



NEPAL  
TRADE  
UNION  
CONGRESS

**NTUC**



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# President Message

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**Mr. Puskar Acharya**  
President

Date of Birth  
**17th March 1962**

Started Political Career  
**Since 1989**

Member of Parliament  
**2012 to 2017**

President of NTUC  
**June, 2018**

With a remarkable contribution for the establishment of the democracy in the country, Nepal Trade Union Congress (NTUC) established in 1947 for institutional development and stability of democracy. It, thereafter, has continuously been playing pivotal roles for strengthening democracy through promoting socio-political and economic justice to protect workers from all forms of discrimination, disparity, inequality, and exploitation by ensuring and promoting all the national and international labour standards.

NTUC always believes in norms and values of democracy with its well-founded commitments to safeguard rights, interests, and well being of workers ensured by the Constitution of Nepal, Labour Act, and Contribution based Social Security Act, and other national and international labour laws and policies. Also, from the very beginning of its inception, NTUC has been a part of the global trade union movements and has sincerely extended its cordial solidarity and cooperation with regional and global trade unions, CSOs, solidarity groups, and ILO for protection, promotion, and restoration of workers' rights for fair, safe, just, and decent work and employment across the world.

Though through relentless efforts and actions we have been able to establish some basic rights and interests of workers; issues like formalisation of informal economy, socio-political and economic justice for the workers in informal sectors, increasing precarious works and workers, and globally declining trade unions' strength have come up as the key concerns and challenges for trade unions ahead. But, for sure, we are very much informed about our accountabilities and responsibilities to overcome the challenges in the days to come.

# INTRODUCTION

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The founder chairman of the Nepal Trade Union Congress leader Girija Prasad Koirala organized workers in Biratnagar Mills Area and established Nepal Mazdoor Sangh on 4th March 1947 to raise voice for rights to organize, increase of wages, improvement in working conditions, and suitable provision of housing for the workers. That movement is recognized as the first labour movement in Nepal. That movement holds a special place in the democratic movement in Nepal as it brought awareness among the general workers and was instrumental to the benefit of the working class that was essential to the success of the democratic movement of 1951.

After the political transformation of 1990, the Nepal Trade Union Congress (NTUC) was reestablished on 29th May 1990 and this was in the frontlines and played a crucial role for the success of the People's General Movement in 1990 and later again in 2005. Nepal Trade Union Congress has been conducting various organizational activities to uplift the economic, political and social status of the workers through collective bargaining while remaining committed to the principles of Nationalism, Democracy and Socialism.

The sixth general assembly of Nepal Trade Union Congress (NTUC) was held between 12-14th June 2018. The NTUC unites workers in the service, production, informal and self-employment sectors and has been working towards the social security, dignity of labour, women & youth empowerment to strengthen the entire Trade Union Movement. In the Nepalese context, NTUC has been actively campaigning in the issues such as the guarantee of social dialogue and the representation and participation of workers in all three levels of the governments. NTUC is affiliated with ITUC since its establishment.

## VISION

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Building a prosperous nation based on social justice through organized workforce.

## MISSION

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Nepal Trade Union Congress will be at the forefront to raise the living standard of the workers for sustainable development by cooperating with stakeholders to ensure dignified work while remaining committed to democratic socialism.

