

**NEPAL**

Trade Unions in  
**Critical Situation**

*Trade Union Rights 2002*

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**Critical Situation**

**GEFONT**

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**N E P A L : Trade Unions in Critical Situation**

**Prepared by:**

Bishnu Rimal/Ramesh Badal

**Data Processing:**

Kiran Mali

**Special Contribution:**

Umesh Upadhyaya, Dev Raj Dahal

**Data Entry:**

Manju Thapa, Suresh Duwadi and Minu Sapkota

**Computer work:**

Kabindra Rimal

**Data Collection:**

Hari D. Joshi, Tulasi Siwakoti, Nara N. Lueitel, Deepak Paudel, Keshav Duwadi, Janak Chaudhary, Om Koirala, Chudamani Jungali, Rajeev Ghimire, Yogilal Yadav, Dinesh Rai, Madhusudhan Khatiwada, Kamal Gautam, Bidur Karki, Keshav R Giri, Prem Paunju, Siddhi Upreti

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P O Box 10652, Kathmandu,  
Manmohan Labour Building, Putalisadak, Nepal  
Tel: 248072 (Hunting Line)  
Fax: 248073  
e-mail: info@gefont.org  
www.gefont.org

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## **Acknowledgement**

This publication is a continuation of our annual publication "Trade Union Rights". This report presents the situation of Trade Unions registered in Registrar office in the fiscal year 2001/02. Keeping in view present days political, social and economical crisis in Nepal, further, it has carried out a comparison of the 'active' trade unions, their federations and the National Centres with the year 1993 when the unions were first ever started to register.

Thus, the name of this report is mentioned as "Nepal: Trade Unions in Critical Situation". This publication prepared by GEFONT Secretary General Bishnu Rimal and Ramesh Badal is a result of teamwork. The name of the contributing team has been acknowledged in the press line.

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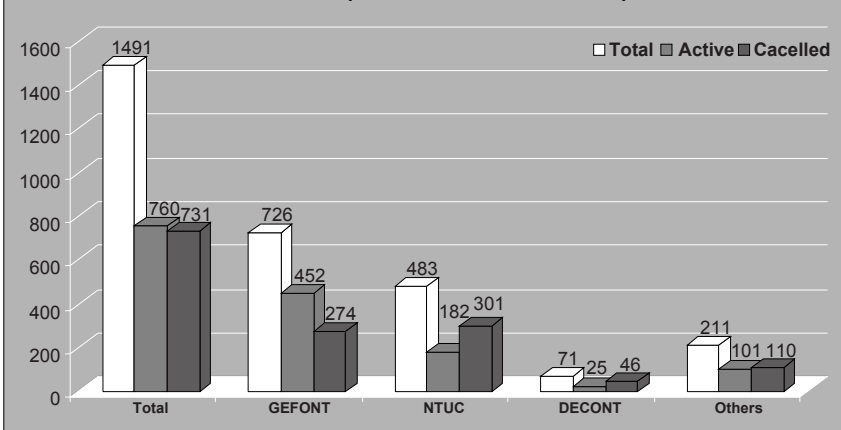
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# N E P A L:

## Trade Unions in Critical Situation

**Chart 1: Number of 'active' enterprise level trade unions in Nepal, as of June 2002**



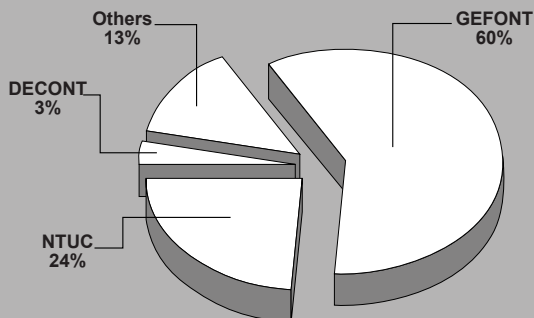
*Source: Record of the HMG/N Labour Offices*

After the declaration of the state of emergency in November 2001, the law and order situation of the country sharply deteriorated causing the shut down of industries and business and, consequently, accelerating the process of job layoffs. This process has badly affected enterprise level trade unions.

Trade Union Act requires compulsory renewal of all the enterprise level registered trade unions in every two years. Those duly renewed registered ones are mentioned here as "active unions." Until March 1999 there were 1,795 active unions at enterprise levels. Now, the number of such unions stands 760 only. Based on the data provided by 10 Labor Offices of the country until June 2002, the Chart: 1 explains the situation of trade unions in Nepal.



