The Beginning of A New Era
Decade long armed conflict and succeeding years of political transition came to a peak-point on 2015. The same year, we Nepali had to face natural and imposed disaster - the blockade and pain of an earthquake. Now, we congratulate entire working people that we have been able to overcome all such hurdles within short period of time.

To implement the provision of the constitution, restructuring of state has been completed within 2017. Now, Nepal has 7 provinces and 753 local entities - municipalities and village authorities. To institutionalize the federalism, Nepal successfully conducted the three tier election of local authority, Provincial Assembly and National/Federal Parliament in 2017 and beginning of 2018.

On 15, February, 2018, Mr. KP Sharma Oli came to power as the Prime Minister of Nepal having support of two third majority of House of Representatives. After oath, he said that we have completed our political struggle and now we need to concentrate ourselves on economic development and prosperity.

After the formation of the new government, we trade unions started social dialogue with the government and employers' organization in a new political frame. A number of achievements have been witnessed in Nepali labour market. Major 10 achievements may be mentioned here.

**Contributory Social Security: A significant step forward**

The Government of Nepal launched contributory Social Security Scheme on 27 November 2018. The scheme is funded through the contributions made by the workers and the employers. As an outcome of long standing social dialogue between social partners, the Government of Nepal along with social partners also celebrated the social security day on November 27, 2018. The scheme is set to initially include Medicare, Health and Maternity Benefit; Accidental and Disability Benefit; Dependent Benefits and Old-age Benefit. This is a historical step towards achieving decent work for all.

**Medicare, Health and Maternity Benefit Scheme**

- Eligibility: 6 months contribution for Medicare and 12 months contribution within last consecutive 18 months for maternity benefit.
- Incase of hospitalization, up to NRS 100,000 and incase of treatment at home NRS 25,000 shall be paid by SSF. However 20% of the bill shall be paid by the worker.
- All types of checkup fees, operation, diagnosis and follow up fees shall be covered but it does not cover cosmetic surgery and related cost.
- The amount shall be paid directly to Hospital or account of workers concerned.

- Sick Leave: Employer liability up to 12 days and SSF shall pay 91 days at the rate of 60% of basic wage
- Maternity leave: Employers liability up to 60 days and SSF to pay 38 days at the rate of 60% of basic wage of workers concern
- Per child grant shall be equivalent to one month national minimum wage.

**Accidental and Disability Benefit**

- Eligibility: Incase of Accident, it shall be applicable from the date of contribution but 2 years contribution is mandatory for treatment of occupational disease

**Benefits under Social Security Schemes 2018**

There are major four schemes in first phase covering 7 social security benefits listed under Social Security convention 102 of ILO.
During the ceremony of launching the schemes, Prime Minister KP Sharma Oli said “After the implementation of the scheme, workers will not have to worry about their old age as the contribution from their productive years will benefit them in the later part of their life”.

Labour, Employment and Social Security Minister Gokarna Bista said that the new scheme will end all financial insecurity for the present and uncertainty for the future faced by private sector workers and that it will lead to a dignified and secured life.

GEFONT's Patron and Chief Advisor to the Prime Minister Mr. Bishnu Rimal said, "we always argued that the ratio of flexibility in the labour market depends on the ratio of social security benefits. Now, we are able to shape labour law and social security schemes and its contribution through social dialogue as a great achievement in the world of work".

President of GEFONT Mr. Binod Shrestha, said that implementation of contributory social security scheme is essential for prosperous Nepal and Happy Nepali where there are hurdles in every step to implement it, but unified journey of trade unions would be able to remove the obstacles.

Ms. Bhawani Rana, President of the Federation of Nepalese Chambers of Commerce and Industry said that workers’ future will be secured as a landmark in labour right & safety and this will promote dignified labour practices in the country.

These schemes are applicable to all workers having formal employment relationship irrespective of number of workers in any enterprises or with an employer. Social Security Fund (SSF) is created to regulate the scheme and board in a tripartite frame.

In 2017, the Parliament promulgated two major legislations - Labour Act 2017 and Contributory Social Security Act 2017. Regulations required for the implementation have also been made public. The Social Security Act 2017 and its Regulation provides legal foundations for application of the new scheme.

It is mandatory that all employer and workers should be registered in SSF. The Schemes are funded through the contributions made by workers and employers. While workers contribute 11 per cent of their basic salary, the employers top up 20 per cent of the workers’ basic salary. Of the 31 percent, 1 percent will go for Medicare, Health and Maternity Protection scheme; 1.40 percent for Accidental and Disability scheme; 0.27 percent for Dependent Benefit and 28.33 percent for Old-age security scheme. Moreover, the workers are eligible to participate in the social security scheme from day one of their employment irrespective of their employment status.

- SSF is responsible for all expenses in case of employment injury and occupational disease
- In case of none employment injury, SSF will pay up to NRS 700,000 only.
- Disability pension based on ratio of disability till death
- Disability ratio fixed by medical board based on relevant factor listed in annex of the scheme

**Dependent Benefit:**
- In case of death, spouse gets 60% pension till next marriage or alternative employment
- Child up to 18 years of age gets 40% of last contribution of workers as educational grant per month and may extend up to 21 years if child is continue in school or college education.
- In case of more than one child 60% of last contribution of workers shall be divided by number of children

- Incase of no spouse or children, parents are eligible to receive dependent benefit
- In case of 100% disability, 100% of last contribution of workers is to be provided to the guardian of the disabled person

**Old Age Benefit**
- Old age benefit divided into two parts - Retirement benefit and Pension
- Those who joined the Social Security Fund before July 16, 2019 shall receive package of retirement benefit and those jointed after 17 July 2019 shall receive pension.
- Minimum contribution period shall be 15 years and age limit shall be 60 years
- Pension amount will be calculated based on total accumulation (workers contribution, employer contribution and return of the investment to the account of individual worker)
Prime Minister Employment Program:  
**New initiative against unemployment**

The Prime Minister Employment Programme launched on 15 February, 2019, aims to ensure a minimum 100 days of employment opportunities or wages to all unemployed person in the country and alleviate poverty in the long run.

Unemployed persons should register themselves in Employment Service Centre (ESC) in 753 local Bodies with their basic information. They will be entitled to subsistence allowance if the government cannot guarantee the minimum 100 days of work. The government has also enlisted

**Objective:**
- To ensure right to employment as fundamental right of the citizen of Nepal
- To create job opportunity within the country and reduce the pressure in foreign employment.
- To eradicate poverty and provide social protection to needy population
- To improve livelihood conditions by creating labour intensive development opportunity
- To coordinate cooperatives, public and private sectors and inter government sectors
- To provide proper information and skill to match employment opportunity to unemployed persons

**Operational process of the Programme:**
- Focus to Local Government in coordination with federal and Provincial Government
- Unemployed person between 18 - 59 age-group as target group
- Employment Service Centre (ESC), in all 753 local government will be implementing entity
- Each ESC led by an Employment Coordinator to facilitate between job and jobseeker
- Jobseekers should register themselves to the local government with basic information
- Jobseeker to be informed on employment opportunity, required skill and qualification
- Training and skill to be provided as demanded
- If employment opportunity of 100-Days could not be given to any member of Household, government shall provide half of minimum wage as livelihood allowance
a total of 13 probable job areas where they will be employed. ESC will have records on jobs available at government projects in the local federal units and mobilize the unemployed ones in the projects.

Inaugurating the programme in the Capital on 15 February, 2019, Prime Minister KP Sharma Oli hailed the initiative as a new beginning for the country towards eradicating poverty by ensuring income generation opportunities for the jobless people. He said, “Among many problems the country is facing, unemployment is the biggest one, which further leads to poverty. If only we can provide everyone with work, there will be no poverty. We all need to come together for its effective implementation for no poverty and no unemployment in Nepal.”

The programme will be connected to commercial agriculture, irrigation, drinking water, river control, forest, tourism, transport infrastructure and other public construction works being executed by local, provincial and federal governments. It is a program to implement the right to employment as fundamental right of the citizen under article 33 of the Constitution of Nepal.
Revision of Minimum Wages:

In Nepal, the minimum wages are normally revised at the interval of every two years. Following the promulgation of new Labour Act last year, the Unions demanded revisit of the minimum wages. Meanwhile, under the Plus 50 Campaign of International Trade Union Confederation (ITUC), Nepali Trade Unions had proposed jointly to add NRs. 5000 monthly to the minimum wages. Following the formation of the new government, Nepal Government, in the process of addressing the demand of the Unions, had formed the Minimum Wage Fixing Committee on May 2018. After a prolonged talk and discussion in the Committee involving GEFONT among others, the Committee procured an agreement to increase the minimum wage by 39 percent, i.e., NRs. 3750/- for all sectors except Tea Garden. Later on in case of Tea Gardens also, 39 percent has been added to the existing wage. Now the new minimum wage has already come into effect from agriculture sector, domestic worker to all arena of work and labour. The wage rate fixed now is the highest among all in the last eight years. And, the real wage increase is also higher than those of other years.

Though the wage has increased by NRs. 3750 monthly, the Unions’ demand of an increase of 5000.00 has not been met in the direct income even after adding gratuity, provident fund, life insurance premium, festival allowances and other additional amounts to the minimum wage. However, on the basis of the expenses of the employer, the Unions’ demand has been basically addressed.
Law Adopted for Implementation of Fundamental Rights

On 20th September 2015, the Constituent Assembly of Nepal promulgated new constitution. The Constitution ensured various fundamental rights to the peoples of Nepal. First time in the history of Nepal, there are a number of workers’ rights included in fundamental right of the Constitution. The provision of the constitution and its position of enforcement are mentioned below:

**Right To Employment:** The constitution mentioned that every citizen shall have right to choose the employment. Similarly, every citizen has right to employment. The terms and condition of employment and unemployment assistance shall be determined by federal law.

To implement the provision of the constitution, the parliament has already adopted the Employment Act which declares a guarantee of the 100-days employment.

**Right To Fair Labour Practice:** According to the Constitution, every worker has right to be protected by fair labour practice. To implement the provision, the parliament already passed Labour Act 2017, which categorically prohibits the unfair labour practices and has made it punishable under the law.

**Defining Workers:** First time in the history, the definition of workers has been made in the constitution. The word 'workers' refers to the persons who work mentally or physically for employer in lieu of salary. It made it clear that entire workers including mental, intellectual and physical, are covered by the right conferred to the workers.

**Right to fair wage and benefit:** Every worker has right to be protected under fare wage and benefits. To implement this, a number of provision has been mentioned in Labour Act 2017. No employment contract may be made contradicting the minimum wage declared by the government. Workers have right to bargain collectively to determine higher wage above than as fixed by the government.

**Right to be protected by Social Security:** Every worker has right to be protected under contributory social security system. To implement this provision of the Constitution, the Parliament has passed the Contributory Social Security Act 2017. From this year, employer and workers registration will be initiated. The Social security Board has already decided that all workers registered in the Social security system shall have right to get Medicare benefit, Maternity benefit, Accidental Benefit, Disability benefit, Dependents benefit and old age benefits. This provision is applicable to all workers irrespective of nationality.
In addition, the Parliament also adopted the Social Security Act 2018, which will provide income-based universal social security to old aged people, single women, disabled person, freedom fighter, marginalized people and others.

**Right to join union and bargaining collectively:** The constitution granted that every worker has right to establish and involve in trade union and bargain collectively in accordance to law.

To implement this provision, Labour Act 2017 and Labour Rule 2018 have set various provisions. The Act provides the right to bargain collectively to the enterprise level union and trade union federation as well. There is separate Trade Union Act 1991 which administers the registration and functioning of the unions.

**Right Against exploitation:** The constitution ensures that every person has right against exploitation. No person shall be subjected to any kind of exploitation on the basis of religion, custom, tradition, culture, practices or any other base. No person shall be subjected to human trafficking or bonded labour and such activities will be punishable by law. No person shall be subjected to forced labour. Compensation will be given to the victims of forced labour and trafficking and simultaneously punishment to the perpetrator.

To implement the right against exploitation, numbers of provision has been mentioned in the Labour Act 2017 and Muluki Civil and Criminal Code Act 2017 have several provisions. Additionally, there are Human Trafficking (Offence and Punishment) Act 2007 and Kamaiya Labour Prohibition Act 2000.

**Right against child labour:** The Constitution is sensitive that no child shall be employed to work in any factory, mines or engaged in similar other hazardous work. Similarly no child shall be recruited or used in army, police or any armed group or be subjected in the name of culture or religious tradition to abuse, exclusion or physical or mental or sexual or other forms of exploitation or improper use by any means or in any manner. Any act contradictory to above mentioned clause shall be punishable by law and a child who is the victim of such act shall have right to obtain compensation from perpetrator, in accordance with law.

To implement this provision, the Parliament adopted the Children Act 2018. There are a number of provisions mentioned in the Civil Code Act 2018 and Child Labour Prohibition and Regulation Act 2001.

**Right to Equality:** The constitution clearly stated that there shall not be discrimination regarding remuneration for equal value of equal work and social security.

The constitution ensures that the state shall not discriminate among citizens on grounds of origin, religion, race, caste, tribe, sex, physical condition, disability, health condition, matrimonial status, pregnancy, economic condition, language, geographical region, ideology or any other ground. However, there is some provision which provides room for positive discrimination. It is assured that special provisions by law may be set for the protection, empowerment or advancement of different social groups including worker.

For effective enforcement of Fundamental rights conferred by the Constitution of Nepal, the Parliament has adopted following laws on September 2018

1. Social Security Act 2018
2. Compulsory and Free Education Act 2018
3. Individual Privacy Act 2018
4. Racial Discrimination and Untouchability (offence and punishment, First amendment) Act, 2018
5. Housing Right Act 2018
6. Employment Act, 2018
Some of the Legislation adopted by Parliament after enforcement of Constitution 2015

1. Labour Act 2017
2. Contributory Social Security Act 2017

Enforcement of Labour Rule 2018 and Contributory Social Security Rule 2018

A meeting of the Council of Ministers held on 27 May, 2018 has adopted the Labour Rule 2018. Labour Rule is mandatory to implement the Labour Act 2017. The Rule has some important provision to regulate labour market. The major provisions of the Rule are:

- Provision of Labour Audit in every enterprise
- Provision of payment of wage and other facilities through banking system which will end up non payment and delay payment of wages & benefits and control the tax evasion as well.
- Provision for domestic workers to get paid leave of 12-days yearly and one day weekly rest.
- Provision to regulate the labour suppliers through compulsory registration and a deposit of at least NRs.1.5 Million.
- Provision for OSH matters including formation and operation of OSH committee in workplace
- Formation of Collective Bargaining Committee and procedure for industry wise collective demand.
- Formation and operation of Labour Relation committee and use of welfare fund
- Equal treatment for migrant workers working in Nepal and process of work permit thereof.

