

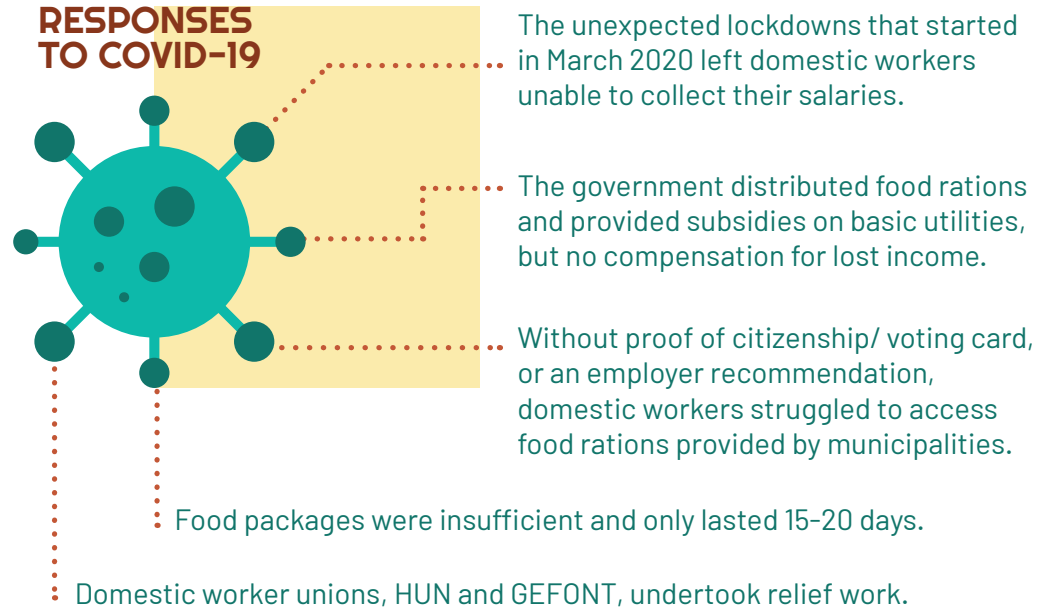


# DOMESTIC WORKERS AND SOCIAL PROTECTION IN KATHMANDU, NEPAL

This fact sheet provides results from a survey completed in Kathmandu in 2019 with 70 domestic workers. Follow-up interviews were held with domestic worker leaders as the COVID-19 pandemic

## POLICY CONTEXT

In Nepal, the right to work and social security is a constitutional right. Domestic workers are included in the Labour Act (2017), they remain unprotected by the provisions of the Social Security Act (2017) due to lack of implementation.



## LONGER-TERM RISKS TO INCOME SECURITY

**NPR 13,450 (USD 116) / month MINIMUM WAGE**

does not apply to live-in domestic workers whose employers cover their food and other expenses.

earn less than NPR3,000 (USD24)



**77%** estimate they need more than NPR10,000 (USD86) per month for their households to survive

### Occupational safety and health



**21%** work missed due to illness or accident

**27%** due to an injury/illness resulting from their work

**30%** missed work as a result

**47%** missed two or more weeks

**69%** received no payment for time off



### Care responsibilities



**13%** reported missing work due to care responsibilities including maternity leave, child care and care for a sick person

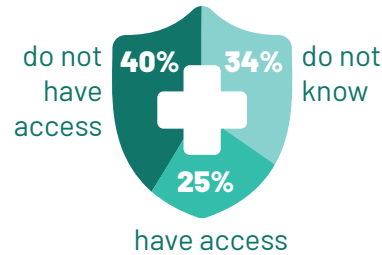
### Other risks

**Violence in the workplace:** The risk of sexual abuse and violence in the workplace is reported to be high amongst domestic workers.

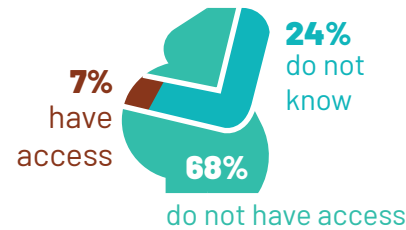
**Rural migrants:** Urban local government authorities are reluctant to register migrant domestic workers as responsibility then shifts to them for social provision.

## ACCESS TO SOCIAL PROTECTION

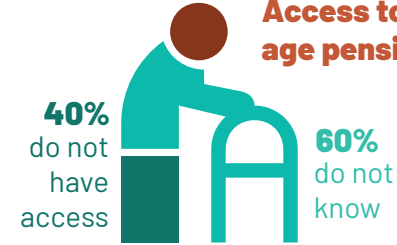
### Access to health benefits



### Access to paid maternity leave



### Access to old age pension



### Other benefits

52% reported NO access to other benefits, with 13% having access to a FOOD SECURITY benefit

## COST OF HEALTHCARE ACCESS

61% visited a health care facility in the last 12 months



94% said the medication they required was available

88% went to a public hospital or clinic

80% paid NPR 200 - NPR 1,000 for medication needed



NPR 1,500 /week (40-HOUR WEEK SALARY)



NPR 400 average direct cost of healthcare

45% delayed a health care visit

24% had to take out a loan to finance the last health care visit

## RECOMMENDATIONS

### Covid-19 specific recommendations

Employers **must** pay domestic workers' insurance in **part** or in **full**.

COVID-19 insurance must be **extended** to domestic workers and **employers** must comply.

**Alternative** jobs and **protection** for those who lost their jobs due to the pandemic must be provided.

### General recommendations

#### Short term

Register domestic workers with local authorities.



#### Medium term

Establish a social protection fund for informal workers, including domestic workers, based on municipal registrations.

#### Long term

Include domestic workers in formal social security.  
Guarantee the right to health.

