



Promoting Rights and Social Inclusion through Organization and Formalization (PRS) Phase 2 - Nepal

November/2025

Waste segregation workers at a transfer site. © ILO Nepal.

▶ At a glance



Partners

- ▶ Solid Waste Management Association of Nepal (SWMAN)
- ▶ All Nepal Federation of Trade Unions (ANTUF), General Federation of Nepalese Trade Unions (GEFONT) and Nepal Trade Union Congress (NTUC)
- ▶ Ministry of Labour, Employment and Social Security (MoLESS), Municipalities



Donor

Ministry of Health, Labour and Welfare,
Government of Japan



Duration

December 2022 – June 2026



Target groups

Workers and economic units in vulnerable situations under the informal economy, including domestic and sanitation workers.



Geographical focus

Nepal (Kathmandu valley)

▶ Background

Nepal has a large informal economy comprising around 84.6 per cent of total employment. While the informal sector is a significant source of jobs and livelihoods, contributing around 43 per cent to the country's GDP, it is characterized by decent work deficits and multiple challenges. Workers in the informal economy often receive low wages, lack secure employment contracts, and have limited or no access to social protection systems. These conditions reinforce inequalities compared to their formal counterparts and leave informal workers particularly vulnerable to crises and shocks.

▶ Objectives

The Promoting Rights and Social Inclusion through Organization and Formalization (PRS) Phase 2 Project supports formalisation and promotes gender equality in Nepal, India and Pakistan. It works with governments, employers' and workers' organizations to reduce decent work deficits in the informal economy. It also aims to raise public awareness to advocate for policy and behavioural change.

In Nepal, the project focuses on promoting decent work for waste management and domestic workers. Key interventions are:

- ▶ Enhance social dialogue by promoting bipartite and tripartite collaboration among trade unions (ANTUF, GEFONT, NTUC), employers (SWMAN), and the government to advance formalization and promote decent work in the waste management and domestic work sectors.

- Organize informal workers into trade unions, strengthen their capacity for collective bargaining to secure better wages and working conditions, and facilitate their registration in social security schemes.
 - Strengthen union capacity through training on collective bargaining, occupational safety and health, gender equality and leadership development.
 - Increase women's representation by forming and strengthening sectoral women's committees in unions.
 - Promote safe and inclusive workplaces by developing and implementing policies that foster formal, gender-responsive, and safe working environments.
- ## ► Achievements
- The first-ever bipartite dialogue between the sectoral employers' organization and trade unions led to the establishment of 10 enterprise-level unions, which successfully negotiated higher minimum wages with employers.
 - SWMAN endorsed a policy to promote safe, violence- and harassment-free workplaces in the waste management sector.
 - A total of 44 individuals were trained as local trainers on occupational safety and health.
 - Fifteen trade union trainers were equipped with participatory training methodologies to deliver interactive and practical sessions to their members.
 - Fifteen members of an ad hoc Executive Committee were appointed and trained in preparation for establishing the NTUC union for domestic workers.

- Over 1,248 waste management workers (710 women and 538 men) organized into unions, with 1,910 workers registered under social security schemes.



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