Similarly, Contributory Social Security Rule, 2018 has made a number of provisions as required by the Social Security Act, which include

(a) The procedure for participation in Social Security Schemes
(b) Registration of the employer and workers in Social Security Fund
(c) Operation of fund
(d) Appointment and removal of Executive Director and other officials.

Likewise as a part of legal framework, social security fund has formulated Operational Directives to operate the Social Security Schemes which came into force from November 22, 2018.
Payment of Remuneration through Banking Channel

Cabinet meeting held on **July 16, 2018** has approved the Procedure for payment of remuneration to the workers prepared by Ministry of Labour which aims to end up irregularities in the payment of remuneration of workers through banking channel.

The decision will be come into force phase-wise.

**First phase:** government employees, including those employed in the provincial and local bodies, universities, state-owned enterprises, governmental committees and projects, among others, will receive their payment through banking channel before October 17, 2018.

**Second phase:** Banks and financial institutions, insurance companies, hotels, airline companies, travel agencies and other service industries, cooperatives, labour supply agencies, community and institutional education companies, I/NGOs, trusts and firms established under company registration regulations will have to start paying their workers through the banking channel before January 14, 2019.

**Third phase:** Workers not listed above, including domestic workers, will have to be paid their remuneration compulsorily through the banking channel before January 14, 2020.

If there is no access of banking channel in local bodies, the employer will have to start paying the remuneration through banking channel within three months of establishment of a banking institution.

In case of emergency, however, the employer can pay the workers in cheque or cash. The cabinet decision is based on the Labour Rule 2018 which was adopted by the cabinet on May 28, 2018. which states that ‘all kinds of labour suppliers, companies or individuals engaged in any sector have to compulsorily pay the remuneration of their employees through banking system’.

Regulating Outsourcing

*The most exploitative practice since 20 years in Nepal in the name of outsourcing is now under regulating provisions. Trade Unions have always urged to regulate and provision of Labour Laws to cover it. By using the power conferred by Section 58 of the Labour Act, 2017, the Ministry of Labour, Employment, and Social Security has published a notice in Nepal Gazette on the recommendation of Central Labour Advisory Committee on October 05, 2018 providing the list of works subject to outsourcing. Based on the notification, major four areas of work is open for outsourcing:*

**Category 1: Security Services - Security personnel**

**Category 2: Facilitating services**

- Workers required for management of all types of sanitation and waste management
- Gardners including agricultural employees.
- Office assistant (for preparing tea and lunch or messenger service),
- Employees for canteen and catering.

**Category 3: Business Support Service**

- Driver, conductor,
- Employees required for loading-unloading, transportation of goods and store management,
- Employees required for repair and maintenance and technical support and consultancy,
- Construction employees including plumber, electrician, builder, carpenter.
Category 4: Domestic help Service

- Domestic workers including house maid, care giver

All outsourcing company should follow following terms and condition:

- The principle employer cannot hire workers from Outsourcing Companies for the main work specified or the work directly related to the main work.
- The Outsourcing Companies currently in operation should obtain license from the Department of Labour and Occupational Safety or related Office of Labour and Employment within December 22, 2018.
- While inviting or submitting any proposal or bids or entering into agreement for employees through outsourcing agencies, the employer cannot enter into a contract with any organization that has not obtained a license for outsourcing under the Labour Act.
- The employer is required to conduct labour audit and submit report to the Department of Labour and Occupational Safety or related Office within January 16 every year.
- Other provisions of the Labour Act and Rule shall be applicable equally.

The following matters should be covered while inviting or submitting any proposal or bids or entering into agreement for availing employees through outsourcing agencies pursuant to Public Procurement Act, 2007:

(i) Minimum remuneration prescribed by Government of Nepal
(ii) Provident Fund
(iii) Gratuity
(iv) Social Security Schemes or Medical and Accidental Insurance until the Social Security Scheme in place
(v) Festival Allowance
(vi) Annual Leave and Sick Leave, Maternity Leave, Paternity Leave, Mourning Leave
(vii) Overtime
(viii) Other liabilities as per the prevailing laws of Nepal

Towards safe migration through fair recruitment

GEFONT has demanded since long time to initiate bilateral G-to-G negotiation with country of destination where Nepali workers are working. After formation of New Government, initiatives have been taken in this regard.

On 29 October 2018, Government of Nepal signed a labour agreement with Government of Malaysia, the most preferred job destination of Nepali migrant workers. The concerned Ministers of Nepal and Malaysia signed the Memorandum of Understanding (MoU) on the Recruitment, Employment, and Repatriation of Workers amidst a special function in Kathmandu.

The major points of the MOU are as follows:

- Nepali migrant workers intending to work in Malaysia will not have to pay any fees for the job in Malaysia
Employers will be responsible for all the expenses on behalf of the Nepali workers including recruitment service charge, two-way tickets, visa fee, medical check-up and security screening of the worker.

Worker's initial investment for medical check-up and security screening will be refunded to them in the first month of their job in Malaysia.

The service charge to be paid to recruitment agencies have been fixed at equivalent to the amount of 15 days of salary of the workers, but the workers do not need to pay any amount to manpower companies in Nepal.

The duration of labour contract will be 2 years.

Monthly salary of the workers will be deposited in the bank account of the worker on every 7th day of the month.

Nepali workers are allowed to come back to Nepal on 15-days leave in case of death of immediate family members.

The responsibility of sending dead bodies of workers back to Nepal will be on employer.

A technical joint working group, consisting of officials from both countries, will be working for effective implementation of the understanding and devising the required mechanism for resuming the labour migration to Malaysia.

Similar initiative has been initiated by the government in consultation with the stakeholder with government of Oman and of Qatar. The technical committee of the Government of Nepal and Government of UAE has already prepared a draft of MOU to protect Nepali Migrant workers in UAE which will be signed soon.

Likewise Nepal and Japan signed a Framework Agreement to send skilled Nepali workers to Japan and the agreement came into effect from 1 April 2019 under a G-to-G model to facilitate to send Nepali workers in Japanese labour Market.

---

**Five steps taken to formalize Informal Economy Workers**

Trade Union movement of Nepal argued that Basic labour standard need to implement to all workers irrespective of their employment status. Last year, there are five steps taken to formalise informal economy workers on the recommendation of social partners.

1. **Removal of minimum threshold**

   Previously, the labour law was applicable to the enterprises having more than 10 workers. Because of such provision, large number of workforce became informalise. Now, existing labour law and social security scheme applicable to all the enterprises and even in individual employer. It will bring large informal sector workers created by non-application of Labour law, bring into formal employment relationship.

2. **Removal of discrimination based on employment status**

   Before enforcement of Labour Act 2017, the major provisions in the Law and Social Security benefit has been provided only to permanent workers. Because of such provision majority worker working in formal and comparatively large industry also use workers with informal relation. Now, the situation has been changed. All the workers working in any industry irrespective of their employment status will get equal protection and benefit including social security benefit. It will formalise large number of informal sector in to formal employment relationship.
Master Plan to Eliminate Child Labour

On 8 July 2018, Nepal Government passed a Master Plan aiming to Eliminate Child Labour by 2025. According to the Plan, government will change its legal and regulatory framework within 2023 to implement the ILO convention 182 on Worst Form of Child Labour.

By 2025, Nepal will eliminate all kind of child labour in coordination with all stakeholders. The plan targets all child workers between 5 to 17 years of age in following workplace:

1. Domestic Work
2. Porter
3. Agriculture sector
4. Trafficked children
5. Knitting Industry
6. Brick Industry
7. Mine industry
8. Entertainment industry
9. Child Labour forced to cross the Nepal Boarder
10. Transportation
11. Embroidery
12. Manufacturing Industry involving chemical and machinery hazard
13. Street bagger
14. Street Venders child
15. Herbal industry
16. Construction of Infrastructure
17. Hotel Industry

To eliminate the Child Labour, government will support to enhance the capacity of Stakeholder. The Plan has also identified stakeholders to implement the plan. Federal Government, Provincial Government, Local Government, Trade Unions, Business organizations and Civil Society organizations are consider as stakeholder.

Regular monitoring and investigation will be carried out during the period. Rehabilitation of victim child workers is also an important component. The Master plan is also focused on prevention of school dropout and expansion of technical education.

3. Protection for task based workers

Previously piece rate or task based workers are not protected by the Labour Act. Now, task based workers has also bring in to the protection of labour and Social Security Act. The provision in law helps to bring platform economy workers in to the fold of social security.

4. Regulating outsourcing

Nepalese workers suffered since 2 decades because of irregular outsourcing practice. The labour supplier do not follow the legal provision and principle employer are not legally responsible to monitor them. Now, all labour suppliers need to obtain license and principle employer has been made responsible to monitor it. It will bring large number of casualization workers into formal employment relationship.

5. Social Security extended to self-employed person

The provision of the labour act do not covers self-employed person. Therefore to formalise the self-employed person the measures have taken to bring them into the protection of social security schemes. Right to unionise and involve in social dialogue has been granted. It will helps to bring them in to the minimum level of the protection like workers working in formal sector.

These measures help to protect the informal economy workers in the days to come.
Formation of Central Labour Advisory Council

Owing to the continuation of political transition and frequent changes of the government, the meeting of Central Labour Advisory Council, a forum to discuss the policy level issues in the labour sector, had not been held. Following the provision of new Labour Act and formation of the new government, not only has Central Labour Advisory Council been formed but its meetings have also become regular. This mechanism, which holds policy level discussion about labour among workers, employers and the government, has been revived.

Recently the Labour Act 2017 has been amended and made it clear that Provincial government will also may constitute Province Labour Advisory committee, some of the province already initiated to form the council.

Achievement of Labour Movement (2018 to 2019 May)

2018; 20 April: The Government formed Minimum Wage Review Committee. In the Committee Representatives of Ministry of Labour, Employment and Social Security, Trade Unions and Employers were involved.

2018; 27 May: Based on the suggestion of Social partners, a meeting of the Council of Ministers adopted the Labour Rule 2018 and implemented from 22, June, 2018.

2018; 24 June: The Department of Foreign Employment scrapped the license of 197 manpower agencies as they were not complying Acts and Rules.

2018; 8 July: A meeting of the Council of Ministers passed the master plan for Prevention of child labour, which prohibits children from working in all sectors and aiming that Nepal will be child labour free within 2025.

2018; 9 July: The Government of Nepal fixed NRs 13,450 as the minimum Monthly wage of workers. Minimum wage was fixed for Industrial and general workers, Agriculture, tea plantation and Domestic Workers. This year minimum wage increased by NRs 3750 that is 38.65%. Previously it was NRs 9700.

2018; 16 July: A Cabinet meeting approved wage payment procedure, whereby, salaries will have to be channelized through banks and implemented within 2 years.


2018; 01 Oct: Foreign Employment Integrated Management System initiated. Based on this system of information of foreign employment, department of Immigration, Department of Passport, and Department of consular service, diplomatic mission of Nepal, Insurance companies and welfare Fund were integrated.

2018; 28 Oct: Bilateral Agreement between Nepal and Malaysia was signed. Based on the agreement, no workers should pay recruitment fees and related cost to recruiters.

2019; 13 Feb: As a complimentary program to Social Security system, Prime Minister Employment program announced 100 days employment guarantee or provision of half of the minimum wage as subsistence allowances.

2019; 25 Mar: Bilateral Agreement between Nepal and Japan signed. Based on the agreement, no workers should pay recruitment fees and related cost and Nepali workers may join Japanese Labour Market.

2019; 1 April: Call center established in Ministry to solve grievances of Migrant workers. Workers may call directly 1141 or toll free number 16600150005 or send massage via mail or other social media. The center remains open from 7 am to 8pm every day.

2019; 28 April: Celebrated commemoration day and campaign initiated for Occupational safety and health as well as protection of our climate and work environment.

2019; 28 May: Government increased 20% salary of none gazetted and 18% of gazetted employee. Similarly, government also increased 50% of existing social assistance provided to senior citizens, single women and marginalized people.

This year, based on the recommendation of the Union and Employer organization, the government initiated dialogue with other countries to waive the recruitment cost of the workers and their wellbeing. This year, government introduced Legal Protection Guidelines for workers in Foreign employment 2018, Social Security Rule 2018, Work-permit Directives issued, labour Audit and enrollment of employer and workers in Social Security System has continued.
Nepal’s Constitution has ensured that all workers shall be protected by fair labour practice along with fair wages, facilities and contributory social security scheme, where high importance is given to the right to organize and bargaining collectively. As provisioned in the Labour law, Labour Offices must demand Labour Audit Report and on the basis of the report, study must be done on the situation of the implementation of Laws. However, in 2018, Ministry of Labour, Employment and Social Security didn’t make any effort to publish the report on it.

As a responsible trade union center of Nepal, GEFONT initiated a survey covering enterprises having more than 50 workers with active unions basically in manufacturing industry. The main objective of this survey is to assess the baseline situation as enterprises will submit Labour Audit report next year. Definitely the survey report will help in regular monitoring of the Situation of Implementation of Law and in pressurising to publish Labour Audit report next year prior to May Day by the government itself.

**Employment Situation**

Among the workers who participated in the Survey, 61% workers are regular employees and rest are task based, time based and part time employees. It is found that 55.93% of workers have letter of appointment or employment contract but 44.07% do not have any agreement or appointment letter. Part time employment is not in general practice in the big industries but 18% enterprises hire some workers for part time basis.

Survey shows that 94.92% enterprises do not have the child labour, whereas 3.39 % of children under 18 years old are working in so called organized and big Enterprises.

