GEFONT’s
Fifth National Congress
April 4-7, 2009, Kathmandu

Ramaporn Malam


Pooni Puri,

Chand,

Nirmal,

Avadh da Parba Mawjor Antarjanakal ko Jankari ko Pratishthita Samanbhawan ko Ushashnokalo apni manja.


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Ramaporn Malam
Nepali Trade Union movement is crossing 63 years. During these years, there have been great upheavals in the world. The world labour movement even reached at peak in this period. The East European, Cuban, Chinese and Vietnamese revolution ended up feudal and imperialist oppression. The colonial power has been defeated by people's power. World labour movement solidly organised and empowered in this period.

The labour movement had gone through extreme difficulties and various ups & downs, at home and the aboard. Being organised since 2003 the working class movement lend strong solidarity with political parties in 1950s revolution and mobilised entire workers till 1960s to attain professional and organisational rights.

The Trade unions along with political parties banned after the coup d'état led by the then king Mahendra in 1960. However, the workers continued struggle under the absolute monarchy for 30 years of tyrannical rule of autocratic Panchayat system.

The political parties disintegrated in this period; where as workers gave continuity in their movement. The local trade union actions during 1972 to 1979 at various places such as Biratnagar, Janakpur, Birgunj, Hetaunda and Kathmandu gave birth of Second generation of Nepali Trade Union Movement. There was direct impact of worker movement on 1979’s mass movement; which forced the then autocratic regime to declare “referendum” whether the Panchayat system continued or opt it by the multiparty system. The trade union movement set its bench mark by active participating in the movement of 1990 and 2006 together with the political parties. The out comes of these movement has established revolution image of Nepali trade union movement within the country and globally.

Today, the global context has changed; the world is facing new but complex types of contradictions. The Capitalism is passing through an extreme financial crisis. Millions of workers are loosing their job due to this. 50 million more people are estimated to be unemployed worldwide due to this crisis. The Capitalism is moving towards is exploiting new
technology and replacing human labour.

These days, our country is in political transition. The old constitution is replaced by interim constitution. The issues of restructuring of state, federalism, and the issues identity has been a demand of the day. The peoples’ demand of identity & dignity of their ethnicity, language, culture, and equitable distribution of national resources are the genuine; thus our movement extend solidarity on it; however we are equally very much concern on the issue of economic exploitation. Right to access at house, food, cloths, education, health, security, drinking water, road etc are agendas of working class in Nepal. To meet these demands we need mutual unity, fraternity and solidarity. "Love to each other, Care to each other, Help to each other" are the slogans for our unity.

We all know that Nepali Political movement is being terribly divided. Politics is itself the conclusion of competition, argument, debate, Dialogue, unity in action and struggle. However, we are victim of the unhealthy competition of politics. The issues of class are being shadowed. The nation is suffering from the violence, spontaneous and wild-general strikes and social unrest. The Work place is not safe. Poor workers have been pushed to extreme difficulties and livelihood crisis. Our country is in the constitution making process. There are series of questions before us- whether is it possible to draft new constitution in time? Can we exercise our social, economic and political right under this constitution, with out fear? We discussed these issues during our historical congress; and similarly we guess, whole world is watching us how we seek answer of these questions. The Issues demand broader unity of working class.

Formation of strong national labour commission, effective implementation of labour legislations, introduction of labour inspection system, reform of labour market policies etc are our major issues. Realising our historical role, on the occasion of our Fifth National Congress;, I appeal to all trade unions and leaders affiliated with JTUC to cement our unity for social transformation, Peace and Democracy .

Thank you!

Mukunda Neupane
Outgoing Chairman

April 08, 2009
We who expressed our solidarity
LO – The Norwegian Confederation of Trade Unions

SEWA

UNI and UNI Apro

TUAC
Trade Union Advisory Committee to the OECD
सहभागिता / Participation
हाजीहाजी सहभागी कैसी / We who participated

Inauguration : Chief Guest J.N. Khanal, President - CPN (UML)

Special Guest : Com. Asta Laxmi Shakya, Minister of Industry

Chairperson : Com. Mukunda Neupane, Chairman-GEFONT

Master of Ceremony : Binod Shrestha, Secretary General-GEFONT

Welcome : Com. Umesh Upadhyaya, Dy Secretary General-GEFONT

Vote of Thank : Com. Bina Shrestha, Coordinator – CWWD, GEFONT
Ms. Fang Dan, ACFTU

Mr. Leopoldo Tartaglia, CGIL, Italy

Mr. Ganga Ram Khadgi, Chairman, Nepal Trade Union Federation

Mr. Tilak Thapa Magar, Chairman, FENEPT

Ms. Tove Möller Pedersen, SF

Mr. Leif Isaksson, LO-Sweden

Ms. Khagendra Khatri - NTUC-I

Mr. M. Khalid Atan, BWI

Mr. Sushil Chandra Amatya, Chairman, CoNEP

Mr. Mariannick Le Bris, CGT, France

Mr. Marianne Le Bise, CGT, France

Dr. Sharan KC, SASK, Finland
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Mr. Pong Sul Ahn, ILO, Delhi

