



NEPAL DECENT WORK



Newsletter

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May 2014

Welcome Notes

Let me start the first edition of 2014 ILO Nepal Newsletter by sharing some of the work we do with our tripartite constituents.

We have been working hand-in-hand with the Ministry of Labour and Employment (MoLE), in the design and implementation of action-oriented policies and programmes to enhance the creation of decent work opportunities for the Nepalese labour force. Examples of this partnership are presented in this Newsletter.

The joint work with employers' (FNCCI) and workers' organizations (GEFONT, NTUC-I, and ANTUF) has improved social dialogue and industrial relations and mainstreamed key issues such as gender equality and child labour elimination. The social partners helped the ILO conduct all planned activities and the ILO helped them build their capacity to deliver services to their members, while giving them room for absolute leadership and full management responsibilities. This approach promotes sustainability and transparency and credibility of these organizations

A significant part of the ILO's work has been developing the national knowledge on the ILO Conventions not yet ratified by Nepal, such as Conventions on Freedom of Association, Equal Remuneration, Social Security, and Home-Based Workers. Meanwhile,

the ILO delivers training for effective implementation of Conventions on Elimination of Forced Labour, which was ratified by the Government of Nepal.

I'd like to take this opportunity to thank our generous donors. What they offered is more than just financial resources but also a strategic alliance committed to the design, implementation, monitoring and evaluation of programmes aligned with the country priorities. We are grateful to the European Union, the Department for International Development (DFID) of the United Kingdom, the Government

of Japan, the Royal Kingdom of Norway, the Government of Ireland and the Government of Nepal for their continued partnership with the ILO.

Finally, I hope you enjoy reading this newsletter. I would like to thank each of you for sending valuable contribution for this newsletter and welcome your feedback, comments and stories from all including from social partners for future editions.

Jose Assalino,
Country Director



Photo © ILO/Sanjeeb Manandhar

ILO Nepal Staff with the ILO Regional Director for Asia and the Pacific.

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Message from the Secretary Ministry of Labour and Employment

First of all, I am very pleased to know that ILO-Nepal has planned to bringing out a newsletter on a regular basis with the aim of sharing information pertaining to Decent Work issues in Nepal.

The Government of Nepal, is committed to improved quality of work life of its citizens by promoting the productive employment, social security for workers and their families, improving labour market governance and promoting fundamental rights at work that are important to the world of work. The cooperation of Government, Employer's and Workers' organizations and civil society is fundamental in bringing positive changes and tackling the challenges of workers and workplace. In Nepal, unemployment, underemployment, child labour, income inequalities, inadequate regulatory framework and protection of rights of Nepali migrants, are some of challenges amongst others. The government of Nepal is committed to addressing these challenges in partnership with national and international partners including ILO.

Through this newsletter, I take an opportunity to share the ongoing major initiatives of the Ministry of Labour and Employment in Nepal, that contribute towards providing decent work for all. A few such initiatives underway are:

- Labour law (1992) reform
- Formulation of Employment Policy
- Foreign Employment Act (2007) Revision
- Implementation of various technical cooperation projects
- Implementation of Occupational Health and Safety project



*Mr. Suresh Man Shrestha
Secretary, MOLA, Nepal*

On behalf of the Ministry of Labour and Employment and myself, I extend all the good wishes to tripartite partners and concerned stake holder for advancing Decent Work for All agenda in Nepal.



Nepal Decent Work Country Programme (2013-2017)

The mandate of the ILO is to promote opportunities for all women and men to obtain decent and productive work in condition of freedom, equity, security and human dignity. The Decent Work Country Programme (DWCP) serves as the main vehicle for delivering ILO support in Nepal and to realize the overall goal for decent work for all. Furthermore, it promotes decent work as a key component of development policies of governments, social partners as well as of other local actors and cooperating agencies.

The DWCP 2013-17 for Nepal reflects the priorities of the tripartite constituents in Nepal and is aligned with the national development priorities of the government, strategic programme priorities of the ILO and the United Nations Development Assistance Framework for Nepal- 2013-2017 and it provides a framework to determine priority areas of cooperation in accordance with the ILO's mandate. The three priority areas in Nepal for the next five years that emerged from the consultations are:

- Priority 1:** Promotion of employment centric inclusive growth
- Priority 2:** Improved labour market governance and industrial relations
- Priority 3:** Promotion of fundamental principles and rights at work ■

ILO's Asia Pacific Regional Director's Visit to Nepal

ILO Assistant Director General and Regional Director for Asia and the Pacific, Mr. Yoshiteru Uramoto, stressed the importance of improving the situation of Nepal's migrant workers during his three-day high level visit in the country from 6 to 9 April 2014.

