


**Awareness and Perceptions of Contribution based Social  
Security among GEFONT Members in Nepal**

A Thesis Submitted to  
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## Declaration

I, Bhairab Kumar Shrestha, hereby declare that this thesis titled "Awareness and Perceptions of Contribution based Social Security among GEFONT Members in Nepal" is my own original work. It does not contain any material previously published in any form, nor have I used its content for the award of any other degree or qualification. All sources of information from other authors have been properly acknowledged and referenced. The copyright of this research belongs to me, the author.

A handwritten signature in black ink, appearing to read 'Bhairab K. Shrestha', written over a horizontal dotted line.

Bhairab Kumar Shrestha



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## LETTER OF RECOMMENDATION

This thesis entitled "Awareness and Perceptions of Contribution Based Social Security among GEFONT Members in Nepal" has been prepared by Mr. **Bhairab Kumar Shrestha** (Admission Batch 2021-2023) under my supervision for the partial fulfilment of the requirements for the Degree of Master of Arts in Labour Studies. Hence, I recommend the thesis to the Evaluation Committee for final evaluation and approval.

Ms. Laxmi Bashyal

(Supervisor)

22 December 2025



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### LETTER OF APPROVAL

The thesis entitled "Awareness and Perceptions of Contribution Based Social Security among GEFONT Members in Nepal" prepared and presented in Partial Fulfilment of the Requirements for the Degree of Master of Arts in Labour Studies by Mr. **Bhairab Kumar Shrestha** (Admission Batch 2021-2023) has been evaluated and approved.

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**Bhairab Kumar Shreatha**

**January 2026**

## **Abstract**

In terms of social security and unions, the government has made considerable advancements. Investments in education, healthcare, and transportation have led to the construction of new practices of governance, thereby enhancing access to essential services and improving residents' overall living standards. GEFONT is daily life for people who are engaging with this labor organization and legal constructions characterized by contested instances of producing the right of labor. The main objective of this study is to connect social security and the role of GEFONT. To assess and enhance the implementation of social security in GEFONT, Nepal, with a focus on improving governance effectiveness and promoting unionism for the sake of the rights of workers. This study synthesizes extensive literature on social security among GEFONT members in Nepal, focusing on decentralization, corruption, civil society roles, gender and social security. Analyzing the data and gathered information will take descriptive method to address the objectives of the research. Descriptive and casual comparative design was used since the research focused on getting inferences from the finding on the impact of social security fund among GEFONT members.

The social security fund issue raises complex challenges in balancing security measures and legal regulations with humanitarian concerns. Therefore, these issues and challenges should be addressed by intra-service cooperation, inter agency coordination and international coordination with the help in modern technologies and improved infrastructural development. Humanitarian practice is one of the major areas of the modern world. It has multiple implications in multiple fields. Circumstances and the nature of the worker's demand as well as supply relevant ideas for the implications of the humanitarian principle. The social concern is related to the human avoidance of making people suffer from normal life challenges. As the crossing of social security itself is friendly due to the cultural, religious, and economic ties and similarities.

**January 2026**

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### **Abbreviations**

DECONT- Democratic Confederation of Nepalese Trade Unions

GEFONT- General Federation of Nepalese Trade Unions

ILO- International Labour Organization

NTUC- Nepal Trade Union Congress

UN- United Nations

## CHAPTER-I

### INTRODUCTION

#### 1.1 Background of the Study

There are different meanings and definitions of trade unions, but the focus of these unions is to provide the facilities to labor and make service centric to the people. Trade unions are the outcome of capitalism in the fourteenth century; unions are the ubiquitous and impromptu kind of labor movement that emerged from capitalism in the 15<sup>th</sup> and sixteenth centuries (Gautam, 2005). The implementation status of public service of government showcases significant progress alongside persistent challenges within the governance framework established by the 2015 Constitution.

GEFONT's engagement represents a continuation of Nepal's labor movement that began in 2003 B.S. Its formal establishment took place in 2046 B.S., at a time when four major trade unions were actively struggling for worker's rights. With the end of the Panchayat system and the beginning of new political era, GEFONT played a key role in legally institutionalizing worker's rights. It has consistently raised its voice against all forms of discrimination and advocated for the protection of workers in every sector. GFONT's contributions are very significant in the field of medical treatment, health and maternity protection scheme (1% allocation), accidental and disability protection scheme (1.40% allocation), dependent family protection scheme (0.27% allocation) and old age protection scheme (28.33% contribution).

GEFONT is a significant trade union that plays an important role in the SSF. It advocates and lobbies for the effective implementation of policies to protect worker's rights. Through its "Mission 2 Million" campaign, GEFONT aimed to expand social security coverage and this target has already been exceeded. This initiative is not limited to the protection of specific groups; rather, GEFONT campaigns for workers across all labor sectors through Nepal.

In order to give workers protection, social security primarily concentrates on four main themes: the formal, informal, independent, and international sectors. After more than 20 years of struggle, multilateral negotiations, and consensus by the Nepali Trade Union Movement, it was recognized as a fundamental right of labor in the country's

Constitution. To carry out this provision, the government has launched a number of life-cycle-based social protection programs. The universal social security programs, which include healthcare and education throughout childhood, a variety of contribution-based social protection programs during active age, and universal social protection programs, which include pensions following retirement in old age, have all begun.

In Nepal the, Social Security Act, 2075 (GoN, 2018) serves as the legal framework for social security, detailing the provision for contribution to and management of the Social Security Fund (SSF). Likewise, the Labour Act, 2017 (NLC, 2017) advocates for the rights of workers in Nepal. Both Acts function to ensure social security and livelihood protection for the labour force. Accordingly, this research primarily focuses on issues related to life security and social security.

A policy to loosen labor laws has been implemented in a mutual agreement with all employer organizations and trade unions affiliated with the Joint Trade Union Coordination Centre (JTUCC). This policy aims to protect workers' employment by preserving equilibrium through Social Security Schemes and to make the labor market dynamic. Contribution-based Social Security regimes are the result of difficult negotiations between trade unions and business owners to guarantee their members' secure futures, not just immediate benefits. Through tripartite agreements between the government, employers' groups, and trade unions, the Contribution-based Social Security Act 2074 and its associated rules and procedures were issued.

The country's first national trade union confederation, the General Federation of Nepalese Trade Unions (GEFONT), was formally registered following the passage of the Trade Union Act, which was created in 1989 as ANTUC's successor. The prohibition on trade unions was removed in 1990 when multiparty democracy was restored. As a result, they begin their operations in an open manner. The Nepal Trade Union Congress (NTUC), a BWU affiliate, was founded as soon as multiparty democracy was restored. Only until the Trade Union Act of 1992 was passed, the prohibition on trade unions was abolished, and they gained legal recognition, did the present lines of trade union movement become organized. With the registration of the Democratic Confederation of Nepalese Trade Unions (DECONT), which broke away

from NTUC, the overall number of registered trade union confederations has increased to three since the end of 1997 (Gautam, 2005).

GEFONT is daily life for people who are engaging with this labor organization and legal constructions characterized by contested instances of producing the right of labor. The social concern is related to the human avoidance of making people suffer from normal life challenges. As the crossing of social security itself is friendly due to the cultural, religious, and economic ties and similarities.

With the power impositions on the need for social security, concern has become a major challenge along with globalization. It is essential to realize that, with globalization, remote societies have integrated into the global system but also increased illegitimate activities. Social security and the conflicts, illegal migration and trade, non-traditional security threats, and technological advancements have reoriented security discourses and highlighted the importance of social security.

Because of the emerging modern threat and challenges along with the development, the humanitarian concern has become the new discourse in social security. On the one side, there is humanitarian concern, ethics, and human rights issues, and on the other side, there is the issue of social security while dealing with the refugees and asylum seekers.

Every social security should follow a comprehensive re-engineering of systems and procedures, and it should be designed specifically to support the adoption of modern social security easy regulation. Social security regulation means the procedures applied to persons and objects crossing the limitations ensure they comply with laws. It also means how different agencies are organized and how they fit into a unified concept of social security management.

The introduction section outlines potential future directions for this research. The following section presents new avenues of inquiry, along with the corresponding research questions and objectives.

## 1.2 Statement of Problem

The status and the role of GEFONT for social security service in federal governance in the reference of Nepal face several critical challenges that impede effective service to the labor force. Despite the rights-based union framework established by the government, the union struggles with inefficiencies in public service, delays in infrastructure projects, limited community participation, and issues related to transparency and accountability towards the people and for the sake of labor's rights. During the period of use stage, inefficiencies in delivering essential services such as labor's rights and the rights of members of unions are prevalent, affecting the well-being of residents. Right-based approaches' development projects, including personality, service and participation of multiple actors, often face significant delays and budget overruns, disrupting daily life and economic activities.

Social security is a human right (ILO, 2012), and GEFONT is playing a crucial role in it to provide this right to its members, which is one of the major concerns. Mechanisms to ensure transparency and accountability of unions in social security mechanisms are often weak, resulting in issues like corruption and resource mismanagement. Addressing these challenges is crucial for improving social security and promoting the principle of GEFONT. This study aims to identify the root causes of these challenges and provide actionable recommendations to enhance the effectiveness of social security among the members of GEFONT. The GEFONT has become a major social security concern due to globalization nowadays. While applying the social security law without wide concern can sometimes violate humanitarian concerns of the laborers. Due to the open concerns, the issues of the rights of workers are prevalent on the ground.