Hon’ble Ganesh Shah, Minister for Science & Technology

Mr. Park Saungho, APWSL Korea

Mr. Hendrikus Karthof, FNV Bondgenoten, Netherlands

Mr. Gautam Modi, NTUl

Mr. Devraj Dahal, FES Nepal

Mr. Tim Ryan, American Solidarity

Mr. Naboth Cornelis Van Luijk, FNV Bondgenoten

Ms. Shikha Joshi, SEWA/Stnet

Hon’ble Lekhraj Bhatta, Labour & Transport Mgmt. Minister

Mr. Devaraj Dahal, FES Nepal

Mr. Park Seungho, APWSL Korea

Mr. Hendrikus Karthof, FNV Bondgenoten, Netherlands

Mr. Gautam Modi, NTUl

Hon’ble Ganesh Shah, Minister for Science & Technology

Mr. Devraj Dahal, FES Nepal

Mr. Tim Ryan, American Solidarity

Mr. Naboth Cornelis Van Luijk, FNV Bondgenoten

Ms. Shikha Joshi, SEWA/Stnet
Unity for Transformation

Ms. Margaretha Madelon Jose Langbroek, FNV Bondgenoten, Netherlands

Mr. Albertus Vinke, FNV Bondgenoten, Netherlands

Ms. Wilma Roose, FNV Mondiaal, Netherlands

Mr. Marjan Wilhelmina, FNV Mondiaal, Netherlands

Ms. Leona McCann, FNV Mondiaal

Mr. Lee, Yun Keon, KCTU, Korea

Mr. Prabhu Rajendran, FNV India

Mr. Kim, Ho Jung, KCTU, Korea

Mr. Hwang, Keun Yeong, KCTU, Korea

Ms. Wang Xuemei, ACFTU, China

Ms. Annelise Rasmussen, 3F

Ms. Marjan Wilhelmina, FNV Mondiaal, Netherlands

Ms. Wilma Roose, FNV Mondiaal, Netherlands

Ms. Leona McCann, FNV Mondiaal

Mr. Lee, Yun Keon, KCTU, Korea

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Ms. Wang Xuemei, ACFTU, China

Ms. Annelise Rasmussen, 3F
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Mr. H. Mahadevan, WFTU, ITUC-AP
Mr. Shing Li, Director, ILO-Nepal
Mr. Sanjiv Pandita, AMRC
Ms. Sujata Ghotaskar, IUF
Mr. Choi Jong-jin, KCTU
Mr. G. Rajasekaran, ITUC AP/MTUC

Mr. Narendra Kumar Basnet - Acting President, CNI
Mr. Kush Kumar Joshi - Chairman, ANFCI
Pratijnitihiru / Participants

Nepal Swathantrata Mazdoor Union (NIBA) - Nepal Independent Workers' Union (NIWU)

<table>
<thead>
<tr>
<th>Leader Name</th>
<th>Position</th>
<th>Name</th>
<th>Role</th>
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<tbody>
<tr>
<td>Kranti Singh</td>
<td>President</td>
<td>Manjhi</td>
<td>General Secretary</td>
</tr>
<tr>
<td>Ravi Kumar</td>
<td>Vice President</td>
<td>Singh</td>
<td>General Secretary</td>
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Nepal Swathantrata Deshadhikaron Garyud Mazdoor Union (NIBDGA) - Independent Textile Garment Workers' Union of Nepal (ITGWUN)

<table>
<thead>
<tr>
<th>Leader Name</th>
<th>Position</th>
<th>Name</th>
<th>Role</th>
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<tbody>
<tr>
<td>Anu Rana</td>
<td>President</td>
<td>Rana</td>
<td>General Secretary</td>
</tr>
<tr>
<td>Ramesh</td>
<td>Vice President</td>
<td>Rakesh</td>
<td>General Secretary</td>
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</table>

Nepal Paysanlabh Mukhur Sanyas (NPMS) - Independent Transport Association of Nepal (ITWAN)

<table>
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<tr>
<th>Leader Name</th>
<th>Position</th>
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<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surendra</td>
<td>President</td>
<td>Shanker</td>
<td>General Secretary</td>
</tr>
<tr>
<td>Ramesh</td>
<td>Vice President</td>
<td>Ramesh</td>
<td>General Secretary</td>
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</table>
**Nepal Sweetland karat Majhiy Dojim (Nepakamar) - Nepal Independent Carpet Workers' Union (NICWU)**
- लेखि: राधा, वायुहार्ष भएक्सी
- विभागा: वायुहार्ष
- नेपाल विभागा: गयाना लामा
- नेपाल मनिंग नेपाल: गयाना लामा
- नेपाल मनिंग नेपाल: गयाना लामा

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<tr>
<th>नेपाल स्वीटलैंड अम्बाकर बिजली उद्योग (नेपालकाब्ज)</th>
<th>Nepal Independent Hotel Workers' Union (NIHWU)</th>
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<tr>
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<td>मोहन प्रजाधान</td>
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<td>सुनैल गाउँ गुर्ख</td>
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<td>उदयप्रसाद गुर्ख</td>
<td>हरि पूरा</td>
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<td>दुल्लुवार मार्कोरा</td>
<td>जिपर विजया</td>
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<td>बिस्वास गुर्ख</td>
<td>वीरेंद्र गुर्ख</td>
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<td>नेपाल नेपाल</td>
<td>वीरेंद्र गुर्ख</td>
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<td>गरुड़ प्रकाश</td>
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<td>मेलाकर खुश</td>
<td>मेलाकर खुश</td>
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<tr>
<td>नेपाल ट्रेक्सिंग, दुर्गापुर, ट्रेवलर्स, राविन्द्र उद्योग (अनियम)</td>
<td>Nepal Trekking, Travellers, Rafting Workers' Union (UNITRAV)</td>
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<td>सफ्र दुर्गापुर</td>
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**नेपाल गैफेंट कार्निक बमहुर दुष्मन (नेपालकाब्ज) - Nepal Independent Carpet Workers' Union (NICWU)**
- लेखि: राधा, वायुहार्ष भएक्सी
- विभागा: वायुहार्ष
- नेपाल विभागा: गयाना लामा
- नेपाल मनिंग नेपाल: गयाना लामा
- नेपाल मनिंग नेपाल: गयाना लामा
### Unity for Transformation

#### Nepal Auto-Mechanics Trade Union (NATU)
- **President**: Keshari Ranabhadra
- **Secretary**: Ramesh Pratap
- **General Secretary**: Pushom Prakasha
- **Treasurer**: Prakash Paudel