In his meeting with the Nepalese Prime Minister, Hon. Sushil Koirala, Mr. Uramoto conveyed his best wishes to the Prime Minister for the successful transition of Nepal into a stable, peaceful, democratic and prosperous nation. He highlighted some of the ILO's key initiatives to address the conditions of Nepalese workers in Qatar and suggested that ratifying ILO Conventions on freedom of association, social security and domestic work would help Nepal work with migrant-receiving countries to deal with the problems and challenges of migrant workers. He also proposed that Nepal put labour migration issue on the agenda of the South Asian Association for Regional Cooperation Summit (SAARC), which is to be hosted by Nepal in November this year.

Mr. Uramoto also briefed the Prime Minister on the continuing ASEAN Economic Integration (AEI) process, and underlined the need to develop Nepal's human capital in order to meet the challenges this would pose, and to enhance the country's labour force skills, productivity and competitiveness.

Mr. Uramoto also held discussions with the Minister of Labour and Employment, Hon. Tek Bahadur Gurung and the Secretary, Mr Suresh Man Shrestha. They talked about the rising number of fatal accidents involving Nepali migrant workers, possible ILO assistance in promoting safe migration and good labour migration governance, the employment opportunities brought by the globalization, and the role of SAARC and the ASEAN member states.



Mr. Yoshiteru Uramoto, ILO's Regional Director for Asia and the Pacific meeting with the Right Honourable Prime Minister of Nepal, Mr. Sushil Koirala.

Mr. Uramoto expressed his appreciation for the Ministry's valuable work in creating Nepal's Decent Work Country Programme for 2013-2017.

within Nepal as well as in the labour receiving countries."

The Regional Director also exchanged views with trade union leaders on the contemporary issues and challenges related to workers' rights, labour legislations and policies. The unions expressed their appreciation towards the ILO's constant support in enhancing their institutional capacity and expected more and timely support from the ILO in the coming days.

Nepal's business environment was discussed at a meeting with representatives of the Nepalese Chambers of Commerce and Industry (FNCCI). FNCCI stressed their commitment to building a functional business environment despite backward infrastructure, weak industrial relations, and ineffective implementation of laws and regulations. FNCCI also requested ILO's assistance in strengthening tripartite relations under the leadership of the Ministry of Labour and Employment. ■

ILO Regional Director for Asia and the Pacific concluded his mission to Kathmandu with a sense of unequivocal support to and a great optimism for Nepal

"Nepal could regain its economic momentum by harnessing its valuable human capital," Mr. Uramoto said. "And the ILO is ready to support the Government of Nepal in areas such as developing labour market statistics, establishing labour market information system and promoting decent work



Hon. State Minister and Officials of the Ministry of Labour and Employment-Nepal and ILO Officials.

Photo@ILO/Nabin Karn

Photo@ILO/Nabin Karn

News Update

Nepal Delegation Attending the 103rd Session of the International Labour Conference

The Minister of State for Labour and Employment, Tek Bahadur Gurung, accompanied by his delegation is participating the 103rd International Labor Conference (ILC) taking place in Geneva, Switzerland, from 28 May to 12 June, 2014

The International Labour Conference (ILC) is the annual conference at the highest level of the International Labour Organization that prioritizes certain areas of work and negotiates normative standards, conventions and recommendations. This year, the delegates from the ILO's 185 member States will discuss a wide range of issues, with particular focus on labour migration and employment strategies, ways out of informality and strengthening ILO Convention 29 on forced labour. ■

28th April -World Day for Safety and Health at Work

"Safety and health in the use of chemicals at work" was the theme for the 2014 World Day for Safety and Health at Work. Marking the day, an ILO report shows that while chemicals can be useful, necessary steps should be taken to prevent and control potential risks for workers, workplaces, communities and the environment.

