

TRADE UNIONISM IN NEPAL DEVELOPMENT AND ROLE

A Dissertation

**Submitted to the Faculty of Humanities and Social Sciences of
Tribhuvan University in Fulfillment of the Requirements for the Degree of
DOCTOR OF PHILOSOPHY
in
ECONOMICS**

By

RUDRA PRASAD GAUTAM
Central Department of Economics
Faculty of Humanities and Social Sciences
Tribhuvan University, Kirtipur, Kathmndu, Nepal
2005

FORWARD LETTER

This is to hereby that Mr. Rudra Prasad Gautam, has prepared this dissertation entitled “TRADE UNIONISM IN NEPAL: DEVELOPMENT AND ROLE” under my guidance and supervision.

I would like to ensure that this dissertation or any part of this has not been previously made the basis for the award of any degree of Tribhuvan University or any other universities in the world.

I strongly recommend this dissertation for the final acceptance.

Date:

Professor P.P. Timilsina
Supervisor

LETTER OF RECOMMENDATION

We certify that this dissertation entitled "**TRADE UNIONISM IN NEPAL: DEVELOPMENT AND ROLE**" prepared by Mr. Rudra Prasad Gautam under our guidance and supervision. We hereby recommend this dissertation for final examination by the Research Committee of the Faculty of Humanities and Social Sciences, Tribhuvan University, in fulfillment of the requirements for the Degree of DOCTOR OF PHILOSOPHY IN ECONOMICS.

DISSERTATION COMMITTEE

Professor P. P. Timilsina
Supervisor

Dr. Shiva Sharma
Expert

Dr. Pradip P. Upadhyaya
Expert

Date:

ACKNOWLEDGEMENT

Trade union movement in Nepal has crossed 55 years passing various ups and downs since most of the time they were ban. The ban was lifted only following the restoration of multiparty democracy in 1990 where trade unions has grown rapidly after the enactment of Trade Union Act in 1992. During one decade of trade union movement in open environment it has improved considerably. Registration of enterprise level unions as well as national federations has increased remarkably but the membership could not grown as of the growth of the unions. Consequently per union membership has declined.

Nepalese trade union movement is fragmented since its beginning based on the political ideology. At present all the trade unions are directly associated or linked with one or the other political parties and working as a cell of the party they support though most of them plead themselves as independent. The direct relationship between political party and trade union is clearly evident from the division of trade union organisation following the fragmentation in the political party and merger immediate after the merger of the party. The trade unionists said that trade union movement could not be apolitical organisation. They plead that to fulfill the objectives of trade union it should work keeping hands to hands with political parties. But in Nepal only few unions are actively performing their activities in favour of workers while others are like paper union. Neither they have any office nor office bearers and members. They have no any role in the trade union movement of the country. As a result of low unionisation and increasing fragmentation of trade unions Nepalese trade union movement is not strong.

In recent years trade unionists started to organise workers from informal sector giving top priority, where more than 90 percent workers are involved. The relation between employers and workers is improving gradually from confrontation to dialogue and started to recognise each other as a social partner. Hope this will further improve in future. Similarly they also strongly realised the negative effect of fragmentation on trade union movement and going in the process of unity in workers issues.

First of all, I would like to extend my heartily gratitude to my respected teacher and dissertation supervisor Professor Parthibeshwar Prasad Timilsina for his continuous encouragement, valuable suggestions, guidance and supervision since the selection of the very topic. Similarly I would like to express my sincere gratitude to Dr. Shiva Sharma and Dr. Predeep Prasad Upadhyaya, my thesis experts for their valuable suggestions, guidance and constant inspiration throughout the whole study period.

My gratitude also goes to Professor Madan Kumar Dahal, Head Central Department of Economics for his continuous suggestions and encouragement to prepare this thesis. I am highly obliged to Mr. Bishnu Rimal and Umesh Upadhyaya trade union activists of GEFONT for their constructive suggestions, comments and continuous help supplying necessary informations and literature as and when needed. I also extend my thanks to Rajendra Bahadur Rahut, DECONT and Rajendra Acharya, NTUC for their help on process of data collection as well for supplying other available informations related to their own union.

Thanks also goes to Lalit Kumar Basnet, Madhusudhan Khatiwada, Indu Acharya, Arjun Prasad Dhungel, Harsa Maharjan, Madhav Mudbari, Bishnu Prasad Aryal, Om Koirala, Kamal Gautam, Keshav Raj Giri for their sincere help during data and other information collection from the enterprises or Regional Labour Office.