It is mandatory that before hiring foreign citizen, it is necessary to obtain work permit as prescribed by Labour Act 2017. While appointing the Indian Workers in workplace it is mandatory to keep record in Labour Department, but 64% enterprises didn’t follow the Legal provision.
Besides direct employment, increasing trend of outsourcing through Labour suppliers has been witnessed. Altogether 23.73% enterprises have been hiring workers through Labour suppliers.

**Enforcement of Hours of work**

According to Labour Act 2017, workers do not have to work more than 8 hours daily and 48 hours weekly. But in survey, 59.32% workers said that they have to work more than working hours. 10.17% enterprises didn’t enforce the provision of half an hour break during the working hours.

**Holidays and Leave enforcement**

The Survey shows that 94.92% workers get weekend off-day. A total of 84.75% enterprises provide public holidays in accordance with the law and 15.25% enterprises do not follow provision of holidays as mentioned in the law. According to the Labour Act, males get 13 days and females get 14 days public holidays clearly written in the Law.

The law ensures that every worker who worked for 20 days will get one day paid annual leave. But 18.64% enterprises have not provided this leave. Significant is the fact that 81.36% enterprises follow the provision and an average of 18 days of annual leave has been provided.

According to Labour Act 2017, there is provision of 12 days of paid sick leave. That provision has been followed by 81.36% of enterprises.

Provision of 52 days of Maternity Leave in Labour Act 1992 has been amended by Labour Act 2017 by raising it to 98 days. However, 60 days out of the 98 days is paid maternity leave. In an average, 57.63% of enterprises have followed the provision where as 42.37% did not follow. Though in average, 68 days of maternity leave has been provided. Likewise in case of provision of 15 days paternity leave as mentioned in Labour Act 2017, 59.32% of the enterprises did not follow the provision.

In case of death of father/mother/ Wife/ husband, 88.14% enterprises have provided the mourning leave where as 11.86% enterprises have no arrangement of mourning leave.

**Wages and Facilities**

The Survey shows that even comparatively Big Industries/Enterprises have not provided the minimum wages (NPR 13,450) to all workers. As a result, 27.12% Workers are still deprived of minimum wages in various enterprises /industries. On the other hand, 88.14% enterprises
provided festival allowance to the workers and 83% enterprises provide the annual grade increment (equivalent to half day wages annually).

Still 30.51% of the surveyed enterprises do not provide provident fund to the workers even Provision of Provident Fund is clearly mentioned in Labour Act and Rules. Only 54% Enterprises provide the Gratuity to the workers.

**Medical Treatment**

Labour Act 2017 clearly mentions the provision of medical treatment. But 37.29% enterprises have provided Medical Insurance and Medical treatment allowance to the workers on the basis of Article 55. Likewise insurance of 38.98% of the workers have covered all kinds of accident.

**Other provisions related to law enforcement**

Labour Act 2017 has clearly assured that OSH Policy must be formulated where there are 10 or more workers are working and Occupation Health and Safety Committee must formed where there are 20 or more workers working in the enterprises.

However, altogether 15.25% Enterprises have designed policy on occupational health but only 8.47% Enterprises have formed OSH Committee.

Only 18.64% enterprises have Employee Service Rules. In order to solve minor problems and smooth operation, it is mandatory to form Labour relation Committee as mentioned in Labour Act 2017, but it has been followed by only 22.03% of enterprises.

During formulation of Labour Act 2017, on behalf of employers they demanded workers must be either awarded or punished on the basis of their performance. Addressing the demand of employers there is provision of performance evaluation system in the law. However, only 16.95% enterprises have enforced the provision.

Similarly, among the enterprises involved in survey, only 27.12% individual demands have been submitted in enterprises whereas 40.48% were collective charter of demand submitted.

On the basis of the above mentioned survey findings, GEFONT strongly demanded on the eve of May day, with Nepal Government to mobilize Labour Office and Labour and OSH Department to implement the Act and Rule strongly.

---

**Wages and Facilities**

- Annual grade increment: 83.51%
- Paid vacation after a month gap: 51.26%
- No gratuity in the enterprise: 46.52%
- Covered insurance of all kinds of accident: 49.74%

**Other provisions related to law enforcement**

- Enterprise formed OSH committee: 68.21%
- Enterprise have Labour relation Committee: 62.91%
- Individual demands submitted to enterprises: 40.28%
Content of the Labour Audit Report

**Information related to Enterprises:**
Name of the enterprise:
Address:
Main work performed by the enterprise:

**Information related to Enterprises:**
Number of workers and their terms of employment:
Number of workers hired via labour provider:

**Information related to employment contract**
1. Whether employment contracts or appointment letters have been issued to the workers? If not, why?
2. Whether work permits have been acquired or not for foreign workers?
3. Whether children who have not completed the age of 18 are employed or not? If yes, how and what type of work they are engaged in need to be disclosed.
4. Whether wage and facility has been provided or not if interns are engaged in the work?
5. Whether trainees are employed or not? Whether the trainees, when engaged in the work, are being paid remuneration or benefits as per Law?
6. Whether workers are employed on part time employment or not? If yes, whether they are being provided benefits including social security contribution?
7. Whether workers are made to work more than eight hours a day and forty eight hours a week?
8. Whether half an hour rest is provided for every five hours of work or not? Whether overtime payment or benefits are being paid?
9. Whether female workers are being provided the transportation facility and security or not while engaging in the work before sunrise and after sunset?
10. Whether any worker being paid wage lesser than minimum wage or not?
11. What is the rate of average remuneration of the enterprise?
12. Whether annual salary increment (grade) is being provided or not?
13. Whether the period of payment for remuneration has exceeded one month or not? (If yes, give reasons).
14. Whether festival allowance is being paid to the workers or not?
15. Whether the following leave and holidays are being provided to workers or not (State the number of holidays and leave)
   - Weekly holiday
   - Public holiday
   - Home leave
   - Sick leave
   - Maternity leave
   - Maternity care leave
   - Mourning leave
   - Substitute leave

16. Whether provident fund or contribution in the social security fund for every worker (regular, task based, time based, casual and part time employment) pursuant to Labour Law is being made or not? If it is not deposited in the social security fund, then state where is it being used?

17. Whether gratuity or contribution in the social security fund for every worker (regular, task based, time based, casual and part time employment) pursuant to Labour Law is being made or not? If it is not deposited in the social security fund, then state where is it being used?

18. Whether medical insurance is being provided or not?

19. Whether insurance to cover all kinds of accidents as per law is made or not?

20. Are there workers supplied by labour provider or not? Whether the labour provider company has acquired license pursuant to Law or not?

21. Whether safety and health policy pursuant to Labour Laws is formulated and executed or not?

22. Whether safety and health committee pursuant to section 74 is formed and regularly holding the meeting and taking decisions or not?

23. Whether the enterprise, for its internal management, has made by-law or not?

24. Whether the by-law has been registered in the Office and distributed to the workers or not? If registered at the Office, mention the date of registration and number?

25. Whether labour relation committee is formed and meetings are regularly held or not? The date of the last meeting held in the financial year needs to be mentioned.

26. Whether the work performance evaluation system is implemented or not?

27. Whether individual claim is submitted or not? If yes, how many such claims have been settled through negotiation with the management? (State the number).

28. Whether collective claims have been made in this financial year or not?

29. If claims have been submitted, when were they submitted? (State the date)

30. Whether agreement or decisions or judgment as per this Act are pending to be enforced or not? If yes, when will it be enforced?

**Contribution Based Social Security Act, 2074 and Contribution Based Social Security Rules, 2074**

1. Whether listed in the social security fund or not?
2. Whether contribution is being deposited in the Social Security Fund or not?

**Bonus Act, 2030 and Bonus Rules, 2039**

1. Whether the enterprise is required to distribute bonus as per Bonus Act, 2030 or not?
2. Whether the bonus is being distributed as per the Act or not if it required to be distributed?
3. Whether the distribution of bonus for the last financial year is still pending or not?

**Trade Union Act, 2049 and Trade Union Rules, 2050**

1. Whether an enterprise level trade union has been formed in the enterprise or not?
2. Whether the election for authorized trade union has taken place or not?

**Other matters: Enterprise may add necessary matters**

1. Whether a separate provision for the audit of implementation of OSH policy or not?
Nepal is conducting Labour Force Survey at national level since 1998/99 at around every decade. The recent survey 2017/018 is the third in series using concepts and definitions adopted by the 19th International Conference of Labour Statistics to make the statistics comparable across the countries.

<table>
<thead>
<tr>
<th>Major Indicators</th>
<th>1998/99</th>
<th>2008</th>
<th>2017/18</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Male</td>
<td>Female</td>
<td>Total</td>
</tr>
<tr>
<td>Total number of employed persons</td>
<td>9,463,000</td>
<td>4,736,000</td>
<td>4,727,000</td>
<td>11,779,000</td>
</tr>
<tr>
<td>Urban</td>
<td>971,000</td>
<td>560,000</td>
<td>411,000</td>
<td>1,535,000</td>
</tr>
<tr>
<td>Rural</td>
<td>8,492,000</td>
<td>4,176,000</td>
<td>4,316,000</td>
<td>10,244,000</td>
</tr>
<tr>
<td>Average Hours per week in the main job</td>
<td>39.4</td>
<td>42.6</td>
<td>36.3</td>
<td>38.7</td>
</tr>
<tr>
<td>Urban</td>
<td>42.2</td>
<td>46.9</td>
<td>35.6</td>
<td>42.7</td>
</tr>
<tr>
<td>Rural</td>
<td>39.1</td>
<td>42.0</td>
<td>36.3</td>
<td>37.9</td>
</tr>
<tr>
<td>Paid Employee</td>
<td>1,517,000</td>
<td>1,150,000</td>
<td>365,000</td>
<td>1,991,000</td>
</tr>
<tr>
<td>Government sector</td>
<td>245,000</td>
<td>212,000</td>
<td>33,000</td>
<td>338,000</td>
</tr>
<tr>
<td>Public Corporations</td>
<td>70,000</td>
<td>60,000</td>
<td>10,000</td>
<td>73,000</td>
</tr>
<tr>
<td>Financial</td>
<td>18,000</td>
<td>14,000</td>
<td>4,000</td>
<td></td>
</tr>
<tr>
<td>Non-Financial</td>
<td>55,000</td>
<td>45,000</td>
<td>9,000</td>
<td></td>
</tr>
<tr>
<td>NGO/INGO</td>
<td>26,000</td>
<td>21,000</td>
<td>5,000</td>
<td>57,000</td>
</tr>
<tr>
<td>Private Companies</td>
<td>1,525,000</td>
<td>562,000</td>
<td>963,000</td>
<td></td>
</tr>
<tr>
<td>Regd. Financial</td>
<td>24,000</td>
<td>16,000</td>
<td>7,000</td>
<td></td>
</tr>
<tr>
<td>Regd. Non-Financial</td>
<td>450,000</td>
<td>333,000</td>
<td>118,000</td>
<td></td>
</tr>
<tr>
<td>Unregistered</td>
<td>112,000</td>
<td>90,000</td>
<td>23,000</td>
<td>279,000</td>
</tr>
<tr>
<td>Others</td>
<td>792,000</td>
<td>549,000</td>
<td>243,000</td>
<td>772,000</td>
</tr>
<tr>
<td>Basis and frequency of payment of Paid employees</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Piece-rate basis</td>
<td>141,000</td>
<td>98,000</td>
<td>43,000</td>
<td>208,000</td>
</tr>
<tr>
<td>Time-rate basis</td>
<td>1,374,000</td>
<td>1,053,000</td>
<td>321,000</td>
<td>1,783,000</td>
</tr>
<tr>
<td>Daily</td>
<td>683,000</td>
<td>460,000</td>
<td>223,000</td>
<td>749,000</td>
</tr>
<tr>
<td>Weekly</td>
<td>84,000</td>
<td>72,000</td>
<td>12,000</td>
<td>108,000</td>
</tr>
<tr>
<td>Monthly</td>
<td>584,000</td>
<td>503,000</td>
<td>81,000</td>
<td>916,000</td>
</tr>
<tr>
<td>Others</td>
<td>23,000</td>
<td>18,000</td>
<td>5,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Portion of receiving Cash or in-kinds</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>In Cash</td>
<td>84.3%</td>
<td>87.2%</td>
<td>75.4%</td>
<td>96.3%</td>
</tr>
<tr>
<td>In-Kind</td>
<td>38.1%</td>
<td>34.8%</td>
<td>48.7%</td>
<td>22.3%</td>
</tr>
<tr>
<td>Average monthly earnings</td>
<td>NRs 2,743</td>
<td>NRs 2,389</td>
<td>NRs 1,368</td>
<td>NRs 5,117</td>
</tr>
<tr>
<td>Those receiving payments in-cash</td>
<td>NRs 2,155</td>
<td>NRs 2,363</td>
<td>NRs 1,397</td>
<td>NRs 5,477</td>
</tr>
<tr>
<td>Those receiving payments in-kind</td>
<td>NRs 885</td>
<td>NRs 947</td>
<td>NRs 648</td>
<td>NRs 412</td>
</tr>
<tr>
<td>Self-Employed</td>
<td>9,786,000</td>
<td></td>
<td></td>
<td>3,818,000</td>
</tr>
<tr>
<td>With regular Employee</td>
<td>51,000</td>
<td>45,000</td>
<td>6,000</td>
<td>115,000</td>
</tr>
</tbody>
</table>
## Major Indicators