**Chart 2: The Scenario of Active Unions**



Owing to a lack of systematic record keeping system about the renewal and registration system in the Labor Department, it is very difficult to present the accurate picture. Official records show that there were 1,491 enterprise level registered and renewed trade unions until June 2002. Out of those the

registration of 731 unions have been abrogated. Out of 760 "active" unions the share of GEFONT is 452, NTUC 182 and DECONT 25. In terms of percentage GEFONT occupies 60 percent, NTUC 24 percent and DECONT 3 percent. The number of those "not affiliated" to any trade union confederation is 101, which is 13 percent of the total.

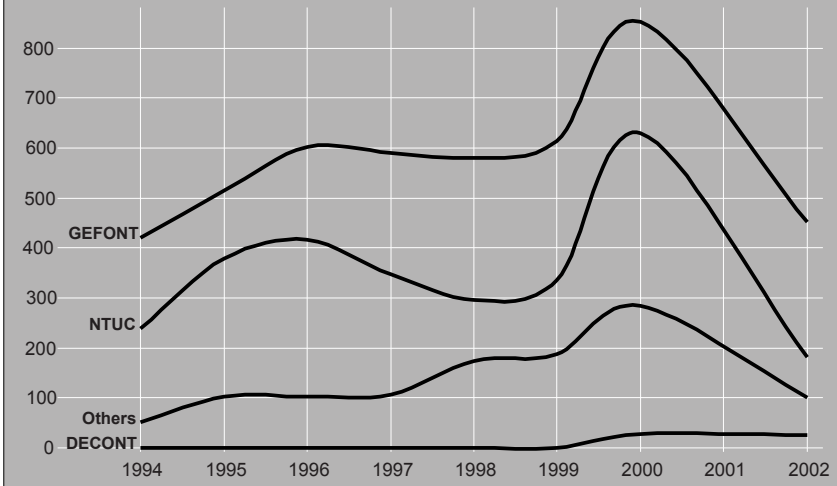
NTUC is the most affected in terms of cancellation of the registration of unions. Out of its total 483 "active" unions last year the registration of 301 unions was cancelled. Now it has only 182 active unions. Percentage wise, of the total unions of NTUC, 62 percent of them suffered from cancellation of registration. Likewise, out of 71 unions affiliated to DECONT the registration of 46 them were cancelled. This is 65 percent. Among 211 unions unaffiliated to any confederation, 52 percent (110) of them suffered from the cancellation of registration. GEFONT could not remain unaffected from this problem either. Out of its 726 active unions last year, 34 percent or 274 of them were cancelled from registration.

**Table 3: The position of Various Federations from past to Present**

Unions/ Year	1994	1995	1996	1997	1998	1999	2000	2002
GEFONT	420	515	602	591	580	614	853	452
NTUC	239	378	416	348	297	336	630	182
DECONT	-	-	-	-	-	-	28	25
Others	52	102	102	106	174	187	284	101
Total	711	995	1120	1045	1051	1137	1795	760

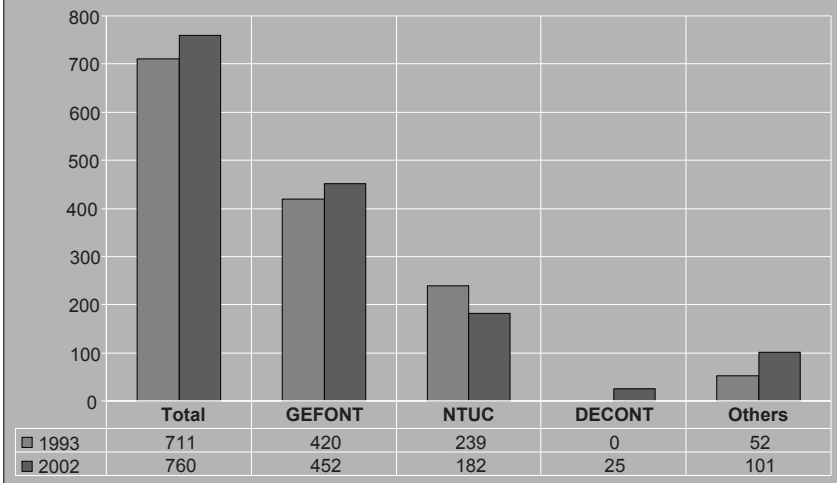


**Graph 4: Union Activism during 1994-2002**



Registration of trade unions started in 1993. Trade Union Act of 1992 makes the registration and renewal of trade unions in every two years mandatory. The period between 1993 to 1999 can be called a conducive period while the period between 2000-2002 can be regarded as a bad period for trade union activism. Violent Maoist conflicts, the closing of many establishments, the anti-trade union attitude of the employers, and the declaration of the state of emergency have contributed for the decline of trade union movement in Nepal.