Many positive aspects are there in GEFONT and social security connectivity. Labor rights of labor, for instance, are peaceful and porous with minimal restrictions on the movement of goods and people for their daily life routine. Not only that, but sometimes if there is conflict at the diplomatic level, the effect can be seen directly in the sides of worker's rights, which affect the livelihood and humanitarian issue. So, to address those problems, the provision of social security and the regulation have to be addressed. On the Nepal side there are not enough social security practices and regulations, as the strength of ILO, Nepal, is very low to cover the workers for

safeguarding. To address the shared problems of social security, there is a need for balancing security and improved GEFONT regulation and management measures and modern technologies.

There have been no specific studies conducted directly on this topic. However, several closely related studies have been undertaken. These researches, which address similar themes, are used as the literature base and conceptual framework for this research. This research attempts to answer some of the following questions listed below.

### **1.3 Research Questions**

The specific question of this research is, what is the connection of social security and the role of GEFONT? To undertake the research, the following are the research questions:

General Research Question:

- What are the levels of awareness and perceptions of the social security system among GEFONT members?
- What is the impact of social security stability on worker's rights?

### **1.4 Objectives of Study**

The main objective of this study is to connect social security and the role of GEFONT. To assess and enhance the implementation of social security in GEFONT, Nepal, with a focus on improving governance effectiveness and promoting unionism for the sake of the rights of workers.

The specific objectives of this study are

- To examine the levels of awareness and perceptions of the social security system among GEFONT members.
- To assess the impact of social security stability on workers' rights.

### **1.5 Significance of the Study**

The study of the status and the role of GEFONT for social security for the rights of the workers is essential for several reasons. Firstly, it allows for the evaluation of

policies and programs in real-world contexts, aiding policymakers in making informed decisions. Secondly, it helps identify specific development challenges in trade unions, guiding interventions to promote sustainable development. Thirdly, understanding trade union participation during implementation highlights opportunities to strengthen participatory processes and empower unionism practice. Additionally, evaluation of existing mechanisms reveals gaps and proposes reforms to enhance transparency and accountability in the rights of workers. Finally, study findings inform evidence-based policy recommendations, benefiting not only workers but also similar other areas nationwide. In summary, this study aims to enhance effectiveness, promote governance participation, and foster the rights of workers in government and beyond.

Many stakeholders are working together on workers' social security-related issues; both scholars and politicians continually debate how to best address social security and humanitarian issues. International Relations and Collaboration: This study can contribute to discussion on social security by coordinating and collaborating with the international counterparts and agencies, which ultimately pave the way for strong relations as well as deter and detect the rights of the workers timely.

### **1.6 Research Hypothesis**

These research questions address answers by testing the following hypothesis:

H<sub>1</sub>: GEFONT concerns have a significant impact on the social security fund's awareness of its members.

H<sub>0</sub>: GEFONT concerns have no significant impact on the social security fund's awareness of its members.

### **1.7 Limitation of the Study**

This study may not cover all aspects of the social security fund and GEFONT concerns due to limitation in resources and time. There may be the restricted access to certain sensitive areas, impacting the depth of data collection. Moreover, the socio-political situation and security fund measures may change during the course of study.

For the study, there are some limitations- which are:

The research is limited to the sample respondents during the survey.

Some other dimensions such as the sustainability, value addition etc. has not been taken into the account.

Due to the time and logistics constraints, the study has been limited to some focused dimensions of the organizational performance.

### **1.8 Organization of the Research**

This research divides into five chapters. Chapter one present introductory section including background, problem statement, research questions, objectives of the study, and limitation of the study. Chapter two deals with a review of relevant literature. The second chapter explores the available literature review related to trade unionism and social security fund, and other approaches in the case of Nepal and the world in general; this chapter also discusses an array of literature as far as possible for study. Chapter three deals with all tools, techniques, and methods of the research. Chapter three discusses the research methods and methodological concerns which are/were applied during the conduction of the research. Technological factors are also put in chapter three.

In chapter four results and discussions is discussing. In this section all collected data is presented. This section is the hallmark of the entire study. All theoretical knowledge is/was used here in this chapter. The fourth chapter includes interpretation and the analysis of collected data from the study area. In chapter five summary and conclusions are mentions.

## CHAPTER-II

### LITERATURE REVIEW

#### 2.1 Introduction

This chapter focuses on examining various literature sources that discuss status and the role of trade union for social security among GEFONT members. It encompasses a review of different theories related to trade union. This review incorporates research studies conducted both nationally and internationally, as well as articles published in various journals, serving as references. Numerous researchers have delved into extensive studies concerning status and the role of trade union. Through this literature review, the chapter analyzes the situation and conditions. The Nepali government has pledged to attain 60 percentage coverage this year, and the role and the space for labor are mentioned in the constitution as rights. From 2017, contribution-wise, the Social Security Act is implemented (ILO, 2023). This research paper collects data on the basis of this.

The introduction of this study provides an overview of the social security fund and role of trade union (GEFONT) context in Nepal, particularly focusing on the transition to a federal democratic republic.

#### 2.2 Theoretical Reviews

Theories provides an insightful overview of trade unions and labor governance in Nepal and in the world, emphasizing the importance of empowering labor and relevant bodies in the unionism process. Similarly, researchers offer critical insights into the challenges and opportunities of unionism efforts, highlighting the need for effective implementation to enhance service and labor engagement in GEFONT.

According to the pluralist theory, the unitary and centralized perspective to labour management is highly questionable, especially in the context of social security and labour union. Pluralist theory, as per this theoretical foundation in social security and labor unions, the unitary and centralized treatment in labor management is very questionable. From the British legacy's viewpoint, pluralist theoretical background understanding the relation of workers and workplace relations; after that, the vast

array of researchers follows the domain of industrial relations and then follow and accept the pluralism as their references for the research and other activities. But, few last years with this theoretical background have had to face lots of issues from the popularity and centralized-based neoliberal research, which is the challenging part for this theoretical perspective. The current practice of pluralism is more acceptable for a condition where neoliberalism is hegemonized in every sphere of the labor market. The theory of pluralism advocates multiple perspectives, from the traditional to the modern, when the questions on the liberal and neoliberal periods are there. Now this theory focuses on the sake of the industrial working class and their growth, focusing on institutions that should allow the laborers to assimilate into prosperous and modernized societies. Such institutions and modernized forms of societies are the foundation and gateways for democracy and welfare based on the sake of collective bargaining and the trade union for democratic conditions of the labor and labor markets in every shape (Heery, 2015).

According to Bhattarai (2018), the concepts of pluralism and decentralization in Nepal highlight how decentralization has influenced areas such as governance, law, labour and administration, with particular emphasis on strengthening the role of labour in production. This context is the historical labor movements of pluralism, examining how labor governance structures have evolved over time. The pluralism theory argues that effective decentralization can lead to improved quality of life of the workers and their participation in governance, which are crucial for the country's development. From this pluralistic theory in labor, which is based on spirits of decentralization, from this standpoint, focus on the inherent conflict of interest between job giver and receiver that is conducted in an imperfect worker market; this connection is the paradigm that examines the job and the worker's connection (Budd, Gomez, & Meltz, 2004). This theory also focuses on ecological settings that define the role of every stakeholder for bargaining power; the job connection is related to bargaining problems between stakeholders for the sake of interest.

In the context and implementation of unitary theory in the field of labor studies, this theory said that there is conflict, which is an aberration, and the source for it is miscommunication. Also, this theoretical standpoint advocates the workplace as harmonious, and the team works for common aims between job providers and

workers. But this theoretical perspective discourages outer interference like unions; this theory mainly focuses on a single authoritarian foundation. That's why this theory is popularly known as 'one happy family' (Tirintetaake, n.d.). This theory also discusses potential strategies for overcoming these challenges, emphasizing the importance of building only one stakeholder's participation.

Conflict theory, also popularly known as Marxist theory in labor relations. This theory advocates the inherent conflicts between different groups, primarily job receivers and providers, over the resources. Conflict or Marxist theory in the work and worker relation provokes the conflictual relationship between workers and employers. This theory focuses on the conflict for the ownership of resources among different institutions/organizations and individuals, specifically employers and the employees. Resources and the sources for the resources are the agents for class, class hierarchy, and the domination of authority also described by this theory, especially in the labor study (Ogundele & Majekodunmi, 2024).

Marks's work on conflict theory in the context of workers offers valuable insights into labor-based decision-making processes and collective action for the rights of minors. This theoretical framework suggests that multiple, overlapping authorities can lead to a more exploitative nature for resource outcomes by fostering competition and cooperation among different elites or owners of the production. This theory analysis is particularly relevant to workers of Nepal too, where diverse class-based contexts are functioning flexibly and adaptively within structures to address various socio-economic and resource-based challenges (Chan, 2023). This theory accepts the collective activities of the workers to meet their own rights in the production system. In every mode of production, the means of production, the role of workers is higher, and the rights of workers are very low. So this theory makes a perspective for the group of workers for the sake of rights.

In the conflict of Marxist theory, in the worker-power-society relations, the conceptualization of state-society relations provides a framework for understanding the dynamics of the worker from the theoretical and then practical way, particularly in relation to the role of civil society and non-state actors in the rights of the labor. The theory examines how interactions between the state and society influence workers' outcomes, with a focus on accountability, transparency, and public participation

(Brinkerhoff, 2004). Literature argues that strong state-society relations are essential for effective worker's rights and sustainable development. Here the connection of various manifest and latent conflicts in the production is poorly interpreted. The conflict settlement means tension resettlement, which means the solutions for further problems (Hebdon & Noh, 2013).