<table>
<thead>
<tr>
<th></th>
<th>1998/99</th>
<th>2008</th>
<th>2017/18</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Without regular Employee</td>
<td>3,768,000</td>
<td>2,418,000</td>
<td>1,350,000</td>
</tr>
<tr>
<td>Family members Without pay</td>
<td>4,100,000</td>
<td>1,103,000</td>
<td>2,997,000</td>
</tr>
<tr>
<td>Other</td>
<td>27,000</td>
<td>16,000</td>
<td>10,000</td>
</tr>
</tbody>
</table>

| Employment to population ratio | 81.7 | 85.5 | 78.5 | 34.2 | 48.3 | 22.9 |
| Paid employees as a percentage of total employed | 16.9 | 73.9 | 26.2 |

| Time-related underemployed, as percentage of the labour force | 4.1 | 5.4 | 2.9 | 6.7 | 7.2 | 6.1 | 19.6 | 18.3 | 21.8 |
| Urban | 4.8 | 4.9 | 4.6 | 6.3 | 5.2 | 7.6 | Not published in 2017/18 |
| Rural | 4.1 | 5.5 | 2.7 | 6.7 | 7.6 | 5.9 | Not published in 2017/18 |

| Labour underutilisation rate (%) | 30.0 | 38.2 | 22.8 | 39.3 | 32.0 | 48.8 |
| Unemployment | 1.8 | 2.0 | 1.7 | 2.1 | 2.2 | 2.0 | 11.4 | 10.3 | 13.1 |
| Time-related underemployment | 4.1 | 5.4 | 2.9 | 6.7 | 7.2 | 6.1 | 19.6 | 18.3 | 21.8 |

| Inadequate earnings | - | - | - | 8.1 | 11.4 | 5.2 | - | - | Concept dropped out in 2017/18 |
| Skill mismatch | - | - | - | 13.2 | 17.3 | 9.5 | - | - | Concept dropped out in 2017/18 |

| Unemployment rate | 1.8 | 2.0 | 1.7 | 2.1 | 2.2 | 2.0 | 11.4 | 10.3 | 13.1 |
| Urban | 7.4 | 5.9 | 9.4 | 7.5 | 6.5 | 8.8 | 11.6 | 10.1 | 13.8 |
| Rural | 1.2 | 1.5 | 0.9 | 1.2 | 1.4 | 1.1 | 10.9 | 10.7 | 11.3 |

| Status in Employment of Unemployed | 54,000 | 29,000 | 25,000 | 81,000 | 42,000 | 39,000 | 525,000 | - | - |
| Unemployed who had never worked | - | - | - | 124,000 | 70,000 | 55,000 | 172,000 | 85,000 | 870,000 | 382,000 | - | - |
| Unemployed who had worked before | 56,000 | 34,000 | 22,000 | 82,000 | 49,000 | 33,000 | Concept dropped out in 2017/18 |
| Paid employed | 69,000 | 36,000 | 33,000 | 29,000 | 16,000 | 13,000 | Concept dropped out in 2017/18 |
| Self-employed | - | - | - | 61,000 | 21,000 | 40,000 | 956,000 | 256,000 | 70,000 |
| Contributing family member | - | - | - | 1,000 | 0 | 1,000 | 23,000 | 14,000 | 10,000 |
| Other | - | - | - | - | - | - | - | - | - |

| Employment at Informal Sector | 1,657,000 | 1,052,000 | 605,000 | 2,142,000 | 1,379,000 | 763,000 | 2,586,000 | 1,734,000 | 852,000 |
| Currently employed in non-agriculture (18.2%) | 9,463,000 | 4,736,000 | 4,727,000 | 1,133,000 | 5,163,000 | 6,169,000 | 7,086,000 | 4,446,000 | 2,640,000 |
| Employment in all industries | 7,190,000 | 3,164,000 | 4,026,000 | 8,677,000 | 3,412,000 | 5,265,000 | 1,434,000 | 595,000 | 839,000 |
| Employment in Agriculture/ fishing industry | 1,054,000 | 841,000 | 213,000 | 2,904,000 | 841,000 | 203,000 | 869,000 |
| Paid employees in non-agriculture informal sect | 22.4 | 22.1 | 22.7 | 18 | 17.7 | 18.2 |
| Average hours per week | 1,263,000 | 694,000 | 569,000 | 1,807,000 | 861,000 | 947,000 | 156,000 | 80,000 | 76,000 |
| Currently attending school | 1,263,000 | 694,000 | 569,000 | 1,807,000 | 861,000 | 947,000 | 156,000 | 80,000 | 76,000 |
| Currently not-attending school | 719,000 | 216,000 | 503,000 | 290,000 | 99,000 | 191,000 | 130,000 | 87,000 | 43,000 |

**Note:** (Total number of employed aged 15 years and above)

ANTUF/GEFONT Central Unity Coordination Committee: Agreed Plan of Action

Goal: Respect for working class, socialism with prosperous and creative life

Objective:

- To move ahead in the mega campaign to establish society free of all types of human exploitation.
- To remain fully active for the rights and wellbeing of the working class.
- To end all types of social discriminations by placing the class at the centre

Program:

- To sensitize the common working class about their rights and duties and strengthen an integrated movement.
- To conduct trade union and worker education program to enhance the intellectual level of the workers.
- To end feudal production relation and fight against the capitalist exploitation.
- To remain active for the national as well as international solidarity of the working class.
- To remain active against class, ethnic, gender, and regional social discrimination and evil practices.
- To establish working class’ access to policy formulation, representation of the workers in all the levels of the state.
- To arrange a provision of 33 percent of the female representation in all the committees of the Federation.
To build a capable movement by strengthening the unity among the workers.

To make an effort to have 10 percent representation of the working class in all the elected agencies of the state.

**Leadership:** Through the strengthened unity and reinforced organization of the working class.

**Character:** Independent, persistent, and member based.

**Future name of the Federation:** It will remain GENERAL FEDERATION OF NEPALESE TRADE UNIONS (GEFONT) in English.

**Structure:** National committee, regional committee, and local committee will remain. Departments and other structures can be created as needed.

**Membership fee:** The current fees of both the federations will remain the same but the integrated fees will be fixed after the unification. However, the unified union will verify the membership by charging NRs. 100.00 per annum.

**Auditing:** Auditing is to be done every year compulsorily during and after the unification of both the federations and member unions.

**Building unified training materials:** To give regular training and building curriculum to run regular educational programs about the working class movement and political movement to empower the members of both federations and member unions through trade union education.

**Running daily affairs:** For the time being, the office of Central Unity Coordination Committee will be kept in the building of National Labour Academy.

**International affiliation:** The unified federation will be affiliated to the International Trade Union Confederation (ITUC)

**Provincial Unity Coordination Committee:** In general, 11 members remain in provincial Unity Coordination Committee and after the verification of number of member of affiliates at the local level, the leadership in accordance to the verified members will be selected.

**Number of the member unions:** After the unification of the current member unions of the Federation, the number of the member unions will remain 22. 11 members each will remain in the Unity Coordination Committee of the member unions as well.
Commitment and view issued by 
ANTUF- GEFONT Unity Coordination Committee

Respected friends,

For the sake of the worker’s well being, today, we, the two trade union federations, are declaring to be united for realizing the great objective of building a prosperous Nepal and establishing the socialism oriented state system. We, by uniting the divided labour forces into one, are committed to move ahead in building a prosperous nation with the worker’s well being and the dignified employment’s guarantee. We are overjoyed to inform you that the unification process has moved ahead with the formation of ANTUF- GEFONT Unity Coordination Committee bearing 11 members from the national committees of both the federations.

Respected friends,

We, two federations, were established in different situations and contexts. We had our own distinct working styles. The organization’s structure and nature were and are different. However, our objective was the same. The unity between different trade unions bearing the same objective was essential and inevitable. Therefore, we, with an intention of building a united and strong trade union, have formed ANTUF- GEFONT Unity Coordination Committee. Well, it’s been ten years since we started our journey of cooperation. We, with the support from other unions, had established United Trade Union Coordination Centre and it is still active today. We, through that Centre, had raised a number of common issues and we have been able to get those issues implemented as well. As a result of the same success, we, the like minded unions from the same Centre, have moved beyond cooperation and extended our step ahead towards the level of unification.
Respected friends,

Through different phases of very long and difficult class struggle and political struggle of the past, the trade union movement has completed 72 years. On the journey of Biratnagar’s historical labour movement commenced from the year 2003 BS, the workers, by turning tractors into tanks, contributed to take the political struggle of 2007 BS to the peak of success. We would like to pay our hearty tribute to labour movement’s first generation leaders, who led the movement of 2007 BS to victory.

Even in the oppressive Panachayati period, we never let our struggle slow down. Nepal’s trade union’s movement’s contribution remained vital to dismantle that rule against people. In between the Panchayati tyrannical and autocratic monarchy, the second generation trade union took its birth underground. With the end of the Panchayati rule, this very generation, by expanding itself countrywide, took the labour movement forward towards the domain of legal movement. Though we gained several achievements on the agendas of rights, wellbeing, and welfare of the working class, we never thought of taking rest. In the historical movement for the achievement of republic in the year 2062/63 BS, our role remained more important and decisive. We take pride in the role, underground or legally, played by the Trade Union Movement following the success of the People’s Movement II and extend our hearty tribute to known and unknown martyrs.

Respected Friends,

We said the constitution should be socialism oriented. We said social security and labour rights should have constitutional guarantee. Thanks to the stand and leadership of the then NCP (UML) and NCP Maoist Party, which boasted of important status in the then Constituent Assembly, a provision to make the state’s character socialism oriented and people’s welfare friendly was made. This is incomparable achievement of the Nepali working class and the people. We have been able to get many of our labour agendas included in the constitution. With the support as well as help of the then UML and Maoist parties and our effort, a constitutional provision of ensuring respect to labour has been ensured. Similarly, right to appropriate labour practice has been included in the constitution. Right to worker’s appropriate wage has been guaranteed. Right to contribution based social security has been guaranteed. Rights to open union and collective bargaining have been guaranteed. The issues of education, health and shelter have been established as fundamental rights. Child labour and bonded labour have been banned. Ending discrimination based on several vectors like ethnicity, gender, region, language, religion and ideology, among others, equality has been guaranteed.

Once again, we, for this success, would like to congratulate all the leaders-cadres-members and supporters-well wishers of our Federation. Likewise, we, for extending sensitivity towards labour and worker, we would like to express hearty gratitude to Nepal Communist Party’s chair duo as well as other top leaders of the Nepali politics.

Respected friends,

We called for formulating a new Labour Act, which, by placing the well being of the worker’s well being, would end all the forms of labour exploitation. Through the two decade’s continuous cooperation, talk and struggle, we managed to tilt Labour Law and Contribution Based Social Security Act towards the worker’s well being. In the process of formulating Labour Act, we said nobody should be outside the Labour Law’s protection. Part time worker, trainee or no matter how the worker is employed, s/he should get legal protection, we said raising this issue. Now in accordance with our demand, all have been included in the Labour Act. The workers from all sectors including the domestic have been protected. An amicable environment has been created to give protection to thousands of outsourced workers suffering from labour exploitation amidst the reciprocal accusations between main employer and the worker supplier.

We said social security should be made contribution based. A law, which, with the common contribution of the worker and the employer, can protect the worker in the situations like...
emergency, sickness, accident, unemployment, and old age, should be made. Thanks to a prolonged hard work, Contribution Based Social Security Act has been sanctioned. Out of this, Social Security Fund has been established. Rules are in the process to be formulated. It is necessary to bring it into implantation as soon as possible.

We called on the government formed after the election to revise the minimum wage immediately. The workers should feel relieved. The government formed Minimum Wage Fixing Committee [Committee for Fixing Minimum Wage]. The worker's wage has increased by 39 percent. This rate of increased has never happened in the labour history of Nepal before. Hourly minimum wage has been fixed for the first time. At the commencement of work, there is provision of compulsory addition of basic wage's 8.3 percent as gratuity and basic wage's 10 percent as provident fund. Though it is not a significant achievement for permanent workers, it is a big achievement for a large number of contract, daily wage, part time workers, and workers from the informal sectors.

We said the wage fixing is not enough; the environment, in which the worker can get it, should be created. Again we said that it is possible if the workers are asked to open bank account and paid through the bank. From Shrawan 1, the government has directed to open the workers’ bank account and pay through the bank, and made a decision to make all the payments within one and half year. We call on all the workers to carry it ahead as a campaign and implement it and get it implemented.

We recommended that Labour Audit Method should be followed for the implementation of law. A rule to do Labour Audit within the last day of Push every year has established in the Labour Rules issued following the formation of the NCP government. An environment to implement the law from within the rule, not from agitation or conflict, can and should be created. Therefore, we call on all the concerned individuals and agencies to contribute from their respective places to get the law implemented through the rule and the due process by getting Labour Audit done in accordance with Labour Rules and preparing a parallel Audit Report.

We are sure that this government led by NCP will leave no stones unturned to implement Labour Act 2074 and Contribution Based Social Security Act 2074. Law is not something to be formulated and showcased in a cupboard. It is a matter to be implemented lively. Our support will remain for each and every step to be taken by Nepal’s current government led by NCP for the implementation of law.

Respected friends,

Many issues raised by us have been addressed under the leadership of NCP. Owing to the lack of consensus among the political parties, our demand for 10 percent seats for working class in every electoral agency, however, could not be included in our Constitution. But we, on the behalf of Nepal Communist Part, we made more than 300 of our leaders and cadres win as candidates at the local level, provincial level and federal level. We want to establish the idea that ethnic, regional and gender inclusiveness should enforced by placing “class” at the centre. The Communist Party will never forget the issue of “class” while addressing a social group. We, therefore, want the Communist Party to end a situation in which social groups get sufficient space and the demand for class inclusiveness keeps getting ignored while addressing the issues of social inclusiveness. During the drafting of the Constitution, we had raised the issue of Labour Commission. Our proposal was to arrange for a provision to stop inviting a situation of strike or padlocking by establishing the labour justice in a fast and easy way. Our demand remained unfulfilled due to the disagreement among the parties. But right after the formation of the new government, we raised this issue. The government, through budget, has mentioned the formation of a mechanism with semi-judicial authority. According to this provision, we want the process of forming Labour Commission to be carried ahead. We express our commitment to stand by the government in this process.
Rather than being swayed by so-called rumours like the Communist party's government brings authoritarianism, it has become our responsibility to crush such rumours. We request all the workers not to run after such rumours. Collective bargaining is a legal form of class struggle. For its success, the tendency and the law to create barriers in establishing and running Trade Union are not acceptable to us. While saying this, however, nobody has liberty to skip work and create anarchy in the name of Trade Union. We want to tell our members clearly that hard work and labour of the working class are indispensable for the establishment of prosperous Nepal and socialism. Therefore, let’s achieve excellence at work for increasing productivity. Let’s compete to be established as the best worker at the workplace. Let’s end all types of work shirking tendency and anarchy. Let’s resist to all the activities against wellbeing of labour in a rule based manner. We are conscious of the fact that the abuse of right can lead to the situation of ending of right. This campaign of ours will be meaningful if a condition to end labour exploitation and implement law is created through Labour Inspection and Labour Audit. Therefore, we expect a meaningful support from the government for our campaign.