**Graph 5: Comparison of Active Trade Unions Between 1993 and 2002**





The year 1999 can be regarded as the most positive period for union registration. The year 2000 marks a declining trend owing to the growth of Maoist attacks on industries and closing of many factories. This brings the union registration trend back to 1993, pointing a disturbing trend in Nepal's labor market.

### Regional Position of Unions

The cancellation of registration and activism of trade union differ from one geographic region to another. In Biratnagar, for example, out of 124 existing unions last year the registration of only 11 unions was cancelled. In Kathmandu, out of 1069 unions, the registration of 602 of them was cancelled. This indicates that the state of emergency badly affected unions in Kathmandu. The main reason for the decline of unions in Kathmandu is the predominance of export-oriented and tourist industries. No union could maintain its existence in Nepalgunj. All the unions registered until 2001 in Dhangari (3 unions), Butwal (24 unions) and Pokhara (35 unions) are still active and kicking. After Kathmandu, the unions of Birjung suffered heavy decline. For example, out of 120 registered unions, the registration of 83 unions is cancelled. And at the moment, only 37 unions are existing. In Hetaunda 7 out of 41 and in Jhapa 9 out of 42 unions suffered from the cancellation of registration.

**Table 6: Region-wise Distribution of Registration, Cancellation and Active Unions**

Labour Offices	GEFONT			NTUC			DECONT			Others		
	Total	Active	Registration Cancelled	Total	Active	Registration Cancelled	Total	Active	Registration Cancelled	Total	Active	Registration Cancelled
Jhapa	25	22	3	15	11	4	0	0	0	2	0	2
Biratnagar	50	50	0	61	51	10	6	5	1	7	7	0
Janakpur	6	6	0	6	6	0	0	0	0	2	2	0
Birjung	64	21	43	53	14	39	2	1	1	1	1	0
Hetaunda	33	27	6	6	5	1	1	1	0	1	1	0
Kathmandu	497	284	213	321	83	238	60	16	44	191	84	107
Pokhara	28	28	0	4	4	0	2	2	0	1	1	0
Butwal	13	13	0	6	6	0	0	0	0	5	5	0
Nepalgunj	9	0	9	9	0	9	0	0	0	1	0	1
Dhangari	1	1	0	2	2	0	0	0	0	0	0	0
<b>Total</b>	<b>726</b>	<b>452</b>	<b>274</b>	<b>483</b>	<b>182</b>	<b>301</b>	<b>71</b>	<b>25</b>	<b>46</b>	<b>211</b>	<b>101</b>	<b>110</b>

Source: Labour Offices, HMG/N



## Registration and activity of Trade Unions' Federations

Trade Union Act of 1992 has underlined four criteria for the registration of trade unions' Federations.

1. At least 50 Enterprise Level Trade Unions can form a Trade Union Association (Federation) by Mutual Agreement (Clause 4(1) of Trade Union Act).
2. 5,000 individual workers from similar nature of Enterprise can also form a trade union federation (Clause 4 (1) of Trade Union Act).
3. In the case of agriculture sector, 5,000 workers can form a Federation by mutual agreement but the union must have a representation from at least 20 districts and a minimum of 100 workers' representation from one district (Clause 4 (1) of Trade Union Act).
4. Those working in informal sector and self-employed can also form a union if they have at least five hundred members working in the same nature of occupation (Clause 4 (2) of Trade Union Act).

In the Department of Labor 85 trade Unions' Federations are registered. Out of them only 56 are legally recognised. In this figure, the share of GEFONT is 15, NTUC 17, DECONT 13 and those unaffiliated to any federation is 11. Out of 15 Federations affiliated to GEFONT 7 trade unions' federation are registered under the Clause 4 (1) of Trade Union Act having more than 50 enterprise level unions, 2 Federations have been registered under the category of having more than five thousand individual membership, 1 agricultural workers' federation and 5 Federations are registered under Clause 4 (2) of Trade Union Act.