In Nepal, to commemorate the day, the Department of Labour organised various activities including a rally and awareness activities involving workers, employers and government officials. ■

Election of the Governing Body of the ILO for 2014–2017

The ILO's Governing Body's period of office is three years. As the last elections were held during the 100th Session (2011), election of the governing body of the ILO for 2014-17 being held at the 103rd Session to select the representatives of government, worker and employer.

From Nepal, Ms Binda Pandey, a lawmaker and also a governing council member of General Federation for Nepalese Trade Unions (GEFONT), was elected as a deputy member of the governing body of the ILO. She was elected to the post by securing 97 out of 127 votes. ■



Mr Bekha Shahi receiving a Golden Pin from the ILO Nepal Country Director

ILO CO-Kathmandu rejoices with Mr. Bekha Narayan Shahi on him receiving the first ever Golden Pin in the history of ILO-CO Kathmandu.

The Golden Pin marks a significant milestone in an individual staff member's career, one who has given 25 years of dedicated service to the organization. Long before the establishment of an ILO Office in Kathmandu back in 1994, Mr. Shahi joined ILO under a TC project during 1987. Bekha Dai (what we lovingly call him) has served six ILO Directors and more than a dozen ILO Representatives during twenty five year tenure, during which time he has experienced exposure to a diverse and multi-culture environment.

The Golden Pin Travels to ILO CO-Kathmandu

Marina Rai



Punctual, informative, helpful and courteous in addition a conscientious Driver, are the adjectives that best describe Bekha Dai. Being a Newari, a native of Kathmandu Valley, he is a 'mind of information' and stories, which makes any bumpy ride in and around Kathmandu both amusing and interesting.

The successful growth of any organization is normally a direct result of individual staff's contribution, irrespective of their positions. Bekha Dai's dedication and commitment has served as a vital link in the chain which drives our operation, especially in a country where mortality related to traffic accidents is very high.

We all know the amount of effort that Bekha Dai has put into the job and we are happy that his efforts have been recognised. In the hustle and bustle of the day, we might have forgotten to show our appreciation to him as effectively as he deserves; therefore we take this opportunity to thank him for his dedicated service of more than 25 years now and for his friendship. Our very best wishes to him for the remaining of his service with the ILO.

Bhaktapur Towards Child Labour Free District

By Prakash Sharma

“We would like to see Bhaktapur as a child labour free district in the next five years”, said Mr Santosh Thapa, Child Rights Officer of the Bhaktapur District Child Welfare Board. There are official commitments from concerned offices in the district for eliminating child labour. The District Development Committee has developed and endorsed a Five Year Strategic Plan of Action (2013-2017) on the elimination of child labour, being the first district in Nepal to take such a move in line to the international commitment of eliminating worst forms of child labour by 2016.

The ILO/IPEC Project - ACHIEVE has been supporting this initiative by supporting the constituents mainstreaming child labour issues in district level plans and policies. The ACHIEVE Project works closely with the concerned stakeholders for integrating child labour agendas in social protection, education, health and poverty alleviation in Bhaktapur and one of the child labour source districts.



Photo@ILO/Bharati S. Pokharel

Haliyas in Far Western Part of Nepal



Bharati Sharma Pokharel

Multi-stakeholders Collaboration for Freed Haliya Rehabilitation in Nepal

The Government of Nepal has demonstrated its commitment to eliminating forced labour through various actions. It has ratified the Forced labour conventions (C 29 and C 105), and Abolition of the Worst Forms of Child Labour Convention (C 182). The bonded labour issue in Nepal was recognised by the Government from 1995 and initiatives were taken to address it by implementing welfare-based programme. Gradually, effort was made to address the issue by enacting the Kamaiya Labour Prohibition Act 2001 that declared Kamaiya and other forms of bonded labour as illegal.

The term “Haliya”, a ploughing man, is a derivative of the Nepali term halo connoting the wooden equipment used for ploughing an agriculture field with a pair pf bullocks or he-buffaloes. In most parts of Nepal, a man who ploughs fields for cash/kind is called a “Hali”. They have been exploited in agrarian labour and continue serving the same landlord to repay the loan taken by them or their family members that more often shifted from one generation to another..

The Government of Nepal had announced abolition of Haliya system in 2008 and there are 19,000 registered Haliya so far. However, there was a big challenge for the Ministry of Land Reform and Management (MoLRM) as a focal Ministry to verify the registered Haliya families and to provide identity cards for them in order to provide further rehabilitation support, mainly because most of them are living in remote areas.