#### Independent Garbage Cleaners' Union of Nepal (IGCUN)
- **President**: Dinesh Raj
- **Secretary**: Niranjan
- **General Secretary**: Nargis
- **Treasurer**: Pragya

#### Nepal Rikshaw Pullers' Union (NIRPU)
- **President**: Bishnu Prasad
- **Secretary**: Surendra
- **General Secretary**: Pushpa
- **Treasurer**: Purshottam

#### Nepal Independent Food and Beverage Workers' Union (NIFBWU)
- **President**: Laxmi Prasad
- **Secretary**: Madan
- **General Secretary**: Nischal
- **Treasurer**: Pratap

#### Central Union for Painters, Plumbers, Electro and Construction Workers, Nepal (CUPPEC-Nepal)
- **President**: Sudhakar
- **Secretary**: Prem Nath
- **General Secretary**: Surendra
- **Treasurer**: Pramod

#### Independent Garbage Cleaners' Union of Nepal (IGCUN)
- **President**: Dinesh Raj
- **Secretary**: Niranjan
- **General Secretary**: Nargis
- **Treasurer**: Pragya

#### Nepal Rikshaw Pullers' Union (NIRPU)
- **President**: Bishnu Prasad
- **Secretary**: Surendra
- **General Secretary**: Pushpa
- **Treasurer**: Purshottam

#### Nepal Independent Food and Beverage Workers' Union (NIFBWU)
- **President**: Laxmi Prasad
- **Secretary**: Madan
- **General Secretary**: Nischal
- **Treasurer**: Pratap
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Nepal Independent Chemical and Iron Workers’ Union (NICIWU)
- Nepal Street Vendors’ Union (NEST)
- Federation of Agricultural Workers, Nepal (FAWN)
- Nepal Street Vendors’ Union (NEST)
- Nepal Independent Chemical and Iron Workers’ Union (NICIWU)
नेपाल तथा अन्तर्राष्ट्रीय विद्यालय शिक्षक-कार्यकर्ता संघ, नेपाल (या.बी.) - प्रivate Boarding School Employees' Union, Nepal (PABSEU)

गुप्ता भाग्यभर रामराज मनोज बियोग्न अनुभव कुमार अन्तर्क्षण छापन विज्ञापन नेकस्यालय संगठन संविधान संगठन नेपाल लोकतन्त्री संघ

नेपाल बारबर्स संघ - Nepal Barbers' Trade Union (NEBT)

वेनेड ढारुर वेनेड ढारुर का नयापुर लामा लक्ष्मी नरसिंह सागर नेपाल लोकतन्त्री संघ

नेपाल दक्षिण देखि संघ - Nepal Security Service Trade Union (NSSTU)

गाईता गोरे विज्ञान हर्ष धानी देहात सागर नेपाल लोकतन्त्री संघ

नेपाल कूटन्य तथा कार्यकर्ता संघ - Nepal Courier and Cargo Workers' Trade Union (NCCWTU)

गणेश भारत गोरे गणेश भारत नेपाल लोकतन्त्री संघ

नेपाल स्वतन्त्र धर्म संघ - Nepal Independent House Service Trade Union (NEHSTU)

विद्यु दुल्लु विद्यु दुल्लु अनिता भारत नेपाल लोकतन्त्री संघ

नेपाल परम्पराघर्षिक संघ - Nepal Himabase Workers' Union (NEHWU)

विद्यु दुल्लु विद्यु दुल्लु अनिता भारत नेपाल लोकतन्त्री संघ
### Nepal 6th National Congress - Tax Consular Workers Organization of Nepal

<table>
<thead>
<tr>
<th>Organization</th>
<th>Head Office</th>
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<tr>
<td>Nepal 6th National Congress</td>
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### Nepal Petroleum Workers' Union

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### Gold & Silver Trade Union of Nepal (GOSITUN)

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<th>Organization</th>
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### National Beautician Union of Nepal (NABUN)

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<th>Organization</th>
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### Migrant & Others

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### National Committee

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<tr>
<td>Position</td>
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<td>Sector</td>
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<tr>
<td>----------------------------------------------</td>
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</tr>
<tr>
<td>Chairperson</td>
<td>Bidur Karki</td>
<td>Transport &amp; Allied Sectors' UC</td>
</tr>
<tr>
<td>Sr. Vice-Chairperson</td>
<td>Kamalesh Jha</td>
<td>Industrial Sectors' Union Council</td>
</tr>
<tr>
<td>Secretary General</td>
<td>Bipan Lama</td>
<td>Agriculture &amp; Plantation Sectors' UC</td>
</tr>
<tr>
<td>Dy Secretary General</td>
<td>Dinesh Rai</td>
<td>Non-Agriculture Informal Sectors' UC</td>
</tr>
<tr>
<td>Zonal Chief, Bagmati</td>
<td>Tulasi Shiwakoti</td>
<td>Non-Agriculture Informal Sectors' UC</td>
</tr>
<tr>
<td>Zonal Chief, Janakpur</td>
<td>Yuvraj Poudel</td>
<td>Non-Agriculture Informal Sectors' UC</td>
</tr>
<tr>
<td>Zonal Chief, Rapti</td>
<td>Hari Bahadur Karki</td>
<td>Non-Agriculture Informal Sectors' UC</td>
</tr>
<tr>
<td>Zonal Chief, East Narayansi</td>
<td>Kamlesh Jha</td>
<td>Non-Agriculture Informal Sectors' UC</td>
</tr>
<tr>
<td>Dy Secretary General</td>
<td>Dinesh Rai</td>
<td>Non-Agriculture Informal Sectors' UC</td>
</tr>
<tr>
<td>Chief, Youth Committee</td>
<td>Surendra Rai</td>
<td>Non-Agriculture Informal Sectors' UC</td>
</tr>
<tr>
<td>Chief - Finance Dept.</td>
<td>Ramesh Badal</td>
<td>Non-Agriculture Informal Sectors' UC</td>
</tr>
<tr>
<td>Secretary - Social Security</td>
<td>Bishnu Lamsal</td>
<td>Non-Agriculture Informal Sectors' UC</td>
</tr>
<tr>
<td>Secretary - Publicity</td>
<td>Lalit Kumar Chaudhary</td>
<td>Non-Agriculture Informal Sectors' UC</td>
</tr>
<tr>
<td>Secretary - Finance Dept.</td>
<td>Bijendra Shrestha</td>
<td>Non-Agriculture Informal Sectors' UC</td>
</tr>
<tr>
<td>Secretary - Trade Union Education</td>
<td>Janak Chaudhary</td>
<td>Non-Agriculture Informal Sectors' UC</td>
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<tr>
<td>Coordinator-Labour Relation Council (VC)</td>
<td>Hari Datta Joshi</td>
<td>Non-Agriculture Informal Sectors' UC</td>
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<tr>
<td>Coordinator-Labour Relation Council (VC)</td>
<td>Umesh Upadhyaya</td>
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<tr>
<td>Coordinator-Labour Relation Council (VC)</td>
<td>Nepali UPYC</td>
<td>Non-Agriculture Informal Sectors' UC</td>
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<tr>
<td>Coordinator-Geographical (VC)</td>
<td>Chudamani Jungali</td>
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<tr>
<td>Coordinator-Central Union Council (VC)</td>
<td>Uddhab KC</td>
<td>Non-Agriculture Informal Sectors' UC</td>
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Unity for Transformation
### GEFONT’s Fifth National Congress
April 4-7, 2009, Kathmandu