**Table 7: Unions formed under the Clause 4 (1) of Trade Union Act**

SN	GEFONT	Active Unions	SN	NTUC	Active Unions
1.	NIWU	46	1.	NFWC	92
2.	ITGWUN	71	2.	NCWA	15
3.	NICWU	70	3.	NT&HWU	47
4.	NIHWU	72			
5.	UNITRAV	52			
6.	NIFBWU	43			
7.	NICIWU	64			

Source: Dept. of Labour & Employment R



**Table 8: Unions Affiliated with the Federations Registered on the Basis of Individual Membership**

SN	GEFONT	Active	SN	NTUC	Active	SN	DECONT	Active
1.	CUPPEC	2	1.	NEWU	10	1.	NAWA	1
2.	IGCUN	5	2.	NTPWA	10	2.	NFWU	4
3.	IPWUN	3	3.	NTWA	1	3.	NGWA	4
4.	ITPWUN	19	4.	Non Associated Unions	7	4.	NR&CPU	1
5.	ITWAN	1				5.	Non Associated Unions	15
6.	Non Associated Unions	4						
	Total	34		Total	28		Total	25

Out of 17 Federations affiliated with NTUC 3 Federations are registered under the Clause of 4 (1) having more than 50 unions at enterprise level, 4 Federations are registered under Clause of Trade Union Act with five thousand individual membership and ten Federations are registered under Clause 4 (2) of Trade Union Act; whose membership strength would be 500 plus only.

None of DECONT affiliated Federations are registered with 50 or more enterprise level unions. Its 4 Federations are registered with 5000 members each, 1 agricultural workers' union with 5000 members and the rest of its unions are registered under Clause 4 (2) of the Trade Union Act having each union 500+ individual members.

Though the legal status of the central level unions formed on individual membership basis is equal to the central federation of enterprise level unions but at the local level they are not effective in collective bargaining, do not participate in labour

**Table 9: Federations Registered with 5, 000+ individual membership under Clause 4 (1) of Trade Union Act**

GEFONT		NTUC		DECONT		Others	
Trade Union	Reg. No.	Trade Union	Reg. No.	Trade Union	Reg. No.	Trade Union	Reg. No.
ITWAN	3	NTWA	22	NCWU	39	IBEF	33
ITPWUN	7	FIEUN	24	NHWA	66	ICEA	34
FAWN	70	NTPWA	25	CAWUN	67		
		NICEA	28	NBA	71		
				NAWA	68		



**Table 10: Federations Registered with 5, 00+ individual membership Under Clause 4 (2) of Trade Union Act**

GEFONT		NTUC		DECONT		Others	
Trade Union	Reg. No.	Trade Union	Reg. No.	Trade Union	Reg. No.	Trade Union	Reg. No.
IPWUN	8	NPU	27	NBCWU	17	ANCWU	61
NATU	9	NEWU	45	NE&AEA	36	ANRPU	62
CUPPEC	10	NWWU	46	NFWHU	37	ANTPWU	64
IGCUN	11	NNBA	47	NTWA	63	NTDU	69
NRPU	40	NT&SWU	48	NGWA	65	NWWU	72
		NSWA	49	CSWA	81	NNIRPU	74
		NSHWU	50	NR&CPA	82	NIPU	80
		NBCWU	51	NR&SHWA	83	NM&SRA	84
		NRPA	52			NCAA	85
		NEWU	56				

Source: Dep

relations committee, become authentic through election, run plant-level welfare fund and engage in day to day problems of workers. Such unions are also irrelevant in an enterprise where industrial relations are formally regulated. The above analysis reveals that in Nepal's labor market out of existing 56 recognised trade unions' federations, it is only GEFONT's 7 and NTUC's 3 Federations organized at the enterprise level have the real capacity to empower the unions. Unaffiliated unions have their own independent role. In informal sector, larger Federations such as ITWAN, CUUPEC-Nepal and FAWN of GEFONT have real potentiality shape policy programmes & to deliver service to the grass-root workers.

