नेपाल सरकार
श्रम, रोजगार तथा सामाजिक सुरक्षा मन्त्रालय

INTEGRATING NEPAL'S LABOUR DATA FOR CLEARER INSIGHTS AND STRONGER OPPORTUNITIES

An Overview of the Nepal-Labour Market Information System (N-LMIS)

A MODERN LABOUR INFORMATION SYSTEM FOR EVERY NEPALI

Ministry Of Labour, Employment and Social Security (MoLESS) aims to build a digitally integrated labour market ecosystem where citizens can access reliable information, decent job opportunities, and essential government services through one secure digital interface.

Currently, labor-related data is spread across multiple systems such as FEIMS, FEWIMS, EMIS, NAVT MIS, and Shram Sansar. This fragmentation leads to delays in data exchange and limits the ability to generate integrated labor market forecasts or demand–supply matching.

ALIGNED WITH NEPAL'S DIGITAL GOVERNANCE VISION

The Digitalization Blueprint supports the Digital Nepal Framework and the national e-Governance Master Plan, enhancing service delivery, transparency, efficiency, and data-driven decision-making in the public sector.

It outlines a path to transform MoLESS into a modern, data-driven institution delivering efficient, transparent, and inclusive labour and social protection services.

INTEROPERABLE WITH NATIONAL DIGITAL PLATFORMS

N-LMIS is designed to integrate with:

Nagarik App
For self-registration and profile access through a familiar national platform.

National ID
As a core demographic data source.

Government Enterprise Architecture (GEA/NeGIF)
To ensure readiness for integration with national systems.

N-LMIS brings everything in labour domain together into one connected national system.

It leverages interoperable, standards-based systems, with a centralized Master Code Registry and an API Gateway for secure, real-time data exchange across platforms.

IMPLEMENTATION PLAN

The digital transformation will take place in structured phases, ensuring smooth rollout and strong institutional readiness.

Establish core IT policies, set interoperability standards, build the N-LMIS backbone, and launch basic services.

Integrate major systems (FEIMS, FEWIMS, EMIS, Shram Sansar, NAVT), expand analytics, and scale services nationwide.

Introduce AI forecasting, enable cross-border data exchange, and support continuous system improvement.

Short-Term (0-6 Months)

Medium-Term (6-18 Months)

Long-Term (18+ Months)

KEY MILESTONES

To make this possible, several foundational steps are required:

✓ **Establishing the N-LMIS Bureau**
A dedicated unit will oversee system operations, governance, data management, and sustainability.

✓ **Developing a National Master Code Registry**
Standardized codes (ISCO, ISIC, NQF, geographic codes, etc.) will ensure consistent data interpretation across platforms.

✓ **Integrating Key Labour Systems**
Shram Sansar, FEIMS, FEWIMS, EMIS, ILMIS, training systems, and more will exchange information through secure APIs.

✓ **Strengthening Security & Infrastructure**
This includes improved data protection, backup, VAPT assessments, and disaster recovery measures.

MAKING DIGITAL TRANSFORMATION WORK

The success of N-LMIS depends on strong coordination between government agencies, institutions, and partners.

↗ **MoLESS**
Leads the digitalization effort, governance, and strategic oversight.

↗ **Departments & Agencies (FEIMS, FEWIMS, EMIS, DoLOS, CTEVT, NAVT)**
Ensure data exchange, system integration, and interoperability across platforms.

↗ **Local Governments & ESCs**
Register and maintain accurate local records on unemployed individuals and returnees.

↗ **Development Partners & Technical Advisory Groups**
Support system design, capacity building, and long-term coordination.

CONTENTS OF NEPAL LABOUR MARKET INFORMATION SYSTEM

LABOUR SUPPLY

- Labour force participation (by age, gender, geography, education)
- Long-term unemployment (by age, gender, geography, education, duration of unemployment)
- Underemployment rate (by age, gender, geography, sector, skills)
- Disaggregated labor supply indicators (by age, geography, gender, education, occupation)
- Status in employment (employee, self-employed, employer)
- Occupational disease, occupational accident

LABOUR DEMAND

- Details of job vacancies (domestic & foreign)
- Domestic jobs posted by employers (public & private)
- Employment by sector (agriculture, industry, services, etc.)
- Disaggregated labor demand indicators (by industry, geography, gender, age)
- Employment by occupation, industry (ISCO, ISIC codes, skill levels)

