners to design and organize mass awareness raising campaigns on labour law provisions; and providing advisory services to constituents to develop labour regulations.

INDICATORS

Indicator 1.1.1: Number of existing and new labour market institutions and mechanisms that are effectively preventing labour conflicts and contributing to conclude bi-partite and tri-partite agreements.

Indicator 1.1.2: Percent of increase in the number of workers benefitting from the rights provisioned by labour legislation and the minimum wage.

Outcome 1.2: Constituents and stakeholders at national, provincial, and local levels have promoted more and better jobs, especially for young women, men, and disadvantaged groups.²⁹

RATIONALE

Both the Fourteenth National Plan and the national budget of 2017/18 aim to generate 400,000 jobs per year. Currently efforts to strengthen inter-ministerial coordination for job creation is being initiated. The MOLESS, mandated with the responsibility to come up with ways to create jobs, is constrained with weak institutional and technical capacities though the basic infrastructure exists. Other ministries lack a targeted focus on job creation. There is a need for inter-ministerial coordination to address these challenges. Equally important is the need to improve the enabling environment for sustainable enterprises so that these enterprises can create more and better jobs and boost the economy.

²⁹ Linked to ILO Programme & Budget (2018-19) Outcome 6: Formalization of Informal economy

STRATEGIES

The ILO intends to address some of the key policy barriers, coordination gaps, and programme implementation challenges for creating more and better jobs within the country, particularly for the youth, through these measures:

Technical and financial assistance to the government for effective coordination and implementation of critical laws and policies in partnership with the donors, development partners, and employers' and workers' organizations. Major ILO initiatives will be carrying out research studies and creating communication materials for evidence-based advocacy; generating policy briefs and policy dialogues to raise awareness of the coordination challenges and the strategies to address; coming up with recommendations on the structure of a high-level coordination mechanism; and creating tools, guidelines, and advisory services to facilitate the coordination and periodic policy dialogues focusing on emerging issues and opportunities for job creation.

Technical and financial support to selected municipalities, social partners, youth organizations, and public employment service centers to extend employment services to youth, design targeted programmes to create employment opportunities, optimally mobilize resources. Offer similar support to selected private sector organizations in target project districts to equip them with knowledge, information, advocacy tools and materials for their active engagement in advocating industrial growth.

Design and implement targeted interventions to create an enabling environment for sustainable enterprise growth. The ILO will specifically support assessing the enabling environment and prioritized action and monitoring plans on suggested changes and reform proposals; assessing the situation of women entrepreneurs in Nepal; laying out a prioritized action and monitoring plan on suggested areas for future improvement; enhancing the capacity of relevant training institutes, financial institutes, networks of intermediaries, and ILO constituents to roll out sustainable training and other business development support services for existing enterprises and potential entrepreneurs; and formulating a concept note for the establishment of a Micro, Small, and Medium, Enterprise (MSME) Agency, outlining its institutional structure, roles, and responsibilities.

Technical and financial assistance for improved implementation of policies/regulations to address formalisation of informal economy and promote decent work for home-based workers and other select informal economy workers and units engaged in global supply chains. Similarly, the ILO will provide assistance to the constituents for designing, resource mobilizing, and implementing targeted programmes to support selected enterprises in priority growth sectors for more and better jobs creation.

INDICATORS

Indicator 1.2.1: Number of concrete steps taken by constituents at different levels to promote more and better jobs especially for young women, men, and disadvantaged groups

Outcome 1.3: Women, men and youth, especially from disadvantaged communities living in rural areas, have increased access to decent job opportunities.³⁰

RATIONALE

More than 80 percent of the country's working poor are employed in Nepal's rural areas, and the rural economy is plagued with informality. The recent devolution of power has shifted some of the central government's responsibilities to the local bodies. This will create some job opportunities in rural areas and provide a good opportunity for promoting decent work there.

The ILO is currently providing technical assistance to the Department of Local Infrastructure Development and Agriculture Roads (DoLIDAR) in implementing rural road maintenance programmes in 36 districts. Almost 4,000 km of rural roads have been upgraded to all-weather roads, and 2.0 million work-days created in the process since 2016. The Programme ensures minimum wages and occupational safety and health (OSH) measures for the workers and the majority of the workers are women from disadvantaged communities. By creating experiences like this, the ILO and its social partners can introduce the concept of decent jobs and improve working conditions in rural areas.

Taking an integrated approach to decent job creation, skills, productivity, and economic growth requires strong coordination and social dialogue at the local level, as well as active outreach by public employment programmes and business support services. The ILO in the next 5 years will continue supporting government initiatives at all levels through various programmes.

STRATEGIES

Technical, financial, and advisory services to the constituents to establish and operationalize a Tri-Partite plus platform in selected provinces and enable them to conduct regular policy dialogues among stakeholders and raise awareness on critical barriers to employment creation, in order to spur different levels to undertake necessary actions to address policy barriers and coordination failures and influence local planning to generate jobs as well as economic growth. Also, identifying partnership and collaboration opportunities among relevant stakeholders and donor funded programmes for employment creation and to negotiate with municipalities for the integration of decent job related time-bound strategies into a local plan and budget.

Provide need-based training to the local government and the social partners to enable them to use tools and guidelines. Also provide technical, financial, and advisory services to rural employers' and workers' organizations and local bodies to participate and contribute to the development of rural economies in the context of federalization.

ILO support will focus on developing communication materials on provincial and local laws

Conduct studies by engaging social partners to identify labour market challenges in the rural areas and opportunities for job creation; develop capacity building programmes for social partners to

³⁰ Linked to ILO Programme & Budget (2018-19) Outcome 5: Decent work in the rural economy.

strengthen their roles in labour administration, implement social protection schemes, collective bargaining, and dispute settlement in the context of devolution; and help social partners to design and implement programmes focusing on sustainable rural enterprise development and cooperative promotion; finance and business development services; skills for improved productivity, labour inspection, social protection, and occupational safety and health.

Technical and financial support to the Department of Local Infrastructure Development and Agricultural Roads (DoLIDAR) and the Department of Roads (DoR) to improve rural roads and create decent jobs in rural areas. The ILO will, among other things, provide training and advisory support to DoR's technical staff and local contractors and their associations to plan, design, manage, and implement bridge construction and maintenance; and prepare tools, manuals, training and advisory services to enhance occupational health and safety practices in bridge construction, ensuring compliance with Nepal's labour laws (including prohibition of child labour).

INDICATORS

Indicator 1.3.1: Number of concrete steps taken by ILO constituents (Government, EOs and WOs) to promote employment and decent work in rural areas.



Outcome 1.4: Policy makers and planners have applied the latest labour statistics, ILO research, and analysis to develop job creation policies and strategies.

RATIONALE

Establishing an efficient labour market information system with reliable and updated disaggregated statistics is a prime requirement for understanding the dynamics of demand and supply of labour, the movement of people, and the requirements of specific sub sectors. The Labour Market Information System (LMIS) and Labour Force Survey (LFS) would be a helpful tool in this regard but the constituents still lack the capacity to use instruments like these. The ILO intends to support the Central Bureau of Statistics (CBS) to analyze the collected data, prepare a high-quality report, and disseminate the report widely related to LFS-III while making preparations for the LFS-IV.

STRATEGIES

In order to achieve these critical objectives, the ILO will implement the following strategies:

Provide technical, advisory and financial support to the CBS to design and implement the LFS 2017-2018, analyze the collected data, prepare a high-quality report, and disseminate the report widely.

Improve constituents' access to high quality knowledge products on employment and work issues that will enable them to communicate evidence-based, influential messages on these issues to targeted audiences through appropriate channels and platforms. The ILO will conduct a joint study with universities in Nepal and abroad on Economic Transformation and Job Creation and a diagnostic study of the industrial relations climate in selected high growth enterprises, produce accessible communication products to disseminate study findings, and ensure that widespread reference is made to the ILO's knowledge products by bilateral and multilateral agencies, think tanks, and policy makers.

Similarly, the ILO will help enhance the capacity of social partners to use ILO knowledge products to strengthen their advocacy at national, regional, and global forums in pursuit of SDG 8 and other decent work-related goals of the 2030 agenda, and strengthen LMIS through a coordinated institutional arrangement allowing the use of labour market statistics on a regular basis in line with the Labour Statistics Convention, 1985 (No. 160)

INDICATORS

Indicator 1.4.1: Updated labour force sex-disaggregated indicators with a particular focus on the situation of women, youth, migrant workers, forced labour and informal workers are available.

Indicator 1.4.2: High quality, timely communication products that promote labour statistics, ILO research, data and policy analysis available.

Outcome 1.5: Social protection institutions have implemented the Contribution-based Social Security Act 2017 ³¹

RATIONALE

The recently promulgated Contribution-based Social Security Act (2017) has guaranteed eight types of social protection benefits to all categories of workers. Provincial and local governments will also be responsible for operationalizing the social protection system at their levels. The principal challenge facing the country now in strengthening and expanding social protection is to develop regulations and schemes to operationalize the newly enacted Contribution-based Social Security Act.