At the local level, the third Confederation DECONT does not have effective role. It is not clear whether there is a decline of members in unions formed by individuals. Large numbers of lockout & liquidation of enterprises throughout the nation indicates that there is decline in the number of such unions. Table 7 indicates that the survival of Nepal Carpet Workers' Association of NTUC is in danger. In the days ahead Nepal Independent Workers' Union and Nepal Independent Food and Beverage Worker's Union of GEFONT and Nepal Tourism & Hotel Workers' Union of NTUC might suffer the same fate if they do not have fifty affiliated unions. This indicates that the unions affiliated with GEFONT have important role in collective



bargaining. Technically, other unions may have equal representation as that of GEFONT but, in substance, NTUC's influence is declining and DECONT's influence is already miniscule.

Evidently, no matter how many numbers they have in the trade union federation registered under Clause 4(2) of Trade Union Act they are counted only as four unions.

### **Cancellation of the Registration of Fake Trade Unions by the Labour Court**

The labour Court has announced the cancellation of registration of five trade unions' federation, which were registered with fake names and signatures. GEFONT had lodged protest against the illegal registration of such unions by then Director General of Labor Department. Later GEFONT affiliated Unions submitted their petition in labor courts seeking the cancellation of such fake trade unions. As the court discovered fake stamps and signatures of municipal officials, they declared the cancellation of the registration of such unions.

**Table 11: Trade Unions who's Registration have been cancelled by the Labour Court**

S.N.	Federations	Reg. No.
1	Nepal National Independent Shopkeepers Union	73
2	Nepal National Independent Grill Workers' Union	75
3	Nepal Electric, Electronics Technicians' Union	76
4	Nepal Independent Trekking Workers' Association	77
5	Nepal Independent Construction Workers' Organization	78



**Table 12: Other trade Unions Whose Registration Have Been Cancelled due to Non-Renewal**

S.N.	Federations	Reg. No.	Remarks
1.	Nepal Independent Painters' Union	12	Merged with CUPPEC
2.	Nepal Tourism and Hotel Workers Union	15	
3.	Nepal Brick Factory Workers Association	16	
4.	Nepal Wood Workers Association	18	
5.	Nepal Barbers Association	19	
6.	Nepal Restaurant and Small Hotel Workers Association	20	
7.	Nepal Shop Workers Association	21	
8.	Nepal Garment Workers' Association	23	
9.	Nepal Health Workers' Association	26	
10.	Nepal Plumber Independent Workers' Union	29	Merged with CUPPEC
11.	Nepal Auto-mechanics Workers Union	30	Merged with NATU
12.	Nepal Medical and Sales Representative Association	31	
13.	Nepal Leather Workers' Association	32	
14.	Nepal Commercial Artists' Association	35	
15.	Nepal Workshop Workers' Association	38	
16.	Nepal Cycle Workers' Association	41	
17.	Nepal Meter Tempo-Drivers' Association	44	
18.	Nepal Shop Workers' Association	53	
19.	Nepal Tourism and Hotel Workers' Union	54	
20.	Nepal Construction Workers' Association	55	
21.	All Nepal Carpet Workers' Association	57	
22.	All Nepal Progressive Magazine Sales Association	58	
23.	All Nepal Thanka painting Workers' Association	59	

Source: Dep

### **National Trade Union Centres**

The registration of trade union Confederation is based on its legitimate membership patterns of member unions under Trade Union Act. The recognition of all three Confederations will remain until 2003. But, the strength of unions very much rests on their membership at enterprise level.



## Relevant Annexes

**Table: 13, Total Enterprises and average workers/establishment**

Year	No of Establishment	No of workers	Average Workers/enterprise
1992	2,575	347,164	134.82
1993	2,598	346,659	133.43
1994	3,113	355,058	114.06
1995	3,582	370,316	103.38
1996	4,014	374,860	93.39
1997	4,195	382,845	91.26
1998	4,292	385,960	89.93
1999	4,282	387,200	90.43
2000	4,274	392,421	91.82
2001	4,296	394,541	91.84
2002	3,617	359,323	99.34

**Table:14 Total Mandays Lost (1995-2002)**

Year	1995	1996	1997	1998	1999	2000	2001	2002
Total mandays lost	43188	67661	262154	156476	148520	229319	30656	60658
Due to Strike	33944	26696	68764	24573	98691	174526	7206	12355
Due to Lockout	1814	9535	25132	52921	14666	42061	22385	31908
Due to Lay-off	7430	31430	168276	78982	35163	12732	1065	16495