FOREIGN EMPLOYMENT

- Details of outbound migrants (by destination country, occupation, gender, age, geography)
- Number of foreign employment permits issued and expired
- Foreign job demands (by destination, occupation, skill level, wage)
- Number of re-entry (repeat) permits issued
- Foreign worker welfare details (health & social welfare, repatriation, compensation claims)
- Details of skills training/ certification before migration

RETURNEE

- Details of returnee migrant workers
- Returnee info by country of return, gender, age, geography
- Returnee background: reason of return, duration of stay abroad
- Migration history of an individual
- Employment status of returnees
- Details of skills gained abroad

SKILL TRAINING

- Number of training enrollments
- Training completion rate
- Details of certificates issued (level, sector, occupation, issue date)
- Training details (courses, trainer, time for each course, location, level)
- Enrollment details by sector, training provider, geography, demographics
- Post-training employment details (within 6 months or 1 year)

GRIEVANCE & SUPPORT

- Grievance submission
- Response, resolution and feedback

ACADEMIC QUALIFICATION

- Academic programs & courses
- Enrollment and graduation statistics

LABOUR FORCE SURVEYS

- Unemployment rates
- Direct measurement of labour force status
- Captures informal and hidden employment trends
- Tracking changes in unemployment over time

WAGE INDICATORS

- Wage by (occupation, industry, employment type, gender, education, geography)
- Real wage index (adjusted for inflation)
- Real wage growth rate
- Sectoral wage trends

N-LMIS BUREAU

- Outreach programs/ surveys
- Policy coordination and Inter-agency collaboration
- MoLESS staff training

DEMOGRAPHIC DETAILS

- Labour population structure
- Age, gender, geographic distribution
- Household characteristics

NON-NATIONAL WORKERS

- Number of foreign workers in the country
- Disaggregated foreign workers (industry, skill, occupation, geography, gender, age)

AI

- Labour demanding forecasting
- Labour market trend monitoring
- Skill gap analysis
- Unemployment risk detection
- Chatbots

SERVICE PROVIDER, GIG WORKER, SELF EMPLOYED

- Details of services offered (type, location, fees, ratings & reviews)
- Affiliation with service/gig platform
- Entrepreneur and self-employed

GOVERNMENT JOBS

- Federal level government jobs
- Provincial level government jobs

UNEMPLOYED INDIVIDUAL TRACKING

- Profile of unemployed persons (background, work history, skillset, vulnerability)
- Support targeting of public employment programs (e.g. PMEP)

LOCAL LABOUR SUPPORT SERVICES (ESC/MRC)

- Local-level data on labour supply, demand, migration intent
- Local-level grievance handling & case reporting

EMPLOYER DETAILS

- Company details (size, type, PAN, tax details, province/district)
- Job posting frequency

PROGRAM INDICATORS

- Tracks program-level outcomes from PMEP, SaMi, ReMi, etc. with beneficiary-level analytics

---

■ Immediate Availability   ■ In Progress   ■ Future Development

KEY FEATURES OF N-LMIS

Centralized Data Hub
Integrates labour-related data from multiple government systems

Public Labour Market Portal
Accessible dashboards for citizens, media, and researchers

Real-Time Analytics
Labour market trends by year, month, gender, age, region, sector

GESI Analytics
Gender, disability, and social inclusion disaggregated data

Labour Profile Module
Search by NID, Citizenship, Passport to view a person's complete labour footprint

AI-Driven Insights
Skills gap mapping, employment forecasting, job-matching intelligence

Grievance Management System
Linked to all systems for case investigation

Interoperable API Framework
Seamless data sharing between systems

AI FEATURES

- Labour Market Forecasting
- Skill Gap Analysis
- Unemployment Risk Detection
- User Assistance and Engagement
- Migration Flow Prediction
- Impact Evaluation of Programmes
- Personalized Job & Training
- Labour Market Sentiment Analysis
- Real-Time Labour Market Monitoring Dashboard

WHAT THE SYSTEM AIMS TO ACHIEVE

↗ Improve transparency and accessibility of labour data

↗ Reduce duplication and speed up service delivery

↗ Ensure inclusive access for women, youth, persons with disabilities, and marginalized groups

↗ Strengthen labour market intelligence for evidence-based policy decisions

RECOMMENDATIONS FOR SUSTAINABILITY

To ensure N-LMIS remains future-ready:

Strengthen IT governance, data protection, and security protocols

Standardize data exchange across all labour systems

Upgrade infrastructure and ensure regular VAPT/security checks

Build staff capacity through training and self-learning systems

Establish long-term innovation and oversight through the N-LMIS Bureau