#### Mahila Samiti / Women Committee

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
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<tbody>
<tr>
<td>Com. Mina Chaudhary</td>
<td>Chair</td>
</tr>
<tr>
<td>Com. Mina Sharma</td>
<td>Secretary</td>
</tr>
<tr>
<td>Com. Mina Gurung</td>
<td>Member</td>
</tr>
<tr>
<td>Com. Manju Thapa Magar</td>
<td>Secretary</td>
</tr>
<tr>
<td>Com. Binda Shreevastav</td>
<td>Member</td>
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#### Committees rectified by the Congress

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
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</thead>
<tbody>
<tr>
<td>Com. Sita Lama</td>
<td>Chair</td>
</tr>
<tr>
<td>Com. Maya Gurung</td>
<td>Secretary</td>
</tr>
<tr>
<td>Com. Guma Devi Acharya</td>
<td>Member</td>
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<tr>
<td>Com. Aruna Thapa</td>
<td>Chair</td>
</tr>
<tr>
<td>Com. Amala Shrestha</td>
<td>Chair</td>
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<tr>
<td>Com. Narayan Neupane</td>
<td>Chair</td>
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<tr>
<td>Com. Mohan Negi</td>
<td>Chair</td>
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नेपाल ट्रेड यूनियन महासंघ, पाँची राष्ट्रिय महाधिवेशनमा पारित

प्रस्तावहरू

नयाँ नेपाल सहायता अभ्यास सम्बन्ध

नयाँ नेपाल सहायता अभ्यास सम्बन्ध

• ब्रह्म स्नेह बनेको भाषिक र रजनेत्सर्याती स्वयंसेवको स्वयंसेवा नुसार देखर र सहभागिताको प्रतिलिपि हो। यसलाई व्यक्तिलाई गर्न सशक्त, भनेको रूपमा एक साधन पाइछ। पहिला अभियान “भाषिक-रजनेत्सर्याती स्वयंसेवको नुसार, अभियान” अभियान बनेको र सहभागी तथा सहभागिताको गर्न। पहिला अभियान “भाषिक-रजनेत्सर्याती स्वयंसेवको नुसार, अभियान” अभियान बनेको र सहभागी तथा सहभागिताको गर्न।

• नयाँ नेपालको स्नेह तथा आनुभव भाषिकको जोडः यसलाई त्यसलाई दालाने गर्ने उद्देश्य 

• नयाँ नेपालको विश्वास र भाषिकता मुख्यालयको प्रकरण फलाहरू र प्रभावित अभियान

• नयाँ नेपालको निषिद्ध विपरीत र भाषिकता मुख्यालयको प्रकरण फलाहरू र प्रभावित अभियान

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Unity for Transformation

- No background information.

- "What is your vision for transformation?"
- "How can we achieve it?"

- "Transformation is not just about changing things. It is about changing how we think."

- "We must be willing to let go of what is comfortable."

- "Change is not easy, but it is necessary."

- "Let's start with small steps."
Unity for Transformation
GEFONT's
Fifth National Congress
April 4-7, 2009, Kathmandu
बिविषय अधिकृत श्रेणिपति हाम्रो जुन्द्रकोण

प्रयास

लघु कहाँ "समान कामका लागि समान नामात";

निर्देशन वा अनुपालनका प्रकुप्तहरूको कामका समग्र र श्रम अधिकृतका सामाजिक सुसंस्थानको हक जनता र श्रम सम्बंधी हको गायनको लागि पढ।

यो महाविद्यालय अंत पिङ्का–

पेशेक सामाजिक छोटा र छैनकोष समान हक र प्रत्येक महिलालाईको स्वाक्षर तथा प्रजनन सम्बंधी हक;

कृपया प्रत्येक महिलालाईको स्वाक्षरको स्वाक्षर तथा प्रजनन सम्बंधी हक;

प्रत्येक सामाजिककाराको आफ्नो विचारण तथा नामको पालन पोषण, आश्चर्यमुत्त क्षमता र सामाजिक सुरुवात प्राप्त गरेको हलाको हक;

प्रत्येक व्यक्तिको पुनर्निर्माण, वस्तु र सेवा समान पहिच, उपदेश र उपलब्धिहरू र बहु वेश्याको प्रकाशित उपलब्धिहरूको हक गरेको हलाको हक;