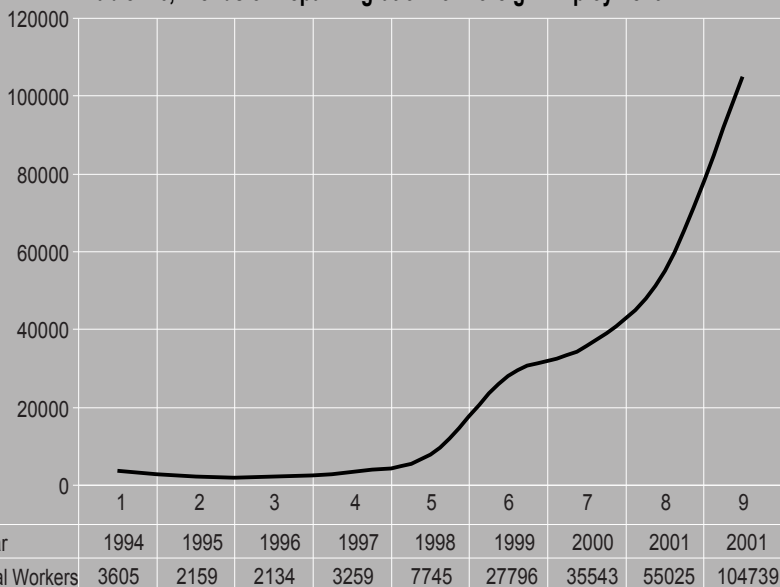
**Table-15, Nepali in Foreign Employment(by Country)**

Country	Number	Country	Number	Country	Number
Australia	11	Jordan	153	Russia	2
Bahrain	3171	Kosovo	82	Saudi Arab	83459
Beirut	2	Kuwait	2973	Singapore	17
Bermuda	1	Laos	1	South Korea	3119
Brunei	183	Macao	353	Spain	2
Cyphan	246	Malaysia	64643	Sweden	1
Cyprus	9	Maldives	194	Tanzania	5
Finland	14	Mauritius	1	Thailand	1
France	13	New Zealand	5	The Netherlands	2
Germany	3	Nicosia	3	U.A.E.	25672
Greek	1	Norway	3	U.K.	61
Hong Kong	1753	Oman	336	Uganda	25
Indonesia	29	Pakistan	2	USA	59
Ireland	7	Palau	15	Zimbabwe	12
Israel	26	Papuanewguinea	10		
Italy	2	Portugal	1	Total	242005
Japan	100	Qatar	55222		