The ILO in coordination and collaboration with other organizations including freed Haliya representing organizations supported the MoLRM to reach out to the freed Haliya communities scattered in remote geographical locations, as a result 10,000 families received their identify cards and the detailed data of them were computerized and put on online system.

Additionally, as a result of the multi-stakeholders collaboration, a National Plan of Action (NPA) for rehabilitation of freed Haliyas was developed and endorsed which is currently under the implementation. ■



Photo@ILO/Ram Gurnung

Mr. Gauri Pradhan, Child Rights Expert presenting on child labour issue mainstreaming strategy at the Bhaktapur Workshop.

Information Technology in ILO: An Update



Sanjeeb Manandhar

The ILO is shifting from Novell Network programming to Windows platform by the end of 2015. As a part of the process, Groupwise email system has been changed to Microsoft Outlook and Microsoft Office 2010 programme to Office 2013. Configuration of Windows 7 includes a number of useful applications. One of them is Image Resizer which is used for resizing batches of pictures in a quick manner.

These new changes in information technology within ILO are more user-friendly and expected to contribute in improving staff’s productivity at work. ■

OVERVIEW OF ONGOING ILO TECHNICAL CO-OPERATION PROJECTS IN NEPAL

1 South Asia Labour Migration Project (SALM)

June 2013-May 2016, Funded by: European Union



The project aims to promote well-managed labour migration from South Asia, to ensure the effective protection of the rights of the migrant workers, and to enhance the development impact of labour migration and reduce irregular flows. The project focuses on India, Nepal and Pakistan with selected activities in the Gulf destination countries to include Kuwait, Qatar and United Arab Emirates.

Some of the ongoing initiatives under the project includes support to the Ministry of Labour and Employment to review and address the existing gaps in the Foreign Employment Act (2007), a joint study by ILO and GIZ on skills in demand covering India, Kuwait, Malaysia, Qatar, Saudi Arabia, and UAE as destination countries; support to strengthen the central database system of the Department of Foreign Employment; and policy dialogue on the role of remittances in development. ■

2 Towards Achieving the Elimination of the Worst Forms of Child Labour as Priority (ACHIEVE)

July 2013-June 2016, Funded by: The Government of Denmark



The project provides support to the relevant national and local government bodies, social partners, non-government organization, children and their families towards creating integrated area-based models for child labour free communities, strengthening their institutional capacities and improving legislations and policies, aimed at the elimination of worst form of child labour. The major project interventions include the preparation of a national child labour policy, the hazardous work list and upgrading national legislation related to child labour, development of training and guidelines and mainstreaming child labour agendas in all policy and programs levels in the districts for operation level activities. ■

3 Promoting ILO policy on Indigenous Peoples' Issues in Nepal

July 2012-September 2014, Funded by: United Nations Indigenous Peoples' Partnership

Nepal ratified ILO Convention No.169 on Indigenous and Tribal Peoples' Rights in 2007. Seven years on, the implementation of the ILO Convention 169 in Nepal continues to face serious challenges, including misunderstandings or misinterpretations among key stakeholders on provisions of the convention.

The objective of the project is to promote wide understanding of ILO C169 and ensure compliance and enhance the capacity of stakeholders at local, district and central levels for the implementation of indigenous peoples' rights in Nepal. The project addresses the problem by identifying which aspects of the instrument are causing confusion and providing clarification through a Frequently Asked Questions (FAQ) and capacity building of stakeholders. ■



4 Occupational Safety and Health Development in Nepal (SHIELD) Project

August 2013-August 2015, Funded by: The Government of Japan

The Project aims to initiate a comprehensive plan for promoting occupational safety and health (OSH) services and reforming labour inspection system in Nepal in line with the International Labour Standards, in general, and with the Occupational Safety and Health Conventions, C155 and C187, and the Labour Inspection Convention, C81, in particular.