### **2.3 Social Security as way of Workforce Satisfaction**

According to Hoppock (1935) said that job satisfaction is when a person can honestly say, "I am happy with my job" because of a mix of things in their mind, body, and surroundings. According to this idea, even though job satisfaction can be influenced by things outside of work, it's really about how the employee personally feels. In simpler terms, it's like a collection of factors that make you feel content with your job. Numerous factors impact job satisfaction. Herzberg's Two-Factor Theory (1959) suggests that job satisfaction is influenced by "motivator" factors (e.g., achievement, recognition) and "hygiene" factors (e.g., salary, working conditions). This theory posits that dissatisfaction and satisfaction are not opposite ends of the same continuum but separate constructs influenced by different factors. The workers who are ill and suffering from various things in the workplace are protected by social security, and then the workers are more satisfied with this. Social security means economical help in lieu of the conditions being harder for the worker. If there are some problems for the workers, social security makes them satisfied workers. The job provider promises this type of security to the job holder for the sake of harder situations. This benefit is crucial and very meaningful for employee performance and satisfaction (Gunawan, Ilyas & Naningsih, 2018).

The legal provision for social security is the inclusion of the workers. Based on the SSF act. This focus is on medical concerns, emergency concerns, family concerns, and old age concerns (ILO, 2023). This all is part of the satisfaction of the workers, and this fund will help the workers in need and other required conditions. This defines job satisfaction and the provisions as how people feel about the work roles they're currently doing. Numerous factors impact job satisfaction. Herzberg's Two-Factor Theory (1959) suggests that job satisfaction is influenced by "motivator" factors (e.g., achievement, recognition) and "hygiene" factors (e.g., salary, working conditions). This theory posits that dissatisfaction and satisfaction are not opposite ends of the

same continuum but separate constructs influenced by different factors. From this standpoint, the social security fund is the major factor of the job satisfactions to the job holders for their needy condition. Job Characteristics Model identifies five core job characteristics—skill variety, task identity, task significance, autonomy, and feedback—that influence job satisfaction. When jobs possess these characteristics, employees tend to be more satisfied and motivated. Fundamentally, job satisfaction means enjoying your job and feeling fulfilled by what you do. It's about how you feel about your job and how it impacts your personal life, blending your emotions and thoughts together (Hackman & Oldham, 1976). The social security fund and its distribution pattern styles significantly impact job satisfaction and the outcome of the workers. Transformational social security, as defined by Bass (1985), emphasizes inspiring and motivating employees, leading to higher job satisfaction levels compared to transactional leadership, which focuses on rewards and punishments.

**Table 2.1: Chronology of the Development of Social Security in Nepal**

Date	Descriptions
2051 Paush 11 (December 26, 1994)	Old-age allowances were introduced for individuals aged 75 years and above during the tenure of Prime Minister Manmohan Adhikari.
2052 Ashar (June/July 1995)	Allowances were extended to single women aged 65 years and above.
2054 Chaitra 6 (March 19, 1998):	The second national assembly of GEFONT endorsed a social security bill.
2054 Ashar (June/July 1997)	The Nepali Congress submitted a social security bill to Parliament; however, it was not adopted.
2054 Mangsir 8–10 (November 23–25, 1997)	The first National Labour Conference endorsed the concept of social security.
2056 Mangsir (November/December 1999)	The government introduced the National Labour Policy 2056, incorporating the concept of social security.
2059 Mangsir 19 (December 5, 2002):	The Social Security Law was endorsed with the facilitation of the International Labour Organization (ILO).
2061 Paush (December 2004/January 2005):	Employers and employees signed a 19-point agreement on social security collaboration.
2061 Paush 28 – Magh 1 (January 12– 14, 2005):	The second National Labour Assembly approved the 19-point guidelines for social security, with GEFONT playing a significant role (ratio 1:2.5:2.5).
2062 (2005/2006):	The Labour Policy was declared, emphasizing social security as a fundamental right of workers.
2063 Mangsir 12 (November 28, 2006):	The Interim Constitution of Nepal recognized labour rights as fundamental rights.
2066 Ashar 28 (July 12, 2009):	The social security system was initiated through a 1% tax contribution from workers, led by the CPN (UML) government.
2066 Magh	GEFONT launched a nationwide campaign to institutionalize the

(January/February 2010):	social security system, gathering data on nearly one million workers.
2067 Chaitra (March/April 2011):	The Social Security Act 2067 was approved.
2067 Chaitra 10 (March 24, 2011):	A central negotiation agreement was signed between employers' organizations and trade unions.
2068 Baishakh 18 (May 1, 2011):	Labour Day was celebrated under the slogan " <i>Social Security for Labour.</i> "
2068 Ashoj 13 (September 29, 2011):	Government and tripartite agencies approved the protocol established on 2067 Chaitra 10.
2069 Shrawan 4–6 (July 19–21, 2012):	The third National Labour Conference emphasized theoretical discussions on social security.
2071 Shrawan 20 (August 5, 2014):	The Parliament endorsed the establishment of a Social Security Fund.
2071 Chaitra 9 (March 23, 2015):	Discussions were held with senior leaders of major political parties regarding the implementation of social security.
2072 Shrawan 5 (July 21, 2015):	The president of JTUCC submitted a formal paper on social security to the Speaker of Parliament.
2072 Ashoj 3 (September 20, 2015):	The new Constitution of Nepal was enacted, recognizing labour rights as fundamental rights.
2072 Ashoj (September/October 2015):	The Social Security Bill was presented in Parliament.
2073 Jestha 20 (June 2, 2016):	The Parliamentary Committee held discussions on the proposed bill.
2073 Bhadra 26 (September 11, 2016):	The Social Security Bill was tabled again in Parliament.
2073 Bhadra 27 (September 12, 2016):	A joint agreement was signed between the combined trade unions and parliamentary representatives.
2073 Mangsir 7 (November 22, 2016):	The parliamentary committee discussed a holistic approach to the bill.
2074 Jestha 30 (June 13, 2017):	The government endorsed international collaboration and decided to resubmit the bill to Parliament.
2074 Shrawan 9 (July 25, 2017):	The Parliament approved the Social Security Bill.
2074 Shrawan 29 (August 14, 2017):	The bill was ratified by the President of Nepal.

This examines the role of social security in workers' lives and sustainability, discussing the challenges and opportunities associated with implementing sustainable development. The study explores how social security can address labor issues, such as participation in natural resource management, biodiversity conservation, and climate change adaptation. It emphasizes the importance of integrating labor considerations into social security processes to promote sustainable development and enhance resilience to workers' challenges. Overall, the theoretical review draws on a diverse range of scholars and theoretical perspectives to inform the analysis of social security issues, laying the groundwork for the empirical investigation in this study.

## **2.4 Research Gap**

There are notable gaps in the academic literature on Nepal's labour union and the involvement of GEFONT in a number of areas. Although GEFONT's potential advantages for worker empowerment and worker's rights are frequently highlighted in research, there aren't enough thorough empirical investigations, especially when it comes to comprehending regional inequalities and implementation difficulties. This study synthesizes extensive literature on social security among GEFONT members in Nepal, focusing on decentralization, corruption, civil society roles, gender and social security.

Although it is widely recognized that trade union has a negative influence on the quality of workers, more focused research is required to determine how GEFONT impacts accountability, transparency and socioeconomic development of workers through the social security. Research acknowledges the advocacy function of labour union organizations, but there are still gaps in evaluating their efficacy in the face of legislative obstacles and budget limitations for the sake of worker's welfare. Research gaps remain in assessing the effectiveness of labour-responsive policies in promoting equitable participation and empowerment of workers, despite the fact that union discrepancies in GEFONT are highlighted. Furthermore, in order to inform policies supporting labour's welfare development and democratic governance in Nepal, greater research into the dynamics of labour focused governance—including labor unions' engagement and responsiveness- is necessary.

## CHAPTER III

### RESEARCH METHODOLOGY

This chapter includes the description of the research design adopted. It describes about the target population and the selection of the sample with the use of sampling techniques. Data analysis techniques along with its models are also well narrated in this chapter.

#### **3.1 Philosophical Foundations**

Ontology is ultimately based upon our belief system (Ricucci, 2008). We believe that social security obligations have given a very strong standpoint to workers to follow GEFONT's principles. In this perspective, the worldview of the study is in 'realistic' phenomenon.

Research is a craft (Bernard, 2006). All theoretical knowledge, procedures and methods are the linked with philosophy. Epistemology of the research is to find social security practices for labour of Nepal. These avenues have distinct ratiocinations of delving to attain knowledge (Al-Habil, 2014). To study the realistic phenomenon basically 'positivism' has been carried. This research is founded on the beliefs that social phenomena are actively produced and revised and that knowledge is subjective and partial. Burke, (2008) contributed to the philosophical line for the research on social issues:

A philosophical foundation can clarify reality and its meaning, thereby enabling the research to be understood from a realistic view points.

#### **Ontology**

Ontological axioms are interested with what we suppose composes social reality (Grix, 2001). The core critic is whether social entities are objective entities that have an actuality outside to social actors or whether they are social arrangements built up from the sagaciousness and functions of social actors (Bryman, 2001). Cohen and Manion (1994) phrase this question in a different of ways: Is social facts outsiders to individuals – imposing itself on their consciousness from without – or is it the product of individual consciousness? Is reality of an objective nature, or the result of

individual cognition? Is it a given ‘out there’ in the world, or is it created by one’s own mind? (Cohen & Manion, 1994). These arrangements are referred to separately in the literature as objectivism and constructionism (Bryman, 2001).

