

Nepal

Women, Business and the Law 2023 (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 80.6 out of 100**. The overall score for Nepal is higher than the regional average observed across South Asia (63.7). Within the South Asia region, the maximum score observed is 80.6 (Nepal).

Nepal - Scores for Women, Business and the Law 2023



Relative Strengths

When it comes to laws affecting women's decisions to work, laws affecting women's pay, and constraints related to marriage, Nepal gets a perfect score.

Areas for Improvement

However, when it comes to constraints on freedom of movement, laws affecting women's work after having children, constraints on women starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman'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 measuring laws affecting women's work after having children (the WBL2023 Parenthood indicator). To improve on the Parenthood indicator, Nepal may wish to consider making the government administer 100% of maternity leave benefits, making paid parental leave available, and prohibiting the dismissal of pregnant workers.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Nepal are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/nepal/2023>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	No	National Civil Code Act 2017, Art. 87
	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
Workplace	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
	Can a woman get a job in the same way as a man?	Yes	National Civil Code Act 2017, Art. 91
	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	The Sexual Harassment at Workplace (Prevention) Act, 2014 (2071)
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> The Sexual Harassment at Workplace (Prevention) Act, 2014 (2071), Sec. 12 <i>Civil:</i> The Sexual Harassment at Workplace (Prevention) Act, 2014 (2071), Sec. 13
	Does the law mandate equal remuneration for work of equal value?	Yes	Labour Act 2017, Sec. 7
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	National Civil Code Act of 2017, Art. 89
	Can a woman be head of household in the same way as a man?	Yes	Birth, Death and Other Personal Events Registration Act, Arts. 2(d) and 4(1)(a); National Civil Code Act 2017, Art. 90
	Is there legislation specifically addressing domestic violence?	Yes	Domestic Violence (Crime and Punishment) Act, 2066 (2009); Domestic Violence (Offence and Punishment) Rules, 2067 (2010)
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	National Civil Code Act of 2017, Ch. 3
	Does a woman have the same rights to remarry as a man?	Yes	National Civil Code Act of 2017, Art. 83
Parenthood	Is paid leave of at least 14 weeks available to mothers?	Yes	Labour Act 2017, Sec. 45; Social Security Scheme Operating Procedure 2018, Sec. 7(2); Right to Safe Motherhood and Reproductive Health Act, 2018, Sec. 13
	Does the government pay 100% of maternity leave benefits?	No	Labour Act 2017, Sec. 45; Social Security Scheme Operating Procedure 2018, Sec. 7(2)
	Is paid leave available to fathers?	Yes	Labour Act 2017, Sec. 45(7)
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
Entrepreneurship	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; National Civil Code Act 2017, Art. 506
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	National Civil Code Act 2017, Arts. 256 and 257
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	National Civil Code Act 2017, Arts. 205 and 206
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	National Civil Code Act 2017, Arts. 205 and 206
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	National Civil Code Act 2017, Arts. 256(2) and 419(1)
	Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Social Security Regulation 2018; Social Security Schemes Operational Directives Second Amendment (2021), Sec. 22(2)
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Labour Act 2017, Sec. 147
	Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located