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By Suresh tamang - September 17, 2026 - Nepal

A foreign company offers you a job. You can stay in Nepal, work from your own desk and receive international payments. Before accepting, however, you need answers that the job advertisement may not provide. Who legally employs you? What happens when payment arrives late? Is annual leave included? Who handles tax, equipment and disputes?

These questions sit at the centre of Nepal’s remote-work debate. On May 11, 2026, The Kathmandu Post reported that the government’s policies and programmes proposed a legal framework for Nepalis working from Nepal for foreign employers.

That announcement is a policy commitment. Nepal Digest could not independently verify an enacted, comprehensive framework while preparing this article on September 16, 2026. The recommendations below describe practical safeguards and reforms worth pursuing, rather than new statutory entitlements.

Real professionals, real work

Sujan Basnet’s public Toptal profile lists him in Patan and records front-end engineering work for Cabinet Health between 2021 and 2024. His described projects include an account portal, prescription-related website features and an online shop. These are specific business systems, demonstrating why a portfolio should explain delivered work rather than merely list programming languages.

Avaaj Gyawali’s Toptal profile lists Kathmandu and records a 2022–2023 assignment with The Forward Thinking Company, LLC, through Toptal. The work included delivery-truck location data, mapping and logistics features. It illustrates how a specialist can contribute to a defined part of a wider product.

These are publicly documented professional examples, not interviews conducted by Nepal Digest. Their profiles do not establish their earnings, tax treatment, employment classification or physical location throughout each assignment. Those details should never be inferred from a profile alone.

1. Know which relationship you are entering

International work can involve employment through a Nepal entity, employment arranged through a local provider, or an independent service contract. Working for a Nepal-based outsourcing company is another route. The correct structure depends on the parties and applicable rules.

Ask for the legal name and address of the organisation signing your agreement. Establish whether it is your employer, client or intermediary. If a local provider is involved, clarify who pays you, handles payroll and answers employment questions.

For policymakers, a useful framework would explain these structures in plain language and address misclassification. A contract’s label should not substitute for assessing the actual arrangement. For workers, the immediate action is simpler: understand the relationship before comparing the headline payment with a local salary.

2. Turn the offer into a usable agreement

A practical agreement should identify duties or deliverables, payment dates, currency, working arrangements, confidentiality, ownership of work, termination and dispute procedures. For projects, define acceptance criteria, included revisions and the process for additional requests.

Consider a hypothetical website assignment. “Build our website” leaves important questions open. “Deliver five agreed pages, a working enquiry form and two revision rounds by the agreed date” gives both sides something measurable. Hosting, ongoing support and extra pages can then be priced separately.

Before signing, ask what happens if the client delays feedback or changes the brief. Retain the signed agreement and written approvals. Nepal’s proposed framework could support this with accessible model agreements, while making clear that templates need adjustment for each situation.

3. Trace the money before starting

Ask your bank how it would receive the proposed payment and which documents it needs. Confirm account eligibility, currency conversion, intermediary charges and how the transaction should be described. Do this before promising a client that a particular payment service will work.

Nepal Rastra Bank’s Foreign Exchange Management Department oversees foreign-exchange policy and regulation. Its current rules, together with your bank’s documented requirements, matter more than an old tutorial or another freelancer’s experience.

Keep an invoice register showing the amount billed, due date, amount received, deductions and outstanding balance. A useful national framework would encourage consistent banking guidance so workers can understand documentation requirements before their first transfer.

For example, an invoice could identify the contractor and client, give a unique invoice number, describe the service period, specify the agreed currency and state the payment deadline. Include the payment details your bank has confirmed. When a transfer arrives, match it to that invoice rather than treating the bank credit as the complete record. If the amount differs, ask whether fees, conversion or an agreed deduction explain the difference.

4. Make tax questions specific

Do not assume every payment from abroad receives identical tax treatment. Describe your actual arrangement when seeking advice: employment or independent services, individual or business, type of work, residence and any deduction already made.

Consult the Inland Revenue Department’s current guidance and obtain advice applicable to the relevant fiscal year. Ask whether you need a particular registration, what records to maintain, whether withholding settles the liability and whether a return remains necessary. This article does not prescribe a universal tax rate.