The ontological position adopted, which makes hypothetical about the nature of the social phenomena being investigated, is related to epistemological assumptions about the nature of knowledge. In this research, the ontology is supposed to related to the awareness of social security among GEFONT members.

### **Epistemology**

Epistemology is absorbed with the thesis of knowledge. Fix simply, “if ontology is about what we may know, then epistemology is about how we come to know what we know” (Grix, 2001). A core issue is whether knowledge is ‘real’ and can be forwarded in a material form or whether knowledge is subjective, based on experience and insight of a unique and essentially personal nature. In other words, whether knowledge can be acquired or is something that has to be personally experienced (Cohen & Manion, 1994).

Both constructionist-interpretivist and positivist approaches can provide valuable insights and increase our knowledge of social phenomena, but the influence of the philosophical underpinnings of such research should be acknowledged.

A philosophical foundation provides the basis for applying approaches to test and retest both theoretical and practical themes in any research. Similarly, in this study, the awareness of the Social Security Fund among GEFONT members is measured across various dimensions.

### **3.2 Research Design Procedures**

Analyzing the data and gathered information was take descriptive method to address the objectives of the research. Descriptive and casual comparative design was used since the research focused on getting inferences from the finding on the impact of social security fund among GEFONT members. The design for the study is based upon survey design. In casual research design, the major emphasis is on determining

cause-effect relationships; it has operationalization of event and the results. Mostly it is conducted as an independent variable to see how it affects a dependent variable.

### **3.3 Unit of Study**

The unit of study is the entire members of GEFONT who had approached and participatory in this study. Many other things can be the units of subjects at the same time units of analysis (Bernard, 2006).

### **3.4 Population and Sample Size**

It is not possible to assess the total population of those people who are directly linked with social security fund. This study confines the GEFONT members from Nepal. Cluster sampling has been used for the study. The sample represents a fragmented population of the targeted population (Collis & Hussey, 2013). Respondents were selected through area-wise cluster sampling, and questionnaire were distributed to collect data. This sampling method and the number of respondents met the level of data saturation (Sunders, et al., 2018). 176 respondents from the GEFONT from Kathmandu were selected as the sample. For the sampling probability method was used. The following table 3.1 clearly shows the reliability test of questionnaire which were asked to respondents from different areas of Kathmandu Valley.

### **3.5 Nature of Data**

#### **3.5.1 Primary Data**

Primary data was collected through questionnaires with sample respondents. The researcher's direct involvement during data collection was primary data for research. Primary data was the first hand source of the research. From the electronic platform and physically printed primary data was collected. Primary data was collected through questionnaires and in-depth interview with sample respondents. For this rapport building was the first and most condition. Researcher' direct involvement during data collection was primary data for research. In this study, primary data has been used to assess the opinion of respondents with respect to concerned person decisions of social security fund and GEFONT in Nepal

### 3.5.2 Secondary Data

Social security fund, GEFONT, many theoretical, local, international and government security and labour union related literatures were borrowed as secondary data for the research study. Published and unpublished journals, books, reports and archives are known as secondary source of data. The previous literatures were the key materials for the study. Secondary data is very useful for the research. The secondary data sources involved array of materials.

### 3.6 Reliability of the Study

Reliability of a measure was taken to evaluate the stability and consistency with which the instrument measures the concept and help to assess the goodness of a measure (Hair et al., 2006). It is concerned with the robustness of the questionnaire, indicating how accurately scores were reproduced with repeated measurements. As a result, reliability test of the data collected during the study was satisfactory as table shows the overall reliability of the data Hair et al., (2006) explained in management and marketing filed, the Cronbach's Alpha value above 0.60 is adequate in case when data is collected from primary questionnaire surveys. Hence the collected data is acceptable for further data analysis.

**Table 3.1: Reliability Test**

Variable	Number of statements	Cronbach Alpha
Awareness factor in GEFONT and its role in the social security sector	7	0.832
Social security stability in labour sector	6	0.844
The role of GEFONT for social cohesion in the labor and humanitarian sectors	9	0.696
Motivation for humanity	8	0.731
Social security regulation and the humanitarian sector	8	0.755

Above table shows the Cronbach alpha of the dependent and independent variables. The Cronbach alpha of the Awareness factor in GEFONT and its role in the social security sector is 0.832, Social security stability in labour sector is 0.844, The role of GEFONT for social cohesion in the labor and humanitarian sectors is 0.696, Motivation for humanity is 0.731, and Social security regulation and the humanitarian

sector is 0.755. The overall Cronbach alpha value of the construct is 0.770 which shows the excellent strength of association.

### **3.7 Tools and Instruments**

Instruments are essential in research because it facilitates in quantifying of data in a manner such that it becomes reliable to the research's aims and objectives. Instruments refer various tools that are used for data collection and the analysis of data collected during research period. This in turn helps to make the output of the research project report relatable. On the basis of structured questionnaires (see Annex), the primary data was collected. The questionnaires were constructed in a Likert scale in most of the cases to get the answer of the respondents.

### **3.8 Statistical Analysis**

The primary data of the research was collected and analyzed using various statistical tools and techniques. Data management and analysis were done using both descriptive and inferential statistical tools. Equation is also major part of data analysis. The descriptive statistical tools include Number distribution; a measure of central tendency, etc. similarly, various inferential statistical tools and Cronbach's Alpha test was used in the research study. To analyze primary data, SPSS and MS-Excel were administrated. The SPSS was used to conduct descriptive statistics analysis, factor analysis, Cronbach's Alpha, Number analysis and regression analysis whereas Microsoft Excel was hired to store collected data from the field.

#### **3.8.1 Descriptive Statistics**

This test specializes in the calculation of frequencies and percentages; it gives a summary of specific data such as the sample and observations were taken under study which in turn helps to describe and understand the basic attributes of specific data set. For the current study, Mean, Median, Mode, and Standard Deviation of the data are analyzed to observe the impact of impact of social ssecurity on humanitarian concerns; mean is used to establish the central representative value of the entire data set whereas standard deviation is used to measure the dispersion of the data set. Furthermore, Number along with percentage was be used to provide a detailed overview of the respondent's profile in terms of gender, age and academic

qualifications. A table-specific to each profile was used to present the collected data. In the current study, descriptive statistics are used to systematically summarize collected data and interpret its essential attributes for easier comparison. Thus, it is either the representation of a sample or the entirety of a population.

### **3.8.2 Cronbach's Alpha**

It is a statistical analysis that measures reliability or internal consistency; how closely related a set of items are as a group. Hence, Cronbach's Alpha is a measuring tool used for measuring the strength of that consistency. It is a crucial to measure Cronbach's Alpha coefficient and present internal consistency in the study where the Likert Scale tool is used in the questionnaire. Thus, Cronbach's Alpha is used in the current study to confirm whether or not questionnaire prepared is a match with the variables of the study so that the result of the study is accurate (Gliem & Glim, 2003).

### **3.8.3 Correlation Analysis**

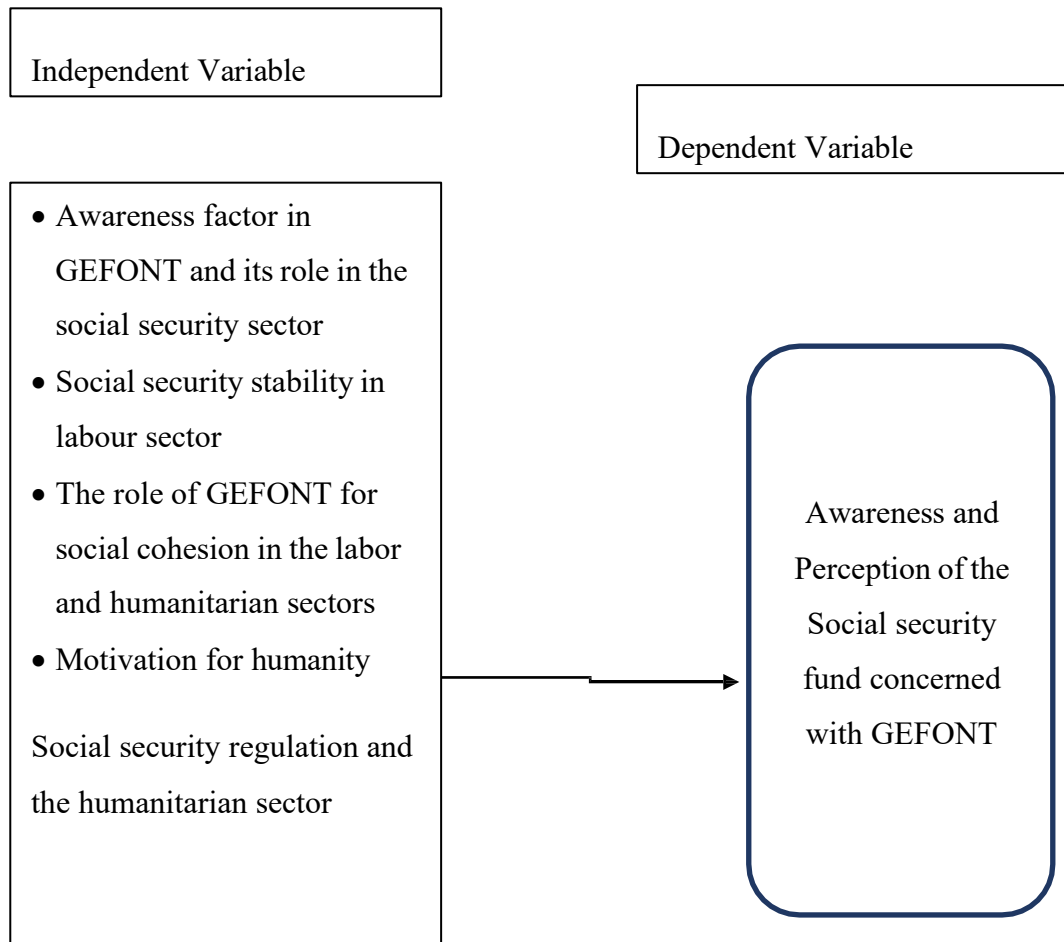
Correlation Analysis is used to quantify the association between dependent and independent variable. In the study, correction is used to measure and analyze the relationship between social security fund's concerned and GEFONT concerns. The most widely used type of correlation coefficient is Pearson's Correlation. It was employed for this study. For this the significance level will be kept at 0.05, which relates to confidence level of 95%.

