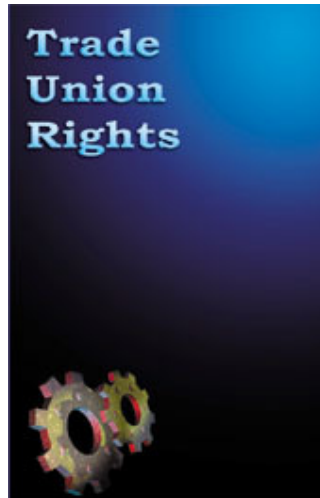


# Trade Union Rights

(Implementation of Labour Laws  
in Nepal: Situation Analysis)

- There is a terrible trend of management to violate labour rights in the zones & sectors where unions activities are intensive
- Carpet industry is the major sector, which violates minimum norms & labour standards
- There is increasing trend of recruiting workers in casual & contract basis
- Majority of enterprises are not prepared to operate the labour-relation committees
- Generally big numbers of guest workers are found in informal sector such as agriculture & construction; however the survey indicates higher percentage of guest workers in formal enterprises
- The enterprises are still denying to provide public holidays and other leaves guaranteed by law
- Importance of health & safety is even ignored by most of the enterprises.



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# **IMPLEMENTATION OF LABOUR LAWS IN NEPAL: SITUATION ANALYSIS**

*Report of GEFONT's Survey on 750 Enterprises*

## **Necessity of the Study**

Since the enactment of Labour Act-1992, the sole demand of the union movement has been "effective implementation of labour laws". During this period even positive decisions made at policy level have remained ineffective due to their non-implementation.

On the other hand, the management side kept on challenging diplomatically the union's claim about non-implementation of the act. Leaders of the industrial world asked to make it clear in which areas and which points were not put into action. However, due to diverse situation in the implementation of the Labour Act in enterprises, it was necessary to bring forth a real picture through a survey, though it may be just a pilot survey, which could lead to a concrete resolution at the national level. Keeping this need in mind, the General Federation of Nepalese Trade Unions has carried out this survey to find out the state of the Labour Act implementation.

## Survey Methodology and Limitation

**1.** GEFONT took it as an indicative survey of selected 750 enterprises, where GEFONT unions are working. Besides the textile, garment, jute, spinning mills, tea plantation, printing press, carpet, cement operating from Mechi to Mahakali, the survey has also encompassed chemical-iron, food and beverage, hotel, and other organised industries. Apart from these, units in the informal labour market as construction, transportation, garbage cleaning, agriculture and auto-mechanics, having collective bargaining perspective, have been incorporated as well. Out of 1795 active unions registered in the Registrar's Office as of mid-April 2001, this figure comes to 42%. This reaches to 88% of 853 enterprises working under GEFONT's umbrella. Zone-wise it covers the highest number (388) in Bagmati and the lowest (1) in Mahakali.

Table 1: **Sample Size**

<b>a. Zone</b>		<b>b. Nature of industry</b>	
<b>Zone</b>	<b>Number of enterprises</b>	<b>Industry</b>	<b>Number of enterprises</b>
Bagmati	388	Garbage Cleaning	5
Bheri	6	Printing Press	40
Gandaki	34	Textile-Garment, Jute	121
Janakpur	37	Tea Plantation	24
Koshi	52	Transportation	37
Lumbini	41	Agriculture	2
Mahakali	1	Auto-mechanics	31
Mechi	25	Chemical Iron	96
Narayani	151	Carpet	132
Sagarmatha	15	Food & Beverage	75
<b>Total</b>	<b>750</b>	Hotel & Restaurant	45
		Manufacturing & others	87
		Public enterprises and others	26
		Trekking, Travels & Rafting	23
		Construction & others	6
		<b>Total</b>	<b>750</b>

**2.** Altogether there were 35 'yes-no' questions in the survey (Appendix-1). The purpose was to reveal the situation of Labour Law implementation in enterprises. The questionnaire was designed in 7 issues-wise groups- Recruitment, working condition, leaves, trade union right, Occupational Safety and Health, industrial relation, and Guest Workers in Nepal.

The main objective of the survey was to identify enterprises, which were not implementing the Law. The responses received were grouped and analysed. Thirteen among the fixed questions have been taken as the "basic standard" and those enterprises not implementing these have been blacklisted.

**3.** There were several limitations in this survey. Firstly, it reflects the union's viewpoint alone. The 'yes or no' answer in many issues do not indicate the problem in its totality. For instance, the 'yes' response to the question on 'fixation of working hours' does not specify clearly whether it tallies with the Labour Law or not. Similarly the question "whether there exists any Regulation in the enterprise" does not tell specifically whether it complies with the spirit of the Labour Law or not.

Several questions are irrelevant to the enterprise and hence are "missing data". Only one enterprise has been included from Mahakali Zone in the survey process, that can hardly represent the entire labour market of the Zone. Likewise, the present report cannot reflect the state of the Labour Law implementation in enterprises in different zones either there are no unions or already dissolved.

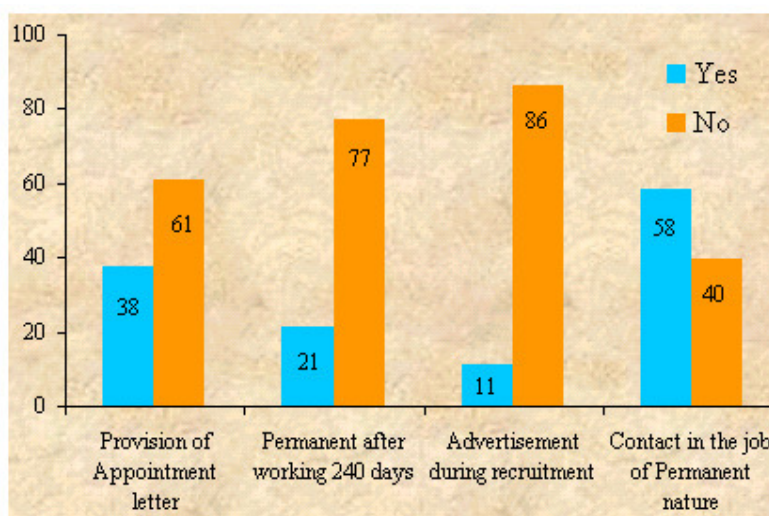
## Major Finding of Survey

The facts collected through the survey have been analysed under the following headings:

### 1. Recruitment process

Under this heading, the question asked was whether there exists the system of Appointment letter, making permanent after working 240 days, advertising for the recruitment and employing in contract in permanent nature of jobs or not.

Graph 1: **Recruitment process**



As the graph shows, out of 750 enterprises, about 38% provided the appointment letter, nearly 21% made workers permanent after 240 days work, 11% advertised before recruiting labourers and about 40% did not employ workers in contract in permanent nature of works. But a large number of enterprises did not practice these basic things. Till today 61 per cent enterprises have not given appointment letters to their workers. 77% have not made their workers permanent after 240 days' work as per the Labour Act 1992. 86% Enterprises do not advertise for recruitment of workers, and 58% have adopted the system of contract even in permanent nature of jobs. The situation varies from zone to zone and in sectors. For example, Out of the total enterprises 13% in Sagarmatha, 16% in Janakpur, 29% in Bagmati and 33% in Bheri have provided appointment letters to their workers. This is less than the total percentage i.e. 38. However, 39% in Lumbini, 44% in Gandaki, 60% in Narayani and 84% in Mechi are practising this.

Likewise, no enterprise in Sagarmatha has made workers permanent after 240 days' work. 7% in Lumbini, 8% in Kosi and 8% in Janakpur appear a bit progressive in this regard. Comparatively, enterprises in Bagmati (16%), Bheri (17%) and Lumbini (20%) seem more or less similar in their performance. Enterprises in Narayani and Gandaki are of medium type. 24% and 38% enterprises in these zones respectively have made workers permanent after 240

days' work. In this case, Mechi seems most advanced because 60% enterprises have implemented this provision stipulated in the Labour Act 1992.

The general tendency of no advertising for the recruitment of workers has already been mentioned above. Enterprises in Bheri (0%), Kosi (2%), Narayani (5%), Sagarmatha (7%) and Lumbini (7%) only practise this. Enterprises in Janakpur (11%), Mechi (12%) and Bagmati (14%) follow this provision.

With the globalisation of capital, the contract labour system has become intense. This is a worldwide trend and Nepal is not an exception. The problem of contract labour is most intense in Sagarmatha Zone, where 73% enterprises employ workers in contract in permanent jobs. Bagmati Zone is in the second place with 66%. The same tendency prevails in Janakpur (65%), Lumbini (59%), Mechi (56%), Kosi (52%), Narayani (48%) and Bheri (33%) respectively. Gandaki Zone seems to be most advanced in this respect with 76% enterprises not practising contract in permanent jobs.

No such system exists in construction sector. There is contract system in permanent works in 67% areas. In agriculture, printing press, carpet and transportation sectors, the practice of providing appointment letter and making permanent after 240 days' work is nominal (2.6%) or almost zero. All enterprises garbage cleaners under the sample provide the appointment letter. But no one there has been made permanent after working for 240 days. 39% of garment - textile industries give the Appointment letter. After other various industries comes tea. In tea plantations 79% of enterprises provide the Appointment letter and 63% of tea estates, the highest number; make their workers permanent after they work for 240 days.

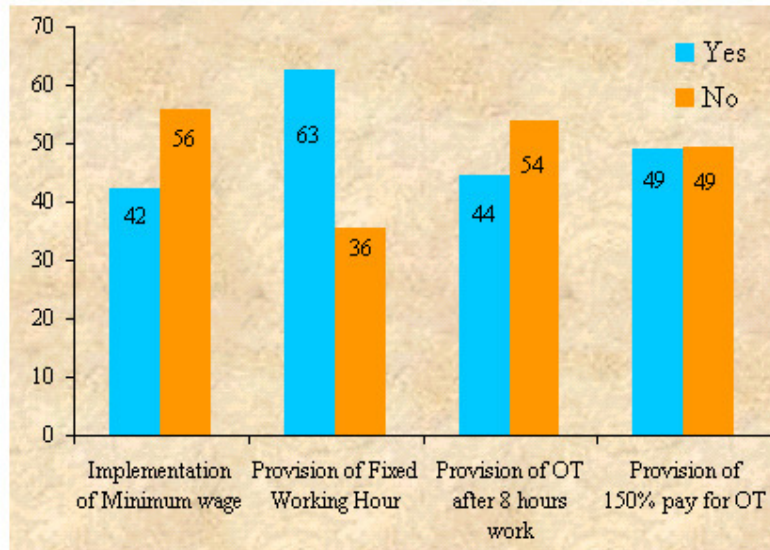
No advertisement is done in transportation and agriculture (zero %) for recruitment of workers, but it is quite different in garbage cleaning sector. The greatest numbers (91%) employing worker on contract basis in permanent nature of jobs comes from carpet industry, and then come textile, garment and jute (70%) industries. Such practice prevails in more than 50% enterprises such as tea, construction, transportation, chemical-iron, food and beverage and various organised industries.

## **2. Working Hours and Facilities**

Three questions were posed to assess the working condition - "Have working hours been fixed? Do you let them work for more than 8 hours without OT? Are workers paid OT for working excess hours or in holidays?"

The survey shows 63% enterprises have fixed working hours. But speaking in terms of data, only 44% enterprises pay OT for working more than 8 hours in less than 50% places and they provide 50 % plus of the existing basic wage rate. 49% enterprises pay such benefits.

Graph 2: **Working Hours and Facilities**



More than 80% enterprises in Mechi, Narayani and Kosi have fixed working hours. More than 60% enterprises in Gandaki and Bheri have done this as well. In Janakpur, Lumbini and Sagarmatha the figure is 40%.