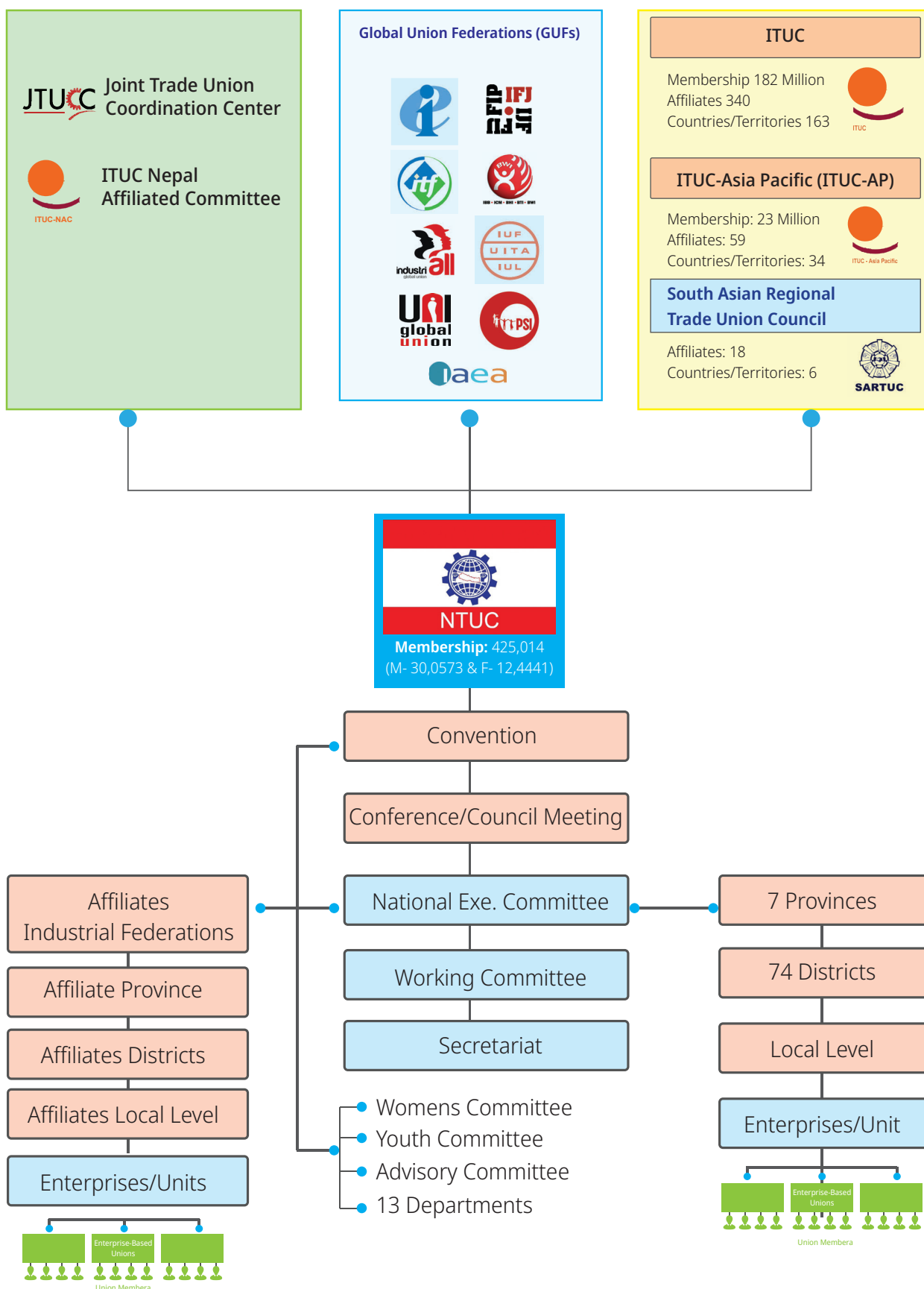
# OBJECTIVE

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- To remain active for the institutional development and permanentness of the Federal Democratic Republic based on pluralism.
- To work relentless for the agendas of World Peace, Trade Union Rights, Press Freedom, Collective Bargaining and Environmental Conservation.
- To protect and promote the political, economic, social as well as professional rights of the workers.
- To organize all workers in the formal, informal, and self-employment sectors.
- To be proactive for the development of harmonious industrial relationships.
- To work for capacity building of youth and women.
- To work to ensure representation of workers in the policy formulation and decision making mechanisms of the country.
- To be active for guarantee of social security, decent work, social, economic & political justice for all.
- To work for the safety, rights and dignified workplace for migrant workers.
- To study and research on the diversified aspects related to the labour sector.