A framework for human resource planning and development, a detailed institutional plan, and operational guidelines have been developed through ILO technical assistance in 2015 for the operation of the Social Security Fund and are waiting to be endorsed by the SSF Board. The government has not allocated a sufficient budget and the necessary human resources for full operation of the SSF. Furthermore, constituents have an insufficient capacity and knowledge base to ensure the effective implementation through appropriate monitoring tools and guidelines. Equally important is the task of setting up a national coordination mechanism to harmonize social protection policy, institutional arrangements, and delivery.

The ILO will provide strategically targeted technical and capacity development support to constituents in establishing implementation and monitoring tools and guidelines as well as enforcement measures.



³¹ Linked to P&B Outcome 3: Creating and extending social protection floors.

STRATEGIES

Technical and financial support to the constituents to develop and use new tools and instruments related to social protection education, awareness, and advocacy at different levels of federalization and with special attention to female workers and workers/employers in informal sectors.

Technical and financial assistance to the SSF to develop planning, implementation and monitoring tools and guidelines for the operation of the SSF. ILO deliverables will include: (i) expert services to develop a framework for human resource planning and development, a detailed institutional plan, operational guidelines, and a five-year budgeted action plan; (ii) bipartite and tripartite consultation workshops to finalize the tools and instruments; (iii) expert service to finalize the social protection implementation schemes.

Technical and financial assistance to SSF, WOs, EOs and the relevant government agencies at provincial and municipality levels for the establishment of social protection systems and the efficient delivery of social protection schemes, with special attention to female workers and women employers.

Development and implementation of a budgeted capacity building for the constituents, including the local and provincial level government and rural EOs and WOs, to enable them to design social protection schemes and to implement and monitor the delivery.

INDICATORS

Indicator 1.5.1: Number of systems established and operationalized in different levels of federalization by Social protection institutions to implement contribution-based social protection schemes as defined in the new Social Protection Act.

Indicator 1.5.2: Percentage increase in the number of workers benefitting from at least one social security benefit guaranteed by the Act.



PRIORITY 2: STRENGTHENING INSTITUTIONAL CAPACITIES, ENHANCING SOCIAL DIALOGUE, AND APPLYING ILO FUNDAMENTAL CONVENTIONS AND OTHER INTERNATIONAL LABOUR STANDARDS.

Work is considered unacceptable when fundamental rights at work are violated by discrimination, conditions of forced or compulsory labour, an inability to organize or collectively represent, and inequality in employment.

The Government of Nepal has ratified seven of the eight ILO Fundamental Conventions and the eighth is under consideration for ratification. The Constitution of Nepal (2015) guarantees the rights of all men, women and children to protection from forced labour, trafficking, and all forms of exploitation as fundamental rights including, the rights of children to be prevented from child labour. Nepal's other legal framework mandates considerable coverage for workers but it faces an implementation gap as a major challenge.

Building institutional capability to apply fundamental principles and rights at work effectively is particularly important where the political and government structures have been evolving after years of conflict and the country is undergoing a process of federalization.

Outcome 2.1: The government and social partners have promoted fundamental principles and rights at work and to protect workers from unacceptable forms of work.³²

Within Nepal's legal framework several laws addressing issues of child labour, bonded labour, sexual harassment in the work place, forced labour, and human trafficking are in place. The recent comprehensive Labour Law (2017) has wide-ranging coverage, including on domestic work. Recently a new government endorsed a National Master Plan (2017-25) on the elimination of child labour and enacted the Sexual harassment at Workplace Act -2017. Despite enactment of these laws and provisions, effective implementation remains a serious challenge in the country.

Since Nepal is currently undergoing a process of federalization, which will entail a fundamental reshuffling of government responsibilities at the national, federal, and local levels of government, a number of laws and policies will undergo amendment to align them with the new federal structure and the new provisions. A regulatory framework and guidelines are needed, and representatives of the government, workers and employers' organizations, both at national and local levels, require knowledge in relation to the implementation of the FPRW related laws and provisions. Special attention will be required to protect the rights of those workers who are vulnerable to unacceptable forms of work, such as children, women, people in rural areas, Dalits, indigenous people, persons with disabilities, people affected by conflict or disasters, and those trapped in irregular foreign migration for work.

STRATEGIES

The ILO will offer support in the following ways:

- Technical advisory services will be provided to the ILO constituents to enhance knowledge on fundamental principles and rights at work and to revise/formulate related laws while accounting for federal structures. Tripartite consultations and different policy discussions

³² Linked to ILO Programme & Budget (2018-19) Outcome 8: Protecting workers from unacceptable forms of work

will be conducted on child labour, sexual harassment at work places, forced labour and trafficking.

- Statistical and analytical reports (regarding child labour, persons with disabilities, forced labour, and workers in domestic work) will be produced in line with ILO methodologies and standards.
- Target groups will be reached out to and empowered through partnerships by projects such as Bridge and Work in Freedom.
- The ILO will work with the GoN and governments of Nepali migrant receiving countries and will provide technical assistance for drafting bilateral agreements.
- Alliance 8.7 coordination group will be established at the country level to bring together all interested parties to join forces in achieving Target 8.7, aiming at a world without forced labour, modern slavery, human trafficking or child labour.

INDICATORS

Indicator 2.1.1: The number of measures taken, and the extent to which policy and legal frameworks and strategies align with international labour standards.

Indicator 2.1.2: The amount of evidence-based data, knowledge, and learning produced and used by ILO constituents.

Indicator 2.1.3: The extent to which cooperation and partnerships, including Alliance 8.7, have promoted actions to address unacceptable forms of work.

Outcome 2.2: The social partners have effectively implemented good governance frameworks and rule of law on labour migration that has resulted in fairer labour migration practices and the protection of female and male workers' rights.

RATIONALE

Given the significant number of workers going abroad for work, effective labour migration governance has become a top priority of the Government of Nepal. The on-going process of amending the Foreign Employment Act (2007) provides an opportunity to formulate and implement comprehensive, inclusive, and transparent provisions reflecting international labour standards to ensure the protection and promotion of the rights of Nepali migrant workers and their families. The policies need to be formulated and implemented to ensure that specific vulnerabilities faced by certain groups of migrant workers that face multiple layers of discrimination, including female workers, undocumented workers, and workers in irregular situations, are addressed.

The supply chain for foreign employment is opaque and it is not clear at what point it degenerates into human trafficking. The Human Trafficking and Transportation (Control)

Act of 2007 is also currently being reviewed. There is a need for the Government of Nepal to build linkages in the conceptual understanding of forced labour, human trafficking and labour migration in order to draft an effective act. In addition, there is a need to build a stronger referral mechanism to investigate, prosecute, and adjudicate cases related to forced labour, human trafficking, and labour migration. The implementation of these acts should also be considered in the context of the on-going process of federalization.

The Government signed an agreement with the Government of Jordan in 2017, and discussions for new and renewed agreements with Japan, Israel, Malaysia, Oman, Saudi Arabia, Lebanon, Bahrain, United Arab Emirates (UAE), and the Republic of Korea are ongoing. There are opportunities to influence the concerned parties to enter into agreements in line with international standards. Nepal also hosts the SAARC Secretariat and is the main driver of the labor migration agenda within SAARC. Moreover, Nepal has recently assumed the chair of the Colombo Process in 2017. The South Asian Regional Trade Union Confederation (SARTUC), based in Nepal, and other trade unions have also placed migration at the center of their agenda. Increasing the capacity of ILO constituents for good labor governance therefore should yield dividends on many frontiers.

STRATEGIES

In order to strengthen labour migration governance, the ILO will:

Provide technical support to the Government in revising the Foreign Employment Act through tripartite consultations, aligning it as much as possible with ILO General Principles and Operational Guidelines for Fair Recruitment, C97, C143, and C181, among other ILO instruments; articulating the Implementation Plan for the FE Act, including regulations revision;

Organize inter-ministerial/tripartite consultations and orientations for new policy makers to understand the perspectives of key stakeholders on labour laws and policies and to align with international labour standards, guidelines, and good practices;

Support programmes, tools, and capacity building of constituents and partners (at central and sub-national levels) to enable the effective implementation of law and policy. This includes comprehensive support to overseas missions and labour attaches by developing a standard guidelines for providing support to migrant workers and strengthening of networks of workers in destination countries;

Provide support to meetings with the representatives of destination countries to implement and monitor the provisions in bilateral agreements, as well as provide guidance in developing an Action Plan for the implementation of Bilateral Agreement with the Government of Jordan;

Enhance learning and knowledge through research and improved data collection. The ILO will support the Government and social partners in initiating a review and assessment of the impact of policy on migrants and their families, particularly on female migrants. Guidance will be provided on data collection and analysis, including data from the 2018 labour force survey;

Support regional level cooperation of the Government of Nepal and social partners through engagement with the SAARC Secretariat, the Colombo Process Working Groups (particularly on skills and on recruitment), SARTUC, and other regional initiatives on skills recognition and labour migration statistics

INDICATORS

Indicator 2.2.1: The number of gender sensitive labour migration policies, legislation, and agreements formulated, amended, and implemented in Nepal and receiving countries in compliance with the ILO relevant Conventions, particularly those meant to improve the decentralization of services, access to justice, and fair recruitment costs.