सामाजिक, साहित्यिक र शासन प्रक्रियाहरूको सङ्कपमा महाविद्यालय अंत पिङ्का–

सामाजिक, साहित्यिक र शासन प्रक्रियाहरूको सङ्कपमा महाविद्यालय अंत पिङ्का–

राष्ट्र, समाजको एवं सामाजिक एकता को प्रतीकको रूपमा रहेको गरी गायनको व्यक्ति;

मनुष्यका प्रताधिकारको कायमकरी प्रत्यक्षमूलको व्यक्ति;

मनुष्यका प्रताधिकारका कायमकरी प्रत्यक्षमूलको व्यक्ति;

केन्द्र, प्रेम र स्वतन्त्रता हरूको विनिर्धारण तथा सरकारी हरूको विनिर्धारण;

केन्द्र-प्रेम-स्वतन्त्रता सरकार गरी तीन तहको शासन व्यवस्था, सामाजिक-प्रेम-स्वतन्त्रता र स्वतन्त्रता गरी चार तहको सामाजिक उद्योग;

प्रयास विवरण-१

यो महाविद्यालय सामाजिक पढाइ–

विविध धर्मात्मक रूपमा देखाउने सहकर्त्याले अधिकृत

केन्द्रहरू अधिकृत दर्जा जाने कस्तै, नेपाली प्रदेश

नागालूङ र कार्यसाधन भर्न समग्र र श्रम सम्बंधी अभाग गरेको उपभोक्तालाईको प्रामाण्यमा होको छ।

निको केन्द्र श्रेणी झुर्पट पुथियालाई सागू पढाइ हुने निको केन्द्र र घनगामका व्यवस्था र "निर्देशन क्षेत्रमा" स्थानीय उपयोगको अन्तर्भावमा उपलब्धि बनाउने धर्मोपकारको प्रमाणमा दिना दिन केन्द्रहरू उपभोक्तालाई साधनको विविध अधिकृत ध्यान लागाउने लागाउने हुने।

यो महाविद्यालय आधुनिक पढाइ–

सामाजिक, साहित्यिक र शासन हरूको उपाधिकरण र धर्मोपकारको निर्धारण;

नेपाली निर्देशकाले साना हरूको धर्मोपकारको निर्धारण र प्रायोगिक उपाधिकरण गरेको व्यवस्था गरेको छ।

यो महाविद्यालय अधिकृत पढाइ–

समाजको सुरक्षा साइनिकको प्रतीकको हकको गायन, नेपाली निर्देशकाले साना हरूको धर्मोपकारको निर्धारण र प्रायोगिक उपाधिकरण गरेको छ।

यो महाविद्यालय आधुनिक पढाइ–

सामाजिक, साहित्यिक र शासन हरूको उपाधिकरण र धर्मोपकारको निर्धारण;

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यो महाविद्यालय आधुनिक पढाइ–

सामाजिक, साहित्यिक र शासन हरूको उपाधिकरण र धर्मोपकारको निर्धारण;

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गणतन्त्र भाषाको २० आठ वर्षिकोत्व

वि.प.पन्न-१०

यस सम्बत्तम दूरे उपनिवेशको विश्व विषयको पहिला वर्षिकोत्व पर्यासको भन्ने कार्यक्रमका साथ विशृंखला यसको सहित म्यारिन को महाविश्वकोन निर्माण राइटर कर्मिकोई निर्देशन गर्नुहोस्।

महाआधिकृतको धाराकर्ता भाषाको ४-

- नेपाल सरकारको स्थापनाको नाती पहल गौरिवर्धन- किशोर आधिक भाषा (एमी.बी.), विश्वासत्तुमूलक आधिक भाषा (एमी.बी.), किशोर वाणिज्यिक भाषा (एमी.बी.) र प्रविधि प्राप्तीक भाषा (टिडीबी)। साई युवांक (कार), कि जा दुर्योगमा नगरुको साथ मात्र भूमी भवन के जन्वेश्तर गर्न, आधिक भाषा विश्वा उपयोग-मेरियामाया १ बज्म सम्ब सत्ता प्रतिष्ठा आवश्यक छूट र ल्याङ्गीक ५० न्र निर्देशन आवश्यक छूट दिनेन, उपयोगको साइनसेस २० बज्म सम्ब मान्य हुने र उपयोगको १२ न्र निर्देशन निर्देश गर्नै गर्ने बज्म।

- आधिकाको प्रान्तिक नर्तको किशोर आधिक भाषा समाजलाई गर्ने शाक्षाताको योजना भाषा, परािरामको तोसेन, स्वायत, सुगता, कार्यकार्य, कार्यकार्यकारी युवाता जस्ता कुराहरुको निर्माण गरन, कईतमा उल्लेख नमा र भने अनुसूचना गर्ने सुझाव गर्ने आदि जीतेक गर्नु ४।

पल्टं, महाआधिकृतको उदर छ-

- आधिकाको भाषाको फैसला उपमा प्रान्तिक नर्तको भने पहिले निर्देशन गरने तरहको विश्वास नेपाल दूरे म्यारिन महात्मा राहु पैदा। किशोर आधिक भाषा बा भने पहिला भाषा आधिक भाषा निम्न भने पहिले दुर्योगमा जन्म रहने पैदा।

- श्रम तथा जनाला'को लागि सरकार पनि पहिला आधिकाको भाषा निम्न भने पहिले दुर्योगमा जन्म रहने पैदा।

- आधिकाको भाषा भाषा विश्वास समाज लोकान्तर र विश्वासको भाषा निर्देशन एवं जन्म रहने पैदा। (अभिमन्यु न. २९ र १०२) पनि, दुर्योगमा अन्य गर्ने र निर्देशन गर्ने जन्म रहने पैदा। (अभिमन्यु न. १६७) पनि, दुर्योगमा अन्य गर्ने र निर्देशन गर्ने जन्म रहने पैदा। (अभिमन्यु न. १२० र १२१) मात्र भने पूर्व भाषा निर्देशन गर्ने पैदा। (अभिमन्यु न. १०० र १११) भाषा निर्देशन गर्ने पैदा।