As for OT and its rate, the position of zones is slightly different. About 50 per cent enterprises in Sagarmatha, Janakpur and Bagmati exploit the labour for more than 8 hours without paying OT. Only 20 to 30% enterprises here pay 50% plus in normal wage rate as OT. 40% enterprises in Lumbini zone do not offer any OT for extra work hours. But more than 60% here pay OT as per accepted norms. Kosi zone is most positive in this respect, where less than 25% enterprises force worker to invest their labour more than 8 hours without paying OT. 65% enterprises pay OT at the usual rate. Almost same is the case in Bheri, Gandaki and Mechi.

Food and Beverage sector is most advanced in the fixation of working hours. 85% enterprises in this sector have fixed working hours and 80% pay OT in due rate. Only 25% enterprises in this industry exploit labour for more than 8 hours without paying OT.

The state of hotel, restaurant and auto workshop seems similar. It is sensed that here they have fixed working hours in 60% enterprises, but 53% are exploiting labour without OT.

As regarding fixation of work hours and provision of facilities, workers in the carpet sector have suffered most. In few enterprises (7%) in this sector, working hours have been fixed. And only 5 % enterprises pay OT.

### 3. Provision of Leaves

Weekly rest, public holiday, compassionate leave, house leave, sick leave and maternity leave have been incorporated under leaves. As the survey result shows, the highest number of enterprises (64%) provides weekly leave and the lowest number the maternity leave. As for other leaves, compassionate leave in 55%,

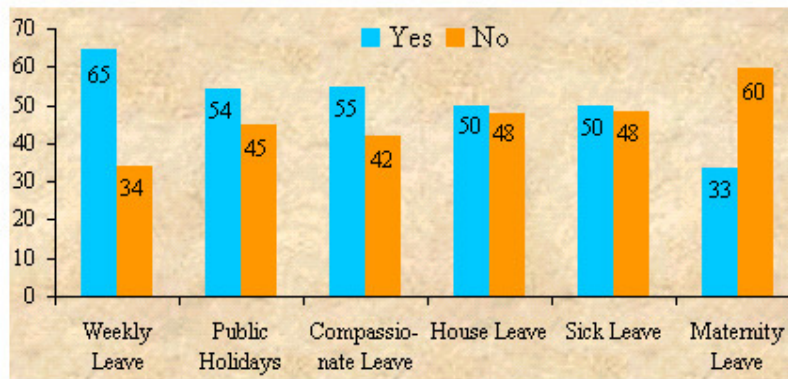


public holidays in 54%, sick leave in 50% and house leave in 50% enterprises are available.

In Bagmati zone, in 40-60% enterprises, all leaves are provided except the maternity leave.

In 70-80% enterprises in Kosi, all leaves are provided except the maternity leave. In 60-80% enterprises in Gandaki all leaves are available. In more than 60% enterprises in Narayani, all types of leaves except the maternity leave are granted. Mechi is different from all other zones in the sense that in more than 80% enterprises the maternity leave is provided 92% enterprises the compassionate leave and in more than 80% enterprises, sick leave and public holidays are available. In terms of leaves, enterprises in Janakpur zone seem to be the least liberal. Here less than 20% enterprises only provide public holidays, compassionate leave, house leave, sick leave and maternity leave. Even weekly rest is available in less than 40% enterprises.

**Graph 3: Provision of Leaves**



In construction sector, weekly rest alone are provided whereas all enterprises in trekking, travels and rafting give sick leave. Among organised industries, carpet sector seems least liberal. In this sector, only less than 10% enterprises provide different leaves. More than 60% chemical iron enterprises grant weekly holidays, public holidays, compassionate leave, house and sick leaves. More than 20% enterprises provide the maternity leave.

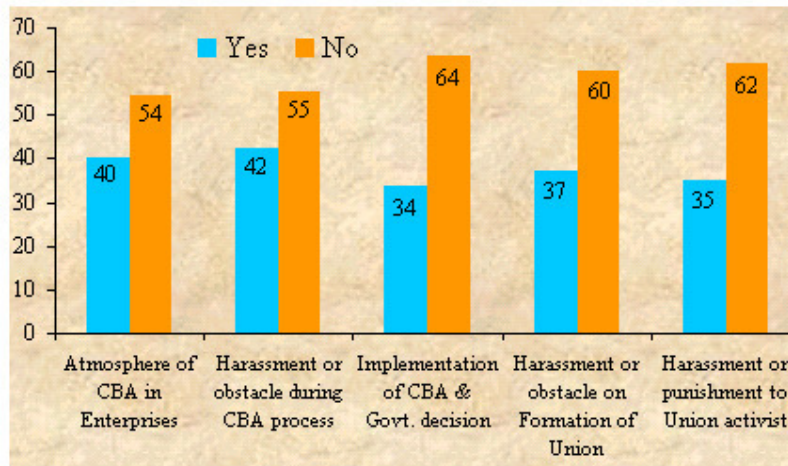
#### **4. Union Rights**

Here in the survey, by "trade union rights" we mean whether there exist in enterprises the condition to submit collective demands, hurdles create by the management in collective bargaining, the state of implementation of CBA and government decisions, harassment from the management etc.

As per the data collected in 40% of enterprises alone, charter of demands can be presented. In 42% enterprises, the management discourages collective bargaining process. In 64% enterprises, collective agreements and decisions made by the government from time to time are not implemented. 37% enterprises have tried to harass during the establishment of unions and 35% enterprises frequently harass workers involved in union activities.

The highest number, of enterprises 92% in Mechi can present their collective demands. Then in 85% in Gandaki and 65% in Kosi respectively this situation prevails. In Sagarmatha (27%), Lumbini (27%), Bagmati (30%) and Janakpur (30%) the condition seems more or less the same. Narayani zone is placed in between, with 50% enterprises where demands can be made.

**Graph 4: Trade Union Rights**



The management in 80%, 66%, 59% enterprises respectively in Sagarmatha, Lumbini and Janakpur zones create hurdles in collective bargaining. Similar situation is in 48% in Mechi, 47% in Bagmati and 33% in Bheri zone. In comparison to others, in Gandaki, Kosi and Narayani, the relationship between the union and management is some how relax. Here only 18%, 19% and 30% enterprises respectively pose hurdles in bargaining.

The highest number of agreements is implemented in Kosi, Gandaki and Narayani zone. Where 67%, 59% and 5% enterprises respectively have implemented agreements and governmental directives. The biggest number of enterprises (83%) in Bheri does not implement agreements. Surprisingly enough in capital city Kathmandu & Bagmati zone, 76% enterprises do not implement collective agreements and they pay no respect to government directives as well. The same condition prevails in more than 73% enterprises in Sagarmatha and Lumbini. Likewise, 65% and 60% enterprises in Janakpur and Mechi are not sincere in implementing agreements.

Altogether 67% enterprises in Sagarmatha zone create hurdles in forming unions and 53% even harass workers involved in union activities. More than 53% enterprises in Lumbini do the same. Near about in 40% enterprises in Mechi and Bagmati, such state exists. Gandaki and Narayani zones appear progressive in this regard.

Sector-wise, tea plantation sector seems to be most conducive for union activities. In 87.50% enterprises, collective demands are allowed but in 50% enterprises, the management creates hurdles in collective bargaining and establishment of unions. Workers associated with union activities are harassed in 50% enterprises. Agreements are implemented in only 37% tea plantations.

In 60% enterprises in hotel and restaurant sector, charter of demands are allowed, agreements are implemented in more than 40% enterprises, and almost the same number of enterprises hurdle the establishment of unions and involvement in union activity.

Food and beverage and chemical iron sectors are more or less identical. Near about 60% enterprises implement agreements. Only in less than 30% enterprises, the establishment of unions and involvement in them are barred. The carpet sector is difficult in terms of union rights. Only 6% in this sector do allow collective bargaining. Here 59% enterprises do not allow bargaining and only 8% implement agreements and government decisions. Garment-textile sector lies in between. Demands can be presented in 25% enterprises, and only 39% implement agreements.

## **5. Occupational Safety & Health**

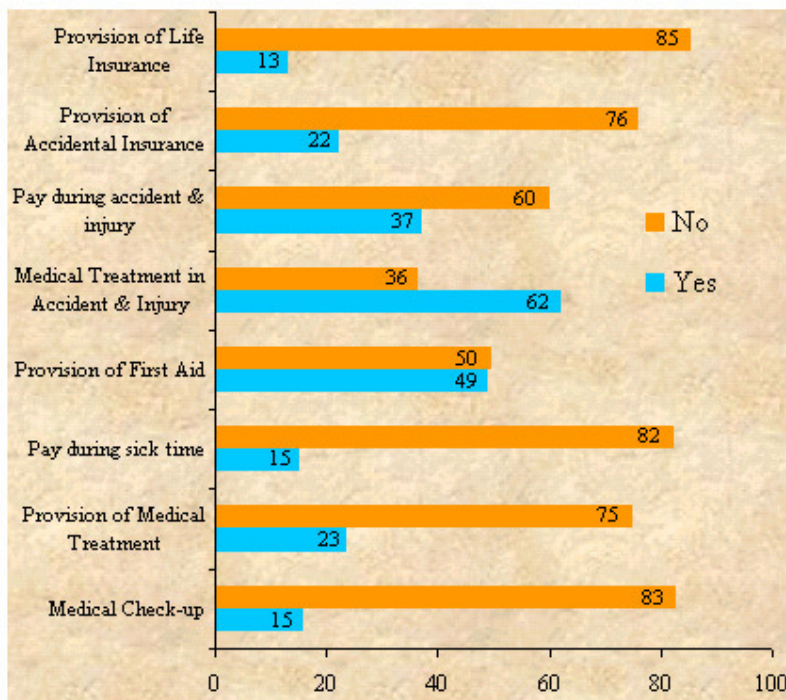
This is a neglected area in Nepal's labour market. We have analysed health check-up facility, treatment facility and compensation during illness, primary health care, treatment and compensation during accident and injury, accident insurance and life insurance.

In this regard the highest number, i.e. 62%, of enterprises has treatment facility during accident and injury. The lowest number, i.e. 13%, has life insurance facility. Likewise, in 15% enterprises, compensation during sickness, in 15% health check-up facility, in 22% accident insurance, and in 23% treatment facility are provided. In 37% of enterprises, compensation is given during accident and injury and in 49% primary health care facility is available.

In construction sector, no provision of OSH facilities have been found. Same thing applies in agriculture and carpet sectors. In most places, facilities like accident insurance and life insurance are not provided. In more than 80% in transportation sector, accident insurance is available. The same condition prevails in trekking, travels and rafting.

Regarding health and safety, more or less the conditions are similar in all zones.

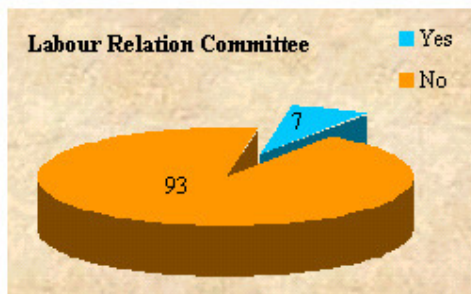
Graph 5: **Occupational Safety & Health**



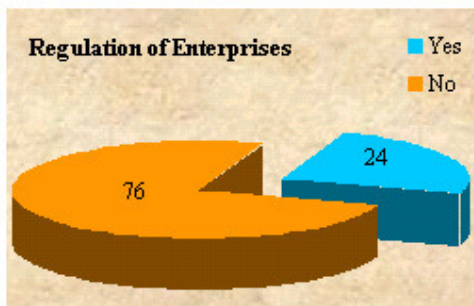
## 6. Worker-Management Relationship

With regards to industrial relation, two questions were asked - Does there any labour relation committee exist or not? Has the enterprise the regulation or not?