Indicator 2.2.2: Strengthened institutional capabilities of diplomatic missions, the government and social partners at the central and provincial levels, to deliver evidence-based administrative and operational functions to migrants and their families.

Indicator 2.2.3: Expanded research, knowledge and learning resources contributing to more relevant and effective policies.



Outcome 2.3: Employers' organizations have provided demand driven and gender responsive services to their members and are influential partners in the tripartite constituents' decent work agenda.³³

RATIONALE

Federation of Nepalese Chambers of Commerce and Industry (FNCCI) is the umbrella organization of Nepalese Chambers of Commerce and Industry. At a joint interaction with the ILO in May 2017, three FNCCI activities were identified as requiring ILO support: (1) Strengthening FNCCI and other Employers an umbrella organization through capacity development; (2) Promoting Sustainable Enterprises; and (3) Increasing Youth Employment and Skills Development. In subsequent meetings, the FNCCI recognized that a technologically upgraded research system and the publication and circulation of new laws and policies are needed to provide enhanced services to its members. The FNCCI and the ILO also decided to strengthen the provincial chapters of FNCCI by formulating a Guide and training tool for SME and Women Entrepreneurs. The FNCCI also agreed to formulate a new plan spelling out what needs to be done to create more employment in the country. In addition, the ILO will work with other employers' organisation such as Confederation of Nepalese Industries (CNI), Federation of Nepal Cottage and Small Industries (FNCSI), Federation of Contractors' Associations of Nepal (FCAN) and other similar organizations during the implementation of the programmes.



³³ Linked to Programme & Budget (2018-19) Outcome 10: Strong and representative employers' and workers' organizations (employers' organizations).

STRATEGIES

Based on these priorities, the ILO will support the FNCCI in the following areas:

Developing a new expanded and well-functioning central database system for record keeping, strengthening the help desk for members and foreign investors, and introducing Quality Assurance standards, while providing support to expand membership at all levels.

Enhancing the capacity of the FNCCI to address gender-based violence and harassment and overall issues of social inclusion at work places.

Ensuring the availability of data/information collected by labor officers on inspection visits, on main flaws in labor law implementation, collective bargaining, and dispute settlement, equal pay, sexual harassment cases, and so forth, so that the FNCCI members have sufficient understanding and capacity to implement new labor legislation.

Ensuring plan members' services/products/tools be accessible to members, monitoring and reporting on their usage and sharing feedback for improvement.

Orienting on international labour standards particularly those Nepal has ratified and in the process of ratification.

INDICATORS

Indicator 2.3.1: Number of new and improved services delivered that respond to the needs of existing and potential members.

Indicator 2.3.2: Number of members of Employers' Organisations have increased understanding of the labour new laws and international labour standards.

Outcome 2.4: Workers' organizations have strengthened their networks at national, provincial, and local levels and are influential partners in the tripartite constituents' decent work agenda.³⁴

RATIONALE

It has become imperative for trade unions to expand their membership coverage at provincial and local levels. They need to promote the rights and status of all workers, particularly unorganized sector workers, youth, working women, and workers from the disadvantaged communities. Achieving gender equality and supporting unorganized workers are high priorities on the agenda of trade unions in Nepal. Moreover, knowledge and use of new labor policies and regulations need to be ensured at all levels.

STRATEGIES

The DWCP for the next five years intends to focus on institutional strengthening of the trade unions in Nepal and enabling them to address new challenges through the following measures:

³⁴ Linked to ILO Programme & Budget (2018-19) Outcome 10: Strong and representative employers' and workers' organizations

Enhance the institutional capacity of the unions to address issues of labor market governance and promote social dialogue by increasing knowledge about the implementation of new labor and social protection laws and related regulations, and helping them register informal workers in social security and other extended schemes;

Enhance the capacity of the unions to participate in all social dialogue at all levels. Women members, in particular, are to be trained for active participation in social dialogue and collective bargaining;

Strengthen Executive Committees within trade unions and their functioning to deal with leadership issues and organizational management in line with the new governance system;

Develop a Strategic Plan to increase membership at all sectors and levels. Focus also on increasing women members, establishing women's committees within all Provincial Committees, and promoting female leadership at all levels; and

Support Workers' Organizations to promote International Standards for freedom of association, collective bargaining, and social justice by raising awareness, worker education, and capacity building to international standards.

INDICATORS

Indicator 2.4.1: Trade unions will be expanded to seven provinces. Their members will be well trained on labor relationship practices and collective bargaining.

Indicator 2.4.2: Trade Unions will have better coverage in the informal sector, with the membership in those sectors up by 5%.

Indicator 2.4.3: Unions in all provinces will have a better capacity to understand international labor standards. There will be fewer strikes.

Outcome 2.5 Tripartite organizations have advocated and promoted ratifications and applications of ILO conventions.³⁵

RATIONALE

Nepal, being a Member of the ILO, is required to make an annual report to the International Labor Conference on the measures it has taken to put into effect the provisions of the Conventions to which it is a party. Since 2012, reports on ratified Conventions are due every three years for the fundamental and governance Conventions and every five years for other Conventions. The reports concern the obligations that members undertake in ratifying conventions and putting the provisions into law and implementing them in practice. Nepal has addressed issues raised by the Committee of Experts on the Application of Conventions and Recommendations (CEACR) and submitted regular reports to the ILO on the following conventions: C014 - Weekly Rest (Industry) Convention, 1921; C029 - Forced Labor Convention, 1930; C105 Direct Request (CEACR) - adopted 2016, published 106th ILC session (2017); C138 - Minimum Age Convention, 1973; C144 - Tripartite Consultation (International Labor Standards) Convention, 1976; C182 - Worst Forms of Child Labor Convention, 1999.

³⁵ Linked to Programme & Budget (2018-19) Outcome 2: Ratification and application of international labor standards

In 2018 Nepal is due to report on 7 Conventions. However, there are two serious constraints regarding this requirement. First, there is no mechanism in place at the MoLESS for systematic reporting. Systems and capacity of the responsible officials need to be strengthened for evidence-based reporting and addressing the issues raised by the Committee of Experts on the Application of Conventions and Recommendations (CEACR). Second, there is also a big gap in terms of implementation of several conventions ratified by Nepal, such as C182, C29, C111, and in particular C169. Three ILO Conventions and Protocol (C155, C87, and P29) are under discussion for ratification. The government and social partners have shown interest in moving forward with the ratification of C155 and C87. The government has some reservations on C87, the workers' and employers' plan to resolve contentious issues through dialogue. There is a need for overall support for strengthening the conventions' implementation mechanisms and systematizing the process and mechanisms for reporting to CEACR.

STRATEGIES

The ILO will provide support to improve the current situation in the following manner: Enhance the level of awareness and capacity of MoLESS officials to prepare evidence-based ILS reporting and strengthen the capacity of the existing ILS reporting units at the national and provincial levels;

Provide technical support for the promotion of the ratification of Convention 155 and support advocacy campaigns for the promotion and application of non-ratified conventions (C87, C155, P29) and implementation of ratified conventions (C182, C111, C169) by providing support to review the National Action Plan prepared by the MoFALD regarding the provisions of C169 and working with disabled people's organizations and other workers denied of their labour rights; and Conduct a Gender and Social Inclusion Audit to assess the current status as well as raise awareness on equality and inclusion issues

INDICATORS

Indicator 2.5.1: Nepal's constitutional obligations to address concerns of CEACR on ratified Conventions and other standards are satisfied in a timely manner.

Indicator 2.5.2: Actions are taken by ILO Constituents for the ratification of C87, C155 and P29 are endorsed by the constituents and gaps on the implementation of C169 and C111 addressed.

3. IMPLEMENTATION MANAGEMENT, MONITORING, AND EVALUATION

Collaboration between ILO and national constituents

Effective implementation, monitoring, and evaluation of the DWCP (2018-22) in Nepal will depend on close coordination and collaboration among various ministries and related Government agencies at federal, provincial, and local levels, in full consultation with social partners.

Within the time bound framework of the tripartite architecture, the ILO together with the Tripartite DWCP Steering Committee will ensure regular review of the DWCP at all stages of its

formulation and implementation processes. Four monthly meetings of the Tripartite Steering Committee will be organized under the leadership of the MoLESS to discuss about periodic progress against an implementation plan and to address challenges faced by the constituents. Taking into consideration of the recommendation made by the Country Programme Review of the previous DWCP (2013-2017), progress against DWCP outcome indicators will be explicitly reviewed during such tripartite meetings, assuring understanding that measurement against them are only partially indicative of achievement of the relevant DWCP.