- नेपाल दूरे म्यारिन महात्मा विश्वासको चौथा विषयको पहिला कार्यक्रम सहित निर्माण कर्नेको म्यारिन यो महाआधिकृत मित्र राइटर कर्मिकोई निर्देशन गर्नु ४।
Resolutions adopted by
GEFONT - Fifth National Congress

Special Resolution -1

Congress realize

- The Labor relation is the reflection of the conflicts and negotiations between the employers and workers. Generally, we suppose to manage it in four ways. First, is the tough class struggle between workers and employers generally described as Tiger and Goat relation negating each other and no negotiation. Second is the relation between workers and employers as oppressed and oppressors, where the liberation of workers is not possible without removing the fear from the mind of the employees, where oppressors should come to compromise and negotiate with oppressed. Third is the assumption of support to each other by employers and workers as labour investors and capital investors to be understood as the concept of codetermination in German industrial relation. The fourth is the surrender of workers to the employers.

- In Nepal we can describe the difference of interest of these two groups:

<table>
<thead>
<tr>
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<th>Workers' emphasis</th>
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<tbody>
<tr>
<td>Discipline</td>
<td>Motivation</td>
</tr>
<tr>
<td>Productivity</td>
<td>Incentives</td>
</tr>
<tr>
<td>Demand and supply of products</td>
<td>Implementation of labour standard</td>
</tr>
<tr>
<td>Work</td>
<td>Decent Work</td>
</tr>
<tr>
<td>Individual bargaining</td>
<td>Collective action</td>
</tr>
<tr>
<td>Employees blame Workers as lazy</td>
<td>Workers blame employers as exploiters</td>
</tr>
</tbody>
</table>

Congress declares,

In new Nepal, From the previous practices it is proved that the process of collective bargaining based on enterprises have not been fruitfull and effective. In the process of collective bargaining, the role of the trade unions federations should be decisive. It will be more practical & effective if the plant level units of trade union Federations play the role to solve the problem in local level and monitors and pressurise to implement national level collective bargainings. In order to create uniformity in Labour market, industrial bargaining system based sectoral trade union federation of national level. Hence we should establish a system of local issue dialogue by plant level trade unions, national level bargaining by federations and policy discussion by confederations.

- In order to solve the labor disputes quickly and fairly, constitutionally and powerful National Labour Commission should be formed and effectively operated in functioning. The Commission should be formed under tripartie consensus appointed by the president of the Democratic Republic Nepal.

So the CONGRESS APPEALS to all Confederations of Joint Trade Union Coordination Centre to play the role jointly in these issues.

Special Resolution -2

AGENDAS OF SOCIAL TRANSFORMATION

Generally Trade unions Movement is struggling for four of Rights- Right to Work, Right to Wages, Right to Equality and Right to Freedom. These are all inter-related issues in process of transformation. Political, Economic and Social conflict can be addressed by only Social transformation. The main objective of social transformation is to ensure access with equity and justice in power,opportunity and resources for all citizen by re-structuring state-society-economy.

Therefor this congress appeals to mobilize all federations and structures to make women's role more effective in the process of Social transformation.

- To launch the movement against all kinds of abuses and social discrimination also in coordination with right activists of outside the trade union movement.
- To build awareness among working people for socialism as the goal where the society will maximize dignity and justice to the working people.
**Special Resolution - 3**

**Issue of Unification between General Federation of Nepalese Trade Unions and Confederation of Nepalese Professional**

This Congress comes to the conclusion:

- Confederation of Nepalese Professionals and GEFONT are the trade Union centres established and developed in two separate background and historical need. Professionals working in the Public services and Public enterprises in CoNEP and workers from enterprises of private investment, manufacturing, agriculture and other sectors in GEFONT are active independently. These two Organisations are moving ahead in similar political/ideological vision.
- The context has changed along with the establishment of Loktantra. The historical need now is the single confederation instead of separate go-ahead of One trade Union not separate to move whole labour sector.

Congress pays emphasis:

- To fulfill the historical demand, let us establish by merging two mainstream confederations into one large & completely “New Confederation”.
- This will be the Unified confederation of all trade unions who represents all professional and working class people and organize all who accept the policy and programme.
- “New Confederation” will be the organization of working class-for working class’-by working class free from any pressure/influence of government, employers, economic, religious and other outside forces. This Confederation should be committed to go into lobbying/advocacy work to ensure the fundamental rights and dignity and to initiate/lead creative & pressurising activities.
- This Confederation should be committed to unite all and to form the single Union as “Joint umbrella of Trade unions”.

**Agenda for single union**

The Congress reememorizes that the character of the state is still capital-tilted and not in favour of workers, so the Congress indicates towards the need for:

- Equal treatment to and balanced behaviour with labor and capital by changing the nature of the state
- Access of working class in the policies, programs and national budget of the state.
- One voice of worker and coordination among trade unions for labour market agenda.
- Lead nation-society-economy to move forward towards workers oriented socialism with full determination.
- To develop the foundation for single trade union confederation.

And hence the Congress:

- Reemphasizes to develop Joint Trade Union Coordination Centre as the wider powerful and active umbrella of trade unions.
- Endorses proposed Code of Conduct to run Joint trade union coordination centre.
- Appeals for effective implementation of agreements among the confederations in the initiative and involvement of our organization.

**Global economic crisis, national energy crisis and employment**

The global economic crisis is the visible outcome of the offensive activities of the modern capitalism and casino-capitalism. The crisis in US starting from the financial and banking sector developed as global economic crisis and victimised working class of the world by creating employment crisis. In the name of bail-out, National Governments of the world are pouring resources to business houses by misusing the revenues collected from the citizen & working people.