Source: Dept. of Labour and Employment promotion

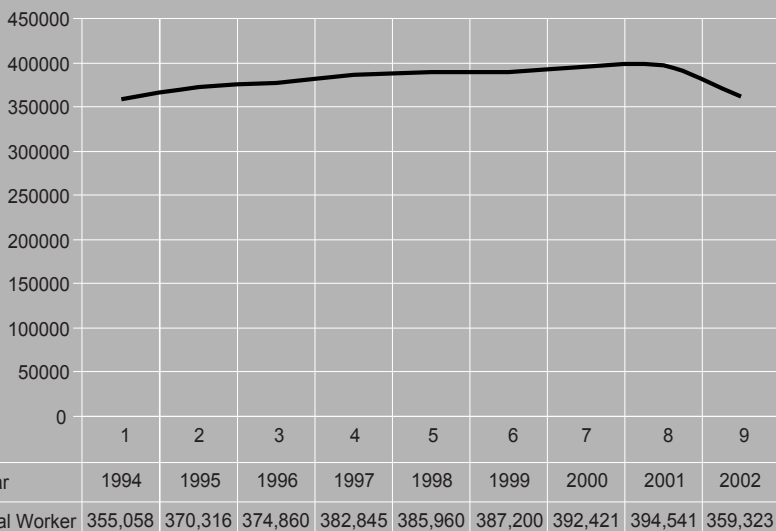


**Table 16, Trends of Nepali Migration for Foreign Employment**



Source: Dept. of Labour & Employment Promotion

**Table 17: Trends of Employment in Nepal**



Source: Dept. of Labour & Employment Promotion





Table 18: Nepali in Foreign Employmentton fiscal year 2001/02

Month	Saudi Arabia	Kuwait	Qatar	UAE	Bahrain	Hong Kong	Jordan	S. Korea	Kosovo	Malaysia	Maldives	Israel	Macao	Others	Total
July	1720	8	1718	953	42	47	20	0	1	539	0	0	0	14	9914
Aug	1800	65	1508	573	29	44	93	0	0	537	0	7	0	30	9526
Sept	2135	15	1621	522	58	42	1	0	0	527	24	0	0	28	9719
Oct	847	24	1448	605	34	70	0	0	6	390	5	0	1	28	6971
Nov	1953	13	1656	690	66	60	0	1	10	424	0	0	0	47	8744
Dec	1075	42	948	536	53	22	0	0	16	248	0	0	40	44	5260
Jan	1764	5	1599	765	73	10	0	25	0	506	0	1	1	49	9359
Feb	1734	11	1310	523	38	37	0	26	1	493	0	0	0	12	8627
Mar	2293	43	1734	893	60	36	0	0	0	418	0	0	5	18	9268
April	2016	81	1661	724	103	38	0	35	0	283	9	0	0	19	7519
May	1791	58	2192	807	41	37	35	27	0	329	0	5	0	7	8355
June	1966	13	2500	820	98	39	1	17	0	593	1	3	3	78	11477
Total	21094	378	19895	8411	695	482	150	13	34	5292	39	16	50	438	104739



**Table 19: Key Development Indicators**

Indicators	Value	Year
Population size (m)	23.2	2002
Population Growth Rate%	2.27	2002
Population as % of labor force (aged between 15 to 64 years)	54	2002
Life Expectancy at Birth (yrs)	59.7	2002
GNP per capita (US \$)	249	2002
Human Development Index (value)	0.466	2000
Human Development Index (rank)	129.0	1999
Percentage of Population below national poverty line	38.0	2000
Total outstanding loans as % of GDP	64.6	1999
Prevalence of HIV/AIDS in Adult population aged 15-49 years (%)	0.29	1999
Population without access to drinking water supply	20.01	2001
Percentage of Underweight under-five children	48.3	2000
Adult Literacy Rate (%)	57.6	2000
Net Enrolment rate in primary education (%)	72.1	1999
Ratio of girls to boys in primary education (%)	74.0	1999
Under five mortality rate (per 1,000 live births)	91.0	2001
Material Mortality Rate (per 100,000 live births)	539.0	1996
Percentage of population relying on traditional fuel's for energy use	92.0	1995



## Acronym and abbreviation used

### Confederations (National Centres)

Reg.No. Acronym

- |   |        |   |
|---|--------|---|
| 1 | GEFONT | General Federation of Nepalese Trade Unions       |
| 2 | NTUC   | Nepal Trade Union Congress                        |
| 3 | DECONT | Democratic Confederation of Nepalese Trade Unions |

### Federations

Reg.No. Acronym

- |    |          |   |
|----|----------|---|
| 1  | NIWU     | Nepal Independent Workers' Union  |
| 2  | ITGWUN   | Independent Textile Garment Workers' Union of Nepal                         |
| 3  | ITWAN    | Independent Transport-Workers' Association of Nepal                         |
| 4  | NICWU    | Nepal Independent Carpet Workers' Union                                     |
| 5  | NIHWU    | Nepal Independent Hotel Workers' Union                                      |
| 6  | UNITRAV  | Union of Trekking-Travel-Rafting Workers, Nepal                             |
| 7  | ITPWUN   | Independent Tea plantation Workers' Union of Nepal                          |
| 8  | IPWUN    | Independent Press Workers' Union of Nepal                                   |
| 9  | NATU     | Nepal Auto-mechanics Trade Union  |
| 10 | CUPPEC   | Central Union of Painters, Plumbers, Electro and Construction Workers-Nepal |
| 11 | IGCUN    | Independent Garbage Cleaners' Union of Nepal                                |
| 12 | NIPU     | Nepal Independent Painters Union  |
| 13 | NFWC     | Nepal Factory Workers' Congress   |
| 14 | NCWA     | Nepal Carpet Workers' Association   |
| 15 | NT&HWU   | Nepal Tourism & Hotel Workers' Union1                                       |
| 16 | NBKWA    | Nepal Brick Kiln Workers' Association                                       |
| 17 | NBCWU    | Nepal Building Construction Worker's Union                                  |
| 18 | NWWU     | Nepal Wood Workers' Union   |
| 19 | NBA      | Nepal Barber's Association1   |
| 20 | NR&SHWU  | Nepal Restaurant and Small Hotel Workers' Union                             |
| 21 | NSWU     | Nepal Shop workers' Union   |
| 22 | NTWA     | Nepal Transportation Workers' association                                   |
| 23 | NGWA     | Nepal Garment Workers' Association  |
| 24 | FIEUN    | Financial Employees Union of Nepal  |
| 25 | NTPWA    | Nepal Tea Plantation Workers' Association                                   |
| 26 | NHWA     | Nepal Health Workers' Association   |
| 27 | NPU      | Nepal Press Union   |
| 28 | NICEA    | Nepal Inter-Corporation Employees Association                               |
| 29 | NIPU     | Nepal Independent Plumbers' Union   |
| 30 | NIAMU    | Nepal Independent Auto-Mechanics Union                                      |
| 31 | NMSRA    | Nepal Medical & Sales Representatives Association1                          |
| 32 | NLWU     | Nepal Leather Workers' Union  |
| 33 | IBEF     | Inter- Banking Employees Federation   |
| 34 | ICEA     | Inter-corporation Employees Association                                     |
| 35 | NCAA     | Nepal Commercial Artists' Association                                       |
| 36 | NE & AEA | Nepal Emigration & Airport Employees Association                            |
| 37 | NFHWU    | Nepal Film Hall Workers' Union  |
| 38 | NWWA     | Nepal Workshop Worker's Association   |