Coordination with other development partners

The ILO will also work closely with the other key stakeholders in the country, including UN system programmes and agencies under UNDAF as part of a shared commitment to support the national development priorities of Nepal. It will continue to contribute as a member of Interagency Coordination Group on Child Labour (IAWG), Kathmandu Migration Group, UN Gender Equity and Social Inclusion (GESI) groups.

Internal ILO oversight and coordination

The ILO Country Office for Kathmandu will lead and coordinate the DWCP implementation with active support from the Decent Work Team in New Delhi and the Regional Office for Asia and the Pacific, and in close consultation with the constituents. The ILO designated Programme Officer based in Kathmandu will be the primary focal point for DWCP implementation and relations at the country level.

Effective monitoring and evaluation are critical to the successful implementation of the DWCP. Three main tools used for monitoring and evaluation will be the (i) Implementation Plan, (ii) Results Framework, and (iii) Monitoring and Evaluation Plan. Additional tools will be developed for collecting information on achievements against major outputs, DWCP indicators, and linked measurement criteria of target outcomes. The information collected by applying these tools will be compiled, analyzed, and presented in the periodic review meetings.

The Country Review of the DWCP (2013-2017) noted that *“there has been no monitoring of the DWCP per se against its originally published monitoring plan; nor have there been any meetings with constituents to discuss on the progress of the DWCP as such.”* The ILO internal oversight and monitoring will address such gaps in the current DWCP and strengthen the capacity of the constituents to participate in monitoring and evaluation.

4. KEY DWCP PARTNERSHIPS

The core partnerships underpinning the DWCP are those between the ILO, the MoLESS, FNCCI, CNI, FNCSI, FCAN and three key trade unions (GEFONT, NTUC, ANTUF) who are affiliated with International Trade Union Confederation (ITUC).

This core is supplemented by partnerships developed with international development organizations, research organizations, non-government organizations, other private sector organizations such as FNCSI, media and others.

The ILO will further participate and contribute to the extent possible in United Nations Country Team (UNCT) joint mechanisms as part of its commitment to the “UN Delivering as One” and to

benefit from access to the wider resources of the UNCT in Nepal. This will include participation in the following: multi-agency working groups under relevant outcomes, such as the UNCT joint working group on labour migration and the Sustainable Inclusive Economic Growth Outcome Group, the UN Operations Management Team (under the auspices of the UN Business Operations Strategy) and the UN Monitoring and Evaluation Working Group.

5. ILO COMPARATIVE ADVANTAGE, ADVOCACY AND COMMUNICATION PLAN

The ILO in Nepal has been engaged with the government of Nepal and social partners to formulate and implement various labour related laws and policies related to workers and workplace. The ILO continues to engage with the MoLESS and various relevant ministries to promote social justice and decent work.

A communication strategy will be designed to enhance the visibility of the ILO's comparative strengths and work in Nepal. The ILO's greatest comparative strength is its neutrality and the shared understanding that it is the UN Specialized agency with the mandate to encourage and advocate for Decent work.

The strategy will ensure proactive and systematic knowledge sharing with the current and potential future stakeholders on the role of the ILO and DWCP in promoting inclusive and sustainable economic development, decent work, and its linkage with SDG targets in Nepal.

Most knowledge products of the ILO are produced in English. It is crucial to make at least the key documents available in Nepali in order to reach out to an inclusive public. Overall, there has been an increase in the use of the Nepali language on the website and in publications and also during tripartite consultation workshops. The ILO Office encourages the use of the national language in all stakeholder dialogues. More recently the majority of key documents produced by the ILO Office in Kathmandu have been published in both Nepali and English languages.

This trend will be strengthened during the new DWCP implementation period. Distribution of knowledge products in the Nepali language will be increased, and the local focus on global products will also be assured. First and foremost, the DWCP (2018-22) document will be made available in English and Nepali and all reports on developments of the ILO work in the context of DWCP outcomes will also be published in both languages.

6. RESOURCING DWCP IMPLEMENTATION

Current and pipeline resources from key development partners will fund the bulk of the work outlined in this country program. Despite this, a number of key resource gaps exist, and relevant development partners have already been identified for addressing these gaps.

In relation to the first priority of facilitating the growth of decent jobs, a number of development cooperation projects are either in place or coming online in the next twelve months. A flexible "problem focused" programme focusing on eliminating constraints to decent job creation will provide resources for works related to improving industrial relations, implementing recently endorsed labor and contribution based social security laws, and improving coordination and capacity for job creation at each level of the federalist state structure. Programmes on employment services, efficient and fair value chain production, and formalization of informal work will continue in this period. A programme on labor intensive road maintenance will likely be extended for a

second phase, and an additional programme on bridge maintenance is also in the pipeline. The key resource gap related to Priority One pertains to the funding for programs on social protection, labor administration set up, child labor, and the promotion of sustainable enterprises. Relevant development partners have already been identified and communication with them on ILO capacity and potential delivery has already begun.

In respect to Priority Two, resources have been recently secured to cover an integrated approach to protect fundamental principles and rights at work in relation to anti-trafficking, migration, and forced labor, and negotiations are underway in the area of child labor. For the most part, available Development Cooperation resources for FPRW work cover primarily national level capacity building and policy support, with the exception of the anti-trafficking programme, which includes services related to work and capacity development at local levels. For work related to ratification of targeted labor standards, regular budget resources will be primarily utilized.

Key gaps related to both priority areas include the resources needed to provide intensive capacity building support to tripartite constituents in the areas of labour administration and awareness raising at different levels of a federal structure. Therefore, intensive resource mobilization efforts will be required to expand the existing work under both priority areas. Wherever possible, regular budget resources will be used to develop proposals for this capacity strengthening work.

Finally, a new UNDAF has been developed covering the same time frame as this DWCP. It will be necessary for the ILO to play a leading role to develop integrated proposals in areas where it is identified as a lead player. Work on inclusive growth will require extensive funding opportunities for joint program development and resource mobilization

7. RISK MANAGEMENT

The recent elections of 2017 have been contested mainly on social and economic issues rather than on any political agenda. The DWCP assumes, therefore, an increasing level of political stability from the majority government that has assumed power. The devolution of power, though agreed on in principle and set in motion for the elections, is fraught with unresolved issues with respect to the distribution of power and the assigning of responsibilities to local authorities. The centralized hold over key sectors, such as labor and economic administration, remain intact. Unwillingness of the central government to devolve power to the local bodies is evident.

The indigenous communities and other minority segments are still demanding amendments to the new constitution on grounds of equality, inclusion, and non-discrimination. This remains a constant threat to the stability and perhaps the devolution process of the government. New ministerial priorities will also affect how the programme is able to be delivered.

Achieving the DWCP outcomes will depend on the following assumptions:

