



► Decent Work Country Programme for Nepal (2023 – 2027)

The Decent Work Country Programme (DWCP) for Nepal covering 2023–2027 aims to **improve access to decent work and better opportunities for more people in Nepal**. It provides a road map to ILO and its constituents on how to collectively realise the ambition of ensuring decent work for all in Nepal.

Priority Areas of Decent Work Country Programme

- Inclusive employment, sustainable enterprises and livelihoods, and social security.
- Promotion and application of international labour standards focusing on fundamental principles and rights at work.
- Strong tripartite constituents and effective social dialogue.

Pathways for decent work in Nepal

Nepal has made noteworthy progress toward its goal of emerging as an inclusive, equitable, sustainable, and prosperous middle-income country by 2030 but continues to face numerous hurdles as it moves ahead.

Despite economic growth and increased economic diversification, job creation has been insufficient to absorb new labour market entrants.

The country has developed a comprehensive legal framework for the implementation of labour rights, as enshrined in the 2015 Constitution, including the Labour Act (2017), the Contribution-based Social Security Act (2017) and the Right to Employment Act (2018), among others. However, many challenges to the effective application of the legal framework remain, and some legal gaps still exist.

These gaps and challenges result in limited access to labour rights and decent work, and a challenging environment for enterprise development and job creation.

Nepal is set to graduate from Least Developed Country (LDC) status in 2026, a process that will create new opportunities for economic growth and integration with the global economy, but that will also create new challenges in terms of foreign trade and competitiveness.

In this context, this DWCP is designed to address the challenges to improve access to more and better jobs for all Nepalis and take advantage of emerging opportunities.

The DWCP is closely linked with, and contributes to 15th National Development Plan of Nepal, the United Nations Sustainable Development Cooperation Framework (UNSDCF) for Nepal (2023-2027), and ILO's Programme and Budget (2024-2025).

Through coherent policies and integrated actions to be implemented by the government, employers' and workers' organisations with the support of ILO, the DWCP aims to promote decent work and advance social justice in Nepal.

DWCP outcome 1: By 2027, more people benefit from productive employment and social security for just transitions, with sustainable enterprises for inclusive growth and decent work

- **Output 1.1:** Strengthened policies and programmes to promote decent employment opportunities and green jobs.
- **Output 1.2:** Improved environment for entrepreneurship, sustainable enterprises, and productivity growth with strengthened support for enterprises, especially MSMEs, to create decent work and transition to formal economy.
- **Output 1.3:** Skilled, adaptable, and productive labour force through increased access to quality employment services, active labour market programmes and skills development with a lifelong learning approach supporting transitions in the labour market.
- **Output 1.4:** Improved social protection through inclusive, gender-responsive and sustainable social security schemes, and improved labour protection through adequate minimum wage and care policies.

DWCP outcome 2: By 2027, international labour standards with a focus on fundamental principles and rights at work, including the elimination of child and forced labour, have been promoted, respected, and realised with increased implementation capacity

- **Output 2.1:** Strengthened legal and policy frameworks to promote and apply international labour standards focusing on fundamental principles and rights at work.
- **Output 2.2:** Increased capacity of constituents to eliminate child labour and forced labour and to extend labour protection to groups of workers who are at risks of exclusion from protection.
- **Output 2.3:** More effective actions by tripartite constituents to promote and ensure safe and healthy working conditions including addressing violence and harassment at work.
- **Output 2.4:** More effective labour migration governance frameworks, institutions, and services to protect Nepali migrant workers' rights.

DWCP outcome 3: By 2027, there are stronger, representative, and influential tripartite constituents and effective social dialogue

- **Output 3.1:** Increased institutional and technical capacities of employer and business membership organizations (EBMO) to represent employers' interests and influence policy at all levels.
- **Output 3.2:** Increased institutional, technical, and representational capacities of workers' organizations to organize workers, including informal sector workers, defend their rights and influence policy at all levels of government.
- **Output 3.3:** Strengthened social dialogue and labour market governance at all levels of the economy and government.

DWCP enabling outcome: Increased coherence and integration across ILO Nepal Country Office programmes for enhancing effectiveness and efficiency of the DWCP