

DEPARTMENT OF LABOUR AND OCCUPATIONAL HEALTH & SAFETY'S NOTICE ON COMMUNICATION

An official notice has been released by **Department of Labour and Occupational Health and Safety (Department)**, Government of Nepal on **8 August 2023** to intimate the Department through communication platforms such as Viber, Whatsapp in its number, 9851350451 regarding following instances of non-compliance:

1. Instances of employment that lack proper employment agreements or appointment letters, in contravention of Section 11 of the Labour Act, 2017.
2. Non-compliance with minimum wage regulations.
3. Identification of institutions supplying labour without the requisite permits, as per Sections 58 and 59 of the Labour Act, 2017. This applies equally to establishments that employ labour sourced from such suppliers.
4. Employment of workers through suppliers for significant tasks of a regular employment nature.
5. Cases involving the engagement of child labour.
6. Instances of non-submission of balance sheets related to profit and loss, as mandated by Section 4 of the Bonus Act, 1974, to the relevant Labour and Employment Office. This holds if deposits into the National Welfare Fund have not been executed.
7. Identification of entities not enlisted and, consequently, not contributing to the Contribution Based Social Security Fund.
8. Instances where foreign citizens are employed without valid labour permits.

This directive is specifically aimed at institutions that employ a minimum of 500 workers.