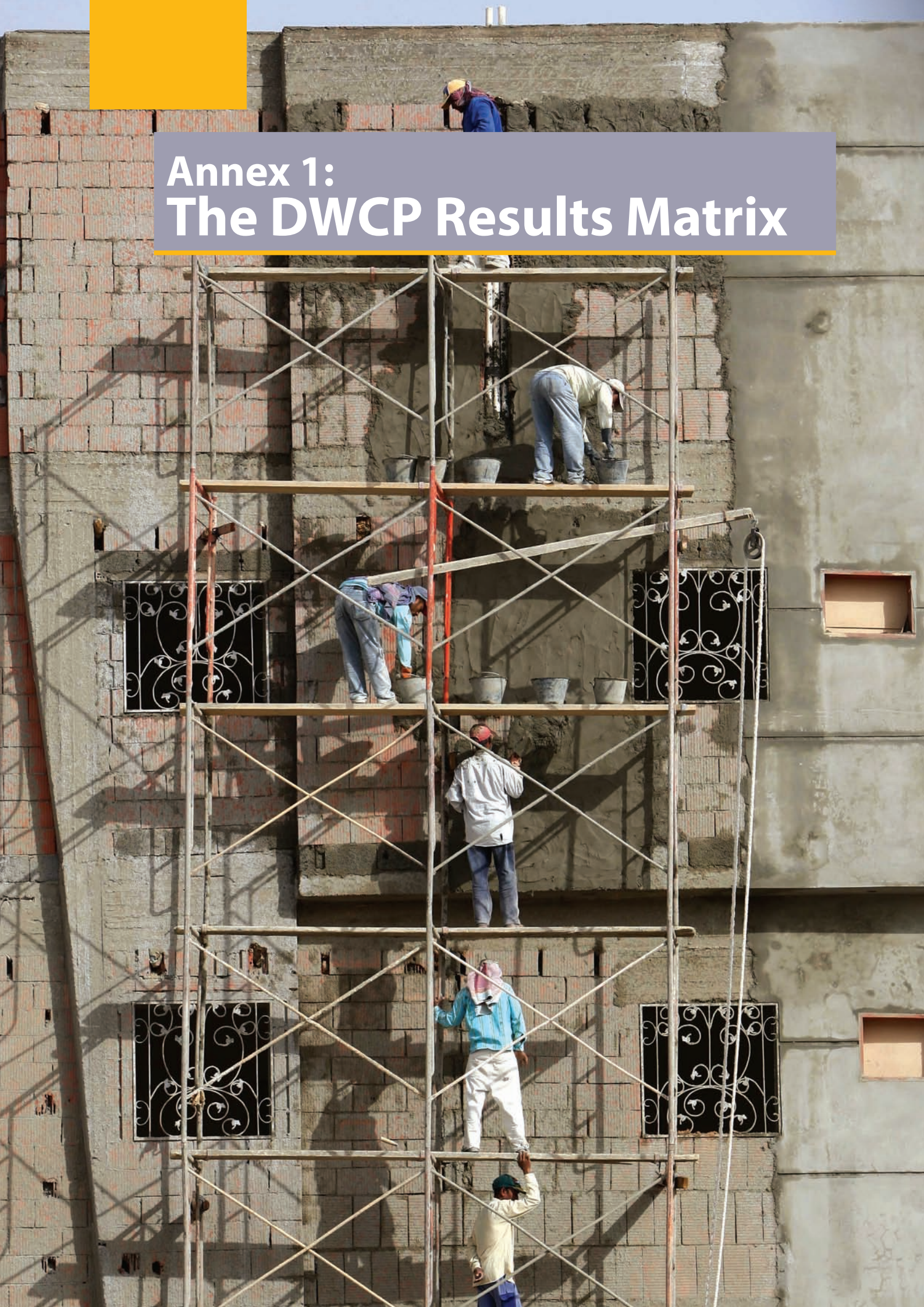
- Continued commitment of the Government to its major policy directions;
- Continued cooperation and collaboration of the social partners to work together towards shared goals;
- Continued prioritization of provisions related to critical sectors, such as domestic work, child labour, and other unacceptable forms of work; and
- Effective mobilization of resources since the government suffers from huge resource gaps.

The DWCP also envisages certain risks at different stages of its implementation:

- Delay in operationalizing a new federal structure;
- Lack of genuine political and bureaucratic commitment to implement some of the recently enacted acts;
- Inadequate capacity of the government and social partners;
- Lack of budgetary resources.

The overarching DWCP framework will need to make provisions to mitigate these risks by strengthening institutional mechanisms within the new governance structures as well as by building the capacity of the tripartite constituents. It will be critical to ensure participation of its social partners through periodic consultations and social dialogue processes so that risks are monitored on a periodic basis and necessary adjustments made. Strengthened linkages between the various components of the DWCP to improve internal programme synergies and efficiencies will also be essential. The ILO's timely technical support and efficient fund transfers during programme implementation will also be very important.

Annex 1: The DWCP Results Matrix



ANNEX 1: THE DWCP RESULTS MATRIX

DWCP Priority 1: Enabling decent work for all through sustainable, inclusive and gender responsive economic growth.					
<p>UNDAF Priority Area 1: By 2022, economically vulnerable, unemployed and under-employed people have increased access to sustainable livelihoods and safe and decent employment and income opportunities</p> <p>UNDAF Priority Area 2: By 2022, there is improved, equitable access, availability, and utilization of quality basic social services for all, particularly for vulnerable people</p> <p>National development priorities Fourteenth National Plan</p> <p>Strategy 1: Increase production through expansion of MSMEs, transformation of agriculture and tourism sector</p> <p>Strategy 2: Infrastructure development in the area of energy, road and air transport and communication</p> <p>Strategy 3: Sustainable improvement of human development through social development and social security / protection</p> <p>Strategy 5: Gender equality, inclusiveness, environment protection, maximum usage of science and technology, and enhancement of institutional capacity</p> <p>Fourteenth Development Plan (2017-2020)</p> <p>National Employment Policy 2014</p> <p>Foreign Employment Policy 2012</p> <p>National Youth Policy 2010</p>	<p>SDG links:</p> <p>SDG 1: End poverty in all its forms everywhere</p> <p>SDG 5: Achieve gender equality and empower all women and girls</p> <p>SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> <p>SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization.</p> <p>SDG 10: Reduce inequality within and among countries</p> <p>SDG 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development</p>				
<p>DWCP Outcome 1.1 (NPL104): Tripartite constituents have enforced Labour Act 2017.</p>	<p>Partners: Ministry of Labour, Employment and Social Security (MoLESS), Department of Labour, Labour Offices, Ministry of Federal Affairs and Local Development, workers' and employers' organisations at central, provincial and municipality levels, UN agencies and experts on labour administration.</p>				
<p>Integrated Resource Framework Estimated Budget: US\$ 2,400,850</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 2px;">Est. to be Available</td> <td style="width: 50%; padding: 2px;">To be mobilized</td> </tr> <tr> <td style="padding: 2px;">US\$ 1,000,800</td> <td style="padding: 2px;">US\$ 1,400,050</td> </tr> </table>		Est. to be Available	To be mobilized	US\$ 1,000,800	US\$ 1,400,050
Est. to be Available	To be mobilized				
US\$ 1,000,800	US\$ 1,400,050				

	<p>Indicator 1.1.1: Number of existing and new labour market institutions and mechanisms that are effectively preventing labour conflicts and contributing to conclude bi-partite and tri-partite agreements.</p>	<p>Baseline:</p> <ol style="list-style-type: none"> 1) Permanent Minimum Wage Setting Committee in the Labour Act 2014. 2) Seven labour Offices with need for strengthening technical capacities to promote sound industrial relations and social dialogue mechanisms particularly at the decentralised levels. 3) Labour administration is underfunded to effectively perform its role in promoting sound industrial relations. 4) Labour administration has limited capacity to ensure effective implementation of labour legislation. 	<p>Targets</p> <ol style="list-style-type: none"> 1) New tools to calculate minimum wage based on ILO's recommendations endorsed by the wage-setting board. (June 2020) 2) Collective bargaining mechanism established at different levels in line with Labour Act 2017 and the federal structure (December 2019) 3) Labour Offices in 3 Provinces have increased financial and human resources, tools or equipment for effective labour inspection (December 2022). 4) Mechanism established and operationalised to collect, analyse and report sex-disaggregated data and statistics on labour law compliance (2022) 				
	<p>Indicator 1.1.2: Percentage increase in the number of workers benefitting from the rights provisioned by labour legislation and minimum wage.</p>	<p>Baseline:</p> <ol style="list-style-type: none"> 1) 5 % of the workers currently are potentially benefitting from the provisions in the labour legislation 	<p>Targets</p> <ol style="list-style-type: none"> 1) 25 % of workers belonging to categories previously not covered by labour laws (contract workers, domestic workers etc) benefitting from labour rights as provided by labour laws and collective agreements and statutory minimum wage. 2) 25% of workers working in small enterprises (less than 10 workers) benefitting from labour rights as provided by labour laws and collective agreements and statutory minimum wage. 3) 25 % of workers in medium and large enterprises benefitting from labour rights as provided by labour laws and collective agreements and statutory minimum wage. National coordination mechanism operational. 				
<p>DWCP Outcome 1.2 (NPL 126 and NPL 127): Constituents and stakeholders at national, provincial, and local levels have promoted more and better jobs, especially for young women, men, and disadvantaged groups.</p>	<p>Partners: MolESS, NPC, Youth Organisations, WOs, EOs, Public Employment Service Centres of DOL, Commodity Associations, Civil Society Organisations, Provincial and Local governments.</p> <table border="1" data-bbox="1216 519 1401 824"> <tr> <td>Integrated Resource Framework Estimated budget: US\$ 4784,175</td> <td>To be mobilized</td> </tr> <tr> <td>Est. to be Available US\$ 1,562,000</td> <td>US\$ 3,222,175</td> </tr> </table>			Integrated Resource Framework Estimated budget: US\$ 4784,175	To be mobilized	Est. to be Available US\$ 1,562,000	US\$ 3,222,175
Integrated Resource Framework Estimated budget: US\$ 4784,175	To be mobilized						
Est. to be Available US\$ 1,562,000	US\$ 3,222,175						