# Organization Chart



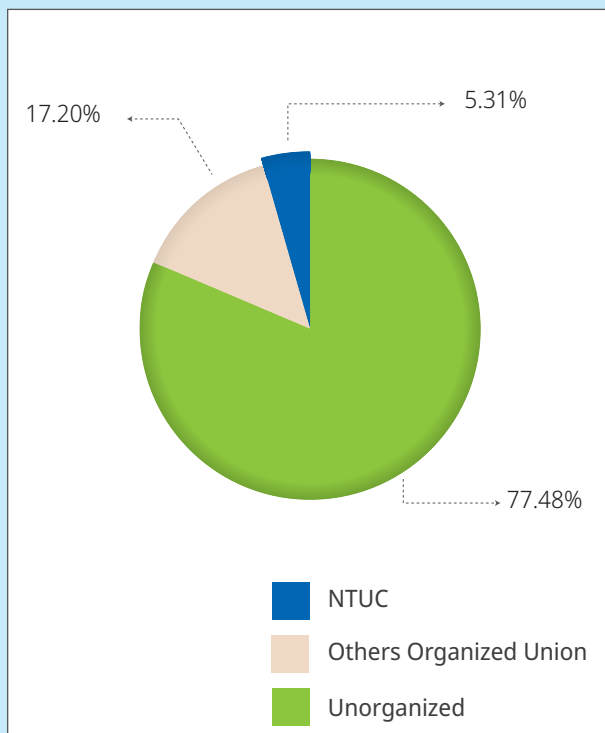
# National Affiliate Unions & GUFs



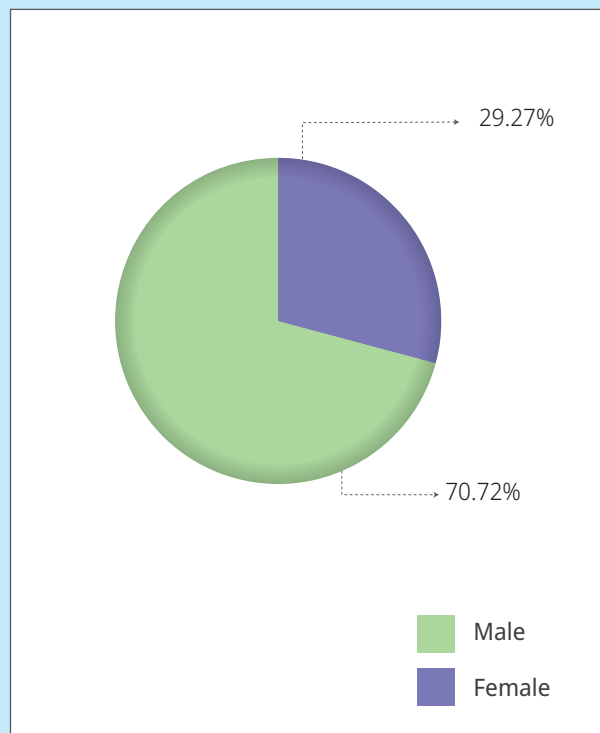
Sector	S.N.	Name of Union	Abbr.	GUFs
SERVICE	1.	Nepal Teachers' Association	NTA	
	2.	Union of Public Services in Nepal	UPSIN	
	3.	Financial Institute Employees Union of Nepal	FIEUN	
	4.	Health Professional Organization of Nepal	HEPON	
	5.	Nepal Tourism, Hotel and Allied Union	NTHAU	
	6.	Nepal Press Union	NPU	
	7.	Nepal Cultural Art Workers Union	NCAWU	
	8.	Nepal National Security Guard Workers Union	NNSGWU	
	9.	Nepal Local Governing Body Workers Union	NLGBWU	
PRODUCTION	10.	Nepal Factory Labor Union	NFLU	
	11.	Nepal Carpet Workers Union	NCWUN	
	12.	Nepal Garment Workers Union	NGWU	
	13.	Nepal Tea Garden Labour Union	NTGLU	
	14.	Nepal Printing Press & Allied Workers Union	UNIPRESS	
INFORMAL & SELF-EMPLOYED	15.	Construction and Allied Workers Union of Nepal	CAWUN	
	16.	Agriculture workers union of Nepal	AWUN	
	17.	Nepal Embroidery, Handicraft and Sewing Knitting Workers Union	NEHSKWU	
	18.	Barber union of Nepal	BUN	
	19.	Nepal Customs & Airport Allied Workers Union	NCAWU	
	20.	Nepal Transport Workers Union	NETWON	
	21.	Nepal Beautician Union	NBU	
	22.	Nepal Commercial Allied Workers Union	NCAWU	
	23.	Nepal Home Workers Union	NHWU	
	24.	Nepal Rickshaw and Puller Workers Union	NRPWU	
	25.	Nepal Film Workers Union	NFWU	
	26.	Nepal Porter Union	NPU	