As an initial step in implementing the SHIELD Project, it conducted a rapid occupational safety and health and

labour inspection needs assessment to highlight main gaps and weaknesses and to identify the main areas of priority where technical support is needed. On the basis of the findings and conclusions of the assessment, the project is providing technical assistance to the Ministry of Labour and Employment to develop an OSH policy and strategies aiming at improving compliance with the international labour standards. ■

OVERVIEW OF ONGOING ILO TECHNICAL CO-OPERATION PROJECTS IN NEPAL

5 Partnership Programme on Fair Recruitment and Decent Work for Women Migrant Workers in South Asia and the Middle East: Work in Freedom Project (WiF)

April 2013-March 2018, Funded by: The Department for International Development



“Work in Freedom” is a joint initiative programme on Fair Recruitment and Decent Work for Women Migrant Workers in South Asia and the Middle East aiming to prevent trafficking of women and girls. The Project is being implemented in Nepal, India, and Bangladesh as source countries and Lebanon, Jordan, and India as destination countries of the women migrant workers in domestic and garment sectors.

In Nepal, in partnership with the Ministry of Labour and Employment (MoLE), the programme is targeting five districts (Morang, Ilam, Rupandehi, Chitwan, and Dolakha) during its first phase and additional three districts (Kanchanpur, Doti and Dailekh) to work with women migrant workers from Nepal to India.

Some of the major activities initiated through this programme includes community based awareness and empowerment activities in Morang and Rupandehi, formative baseline research in Dolakha, review of pre-departure and domestic skills training curriculum and manuals, global initiatives on fair recruitment practices, baseline studies and research on law and policies, recruitment practices, impact of age ban policy for women migrant workers in domestic work, use of mobile phones to improve communication, border survey, and mapping of resource materials produced on safe migration and prevention of trafficking in Nepal. ■

6 Strengthening National Rural Transport Programme (SNRTP)

March 2014-February 2019, Funded by: The Government of Nepal and the World Bank

Strengthening National Rural Transport Programme is one of the largest infrastructure projects of the Government of Nepal. The project aims to assist in upgrading, rehabilitation and maintenance of local road networks, river crossing, construction of new bridges in 33 selected district across Nepal. Within this project, ILO in particular will provide technical assistance for the routine road and river crossing maintenance system which will be fully integrated into the structure of the SNRTP such as the Central Programme Coordination Unit (CPCU), and two Regional Programme Management Units (PSUs) and 33 District Technical Offices.

The SNRTP routine maintenance component will adopt a Performance-Based Length-Person Routine Maintenance System and will employ locally available



workers. The application of this system will greatly help to simplify the task of managing a large number of contracts, while reducing costs and proving transparency to users as well as to those who are responsible for the maintenance and ensuring quality standards. The maintenance workers will also be provided skill development trainings on road maintenance and income generation in coordination with financial institutions and service providers to improve their economic situation. ■

7 The Gender Responsive Recovery for Sustainable Peace Project (GRRSP) June 2012-March 2015, Funded by: United Nations Peace Building Fund

The Gender Responsive Recovery for Sustainable Peace (GRRSP) Project addresses a unique opportunity i.e. economic, social and psychosocial hardships of conflict affected women and girls by internal displacement and most adversely affected in terms of loss of income, livelihood options, and employment opportunities in three Central Region's district of Kavre, Sindhuli and Ramechhap. The project provides

a combination of three UN agencies (ILO, UN Women and FAO) expertise and strategic activities includes meaningful and informed participation in the mainstream development process through psychosocial counselling and community based economic recovery initiatives. Of the 2,000 target beneficiaries approximately 1,000 will be recipients of economic initiatives both in the agriculture and non-agriculture sectors. ■



OVERVIEW OF ONGOING ILO TECHNICAL CO-OPERATION PROJECTS IN NEPAL

8 Bureau for Workers' Activities (ACTRAV)/Trade Unions for Social Justice Funded by: The Government of Norway

ACTRAV is the Bureau for Workers' Activities within ILO. It has a mandate to strengthen representative, independent and democratic trade unions in all countries, to enable them to play their role effectively in protecting workers' rights and interests and in providing effective services to their members at national and international levels, and to promote the ratification and implementation of ILO Conventions

ILO/ACTRAV, with the support of Norway Government, has been carrying-out this project in Nepal since early 2007. The primary objective of the project is to enhance the capacity of the trade unions in Nepal for effective and active involvement and participation in social dialogue at different levels. Until the end of 2013, the project supported the major trade unions to enhance their capacities in dealing with youth employment, freedom of association and collective bargaining and eliminating child labour.