As the survey indicates, 24% enterprises have their own regulations and 7% enterprises have made labour relation committee according to Labour Act 1992. Zone-wise, the highest number of enterprises, i.e. about 50%, in Gandaki has their own rules. And the lowest number (14%) is in Narayani zone. In 20% in Lumbini, 20% in Bagmati, 31% in Kosi, 33% each in Sagarmatha and Bheri, 44% in Mechi and 49% in Janakpur, have regulations.



No enterprise in Bheri and Sagarmatha zone has labour relation committee. There



are labour relation committees in 18% (the highest number) enterprises in Gandaki, where as it exists in 5% enterprises in Lumbini and in 5% each in Bagmati and Janakpur. Narayani and Kosi have more or less same sorts of enterprises. Here they have labour relation committees in 8% and 10% respectively. Mechi comes second. Here 12% enterprises have formed labour relation committees.

As regarding the industry, 98% in the carpet sector have their own regulations but there exist no labour relation committees in 98% enterprises. The common tendency of industries is to form their own rules and to control labourers through them. But they look highly reluctant to formulate industrial relations committees beneficial for sound workers-management good relationship. As reflected by the data, 90 to 98% enterprises those not having industrial relation committees include trekking- travels, carpet, chemical-iron, textile, and garment and transportation industries. In more than 80% enterprises related with construction, tea plantation, press, food and beverage, hotel and restaurant, various manufacturing industries and corporations, there exist no industrial relation committees.

## **7. Guest Workers**

The survey has also assessed the present state of Guest workers in Nepal's labour market. The question posed during the survey was "Have you any expatriate labourers in your enterprise? If yes, have they taken any work permit or not?"

As the survey shows there are guest workers in 41% enterprises. But only in 3% enterprises of them, they have got the work permit.

Zone-wise, in Bheri all enterprises have employed expatriate labourers. But no one of them has got the work permit. Then comes Kosi with the second largest number of such workers. Here 65% enterprises employ foreign migrant workers. Among them, workers in only 10% enterprise have obtained the work permit. In Narayani, there are guest workers in 61% of enterprises but only workers in 3% enterprises hold the work permit. Likewise, 47% enterprises in Sagarmatha, 46% in Janakpur, 32% in Mechi, and 32% in Lumbini, have employed guest workers. Among these zones, no worker in Sagarmatha, Janakpur and Lumbini has taken the work permit. Interesting enough, there are work-permit holders in 16% enterprises in Mechi, but in Bagmati with 31% enterprises having guest workers, only 3% enterprises have taken the work permit. The zone with the least number of enterprises having guest workers (24%) is Gandaki zone, Where 9% have taken the work permit.

Sector-wise, there are no guest workers in agriculture, garbage cleaning and public enterprises. The highest number of enterprises having guest workers (85%) is in garment and textile sectors. The lowest number is in trekking-travels (9%) enterprises. The number of guest workers in chemical iron, food and beverage, manufacturing industry and construction enterprises amounts to 50 to 55%. In printing press sector, they are in 10% enterprises. The number of enterprises employing guest workers in tea plantations, auto-mechanical, hotels and carpets are 33%, 29%, 20% and 14% respectively.

## The Black List

On May 1, 2001, the General Federation of Nepalese Trade Unions had declared: "This year the blacklist of industries not fulfilling the minimum labour standard will be published and they will be forced to implement the Labour Law". The present survey has also assessed the negative tendency in the labour sector. List of such enterprises has been included in appendices.

### 1. Enterprises not fulfilling Basic Standard:

Among 35 questions included in the survey, 13 were selected as basic ones. The issues are:

- Appointment letter
- Permanent Job status after 240 days' work
- Provident fund
- Implementing minimum wages
- Fixation of working hours
- Providing weekly, public holidays, compassionate, house, sick and maternity leaves
- Provision for collective demands in the enterprise
- Taking action against labourers involved in union works

Among 750 enterprises, where the survey was carried out, 46 do not have these basic rights. 56% of those 46 enterprises are in Bagmati zone. The remaining 31%, 11%, and 2% are in Janakpur, Sagarmatha and Narayani zone respectively. Sectorally, 24 enterprises, i.e. 52% are carpet industries alone. 30% of them are in manufacturing & others, 10% are in Food & Beverage and 6% are related with the transportation sector.

Comparative Table 1: **Enterprises not fulfilling Basic Standard**

Sectors	Zone				Total	
	Bagmati	Janakpur	Narayani	Sagarmatha	Total	%
Transport	2	0	1	0	3	6.5
Carpet	24	0	0	0	24	52.2
Food Beverage	0	2	0	3	5	10.9
Mfg & others	0	12	0	2	14	30.4
Total	26	14	1	5	46	100
%	56.5	30.4	2.2	10.9	100	

### 2. Enterprises Denying Appointment Letter & fail to make Permanent

As stipulated in the Labour Act 1992, while a worker recruits, she/he must be provided an Appointment letter with TOR and after 240 days' work in the enterprise, they must be given permanent job status.

The survey shows, 440 (59%) out of 750 enterprises do not follow this article in the Act. 63% (276) enterprises in this category are in Bagmati zone. Then comes Narayani with 60 (14%) in the second place.

Sectorally, the highest number not abiding by this rule, i.e. 30% (130) comes from the carpet sector. Textile and garment industries are in the second position and are 16% (70).

*Comparative Table 2: Enterprises Denying Appointment Letter*

Sectors	Zone										Total	
	Bagmati	Bheri	Gandaki	Janakpur	Kosi	Lumbini	Mahakali	Mechi	Narayani	Sagarmatha	No.	%
Construction	6	0	0	0	0	0	0	0	0	0	6	1.36
Printing Press	27	0	2	0	0	0	0	0	8	0	37	8.41
Textile-Garment	56	0	2	0	5	1	0	0	6	0	70	15.91
Tea Estates	0	0	0	0	0	0	1	4	0	0	5	1.14
Transportation	20	0	1	0	0	0	0	0	14	0	35	7.95
Agriculture	0	0	0	0	2	0	0	0	0	0	2	0.45
Auto-mechanical	8	0	0	1	0	1	0	0	4	0	14	3.18
Chemical-Iron	2	4	0	0	1	14	0	0	14	1	36	8.18
Carpet	128	0	0	0	0	0	0	0	2	0	130	29.55
Food Beverage	0	0	4	7	2	1	0	0	1	5	20	4.55
Hotel- Restaurant	2	0	6	0	6	7	0	0	2	0	23	5.23
Mfg. & others	10	0	0	15	4	0	0	0	9	7	45	10.23
Trekking-travel	16	0	0	0	0	0	0	0	0	0	16	3.64
PEs & others	1	0	0	0	0	0	0	0	0	0	1	0.23
Total	276	4	15	23	20	24	1	4	60	13	440	100
%	62.73	0.91	3.41	5.23	4.55	5.45	0.23	0.91	13.64	2.95	100	58.67

### 3. Enterprises do not meet Minimum Standards

Even within the basic standards, issues like working hours, wages and OT can be taken as the minimum ones. Under these minimum standards, issues like implementation of minimum wages fixed by the government, fixation of working hours, provision of OT on public holidays and more than 8 hours, and payment of OT 50% plus on basic wage-rate are significant. In Nepal, minimum wage has been fixed from 1965 and nowadays minimum wage is determined by tripartite mechanism. The provision to pay OT with 150% in basic wage-rate is binding in the Labour Act.

But 16% of enterprises surveyed have not fulfilled all these four basic standards. 58% of those enterprises are in Bagmati. In Janakpur and Narayani, the percent reach to 13 and 10 respectively.

Among those various industries, which do not fulfil the minimum standards, 58% are in the carpet sector. In transportation, manufacturing industry and hotel sector, it is 16% and 15% respectively.

Cross Table 3: **Enterprises do not meet Minimum Standards**

Sectors	Zones									Total	
	Bagmati	Gandaki	Janakpur	Kosi	Lumbini	Mahakali	Mechi	Narayani	Sagarmatha	No.	%
Printing Press	0	0	0	0	0	0	0	1	0	1	0.82
Textile-Garment	2	0	0	0	0	0	0	0	0	2	1.64
Tea Estates	0	0	0	0	0	1	0	0	0	1	0.82
Transportation	4	0	0	0	0	0	1	11	0	16	13.11
Auto-Mechanics	5	0	2	0	0	0	0	0	0	7	5.74
Carpet	58	0	0	0	0	0	0	0	0	58	47.54
Food-Beverage	0	0	2	0	0	0	0	0	4	6	4.92
Hotel-Restaurant	2	3	0	6	4	0	0	0	0	15	12.30
Mfg. & others	0	1	12	1	0	0	0	0	2	16	13.11
Total	71	4	16	7	4	1	1	12	6	122	100.00
%	58.20	3.28	13.11	5.74	3.28	0.82	0.82	9.84	4.92	100	16.27

#### 4. Enterprises Denying any Leave

24% of total enterprises surveyed do not grant any leave (weekly, public, compassionate, house, sick and maternity) mentioned in the questionnaire. 68% of these 181 enterprises are in Bagmati zone. After Bagmati come Narayani (12%) and Janakpur (11%) zones. In other zones, the number of such enterprises does not go up to 4 percent.

The carpet sector appears to be least generous in this regard. Among those enterprises, which do not provide any leave, 49% come from the carpet sector. In other sectors such enterprises are less than 15 percent.

Cross Table 4: **Enterprises Denying any Leaves**

Sectors	Zones								Total	
	Bagmati	Bheri	Gandaki	Janakpur	Kosi	Lumbini	Narayani	Sagarmatha	No.	%
Construction	4	0	0	0	0	0	0	0	4	2.21
Printing Press	1	0	0	0	0	0	1	0	2	1.10
Textile-Garment	8	0	0	0	0	1	2	0	11	6.08
Transportation	15	0	1	0	0	0	6	0	22	12.15
Agriculture	0	0	0	0	1	0	0	0	1	0.55
Auto-Mechanics	5	0	0	2	0	0	0	0	7	3.87
Chemical-Iron	0	1	0	0	0	0	7	0	8	4.42
Carpet	87	0	0	0	0	0	1	0	88	48.62
Food- Beverage	0	0	0	2	0	0	1	5	8	4.42
Hotel-Restaurant	0	0	1	0	0	1	0	0	2	1.10
Mfg. & others	3	0	0	15	1	0	4	4	27	14.92
PEs & Others	0	0	0	1	0	0	0	0	1	0.55
Total	123	1	2	20	2	2	22	9	181	100
%	67.96	0.55	1.10	11.05	1.10	1.10	12.15	4.97	100	24.13



## 5. Enterprises Denying Trade Union Rights

Five questions were used to assess whether there exist trade union rights or not. The questions covered such issues as conducive condition for submission of demands, obstruction created by the management during collective bargaining, state of implementation of agreements and government directives, harassment by the management in the establishment of trade union, and taking action against those involved in union's activities.

Out of 750 enterprises surveyed, 113 deny such rights. This is 15% of total sample size. Surprisingly enough, 55% of these enterprises are in Bagmati zone and 30% of them are in the carpet sector. After Bagmati, such enterprises are in other zones-Janakpur (13), Narayani (12), Lumbini (8) and Sagarmatha (7). The interesting fact is that all these zones come under the area where most union activities occur, and where most effective union movements have taken place.