# Trade Union Data

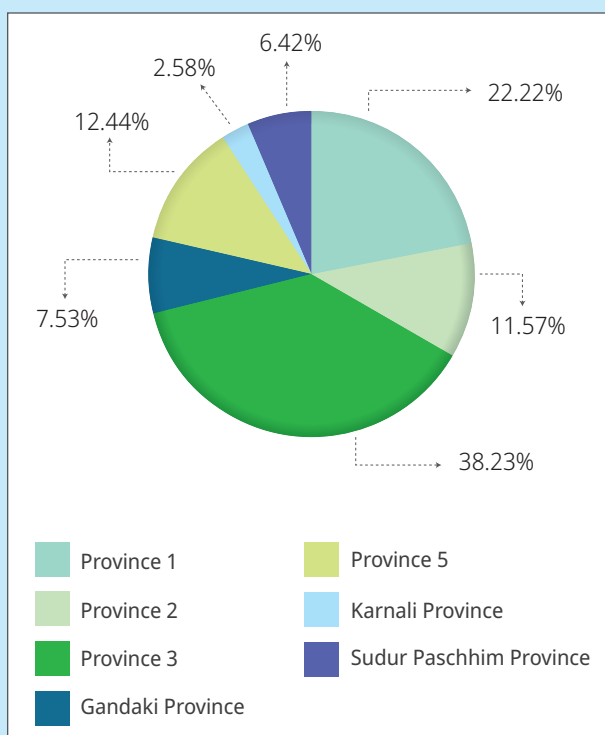
## By Work Force



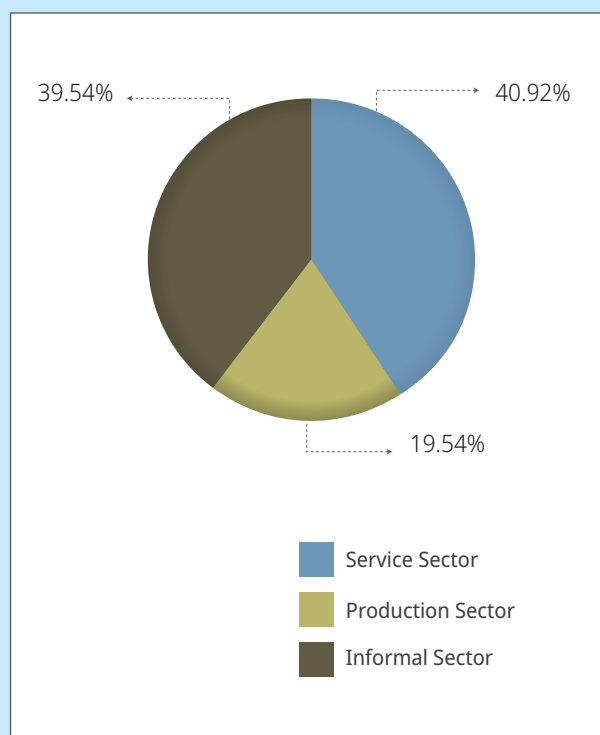
## By Gender



## By Province



## By Sector





# Annual Activities

1

Establishment day of NTUC  
March ( Falgun 21)