In the same manner, we would like to challenge the dubious character that arises in the market ever now and then. We would like to discourage the tendency of the big media to support the highly paid employees at the hospital by igniting a strike at the hospital while decrying the workers not to go on strike when they demand to implement minimum wage and Labour Act at the hospital. Therefore, we have a clear disagreement with some doctors and external individuals, who cause strike at government hospitals to boost the business of private hospitals. Expressing regret over the Doctor’s strike igniting Mathema Commission’s false accusation labeled on the Trade Union, which never took part in that strike, and its recommendation, creating obstruction in the activities of the Union, we are convinced that NCP’s government will not create any obstruction in establishing as well as running a trade union.

Friends,

We had said the workers’ concerns should be addressed through the budget. For the first time in the history, many concerns related to the worker’s well being, rights and welfare have been included in the Government’s policy, program and budget. The Prime Minister Employment Program has been announced. We will support the government in its plan to create employment for the unemployed youth labour force within the country and environment amicable for the youth labour force to work within the country. Through our common effort, we need to motivate our state from pro-capitalism to pro-worker. In order to sustainably materialize these achievements gained in paper into the life of the common workers, we need greater unity and struggle.

Friends,

Rest has not been in the plate of this generation yet. There is only struggle in the plate of workers; we mustn’t let creativity, agility, and caution rest. In spite of having Constitution, Labour Act, a stable government with absolute majority, and government’s labour friendly policy-program-budget, our dynamism is essential for the effective implementation. Our dynamism is essential for defeating every kind of attack against the pro-worker government. Therefore, the grand trade union unity is our need. It is a need of the working class and it is a need of country’s prosperity. We have moved a step ahead towards the mega journey of fulfilling the dream of prosperous Nepal-happy Nepali and socialism- this ANTUF-GEFONT Unity Coordination Committee formation has a historical importance towards the direction of the formation of a single Federation. Not only is socialism our long term goal but also our bright future. Come and let’s move our millions of pairs of feet with enthusiasm and determination towards this mega journey to socialism by disseminating this message of unity in every household of worker. With hearty greetings!

ALL Nepal Trade Union Federation (ANTUF Nepal) and General Federation of Nepalese Trade Unions (GEFONT)
There were many labour disputes handled by GEFONT and its affiliates in different levels of Court and Labour Offices last year. Some decisions are remarkable like Court order against anti union discrimination made by employer.

1. A multinational Company Unilever Nepal Limited refused to provide the 10% of profit bonus to the workers mentioning that the company receives a circular from Department of Inland Revenue to allocate bonus only 9.1%. According to the Bonus Act 1973, there is a compulsory provision of distributing 10 percent of the net profit to the workers as bonus as a part of profit sharing. However, the Department of Inland Revenue issued a circular to distribute only 9.1 percent because bonus itself an expenses to the company and it will reduce form net profit to the company.

GEFONT affiliate union Unilever Nepal Chemical and Iron Union filed a case before the labour office against the decision of the company. Labour Office ordered the company to pay 10% net profit to the workers as per the Act which was also confirmed by the Labour Court. However, the management challenged the decision of the Labour office and the Labour Court before Supreme Court. On 26 February 2018, The Supreme Court delivered a verdict in favor of Union and quashed the circular made by department which is contrary to the Bonus Act. The Court ordered to provide 10% net profit as bonus to the workers in the industry.

In the similar case was earlier decided by the Supreme Court on the case of Indu Shankar Sugar Mills. The company refused to provide the 10% of profit bonus to the workers citing a circular from Department of Inland Revenue.

GEFONT affiliate Nepal Food and Beverage Union of Indu Shakar Sugar Mills challenged the circular of the Inland Revenue Department and the decision of the company before the Supreme Court. On 14 August 2016, the court delivered a verdict in favor of Union.

2. The Hulas Steel Pvt. Ltd. Bara deducted a terminal benefit called gratuity to Ms. Radha Acharya which was 4 times lower than the legal provision. She had retired after completing 15 years of service and according to the labour rule, she was supposed to be paid NRS 80,000 based on one month’s wage for per year of service. The company only provided NRS 20,000 saying that she received one month salary when she joined 15 years back in the company and calculation were done based on the salary of her joining.

The case was initially filed before labour office. The office decided that workers receive gratuity based on last drawn salary for per years of service. The decision was confirmed by Labour Court. The Management filed the case before the Supreme Court against the decision. However, the Supreme Court also confirmed the decision of Labour office and Court and deliver land mark decision on 24 January 2017, that gratuity should be calculate based on last drawn salary of workers concern. On the same day, a similar nature of case decided by Supreme Court against a case filed by Hulas Metal Craft. In another similar case filed by Pokhara Noodles, also rejected by Supreme Court on 21 Oct 2017, and upheld the decision of Labour Court.

3. Mr. Renulal Singh, President of Nepal Hospital and Health Employees Union of Sushma Koirala Memorial Trust, Sankhu, was dismissed by the management. He was charged for raising a question during a regular meeting between Union and the Management regarding financial irregularities in the pharmacy of Hospital. He also submitted evidence that he received with an application by a customer regarding financial irregularity. He was dismissed on July 5, 2016. He filed a case against the management before the Labour Court. On May 25, 2018, the court ordered that the decision made by the management be set aside and to reinstate him with back wage.
4. Mr. Kamal Bhatta, President of Whole Industry Trade Union of Hulas Steel Pvt. Ltd., Simara, was dismissed by the company with allegation of being absent from the company for more than one month. Initially he obtained leave by the management for the treatment of his father. When he returned back to the company after completion of leave, he was barred to enter into the company for no reason. He submitted an application to the management to join the duty but was denied and terminated from the service. On July 6, 2075 the Labour Court, quashed the decision made by the management and ordered to reinstate with back wage.

5. Mr. Dipak Jung Chand, President of Company level union of Guild Investment, the owner of Royal Casino, dismissed 26 December 2016. He was dismissed on the ground that he violated law and order of the company by issuing a press release and organizing a workers' meeting for implementing collective agreement between the Company and the Union. On August 18, 2017, the Labour Court quashed the decision made management and order to reinstate with back wage.

6. Employees working in a Sheer Memorial Hospital operated by a group of US citizen in Banepa registered a Plant level Union called Nepal Hospital and Employees Union as per the Trade Union Act and received a certificate from Labour Office Kathmandu. The Hospital management filed a case before Labour Court against the decision made by Labour Office. On, 7 September 2018, Labour court rejected the appeal filed by the management saying that the right to form a union is the fundamental right of workers and trade union Act protects such rights and cannot be denied.

7. Ms. Niru Mainali and Ms. Shova KC, employees of Himalayan College of Agriculture Science and Technology were suspended for an indefinite period by the management and were later terminated from the service. The main allegation was that they violated law and order of the college demanding some social security benefit (provident Fund and Gratuity) as per New Labour Act 2017. They were both terminated on 10 February 2018 from service. They filed an appeal before the Labour Court against the decision made by the management. On 6 July 018, Labour Court set aside the both suspension and dismissal order made by the management and ordered to reinstate them with back wage.

8. Mr. Laxmi Ghimire and 10 other employees were dismissed from the service of Swabalamban Bikas Kendra alleging their involvement in submitting Collective demand before the management. The Labour court set aside the decision made by the management and asked to reinstate them with back wage. The management moved to the Supreme Court challenging the decision of Labour court and which was rejected.

The management deducted 25% tax on the total accumulated amount while paying back wage to the employee concern.

The employees moved to the Supreme Court again stating that the tax cannot be imposed on accumulated amount because it was not earned in a financial year. It was the accumulation of a different financial year and tax may be calculated based on the basis of earning of respective financial year.

On 16 September 2018, the Supreme Court decided a land mark decision and ordered the management and tax office to calculate the tax on back wage based on the earning of respective financial year and not imposed on accumulated amount of different financial year.

9. Ishwari Prasad and 5 others’ service was discontinued from a leading hydro power company called Butwal Power Limited stating that the service was not required further. The workers filed a case before the Labour Office Kathmandu and office directed employer to reinstate them in the service. The company moved to Labour Court and was rejected. The company again filed the writ petition to the Supreme Court against the decision of both Labour office and labour Court. On 25 June 2018, the Supreme Court rejecting the writ petition gave it verdict in favor of workers.

10. Keshav Budhathoki and four workers were dismissed by the management of Ratna Hotel Pvt. Ltd. on 5 September 2011 alleging them that they served low quality food to the clients of the hotel. In fact, had tried to establish a union in the company and when they were terminated, they opened a restaurant at a nearby place. They filed an appeal in the Labour Court. After long hearing and investigation, the Court gave a verdict in favor of workers. Rather than enforcing the decision, a writ petition was filed by management in the Supreme Court with a demand to quash the Labour Court’s decision. On 28 May, 2018, the Supreme Court gave a verdict confirming the decision of Labour Court.
11. Genetica laboratory Pvt. Ltd. dismissed Gautam Prasad Yadav and 6 workers, members of the Whole Industry Trade Union for no reason. While the workers filed a case before the labour Court, management responded that they were not directly hired by the company but through labour supplier. Therefore the company is not responsible for them. The Labour Court ordered the company to reinstate them with back wage and place them into permanent status. However, the company filed a writ petition before the Supreme Court with a demand to quash the decision. On 7 November 2017, the Supreme Court rejected the plea of hiring through the labour supplier. In fact the argument is baseless because there was no such arrangement between the company and labour supplier made so far. Therefore, Supreme Court rejected the writ petition filed by the company and upheld the decision of Labour Court.

12. Mr. Suresh Kumar Shrestha, President of Rana Ambika Eye Hospital was demoted from his position alleging that he made argument against the promotion policy of the company. In fact, as president of the union he argued that promotion policy of the company should be fair and transparent. Because of his argument, management rejected to promote him and quashed previous order of promotion. He filed an appeal before Labour Court challenging that the decision of the company was illegal. The Labour Court quashed the decision of management. However, management filed a writ petition before the Supreme Court. On 7 November 2017, the Supreme Court rejected the writ petition filed by the management and ordered to continue in the promoted position.

13. Labour Act 2074 increased the retirement age of workers from 55 to 58 years. However, after application of new labour Act, Gorakhkali Rubber Udhyog issued an order of retirement to its workers at the age of 55. Ms. Jyotimaya Shrestha and other four workers filed a lawsuit against the retirement order before the Labour Court. On 5 October 2018, the court gave the decision to allow workers of upto 58 years because once the new legislation is in place; the provision of annulled legislation is not applied.

14. Ms. Bhumi kala Balal an office bearer of the union of Mohini Hygiene Product Rupandehi was initially rejected to sign in her register of attendance. She requested to work in the company; however, it was verbally rejected. After 30 days had passed, the company dismissed her on the ground of absenteeism for more than 30 days without providing the right to be heard. She filed the case against the company and on 18 August 2017, the Labour Court set aside the decision of the company and ordered to reinstate her with back wage.

Where we got defeated

1. Ms. Ishwori Timilsina, Union’s Joint Secretary was dismissed from work from Guild Investment, an operator of Royal Casino due to her absenteeism. She filed the case against the decision of the company before the Labour court. The court rejected the contention of the workers saying that she had not attended in the company for period of 30 days.

2. Mr. Mahadev Maharjan was fired by the management of the government owned Janak Shiksha Samagri Kendra Limited. They fired him from the company because he demanded a permanent status. They filed the case before the Labour Court; however, the court rejected the contention of the workers that they are not protected by Labour Act.

3. Mr. Ramesh Sharma, Union leader of Wales Pharmaceutical Company was terminated because of his involvement in union activity. The company was registered in India and only some products were sold in Nepal and he was assigned as medical and sales representative. The Labour Court reinstated him with back wage and the management filed the case before Supreme Court. The Supreme Court, citing the issue of jurisdiction, rejected argument of workers and set aside the decision of Labour Court.

4. Mr. Man Bahadur Bote and Yug Narayan Mahato, leader of union of Temple Tiger Company located in Chitwan National Park, were dismissed by the company accusing that they were involved in threatening the management during collective bargaining. Both filed an appeal before the Labour Court and the court ordered to reinstate them with back wage. However, the management filed a writ in the Supreme Court saying that government of Nepal already ordered to remove the company from the national park and the order of Labour court cannot be carried out. On 22 January 2018, the Supreme Court set aside the decision of Labour Court citing that the government had given an order that no hotel could be run within the National Park and the order cannot be implemented.

There are many case that were compromised during the period of court hearing and before the labour offices.
Minimum wage enforcement for workers in tea plantation after labour strike

13 May 2019, Kathmandu, after 45 days of strike from workers at tea garden and industry, the entrepreneurs have agreed to provide them with the minimum wage. The work in the industry that was stopped for one and half months has resumed since the agreement.

The government has increased the basic salary by 39% effective since mid-July, 2018. In spite of the tripartite agreement between the government, employers and trade union to increase the minimum wage, the deprivation of this right to tea workers resulted in the labour movement.

The agreement was reached during the review of minimum wage that takes place every two years. But the reluctance of employer to enforce the agreement led to the labour strike.

The workers pressurized in various ways for the enforcement of their minimum wage for nearly 9 months. Due to the ineffectiveness of their efforts, the workers were forced to go on strike and were able to reach to another agreement in coordination with the government.

According to the agreement between the two parties, the basic salary will be NRs. 231 and dearness allowance will be NRs. 154 per day. Similarly, all the workers in the industry are provided with a daily NRs. 42 special allowance. Employer should pay the accumulated amount during last 9 month will pay to the works within one years of period on installment basis.