*Cross Table 5: Enterprises Denying Trade Union Rights*

Sectors	Zones								Total	
	Bagmati	Bheri	Gandaki	Janakpur	Kosi	Lumbini	Narayani	Sagarmatha	No	%
Printing Press	1	0	0	0	0	0	0	0	1	0.9
Textile-Garment	19	0	0	0	0	0	1	0	20	17.7
Tea Estates	0	0	0	0	0	2	0	0	3	2.7
Transportation	2	0	0	0	0	0	6	0	8	7.1
Auto-Mechanics	0	0	1	0	0	0	0	0	1	0.9
Chemical-Iron	0	1	0	0	4	0	4	0	9	8.0
Carpet	33	0	0	0	0	0	1	0	34	30.1
Food-Beverage	0	0	1	1	1	0	2	4	9	8.0
Hotel-Restaurant	3	0	0	0	4	0	0	0	7	6.2
Mfg. & others	2	0	13	0	0	0	0	4	19	16.8
PEs & others	2	0	0	0	0	0	0	0	2	1.8
Total	62	1	15	1	9	2	14	8	113	100
%	54.9	0.9	13.3	0.9	8.0	1.8	12.4	7.1	100	

## 6. Enterprises providing No Health Facilities

During the survey, six questions were asked whether they have these facilities or not - to check up health, to give treatment facility in the time of sickness and to compensate for this, to First Aid, to provide treatment facility and compensate during accident or injury, accident and life insurance. Can there be any enterprise, which has none of these facilities? Many people think like that. But in 25% enterprises no such facilities are available. As the table exhibits 70% of such enterprises are found in Bagmati zone. 51% of them are in the carpet sector.

Cross Table 6: **Enterprises providing No Health Facilities**

Sectors	Zones								Total	
	Bagmati	Gandaki	Jankpur	Kosi	Lumbini	Mechi	Narayani	Sagarmatha	No	%
Printing Press	7	0	0	0	0	0	0	0	7	3.80
Textile-Garment	7	0	0	0	1	0	2	0	10	5.43
Tea Estates	0	0	0	0	0	5	0	0	5	2.72
Transportation	12	1	0	0	0	1	1	0	15	8.15
Auto-Mechanics	2	0	1	0	1	0	0	0	4	2.17
Chemical-Iron	1	0	0	1	10	0	5	0	17	9.24
Carpet	92	0	0	0	0	0	2	0	94	51.09
Food-Beverage	2	0	1	1	0	0	0	5	9	4.89
Hotel-Restaurant	1	2	0	1	6	0	0	0	10	5.43
Mfg. & others	3	0	2	1	0	0	3	3	12	6.52
Trekking-Travels	1	0	0	0	0	0	0	0	1	0.54
Total	128	3	4	4	18	6	13	8	184	100
%	69.57	1.63	2.17	2.17	9.78	3.26	7.07	4.35	100	

## **Conclusions**

The analyses of various subheadings given above are the actual conclusions of the study. Yet we can sum up those conclusions as follows:

- There is a terrible trend of management to violate labour rights in the zones & sectors where unions activities are intensive
- Carpet industry is the major sector, which violates minimum norms & labour standards
- There is increasing trend of recruiting workers in casual & contract basis
- Majority of enterprises are not prepared to operate the labour-relation committees
- Generally big numbers of guest workers are found in informal sector such as agriculture & construction; however the survey indicates higher percentage of guest workers in formal enterprises
- The enterprises are still denying to provide public holidays and other leaves guaranteed by law
- Importance of health & safety is even ignored by most of the enterprises.

## Appendix: 1

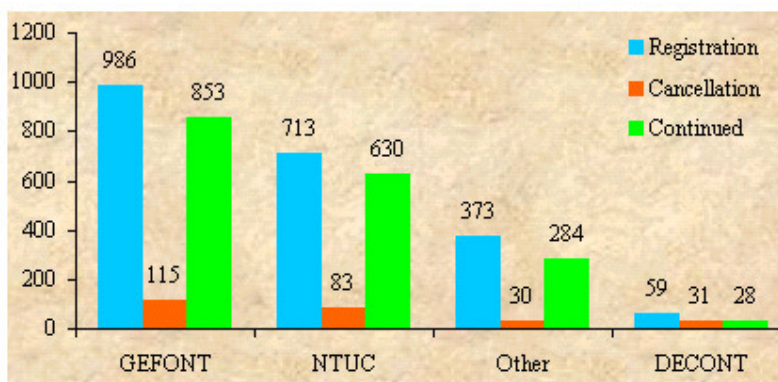
### Trade Union and Labour Dispute in 2000/01

#### The Registered, Dismissed and Active Unions

By the end of Chaitra 2057 (Mid April-2001), the number of registered unions at enterprise level has reached 2054. Among them 47.13% are under the General Federation of Nepalese Trade Unions, 34.71% with Nepal Trade Union Congress, and 18.16 unions with others. In comparison to 2000, enterprise level unions in 2001 have increased by 11.26%. The growth rate of union registration is 11.65% under GEFONT, 9.69% under the NTUC and 16.12% with others.

Among enterprise level unions, affiliated with Democratic Confederation of Nepalese Trade Unions (DECONT) is very small. As registered in the record of labour offices, so far only 59 unions have been registered under DECONT. There is not even a single union in Jhapa, Janakpur, Pokhara, Butwal, Nepalganj and Dhangadhi. Out of those registered, 31 have been already lost their registration as of April 14, 2001.

Along with the growth of registration, cancellation has also continued. There is a provision in the Trade Union Act 2049 to renew the union in every two years. According to the labour office record, this year altogether the registration of 12.61% unions has been cancelled. Among unions cancelled, 5.60% are from GEFONT, 4.04% are from the NTUC and 2.97 are others. In comparison to their own registered unions, those cancelled are 11.88% in GEFONT, 11.64 in the NTUC, 52.59% in DECONT, and 55% others.



Among registered unions, 87.39 are active ones. 47.52% of them are associated with GEFONT, 35.10% with the NTUC, 1.56% with DECONT, and 15.82% are independent.

*Following is the current status of registered unions in Nepal (as of April 14, 2001).*

Labour Offices	GEFONT			NTUC			DECONT			Others		
	Total	Reg. Cancelled	Active	Total	Reg. Cancelled	Active	Total	Reg. Cancelled	Active	Total	Reg. Cancelled	Active
Jhapa	32	3	29	24	3	21	0	0	0	7	2	5
Biratnagar	102	42	60	126	56	70	10	2	8	25	12	13
Janakpur	18	0	18	14	0	14	0	0	0	7	0	7

Birganj	121	12	109	60	6	54	3	1	2	1	0	1
Hetauda	96	0	96	34	0	34	1	0	1	25	0	25
Kathmandu	451	43	408	302	5	297	45	28	17	223	13	210
Pokhara	75	6	69	69	4	65	0	0	0	5	0	5
Butwal	63	0	63	63	0	63	0	0	0	17	1	16
Nepalganj	9	9	0	14	9	5	0	0	0	3	2	1
Dhangari	1	0	1	7	0	7	0	0	0	1	0	1
<b>Total</b>	<b>968</b>	<b>115</b>	<b>853</b>	<b>713</b>	<b>83</b>	<b>630</b>	<b>59</b>	<b>31</b>	<b>28</b>	<b>314</b>	<b>30</b>	<b>284</b>

Source: Labour Offices

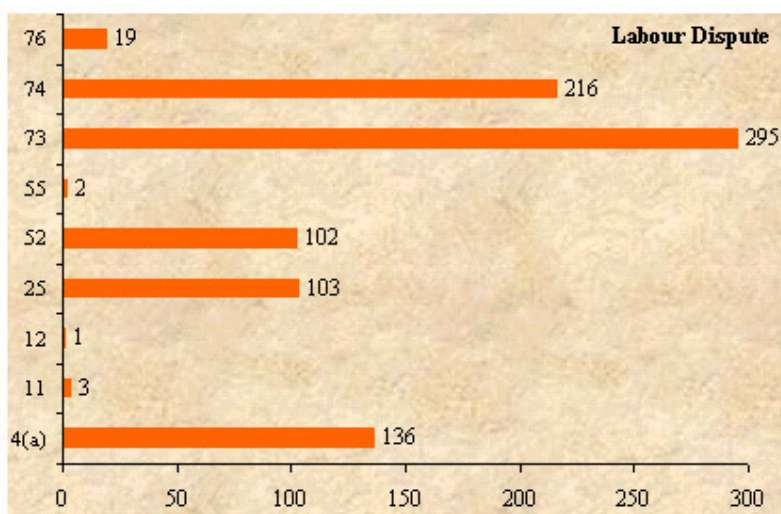
## Labour Dispute in 2000

Mainly two main events occurred in the labour market in 2000. The first one is the declaration of Kamaiya emancipation in July 17. Following this declaration, Kamaiyas left landlords' places and moved to camps. Thousands of Kamaiyas are still waiting for rehabilitation in the camps of Kanchanpur, Kailali, Bardiya and Banke. The second event was the movement of hotel workers for 10% of service charges. This movement was much propagated at home and abroad. After winning at the Appeal Court, this movement is waiting for the decision of the Supreme Court.

This year, Essential Service Act-1957 has been imposed upon 11 services including the hotel. It has curtailed fundamental rights of workers.

At local level, 877 cases of labour dispute have been registered- in 10 Zonal offices. These cases have been registered under various articles of the Labour Act such as- 4(a) (against the employment of guest workers), 11 (Lay-off), 12 (Retrenchment), 25 (No pay of wages and other facilities), 52 (action against workers for misconduct), 55 (misconduct of the management), 73 (Individual claims), 74 (Collective demands), and 76 (Notice for the strike).

### Labour Dispute by Subject

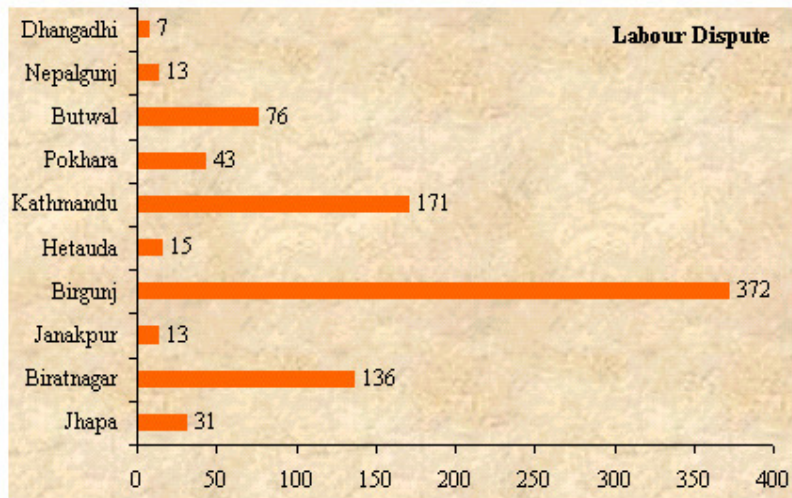


According to the record, the highest number of disputes (42.42%) registered in Birgunj Labour Office. Kathmandu is in the second place with the registration of 19.50% cases. Biratnagar comes in the third position with 15.51% cases.

Locality-wise the nature of dispute varies. In Birgunj, most disputes are related to the employment of Guest workers. Then come the cases of various individual claims and actions for misconduct. The highest number of wage-related disputes is in Kathmandu. Cases in Collective demands are also in the largest number here. Strike-related dispute are in the highest number in Birgunj and Butwal. The disputes of the management's misconduct are recorded under Pokhara Labour Office alone.

The present table has reflected the total picture of all areas. It indicates that in areas like Birgunj, Kathmandu and Biratnagar, the movement is in the legal track. But much talked-about Hetauda has fewer number of the registration of disputes. It means that the movement there is going out of track by and by.

