

Women and the World of Work in Nepal



GENDERED LABOUR MARKETS ARE STILL AT PLAY:

In 2023, less women than men were in labour force



Source: World Bank Gender Data Portal.

In 2022, more women than men were in **vulnerable employment**



Source: World Bank Gender Data Portal.

In 2017, more women than men were in **informal employment**



Source: ILOSTAT.

With a **global gender gap index** of

66%

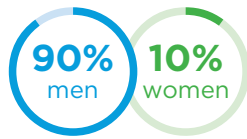
Nepal ranked

117th

out of 146 countries.

Source: World Economic Forum, Global Gender Gap Index 2024 edition.

In 2020, less women than men **owned a business**

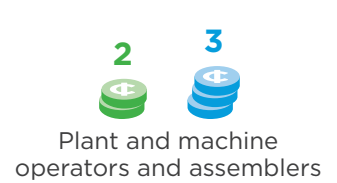


Source: World Bank Gender Data Portal.

Average hourly earnings (PPP USD) in 2017



Source: ILOSTAT.



● Women ● Men

TO SUPPORT WOMEN TO THRIVE AND SAFEGUARD THEIR ECONOMIC RIGHTS, GENDER-TRANSFORMATIVE ACTIONS NEED TO ADDRESS:

Women's decision-making power

In 2017, women had

13% of **managerial** positions

Source: SDG Global Database.

14% of **senior and middle management** positions



Ownership of productive resources

11%

Women

17%

Men

owned a **debit card** in 2021

Source: World Bank Gender Data Portal.



2%

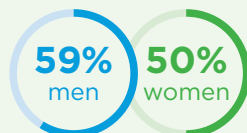
Women

2%

Men

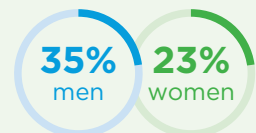
owned a **credit card** in 2021

Source: World Bank Gender Data Portal.



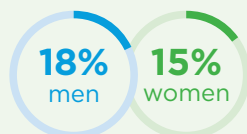
Source: World Bank Gender Data Portal.

owned an **account** at a financial institution or with a mobile money service provider in 2021



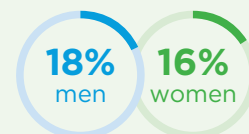
Source: World Bank Gender Data Portal.

made or received a **digital payment** in 2021



to start, operate, or expand a farm or business in 2017

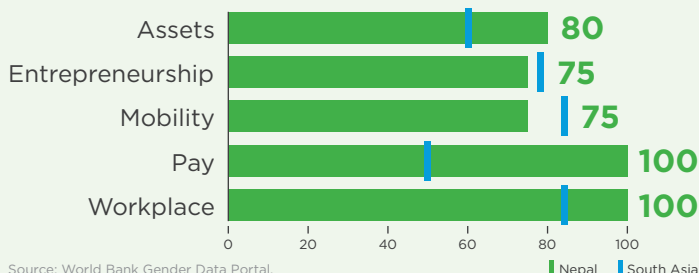
Source: World Bank Gender Data Portal.



borrowed

Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.



As of 2023, **NO** law prohibited **discrimination in access to credit** based on gender

Source: World Bank Gender Data Portal.



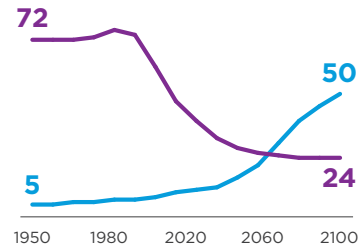
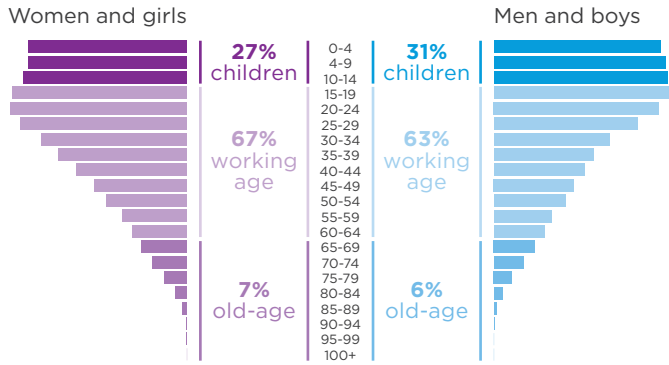
As of 2024, the **International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families** has **NOT** been ratified

Source: OHCHR.

Transforming Care Systems in Nepal



POPULATION STRUCTURE SHAPES THE DEMAND FOR CARE SERVICES



Demographic shifts present challenges and opportunities. While rising demands for unpaid care may hinder women's economic empowerment, they create potential for job creation.

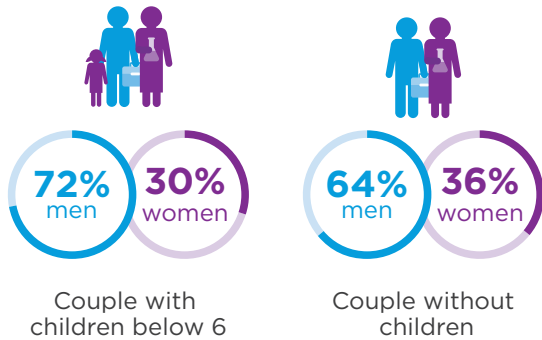
Source: UN DESA, Population Division, World Population Prospects 2024.

Source: UN DESA, Population Division, World Population Prospects 2024.

TO UNLEASH THE POWER OF GENDER-RESPONSIVE ECONOMIES, INVESTMENTS NEED TO:

Tackle inequality of opportunities in the labour market

In 2017, prime-age (25-54 years) employment-to-population ratio was



Source: UN DESA Gender Data Hub.

41% **24%**

Women Men
worked **part-time** in 2017

Source: UN DESA Gender Data Hub.

46% **21%**

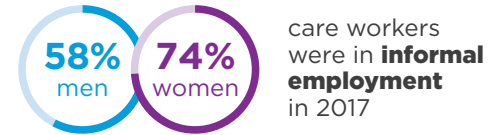
Women Men
aged 15 to 24 were **not in education, employment or training** in 2017

Source: SDG Global Database.

Expand care services and create decent care jobs



Source: Authors' elaboration based on ILOSTAT data.



Source: ILOSTAT.

CARE-ENABLING AND GENDER-EQUALIZING ACTIONS NEED TO ADDRESS:

Discriminatory social norms

In 2022, among women aged 20-24 years

35% were married or in a union **before age 18**

6% **before age 15**

Source: SDG Global Database.



Disproportionate unpaid care gaps

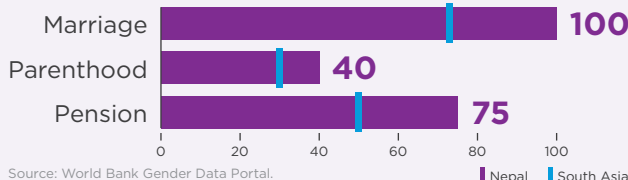
In 2014, among children aged 5-17 years

Source: SDG Global Database.



Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.

Legend: Nepal (purple), South Asia (blue)

In 2023, workers were entitled to



Source: World Bank Gender Data Portal.



As of 2023, there were **NO periods of absence due to childcare** accounted for in pension benefits

Source: World Bank Gender Data Portal.