The present component of project entitled "Trade Unions for Social Justice" seeks to ensure effective trade union actions to promote social justice in Nepal. A range of project activities and strategies have been designed to focus on youth and women involvement in trade unions, workers' education, campaigns and promoting the formulation of necessary policy and effective implementation at national and local level. ■



9 Way Out of Informality: Facilitating Formalization of Informal Economy in Nepal June 2012-December 2016, Funded by: The Government of Japan

The project aims to facilitate formalization of informal businesses and employment relationships and discourages informalization of formal economy firms and jobs in Nepal mainly in four sectors namely a) construction b) Tourism c) micro/small enterprise and d) agriculture and the programme covers seven districts of Nepal: Morang, Sunsari, Kathmandu, Lalitpur, Bhaktapur, Chitwan, Kaski.



The major components of the project include influencing regulatory & policy environment, assisting developing job-rich growth strategies & integrating formalization and knowledge management.

One year of the project implementation, it has been successful in completing a number of activities in line

to the objectives of the project. The major achievements include technical assistance to revise the existing labour laws and National Employment Policy (NEP) to include informal sector component in them; new Small and Medium Enterprises registration campaigns; linkage with Mega Bank and other private banks services; entrepreneurship skill development (SIYB) training to 340 newly registered SMEs; registration of Petty Contractors (Naikes) and construction workers; value chain analysis of potential growth sub sectors i.e. construction and tourism; in partnership with the Department of Cottage and Small Industries and Federation of Nepalese Cottage and Small Industries and Federation of Women Entrepreneur Association Nepal. ■

10 Bureau of Employers Activities in Nepal (ACT/EMP) 2013-2015, Funded by: The Government of Norway



Employers' organizations in all countries have one common key asset: their enterprises. Successful enterprises play a critical role in creating employment and improving living standards. Employers' organizations help to create a favourable environment for business and provide services for enterprises. Employers' organizations represent one of the three groupings that make up the constituents of the ILO (the others being Governments and workers' organizations). The ILO's Bureau for Employers' Activities is responsible for nurturing and developing the relationship between the ILO and the employers' organizations.

The ILO's Bureau for Employers' Activities in Nepal in partnership with the Federation of Nepalese Chambers of Commerce and Industry (FNCCI) promotes social dialogue to promote industrial growth and decent work, to develop capacity of employers organizations in planning, to strengthen its training component and to support effective implementation of laws and policies on gender equality at workplace. ■

Making Decent Work a Reality for Domestic Workers



Saloman Rajbanshi

The International Labour Organization (ILO), the global standard setting body of the United Nations, adopted ILO Convention on Domestic Work, 2011 (No. 189)

which provides standards specific to domestic workers to enable them to fully enjoy their rights. Up to date, 13 countries including Italy, Mauritius, Nicaragua, Philippines, Uruguay, Argentina, Bolivia, Costa Rica, Ecuador, Germany, Guyana, Paraguay and South Africa have ratified it.

According to the ILO Convention definition, domestic work means work performed in or for a household within an employment relationship. In Nepal, as in other countries, domestic workers are one of the most disadvantaged and marginalized informal workers. Many of them are working in a forced labour situation- where work is done under the menace of a penalty and against one's free will. Poverty is one of the key push factors for these people to take up domestic work, but a lack of formal employment opportunities as well as poor employability also play a role. The number of domestic workers is growing day by day and thus it is important that State take appropriate measures to protect their rights. Though national statistics on number of domestic workers is not available, various sources have estimated that more than 200,000 child domestic workers, aged 18 years or below, are currently working in Nepal.

Employing a domestic worker is not a problem. But people tend to forget that a domestic worker is also a human being, with right to human dignity, security and safety in addition to a decent working condition. It is unlawful to abuse, neglect and exploit a domestic worker, or any worker for that matter. Moreover, they are prone to abuse



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and violence for a number of reasons. Firstly, they work within a household where most happenings are private matters. Secondly, as they come from poor families they are mostly illiterate and unaware of their own rights. Thirdly, they have no representatives who can speak for their rights and interests.

“Under the Convention C 189, domestic workers are entitled to the same basic rights as those available to other workers”

Domestic work is mostly carried out by women and girls, many of whom are migrants or members of historically disadvantaged communities. They are more vulnerable to sexual abuse, exploitation and violence compared to their male counterparts. A study conducted by the ILO in Nepal reveals that 40 percent of domestic workers experienced different types of harassment including oral abuse, scolding, neglect, sexual abuse and delayed pay.

