



GEFONT
Trade Union Policy Institute
(GEFONT-TUPI)





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The Mission

We believe, the people's uprising of 2006, after gaining overwhelming support, transformed itself into a peaceful peoples' revolution, which was original to Nepali reality both in terms of the extent and leadership, rested on the ideal of People's Multi-Party Democracy (PMPD). Contrast with the European or Chinese model of revolution, it became possible through collaboration between two competing Classes – the class of the Haves and that of the Have-nots! It brought about a historical political change, but is yet to trigger a socio-economic and cultural transformation. The movement concluded with the establishment of rights, but is yet to create an environment in which the rights can be realised. Most important, the hegemony of the anti-working class is yet to end.

It is the base, where GEFONT Trade Union Policy Institute (TUPI) rests! It believes to develop a plural and equitable society with participatory democracy and social justice!



The Vision

Definitely, Nepali society is in a difficult phase of transition. There are a number of challenges and critical realities to be faced by society and working class. In the process of long transition and instability, ensuring political space for working class is the major challenge ahead. Building workers power and developing forces of production is, as we envision, the essential way forward to address these problems. Building of the workers power forms the backbone of the process of peaceful transformation. To balance the movement for *Rights* and *Interest* with the process of production, reinvestment and redistribution is the best way to operate what we call "class struggle" in the new realities of the time.

Nepali society is itself a unique mosaic of minorities. We are proud on this unique reality of our society (also reflected in the development of PMPD).

The peoples from caste groups to ethnic/aboriginals are largely divided into two competing class. However, in countries like ours where multi lingual, caste/ethnicity and multi cultural societal structure with everywhere diversity; it is just impractical to follow 'others policy-application'.

We are endorsing an economic policy (we have termed it, 3-Pillar of our economy!) based on public-private-cooperative model, a system emerged under broader periphery of PMPD. It is our way forward for achieving welfare state in a track of broad socialist philosophy. It demands for reshaping of production relation and labour relation in a long-term perspective, which becomes lively through the vision of TUPI - *Co-existence: Foundation for Production Relation and Labour Relation*.



The TUPI

Fight against inequality is inevitable and unavoidable which requires policy and activism to go together in harmony with action-research, education, awareness and mobilisation. If it is successfully moved forward with determined efforts, Labour politics can be shifted to a new dimension.

In order to uplift labour politics to a new paradigm, a separate policy analysis wing, as GEFONT feels, has now been inevitable. To fulfil this need of the society and working people, a motion to form TUPI has been adopted from the GEFONT Sixth National Congress of March 2014, by unanimous support of the delegates.



The Congress has designed the concept of TUPI in order to-

- Work as ' think tank wing' which GEFONT can rely on for policy matters
- Involve scholars in different segments of labour and political movement to prepare materials on general/prevaling policy issues and give necessary feedback to GEFONT- National Executive Committee;
- Replace Central Planning Commission, active till last tenure



The Mandate

- Build capacity of the GEFONT as the most effective Trade Union Confederation and whole Nepali trade union movement for policy intervention
- Strengthen the ideological and academic aspects of the working class
- Expand bilateral/multilateral relations with policy institutes active in several parts of the world
- Conduct Study/ Action Research and policy analysis to expand political space of the workers in world of work and politics
- Conduct forums for ideological debates both in theoretical & practical level on contemporary as well long- term issues that affect labour politics.



- Conduct different educational, ideological, thought provoking and public advocacy programmes on request of National Executive Committee as inseparable structure of GEFONT
- Publish regular Journal and materials of policy analysis
- Assist to develop relevant and reading materials, when necessary, for regular Trade Union School of GEFONT
- Manage National Labour Resource Centre, in coordination with NLA, as a public Centre for all



The TUPI Board

- GEFONT NEC President Chairs the Executive Board of the Institute
- TUPI Executive Director responsible to administer the Institute
- GEFONT Governing Council nominates the Executive Director
- The Board Consists 15 members including Chairperson and Executive Director
- GEFONT NEC nominates members of the Board in consultation with Chairperson and Executive Director
- The Board forms various departments on its requirement
- TUPI shares necessary staffs assigned by GEFONT NEC and its research partner-National Labour Academy (NLA).



The Partners

- National Labour Academy, Nepal (NLA-Nepal)
- Issue-based partnership with like-minded organisations and institutes

The Resources

- Budget managed from annual budget of GEFONT
- Budget acquired from supportive bilateral/multilateral projects in cooperation with GEFONT and National Labour Academy
- Potential resources from partnership with other relevant organisations
- Personal or organisational support



Contact detail

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