2

G.P Koirala Memorial Day  
March ( Chaitra 07)



3

International Women's Day  
8th March



4

World Day for Safety and Health at Work  
28th April



5

International Labour Day  
1st May



6

World Day Against Child Labour  
12th June



7

International Domestic Workers Day  
16th June



8

International Co-operative Day  
5th July



9

International Youth Day  
12th August



10

World Day for Decent Work  
7th October



11

World Day Against Gender Violence  
25th November to 10th December



12

International Migrants day  
18th December



# NTUC's Working Issues

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## 1. ORGANIZING

According to the country's new federal structure we have three tier of Government i.e.1 Central Government, 7 Provincial Government and 753 Local Governments. We have already formed in Central and Province level Organisation. Further, the 753 local level Trade Union's will be establishing by 2021 A.D. (Metropolitan city, Sub Metropolitan City, Municipality and Rural Municipality).

## 2. Informal Workers

Acknowledging the Vulnerability and continuously increasing number of informal workers, NTUC has been working on formalizing the workers in informal sector.

## 3. Collective bargaining/ Social dialogue

Develop structure to promote social dialogue adhering to the all layers of the Governments.

## 4. Migration

Overseas employment is a major alternative livelihood opportunities for the Nepali youths. NTUC has been working to promote fair, safe, orderly and decent work to ensure rights and intrests of workers and families as well.

## 5. Gender

NTUC is working on promoting gender equality, violence against women, and inclusion of women at all level of trade union structures.

## 6. Social Security

Social Security for all ( informal & self employed)

## 7. Youth/Women

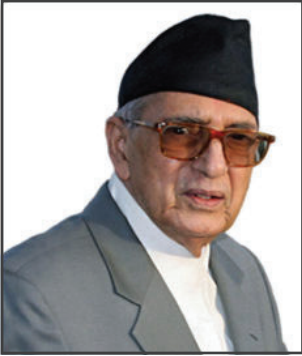
Strengthen capacity of Youth and women

## 8. NTUC in Contry's Labour Policy

NTUC has been working from the very begining in formulating labour policies in the country through negotiating with the concerned department and ministries.

# Past Leadership

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**Late Girija Prasad Koirala**  
**Founder President of NTUC**

Mr. Koirala headed the Nepali Congress and served as the Prime Minister of Nepal in different times from 1991 to 1994, 1998 to 1999, 2000 to 2001, and from 2006 to 2008. He was the acting Head of the State of the country between January 2007 and July 2008 as the country was in political transition from monarchy to republic.

Koirala, who was active in politics for over sixty years, was a pioneer of the Nepali labour movement, started the first political workers' movement on Nepali soil, known as the Biratnagar Jute Mill strike in his hometown, Biratnagar. In 1991 he became the first democratically elected Prime Minister since 1959, when his brother B.P. Koirala and the Nepali Congress party were swept into power in the country's first democratic election.



**Mr. Laxman Basnet**  
**Former president of NTUC**

Mr. Basnet formally started his political career as an activist for Nepali Congress in 1967. He joined trade union movement after the re-establishment of NTUC in 1992 as its President and served till 2013. He has become a member of ICFTU-AP and ITUC since 1992. He was also a member of the ILO Governing Body from 1997 to 2009. Currently, he is working as the General Secretary of South Asian Regional Trade Union Council (SARTUC) and also the General Convention delegate of Nepali congress Party.