	<p>Indicator 1.2.1: Number of concrete steps taken by constituents at different levels to promote more and better jobs especially for young women, men, and disadvantaged groups.</p>	<p>Baseline:</p> <ol style="list-style-type: none"> 1) Government has developed National Employment Policy in 2014. 2) Limited efforts by constituents to address job creation in the country. 3) Lack of coordination mechanism among sectoral ministries and among development partners affecting the impact of policies and programmes on economic growth and job creation. 4) Insufficient advocacy for responsible businesses, job creation, and economic growth. 3) Limited access to employment services for job seekers. 	<p>Targets</p> <ol style="list-style-type: none"> 1) At least one key coordination, collaboration and partnership initiatives taken by constituents at national level and one each in 6 municipalities of 2 Provinces for addressing job creation challenges (Dec 2022) 2) (a) Fifty advocacy actions by private sector organisations in the interest of their members (Dec 2018). (b) Six high level advocacy events to address policy barriers and coordination failures for job creation by partners (Jun 2018-Dec 2022). 3) MOLESS establishes inter-ministerial coordination mechanism for the periodic review of job creation initiatives and reporting (Jun 2019). 4) MOLESS designs and implements at least one major initiative to create jobs for young women, men, and disadvantaged groups (December 2022). 5) Government has taken measures to ensure effective, inclusive and gender responsive employment services (Dec 2020) 						
<p>DWCP Outcome 1.3 (NPL128) Men, women and youth, especially from disadvantaged communities living in rural areas have increased access to decent job opportunities.</p>	<p>Partners: The main partners are the Local and Provincial Governments, WOs and EOs in selected provinces and DOLIDAR and the Department of Roads and their implementing agencies at district level.</p>	<table border="1"> <tr> <td colspan="2" data-bbox="863 163 938 824"> <p>Integrated Resource Framework Estimated budget: US\$ 9,799,405</p> </td> </tr> <tr> <td data-bbox="938 163 979 824"> <p>Est. to be Available</p> </td> <td data-bbox="938 824 979 1547"> <p>To be mobilized</p> </td> </tr> <tr> <td data-bbox="979 163 1038 824"> <p>US\$ 8,799,405</p> </td> <td data-bbox="979 824 1038 1547"> <p>US\$ 1,000,000</p> </td> </tr> </table>		<p>Integrated Resource Framework Estimated budget: US\$ 9,799,405</p>		<p>Est. to be Available</p>	<p>To be mobilized</p>	<p>US\$ 8,799,405</p>	<p>US\$ 1,000,000</p>
<p>Integrated Resource Framework Estimated budget: US\$ 9,799,405</p>									
<p>Est. to be Available</p>	<p>To be mobilized</p>								
<p>US\$ 8,799,405</p>	<p>US\$ 1,000,000</p>								

	<p>Indicator 1.3.1 Number of concrete steps taken by constituents (Government, Eos and Wos) to promote employment and decent work in rural areas.</p>	<p>Baseline:</p> <ol style="list-style-type: none"> 1) Government's service delivery responsibility has been delegated mainly to local government that provides a good opportunity to social partners to collaborate with local government to design and implement programmes that promote productive employment opportunities and decent work. However, there is no mechanism for consultation and social dialogue at provincial and local level. 2) Limited policy dialogues among stakeholders of job creation at all levels of devolution. SMEs' performance is limited by low productivity including lack of resource efficiency, low access to capital and markets and thus tend to provide poor working conditions. 3) Insufficient institutional and technical capacities of rural employers' and workers' organisations to promote more and better jobs. No province have economic development strategies. 4) Department of Local Infrastructure Development and Agricultural Roads (DoLIDAR) is implementing rural road maintenance programmes in 7 Provinces and 36 districts. 2.0 million work days have been created since 2016 till date. Programme ensures the minimum wage and occupational safety and health for the workers. All workers are from disadvantaged communities. 	<p>Targets</p> <ol style="list-style-type: none"> 1) A joint platform of Government, Development partners, and social partners operational in selected Provinces and Municipalities (Dec 2019) 2) Functional Provincial and local level structures of WOs and Eos (Dec 2019) to promote decent work. 3) Three Provinces have endorsed economic development strategies in line with Employment Policy 2015 (Dec 2018) 4) Twelve rural municipalities have integrated employment strategies into their annual plan and budget (June 2019) 5) DoLIDAR has extended the SNRTP in additional 36 districts. 6) The selected municipalities have added 20 % more jobs through various employment generating programmes and services. 				
<p>DWCP Outcome 1.4 (NPL129): Policy makers and planners have applied the latest labour statistics, ILO Research and analysis to develop job creation policies and strategies.</p>	<p>Indicator 1.4.1: Updated labour force sex-disaggregated indicators with a particular focus on the situation of women, youth, and migrant workers, forced labour and informal workers available.</p>	<p>Partners:</p> <p>CBS for Labour Force Survey, Universities, Think Tanks and Research firms for other analytical work, MoLESS and other government agencies.</p>	<p>Integrated Resource Framework Estimated budget US\$ 710,737</p> <table border="1" data-bbox="1098 519 1187 824"> <tr> <td>Est. to be Available</td> <td>To be mobilized</td> </tr> <tr> <td>US\$ 210,737</td> <td>US\$ 500,000</td> </tr> </table>	Est. to be Available	To be mobilized	US\$ 210,737	US\$ 500,000
Est. to be Available	To be mobilized						
US\$ 210,737	US\$ 500,000						
		<p>Baseline:</p> <ol style="list-style-type: none"> 1) LFS-III (2017-2018) designed in line with the resolutions adopted by 19th International Conference of Labour Statisticians (19th ICLS) and survey launched in June 2017. 2) Insufficient capacities of the constituents to produce, use, and disseminate labour statistics. 	<p>Target:</p> <ol style="list-style-type: none"> 1) LFS-III report disseminated in all 7 Provinces (Dec 2019). 2) Labour Force Survey –IV preparation completed (Dec 2022). 				

	<p>Indicator 1.4.2: High quality, timely communication products that promote labour statistics, ILO research, data and policy analysis available.</p>	<p>Baseline:</p> <ol style="list-style-type: none"> 1) Unavailability of policy -oriented high-quality research on the world of work and its challenges at the national level, limiting evidence-based policy recommendations and advocacy. 2) Communication products that promote ILO research, data, and policy analysis not available to the right target group and on time. 3) Opportunities for partnerships with universities, think tanks, and development partners not fully explored and utilised in order to expand knowledge of the world of work. 	<p>Target:</p> <ol style="list-style-type: none"> 1) Three major ILO research and 10 communication products widely referred to by all tripartite constituents, development partners, civil society organizations, and local governments for Policies and Programme design. 2) Six high quality communication products developed based on LFS-III widely referred to by national sustainable development strategies. 3) Publication of yearly labour and employment status report 				
<p>DWCP Outcome 1.5 (NPL101): Social protection institutions have implemented the Contribution-based Social Security Act (2017).</p>		<p>Partners:</p> <p>MOLE, Social Security Fund (SSF), WOs, EOs, Local and Provincial Governments.</p>	<p>Integrated Resource Framework Estimated budget US\$ 1940,512</p> <table border="1" data-bbox="592 517 715 822"> <tr> <td data-bbox="592 517 655 822">Est. to be Available</td> <td data-bbox="592 383 655 517">To be mobilized</td> </tr> <tr> <td data-bbox="655 517 715 822">US\$ 940,512</td> <td data-bbox="655 383 715 517">US\$ 100,000</td> </tr> </table>	Est. to be Available	To be mobilized	US\$ 940,512	US\$ 100,000
Est. to be Available	To be mobilized						
US\$ 940,512	US\$ 100,000						
	<p>Indicator 1.5.1 Number of systems established and operationalized in different levels of federalization by Social protection institutions to implement contribution-based social protection schemes as defined in the new Social Protection Act.</p>	<p>Baseline:</p> <ol style="list-style-type: none"> 1) Social Security Fund (SSF), governed by a tripartite board established in 2010 to coordinate and implement social protection schemes for both formal and informal sector workers. 2) A framework for human resource planning and development; detail institutional plan; and operational guidelines have been developed through ILO Technical assistance in 2015 for the operation of SSF but not endorsed by SSF Board. 3) No social protection system for implementation and monitoring of social-insurance schemes. 4) Actuarial valuations for 6 new contribution-based schemes (sickness, maternity, medical care, unemployment, employment injury and private sector workers'/employers' pension) conducted in 2015 through ILO technical assistance. 	<p>Target</p> <ol style="list-style-type: none"> 1) At least 5 critical systems (registration of workers and employers, schemes implementation, benefit payment, and performance monitoring and reporting) are operational (Dec 2018). 2) Systems operational for 8 benefits provisioned by the Act (Medical care and Health Insurance scheme, Maternity Protection benefit, Employment Injury Benefit Invalidity Benefit, Old Age Benefit, Dependent Family Benefit, Unemployment Benefit, and other benefit specified by the Fund). (Dec 2020) 3) Statistical database to measure achievements related to contribution-based social protection extension updated by the government (June 2019) 				