### **3.8.4 Regression Analysis**

This method helps to describe the relationship between the variables. The independent variables were taken under study are awareness factor in GEFONT and its role in the social security sector, social security stability in labour sector, the role of GEFONT for social cohesion in the labor and humanitarian sectors, motivation for humanity and social security regulation and the humanitarian sector whereas the dependent variable is social security fund concerned with GEFONT in the trade union arranged in an interval variable that ranges between the Likert scale Score 1 and 5.

### 3.9 Conceptual Framework

This section presents an overall conceptual framework along with brief defining of conceptual framework, and relationship between dependent and independent variable. Following conceptual is formulated to illustrate the key concept of the study.



In this theoretical conceptual framework both dependent and independent variables' relationships is presented in a pictorial form. Independent variables such as, are awareness factor in GEFONT and its role in the social security sector, social security stability in labour sector, the role of GEFONT for social cohesion in the labor and humanitarian sectors, motivation for humanity and social security regulation and the humanitarian. Above table helps in establishing relationship between the independent and dependent variables that will be used in data analysis procedure.

### 3.10 Ethical Considerations

This research strictly adheres to the ethical considerations of academic research. Labor rights and the respondent's choices are fully protected during data collection.

The consent of each respondent is obtained prior to data collection, and the respondent can be suspended at any time if the respondent feels uncomfortable with continuing to respond. Permission from the place of study was obtained prior to orientation and data collection. The data collected here for research is limited to research groups and is used for specific academic purposes.

## CHAPTER IV

### DATA PRESENTATION AND ANALYSIS

#### 4.1. Introduction

The chapter presents the analysis of data collected from the survey of the GEFONT's members, one of the trade unions of Nepal. This chapter is a reflection of all data and its methodology, where all the aims and objectives of the research can be spoken in interpretative forms.

#### 4.2 Demographic Profile of the Respondents

The age distribution of the respondent plays important role in a particular research. To understand the profile of the respondents, demographic factors such as gender, age, education, experience and marital status have been taken into consideration. Demographic structure means age, gender, education and household structure of the respondents. Demographically, respondents are divided different types.

##### 4.2.1 Gender Structure of Respondents

Total population of Nepal is 2, 91,64,578 where male 1,42,53,551 (48.87%) and female 1,49,11,027 (51.13%) sex ratio is 95.59 (National Statistical Office, 2023). The number of women is greater than that of the males. The gender distribution of respondents represents the socio-political and economical characteristics of participants in any research.

*Table 4.1: Distribution of Respondents by Sex*

Gender	Number	Percentage
Female	86	48.86
Male	90	51.14
Total	176	100

Data Source: Field Work, 2025

The above table shows that out of the 176 respondents, 48.86% (i.e., 86 respondents) were female and 51.14% (i.e., 90 respondents) were male. In this table the data is just

opposite the national figure. We can see the data of CBS statistical data of 2023, at the national level the population of females is greater than that of males, but in this research the number of male respondents is greater than that of female.

#### 4.2.2 Age Group of the Respondents

The age category range indicates the different groups of respondents. Distribution of age groups means the demarcation of different sources of knowledge and experience.

*Table 4.2: Respondents According to their Age Group*

Age Group	Number	Percentage
20-24	20	11.36
25-29	20	11.36
30-34	43	24.43
35-40	41	23.30
40-45	30	17.05
45+	22	12.50

Data Source: Field Work, 2025

Above table exhibits that of the total respondents, 11.36% of the total respondents were of age group 20-24 years, and again 11.36% were of age group 25-29 years, followed by age group of 30-34 years which accounts for 24.43%. Similarly, 35-40 years of age group accounts for 23.30%, followed by 17.05 % of age group 40-45 years and 12.50% of above 45 years. The figure shows that a large portion of participants' respondent is of the age group 30-34 years (i.e.24.43%).

#### 4.2.3 Respondents by Marriage Status

Marriage is a social institution. Marriage belongs to both social/cultural and natural process among animal kingdom. Man is a social animal. So, marriage in human society is also process of legal sexual behavior and reproductions.

**Table 4.3: Respondents According to their Marriage Status**

<b>Marital status</b>	<b>Number</b>	<b>Percentage</b>
Married	120	68.18%
Unmarried	56	31.82%
Total	176	100

Data Source: Field Work, 2025

Above figure shows that of the total respondents, 68.18% were married, representing the large proportion of the respondents was married and 31.82% of the respondents were unmarried.

#### **4.2.4 Educational Status of Respondents**

Education is considered the backbone of a nation for progress and prosperity. The level of education determines the delivery of knowledge and its utility. In this research, education refers to the level of formal education attained by the respondents that is demarcated by the achieved education.

**Table 4.4: Respondents According to their Education**

<b>Level of Education</b>	<b>Number</b>	<b>Percentage</b>
+2/intermediate	10	5.66
Bachelor	89	50.57
Masters	77	43.66
Above masters	16	9.09

Data Source: Field Work, 2025

The above table shows that out of 176 respondents, 5.66% have completed just the higher education, 50.57% have completed the Bachelor level, 34.66% have completed the post-graduate level and 9.09% have completed the more than masters level of education.

**Table 4.5: Distribution Respondents by their Work Experience**

<b>Experience</b>	<b>Number</b>	<b>Percentage</b>
Less than 1 year	20	11.36
1-5 years	52	29.55
5-10 years	55	31.25
10-15 years	35	19.89
15-20 years	10	5.68
20+	4	2.27
Total	176	100.00

Data Source: Field Work, 2025

Above figure shows that out of 176 respondents, 5.68% have less than 1-year experience in their field, 11.36% have 1-5 years of experience and 29.55% have 5-10 years of experience. Similarly, the largest proportion of respondents (31.25%) have 10-15 years of experience respectively followed by 19.89% having 15-20 years of experience and 2.27% having experience of above 20 years.

### **4.3 Descriptive Statistics**

Descriptive statistics are used to describe the basic features of the data in a study. They provide simple summaries of the sample and the measures. Descriptive statistics, therefore, enables the presentation of data in a more meaningful way, which allows a more straightforward interpretation of the data. It focuses on clarifying numbers and the associations among them.

**Table 4.6: Descriptive Statistics of Awareness factor in GEFONT and its role in the social security sector**

	N	Minimum	Maximum	Mean	Std. Deviation
I have knowledge about GEFONT and its role in social security.	176	1	5	3.91	.881
I think GEFONT and its role in the social security perspective is a challenging task in the case of Nepali labor.	176	1	5	3.81	.978
The government must work on the social security fund's perspectives for up-to-date knowledge.	176	1	5	3.82	1.073
Multiple nations must work on labor-based social security fund perspectives for up-to-date knowledge.	176	1	5	3.80	.999
We need creative solutions for new problems in the social security fund	176	1	5	3.81	.978
All stakeholders should actively participate in work meetings.	176	1.0	5.0	3.892	.9038
Need creative solutions for new problems in the GEFONT and its role in social security.	176	1	5	3.68	1.200

The above table depicts the minimum, maximum, mean, and standard deviation of the awareness factor in GEFONT and its role in the social security sector. The mean of all the respective factors is above 3, which indicates respondents showing a high level of factor in GEFONT and its role in the social security sector. Factors in self-awareness

such I have knowledge about GEFONT and its role in social security, I think GEFONT and its role in the social security perspective is a challenging task in the case of Nepali labor, The government must work on the social security fund's perspectives for up-to-date knowledge, Multiple nations must work on labor-based social security fund perspectives for up-to-date knowledge, We need creative solutions for new problems in the social security fund and All stakeholders should actively participate in work meetings, and Need creative solutions for new problems in the GEFONT and its role in social security represents the mean of 3.91, 3.81, 3.82, 3.80, 3.81, 3.89 and 3.68 respectively likewise, the standard deviation represents the variation in the respondents answers. The difference in respondents' answers for mentioned factors is 88.1%, 97.8%, 107.3%, 99.9%, 97.8%, 90.3% and 120% respectively.