Under the Convention C 189, domestic workers are entitled to the same basic rights as those available to other workers.

Hence, if you have a domestic worker, what should you be prepared to provide for? Ensure he/she has been informed of terms and conditions of employment which are fair; ensure he/she is not below the minimum age of employment as prescribed by the law and gets paid regularly. He/she gets a weekly rest, sick leave and enjoys occupational safety and health rights. If a person is under the age of 18 and above the minimum age of employment, he/she should not be deprived of education. In case of residential domestic worker, there is decent living conditions which respect his/her privacy. You must ensure he/she enjoys effective protection against all forms of abuse and harassment and that he/she is not bound to remain within the household during the weekly rest or annual leave. Domestic workers are also entitled to keep travel and identity documents by themselves.

Many Nepalese trade union federations have already started organizing domestic workers. So the pressure is on for the Government of Nepal to ratify the Convention. Now is the time for the government to initiate work on new laws and regulations to respect, protect and fulfil the rights of domestic workers which apparently requires a strong commitment and dedication on the part of government, political parties, the judiciary, law enforcement agencies, human rights organizations, trade unions and civil society. ■

Photo Gallery



ILO launched a regional project on "Effective Governance of Labour Migration from South Asia" on 20 December 2013 in Kathmandu, Nepal.



ILO Nepal Staff during the Decent Work Country Programme Consultation Workshop at Nagarkot in December 2012.



ILO-Turin organized a tripartite training on Formalization of Informal Economy, 21-25 April, 2014 in Pokhara, Nepal. The representatives of the government, employers and workers' organizations including from Bangladesh, India and Nepal participated in the training.



Foreign Employment Act Revision Consultation Workshop organized jointly by ILO's Work in Freedom Project and South Asia Labour Migration Project on 17 March 2014.



Work in Freedom Project organized a one day workshop on "Recruitment Practices in Nepal" on 12 February 2014.



District level stakeholders' consultation workshop on Mainstreaming Child Labour Issues organized by ACHIEVE project in Bhaktapur District on 08-09 May 2014.

Recent Publications



Decent Work Country Programme Nepal 2013-2017

ILO, February 2014
www.ilo.org/kathmandu/whatwedo/publications

The DWCP provides a framework to address three priority of work areas in Nepal; promotion of employment-centric and inclusive growth, improved labour market governance and industrial relations, and promotion of fundamental principles and rights at work. ■



Nepal: Addressing the Employment Challenge through the Sectoral Pattern of Growth

By Rizwanul Islam
ILO, April 2014
www.ilo.org/kathmandu/whatwedo/publications

The report gives an overview of employment situation and challenges in Nepal and discusses on sectoral pattern of growth to address the challenge that Nepal's economy faces. ■



Enhancing Employment-Centric Growth in Nepal

By Bandita Sijapati
ILO, April 2014
www.ilo.org/kathmandu/whatwedo/publications

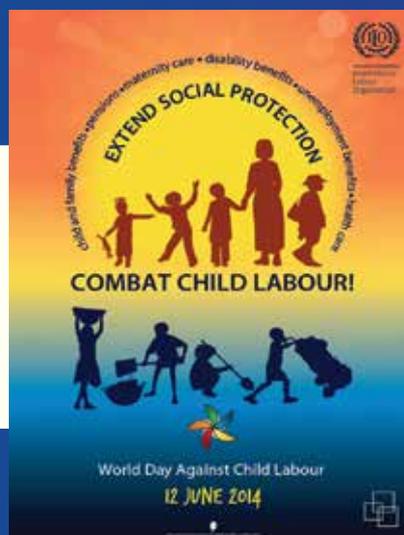
The study outlines the situation of the labour market in Nepal, highlighting in particular, the key constraints and challenges relating to employment-centric growth and reviews existing policies and programmes relevant to the challenges of employment. ■

Forthcoming Event

The World Day against Child Labour, 12 June 2014

This year, World Day Against Child Labour draws attention to the role of social protection in keeping children out of child labour and removing them from it.

To commemorate World Day, ILO in Nepal jointly with its social partners, is organizing a series of activities during the week of 7-12, June 2014.



Please send your suggestions and feedback about the newsletter to the following address:

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DECENT WORK

A better world starts here.