



International
Labour
Organization

► The ILO in Nepal

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ILO Nepal strives to advance decent work and sustainable livelihoods for all. © ILO.

► At a glance

Nepal joined the ILO in 1966

Key areas of collaboration

- International labour standards and fundamental rights at work
- Tripartite partnerships and social dialogue
- Inclusive employment, social protection and sustainable enterprises
- Child and forced labour
- Labour migration, fair recruitment and rights of migrant workers
- Occupational safety and health
- Care economy

Constituents

- Ministry of Youth, Labour, and Employment (MoYLE)
- Federation of Nepalese Chambers of Commerce and Industry (FNCCI)
- All Nepal Federation of Trade Union (ANTUF)
- General Federation of Nepalese Trade Unions (GEFONT)
- Nepal Trade Union Congress (NTUC)

Conventions ratified

Nepal has ratified 11 ILO Conventions, including seven core conventions.

► Towards decent work for all in Nepal

Nepal and the ILO have developed a strong collaboration, leading to significant improvements in the world of work. However, challenges remain, such as creation of decent jobs particularly for youth, coverage and adequacy of social protection, protecting rights of migrant workers, ensuring fundamental labour rights, promoting social dialogue, and addressing the prevalence of informality.

To address these issues, the ILO works closely with the government, employers' and workers' organizations of Nepal to promote decent work by focusing on creating better job opportunities, expansion of social protection coverage, formalizing the informal workers and enterprises, upholding workers' rights and fostering just transition and social dialogue. These efforts align with Nepal's national development priorities and broader international frameworks, contributing to the promotion of decent work and advancing social justice in the country.

Labour market indicators

- Population: 29.16 million
- Labour force participation rate (2017): 38.6%
- Employment-population ratio (2017): 34.3%
- Unemployment rate (2017): 11.3%
- Unemployment rate, youth (2017): 20.5%
- Share of youth not in employment, education or training (2017): 34.8%
- Male and female participation in labour market: 53.7% male and 27.6% female
- Nepali women spend six times more on unpaid care work than men.

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► How do we work together?

The ILO and its government, employer and worker constituents in Nepal are working together in a number of key areas:

- **Employment:** Enhancing policies and programmes to promote decent employment, skills development, green jobs, and quality services.
- **Labour market inclusion:** Supporting women, youth, migrant workers and marginalized groups to access decent jobs, including through inclusive policies and public employment services.
- **Social protection:** Enhancing coverage and adequacy of social protection through inclusive, gender-responsive and sustainable social security schemes.
- **Migrant workers' rights:** Strengthening labour migration governance frameworks, fair recruitment practices, institutions, and services to protect Nepali migrant workers.
- **Child labour and forced labour:** Strengthening stakeholder capacities to eliminate child and forced labour while protecting at-risk groups.
- **Entrepreneurship and sustainable enterprises:** Supporting Micro, Small, and Medium sized Enterprises to boost entrepreneurship, productivity, decent work, and transitions to formal economy.
- **Safe work environments:** Enhancing occupational safety and health system, labour administration, inspections, and addressing workplace violence and harassment.
- **Empowering organizations, promoting social dialogue and just transitions:** Strengthening workers' and employers' organizations to better represent members, advocate for rights and just transition, and engage in effective social dialogue.



Waste workers at a transfer site. ILO Nepal promotes safety, dignity, and decent work for all workers in the informal economy. © Nistha Rayamajhi/ILO.

► What have ILO and Nepal achieved together?

- Helped Nepal build a modern labour and social protection system through laws on labour rights, social security, and employment, strengthening protections for millions of workers.
- The Global Accelerator National Steering Committee endorsed Nepal's National Roadmap on Jobs and Social Protection for Just Transitions, advancing the country's implementation of the UN Global Accelerator as a Pathfinder country.
- Expanded social security coverage, helping grow enrolment in the Social Security Fund from 600,000 to 2.26 million workers, including informal and migrant workers.
- Strengthened employment services nationwide through 753 Employment Service Centres, creating better pathways for young people into jobs, entrepreneurship and self-employment.
- 14 Municipalities declared child labour free zone (5 new in 2025). 204 out of 753 local governments engaged in child labour free zone initiatives.
- Advanced worker rights and workplace safety by supporting reforms aligned with international labour standards and helping prepare Nepal for ratification of key ILO conventions.
- Improved protection for migrant workers through a new Labour Migration Policy and support for 12 bilateral labour agreements with destination countries.
- Empowered entrepreneurs and women economically, training over 1,400 business owners—most of them women—and linking more than 2,200 women farmers to larger markets.
- Supported the digitalization of labour administration through an Integrated Labour Market Information System.

What is the International Labour Organization?

The International Labour Organization is the United Nations agency for the world of work. We bring together governments, employers and workers to drive a human-centred approach to the future of work through employment creation, rights at work, social protection and social dialogue.