This Congress requests to mobilize the Bail-out funds directly to the workers who are suffering from unemployment and appeals for go ahead in consultation & coordination with International & regional trade union centres and blocks, Global Union Federations and national centres of Trade Unions. The Congress warns that the steps taken to solve/manage this crisis ignoring the role of trade unions will not effective.
The Congress urges to the state and political parties to be serious and take initiatives to protect Nepali migrant workers from the threat of extreme difficulties in foreign employment caused by global economic crisis. The congress also appeals the state and political parties to be sensitive towards declining import and export, closures of enterprises and also the energy crisis in the form of scarcity of petroleum and electricity load-shedding. Due to the electricity cut-off of 96 hours a week, not only industries but also the general public & working people are facing extreme difficulties.

Government declared the electricity crisis but did nothing to solve this problem. Even though the production possibility of electricity is 8800 Megawatt but we are producing only 356 megawat. Total demand is 500 mw in the morning, 430 mw at day-time and 770 mw at night. The demand is further increasing by 10% annually. But due to the leakages, only 286 Mw is in actual consumption and is affecting adversely the production, economic activity and employment. The Congress warns state, civil society and political parties to implement the commitments and not to limit in the lip service by continue to ignore economic agenda and the issue of economic equality.

Therefore the Congress demands for,
- Protection of workers within the country and migrant Nepali workers abroad from global financial crisis,
- Solve the energy crisis immediately,
- Initiate Schemes to create massive employment,
- Announcement of social security and social protection package for workers and immediate implementation both in the formal and informal sectors of employment.

The Congress appeals to employers’ organisations not to misuse this crisis as an opportunity for lockout and dismissal of workers and should resolve the problem from social dialogue with trade Unions.

Environmental Problem

The Congress expresses concern over:
- Different form of pollution, imbalance of human being with nature caused by high population growth and climate change are the serious problem of the world community. Trade Union movement and Trade union organization cannot be indifferent with these problems which affect adversely the lives of the working population. Diforestation, drinking water problem, flood, global warming, climatic change and various epidemics victimise the working people first.

This congress urges to the Working class to be careful and aware of intensifying adversities on their lives, employment and health caused by environmental crisis.
- to the State and Political parties to launch researches on environmental problems and climatic change and initiate necessary steps in time to minimize the ill-effects.

GEFONT and Political parties

There are diverse views on relationship between political parties and trade unions. Some political parties are of the view that policies as well as leadership of the trade union under their fold should be decided by the party itself, whereas some think that there should be no realition between party and unions. Some parties think that trade union should act within the range of broader party policy with independent organizational functioning involving both party members and non party members.

GEFONT believes – instead of patronage relation or apolitical behaviour, fair will be support and opposition based on merits & demerits of the political parties and to criticise, warn and oppose accordingly. GEFONT denies the behaviour of opposing the political party in power & support the party in opposition in order to show the union 'revolutionary' and of supporting party in power & ignore party in opposition in the name of practicability.

Therefore the Congress declares that the Trade Union organization should move together with the political party having similar ideology, vision and goals as the partner. GEFONT respects the members' right to vote, support & criticism any political party and expresses its commitment to extend the hegemony of working class by convincing the members and non-members on our vision, mission and goal.
Special Resolution -8

About the forthcoming constitution

This congress
Highly Recognizing the mandate of Nepali people expressed time to time through historical struggle demands for following issues to be included in the new constitution which is going to be issued on behalf of sovereign Nepali people:

- End of social, economic and cultural discrimination.
- Press freedom with fundamental Human rights and trade union rights
- Strengthening adult franchise, periodic election, republican and competitive multi-party system based on the unity of Nepali people on the ground of liberty & equality.
- Independent judiciary based on constitutional supremacy and rule of law.
- Federalism with local state and central governance democratic and competitive multiparty sysrem.
- Inclusiveness on based on class and gender-caste/ethnic-region
- Strong national economy based on three pillars of Public, private & cooperative ownership.

The Congress Appeals to new National Executive Committee to mobilize entire labour force for timely declaration of new constitution in order to move towards our long-term goal of Socialism for dignified working class and prosperous life.

The congress emphasizes:
- Right to decent life by prohibiting the death sentence
- freedom to assemble peacefully and without arms;
- freedom to form political party or organisations;
- freedom to form unions and associations;
- freedom to mobility in every part of Nepal and to practice any occupation/profession, or any industry or trade.

Constitutional guarantee should be ensured to:
No discrimination shall be made against any citizen on the ground of religion, race, sex, caste, community, origin, language or ideological conviction or any of these.

No special privilege to any with the exception of positive discrimination by law for the protection, empowerment or advancement of the woman, Dalit, indigenous, madhesi, peasants and workers.

Ensure the right of Equality to every citizen,
- basic health service free of cost
- Free basic education service
- Access of employment without discrimination by establishing the right of employment
- Allowance to senior citizen, pregnant women, differently able person and the insurance system for workers.

Congress expresses commitment,
For right against exploitation, against Trafficking in human being, slavery or serfdom and force labour are prohibited.
right to proper work practice.
- Strict prohibition to works and negotiate below the minimum wages fixed by labour act.
- Prohibition to work in industries, mine or armed force, and to use in war to the children below 18 years.

Congress reaffirms the right of,
- Every worker to form trade union, to organize and collective bargain
- Strike as an alternate to solve labor debate.
- “Equal wages for equal work” between woman worker and male worker.
- right of social security to every workers of both formal and informal sector.

The Congress puts Emphasis on,
- Son and daughter have equal right to their ancestral property and the right of reproductive health and realted matters.
- prohibition of every form of violence and punishment by law.
- Every child should have right to his or her name / identity, nutrition and basic health.
- Everyone shall have right to access on quality things and service.

The Congress opines on Legislative, judiciary and governance system,
- Governance should be based on federalism and inclusive in nature.
- President shall be the symbol of national unity and nationality.
- Executive power should be vested on directly elected prime minister.
- Two tier legislative in the centre and single legislative assembly for province and local level.
- Three tier governance system in Central, provincial and local level and four tier judiciary Supreme Court, Provincial court, District court and Local court.