**Mr. Khila Nath Dahal**  
**Immediate past president of NTUC**

He started his political career in 1973 from Nepali Congress. Being a democratic ideology, actively took part in the People's movement for democratic establishment in 1990. He became central member of Nepal Student Union in 1988. Likewise, he became president of Financial Institute Employees Union of Nepal in 1992. He was elected as a vice president in Nepal Trade Union Congress from first Convention held in 1994. He became president of DECONT in 2007 and after Unification of DECONT and NTUC, he became Co-President in 2008. On 2013, Brother Dahal became president of NTUC from 5th Convention held at Chitwan.

# Chronology of NTUC

<b>4th March</b>	– Nepal's first labour movement started from Biratnagar Jute Mill.
<b>1947 A.D.</b>	– Nepal Majdoor Sangh established by Late Girija Prasad Koirala former Prime Minister of Nepal. – Labour's wage increased by 15% during Rana regime
<b>1951 A.D.</b>	– End of autocratic rana regime and establishment of democracy.
<b>1959 A.D.</b>	– First elected Nepali Congress government led by B.P. Koirala. – Environment for democratic and trade union rights prevailed.
<b>1960 A.D.</b>	– First Factory and Factory Workers Union Act was implemented in 2016 B.S
<b>1961 A.D.</b>	– King Mahendra dismissed elected government and imposed restriction on political party.
<b>1966 A.D.</b>	– Nepal became member of ILO. – Student and Teacher protest for democracy.
<b>1980 A.D.</b>	– Referendum on Improved of panchayat or multiparty system – Established of Teachers Union
<b>1985 A.D.</b>	– Satyagraha – Bomb explosion took place at various places against the government
<b>1990 A.D.</b>	– Re-establishment of multiparty democracy with participation of professional and labours led by Nepali congress – Government formed national labour advisory committee – Nepal Majdoor sangh renamed as Nepal Trade Union Congress (NTUC) by under the leadership of Laxman Bahadur Basnet – Promulgation of the Consitution of Nepal, 2047
<b>1991-1992 A.D.</b>	– Labour Act; 2048, Trade Union Act; 2049 and Labour regulations introduced. – Formed numbers of labour organizations and unions.
<b>1995 A.D.</b>	– Constitution Convention of NTUC held at Birgunj
<b>1997 A.D.</b>	– 1st Convention of NTUC held at Janakpur
<b>1998 A.D.</b>	– Declaration of abolition of Bonded labour – 1st Special Conference Convention held at Chitwan for amendedment of constitution – Revised NTUC Constitution – 1st Labour Conference held at Kathmandu – After affiliated to ICFTU, Laxman Bahadur Basnet president of NTUC elected as