	<p>Indicator 1.5.2: Percentage increase in the number of workers benefitting from at least one social security benefit guaranteed by the Act.</p>	<p>Baseline:</p> <ol style="list-style-type: none"> 1) Only 7% of the population - mainly civil service employees, police, army personnel, school teachers and employees in the small formal sector - is covered by the three main social insurance schemes, the Employees Provident Fund, the Civil Service Pension and the Citizen's Investment Fund . 2) No informal sector workers/employers are benefitting from any social insurance schemes. 3) No coordination mechanism for the efficient and effective delivery of social security schemes, especially to informal sector workers and employers. 4) Till now, no one is benefitting from social security guaranteed as provisioned by the Act. 	<p>Target:</p> <ol style="list-style-type: none"> 1) Five knowledge products and 4 different management and implementation tools to design, manage or deliver social protection systems. 2) 80 % of formal sector employers and their workers are registered under social security system. 3) At least 2 major informal sector employers and their workers are registered under the new social security system 4) Government has established and operationalised a National coordination mechanism (Dec 2019)
<p>DWCP Priority 2: Strengthening institutional capacities, enhancing social dialogue, and applying fundamental Conventions and other international labour standards.</p>			
<p>National development priorities:</p> <p>Fourteenth Plan, Strategy 5: Gender equality, inclusiveness, environment protection, maximum usage of science and technology and enhancement of institutional capacity.</p> <p>Fourteenth National Plan (2017-20)</p> <p>National Policy and Plan on Disability, 2006</p> <p>National Plan of Action against Trafficking in Persons, Especially Trafficking in Women and Children (2012)</p> <p>National Strategy and Plan on Ending Gender Based Violence and Gender Empowerment 2013 – 2017</p> <p>Gender Equality and Social Inclusion Policy, 2009</p> <p>Child Labour Policy (2012) National Master Plan on Child Labour (2018) Foreign Employment Act Implementation Plan Action Plan on the Implementation of Convention 169 (Draft)</p>			
<p>DWCP Outcome 2.1 (NPL828): The government and social partners have promoted fundamental principles and rights at work and to protect workers from unacceptable forms of work.</p>		<p>Partners:</p> <p>The MOLE Offices, Trade Unions, NGOs, private sectors and CSOs, Municipalities and local governments.</p>	<p>SDG links:</p> <p>SDG 5: Achieve gender equality and empower all women and girls</p> <p>SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> <p>SDG 10: Reduce inequality within and among countries</p> <p>SDG 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development</p>
		<p>Integrated Resource Framework Estimated budget US \$ 1,900,000</p>	<p>Est. to be Available US\$ 1,100,000</p>
		<p>To be mobilized</p>	<p>US\$ 800,000</p>

		<p>Indicator 2.1.1: Number of measures taken, and the extent to which they align policy and legal frameworks and strategies with FPRW and selected other international labour standards</p>	<p>Baseline:</p> <ol style="list-style-type: none"> 1) National master plan on the elimination of child labour endorsed by the new government and the Child Labour Act under review per federalisation, etc. (by MoLE) 2) Foreign Employment Act under review per federalisation, to promote fair recruitment, etc. (by MoLE) 3) Domestic work included in Labour Act (2017); regulatory framework and guidelines needed. 4) Women migrant domestic workers' mobility restricted as per the directive of the MoLESS. 5) 7 of 8 FPRW Conventions, excluding C87 ratified. 6) Trafficking Act under review since Sept 2017 for coherence with the Foreign Employment Act. 7) Federal governance structure adopted in 2015 with new Constitution. 	<p>Target:</p> <ol style="list-style-type: none"> 1) At least 5 improved and responsive national policies and/or action plans and/or legislation on forced labour and child labour with strong implementation, monitoring, and enforcement mechanisms 2) Action plan on the implementation of Master Plan on Child Labour operational 3) Two provinces adopted child labour free policies.
	<p>Indicator 2.1.2: Number of evidence based data, knowledge and learning produced used by ILO constituents.</p>	<p>Baseline:</p> <ol style="list-style-type: none"> 1) The national Labour Force Survey being conducted by CBS from June 2017 to June 2018, with reports expected to be available by December 2018, with a new module on forced labour. 2) An assessment of forced labour in the brick making industry is planned through the BRIDGE project. 3) The new governance systems at the provincial and local levels set up in 2017 will require capacities to deliver evidence-based policies, strategies and programmes (to help realise fundamental rights and in particular protect workers from unacceptable forms of work). 	<p>Target:</p> <ol style="list-style-type: none"> 1) Five key instances (policies, strategies, planning documents, reports and publications, key addresses, others) in which constituents, provinces, districts, sectoral bodies, institutions, partners utilize the findings and recommendations in their work, thereby strengthening their institutional capability to address issues of unacceptable work 2) Two gender responsive research and knowledge used to enhance learning. 3) At least 4 quality statistical/analytical reports (child labour, forced labour, domestic work) by adopting gender sensitive methodology produced in line with ILO methodologies and international labour standards 	

	<p>Indicator 2.1.3: The extent to which cooperation and partnerships including Alliance 8.7 have promoted actions to address unacceptable forms of work..</p>	<p>Baseline:</p> <ol style="list-style-type: none"> 1) In response to the national development plan and labour legislation, partnerships have been established among and between governmental (especially local), non-governmental, employers' and workers' organisations, and academic institutions, and since 2013 have extended services to approximately 100,000 workers; mainly potential migrant workers, through Government established Migrant Resource Centres at the district (WIF). 2) More than 16,000 ex-bonded labourers (Haliyas) have been freed by the Government and registered; approximately 20% have been re-settled and livelihoods and skills training programmes have been tailored to their needs. (BRIDGE) 3) Governmental, employers' and workers' organisations, and civil society institutions are working together to recognise domestic work and recognise domestic workers, as referenced in the 2017 Labour Act and civil codes. (WIF). 	<p>Target:</p> <ol style="list-style-type: none"> 1) At least 50 % (cumulative) of workers and families mainly female participants (80% of the total) reached through outreach activities retain the information. 2) At least 50% reached through outreach demonstrate understanding by applying the knowledge to make their mobility and work-related decisions. 3) Number of new services delivered effectively by the government (national/local), social partners, private sectors, NGOs to workers in or vulnerable to unacceptable forms of work. 4) 60% ex-bonded labourers(Haliyas) have settled and benefitted from the training 5) Alliance 8.7 forum established and operational at the country level to eliminate child labour, forced labour and trafficking. 				
<p>DWCP Outcome 2:2 (NPL105)</p> <p>The social partners have effectively implemented good governance frameworks and rule of law on labour migration that has resulted in fairer labour migration practices and protection of women and men workers' rights..</p>		<p>Partners:</p> <p>The government offices at national and province levels, Ministry of Laws, Trade Unions, NAFEA, Foreign Employment Promotion Board (FEPB), the governments in destination countries, and civil society organizations.</p>	<p>Integrated Resource Framework Estimated budget US\$ 2,370,000</p> <table border="1" data-bbox="842 161 1018 824"> <tr> <td data-bbox="842 517 935 824">Est. to be Available</td> <td data-bbox="842 161 935 517">To be mobilized</td> </tr> <tr> <td data-bbox="935 517 1018 824">US\$ 1,370,000</td> <td data-bbox="935 161 1018 517">US\$ 1,000,000</td> </tr> </table>	Est. to be Available	To be mobilized	US\$ 1,370,000	US\$ 1,000,000
Est. to be Available	To be mobilized						
US\$ 1,370,000	US\$ 1,000,000						
	<p>Indicator 2.2.1: Number of gender sensitive labour migration policies, legislation and agreements are formulated, amended and implemented in Nepal and receiving countries in compliance with ILO relevant Conventions particularly to improve to decentralization and improvement of services, access to justice and fair recruitment practices.</p>	<p>Baseline:</p> <ol style="list-style-type: none"> 1) The Foreign Employment Act (FE Act) is under revision by MoLE, in consultation with the ILO social partners and other stakeholders 2) General Agreement with Jordan & Qatar (under review); MoUs with Bahrain (under review), Korea, UAE (under review), Israel; New agreements under discussion (Malaysia, Oman, Saudi Arabia, Lebanon). 3) Most of the services for migrants at based in Kathmandu. 4) No audit private recruitment agencies in terms of fair recruitment aspects. 5) No guidelines available for fair recruitment. 	<p>Target:</p> <ol style="list-style-type: none"> 1) The Foreign Employment Act is compliant with fair recruitment principles and C97 and C181, and being implemented in collaboration with the tripartite constituents and other stakeholders 2) At least two more bilateral agreements signed with receiving countries, and existing MoUs are being implemented as planned in compliance with international labour standards 3) Concerned stakeholders and migrants are fully aware of the new FEA and its provisions.. 4) Audit tool developed and at least five recruitment agencies participated in an independent audit exercise. 				