### **Labour Dispute by Zone**



**Appendix: 2**  
**List of Enterprises who Violate Labour Laws**

- [1. Enterprises not fulfilling Basic Standard](#)
- [2. Enterprises Denying Appointment Letter & fail to make Permanent](#)
- [3. Enterprises do not meet Minimum Standards](#)
- [4. Enterprises Denying any Leaves](#)
- [5. Enterprises Denying Trade Union Rights](#)
- [6. Enterprises Providing No Health Facilities](#)

**1. Enterprises not fulfilling Basic Standard**

<b>Name of Enterprises</b>	<b>Location</b>
Asha Chalchirti Mandir	Dhanusha
Girija Chalchitra Mandir	Dhanusha
Hanuman Takija	Dhanusha
Hikola Color Lab	Dhanusha
Janaki Pipe Ind.	Dhanusha
Janaki Pols Ind.	Dhanusha
Janakpur Brick Udhyog	Dhanusha
Lucky Color Lab	Dhanusha
Nepal Pipe Ind.	Dhanusha
Nepal Pols Ind.	Dhanusha
Nilam Chalchirti Mandir	Dhanusha
Pasupaty Meniyar Udhyog	Dhanusha
Ram Janaki Milk Dairy	Dhanusha
Mirco Bus	Kathmandu
Janjaati Carpet	Kathmandu
Kali Carpet	Kathmandu
Prem Carpet	Kathmandu
Sangrila Carpet	Kathmandu
Thile Carpet	Kathmandu
Bhola Nath Narayan Carpet	Lalitpur
Biru Carpet	Lalitpur
Buddha Carpet	Lalitpur

Chiring Carpet	Lalitpur
Dymond Carpet	Lalitpur
Gas Yatayat Byabasa Sang	Lalitpur
Jimamri Carpet	Lalitpur
Jyoti Carpet	Lalitpur
Kaila Carpet	Lalitpur
Maha Laxmi Carpet	Lalitpur
Mama Carpet	Lalitpur
Master Brighter Carpet	Lalitpur
Muktinath Carpet	Lalitpur
Pyogoda Carpet	Lalitpur
Ram Lal Carpet	Lalitpur
Shamby Carpet	Lalitpur
Shrama Carpet	Lalitpur
T. T Carpet	Lalitpur
Yak Carpet	Lalitpur
Lalima Bus Sewa	Routahat
Annapurna Plywood Udhyog	Siraha
Bजारंग Oli And Rice Mills	Siraha
Brijalal Rice Mills	Sarlahi
Kunnal Plywood Ind.	Siraha
Pashupati Rice Mills	Siraha
Sarada Distilary Pvt.	Siraha

## 2. Enterprises Denying Appointment Letter & fail to make Permanent

<b>Name of Enterprises</b>	<b>Loction</b>
Bijay Metal Udhyog	Banke
Binod Metal Udhyog	Banke
Bagmati Aprons	Bara
Balaji Textiles	Bara
Care Rolling	Bara
Garapati Politex	Bara
Hemanta Trading Pvt. Ltd	Bara
Jagadamba Ware	Bara
N. B. Garment	Bara
Nepal Chemical	Bara
Nepal Gas Pvt. Ltd.	Bara
Nepal Liver	Bara
Nepal Wood And..	Bara



Pashupati Kattha Mills	Bara
Pasupati Agro Chem Pvt. Ltd	Bara
Rajesh Aluminium	Bara
Relance Ind. Pvt. Ltd.	Bara
Shakha Still Industries	Bara
Sundar Ware And Nails	Bara
Tekspo Nepal	Bara
Araniko Yatayat Sewa Samitee	Bhaktapur
Aruna Textiles	Bhaktapur
Bhaktapur Brick Co	Bhaktapur
Dogimo Creation	Bhaktapur
Gim Grament Pvt. Ltd	Bhaktapur
Hil Trun Textiles Pvt. Ltd.	Bhaktapur
I Z Export	Bhaktapur
Logo Grament Industry	Bhaktapur
Mahesh Textiles Pvr. Ltd.	Bhaktapur
Manju Shree Textiles Pvt.	Bhaktapur
Nepo Textiles Industry Pvt..	Bhaktapur
Nwa Durga Textiles	Bhaktapur
Shree Manakamana Textiles	Bhaktapur
Asha Chalcirti Mandir	Dhanusha
Faston Color Lab	Dhanusha
Girija Chalchitra Mandir	Dhanusha
Gurash Printing Press	Dhanusha
Hanuman Takija	Dhanusha
Hikola Color Lab	Dhanusha
Himalaya Plywood Ind.	Dhanusha
Janaki Pipe Ind.	Dhanusha
Janaki Pols Ind.	Dhanusha
Janakpur Brick Udhyog	Dhanusha
Lab Kuah Chapakhana	Dhanusha
Lucky Color Lab	Dhanusha
Mithila Auto Center	Dhanusha
Nab Durga Chapakhana	Dhanusha
Nepal Pipe Ind.	Dhanusha
Nepal Pols Ind.	Dhanusha
Nilam Chalcirti Mandir	Dhanusha
Pasupati Meniyar Udhyog	Dhanusha
Rajesh Printing Press	Dhanusha
Ram Janaki Milk Dairy	Dhanusha
Sumitra Metal Udhyog	Dhanusha
Jagat Tea Estate	Jhapa

Jhapa Tea Estate	Jhapa
Jyamirgaddi Tea Estate	Jhapa
Khemka And Sans Tea Estate	Jhapa
Boomeredog Resturent	Kaski
Goshali Kapada Karkhana	Kaski
Hotel Lekside	Kaski
Labila Napoli Resturent	Kaski
Lake View Resturent	Kaski
Laxmi Pauroti Bhandar	Kaski
Le Wistro Resturant	Kaski
Lhassha Resturent	Kaski
Nepal Netcare	Kaski
Nepal Nitware Itd. Pvt. Ltd	Kaski
Pokhara Macoroni PVT. LTD.	Kaski
Shree Rabi Shankar Biscuit	Kaski
Shree Rabi Shankar Biscuit	Kaski
Sigdel Press	Kaski
Sigdel Press	Kaski
A C E Carpet (Astamangal)	Kathmandu
A. C. Carpet	Kathmandu
A. C. E. Carpet	Kathmandu
Aanapura Treking	Kathmandu
Abinash Grament Export	Kathmandu
Adam Eva Boutique	Kathmandu
Akam Carpet	Kathmandu
Alfa Furniture	Kathmandu
Aligenja Industrial Pvt.	Kathmandu
Alsas Treking	Kathmandu
Anapura Carpet	Kathmandu
Anujit Appreals	Kathmandu
Asia Kirat Treaking	Kathmandu
Atharai Garments	Kathmandu
B- Om Garment	Kathmandu
Bag Bazar Chhapakhana	Kathmandu
Bakanche Treaks	Kathmandu
Balaju Apparels	Kathmandu
Balaju Kapada Udhog	Kathmandu
Bari Printing Press	Kathmandu
Basnet Footware Pvt. Ltd	Kathmandu
Bhandri Garment Industry Pvt	Kathmandu
Bidhaya Grament Pvt. Ltd	Kathmandu
Bikash Faishion	Kathmandu

Binayak Press	Kathmandu
Binta Garment	Kathmandu
Bitisha Fashion Industry	Kathmandu
Blue Bird Garment	Kathmandu
Bosi Gaun Carpet	Kathmandu
Chering Lama Carpet	Kathmandu
Chiring Carpet	Kathmandu
Choudhari Grament Pvt. Ltd	Kathmandu
Color Dot Kuleshor	Kathmandu
Continental Garment	Kathmandu
Contytakes Grament	Kathmandu
Culture Carpet	Kathmandu
Dudhakunda Carpet	Kathmandu
Eagalwise Treaks	Kathmandu
Egial Fashion	Kathmandu
Everest Creation	Kathmandu
Everest Shrepa Carpet	Kathmandu
Far Out Adventure Treking	Kathmandu
Frends Forum Treaks	Kathmandu
Ganchen Carpet	Kathmandu
Ganga Sagar Textiles	Kathmandu
Gansar Carpet	Kathmandu
Gaurav Export	Kathmandu
Geyser Safari Trek	Kathmandu
Girija Grament Pvt. Ltd	Kathmandu
Gopal Carpet	Kathmandu
Gunsa Carpet	Kathmandu
Hiland Advanture	Kathmandu
Hiland Carpet	Kathmandu
Him Ganga Carpet	Kathmandu
Himkar Carpet	Kathmandu
Alaeit Creation	Kathmandu
Indrani Offset Press	Kathmandu
Mirco Bus	Kathmandu
Sundarijal transport	Kathmandu
Tempu service	Kathmandu
Valley Taxi	Kathmandu
J. Cj Carpet	Kathmandu
Jadibuti Utpadan Tatha Prosodhan Co.	Kathmandu
Janjaati Carpet	Kathmandu
Jinita Carpet	Kathmandu
K. B. Carpet	Kathmandu

K. B. Carpet	Kathmandu
Kabhre Carpet	Kathmandu
Kadel Carpet	Kathmandu
Kaldev Carpet	Kathmandu
Kali Carpet	Kathmandu
Kanchan Press	Kathmandu
Kangpo Carpet Factory	Kathmandu
Kantipur Offset	Kathmandu
Kapi Binapak	Kathmandu
Karki Carpet Industries	Kathmandu
Karma Wasing	Kathmandu
Kathmandu Chhpakhana	Kathmandu
Kathmandu Trisuli Bus Sewa Samittee	Kathmandu
Kathmandu Tuk Tuk Pvt	Kathmandu
Kathmandu Valley Carpet	Kathmandu
Kesing Carpet	Kathmandu
Kishor Offset Press	Kathmandu
L M Sumir Brothers Pvt.	Kathmandu
Lachyu Carpet	Kathmandu
Lama Carpet	Kathmandu
Land Carpet	Kathmandu
Laxmi Carpet	Kathmandu
Laxuray Fashion	Kathmandu
Lila Carpet	Kathmandu
Lorsang Chiring Carpet	Kathmandu
M.S. Grament Pvt. Ltd	Kathmandu
Machi Carpet	Kathmandu
Maha Bharat Metal	Kathmandu
Maha Laxmi Grament Pvt. Ltd	Kathmandu
Makalu Carpet	Kathmandu
Mandela Overeses	Kathmandu
Mantra Nepal	Kathmandu
Micro Teck	Kathmandu
Monaj Offset Press	Kathmandu
Multi Graph, Bafal Solti	Kathmandu
Murli Fashion	Kathmandu
Naba Yug Sahakari Chhapakhana	Kathmandu
Naglo Carpet	Kathmandu
Native Carpet	Kathmandu
Nekarmecs Carpet	Kathmandu
Nepal Dhaka Kapada Udhog	Kathmandu
Nepal Fashion	Kathmandu

Nepal Gas Udhog	Kathmandu
Nepal Pasmina	Kathmandu
Nepal Sapha Paribahan Chabil	Kathmandu
Nepal Saphai Paribahan Sangh Kalanki	Kathmandu
Nepal Silk	Kathmandu
Nepal Times	Kathmandu
Nepal Treking And Expendition	Kathmandu
Nepal Yatayat Araniko	Kathmandu
Nepal Yatayat Sangh	Kathmandu
New Makaulu Carpet	Kathmandu
New Relayns Carpet	Kathmandu
Niruja Apperals	Kathmandu
Office Support, Teku	Kathmandu
Om Fishion	Kathmandu
Om Garment Industy	Kathmandu
Om Shivashakti Press	Kathmandu
Paru Offset	Kathmandu
Pode Kaila Carpet	Kathmandu
Potala Carpet	Kathmandu
Prem Carpet	Kathmandu
Purbaly Carpet	Kathmandu
Purnima Carpet	Kathmandu
Pyan Himalya Carpet	Kathmandu
R. B. Carpet	Kathmandu
R. K. Prints	Kathmandu
Rabina Construction	Kathmandu
Racki Carpet	Kathmandu
Rahul Fashion Pvt.	Kathmandu
Rali Garment	Kathmandu
Ranta Carpet	Kathmandu
Response Clothes	Kathmandu
Rilyans Carpet	Kathmandu
Rolpa Carpet	Kathmandu
S. B. Carpet	Kathmandu
S. P. Garment	Kathmandu
Sagarmath Carpet	Kathmandu
Sambu Construction	Kathmandu
Samling B. Carpet	Kathmandu
Samling Carpet	Kathmandu
Samten Carpet	Kathmandu
Sandupa Carpet	Kathmandu
Sange Dolma Carpet	Kathmandu