	<p>member of ILO governing body on behalf of labour</p> <ul style="list-style-type: none"> <li>– Inclusion of Informal and self employed workers by amendment first phase in labour act</li> </ul>
<b>1999 A.D.</b>	<ul style="list-style-type: none"> <li>– Social Security Bill was tabled as non government Bill at the parliament with the initiation of NTUC</li> </ul>
<b>1999 A.D.</b>	<ul style="list-style-type: none"> <li>– National Labour Policy maintain by Government</li> <li>– Determination of minimum wage of Agriculture workers for the first time</li> <li>– National Welfare Fund established</li> <li>– Laxman Bahadur Basnet elected as president and formed working committee on 2nd NTUC Convention held at Pokhara.</li> </ul>
<b>2000 A.D.</b>	<ul style="list-style-type: none"> <li>– NTUC took initiations for establishing JTUCC and high level task force.</li> <li>– TUC-GEP was formed with three main trade union including NTUC for Gender Equality Promotion.</li> <li>– Hotel and tourism sector trade union started protesting for 10% service charge</li> </ul>
<b>2003 A.D.</b>	<ul style="list-style-type: none"> <li>– 3rd NTUC Convention held at Biratnagar under the leadership of Laxman Bahadur Basnet</li> </ul>
<b>2004 A.D.</b>	<ul style="list-style-type: none"> <li>– King Gyanendra dissolve parliament, government and restricted trade union rights.</li> <li>– Trade Union leaders Pushkar Acharya, Bhakta Bahadur Karki, Ramjee Kunwar, Bam Bahadur D.C., Manju Bhattarai, Murari Sharma, Dipak Tamang, Arjun Lal Shrestha arrested because of protesting against the steps of the King</li> <li>– In the conference of ICFTU held at Kathmandu, efforts made to captive Laxman Bahadur Basnet and other trade union leaders</li> </ul>
<b>2006 A.D.</b>	<ul style="list-style-type: none"> <li>– People's movement in protest began by 7 top leaders of seven political parties and 4 main trade unions</li> <li>– End of protest and locked out factory, education institution, transport, public and financial sector from the request of NTUC along with main trade unions</li> <li>– Reestablishment parliament and 19 day People movement was successfully concluded</li> </ul>
<b>2007 A.D.</b>	<ul style="list-style-type: none"> <li>– Lahan Declaration was introduced at NTUC Convention, Lahan in which Maoist trade union was streamline to ally NTUC, GEFONT, DECONT and ANTUF that created environment for massive peace industrial agreement</li> </ul>
<b>2008 A.D.</b>	<ul style="list-style-type: none"> <li>– NTUC and DECONT unified and formed working committee in the name of NTUC-I</li> </ul>
<b>2009 A.D.</b>	<ul style="list-style-type: none"> <li>– 4th NTUC Convention was held at Birgunj and elected Laxman Bahadur Basnet as the president of NTUC</li> <li>– NTUC initiated campaigns for ILO Con. 87 and Social Security for all at different places</li> </ul>

	of the country
<b>2011 A.D.</b>	– For the purpose of contributory Social Security, 11% + 20% = 31% provision of contribution was articulated through discussion between NTUC along with main trade unions and employer organization
<b>2014 A.D.</b>	– Laxman Bahadur Basnet president of NTUC & Sushil Koirala president of Nepali Congress discussed upon policy development and agreed on 10% labour representation from 5th NTUC Convention held at Chitwan
<b>2015 A.D.</b>	– Promulgation of the Consitution of Nepal, 2072 by parliament led by Nepali Congress party. Fundamental rights like Right to organize, Collective bargaining, Contribution based social security were incorporated in the constitution.
<b>2017 A.D.</b>	– Introduction of Labour Act, 2074 and Contribution based Social Security Act, 2074 by the Government led Nepali Congress. – Safeguarding of Labour law and Social security for all
<b>2018 A.D.</b>	– 6th Convention of NTUC held at Kathmandu and brother Pushkar elected as president forming national committee.