**Table 4.7: Descriptive Statistics of Social security stability in labour sector.**

	N	Minimum	Maximum	Mean	Std. Deviation
We can sense if something is happening even if the other side does not tell us (because we have transitional social security practice).	176	1.00	5.00	3.1420	1.20818
We (GEFONT) try to look at everybody's side of the disagreement before making a decision.	176	1.00	5.00	2.6875	1.02487
Before criticizing somebody, we must try to imagine how we would feel if we were people in decision-making.	176	1.00	5.00	3.3068	1.24081
When we are upset at something, we usually try to remember about our people doing blue-collar jobs.	176	1.0	5.0	3.369	1.2806
Transitional conditions are our reality, so we can usually appreciate instability and the role of GEFONT during this period as the voice of labor.	176	1.00	5.00	3.1080	1.25800
Humanity issues for the labour can be separated from the main issues.	176	1	5	3.70	1.294

The above table depicts the minimum, maximum, mean, and standard deviation of the Social security stability in labour sector. The mean of most of the respective factors is above 3, which indicates respondents showing a high level of empathy have better

performance. We can sense if something is happening even if the other side does not tell us (because we have transitional social security practice), before criticizing somebody, we must try to imagine how we would feel if we were people in decision-making, When we are upset at something, we usually try to remember about our people doing blue-collar jobs, Transitional conditions are our reality, so we can usually appreciate instability and the role of GEFONT during this period as the voice of labor, Humanity issues for the labour can be separated from the main issues from side issues about Social security stability in labour sector represents the mean of 3.14 3.30, 3.36, 3.10 and 3.70 respectively. However, one factor of social security stability which includes trying to look at everybody's side of a disagreement before making a decision has a mean of just 2.68 which indicates this factor has minimal impact on the perspectives of respondents compared to another factor. Likewise, the standard deviation represents the variation in the respondents' answers. The difference in respondents' answers for mentioned factors is 120.8%, 102.4%, 124%, 128%, 125.8%, and 129.4% respectively.

**Table 4.8: Descriptive Statistics of The role of GEFONT for social cohesion in the labor and humanitarian sectors.**

	N	Minimum	Maximum	Mean	Std. Deviation
We can collaborate with people from other labour organizations too	176	1	5	3.75	.965
Working in a team has helped one another deal with problems or resolve issues on humanity	176	1	5	3.84	.963
All stakeholders must give each other constructive feedback	176	1	5	3.69	.936
All members must appreciate one another's unique capabilities to control labour-related issues	176	1	5	3.69	1.035
Collective social cohesion allows a great deal of flexibility so that we can adapt to changing needs	176	1.00	5.00	3.7159	.97920
Social cohesion with other teams is productive	176	1.0	5.0	3.864	.8839
Social cohesion displays high levels of cooperation between GEFONT and labour for mutual support	176	1.00	5.00	3.5511	1.13525
Social cohesion embraces continuous improvement as a way of life for the people	176	1.00	5.00	3.5455	.88038
Social cohesion embraces continuous improvement as a way of life for the workers	176	1.00	5.00	3.0682	.81830

The above table depicts the minimum, maximum, mean, and standard deviation of the role of GEFONT for social cohesion in the labor and humanitarian sectors. The mean of most of the respective factors is above 3, which indicates respondents showing high levels of social skills have better performance.

Factors in social cohesion such as We can collaborate with people from other labour organizations too, Working in a team has helped one another deal with problems or resolve issues on humanity, All members must appreciate one another's unique capabilities to control labour-related issues, Collective social cohesion allows a great deal of flexibility so that we can adapt to changing needs, Social cohesion with other teams is productive, Social cohesion displays high levels of cooperation between GEFONT and labour for mutual support, Social cohesion embraces continuous improvement as a way of life for the people, among the members of GEFONT represents mean as 3.75, 3.84, 3.69, 3.69, 3.71, 3.86, 3.55, 3.54 and 3.06. Likewise, the standard deviation represents the variation in the respondents' answers. The difference in respondents' answers for mentioned factors is 96.5%, 96.4%, 93.6%, 97.9%, 88.3%, 113.5% 88.03% and 81.8% respectively.

**Table 4.9: Descriptive Statistics of Motivation for the Humanity**

	N	Minimum	Maximum	Mean	Std. Deviation
Satisfied with the condition of social security we have in GEFONT	176	1.00	5.00	2.6250	1.03441
Satisfied with the respect received from the GEFONT	176	1.00	5.00	3.0625	1.42290
Have confidence and trust in our social security motivation	176	1.00	5.00	2.9830	.99985
In general, we have to motivate people of the labour organizations for humanity	176	1.00	5.00	2.8466	1.09768
Motivation for the sake of a humanitarian perspective is necessary	176	1.00	5.00	2.9034	.94826
We must work hard to motivate others in labour for humanity	176	1.00	5.00	3.7386	1.09016
The work we/ GEFONT are doing is important to my country	176	1.00	5.00	3.3352	1.06696
Motivation is generally an interesting factor in controlling negative issues in the labour area	176	1.00	5.00	2.6364	1.12308

The above table depicts the minimum, maximum, mean, and standard deviation of the social security regulation and the humanitarian sector. The mean of three factors i.e Satisfied with the respect received from the GEFONT, we must work hard to motivate others in labour for humanity, The work we/ GEFONT are doing is important to my

country the mean of 3.06, 3.73, and 3.33, which indicates respondents showing a high level of motivational factors in social security fund management in GEFONT practices.

However, other factors in motivation such as Satisfied with the condition of social security we have in GEFONT, have confidence and trust in our social security motivation, in general, in general, we have to motivate people of the labour organizations for humanity, Motivation for the sake of a humanitarian perspective is necessary, Motivation is generally an interesting factor in controlling negative issues in the labour area represents mean as 2.62, 2.98, 2.84, 2.90 and 2.63. The factors showing a mean of less than 3 indicate these factors have a low impact on the perspective of respondents compared to others. Likewise, the standard deviation represents the variation in the respondents' answers. The difference in respondents' answers for mentioned factors is 103.4%, 142.2%, 99.9%, 109.7%, 94.82%, 109%, 106.6%, and 112.3% respectively.

**Table 4.10: Descriptive Statistics of Social Security Regulation and the Humanitarian sector**

	N	Minimum	Maximum	Mean	Std. Deviation
Social Security regulation is willing to put in a great deal of effort beyond what is normally expected to help this humanity	176	1.00	5.00	2.9943	.84514
Social security regulation is a great thing to deal with many issues in humanity in the labour sector	176	1.00	5.00	2.9545	.83371
Personal values and the values of the nation are very similar and are guided by many regulations	176	1.00	5.00	2.7159	.88736
I am proud to tell others that I am part of this regulation/GEFONT to serve my nation	176	1.00	5.00	2.4830	.94400
Social security regulation really inspires the very best in a humanitarian perspective in the case of Nepal	176	1.00	5.00	3.0398	1.21119
I display higher loyalty to security-regulation from GEFONT's side	176	1.00	5.00	2.8295	1.08203
I care about the fate of our country and the workers	176	1.00	5.00	2.5852	.85764
I display higher loyalty to social security regulation from Nepal's side	176	1.00	5.00	2.4943	.97978

The above table depicts the minimum, maximum, mean, and standard deviation of the social security regulation and the humanitarian sectors' factors. The mean of most factors this social security fund-regulation inspires the very best in a humanitarian perspective is above 3 (i.e.3.03) which indicates respondents show a high level of this factor. The mean of 'Social security regulation really inspires the very best in a humanitarian perspective in the case of Nepal' is 3.03. Similarly, other factors in self-

regulation such as Social Security regulation is willing to put in a great deal of effort beyond what is normally expected to help this humanity, Social security regulation is a great thing to deal with many issues in humanity in the labour sector, Personal values and the values of the nation are very similar and are guided by many regulations and I display higher loyalty to security-regulation from GEFONT's side represents mean as 2.9, 2.9, 2.7 and 2.8 which shows moderate level of influence on employee performance. However, other factors I am proud to tell others that I am part of this regulation/GEFONT to serve my nation, I care about the fate of our country and the workers and I display higher loyalty to social security regulation from Nepal's side to its people represents mean as 2.4, 2.5 and 2.4 showing low level of impact on respondents' perspective. Likewise, the standard deviation represents the variation in the respondents' answers. The difference in respondents' answers for the mentioned factors is 84.5%, 83.3%, 88.7%, 94.4%, 121.1%, 108.2%, 85.7%, and 97.9% respectively.

***Table 4.11: Descriptive Statistics of all five Variables of the Research***

	Minimum	Maximum	Mean	S.D
Awareness factor in GEFONT and its role in the social security sector	1.00	5.00	3.3149	1.13128
Social security stability in labour sector	1.00	5.00	3.0928	1.01648
The role of GEFONT for social cohesion in the labor and humanitarian sectors	1.00	5.00	3.1275	1.04635
Motivation for the humanity	1.00	5.00	3.0882	.98431
Social security regulation and the humanitarian sector	1.00	5.00	3.1159	1.02752

Above table depicts the minimum, maximum, mean and standard deviation of all five variables. The mean of Awareness factor in GEFONT and its role in the social security sector is 3.31, Social security stability in labour sector is 3.09, The role of GEFONT for social cohesion in the labor and humanitarian sectors is 3.12, motivation for humanity is 3.08 and Social security regulation and the humanitarian sector is

3.11. The mean of all factors is above 3, which indicates these factors have high impact on GEFONT members concern in the social security fund. Similarly, the standard deviation represents the variation in the respondents' answers. The difference in respondents answer for mentioned factors is 112.1%, 101.6%, 104.6%, 98.4% and 102.7% respectively.

#### **4.4 Correlation Analysis**

Whether statistically significant direct links exist between two continuous variables.

The strength of the linear relationships (i.e. how close the link is to be a perfectly straight line).

The direction of a linear relationship (increasing or decreasing).