39]	NCWU]	Nepal Carpet Workers' Union
40]	NRPU]	Nepal Rikshaw Puller's' Union
41]	NCWO]	Nepal Cycle Workers' Organisation
42]	NIFBWU]	Nepal Independent Food and Beverage Workers' Union
43]	NICIWU]	Nepal Independent Chemical- Iron Workers' Union
44]	NMTDU]	Nepal Meter-Tempo Drivers' Union
45]	NEWU]	Nepal Electrical Workers' Union
46]	NWWU]	Nepal Wood Workers' Union
47]	NNBA]	Nepal National Barber's Association
48]	NT & SWU]	Nepal Tannery & Shoe Workers' Union
49]	NSWA]	Nepal Shop Workers' Association
50]	NSHWU]	Nepal Small Hotel Workers' Union
51]	NBCWU]	Nepal Building Construction Worker's Union
52]	NRPA]	Nepal Rikshaw Puller's' Association
53]	NSWA]	Nepal Shop Workers' Association
54]	NT& HWU]	Nepal Tourism & Hotel Workers' Union1
55]	NCWU]	Nepal Construction Workers' Union
56]	NEWU]	Nepal Embroidery Worker's Union
57]	ANCWU]	All Nepal Carpet Workers' Union
58]	ANPMSA]	All Nepal Progressive Magazine Sales Association
59]	ANTPWA]	All Nepal Thanka Painting Workers' Association
60]	NPPWWA]	Nepal Painter, Plumber & Wiring Workers' Association
61]	ANCWU]	All Nepal Construction Workers Union
62]	ANRPU]	All Nepal Rikshaw Puller's' Union
63]	NTWA]	Nepal Transport Workers' Association
64]	ANTPWU]	All Nepal Thanka Painting Worker's Union
65]	NGWA]	Nepal Garment Workers' Association
66]	NHWA]	Nepal Hotel Workers' Association
67]	CAWUN]	Construction & Allied Workers' Union of Nepal
68]	NAWA]	Nepal Agricultural Worker's Association
69]	NTDU]	Nepal Taxi Drivers' Union
70]	FAWN ]	Federation of Agricultural Workers-Nepal
71]	NBA]	Nepal Barbers' Association1
72]	NWWU]	Nepal Wood Workers Union
73 ]	NNISWU]	Nepal National Independent Shopkeepers' Union]
74]	NIRPU]	Nepal Independent Rikshaw Puller's' Union
75]	NNIGWU]	Nepal National Independent Grill Workers' Union
76]	NEETU]	Nepal Electric, Electronics Technicians' Union
77]	NITWA]	Nepal Independent Trekking Workers' Association
78]	NICWO]	Nepal Independent Construction Workers' Organization
79]	NT&HWU]	Nepal Tourism & Hotel Workers' Union1
80]	NIPU]	Nepal Independent Porters' Union
81]	CSWA]	Commercial Sector Workers' Association
82]	NR & CPU]	Nepal Rickshaw & Cart Puller's' Union
83]	NR & SHWA]	Nepal Restaurant & Small Hotel Workers' Association
84]	NMSRA]	Nepal Medical & Sales Representatives Association*
85]	NCAA]	Nepal Cultural Artists' Association

\* Repeatedly failed to maintain legal recognition and re-registered