Prepare a monthly folder containing contracts, invoices, bank receipts, expense records and deduction certificates. Policymakers should publish worked examples for different arrangements. Clear examples would be more useful than a headline concession whose eligibility workers cannot confidently determine.

5. Compare the whole package

A higher contract payment may come with expenses and unpaid time that an employee would not bear personally. Ask about leave, illness, insurance, equipment, software and the process for ending the relationship.

Leapfrog Technology’s careers page provides a concrete comparison point: it describes hybrid work, a monthly laptop allowance, work-from-home resource support and a five-day workweek. Its contact page lists offices including Kathmandu and Austin. These published benefits illustrate the organisational support worth asking about; they do not establish what every overseas contractor receives.

For a hypothetical contractor billing $2,000 monthly, setting aside $100 for equipment and software and $200 for unpaid time leaves

$1,700 before tax and other charges. These invented figures illustrate budgeting only; they are not typical earnings or recommended allowances.

Build a simple comparison sheet for every offer. Record expected annual receipts, paid leave, personal costs, required availability, payment risk and the notice period. Ask the company to clarify unanswered items by email. Comparing two offers this way can reveal why a smaller, predictable package may fit your household better than a larger figure dependent on uninterrupted billing and uncertain renewals over the coming year.

6. Agree on hours before accepting

“Flexible” can mean choosing your schedule, but it can also conceal an expectation of constant availability. Ask which meetings are compulsory, how quickly messages require responses and how urgent work is assigned.

Nepal is one hour and forty-five minutes ahead of Dubai. A 9 am–6 pm Dubai schedule therefore becomes 10:45 am–7:45 pm in Nepal. For clients in countries observing daylight saving, meeting times can shift during the year.

Put overlap hours and escalation procedures in writing. Decide how overtime or additional availability will be handled. A future framework should address working-time protections and reasonable disconnection for covered workers, while recognising that independent project work requires different arrangements.

7. Protect data and define ownership

Cross-border projects can involve customer records, commercial plans or source code. Establish which accounts, devices and storage services are approved. Use multifactor authentication and separate client access from personal accounts.

Get permission before placing confidential material into public AI services. Ask who owns the finished work, what happens to reusable tools you developed earlier, and whether you may show the project in a portfolio.

Basnet’s listed account and prescription-related features and Gyawali’s location-data work show why these questions matter in practical projects. Their profiles do not disclose contractual safeguards, and no shortcomings are implied. The lesson is to settle security responsibilities before accessing sensitive information.

8. Plan for nonpayment and disputes

Know where you would raise a complaint and which agreement governs the dispute. A foreign court clause may be expensive to use, even when the contract appears clear. Ask about escalation, mediation and the cost of formal proceedings.

For independent projects, consider agreed deposits or funded milestones where appropriate. Keep evidence of delivery and acceptance. Check a platform’s actual protection conditions before relying on them; a payment feature should not be assumed to guarantee recovery.

A practical framework should explain where Nepal-based workers can obtain guidance and how cross-border complaints are handled. Workers should not have to discover the available route only after months of unpaid work.

Discuss an exit plan while the relationship is healthy. Specify the notice process, payment for completed work, handover responsibilities and removal of system access. Agree how unfinished deliverables will be assessed. A professional ending protects both sides and reduces the chance that a disagreement over one task prevents settlement of every outstanding invoice when the engagement ends.

Your checklist before the first working day

Verify the contracting organisation and signatory. Save the agreement. Confirm the payment route with your bank. Clarify registration and tax questions. Record working hours, deliverables and leave arrangements. Agree on equipment, approved systems and data access. Establish who resolves payment problems.

Then run a small operational check: confirm that you can access the approved tools, submit an invoice correctly and contact the responsible manager. Where appropriate, begin with a paid, limited assignment before taking on a larger commitment.

Our earlier guide, Can You Build a Global Career Without Leaving Nepal?, explored how to prepare for international opportunities. The next step is making those opportunities dependable. Nepal’s remote-work framework should be judged by whether it helps people understand their obligations, receive payment and resolve problems while building a career at home.

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