











# Nepal

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>62.5</b>	<b>43.3</b>	<b>47.5</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Nepal, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Kathmandu). The scores for Nepal are shown in the table below.

## Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	50.0	50.0	100.0	100.0	50.0	25.0	50.0	75.0	75.0
Supportive frameworks score	50.0	100.0	0.0	0.0	66.7	33.3	0.0	66.7	66.7	50.0
Expert opinions score	25.0	50.0	37.5	37.5	75.0	50.0	25.0	50.0	25.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Nepal (62.5 out of 100.0) is lower than the global average (64.2) and higher than the South Asia regional average (45.9). When it comes to laws affecting women’s pay and constraints related to marriage, Nepal obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Nepal is on the indicator measuring laws affecting childcare. To improve on the Childcare indicator, Nepal may wish to consider introducing legislation on any form of support to families for childcare services, putting in place legislation on any form of support to non-state childcare providers and adopting legislation on quality standards for the provision of childcare services in center-based settings.

The **WBL 2.0 supportive frameworks score** for Nepal (43.3 out of 100.0) is higher than the global average (39.5) and higher than the South Asia regional average (31.1). When it comes to supportive frameworks affecting freedom of movement, Nepal obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Nepal is on the indicator measuring supportive frameworks affecting women’s decisions to work. To improve on the Workplace indicator,

Nepal may wish to consider publishing guidelines on non-discrimination based on gender in recruitment, publishing guidelines on flexible work arrangements and establishing a specialized body that receives complaints about gender discrimination in employment.

The **WBL 2.0 expert opinions score** for Nepal (47.5 out of 100.0) is lower than the global average (65.7) and higher than the South Asia regional average (43.5). When it comes to expert opinions on women's pensions, Nepal obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Nepal is on the indicator measuring expert opinions on women's safety.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	Yes	Domestic Violence (Crime and Punishment) Act, 2066 (2009), Secs. 2, 6 and 13; An Act to Amend Some Nepalese Acts to Maintain Gender Equality and to End Gender Based Violence, 2072 (2015), Secs. 8.1.1(b), 32.1.1(2)(d) and 32.1.3(2)(c); National Penal (Code) Act, 2017, Sec. 219(4)
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	Yes	Marriage Registration Act, 2028 (1971), Secs. 4(c) and 13; National Civil (Code) Act, 2017, Secs. 70(1)(d) and 73(1); National Penal (Code) Act, 2074 (2017), Sec. 173
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Passport Rules, Art. 14
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	No	Nepal Citizenship (First Amendment) Act 2079, Secs. 2(5) - 2(7); Nepal Citizenship Act 2063 (2006), Secs. 3(1), 3(2) and 5(2)
<b>Workplace</b>		
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
<b>Pay</b>		
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 an industrial job 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
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" 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 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 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
Are leave benefits for mothers paid solely by the government?	No	Labour Act 2017, Sec. 45; Social Security Scheme Operating Procedure 2018, Sec. 7(2)
Is there paid leave available to fathers?	Yes	Labour Act 2017, Sec. 45(7)
Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located

**Childcare**

Does the law establish provision of childcare services in center-based settings?	Yes	Education Rules, 2059 (2002), Secs. 2(n) and 67
Does the law establish any form of support to families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support to non-state childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located

**Entrepreneurship**

Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Contract Act, Art. 3; National Civil Code Act 2017, Art. 506
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota on corporate boards?	Yes	Companies (First Amendment) Act, 2017 (2074 B.S.)
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located

**Assets**

Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	National Civil Code Act 2017, Arts. 18, 256, 257 and 419(1); The Lands Act 1964; Gender Equality Act, 2063 (2006)
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	National Civil Code Act 2017, Arts. 205 and 206
Do male and female surviving spouses have equal rights to inherit assets?	Yes	National Civil Code Act 2017, Arts. 205 and 206
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	Social Security Regulation 2018; Social Security Schemes Operational Directives Second Amendment (2021), Sec. 22(2)
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	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

**WBL 2.0 supportive frameworks data**

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	National Strategy on Ending Child Marriage; One-Stop Crisis Management Centers
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	National Women Commission; Ministry of Women, Children and Senior Citizens



Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
<b>Mobility</b>		
Are passport application processes the same for women and men?	Yes	Passport application form
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	Yes	National Environmentally Sustainable Transport Strategy 2014
<b>Workplace</b>		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	No	Insufficient evidence located
<b>Pay</b>		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	No	Insufficient evidence located
<b>Marriage</b>		
Is there a fast-track process or procedure for family law disputes?	Yes	The National Civil (Code) Act 2017, Arts. 93 and 99(5)
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Legal Aid
<b>Parenthood</b>		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Social Security Scheme Operating Procedure, Sec. 26
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
<b>Childcare</b>		
Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
<b>Entrepreneurship</b>		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	National Statistics Office
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	Subsidized Loan; SKILLS Programme
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
<b>Assets</b>		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	National Civil Code Act 2017, Art. 258; Reduced registration fee



Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Informative Handbook of Laws Relating to Women's Rights
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Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
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### **Pension**

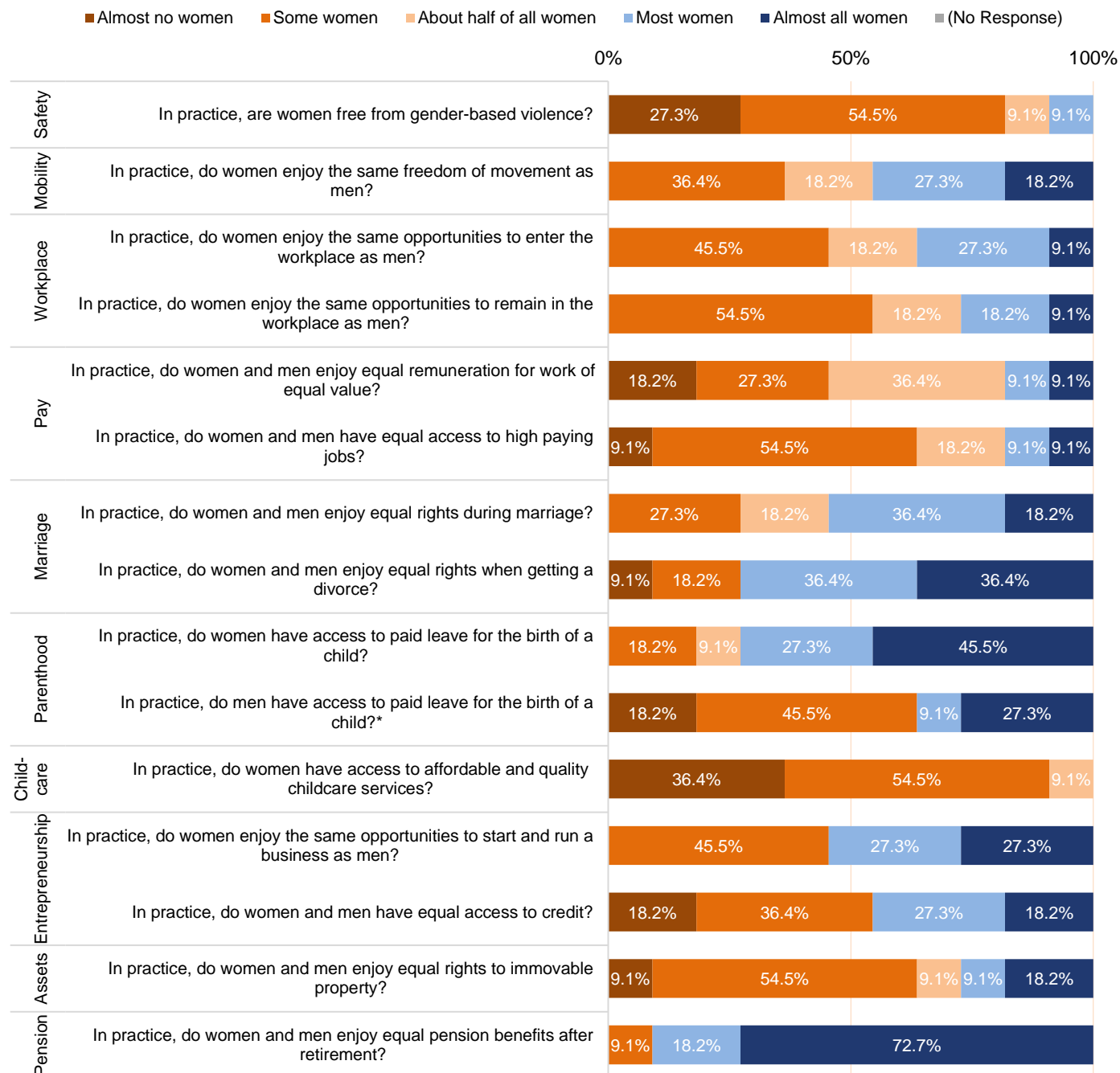
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
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Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Social Security Act, 2075, Sec. 22
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## WBL 2.0 distribution of expert opinion responses



\*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.