		<p>Indicator 2.2.2: Strengthened institutional capabilities of diplomatic missions, the government and social partners at the central and provincial levels, to deliver evidence-based administrative and operational functions and have strengthened redress mechanisms and service delivery to migrants and their families.</p>	<p>Baseline: 1) Services to facilitate foreign employment are centralised in Kathmandu. New provincial and local government structures present opportunities. 2) As of November 2017, six diplomatic missions have a Labour Attaché. More proactive responses from diplomatic missions is the demand of Nepali migrant workers.</p>	<p>Target: 1) FEPP, two provinces and two municipalities, employers and workers have introduced 8 new services for the ease of migrant workers, with customized services to address the needs of women workers and workers with other needs. 2) More than 15 labour recruiters have demonstrated fair labour recruitment practices and a document capturing their experiences and challenges is available for wider sharing. 3) Authority for providing quick services related to welfare and access to legal remedies for migrant workers has been decentralized to provincial and local governments. 4) Diplomatic missions and related organisations improved their services for Nepali migrants.</p>			
	<p>Indicator 2.2.3: Number of expanded research, knowledge and learning resources are contributing to more relevant and effective policies.</p>	<p>Baseline: 1) The Annual Labour Migration Status Report for 2016-17 released by MoLESS (December 2017). 2) Information on recruitment fee not publicly available. 3) No study on structure of labour migration governance in the context of federalisation. 4) Migrant information centres in 23 districts</p>	<p>Target: 1) 3 Statistical reports with disaggregated information (gender, caste, region, ethnic groups and occupation) on labour migration published. 2) Information on recruitment cost publicly available. 3) Recommendations for good governance of labour migration in the context of federalisation available. 4) Guidelines for improving services of diplomatic missions available. 5) 3 Training modules developed for the protection of migrant workers</p>				
<p>DWCP Outcome 2.3 (NPL801): Employers' organizations have provided demand driven and gender responsive services to their members and are influential partners in the tripartite constituents' decent work agenda.</p>		<p>Partners FNCCI and other employers' associations (CNI, FNCSI, FCAN, FEAN) and its chambers at national, provincial, and local levels.</p>	<p>Integrated Resource Framework Estimated budget US\$ 1,335,000</p> <table border="1" data-bbox="1189 163 1318 824"> <tr> <td data-bbox="1189 517 1252 824">Est. to be Available</td> <td data-bbox="1189 163 1252 517">To be mobilized</td> </tr> <tr> <td data-bbox="1252 517 1318 824">US\$ 335,000</td> <td data-bbox="1252 163 1318 517">US\$ 1,000,000</td> </tr> </table>	Est. to be Available	To be mobilized	US\$ 335,000	US\$ 1,000,000
Est. to be Available	To be mobilized						
US\$ 335,000	US\$ 1,000,000						

	<p>Indicator 2.3.1: Number of new and improved services delivered that respond to the needs of existing and potential members.</p>	<p>Baseline: FNCCI, at a Strategic Planning Workshop in August 2017 identified priorities and results to be achieved over the period 2018-20, including: a. New Job/LMI database, b. New EXIM database, c. Research system & capacities, d. Publication & circulation of new laws on quality assurance standards, New business information/facilitation centre for members and foreign companies/investors and strengthen members/employers help desk.</p>	<p>Target: 1) 25% increase in membership as a result of an extension of geographical and sectoral coverage. 2) The usage by members' of new services/products/tools are being monitored and reported, and implemented. 3) FNCCI member database expanded to 4 provinces.</p>				
	<p>Indicator 2.3.2: Number of members of Employers' Organisations have increased understanding of the labour new laws and international labour standards.</p>	<p>Baseline: 1) FNCCI has planned to develop a new database system to record their members, business sector, and employees. 2) Total of 850 companies, 93 local chambers are associated with FNCCI as of 2017. 3) FNCCI members have insufficient understanding and capacity to implement new labour legislations.</p>	<p>Target: 1) FNCCI database system has been expanded to 4 provinces to record their membership, business sectors and employees. 2) 25% membership increased both in local and national chambers as compared to the baseline. 3) Increased understanding and application of new provisions of labour law.</p>				
<p>DWCP Outcome 2.4 (NPL802): Workers' organizations have strengthened their networks at national, provincial and local levels and are influential partners in the tripartite constituents' decent work agenda.</p>		<p>Partners: National, provincial, and local governments, three trade unions and JTUCC members</p>	<p>Integrated Resource Framework Estimated budget: US\$ 1,500,000</p> <table border="1" data-bbox="877 515 981 817"> <tr> <td>Est. to be Available</td> <td>To be mobilized</td> </tr> <tr> <td>US\$ 50,000</td> <td>US\$ 1,450,000</td> </tr> </table>	Est. to be Available	To be mobilized	US\$ 50,000	US\$ 1,450,000
Est. to be Available	To be mobilized						
US\$ 50,000	US\$ 1,450,000						
	<p>Indicator 2.4.1 Number of workers organisations have increased their organizational strengths at federal, provincial and local levels.</p>	<p>Baseline: Nepal has introduced federal administrative system. There is a need for restructuring workers' organisational at federal, provincial and local levels. Workers organisations have to formulate their federal structure in line with new governance system.</p>	<p>Target: 1) Association of trade unions and memberships expanded in seven provinces. 2) At least 200 trade union members trained on labour relations practices, including disputes and collective bargaining in all provinces.</p>				

		<p>Baseline:</p> <ol style="list-style-type: none"> 1) More than 90% workers in Nepal are working in informal sector. 2) The most important feature of the new Act is that it offers universal coverage in both formal and informal sectors. All categories of workers involved in an employment relationship, including those that were formerly excluded from the application of the law, such as contract workers, home-based workers, domestic workers, and workers in tea plantations, are covered 3) Trade unions cover 10 sectors as of 2018. 	<p>Target:</p> <ol style="list-style-type: none"> 1) Workers organisations have been extended in three new sectors. 2) Informal sector (new law recognised as formal sector) membership increased by 5 per cent. 				
	<p>Indicator 2.4.3: Number of initiatives that workers organisations have taken to promoting international standards to promote freedom of association, collective bargaining and social justice.</p>	<p>Baseline:</p> <ol style="list-style-type: none"> 1) Nepal has already been practicing many provisions of C87, however, it is not yet ratified. 2) Civil Society and Trade Unions have started awareness and advocacy for the ratification of C 189 and protocol of C29, however not systematically taken it up 	<p>Target</p> <ol style="list-style-type: none"> 1) Workers organisations have increased capacity in all federal levels to address labour issues, promote international labour standards 2) Workers Organisation have been better equipped to promote social dialogue at provincial and local levels to address labour issues and promote collective bargaining. 3) Representatives of Trade Unions participating in bipartite and tri-partite dialogue at different levels and reduction of disputes and strikes in enterprises. 				
<p>DWCP Outcome 2.5 (NPL826): Tripartite organizations have advocated for promotion of fundamental principles and rights at work and ratification and application of ILO Conventions.</p>		<p>Partners: Ministry of Labour and Employment and Social Security, Parliamentarians at all levels, Workers' and Employers' organizations, Civil Society Organisations,</p>	<p>Integrated Resource Framework Estimated budget US\$ 1,000,000</p> <table border="1" data-bbox="901 515 1021 817"> <tr> <td>Est. to be Available</td> <td>To be mobilized</td> </tr> <tr> <td>US\$ 200,000</td> <td>US\$ 800,000</td> </tr> </table>	Est. to be Available	To be mobilized	US\$ 200,000	US\$ 800,000
Est. to be Available	To be mobilized						
US\$ 200,000	US\$ 800,000						
	<p>Indicator 2.5.1: Nepal's constitutional obligations to address concerns of CEACR on ratified Conventions and other standards are satisfied in a timely manner.</p>	<p>Baseline:</p> <ol style="list-style-type: none"> 1) National Tripartite Labour Standard Committee revived/established and its role includes overseeing and monitoring ratification, implementation, and reporting of international labour standards. 2) Nepal reporting on 7 Conventions due in 2018 	<p>Target:</p> <ol style="list-style-type: none"> 1) All reports requested by the ILO Supervisory bodies pursuant to articles 19 and 22 of the ILO Constitution, are submitted as per schedule. 2) ILO Convention Protocol 29 and ILO Convention 87 ratified. 				
	<p>Indicator 2.5.2: Number of actions taken to ratify and implement ratified Conventions particularly related to Conventions 169, C 111, C87, C155 and P 29.</p>	<p>Baseline:</p> <ol style="list-style-type: none"> 1) Nepal has ratified 11 International Labour Conventions as of December 2017. 2) Bridge project support the promotion and ratification of ILO Protocol 29. 	<p>Target:</p> <ol style="list-style-type: none"> 3) Action Plan on the implementation of C 169 revised in line with the new constitution provisions. 4) Key gaps on C 111 implementation addressed 5) National laws on domestic work developed in line with C189 provisions. 				





International
Labour
Organization

ILO Country Office for Nepal

P.O. Box: 8971
Nayabato, Dhobighat
Lalitpur, Nepal

Tel. +977 1 5555 777, 5550691
Fax. +977 1 5550 714, 5531332
Email: Kathmandu@ilo.org
www.ilo.org/