Similarly, representative of Nepal Tea Producer Association has agreed to enforce the legal provision as mentioned in Labour Laws, which they are denied initially. There are nearly 53 thousand workers working in the tea gardens in east Nepal.
In 1993/94, statistics show 3,605 Nepalese workers went abroad but after 2001 onwards ever year more than 1,00,000 Nepalese go abroad for foreign employment. In 2013/14 5,19,638 took labour permit whereas from 2008/09 to 2016/17 35,09,633 took labour permit. Even though Malaysia is a major labour destination for Nepalese workers, after the 2015 earthquake, new labour permit has gradually decreased. From 2008 to 2017, 44,978 Nepalese workers took labour permit for South Korea for foreign employment through EPS system.

Number of Nepalese workers who took Labour permit for foreign employment is unstable i.e. sometimes increasing whereas sometime decreasing. Same implies to female workers as well. Analyzing the statistics, there are 5% female migrant workers among the total migrant workers.

In foreign countries, the number of Nepalese migrant workers has not only increased, the death of Nepalese workers has been also increased due to lack of training and orientation to the youth workers. Foreign employers hire migrants workers to do 3D jobs (Dirty, Danger and Difficult jobs) causing the situation of untimely death of Nepalese migrant workers.

Workers’ death due to working for long hours resulting in heart stroke (heart attack) has been also been calculated as a natural cause of death resulting in no compensation. Because of this, agreement must be done with the destination countries to cover 24 hours insurance. Below mentioned statistics clearly shows the number and cause of death of workers.

### Death of Migrant workers with following reasons

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>Heart Pain</th>
<th>Heart Stroke</th>
<th>Murder</th>
<th>Natural cause</th>
<th>Suicide</th>
<th>Vehicle Accident</th>
<th>Work Place Accident</th>
<th>Other Reasons</th>
<th>Unidentified reason</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008/09</td>
<td>25</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>24</td>
<td>0</td>
<td>8</td>
<td>1</td>
<td>8</td>
<td>90</td>
</tr>
<tr>
<td>2009/10</td>
<td>104</td>
<td>2</td>
<td>10</td>
<td>0</td>
<td>110</td>
<td>8</td>
<td>21</td>
<td>4</td>
<td>65</td>
<td>418</td>
</tr>
<tr>
<td>2010/11</td>
<td>100</td>
<td>0</td>
<td>48</td>
<td>0</td>
<td>40</td>
<td>114</td>
<td>4</td>
<td>60</td>
<td>2</td>
<td>59</td>
</tr>
<tr>
<td>2011/12</td>
<td>134</td>
<td>0</td>
<td>37</td>
<td>0</td>
<td>2</td>
<td>102</td>
<td>0</td>
<td>61</td>
<td>5</td>
<td>97</td>
</tr>
<tr>
<td>2012/13</td>
<td>115</td>
<td>1</td>
<td>31</td>
<td>1</td>
<td>2</td>
<td>105</td>
<td>1</td>
<td>76</td>
<td>5</td>
<td>104</td>
</tr>
<tr>
<td>2013/14</td>
<td>190</td>
<td>0</td>
<td>73</td>
<td>6</td>
<td>1</td>
<td>137</td>
<td>1</td>
<td>87</td>
<td>9</td>
<td>110</td>
</tr>
<tr>
<td>2014/15</td>
<td>268</td>
<td>0</td>
<td>88</td>
<td>2</td>
<td>0</td>
<td>247</td>
<td>0</td>
<td>110</td>
<td>3</td>
<td>120</td>
</tr>
<tr>
<td>2015/16</td>
<td>144</td>
<td>4</td>
<td>91</td>
<td>3</td>
<td>3</td>
<td>242</td>
<td>4</td>
<td>100</td>
<td>9</td>
<td>101</td>
</tr>
<tr>
<td>2016/17</td>
<td>64</td>
<td>0</td>
<td>64</td>
<td>0</td>
<td>1</td>
<td>246</td>
<td>6</td>
<td>84</td>
<td>5</td>
<td>118</td>
</tr>
<tr>
<td>Total</td>
<td>1144</td>
<td>8</td>
<td>444</td>
<td>12</td>
<td>51</td>
<td>1327</td>
<td>24</td>
<td>607</td>
<td>43</td>
<td>783</td>
</tr>
</tbody>
</table>

Source: Labour Migration for employment: A status report for Nepal 2015/16-2016/17

Not only death, but workplace accident and other accidents are also reasons that Nepalese migrant workers suffer. According to the statistics of Nepal Government, 70% workers suffer an accident in workplace. Workplace safety is a major issue in order to minimize workplace accident and death.

### GEFONT perception towards Labour migration

- Nepal Government should make a bipartite agreement with destination countries.
- Mobilization of Nepali Embassy and diplomat agencies to protect the Nepalese migrant workers.
- Instead of promoting foreign employment, there should be employment creation within the country and mobilization of youth workers for the development of the country.
- Productive investment of Remittance that creates an environment to create employment within the country.
- Testing on the basis of Skill, experience and technical, provision of verification conducted.
- Starting of claiming of social cost with the labour receiving countries as they use youth workforce for the employment.
- Process must forward to right to vote from the workplace to the migrant workers.
- Strict implementation of charging no fees to the workers going for foreign employment.
- Nepalese migrant workers working abroad must be brought in to the range of Social Security with bilateral agreement with destination countries.
- Ratification of ILO 189 to create favorable working condition for the domestic workers.
Wherever workers, there is GEFONT

18 December, 2018

Kathmandu, GEFONT has celebrated international Migrant Day by organizing a grand program in Kathmandu on 18 December 2018. Speakers of the program share their views on the issue of migration, even though current government paid more attention on the migration issues, still more problems left to solve.

Speaking on the occasion, GEFONT President Cde. Binod Shrestha Said “GEFONT has been organizing Nepali migrant workers in destination countries with the theme of “GEFONT is there where the workers are” GEFONT Support Groups were formed and active in destination countries & working to protect migrants workers rights by coordinating and cooperating with the unions of destination countries”. He further added, the organizing model of GEFONT in destination country has been established worldwide as a good practice.

New GEFONT Support Group in Bahrain

March 7, 2019, Kathmandu, The gathering of Nepali Migrant Workers of Bahrain has formed 7 Members new GEFONT Support Group Bahrain under the presidency of Cde. Yubraj KC.

GEFONT Vice President Cde. Kamal Gautam as a guest said that GEFONT always working for the protection of rights of the migrant works in country of destination. He further emphasize to implement MOU signed between couple of years back.

In the program on behalf of General Federation of Bahrain Trade Union Mr. Karim Radhi said "Trade union of Bahrain is always with Nepalese migrant Workers & GFBTU will ready to help migrant workers as and when necessary.”

Mr. Salikram Pant of NRN Bahrain extended best wishes to newly formed committee.
President Shrestha, expressed his serious concern over the increment of migration rate & death ratio of the Nepali migrant workers due to lack of the proper training and orientation. He also said, Nepali migrant workers were suffering, in their workplace accident as well as other accidents.

He also informed, GEFONT has been working to protect the rights of the Nepali workers in destination countries by signing MOU with local unions in Korea, Hong Kong, Lebanon, Bahrain, Kuwait, Jordan. Likewise, GEFONT has been working on safe migration in the close cooperation with global union federations.

He further added that the government of Nepal should have bilateral labour agreements with the destination countries & the Nepal Embassy and the diplomatic authorities have to operate actively on the protection of Nepali migrant workers. Similarly, President Shrestha urged to create decent employment opportunities in the country, to discourage foreign employment, to invest the remittance in the production sector & voting rights from the destination itself.

Speaking on the occasion, President of the JTUCC Mr. Bishwonath Pyakurel Said “Government has to increase employment opportunities in the country to discourage the tendency of migration. He further added, the goal of present government is socialism to meet that target, decent employment should be insured within country to succeed government campaign ‘Prosperous Nepal, Happy Nepali’.

### GEFONT and JTGCU signed MOU to protect Nepali Migrant workers in Jordan

9 June, 2018, Mr. Binod Shrestha, President of General Federation of Nepalese Trade Unions-GEFONT and Mr. Fathalah Al-Omrani President of General Federation of workers in Textiles, Garment and Clothing Industries JTGCU signed a Memorandum of Understanding to protect rights of Nepali Migrant Workers in Jordan.

Now, there are more than five thousands Nepali workers are working in Clothing industries of Jordan.

Based on the signed MOU, JTGCU will cooperate to organise Nepali migrant workers in their local committees and help to settle the problems if necessary. GEFONT will provide the information to Nepali workers through its network and play the role as a bridge between Nepali workers and the local union.

During the the Signing ceremony, Mr. Binod Shrestha said "Unity always provides strength and our joint efforts may solve the problems in Jordan." Likewise, Mr. Fathalah said "Nepali workers are dedicated, responsible and always fulfilling their duties." He added "They have rights provided under the unified contract. If any Nepali workers faced any problems, it is urgent responsibility to take care them as a family."

In the ceremony, more than 20 Nepali women workers are presented from different industrial zones.

During the ceremony, Mr. Ramesh Badal, Vice President of GEFONT highlighted GEFONT’s effort to organise and protect Nepali migrant workers abroad.

Mr. Arshad Ali, Union organizer and representative gave his mobile phone number (0796175330; 0788791247) to all to contact him directly if Nepali workers face any problems in their company.

Ms. Suha Labadi of ILO Jordan also witnessed the signing ceremony.
Likewise, President of ANTUF Cde. Ganesh Regmi said “The trend of influencing authorities’ right after the forming the new government recruiting agencies were in ministry to register new agencies & it presented an illustration that migrant workers were cheated by recruitment agencies and couldn’t get justice. To end this tendency Government should attract youth by creating the decent employment in country. The prime minister Employment program can be one of the good options to create jobs in country.

In the program, President NTUC Mr. Puskar Acharya said “However government has been raising the safe migration issue, in practice still we can see lack of implementation”. He further added government should take major concerns and necessary steps to discourage migration. The effective implementation of Social Security scheme can attract youth to work in country.

Vice President & in charge of Province No 3 of GEFONT Cde. Jitendra Shrestha said “Migrant workers were cheated from the country of origin to destination country by agents. He added, generally, migrant workers are hired for the work which is considered menial, dangerous and denied by the citizens of the countries & Migrate workers were not getting salaries and facilities as per the agreement even though performing such a hazards work in precarious environment. The women migrant workers are facing more problems & harassments in abroad.

He informed that GEFONT is not only organizing Nepali migrant workers in destination countries, organizing returnee migrant workers in country too. He also informed about the migrant Recruitment Adviser (MRA) website launched by ITUC.

In Experience sharing session of the program leaders of the GSG Cde. Samar Thapa, Cde. Janak BK & Cde. Raj Tamang & returnee migrant worker shared about their experiences of destination countries.

The program was conducted by GEFONT secretary Cde. Nisha Baniya & more than 500 members were participated in the program.

---

**Interaction with Delegates from Bangladesh**

Kathmandu, General Federation of Nepalese Trade Unions organized Experience Sharing & interaction program with Delegates from Bangladesh on 31 October 2018 in GEFONT Hall.

Delegation from Bangladesh headed by Md. Jahagir Alam Joint Secretary of MOEWOE has visited. The delegation team Comprised with representatives of Government, Union, Employers and ILO country office Bangladesh.

During the Program, GEFONT President Cde. Binod Shrestha welcome the delegates and share Briefly about policy & program passed by 7th Congress of GEFONT & he also share about GEFONT initiation in Migration.

On the occasion, GEFONT Vice President Cde. Ramesh Badal has shared GEFONT views about organizing, mobilizing and networking of migrant workers in Destination. He also updates the current update on GEFONT initiation on it. He further shares about Social Security Law & Policies.

In the program GEFONT Leadership & Leaders from Affiliates were participated.
Nepali Labour movement is worthy of pride - PM Oli

Kathmandu, Prime Minister KP Sharma Oli has said that the constitution of Nepal is in favour of working class. The contribution of workers to the nation & for the transformation has never gone waste. PM Oli has commended the workers contribution for political and social transformation. He said that the labour movement of Nepal has reached to be proud stage.

On the occasion of the 130th May Day the program organized by Joint Trade Union Coordination Center (JTUCC) Chief guest Prime Minister Oli said “The government launched the Prime Minister’s Employment Programme in order to ensure that Nepali workers would get jobs within the country”. He has claimed that the government is committed to create employment opportunities within the country so that the workers wouldn’t go abroad to earn living. He said that the political parties of Nepal have much to learn about unity from Trade Unions & appreciated the joint work of the JTUCC. He further said workers showed a lot of achievement by working together, political parties also should learn from the workers unity.

He said that Nepal has prepared the investment friendly environment through the investment summit. Prime Minister Oli said that the workers should be able to work well & industry will get good working environment. Reaffirming that the government was aggressively moving ahead with solid plan and programs to increase productivity, PM Oli claimed, “The government is committed to regulation and streamlining the labour relations.”

Furthermore, the PM said that some demand of workers was still going & government is aware on that, the government is trying effective implementation of good things.

Addressing the program President of Nepal Communist Party (NCP), & the former Prime Minister Cde. Pushpa Kamal Dahal (Prachanda) said, no one in the world should be exploited & gap between rich and poor is still very wide. He further said “still we have class contradiction so that leaders have to make policy and program accordingly”. The present government and CPN party are committed for prosperous Nepal and happy Nepalese.”
Speaking in the program, Chairman of Federal Socialist Forum & DPM and Health Minister Upendra Yadav, said that the workers have been playing a historical role in political movement and social transformation in Nepal, he further added that some of the challenges has been seen in implementation of the existing laws. But workers still did not have sufficient rights. The workers from the informal sector are facing more problems.

Addressing the program, Minister for Labour, Employment and Social Security, Cde. Gokarna Bista said that the government is committed to provide enough job opportunities in the country. The program is being set for guarantee employment of 150 days for 90 thousand people in the coming year & it will be announced through the budget of next year.

Furthermore, Minister Bista recalled that in the past workers had to spend 8 hours working, 8 hours rest, and 8 hours for worrying but now government has been working to change that situation. For migrant workers government is trying to build an environment of decent employment within the country itself.