Sangita Carpet	Kathmandu
Sangrila Carpet	Kathmandu
Sangrila Press	Kathmandu
Sapha Byabasaik Sangh	Kathmandu
Satya Shai Apperls Pvt.	Kathmandu
Shahi Grament Pvt. Ltd	Kathmandu
Shiva Puri Prakashan	Kathmandu
Shiwani Fashion	Kathmandu
Shramik Carpet	Kathmandu
Shree Dhoulagiri Pasmina Udhog	Kathmandu
Shrepa Carpet	Kathmandu
Shrepa Hi M. B M C	Kathmandu
Sidhibar Printing Press	Kathmandu
Sigache Carpet	Kathmandu
Sita Pradhan Carpet	Kathmandu
Srijana Auto Workshop	Kathmandu
Sthapit Offiset	Kathmandu
Sundar Himal Trek	Kathmandu
Supta Carpet	Kathmandu
Suraj Carpet	Kathmandu
Surya Carpet	Kathmandu
Surya Rag House	Kathmandu
T M P Carpet	Kathmandu
Tamang Carpet	Kathmandu
Tarlkari Tatha Phalphul Kalimati	Kathmandu
Tasi Carpet	Kathmandu
Tawache Treking Pvt. Ltd.	Kathmandu
Tenjing Carpet	Kathmandu
The Sangrila Carpet	Kathmandu
Thile Carpet	Kathmandu
Tilganga Tunal	Kathmandu
Tindhare Bakari Cafe	Kathmandu
Tirupati Carpet	Kathmandu
Tirupati Febry Fashion	Kathmandu
Traditional Treks Adventure	Kathmandu
Treking Environmnet	Kathmandu
Valley Bus Sewa	Kathmandu
Vegitable Dyaing	Kathmandu
Verity Prints	Kathmandu
Yati Bivers Pvt. Ltd.	Kathmandu
Afharoj Bady Workshop	Kavre
Alorin Body Builders	Kavre

Das Body Builders	Kavre
Banepa Bus service	Kavre
Janak Body Builders	Kavre
Kavre Bus Baybasai	Kavre
Megha Top Shoe Pvt. Ltd.	Kavre
Pashupati Forum	Kavre
Subarna Body Works	Kavre
A.K. Carpet	Lalitpur
Alka Press	Lalitpur
Ambar Press	Lalitpur
Appex Carpet	Lalitpur
Bagmati Compani Pvt. Ltd	Lalitpur
Bhola Nath Narayan Carpet	Lalitpur
Bira Furniture Udhog	Lalitpur
Biru Carpet	Lalitpur
Buddha Carpet	Lalitpur
Building Materials Manufactures Co.	Lalitpur
Chiring Carpet	Lalitpur
Chyau Carpet	Lalitpur
Dymond Carpet	Lalitpur
Everest Carpet	Lalitpur
Gas Yatayat Byabasa Sang	Lalitpur
Hari Krishan Carpet	Lalitpur
Indiko Carpet	Lalitpur
Inter Lama Carpet	Lalitpur
Itwan Duwani	Lalitpur
Itwan Micro Bus Lagankhel	Lalitpur
Jagadamba Press	Lalitpur
Jawalakhal Handgarph	Lalitpur
Jimamri Carpet	Lalitpur
Jyoti Carpet	Lalitpur
Kaila Carpet	Lalitpur
Maha Laxmi Carpet	Lalitpur
Maha Laxmi Hium Pipe	Lalitpur
Mama Carpet	Lalitpur
Master Brighter Carpet	Lalitpur
Mini Truck	Lalitpur
Muktinath Carpet	Lalitpur
Muktinath Carpet	Lalitpur
Nepal Handlum Carpet	Lalitpur
Nepal Orintal Crups	Lalitpur
Nepal Saphai Paribahan Lalitpur	Lalitpur

Nepalese Craft	Lalitpur
P. P. Carpet	Lalitpur
Pahriko Sakha Carpet	Lalitpur
Patan Karnali Carpet	Lalitpur
PHARI Carpet	Lalitpur
Phari Sakha	Lalitpur
Pyan Himalaya Carpet	Lalitpur
Pyogoda Carpet	Lalitpur
R S Furniture	Lalitpur
Ram Lal Carpet	Lalitpur
Salu Carpet	Lalitpur
Sanam Carpet	Lalitpur
Seba Printing Press	Lalitpur
Senen Carpet	Lalitpur
Shamby Carpet	Lalitpur
Shrama Carpet	Lalitpur
Shrepa Carpet	Lalitpur
Shyam Carpet	Lalitpur
Sigche Show Room	Lalitpur
Subhas Printing Press	Lalitpur
T. T Carpet	Lalitpur
Thulnani Carpet	Lalitpur
Tripura Carpet	Lalitpur
Yak Carpet	Lalitpur
Your Cottage	Lalitpur
Aphanai Offset Press	Makawanpur
Bhutan Devi Press	Makawanpur
Everest Continair	Makawanpur
GARESH Engineering Worksshop	Makawanpur
Hetauda Carpet Udhog	Makawanpur
Hetauda Engineering Works	Makawanpur
International Wood Sigining	Makawanpur
Joshi Auto Works	Makawanpur
Laxmi Lile Products	Makawanpur
Manakamana Dhago Udhog	Makawanpur
Nemo Parket Compani Pvt. Ltd.	Makawanpur
Nepal Prints	Makawanpur
New Hetauda Chapakhana	Makawanpur
New Nepal Fines Works	Makawanpur
Om Calacitra Mandir	Makawanpur
Prayash Capakhana	Makawanpur
Radika Palastic	Makawanpur



Shidhartha Chapakhana	Makawanpur
Shiva Shakti Engineering Works	Makawanpur
Silu Kankrit In.	Makawanpur
Sirjana Chapakhana	Makawanpur
Trimurti Chapakhana	Makawanpur
Unieq Packing	Makawanpur
Valley Textile In.	Makawanpur
Ashok Textiles Pvt. Ltd.	Morang
Baba Jute Mills	Morang
Biratnagar Jut Mills Ltd.	Morang
Gyan Uddhan Krishi Farm	Morang
Shree Annapurna Soap Chemical P. Ltd.	Morang
The Juddha Mach Factory	Morang
Tm Dugad Farm	Morang
Baba Mach Industries Pvt. Ltd.	Nawalparasi
Sumi Distillery PVT. LTD.	Nawalparasi
Dhubra Tara Deluxe	Parsa
Eakta Travels	Parsa
Hotal Hira Plaza	Parsa
Hotel Makalu	Parsa
Itwan Natia	Parsa
Narayani Natia	Parsa
Nepal Petrol Lube	Parsa
Sagun Travels	Parsa
Satkar Travels	Parsa
Satkat Travels	Parsa
Satkat Travels	Parsa
Shree New Sita Travels	Parsa
Shree New Sita Travels	Parsa
Shree Sagun Travels	Parsa
Shree Swosthani	Parsa
Sujan Travels	Parsa
Lalima Bus Sewa	Routahat
Alam Palastic Udhog	Rupandehi
Hotle Glasgo	Rupandehi
Hotle Himalay In PVT. LTD.	Rupandehi
Hotle Lumbini Pyagoda	Rupandehi
Hotle Paban International Pvt. Ltd.	Rupandehi
Hotle Sambala	Rupandehi
Hotle Santanu	Rupandehi
Hotle Yati P.(Ltd)	Rupandehi
Intertake	Rupandehi

J. B. Textile	Rupandehi
J. K. Soap And Chemicals Industries	Rupandehi
Junkiri Industries	Rupandehi
Laxmi And Baby Palastic	Rupandehi
Lumbini Bijuli Udog	Rupandehi
Lumbini Cabul Industries Pvt. Ltd.	Rupandehi
Malati Industries	Rupandehi
Metel Kaste Pvt. Ltd.	Rupandehi
Narayan Industries Pvt. Ltd	Rupandehi
Nepal Black Gold And L. T Industries	Rupandehi
Shiva Shakti Soap	Rupandehi
Teknomet Engineering	Rupandehi
Thapa Engineering	Rupandehi
Annapurna Kashta Udhyog	Siraha
Annapurna Plywood Udhyog	Siraha
Bजारंग Oli And Rice Mills	Siraha
Bhudev Khadhya Udhog	Sarlahi
Brijalal Rice Mills	Sarlahi
Kunnal Plywood Ind.	Siraha
Pashupati Maniyar Udhyog	Siraha
Pashupati Rice Mills	Siraha
Pasupati Cinama Hall	Siraha
Sarada Distilary Pvt.	Siraha
Shankar Rice Mills	Siraha
Shyam Chitra Mandir	Siraha
Shyamrice Mills	Siraha
Tribeni Chalchitra Ghar	Siraha
Arihant Multy Faiworks	Sunsari
Bhawani Ti Paste Pvt. Ltd.	Sunsari
Century Resturent	Sunsari
Chandra Shiva Rice And Oil Mill	Sunsari
Everest Mach Factoru	Sunsari
Green Leaf Dance Resturent	Sunsari
Hotel Jay Nepal	Sunsari
Jai Kali Biscuit	Sunsari
Jharana Resort	Sunsari
Koshi Tapu Wilid Life	Sunsari
My Dear Resturent	Sunsari
Pashupati Chacirtra	Sunsari
Sagrila International Apparels	Sunsari
Shree Udayapur Cement Ltd.	Udayapur

### 3. Enterprises do not meet Minimum Standards

<b>Name of Enterprises</b>	<b>Loction</b>
Asha Chalchirti Mandir	Dhanusha
Faston Color Lab	Dhanusha
Girija Chalchitra Mandir	Dhanusha
Hanuman Takija	Dhanusha
Janaki Pipe Ind.	Dhanusha
Janaki Pols Ind.	Dhanusha
Janakpur Brick Udhog	Dhanusha
Lucky Color Lab	Dhanusha
Mithila Auto Center	Dhanusha
Morang Auto Works	Dhanusha
Nepal Pipe Ind.	Dhanusha
Nepal Pols Ind.	Dhanusha
Nilam Chalchirti Mandir	Dhanusha
Pasupaty Meniyar Udhog	Dhanusha
Ram Janaki Milk Dairy	Dhanusha
Mechi bus byabsayi sang	Jhapa
Boomeredog Resturent	Kaski
Gosheli Packging	Kaski
Hotel Lekside	Kaski
Labila Napoli Resturent	Kaski
Anapurna Carpet	Kathmandu
Bosi Gaun Carpet	Kathmandu
Hotel Devlopmat	Kathmandu
Alaiet Creation	Kathmandu
Mirco Bus	Kathmandu
Sundarijal Transport	Kathmandu
Janjaati Carpet	Kathmandu
K. B. Carpet	Kathmandu
Kali Carpet	Kathmandu
Kamala Pasmina Udhog	Kathmandu
Kesing Carpet	Kathmandu
Laxmi Carpet	Kathmandu
Lila Carpet	Kathmandu
Makalu Carpet	Kathmandu
Nepal Yatayat Sangh	Kathmandu
New Makaulu Carpet	Kathmandu
Pode Kaila Carpet	Kathmandu