## Partner Organisations



### International Labour Organization (ILO)

<https://www.ilo.org/global/lang--en/index.htm>



### Mondiaal FNV

<https://www.fnv.nl/mondiaal-fnv/english>



### Japan International Labour Foundation (JILAF)

<https://www.jilaf.or.jp/eng/>



### World Solidarity (WSM)

<http://www.wsm.be/index.html>



### SASK - The Trade Union Solidarity Centre of Finland

<https://www.sask.fi/in-english/>



### Solidarity Center

<https://www.solidaritycenter.org/>

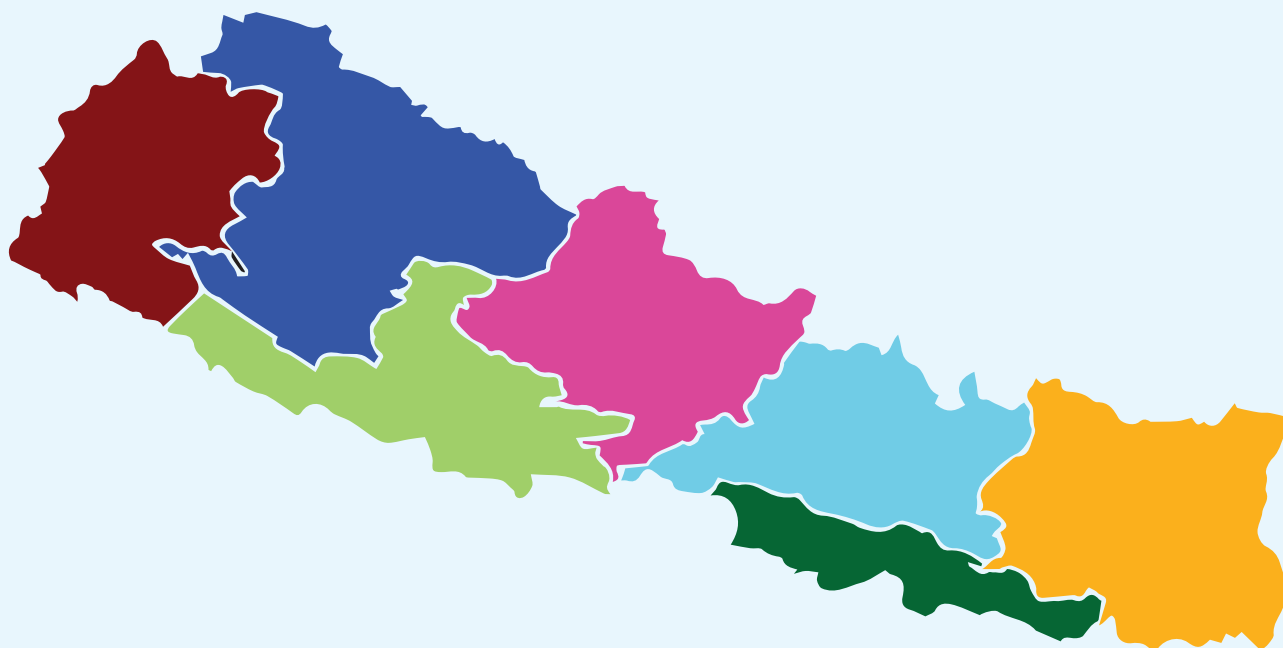


### Friedrich-Ebert-Stiftung (FES)

<https://www.fes-nepal.org/about/friedrich-ebert-stiftung/>



# NTUC's Network



## Province-1

Bhojpur  
Dhankuta  
Ilam  
Jhapa  
Khotang  
Morang  
Okhaldhunga  
Panchthar  
Sankhuwasabha  
Solukhumbu  
Sunsari  
Taplejung  
Terhathum  
Udayapur

## Province-2

Saptari  
Siraha  
Dhanusa  
Mahottari  
Sarlahi  
Bara  
Parsa  
Rautahat

## Province-3

Sindhuli  
Ramechhap  
Dolakha  
Bhaktapur  
Dhading  
Kathmandu  
Kavrepalanchok  
Lalitpur  
Nuwakot  
Rasuwa  
Sindhupalchok  
Chitwan  
Makwanpur

## Gandaki Province

Baglung  
Gorkha  
Kaski  
Lamjung  
Mustang  
Myagdi  
Nawalpur  
Parbat  
Syangja  
Tanahun

## Province-5

Kapilvastu  
Parasi  
Rupandehi  
Arghakhanchi  
Gulmi  
Palpa  
Dang  
Pyuthan  
Eastern Rukum  
Banke  
Bardiya

## Karnali Province

Salyan  
Dolpa  
Humla  
Jumla  
Kalikot  
Mugu  
Surkhet  
Dailekh  
Jajarkot

## Sudurpashchim Province

Kailali  
Achham  
Doti  
Bajhang  
Bajura  
Kanchanpur  
Dadeldhura  
Baitadi  
Darchula

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**NEPAL TRADE UNION CONGRESS**

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