The congress gives emphasis on,
- Fifteen percent reservation for workers' representative in representative bodies in both house of parliament in central and provincial and local bodies.
- To ensure civil and labour rights, trade union representation should be made compulsory in all policy decision bodies.

The congress demands:
- National Labour Commission as the constitutional body to resolve all kinds of labour disputes.

The congress instructs:
- The newly elected National Executive Committee should play vital role to ensure Labour Rights including right to social security, workers' representation in every policy decision bodies and to form National Labour Commission.

Special Resolution-9

On Special Economic Zone

The Congress observes the motive behind SEZ,
- With increasing Globalization, the Government of various countries on economic agenda as a key element to increase economic growth rate, to attract FDI and smooth functioning of productive activities.
- 'Hire and Fire' to workers in line of using contract labour and to strictly prohibit protest rallies, strike and other trade union rights.
- To practice labour flexibility without any protection measures for workers is increasing in the name of SEZ

The attention of the congress is attracted towards:
- Special economic Zone (SEZ), Export Promotion Zone (EPZ), Tourism Promotion Zone (TEZ) which are being initiated to establish by the Government of Nepal, in the context of tax and tariffs is in favour of employers with tax rebate, licensing and export facilitation.
- A powerful board has been designed by the government without representation of workers with full rights to decide wages, Health, Security, Working hours, welfare and to prepare the manual to hearing & solve labor disputes.

Therefore the Congress declares,
- GEFONT should oppose the decision of the authorities without consultation to the trade unions and GEFONT should take stand on following points in relation to SEZ:
  - Not only the right to work and wage but there should be the right to decent work.
  - Declaration of ILO on the "Fundamental Rights at Work", Convention No. 29 & 105 concerning bonded labor, Conventions 87 and 98 concerning Freedom of association and Right to bargain collectively, Conventions 138 & 182 concerning elimination of child labor and worst form of child labour and Conventions 100 & 111 concerning ensuring no discrimination of wages between male and female and prohibiting discrimination based on Caste, Gender, Political ideology, origin or nationality.

Special Resolution-10

20th Anniversary of GEFONT

The year 2009 is the year of 20th Anniversary of GEFONT and hence the congress gives instruction to newly elected National Executive Committee to celebrate 20th Anniversary with grade programmes.
GEFONT's
Fifth National Congress
April 4-7, 2009, Kathmandu

Sanlangata / Involvement
बसंती हु जो सलाज भनु / We who involved

भव्य समारोह / Presidium
क. मुकुन्द शुक्ल / Com. Mukunda Neupane
क. जीतले जी / Com. Lati Basnet
क. विश्वनाथ / Com. Bishnu Rimal
क. बिकास परेण्ड / Com. Bikesh Shrestha
क. उमेश उपाध्याय / Com. Umesh Upadhyay
क. बिनय पादेय / Com. Binda Pandey
क. जीतले जी / Com. Hari Dutta Joshi

लोकतन्त्री सम्बन्ध / Election Commission
न. निर्मल राम / Dr. Shiva Sharma
न. भरत पाहरी / Dr. Bharat Pahari
क. दिशामस भट्टाराय / Com. Tikaram Bhattacharai
क. प्रिया बाउल / Com. Nisha Baniya
क. भानुकास गाँवी / Com. Chandra B. Shahi

सचिवालय / Secretariat
क. निर्मल शर्मा / Com. Bikesh Shrestha
क. उमेश उपाध्याय / Com. Umesh Upadhyay
क. हारी जोशी / Com. Hari Dutta Joshi
क. बिनय पादेय / Com. Binda Pandey
क. कलिंदा राम / Com. Kalinda S. Rimal
क. जीतले जी / Com. Jitendra Shrestha
क. रंजीत आचार्य / Com. Rabin Acharya
क. संगीत राई / Com. Som Rai
क. महेंद्र केशरी / Com. Mahendra Shrestha
क. बिनय मार्की / Com. Bikash Shrestha
क. शाक्ति पादेय / Com. Shakti Pandey
क. जीतले जी / Com. Jitendra Shrestha

रैली विभाग / Railey Management
क. उद्धव केशरी / Com. Uddhab KC
बापूमा निपटान र मनोज्यकर

खंड तथा स्थायीक व्यवस्था / Venue Management
क. जीतले जी / Com. Jitendra Shrestha
क. महेंद्र सिंह / Com. Mahendra Shrestha
क. निलम्बीकार लाम / Com. Nirmal Lam
क. अनंत अय्यार / Com. Anant Ayyar
क. विजय रास्तेन / Com. Vijay Ratna
क. मातीकप गुप्त / Com. Maiti Gupta
क. निलम्बीकार लाम / Com. Nirmal Lam
क. रामचन्द्र सिंह / Com. Ramchandra Singh

साधन विभाग / Lodging Management
क. निर्मल शर्मा / Com. Bikesh Shrestha
क. सुनील साधारण / Com. Sunil Sadharan
क. जीतले जी / Com. Jitendra Shrestha
क. बिनय पादेय / Com. Binda Pandey
क. बिकास परेण्ड / Com. Bikesh Shrestha
क. अनंत अय्यार / Com. Anant Ayyar
क. निलम्बीकार लाम / Com. Nirmal Lam
क. रामचन्द्र सिंह / Com. Ramchandra Singh

भाग्यशील बाह्य सम्बन्ध /

चालक समिति / Election Commission
न. निर्मल राम / Dr. Shiva Sharma
न. भरत पाहरी / Dr. Bharat Pahari
क. दिशामस भट्टाराय / Com. Tikaram Bhattacharai
क. प्रिया बाउल / Com. Nisha Baniya
क. भानुकास गाँवी / Com. Chandra B. Shahi