Prem Carpet	Kathmandu
Sange Dolma Carpet	Kathmandu
Sangrila Carpet	Kathmandu
Shramik Carpet	Kathmandu
Srijana Auto Workshop	Kathmandu
Surya Rag House	Kathmandu
T M P Carpet	Kathmandu
Tasi Carpet	Kathmandu
The Sangrila Carpet	Kathmandu
Thile Carpet	Kathmandu
Vegitable Dyaing	Kathmandu
Afharoj Bady Workshop	Kavre
Das Body Builders	Kavre
Janak Body Builders	Kavre
Subarna Body Works	Kavre
A.K. Carpet	Lalitpur
Bhola Nath Narayan Carpet	Lalitpur
Biru Carpet	Lalitpur
Chiring Carpet	Lalitpur
Chyau Carpet	Lalitpur
Dymond Carpet	Lalitpur
Everest Carpet	Lalitpur
Gas Yatayat Byabasa Sang	Lalitpur
Hari Krishan Carpet	Lalitpur
Indiko Carpet	Lalitpur
Jimamri Carpet	Lalitpur
Jyoti Carpet	Lalitpur
Kaila Carpet	Lalitpur
Maha Laxmi Carpet	Lalitpur
Mama Carpet	Lalitpur
Master Brighter Carpet	Lalitpur
Muktinath Carpet	Lalitpur
Muktinath Carpet	Lalitpur
P. P. Carpet	Lalitpur
Pahriko Sakha Carpet	Lalitpur
Patan Karnali Carpet	Lalitpur
Phari Carpet	Lalitpur
Pyogoda Carpet	Lalitpur
Ram Lal Carpet	Lalitpur
Salu Carpet	Lalitpur
Sanam Carpet	Lalitpur
Senen Carpet	Lalitpur

Shamby Carpet	Lalitpur
Shrama Carpet	Lalitpur
Shrepa Carpet	Lalitpur
Shyam Carpet	Lalitpur
T. T Carpet	Lalitpur
Thulnani Carpet	Lalitpur
Tripura Carpet	Lalitpur
Yak Carpet	Lalitpur
Your Cottage	Lalitpur
Shidhartha Chapakhana	Makawanpur
Dhubra Tara Deluxe	Parsa
Itwan Natia	Parsa
Narayani Natia	Parsa
Sagun Travels	Parsa
Satkar Travels	Parsa
Satkat Travels	Parsa
Satkat Travels	Parsa
Shree Sagun Travels	Parsa
Shree Swosthani	Parsa
Sujan Travels	Parsa
Lalima Bus Sewa	Routahat
Hotel Glasgo	Rupandehi
Hotel Himalay In PVT. LTD.	Rupandehi
Hotel Paban International PVT. LTD.	Rupandehi
Hotel Sambala	Rupandehi
Brijalal Rice Mills	Sarlahi
Annapurna Plywood Udhyog	Siraha
Bजारंग Oli And Rice Mills	Siraha
Kunnal Plywood Ind.	Siraha
Pashupati Rice Mills	Siraha
Sarada Distilary Pvt.	Siraha
Shankar Rice Mills	Siraha
Century Resturent	Sunsari
Green Leaf Dance Resturent	Sunsari
Hotel Jay Nepal	Sunsari
Jharana Resort	Sunsari
Koshi Tapu Wilid Life	Sunsari
My Dear Resturent	Sunsari
Pashupati Chacirtra	Sunsari

#### 4. Enterprises Denying any Leaves

<b>Name of Enterprises</b>	<b>Loction</b>
Bijay Metal Udhyog	Banke
Balaji Textiles	Bara
Care Rolling	Bara
Hemanta Trading Pvt. Ltd	Bara
Jagadamba Ware	Bara
Nepal Chemical	Bara
Nepal Liver	Bara
Nepal Wood	Bara
Pashupati Kattha Mills	Bara
Pasupati Agro Chem Pvt. Ltd	Bara
Relance Ind. Pvt. Ltd.	Bara
Dogimo Creation	Bhaktapur
Maresh Textiles Pvt. Ltd	Bhaktapur
Manju Shree Textiles Pvt.	Bhaktapur
Nepo Textiles Industry Pvt.	Bhaktapur
Asha Chalchirti Mandir	Dhanusha
Dhan Bali Anusandhan	Dhanusha
Faston Color Lab	Dhanusha
Girija Chalchitra Mandir	Dhanusha
Hanuman Takija	Dhanusha
Hikola Color Lab	Dhanusha
Himalaya Plywood Ind.	Dhanusha
Janaki Pipe Ind.	Dhanusha
Janaki Pols Ind.	Dhanusha
Janakpur Brick Udhyog	Dhanusha
Lucky Color Lab	Dhanusha
Mithila Auto Center	Dhanusha
Morang Auto Works	Dhanusha
Nepal Pipe Ind.	Dhanusha
Nepal Pols Ind.	Dhanusha
Nilam Chalchirti Mandir	Dhanusha
Pasupati Meniyar Udhyog	Dhanusha
Ram Janaki Milk Dairy	Dhanusha
Sumitra Metal Udhyog	Dhanusha
Goshali Kapada Karkhana	Kaski
Hotel Lekside	Kaski
A C E Carpet (Astamangal)	Kathmandu
A. C. Carpet	Kathmandu
Alfa Furniture	Kathmandu

Balaju Apparels	Kathmandu
Bosi Gaun Carpet	Kathmandu
Chering Lama Carpet	Kathmandu
Chiring Carpet	Kathmandu
Culture Carpet	Kathmandu
Dudhakunda Carpet	Kathmandu
Everest Shrepa Carpet	Kathmandu
Gansar Carpet	Kathmandu
Girija Grament Pvt. Ltd	Kathmandu
Gopal Carpet	Kathmandu
Hiland Carpet	Kathmandu
Tempu service	Kathmandu
Mirco Bus	Kathmandu
Sundarijal transport	Kathmandu
Janjaati Carpet	Kathmandu
Jinita Carpet	Kathmandu
K. B. Carpet	Kathmandu
Kabhre Carpet	Kathmandu
Kadel Carpet	Kathmandu
Kaldev Carpet	Kathmandu
Kali Carpet	Kathmandu
Kapi Binapak	Kathmandu
Karki Carpet Industries	Kathmandu
Karma Wasing	Kathmandu
Kathmandu Trisuli Bus Sewa Samittee	Kathmandu
Kathmandu Valley Carpet	Kathmandu
L M Sumir Brothers Pvt.	Kathmandu
Lachyu Carpet	Kathmandu
Lama Carpet	Kathmandu
Land Carpet	Kathmandu
Lorsang Chiring Carpet	Kathmandu
Machi Carpet	Kathmandu
Naglo Carpet	Kathmandu
Nekarmecs Carpet	Kathmandu
Nepal Sapha Paribahan Chabil	Kathmandu
Nepal Saphai Paribahan Sangh Kalanki	Kathmandu
Nepal Yatayat Araniko	Kathmandu
Nepal Yatayat Sangh	Kathmandu
Om Fishion	Kathmandu
Om Garment Industy	Kathmandu
Potala Carpet	Kathmandu
Prem Carpet	Kathmandu

Purbaly Carpet	Kathmandu
R. B. Carpet	Kathmandu
Rabina Construction	Kathmandu
Ranta Carpet	Kathmandu
Rilyans Carpet	Kathmandu
Rolpa Carpet	Kathmandu
S. B. Carpet	Kathmandu
Samling B. Carpet	Kathmandu
Samling Carpet	Kathmandu
Samten Carpet	Kathmandu
Sandupa Carpet	Kathmandu
Sangita Carpet	Kathmandu
Sangrila Carpet	Kathmandu
Sapha Byabasaik Sangh	Kathmandu
Shrepa Carpet	Kathmandu
Srijana Auto Workshop	Kathmandu
Supta Carpet	Kathmandu
Suraj Carpet	Kathmandu
Surya Carpet	Kathmandu
Tamang Carpet	Kathmandu
Tenjing Carpet	Kathmandu
Thile Carpet	Kathmandu
Tilganga Tunal	Kathmandu
Tirupati Carpet	Kathmandu
Valley Bus Sewa	Kathmandu
Alorin Body Builders	Kavre
Das Body Builders	Kavre
Janak Body Builders	Kavre
Subarna Body Works	Kavre
A.K. Carpet	Lalitpur
Alka Press	Lalitpur
Appex Carpet	Lalitpur
Bagmati Compani Pvt. Ltd	Lalitpur
Bhola Nath Narayan Carpet	Lalitpur
Biru Carpet	Lalitpur
Buddha Carpet	Lalitpur
Building Materials Manufactures Co.	Lalitpur
Chiring Carpet	Lalitpur
Chyau Carpet	Lalitpur
Dymond Carpet	Lalitpur
Gas Yatayat Byabasa Sang	Lalitpur
Hari Krishan Carpet	Lalitpur



Indiko Carpet	Lalitpur
Itwan Micro Bus Lagankhel	Lalitpur
Jimamri Carpet	Lalitpur
Jyoti Carpet	Lalitpur
Kaila Carpet	Lalitpur
Maha Laxmi Carpet	Lalitpur
Mama Carpet	Lalitpur
Master Brighter Carpet	Lalitpur
Mini Truck	Lalitpur
Muktinath Carpet	Lalitpur
Muktinath Carpet	Lalitpur
Nepal Oriental Crups	Lalitpur
Nepal Saphai Paribahan Lalitpur	Lalitpur
P. P. Carpet	Lalitpur
Pahriko Sakha Carpet	Lalitpur
Patan Karnali Carpet	Lalitpur
Pyan Himalaya Carpet	Lalitpur
Pyogoda Carpet	Lalitpur
R S Furniture	Lalitpur
Ram Lal Carpet	Lalitpur
Salu Carpet	Lalitpur
Sanam Carpet	Lalitpur
Shamby Carpet	Lalitpur
Shrama Carpet	Lalitpur
Shrepa Carpet	Lalitpur
Shyam Carpet	Lalitpur
T. T Carpet	Lalitpur
Thulnani Carpet	Lalitpur
Tripura Carpet	Lalitpur
Yak Carpet	Lalitpur
Hetauda Carpet Udhog	Makawanpur
Hetauda Engineering Works	Makawanpur
Laxmi Lile Products	Makawanpur
Nemo Parket Compani Pvt. Ltd.	Makawanpur
Shidhartha Chapakhana	Makawanpur
Valley Textile In.	Makawanpur
Tm Dugad Farm	Morang
Eakta Travels	Parsa
Itwan Natia	Parsa
Shree New Sita Travels	Parsa
Shree New Sita Travels	Parsa
Sujan Travels	Parsa

Lalima Bus Sewa	Routahat
Hotle Glasgo	Rupandehi
J. B. Textile	Rupandehi
Brijalal Rice Mills	Sarlahi
Annapurna Kashta Udhyog	Siraha
Annapurna Plywood Udhyog	Siraha
Bजारंग Oli And Rice Mills	Siraha
Kunnal Plywood Ind.	Siraha
Pashupati Maniyar Udhyog	Siraha
Pashupati Rice Mills	Siraha
Sarada Distilary Pvt.	Siraha
Shankar Rice Mills	Siraha
Shyamrice Mills	Siraha
Pashupati Chacirtra	Sunsari

### 5. Enterprises Denying Trade Union Rights

<b>Name of Enterprises</b>	<b>Loction</b>
Bijay Metal Udhyog	Banke
Baba Biscuit	Bara
Care Rolling	Bara
Hemanta Trading Pvt. Ltd	Bara
Jagadamba Ware	Bara
N. B. Garment	Bara
Nepal Liver	Bara
Relance Ind. Pvt. Ltd.	Bara
Dogimo Creation	Bhaktapur
Asha Chalchirti Mandir	Dhanusha
Girija Chalchitra Mandir	Dhanusha
Hanuman Takija	Dhanusha
Hikola Color Lab	Dhanusha
Janaki Pipe Ind.	Dhanusha
Janaki Pols Ind.	Dhanusha
Janakpur Brick Udhyog	Dhanusha
Lucky Color Lab	Dhanusha
Morang Auto Works	Dhanusha
Nepal Pipe Ind.	Dhanusha
Nepal Pols Ind.	Dhanusha
Nilam Chalchirti Mandir	Dhanusha
Pasupaty Meniyar Udhyog	Dhanusha