I would also like to express sincere gratitude to all trade union leaders selected for interview from enterprises to confederation who had supplied information from their own level despite their busy schedule. Similarly I never forgot the contribution of the selected workers from the enterprises who had been provided sufficient time to fill the questionnaire despite their targeted duty. The thesis would be incomplete without their help. I am very grateful to the director or manager of the selected enterprises for their kind cooperation throughout the survey period and also for supplying limited information related to the establishment.

My gratitude also goes to Dr. Narayan Manandhar the then Director of IRF for his suggestions and cooperation. My sincere thanks also goes to Kiran Mali for taking full responsibility of data processing and cross tabulation. Similarly I could not forget the help of

Manju Thapa from GEFONT Resource Centre for supplying necessary documents throughout the study period. I cannot live without giving thanks for the cooperation and suggestion by friends Dev Raj Dahal and Nava Raj Dahal, FES, Nepal.

I am indebted to Navin Chandra Sharma and S. K.Verma from V.V. Giri National Labor Institute, NOIDA, India, for their cooperation during my stay at the library of their institute. My thanks also goes to Prabin Sinha, FES India for his suggestions and help providing available documents in his office. I never forget my friend R. P. Mamgain, Indian Society of Labor Economics, India for his help during my stay at New Delhi.

I wish to thank to Dr. Krishna Chandra Bhandari, Associate Professor, Central Department of English, Tribhuvan University, Kirtipur for his help through going the manuscript, careful editing and necessary correction to make it more valuable.

I am obliged to Central Department of Economics for granting leave to conduct the present study. Last but not the least, my thanks goes to all my friends and relatives who helped me directly or indirectly during the course of preparation of this thesis.

I am fully responsible for any errors and discrepancies that might have occurred in the research report.

July 2004
Kathmandu

Rudra Prasad Gautam

ABSTRACT

Nepal is one of the least developed country in the world with diverse topography and landlocked by the two highly populas and emerging economic powers (China and India). It has 23.1 million populations (2001), which is growing rapidly (more than 2% per annum) during the last three decades. About 90 percent of the labour force is concentrated in the informal sector, mainly in agriculture. Overall employment in the country is not increased but the labour force is growing by 300 thousand annually. Consequently unemployment and under employment is serious in the country which leads to increase in level of poverty of its population.

Trade union is the universal and spontaneous form of labour movement as the outcome of the capitalism in the fifteenth and sixteenth centuries though ancient type of trade union movement were in existence during fourteenth century too. Different scholars, trade unionists and institutions, define trade union differently but all they are concentrated mainly on the economic well being of the workers.

The trade union movement not only varies in different countries, regions as well as continents but also varies from one period to another within the same country. There is no overall plan and universal accepted model of trade unions. Similarly the pattern of development, structure, organisation and objectives of the trade unions may vary. As a result of the growing importance of the trade union movement the trade unionists in almost all countries in the world realised the need of international cooperation and organisation to support it.

World Federation of Trade Unions (WFTU) was organised in February 1945 as an international trade union center as a result of long efforts of national centres. Since the formation of International Confederations of Free Trade Unions (ICFTU) in 1949 national trade union federations have led further separation and exist partly competitiveness belonging with WFTU, ICFTU, and WCL (World Confederation of Labor).

All the unions of the SAARC have several common characteristics such as low level of union density, direct political affiliation, and fragmented union movement mainly because

of political affiliation. Labor legislations are enacted but implementation part is very weak in all SAARC countries.

The declining trend in the trade union membership all over the world especially in industrialised countries is not fully within the control of trade unions. Change in technology and its effects on employment are beyond the control of union but with some other changes union could have responded better and minimized the damage.

The history of Nepalese trade unions goes back to 1947. The formation of ANTUC recognized in 1950 was the first trade union federation in Nepal. During interim period few trade union centres were organised openly but they did not get legal status during this period. The Panchayati rule forcefully imposed NLO instead of trade unions in 1963. After 19 year of continuous repression, in 1979 the historical mass movement gave rise to more than half dozen trade unions. But because of lack of enough coordination and understanding among trade unions of different sectors, the formation of national center could not be made possible. The General Federation of Nepalese Trade Unions (GEFONT) has formally been registered as the first national trade union confederation in the country after the enactment of the Trade Union Act, which was established in 1989 as a follower of ANTUC.