Addressing the gathering, Vice Chairman of Nepali Congress, Bimalendra Nidhi recalled the government under the leadership of Nepali Congress Labour Act in 1992 and the Trade Union Act in 1993 has been formed. He informed that the Nepali congress is always in favour of workers since its establishment. He has urged to the Government, to formulate the Labour commission. He said that Nepali Congress will play positive role to pass the Bill.

GEFONT Support group (GSG) of Qatar, Saudi Arab, Malaysia, and Kuwait celebrated the international workers day with the slogan of “Social security for all, within or beyond the country.”

May Day has been celebrated in Qatar; Chief Guest GEFONT Vice President Comrade Deepak Kumar Paudel addressed the program. The Program was concluded under the presidency of GSG president of the Qatar Cde. Bhim Taramu Magar.

On the occasion of May Day, fourth Convention of GEFONT Support Group Qatar has been also concluded. The convention elected 17 members of the GEFONT Support group Qatar under the presidency of Cde. Bhim Taramu Magar, the new committee has been selected unanimously.

Former Secretary of the GSG Qatar Cde. Bishowraj Nepal, ONF Vice president Dorna Basnet addressed the program.

GEFONT Support group (GSG) Kuwait and Kuwait Trade Union Federation jointly organized the May Day on 3 May in Kuwait. The programs was concluded under the presidency of GSG , Kuwait President Cde. Ganesh Rawat. Mr. Gyanendra Sharma, representative of Nepali Embassy spoke the role of Nepal embassy to protect the migrant workers. President of NRN Kuwait Sumitra Devi Poudel, KTUF Abdula Rehaman All Turki also addressed the gathering.

Likewise, GSG Saudi Arabia celebrated May Day in Dammam with the different cultural program. Mr. Ambika Prasad Adhikari, Labour Attaché of Nepal Embassy and representative of embassy Mr. Hari Ghimire, Cde. Shamsher Tamang of GSG also addressed the gathering. GEFONT handover the Eight hundred eighty seven Riyal to Ms. Bibina Rai as solidarity contribution to medical treatment.

Similarly, GSG Malaysia also celebrated the May Day with the different programs. coordinator GSG Malaysia Cde. Bed Bahadur Khatiwada and president Cde. Prem Magar addressed during the program.
Likewise, speaking in the program, presidium member of Rastriya Janata Party Mr. Rajendra Mahato expressed his view of the country that can't be developed until the development of the working class. He further added that workers have valuable contribution for the political and social transformation of Nepal.

Speaking at the program, JTUCC President Cde. Binod Shrestha said labour audit should be implemented strictly in 2019. He further said “formulation of laws is not to decorate but to implement effectively.” President Shrestha said Trade Unions have set goal to register at least one million workers in Social Security fund within year 2019 & within 4 years, all workers in the country should be registered in Social Security Scheme.

Furthermore, President Shrestha said that some issues raised by Labour sector still remained to address, formation of Labour commission, and 10 percent labour representation in the state’s elected bodies. As there is representation of ethnic & gender the government should not forget about the class representation.

In the program, Country director of ILO, Mr Richard Howard, said that, there were significant changes we can see in Nepal within 10 years. He said that the unity between the government, the employer and the trade union was good practice of Nepal which can be learning practice for other countries. Launching of Social Security program is very important for the working class.

Similarly, Vice President of Federation of Nepalese Chamber of Commerce & Industries Mr. Kishor Pradhan said “in most of the issues, employers and workers are in the same forum”. He said that employers are aware that the Workers skill should be increased to increase productivity. While launching new program, Hesitancy of implementation is natural. He further said that FNCCI has been informing its members on Social Security Scheme & Labour Act. He expressed belief that misconceptions in the law can be resolved through mutual discussion of the three parties.

Likewise, CNI Chairman Mr Satish Kumar Moore, said that all the doubt should be cleared to implement social security scheme. He further said that employer and workers are two part of the coin & both parties in Nepal have similar thinking.

Earlier, on the occasion of the May Day, Nine Trade Union Centers including GEFONT have organized rallies. Rallies have been emanated from various places of the capital city and reached to the Bhrikutimandap for a program.
GEFONT Marks International Labour Memorial Day

Kathmandu, On the occasion of International Labour Memorial Day 2019, GEFONT has organized program & expressed a tribute to workers who died due to accident and occupational diseases & wish for speed recovery to the workers who have been injured in the accident.

Releasing the press communiqué GEFONT Secretary General Cde. Janak Chaudhary said that GEFONT wants every work place to be safe and decent. Press communiqué further reads, this year, “Health & Decent Work for All”, campaign has been organizing throughout the country aiming to reduce work place hazard & create awareness.

Death is painful for everyone, Press communiqué further reads every year GEFONT has been marking this day with various programs including awareness programs. Secretary General wishes for the environment where Workers can easily communicate with the employer about their problems.

On 28th of April, has been marking worldwide as an International Labour Memorial Day, Remembering the workers who died due to accident or occupational disease & recovery wishes of the injured workers. The day of Remember the victims – Fight for the living.

ITUC/NAC organise Mass Gathering on Social Security

September 09, 2018: Aiming to create common consensus on social security, International Trade Union Confederation Nepal Affiliates Committee has organized mass gathering in Kathmandu.

Addressing the gathering Director of Social Security Fund Mr. Shyam Raja Adhikari briefed that for the registration purpose new software has been launched and testing in some of the industries of Balaju Industrial Area. Till the date very few technical problems has been seen in the software & our technical team has been already involved to fix it. The social security fund is ready to register employee and employers. Once government will start registration we are ready to implement it. The schemes will implement by consulting with Government, employer and employee.

On the occasion, GEFONT Vice President (Foreign Affairs) and Advocate Cde. Ramesh Badal highlighted that without registration Social Security Schemes will not implement. To implement the schemes Employees & employers have to register themselves. He has further added, as a part of awareness campaign Trade Unions has been raising the registration issue. Employers and employees will get registration numbers once they registered themselves in fund. He also informed that, Social Security Number will remain same even if the Workers changed their job. He further added, now Social Security Fund bylaw is under discussion in Ministry of Law, Justice and Parliamentary Affairs, once it will pass Social Security Law will implement. He said, “Every worker should have their bank account because workers will get social security benefit also by banking system”

During the program GEFONT Secretary General Cde. Janak Chaudhary said, “Social Security System will help to regulate labour reform system & it will help to systemize the industries.”
In the program, member of ANTUF secretariat & Advocate Cde. Yubraj Luitel highlighted, workers have to aware on their contribution.

Likewise, Mr. Yogendra Kunwar Secretary General of NTUC briefed about five schemes which will launch in the initial phase. In the program Trade Union leaders across the country have participated

**JTUCC Submits Memorandum to the government**

March 10, 2019: Kathmandu, Joint trade union coordination center (JTUCC) draw attention of the government about immediate work of the labour sectors. Handed over the Memorandum to the Minister for Labour, Employment and Social Security Mr. Gokarna Bista, JTUCC President Cde. Binod Shrestha has expressed its concern regarding the work which has to be done for the workers.

In order to implement Labour Act 2017, Labour offices have to mobilize to collect the Labour Audit report by industries. Similarly, labour inspection process has been asked to be started immediately & effectively. In the context of implementing the status should publish on the occasion of May Day.

The JTUCC has also urged the Ministry to monitor the labour dispute effectively and enhance the monitoring capacity effectively to the local level. The memorandum demanded to immediately form all the necessary structures to ensure the registration of employers in the contributory based social security scheme to make it more effective. Campaigns should be launched to cover informal sector on contributory based social security scheme.

JTUCC has expressed concern for Minister Bista to assist for Information collection and preparation of records related to OSH to form the OSH committee in workplace according to the law.

JTUCC also draw Minister's attention on workers working in tea plantation and tea processing industry & has asked to make an immediate decision to implement minimum wage & also expressed concern on the delay in process as well as In order to provide minimum wage to the workers working through the labour supplier in government and private sectors.

JTUCC has also urged to initiate dialogue to address the problem of temporary contract teachers demanding the Government for the necessary reforms in the existing Trade Union Act & related laws to address the rights of the workers including service sector.

**International Working Women’s Day celebrates throughout the country**

8 March, 2019: Kathmandu, GEFONT has celebrated International Working Women Day grandly throughout the country on 8 March. On the occasion GEFONT Women Committee has organized a program in Kathmandu. In the program Chief Guest GEFONT President Cde. Binod Shrestha recalled the campaign which has started to increase women's participation in the trade union movement & accomplished with important achievement. He further added before the formation of GEFONT women department, there was no representation of women in leadership. Therefore aiming to increase the participation of women in leadership GEFONT has formed the women department and formulated the policy to increase the 5 present representation of women in leadership level.

President Shrestha further said "During the 30-year GEFONT establishment, the number of women members in GEFONT was not only increased but also enhanced the ability of leading & now we proudly announce in GEFONT NEC there is more 40 % women representation
President Shrestha said that in the context of March 8, 2019, GEFONT Women’s Committee has conducted gatherings among the women members in workplaces & with the leaders of affiliates as a nationwide campaign. He further said “we should unite to end all kinds of gender based discrimination, work and life balance, zero tolerance on violence against women and to ensure social protection including maternity protection.

Speaking on the occasion, President of GEFONT Trade Union policy Institute & member of the Parliament, Cde. Binda Pandey said that there have been significant changes in the last few years but still we should continue our fight toward the equal rights. She said we have to celebrate International Working Women’s Day As a day of Protection of the rights and move forward to institutionalize it.

In the program, Vice President of the ANTUF Cde. Usha Devkota, extended wishes on the occasion of the International Working Women’s Day & urged to move ahead and for leadership development of women leaders. On the occasion, GEFONT women committee member Cde. Sita Lama during the welcome remarks, she recalled all the women leaders who have contributed during the movement. She has briefed the contribution of Yogmaya Neupane, Parbati Paswan who has gave birth child during the workers movement & longer hunger strike by Nanda Nepal because of their contributions now movement is up to here.

During the program GEFONT has felicitated women leaders who have contributed in the workers movement.

Likewise, Province no 1 has organized gathering in Birtamod, Biratnagar, Dharan & udaypur. On the occasion of 8 March Foods items has distributed in purbanchal old age home & plantation program has also organized.

Province No 2, has conducted different program on the occasion, rally and gathering has organized in different places of Province like, Simara, Chandranigapur, Lalbandhi, Rajbiraj, Lahan.

In Province No 3 except the central program different program has organized in Hetauda, Kamalamai, Charikot municipalities.

On the occasion, GEFONT Gandaki has organized health camp in Prithivi chowk. In Province no 5 different program has organized in Kohalpur, Kapilvastu & in Butwal.

In Karnali Province women committee has organized program in Surkhet, Dailekh, Jajarkot & Kailali, Dhangadi and Mahendranagar.
GEFONT President Binod Shrestha elected as JTUCC President

Kathmandu, Cde. Binod Shrestha, president of GEFONT has been elected as president of Joint Trade Union Coordination Center (JTUCC), the common forum of Nepalese Trade Unions. This is second opportunity for GEFONT to lead the JTUCC.

Third Labour parliament held in Kathmandu of JTUCC has elected GEFONT president Cde. Binod Shrestha as a president for the year 2019. GEFONT has led the JTUCC under the rotation basis system adopted by the unions.

Based on membership of the unions, as the largest trade union in the country GEFONT was the founder president of JTUCC. The Labour Parliament has inaugurated by the Prime Minister KP Sharma Oli.

Secretariat of the JTUCC presented the report & formulated the plan for the upcoming year. Speaking in the inauguration session President of JTUCC Mr. Bhiswanatha Pyakurel said that trade unions have been struggling for the decent life of the workers & now the workers have expressed their hope of the prosperous life. He also highlighted on the labour migration issue, he urged to the government to create decent job opportunity for the youth in Nepal.

Speaking on the occasion GEFONT president Cde. Binod Shrestha said" Through the JTUCC it could possible to institutionalize the healthy & friendly competition between trade unions & Efforts to move forward by creating a common concept in labour market and labour policy. He said on minimum wages fixation board & CBA issues trade unions could make common approach & it helped bring new labour law & social Security law. GEFONT President further added "implementation of social security scheme is the biggest achievement for the working class; the issue raised by GEFONT is adopted by JTUCC & became common agenda of the Nepali Trade unions.

The demand for the 10 percent representation of workers’ in all government body has not yet been fulfilled by state. Now there is a common demand of the trade union is formation of National Labour Commission to resolve the labour dispute. During the amendment process of the laws, like Bonus Act has been reducing the benefits of the workers & it is discouraging workers.

Speaking on the occasion, President of ANTUF Cde. Ganesh Regmi expressed happiness over the issues raised by Trade Unions has incorporated in the Labour Act and Social Security Act. But still for remaining issues of the workers JTUCC has to strengthen itself.

On the occasion, President of NTUC Mr. Pushkar Acharya said "JTUCC itself is common forum of unity in diversity an organization to make consensus among trade unions. He emphasized that current laws are in favor of the workers & it should implement effectively. He urged the trade unions have to engage in law making process in the local government level.

Third labour parliament has adopted contemporary resolution presented by GEFONT Secretary General Cde. Janak Chaudhary.

As a special guest Minister of Labour, Employment and Social Security Gokarna Bista, chief advisor to the Prime Minister Cde. Bishnu Rimal has also addressed the program.
High Level Discussion on Prime Minister's employment Program

24 November, 2018: Kathmandu, General Federation of Nepalese Trade Union has organized High Level Discussion on Prime Minister’s employment Program & Labour Market Reform on 24 November, 2018. The program was aiming to build common conception among leaders of GEFONT. Discussion was focus on recent update on Government policy and objective & current progress of the Prime Minister Employment Program.

Speaking in the program GEFONT President Cde. Binod Shrestha Said “We workers who prepared the base for socialism & will achieve Socialism by workers” During this recent period lot of changes has been done in policy level, we have go thoroughly on demands which Trade Union raised & have to verify the demands which were fulfilled and which yet to be fulfill Based on that we Trade Union can make our common understanding what to support & what to oppose. He added, by Promoting current achievements, we should continue our demand for Workers Representative, formation of Labour Commission.