Sumitra Metal Udhyog	Dhanusha
Himalay Rang Tea Udyog Pvt. Ltd.	Jhapa
Jhapa Tea Estate	Jhapa
Aligenja Industrial Pvt.	Kathmandu
Anujit Appreals	Kathmandu
Atharai Garments	Kathmandu
Balaju Kapada Udhog	Kathmandu
Center Kichan	Kathmandu
Choudhari GRAMENT PVT. LTD	Kathmandu
Continental Garment	Kathmandu
Culture Carpet	Kathmandu
D And D Clothing	Kathmandu
Gaurav Export	Kathmandu
Gorakhakali Garment	Kathmandu
Alaiet Creation	Kathmandu
Mirco Bus	Kathmandu
J. C Carpet	Kathmandu
Jadibuti Utpadan Tatha Prosodhan Copany	Kathmandu
Janak Education Center Ltd.	Kathmandu
Janjaati Carpet	Kathmandu
K.B.Carpet	Kathmandu
Kabhre Carpet	Kathmandu
Kadel Carpet	Kathmandu
Khusbu Fashion Pvt	Kathmandu
Land Carpet	Kathmandu
Laxmi Carpet	Kathmandu
Matarani	Kathmandu
Murli Fashion	Kathmandu
Nekarmecs Carpet	Kathmandu
Nepal Fashion	Kathmandu
Om Garment Industy	Kathmandu
Rali Garment	Kathmandu
Rolpa Carpet	Kathmandu
Sangrila Carpet	Kathmandu
Satya Shai Apperls Pvt.	Kathmandu
T M P Carpet	Kathmandu
Thile Carpet	Kathmandu
Tindhare Bakari Cafe	Kathmandu
Tirupati Carpet	Kathmandu
Tribani Garment	Kathmandu
Appex Carpet	Lalitpur
Biru Carpet	Lalitpur

Buddha Carpet	Lalitpur
Dymond Carpet	Lalitpur
Himalaya Tentas Pvt.	Lalitpur
Itwan Micro Bus Lagankhel	Lalitpur
Jagadamba Press	Lalitpur
Jimamri Carpet	Lalitpur
Jyoti Carpet	Lalitpur
Kaila Carpet	Lalitpur
Maha Laxmi Carpet	Lalitpur
Mama Carpet	Lalitpur
Master Brighter Carpet	Lalitpur
Muktinath Carpet	Lalitpur
Muktinath Carpet	Lalitpur
Nepal Handlum Carpet	Lalitpur
Nepalese Craft	Lalitpur
Pyogoda Carpet	Lalitpur
Ram Lal Carpet	Lalitpur
Senen Carpet	Lalitpur
Shamby Carpet	Lalitpur
Shrama Carpet	Lalitpur
T. T Carpet	Lalitpur
Manakamana Dhago Udhog	Makawanpur
Dhubra Tara Deluxe	Parsa
Narayani Natia	Parsa
Satkar Travels	Parsa
Satkat Travels	Parsa
Satkat Travels	Parsa
Lalima Bus Sewa	Routahat
Anand Biscuit Co.	Rupandehi
Hotle Lumbini Pyagoda	Rupandehi
Hotle Nibarnni	Rupandehi
Hotle Paban International PVT. LTD.	Rupandehi
Hotle Sambala	Rupandehi
Junkiri Industries	Rupandehi
Lumbini Bijuli Udog	Rupandehi
Metel Kaste Pvt. Ltd.	Rupandehi
Shiva Shakti Soap	Rupandehi
Brijalal Rice Mills	Sarlahi
Annapurna Kashta Udhyog	Siraha
Annapurna Plywood Udhyog	Siraha
Bजारंग Oli And Rice Mills	Siraha
Kunnal Plywood Ind.	Siraha

Pashupati Maniyar Udhyog	Siraha
Pashupati Rice Mills	Siraha
Sarada Distilary Pvt.	Siraha
Shyamrice Mills	Siraha
Chandra Shiva Rice And Oil Mill	Sunsari

## 6. Enterprises Providing No Health Facilities

<b>Name of Enterprises</b>	<b>Loction</b>
Ankita Plastic	Bara
Garapati Politex	Bara
Nepal Chemical	Bara
Nepal Liver	Bara
S. Laboratories Nepal	Bara
Shakha Still Industries	Bara
Hikola Color Lab	Dhanusha
Lucky Color Lab	Dhanusha
Mithila Auto Center	Dhanusha
Jagat Tea Estate	Jhapa
Jhapa Tea Estate	Jhapa
Jyamirgaddi Tea Estate	Jhapa
Mechi Bus Byabsayi Sang	Jhapa
Poudyal Bandhu Tea Garden	Jhapa
Soktim Tea Garden	Jhapa
Goshali Kapada Karkhana	Kaski
Hotel Lekside	Kaski
Labila Napoli Resturent	Kaski
A C E Carpet (Astamangal)	Kathmandu
Amko Service Center	Kathmandu
Anapurna Carpet	Kathmandu
Balaju Kapada Udhog	Kathmandu
Binayak Press	Kathmandu
Binta Garment	Kathmandu
Bosi Gaun Carpet	Kathmandu
CHERING LAMA Carpet	Kathmandu
Chiring Carpet	Kathmandu
Dudhakunda Carpet	Kathmandu
Everest Shrepa Carpet	Kathmandu
Ganchen Carpet	Kathmandu
Ganga Sagar Textiles	Kathmandu

Gansar Carpet	Kathmandu
Garga Bevarage Pvt. Ltd	Kathmandu
Gopal Carpet	Kathmandu
Gunsa Carpet	Kathmandu
Hiland Carpet	Kathmandu
Himkar Carpet	Kathmandu
J C Carpet	Kathmandu
Janjaati Carpet	Kathmandu
K. B. Carpet	Kathmandu
Kaldev Carpet	Kathmandu
Kali Carpet	Kathmandu
Kanchan Press	Kathmandu
Kantipur Offset	Kathmandu
Kapi Binapak	Kathmandu
Karma Wasing	Kathmandu
Kathmandu Valley Carpet	Kathmandu
Kesing Carpet	Kathmandu
Lachyu Carpet	Kathmandu
Lama Carpet	Kathmandu
Laxmi Carpet	Kathmandu
Lila Carpet	Kathmandu
Lorsang Chiring Carpet	Kathmandu
Machi Carpet	Kathmandu
Maha Bharat Metal	Kathmandu
Majotik Treking Pvt.	Kathmandu
Makalu Carpet	Kathmandu
Male Fashion	Kathmandu
Naglo Carpet	Kathmandu
Native Carpet	Kathmandu
Nepal Dhaka Kapada Udhog	Kathmandu
Nepal Kohinur Cold Store	Kathmandu
Nepal Pasmia	Kathmandu
New Makaulu Carpet	Kathmandu
Pode Kaila Carpet	Kathmandu
Potala Carpet	Kathmandu
Prem Carpet	Kathmandu
Purbaly Carpet	Kathmandu
Purnima Carpet	Kathmandu
R. B. Carpet	Kathmandu
Ranta Carpet	Kathmandu
Rilyans Carpet	Kathmandu
S. B. Carpet	Kathmandu

Sagarmath Carpet	Kathmandu
Samling B. Carpet	Kathmandu
Samten Carpet	Kathmandu
Sandupa Carpet	Kathmandu
Sangita Carpet	Kathmandu
Sangrila Carpet	Kathmandu
Shiva Puri Prakashan	Kathmandu
Shramik Carpet	Kathmandu
Shrepa Carpet	Kathmandu
Sita Pradhan Carpet	Kathmandu
Sthapit Offiset	Kathmandu
Super Print Press	Kathmandu
Supta Carpet	Kathmandu
Suraj Carpet	Kathmandu
Surya Rag House	Kathmandu
T M P Carpet	Kathmandu
Tamang Carpet	Kathmandu
Tasi Carpet	Kathmandu
Tenjing Carpet	Kathmandu
Thile Carpet	Kathmandu
Vegitable Dyaing	Kathmandu
Yati Bivers Pvt. Ltd.	Kathmandu
Janak Body Builders	Kavre
A.K. Carpet	Lalitpur
Alka Press	Lalitpur
Appex Carpet	Lalitpur
Bagmati Compani Pvt. Ltd	Lalitpur
Biru Carpet	Lalitpur
Buddha Carpet	Lalitpur
Building Materials Manufactures Co.	Lalitpur
Chiring Carpet	Lalitpur
Chyau Carpet	Lalitpur
Dymond Carpet	Lalitpur
Everest Carpet	Lalitpur
Hari Krishan Carpet	Lalitpur
Indiko Carpet	Lalitpur
Inter Lama Carpet	Lalitpur
Jimamri Carpet	Lalitpur
Jyoti Carpet	Lalitpur
Master Brighter Carpet	Lalitpur
Muktinath Carpet	Lalitpur
Muktinath Carpet	Lalitpur

Nepal Handlum Carpet	Lalitpur
Nepal Oriental Crups	Lalitpur
Pahriko Sakha Carpet	Lalitpur
Patan Karnali Carpet	Lalitpur
Phari Carpet	Lalitpur
Phari Sakha	Lalitpur
Pyan Himalaya Carpet	Lalitpur
Pyogoda Carpet	Lalitpur
R S Furniture	Lalitpur
Sanam Carpet	Lalitpur
Shrama Carpet	Lalitpur
Shrepa Carpet	Lalitpur
Shyam Carpet	Lalitpur
Sigche Show Room	Lalitpur
Thulnani Carpet	Lalitpur
Tripura Carpet	Lalitpur
Yak Carpet	Lalitpur
Durga Cold Storage	Makawanpur
Hetauda Carpet Udhog	Makawanpur
Manakamana Dhago Udhog	Makawanpur
Valley Textile In.	Makawanpur
Shree Jugal Rice And Oil Mills	Morang
Modern Bag Industry	Parsa
Nepal Petrol Lube	Parsa
Bagmati Himalya Khar & Pasupati Polima	Rupandehi
Hotle Glasgo	Rupandehi
Hotle Himalay In PVT. LTD.	Rupandehi
Hotle Lumbini Pyagoda	Rupandehi
Hotle Paban International PVT. LTD.	Rupandehi
Hotle Sambala	Rupandehi
Hotle Santanus	Rupandehi
Intertake	Rupandehi
J. B. Textile	Rupandehi
Junkiri Industries	Rupandehi
Laxmi And Baby Palastic	Rupandehi
Lumbini Bijuli Udog	Rupandehi
Lumbini Cabul Industries Pvt. Ltd.	Rupandehi
Malati Industries	Rupandehi
Metel Kaste Pvt. Ltd.	Rupandehi
Nepal Black Gold And L. T Industries	Rupandehi
Shiva Shakti Soap	Rupandehi
Teknomet Engineering	Rupandehi



Brijalal Rice Mills	Sarlahi
Annapurna Plywood Udhyog	Siraha
Bजारंग ओली आरु राई मल्ल	Siraha
Pashupati Maniyar Udhyog	Siraha
Pashupati Rice Mills	Siraha
Pasupati Cinema Hall	Siraha
Sarada Distilary Pvt.	Siraha
Shankar Rice Mills	Siraha
Shyamrice Mills	Siraha
Hotel Jay Nepal	Sunsari
Pashupati Chacirtra	Sunsari

### **Appendix: 3**

## **Questionnaires Used in Survey & the Response**

[Questionnaire and their Response](#)

[Recruitment: By Sectors](#)

[Recruitment: By Zone](#)

[Working Hour & Facilities: By Zone](#)

[Working Hour & Facilities: By Sectors](#)

[Provision of Leaves: By Zone](#)

[Provision of Leaves: By Sectors](#)

[Trade Union Rights: By Zone](#)

[Trade Union Rights: By Sectors](#)

[Health & Safety: By Zone](#)

[Health & Safety: By Sectors](#)

[Workers' Management Relation: By Zone](#)

[Workers' Management Relation: By Sectors](#)

[Guest Workers: By Zone](#)

[Guest Workers: By Sectors](#)