With the reestablishment of multiparty democracy in 1990 ban on trade unions was lifted. Consequently they start their activities openly. Immediately after the restoration of multiparty democracy Nepal Trade Union Congress (NTUC) came into existence as a follower of BWU. The trade union movement of modern lines came to be organized only after the enactment of Trade Union Act 1992 while ban on trade union was lifted and they were recognized legally. Since the end of the 1997 the total number of registered trade union confederations reached three with the registration of Democratic Confederation of Nepalese Trade Unions (DECONT) separated from NTUC.

Similarly large number of national federations and enterprise level unions are registered in different Regional Labour Offices. Since last few years union registration in informal sector and service sector is growing. As a result the number of enterprise level unions increased rapidly after the introduction of Trade Union Act. With the second

amendment of the Trade Union Act in 1999 it has become possible to unionise the informal sector workers too including agricultural workers and even self-employed.

The Trade Union Act 1992 clearly explained distinct three-tier system of trade unions in Nepal. They are: Enterprise Level Trade Union, Trade Union Federation and Confederations. During the short period of time Nepalese trade unions have been acquired a lot of improvements in various issues. Among them increase in membership, militancy, collective bargaining capacity and the changing attitude of the society towards trade union is considered as remarkable strengths. But Nepalese trade unions are suffering from various weaknesses such as low membership, multiplicity of unions on the one and on the other inter and intra union rivalry among unions, weak financial position, weak leadership, low level of wages, remarkable unemployment and underemployment situation in the country, etc.

As a result of various awareness raising programmes training, workshop, education programmes, research and exposure programmes directed to the human resource development programmes conducted by the trade unions within a short period, the general workers, members and activists of trade unions from grass root to confederation level have been benefited.

On the one the current changing environment of occupational structure made the gap between workers and management wider and wider on the other temporary, part time and seasonal workers has increased remarkably. It is evident that the proportion of white-collar employment has increased with the change in the occupational structure. Both of these situations are not favourable for union development.

After the restoration of multiparty democracy Nepalese trade unions are raising voice in each and every aspect of labour welfare but preferably they focus on the issues of minimum wage, job security, social security, working conditions, occupational safety and health, unfair labour practices, fundamental trade union rights, etc.

Significant proportion of trade union leaders and general workers belongs to the young age group (20-39). Role of the migrant workers (internal and external) is significant. Union leaders are partially satisfied with the provision of workers' welfare included in the Trade Union Act 1992 but not satisfied on the implementation part.

Different workers and union leaders evaluate trade unions and its activities differently. There is a diverse view regarding the beginning of the trade union movement of Nepal. Some had opined the trade union movement was developed on the influence of the trade union movement of India, where overwhelming majority viewed it was due to the internal necessity.

Trade union movement of Nepal has been grown fast during last one decade mainly due to lift the ban on trade unions after the restoration of the multiparty democracy in 1990 and especially with the enactment of Trade Union Act in 1992. Along with the development of trade unions the socio-economic condition of the workers has increased though it is little. But still trade union movement of Nepal is facing various problems for its smooth functioning to fulfill its goal.

The role of trade unions varies country to country. The variation depends upon the stage of economic and social development of the country, the strength of trade unions, institutional set up of the society in which they work, social responsibility of the union and capacity to reconcile it to their members. Nepalese trade unions have continually given emphasis to their common voices that the provisions of the existing labour laws are still not sufficient to safeguard the interests of the workers. On the other implementation and monitoring side of the existing labour laws is very weak and it become a major demand of the trade unions of Nepal.

Trade union is not only a militant organisation to fight for workers' welfare but also a social organisation and since last few years working for the moral, educational and cultural upliftment of the member of the society along with their economic welfare of the workers. They hope the workers will be benefited through the social development being a member of the society.

There is a great debate on the issue whether trade union is a political organisation or professional organisation. Generally it is used to be saying that a trade union could not be a political institution but on the other it also could not be separate from politics. Thus trade union has to carry out various roles related to politics.

Trade union movement of Nepal reached in the present stage by passing different stages during its more than 50 years' history. The nature of trade union's role may differ in the past, present and future as the pace of change in the socio-economic and cultural situation of the country that is accepted by all. Based on the present national and international situation it is assumed that trade union could not survive in the future without changing their role according to the changing situation of the country as well as abroad. Thus to sustain and strengthen trade union movement Nepalese trade unions should have to be directed their activities mainly to focus on policy issues addressing the negative effect of globalisation on trade union in the present context.