Correlation can take on any value in the range (-1, 1). A correlation value of -1 indicates an entirely negative linear relationship; 0 means no correlation, and +1 indicates an altogether positive relationship. The sign of the correlation coefficient indicates the direction of the link, while the magnitude of the correlation (how close it is to -1 or +1) indicates the strength of the relationship. A negative correlation corresponds to a decreasing relationship, while a positive correlation corresponds to a growing relationship.

A high level of correlation is implied by a correlation coefficient that is greater than 0.9 in absolute term (i.e. greater than 0.9 or less than -0.9). A mid-level of correlation is implied if the total value of the coefficient is more significant than of 0.6 but less than 0.9. A low level of correlation is involved if the absolute value of the coefficient is less than 0.6.

## 4.5 Correlation Matrix

**Table 4.12: Correlations matrix**

Correlations		Social security fund and GEFON's members	Awareness factor in GEFONT and its role in the social security sector	Social security stability in labour sector	The role of GEFONT for social cohesion in the labor and humanitarian sectors	Motivation for humanity	Social security regulation and the humanitarian sector
Social Security fund concern among GEFONT members	Pearson Correlation	1	.814**	.639**	.759**	.766**	.679**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	176	176	176	176	176	176
Awareness factor in GEFONT and its role in the social security sector	Pearson Correlation	.814**	1	.682**	.898**	.806**	.711**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	176	176	176	176	176	176
Social security stability in labour sector	Pearson Correlation	.639**	.682**	1	.721**	.721**	.643**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	176	176	176	176	176	176
The role of GEFONT for social cohesion in the labor and humanitarian sectors	Pearson Correlation	.759**	.898**	.721**	1	.863**	.743**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	176	176	176	176	176	176
Motivation for humanity	Pearson Correlation	.766**	.806**	.721**	.863**	1	.774**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	176	176	176	176	176	176
Social security regulation and the humanitarian sector	Pearson Correlation	.679**	.711**	.643**	.743**	.774**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	176	176	176	176	176	176
**. Correlation is significant at the 0.01 level (2-tailed).							

Based on the correlation matrix, as shown in the above table indicate, it can be observed that the Pearson's  $r$  value for the relationship between independent and dependent variable is significant, the two-tailed statistical significance as .000 (as  $p < .001$ ). Also all the associations have positive sign that indicates the positive direction of associations among all the constructs tested.

The Pearson correlation ( $r$ ) for the independent variables Awareness factor in GEFONT and its role in the social security sector, Social security stability in labour sector, the role of GEFONT for social cohesion in the labor and humanitarian sectors,

motivation for humanity and Social security regulation and the humanitarian sector are 0.814, 0.639, 0.759, 0.766 and 0.679 respectively.

Awareness factor in GEFONT and its role in the social security sector and respondent's perspectives have a statistically significant linear relationship ( $p < .001$ ). The direction of the link is positive (i.e. Awareness factor in GEFONT and its role in the social security sector and respondent's perspective are positively correlated), meaning that these variables tend to increase together (i.e. better awareness factors are associated with better respondents' perspective). The magnitude or the strength of the association is high because the value of Pearson correlation between awareness factors and respondent's perspective is 0.814.

Social security stability in labour sector and respondent's perspective have a statistically significant linear relationship ( $p < .001$ ). The direction of the link is positive (i.e. social security stability and respondent's perspective are positively correlated), meaning that these variables tend to increase together (i.e. better higher security stability are associated with better respondent's perspective). The magnitude or the strength of the association is high because the value of Pearson correlation between empathy and respondent's perspective is 0.639.

The role of GEFONT for social cohesion in the labor and humanitarian sectors and respondent's perspective have a statistically significant linear relationship ( $p < .001$ ). The direction of the link is positive (i.e. The role of GEFONT for social cohesion in the labor and humanitarian sectors and respondent's perspective are positively correlated), meaning that these variables tend to increase together (i.e. better social cohesion are associated with better respondent's perspective). The magnitude or the strength of the association is high because the value of Pearson correlation between social cohesion and respondent's perspective is 0.759.

Motivation for humanity and respondent's perspective have a statistically significant linear relationship ( $p < .001$ ). The direction of the link is positive (i.e. motivation for humanity and respondent's perspective are positively correlated), meaning that these variables tend to increase together (i.e. higher motivation are associated with better respondent's perspective). The magnitude or the strength of the association is high

because the value of Pearson correlation between motivation for humanity and respondent's perspective is 0.814.

Social security regulation and the humanitarian sector and respondent's perspective have a statistically significant linear relationship ( $p < .001$ ). The direction of the link is positive (i.e. Social security regulation and the humanitarian sector and respondent's perspective are positively correlated), meaning that these variables tend to increase together (i.e. better social security regulation are associated with better respondent's perspective). The magnitude or the strength of the association is high because the value of Pearson correlation between social regulation and respondent's perspective is 0.679.

## 4.6 Regression Analysis

### 4.6.1 Result of multiple regression analysis

Multiple regression analysis was carried out to predict the single dependent variable by the set of independent variables. The result of multiple regression analysis is presented below:

***Table 4.13: Model Summary***

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.840 <sup>a</sup>	.705	.697	.64948

a. Predictors: (Constant), Social security regulation and the humanitarian sector, Motivation for the humanity, The role of GEFONT for social cohesion in the labor and humanitarian sectors, Social security stability in labour sector and Awareness factor in GEFONT and its role in the social security sector

**Table 4.14: ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	171.540	5	34.308	81.332	.000 <sup>b</sup>
	Residual	71.710	170	.422		
	Total	243.250	175			

a. Dependent Variable: Social security fund concerned with GEFONT

b. Predictors: (Constant), Social security regulation and the humanitarian sector, Motivation for the humanity, The role of GEFONT for social cohesion in the labor and humanitarian sectors, Social security stability in labour sector and Awareness factor in GEFONT and its role in the social security sector

**Table 4.15: Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1 (Constant)	.044	.182		.242	.809
Awareness factor in GEFONT and its role in the social security sector	.646	.103	.606	6.291	.000
Social security stability in labour sector	.081	.075	.069	1.082	.281
The role of GEFONT for social cohesion in the labor and humanitarian sectors	-.178	.134	-.151	-1.323	.188
Motivation for humanity	.348	.113	.283	3.071	.002
Social security regulation and the humanitarian sector	.113	.080	.097	1.419	.158

a. Dependent Variable: Social security fund concerned with GEFONT

Based on the SPSS output, the following multiple regression equation was formed: Social security fund concerned with GEFONT = 0.44+0.646 Awareness factor in GEFONT and its role in the social security sector +0.081 Social security stability in labour sector +0.348 motivation for humanity +0.113 Social security regulation and the humanitarian sector + (-0.178) GEFONT for social cohesion in the labor and humanitarian sectors.

The equation above shows the positive relationship between four independent variables (i.e. Awareness factor in GEFONT and its role in the social security sector, Social security stability in labour sector, motivation for humanity and Social security regulation and the humanitarian sector) and negative relationship between The role of

GEFONT for social cohesion in the labor and humanitarian sectors. The table shows that respondent's perspectives changes by 0.646 units for every 1 unit change in awareness factors, and the other independent variables remain the same. Similarly, humanitarian concern in the social security improves by 0.081 units for every 1 unit change in the security stability, and the other independent variables remain the same. Moreover, humanitarian concern in the changes by 0.348 units for every 1 unit change in motivation for humanity, and the other independent variables remain the same. Also, humanitarian concern in the social security differences by 0.113 groups for every 1 unit change in Social security regulation and the humanitarian sector and the other independent variables remain the same. However, the table shows social skills being the bad predictor of respondent's perspective as 1 unit change in social cohesion factors causes -0.178 negative impacts on respondent's perspective.

The table indicates that awareness factor has the most potent influence on respondent's perspective at an un-standardized coefficient value of 0.0646. This is followed by motivation for humanity with the un-standardized coefficient value of 0.348, Social security regulation and the humanitarian sector with an un-standardized coefficient value of 0.113 and security stability with an un-standardized coefficient value of 0.081.

Besides, the table shows the model summary of  $r^2$  and adjusted  $r^2$ . The value of  $r^2$  is 0.705 and the adjusted  $r^2$  is 0.697, which indicates that 69.7% of the effect of the dependent variable (i.e. Social security fund concerned with GEFONT) is accounted by the chosen independent variables. Also, the table exhibits the ANNOVA summary between the dependent and independent variables. The F-value is 81.332 and the significance value is 0.000. Thus, the overall model of regression is significant.

#### **4.7 Hypothesis Result**

These research questions address answers by testing the following hypothesis:

H<sub>1</sub>: GEFONT concerns have a significant impact on the social security fund's awareness of its members. Therefore, the null hypothesis is rejected and H<sub>1</sub> is accepted and H<sub>0</sub> is rejected which means social security fund awareness have significant impact on the GEFONT members of Nepal.

H<sub>0</sub>: GEFONT concerns have no significant impact on the social security fund's awareness of its members. Therefore, the null hypothesis is rejected and H<sub>1</sub> is accepted and H<sub>0</sub> is rejected which means social security fund's awareness have significant impact on the GEFONT members of Nepal.

## CHAPTER V

### SUMMARY, CONCLUSION AND IMPLICATIONS

This chapter covers the discussion, conclusion, and implications of the study. The first section includes the summary of the significant findings that are derived in the previous chapter. The next section contains discussions about the confirmation of the significant results of the study with the earlier studies on the similar subjects.