Chief Political Adviser to the Prime Minister & GEFONT Patron Cde. Bishnu Rimal said “the Government has policy to protecting their citizens under 18 years, making competitive and provide employment to youth above 18 years and protecting to the elderly. He further said that, if we only continue the old age benefit it will bring crisis. The contribution-based social security program considers the securing life of the workers and it will appropriate for state also.

The Current Government Policy is to inspire youth to work in the country. Some of the people were concerned on decline numbers of Nepali migrants but that is matter of happiness not the issue of worry. Decent employment opportunities should be insured in country” he added. Contributory Social Security & notable growth on minimum wage will help on this. He said that the current government has launched many progressive program and we can see the achievements till the end of this financial year.

Minister for Labour Employment and Social Security, Minister Gokarna Bista has said that the government has been working with preparing for at least 3 lakhs skill workforce in a year. It will generate employment in country and even Nepali migrant workers will make a good income in abroad. He said, “For the skill development, the Government has already started preparing to operate large training centers in three places of the country.”

Presenting in the program Joint Secretary of Labour, Employment and Social Security Mr. Loknath Bhusal shared that Agent of Recruiting Agencies are in villages to informing demand of foreign employment but till now there was no mechanism to inform about the opportunities of internal employment. Therefore, the Government has started to inform about the opportunities of internal employment by Local Level Government. He further shared about the objective & update of the work and work of the coming days of the Prime Minister’s Employment Program.

In the program, Vice President of GEFONT Advocate Cde. Ramesh Badal highlighted on the Labour Rules, Labour Law, Contributory Social Security, Reforms of Minimum wages & He also informed about the work that has not yet been done and the legal and policy reform should be done on the occasion.

Dr. Shiva Sharma & Prof. Umesh Upadhaya were as commentators of the presentation. Mr. Bishwanath Pyakurel - president of CONEP, Mr. Ganesh Regmi - President of ANTUF and Mr. Yogendra Kunwar - Secretary General of NTUC also shares their views.
GEFONT holds a program on Labour issues are in University Education

23 November 2018: Kathmandu, GEFONT - Trade Union Policy Institute has organized interaction program on Labour in University Education on 23 November 2018. In the program, university professors from China, India & Professors from Tribhuvan University, Kathmandu University & Representatives of the universities were participated in the depth discussion about the current universities course on labour & the course about to include as well as the way forward.

Welcoming the participates in the program, GEFONT President Cde. Binod Shrestha highlighted that, GEFONT established Trade Union Policy Institute (TUPI) for the policy-oriented work as a GEFONT think tank since its 6th Congress & after 7th congress we have reform it. He assures that the way of Socialism is the strength of works. He shows his concern on the decrement of the working culture in Nepal. “Father goes to the labour marker in search of the labour for field & Son or Daughters also go the same labour market looking for work” He expressed his concern over the tendency of the dishonor of the labour.

On the occasion, Professor Dr. Pravin Sinha from School of management and Labour Mumbai share that there is gap between University & Labour market. We have to fill that gap Otherwise the demand for labour market will be on one side and universities product will be in other side. He said “Traditional perceptions of Nepal, India & other South Asian Countries should change.

In the program, Professor Dr. Yue Ling from China University of labour relation has shared Interconnection of Chinese communist party & Trade Union. She further shared about Trade Union development & in china also Trade Union have important role in the law making process. Chinese Constitution has defined that Working class lead the society, and every year five thousand trade union cadres were educated from the China University of Labour Relation. She shares that there is regular course for workers in the university.

On the occasion, Department of Humanities of Tribhuvan University Professor Dr. Dambar Chemjong said “Universities of Nepal hasn’t figure out the entirety of Nepalese society. He said that Nepal’s universities did not have enough courses about labour & he has indicated its need. He said Social thinking of Nepal is not labour friendly & there is no culture to respect labour.

In the program, Professors from different universities, parliamentarians & Trade Union leaders kept their views.

GEFONT’s regular Trade Union school

General Federation of Nepalese Trade Unions (GEFONT) commenced a regular Trade union School from January, 2015. At the school, the following things are taught regularly:

- basic knowledge about the trade union rights,
- about General Federation of Nepalese Trade Unions (GEFONT),
The group class has been running since its inauguration on January 11, 2015. Till date, 810 members have been trained from the total 27 classes. Out of the total trainees, 522 are men and 288 are women.

The school in Kathmandu is regarded as the central school. And, the school's activities have been extended to Province level since 2017. Altogether six classes have been run in province level. In these trainings, the total 181 members including 109 men and 72 women have been trained. The school aims at producing the trade union’s skilled cadres, who can talk about Nepal’s labour market, politics, and the international labour movement. In the classes run at the Province level, the office bearers and members active in the local committees have been prioritized. It has boosted their ability to take part in social dialogue and has highly facilitated the collective bargaining as well as resolution of the labour conflict.

Aiming for the merger between ANTUF and GEFONT, a joint task force has already been formed to review the curriculum. The regular trade union school will be a training center to make equal wavelength by reducing gap in ideologies among the office bearers of the local union of merged trade union in days to come.

### Chronology of Major Political Events In Nepal

- **2019, 8 May**: The policy and program of the Government of Nepal announce by President Bidhya Devi Bhandari, Prosperous Nepal and Happy Nepali is motto of the government. Based on the request of Unions, youth employment and Social Security of workers are in top priority.

- **2018; 17 May**: The ruling Nepal Communist Party was founded from the unification of two leftist parties, Communist Party of Nepal (Unified Marxist–Leninist) and Communist Party of Nepal (Maoist Centre).

- **2018; 15 Feb**: CPN-UML Chairman KP Sharma Oli became Prime Minister of Nepal. GEFONT the then President and the CPN-UML Politburo Member, Bishnu Rimal appointed as the Chief Advisor to the Prime Minister KP Sharma Oli.

- **2018; 7 Feb**: National Assembly Elections Held, Around 300 GEFONT members have been elected in the local Elections. 9 GEFONT members have been elected in Provincial Assembly and Federal Parliamentary Elections.

### Labour Related Major Events

- **23 May 2019**: Cde. Lal Bahadur Jirel, Advisor of UNITRAV – GEFONT has successfully hoisted a Flag “Support an ILO Convention: To Stop violence in the world of work” to the Mount Everest at 9:50 am.

- **17 May 2019**: GEFONT President Cde. Binod Shrestha appointed as Coordinator and Mr. Jagat Simkhada as Assistant Coordinator of Unified Trade Union after merger of GEFONT and ANTUF.

- **14 May 2019**: Tea Workers and entrepreneurs reached to an agreement to provide wages to workers According to the notification published by Nepal. Government as recommendation of Minimum wage committee. Protest Called off.

- **10 May 2019**: Asia Regional Workshop of StreetNet International concludes in Kathmandu.
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>30 Apr 19</td>
<td>GEFONT Publish First Labour Audit report regarding the situation of implementation of Labour Law</td>
</tr>
<tr>
<td>29 Mar 19</td>
<td>GEFONT Organizes OSH Training to the workers of Cement Industries</td>
</tr>
<tr>
<td>24 Mar 19</td>
<td>GEFONT organize Training on Contributory Social Security</td>
</tr>
<tr>
<td>26 Jan 19</td>
<td>Works Resume work in Nepal Hydro after agreement reached with employer</td>
</tr>
<tr>
<td>13 Jan 19</td>
<td>GEFONT felicitates the new leadership of JTUCC</td>
</tr>
<tr>
<td>28 Dec 18</td>
<td>JTUCC has elected GEFONT president Cde. Binod Shrestha as a president for the year 2019</td>
</tr>
<tr>
<td>30 Nov 18</td>
<td>GEFONT Welcomes Social Security schemes by lighting the lamps</td>
</tr>
<tr>
<td>24 Nov 18</td>
<td>High Level Discussion on Prime Minister’s employment Program &amp;Labour Market Reform</td>
</tr>
<tr>
<td>23 Nov 18</td>
<td>GEFONT - Trade Union Policy Institute has organized interaction program on Labour in University Education</td>
</tr>
<tr>
<td>15 Nov 18</td>
<td>Discussion on Effective implementation of Social Security Scheme</td>
</tr>
<tr>
<td>31 Oct 18</td>
<td>Interaction with tripartite Delegates from Bangladesh regarding fair Recruitment and role of Union</td>
</tr>
<tr>
<td>11 Sep 18</td>
<td>ANUTF –GEFONT joint Gathering for union unification concludes</td>
</tr>
<tr>
<td>10 Sep 18</td>
<td>GEFONT Contributes for Kerala Flood Victims</td>
</tr>
<tr>
<td>23 Aug 18</td>
<td>GEFONT initiates for free education to Children</td>
</tr>
<tr>
<td>14 Aug 18</td>
<td>GEFONT Training on Occupational Health and Safety (OHS)</td>
</tr>
<tr>
<td>10 Aug 18</td>
<td>GEFONT Training on Financial Management</td>
</tr>
<tr>
<td>29 July 18</td>
<td>GEFONT and ANUTF’s Joint position paper declared</td>
</tr>
<tr>
<td>15 July 18</td>
<td>First Meeting of Trade Union Unity Task Force Concludes</td>
</tr>
<tr>
<td>6 July 18</td>
<td>GEFONT Leadership Meet with IUF-AP Leadership</td>
</tr>
<tr>
<td>6 July 18</td>
<td>GEFONT leadership meet with PSI General Secretary</td>
</tr>
<tr>
<td>9 June 18</td>
<td>GEFONT and JTGCU signed MOU to protect Nepali Migrant workers in Jordan</td>
</tr>
<tr>
<td>30 May 18</td>
<td>GEFONT-TUPI organises an Interaction Programme on Budget 2018-19</td>
</tr>
<tr>
<td>21 May 18</td>
<td>UNITRAV Central Member Mingma Gyabu Sherpa (David) hoisted Flags of IMPRESSION Nepal, ILO, at Mt. Everest</td>
</tr>
<tr>
<td>1 May 18</td>
<td>GEFONT Leadership handover takeover Ceremony Concludes</td>
</tr>
<tr>
<td>12 Apr 18</td>
<td>Web Platform launches to review the Recruitment Agencies</td>
</tr>
<tr>
<td>6 Apr 18</td>
<td>Trade Unions Protests against suppression in Manipal Hospital</td>
</tr>
<tr>
<td>2 Apr 18</td>
<td>Campaign to rescue Prem Rai collects two hundred thousand from GEFONT Congress</td>
</tr>
<tr>
<td>2 Apr 18</td>
<td>GEFONT 7th National Congress Concludes Grandly Electing New Leadership</td>
</tr>
<tr>
<td>22 Mar 18</td>
<td>GEFONT Dignitaries Meet Labour &amp; Employment Minister and handover memorandum to regulate labour market</td>
</tr>
<tr>
<td>11 Mar 18</td>
<td>GEFONT Third National Youth Conference Concludes</td>
</tr>
<tr>
<td>11 Mar 18</td>
<td>GEFONT President Bishnu Rimal Appointed Chief Advisor to PM</td>
</tr>
<tr>
<td>8 Mar 18</td>
<td>GEFONT Women Conference concludes electing new Leadership</td>
</tr>
<tr>
<td>19 Feb 18</td>
<td>GEFONT Organises Free Health Camp in Bara</td>
</tr>
<tr>
<td>8 Jan 18</td>
<td>Nepali Migrant Workers Association Qatar affiliated with GEFONT has organized Cultural Program</td>
</tr>
<tr>
<td>27 Dec 17</td>
<td>GEFONT Distributes Relief Materials to Flood Victims</td>
</tr>
<tr>
<td>16 Nov 17</td>
<td>GEFONT organises an Interaction Programme on Labour Audit</td>
</tr>
<tr>
<td>24 Sep 17</td>
<td>GEFONT Extends Bilateral Cooperation with Turkish Confederation</td>
</tr>
<tr>
<td>21 Sep 17</td>
<td>An International Conference on “Victim take the lead for Occupational Safety and Health in Asia” has been commenced</td>
</tr>
<tr>
<td>27 Aug 17</td>
<td>GEFONT Distributes Relief Materials in Parsa</td>
</tr>
<tr>
<td>21 July 17</td>
<td>GEFONT 7th National Congress Delegates Council Concludes</td>
</tr>
<tr>
<td>14 June 17</td>
<td>Cde. Binda Pandey Elected in the Governing Body of ILO</td>
</tr>
<tr>
<td>10 May 17</td>
<td>The book “In the Name of Working People” written by GEFONT President Cde. Bishnu Rimal has been launched</td>
</tr>
<tr>
<td>22 Apr 17</td>
<td>Rescued Women from Saudi express gratitude to GEFONT</td>
</tr>
<tr>
<td>13 Apr 17</td>
<td>GEFONT Handovers Community Building in Sindhupalchow</td>
</tr>
<tr>
<td>19 Nov 16</td>
<td>JTUCC files a complaint with ILO against Nepal Government</td>
</tr>
<tr>
<td>28 Oct 16</td>
<td>JTUCC demands to Withdraw Industrial Enterprise Act</td>
</tr>
<tr>
<td>7 Oct 16</td>
<td>GEFONT Congratulates Leaders elected in International Union Committees</td>
</tr>
<tr>
<td>15 Sep 16</td>
<td>JTUCC organises Interaction on Labour Bill and Social Security Bill</td>
</tr>
<tr>
<td>29 July 16</td>
<td>Discussion held between Trade Unions &amp; Reconstruction Authority about Post Earthquake Reconstruction</td>
</tr>
<tr>
<td>21 July 16</td>
<td>GEFONT 6th National Congress Delegates Council Meeting Concludes adopting important resolutions</td>
</tr>
</tbody>
</table>
Cde. Mingma Gyabu Sherpa (David), Central Committee Member of UNITRAV-GEFONT has successfully hoisted the flag of ILO to the Mount Everest on May 21, 2018 at 7 AM, as part of celebration of ILO centenary 2019. (Above)

Cde. Lal Bahadur Jirel, Advisor of UNITRAV – GEFONT has successfully hoisted a Flag “Support an ILO Convention: To Stop Violence in the World of Work” to the Mount Everest on 23 May 2019 at 9:50 am. (in inset)