

Nepal

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Kathmandu). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Nepal scores 73.8 out of 100**. The overall score for Nepal is higher than the regional average observed across South Asia (62.4).

Nepal - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women’s decisions to work, and laws affecting women’s pay, Nepal gets a perfect score.

Areas for Improvement

However, when it comes to constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, gender differences in property and inheritance, and laws affecting the size of a women's pension, Nepal could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Nepal is on the indicator related to laws affecting women’s work after having children (the WBL2020 Parenthood Indicator). To improve on the Parenthood Indicator, Nepal may wish to consider making paid leave of at least 14 weeks available to mothers, making the government administer 100% of maternity leave benefits, making paid parental leave available, and prohibiting the dismissal of pregnant workers.

Recent Reforms (2018-2019)

Workplace: Nepal enacted new legislation that prohibits discrimination in employment based on gender.

Pay: Nepal lifted restrictions on women’s ability to work at night and mandated equal remuneration for work of equal value.

Parenthood: Nepal introduced 15 days of paid paternity leave.

Pension: Nepal adopted its first old age pension system that allows both men and women to retire with full pension benefits at age 60. The pension system does not mandate the age at which women and men can retire with partial pension benefits.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Passport Rules, Art. 14; Passport application form
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Labour Act 2017, Sec. 6
	Is there legislation on sexual harassment in employment?	Yes	Workplace Sexual Harassment (Prevention) Act, 2071
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Workplace Sexual Harassment (Prevention) Act, 2071, Sec. 12 <i>Civil:</i> Workplace Sexual Harassment (Prevention) Act, 2071, Sec. 13
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Labour Act 2017, Sec. 7
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	Birth, Death and Other Personal Events Registration Act, Art. 4(1)(a)
	Is there legislation specifically addressing domestic violence?	Yes	Domestic Violence (Crime and Punishment) Act, 2066 (2009)
	Can a woman obtain a judgment of divorce in the same way as a man?	No	General Code, Ch. 12
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	No	Labour Act 2017, Sec. 45
	Does the government pay 100% of maternity leave benefits?	No	Labour Act, Sec. 45
	Is there paid paternity leave?	Yes	Labour Act 2017, Sec. 45
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepren.	Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	Contract Act, Art. 3
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	General Code, Ch.14, No. 1
	Do sons and daughters have equal rights to inherit assets from their parents?	No	General Code, Ch.16, No. 2
	Do female and male surviving spouses have equal rights to inherit assets?	No	General Code, Ch.16, No. 2
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	General Code, Ch.14, No. 1-2 and 5
	Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
Pension	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: Social Security Act 2017; Social Security Regulation 2018 Men: Social Security Act 2017; Social Security Regulation 2018
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are the mandatory retirement ages for men and women equal?	Yes	Women: Labour Act 2017, Sec. 147 Men: Labour Act 2017, Sec. 147
	Are periods of absence due to child care accounted for in pension benefits?	No	No applicable provisions could be located