#### 5.1 Summary of Findings

This research shows that the current issues and practices of social security within GEFONT are generally viewed positively by the labor community. Social security has a significant role in strengthening labor rights, as it supports the protection and well-being of workers. The voices and choices of workers are within GEFONT are acknowledged and respected through its social security provisions. Overall, the research indicates a positive and progressive relationship between social security measures and the rights of labor.

Some of the major findings are presented as below:

Findings as per the first research objective:

Out of the 176 respondents, 48.86% were female, and 51.14% were male.

A large portion of the respondent (i.e.24.43%) is of the age group 30-34.

Of the respondents, 68.18% were married, 31.82% were single. The figure shows that large portion of the respondents (68.18%) was married.

Of the 176 respondents, 5.68% have completed higher education, 50.57% have completed bachelor, 34.66% have completed their post-graduation and 9.09% have completed their above post-graduation studies.

The mean of Awareness factor in GEFONT and its role in the social security sector is 3.31, Social security stability in labour sector is 3.09, The role of GEFONT for social cohesion in the labor and humanitarian sectors is 3.12, motivation for humanity is 3.08 and Social security regulation and the humanitarian sector is 3.11. The mean of

all factors is above 3, which indicates these factors have high impact on Social security fund concerned with GEFONT. Similarly, the standard deviation represents the variation in the respondents' answers. The difference in respondents answer for mentioned factors is 112.1%, 101.6%, 104.6%, 98.4% and 102.7% respectively.

Awareness factor in GEFONT and its role in the social security sector have the most potent influence Social security fund concerned with GEFONT at an un-standardized coefficient value of 0.0646. This is followed by motivation for humanity with the un-standardized coefficient value of 0.348, Social security regulation and the humanitarian sector with an un-standardized coefficient value of 0.113 and Social security stability in labour sector with an un-standardized coefficient value of 0.081. However, the table shows The role of GEFONT for social cohesion in the labor and humanitarian sectors being the bad predictor of social security fund concern in the social security as 1 unit change in social cohesion factors causes -0.178 negative impacts on Social security fund concerned with GEFONT.

Awareness factor in GEFONT and its role in the social security sector is significant in predicting performance of the respondents with the significance value of 0.000.

Findings as per the second research objective:

Pearson's  $r$  value for the relationship between independent variables and dependent variable is significant. Also, all the associations have positive signs that indicate the positive direction of associations among the entire construct tested. The Pearson correlation ( $r$ ) for the independent variables, Awareness factor in GEFONT and its role in the social security sector, Social security stability in labour sector, the role of GEFONT for social cohesion in the labor and humanitarian sectors, motivation for humanity and Social security regulation and the humanitarian sector are 0.814, 0.639, 0.759, 0.766 and 0.679 respectively.

The value of  $r^2$  is 0.705 and the adjusted  $r^2$  is 0.697, which indicates that 69.7% of the effect of the dependent variable (i.e Social security fund concerned with GEFONT) is accounted by the chosen independent variables.

The F-value is 81.332 and the significance value is 0.000. Thus, the overall model of regression is significant.

## **5.2 Conclusion**

From the very history, there are some complex issues and challenges in balancing social security fund measures and Social security fund concerned with GEFONT members, too.

The social security fund issue raises complex challenges in balancing security measures and legal regulations with humanitarian concerns. Therefore, these issues and challenges should be addressed by intra-service cooperation, inter agency coordination and international coordination with the help in modern technologies and improved infrastructural development.

## **5.3 Implications of the Study**

Humanitarian practice is one of the major areas of the modern world. It has multiple implications in multiple fields. Circumstances and the nature of the worker's demand as well as supply relevant ideas for the implications of the humanitarian principle. So it is not a rigid phenomenon.

It can make logical relations between theoretical approaches and realities.

It helps to create, recreate, and criticize social security related research, themes, and ideas.

Humanitarian among GEFONT member and their social security fund area is the wisdom-based legal framework to distribute goods and services to the people. It promotes distributive justice in the social security world.

It would be interesting to perform research within the same area by incorporating other sectors and agencies in Nepal and compare the results against the findings of this research to better understand the outcome of activities overall within the context of GEFONT Nepal. Furthermore, a study based on the sample data split by the granularity of the position or role of respondents within the organization could be done. It would be insightful to perform research comparing the effects of social security fund activities in Nepal and other developing countries. A study to find out the impact of worker's security activities on society and how society perceives these activities could be interesting to find out too.

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## Annex

### Codebook of Questionnaires

Namaste, I am Bhairab Kumar Shrestha, Student of Master's Program in Labour Studies (MLS) - Tribhuvan University, Kathmandu. I am conducting a research which is related to trade unions in labour market of Nepal which is growing worldwide as an essential and popular discourse and has become one of the most important fields to study for everybody. All the data collected will be kept secret since it's an academic work. You may either reject or be a part of this survey since this is not a compulsion. I look forward towards your kind participation.

Annex-I

#### Demographic Information

Name:.....(Optional)

Office :.....

Age (completed).....

Sex:

a) Male

b) Female

c) Other.....

Marital status:

Married

Unmarried

Other.....

Education status:

Higher education/intermediate/+2

Bachelor/Graduate

Master/post graduate

Above.....

Experience in humanitarian concern:

Less than 1 year

1-5 years

5-10 years

10-15 years

15-20 years

above 20

Are you totally familiar with the role of GEFONT and its role in social security?

Yes

No

## Annex-II

## Codebook of Questionnaires

Where

1= Strongly Disagree,

2 = Disagree,

3= Neutral,

4 = Agree,

5= Strongly Agree

S.N	Descriptions	Answer/s	Variable's category
Q1	I have knowledge about GEFONT and its role in social security.	1 2 3 4 5	Awareness factor in GEFONT and its role in the social security sector
Q2	I think GEFONT and its role in the social security perspective is a challenging task in the case of Nepali labor.	1 2 3 4 5	
Q3	The government must work on the social security fund's perspectives for up-to-date knowledge.	1 2 3 4 5	
Q4	Multiple nations must work on labor-based social security fund perspectives for up-to-date knowledge.	1 2 3 4 5	
Q5	We need creative solutions for new problems in the social security fund.	1 2 3 4 5	
Q6	All stakeholders should actively participate in work meetings.	1 2 3 4 5	

Q7	Need creative solutions for new problems in the GEFONT and its role in social security.	1 2 3 4 5	
Q8	We can sense if something is happening even if the other side does not tell us (because we have transitional social security practice).	1 2 3 4 5	Social security stability in labour sector.
Q9	We (GEFONT) try to look at everybody's side of the disagreement before making a decision.	1 2 3 4 5	
Q10	Before criticizing somebody, we must try to imagine how we would feel if we were people in decision-making.	1 2 3 4 5	
Q11	When we are upset at something, we usually try to remember about our people doing blue-collar jobs.	1 2 3 4 5	
Q12	Transitional conditions are our reality, so we can usually appreciate instability and the role of GEFONT during this period as the voice of labor.	1 2 3 4 5	
Q13	Humanity issues for the labour can be separated from the main issues.	1 2 3 4 5	
Q14	We can collaborate with people from other labour organizations too.	1 2 3 4 5	
Q15	Working in a team has helped one another deal with problems or resolve issues on humanity.	1 2 3 4 5	
Q16	All stakeholders must give each other constructive feedback.	1 2 3 4 5	
Q17	All members must appreciate one another's unique capabilities to control labour-related issues.	1 2 3 4	

		5	
Q18	Collective social cohesion allows a great deal of flexibility so that we can adapt to changing needs.	1 2 3 4 5	
Q19	Social cohesion with other teams is productive.	1 2 3 4 5	
Q20	Social cohesion displays high levels of cooperation between GEFONT and labour for mutual support.	1 2 3 4 5	
Q21	Social cohesion embraces continuous improvement as a way of life for the people.	1 2 3 4 5	
Q22	Satisfied with the condition of social security we have in GEFONT.	1 2 3 4 5	Motivation for the humanity
Q23	Satisfied with the respect received from the GEFONT.	1 2 3 4 5	
Q24	Have confidence and trust in our social security motivation.	1 2 3 4 5	
Q25	In general, we have to motivate people of the labour organizations for humanity.	1 2 3 4 5	
Q26	Motivation for the sake of a humanitarian perspective is necessary.	1 2 3 4 5	
Q25	We must work hard to motivate others in labour for humanity.	1 2 3 4 5	
Q27	The work we/ GEFONT are doing is important to my country.	1 2 3	

		4 5	
Q28	Motivation is generally an interesting factor in controlling negative issues in the labour area.	1 2 3 4 5	
Q29	Social Security regulation is willing to put in a great deal of effort beyond what is normally expected to help this humanity.	1 2 3 4 5	Social security regulation and the humanitarian sector.
Q30	Social security regulation is a great thing to deal with many issues in humanity in the labour sector.	1 2 3 4 5	
Q31	Personal values and the values of the nation are very similar and are guided by many regulations.	1 2 3 4 5	
Q32	I am proud to tell others that I am part of this regulation/GEFONT to serve my nation.	1 2 3 4 5	
Q33	Social security regulation really inspires the very best in a humanitarian perspective in the case of Nepal.	1 2 3 4 5	
Q34	I display higher loyalty to security-regulation from GEFONT's side.	1 2 3 4 5	
Q35	I care about the fate of our country.	1 2 3 4 5	
Q36	I display higher loyalty to social security regulation from Nepal's side.	1 2 3 4 5	