Lastly, it can be conclude that Nepalese trade unions prefer to keep their individual identity but join hands with each other in certain issues of the workers. As a temporary alliance they discuss among themselves various issues of common concern but such discussions cannot be viewed as a move towards merger of trade unions. The trade unions in Nepal do not confine their role merely to workplace issues. They frequently raising national issues in different forum but they do not have a common platform for voicing their opinion.

In the present changing context both the unions and employers should have to agree honestly on participative management to save the establishment and employment of the working mass in the coming years.

The study has suggested a number of proposals for the further development of the trade unions and research on various labour issues. Among them concept of workplace unionism, regular allocation of budget for the workers' organisation to conduct welfare activities, prioritization of women friendly programmes more effectively, address the wage issue preparing wage index for the workers working in different sectors and places, timely amendment and effective implementation of labour laws, extension of solidarity issue nationally and internationally, materialize the concept of single union to avoid the weaknesses caused by the multiplicity of the unions, implementation the concept of labour - management participation, organisation of a common platform of both the white and blue-collar workers are the major recommendations. Similarly, it is necessary to widely research on various aspects of the trade unions by the government, management and trade unions as well.

TABLE OF CONTENT

	Page
Forward Letter	ii
Letter of Recommendation	iii
Acknowledgement	iv
Abstract	vii
Table of Content	xii
List of Table	xx
List of Figure	xxiii
Abbreviation	xxiv

CHAPTER I INTRODUCTION

1.1	Country Background	1
1.1.1	Geographical Location	1
1.1.2	Population	1
1.1.3	Labor Force and Employment	3
1.1.4	Economy	9
1.2	Concepts and Definitions of Trade Unions	12
1.3	Theories of Trade Unions	16
1.4	Statement of the Problem	20
1.5	Objectives	22
1.6	Limitations of the Study	23

CHAPTER II LITERATURE REVIEW

2.1	Status of Trade Unions	24
2.2	Trade Unions and Politics	27
2.3	Labor Management Relations	32

2.4	Problems of Trade Unions	32
2.5	Labor Productivity	37
2.6	Effects of SAP on Trade Union Movement and Workers	39
2.7	Provisions and Implementation of Labor Act	41
2.8	Role of Trade Unions	42
2.9	Quality of Union Leaders	46
2.10	Dependency Syndrome	47
2.11	Trade Union Density	47
2.12	Wage Determination	49
2.13	Labor Management Relations	50
2.14	Future Challenges	50

CHAPTER III

METHODOLOGY

3.1	Approach of the Research	54
3.2	Data Source	54
3.2.1	Secondary Sources	55
3.2.2	Primary Source	55
3.3	Determination of Sample Size	56
3.3.1	Selection of the Labor Offices	56
3.3.2	Selection of the Establishment	58
3.3.3	Selection of Workers	59
3.3.4	Selection of Union Leaders	60
3.4	Data Collection Procedure	61
3.5	Analysis of Data	62
3.6	Organisation of the Study	63

CHAPTER IV

TRADE UNIONISM IN GLOBAL PERSPECTIVE

4.1	History of Trade Union Movement	64
4.2	Origin of Trade Unions	68
4.3	Development of Trade Unions	70
4.4	Emergence of International Trade Union Centers	73
4.5	Current Status of Global Internationals	75
4.5.1	World Federation of Trade Union	76
4.5.2	International Confederation of Free Trade Union	77
4.5.3	World Confederation of Labor	78
4.5.4	Other Major Union	79
4.6	Linkages of Nepalese Trade Union Movement with Global Internationals and Global Unions	79
4.7	Status of Trade Union in the Globe	81
4.8	Unionisation in Developed and Developing Countries	85
4.9	SAARC Trade Unions	86
4.9.1	Status	86
4.9.2	Trade Union Recognition	89
4.9.3	Problems Faced by the SAARC Trade Union	89
4.10	Factors Responsible to Decline in Trade Union Membership	90
4.10.1	Organisation of The Industry	90
4.10.2	Outsourcing and Informalization of Job	90
4.10.3	Mobility of Capital	91
4.10.4	New Management Strategy	91
4.10.5	The Strike	91
4.10.6	Changing Character of The Workforce	91
4.10.7	Political Environment	92
4.10.8	Free Unionism from Compulsory Unionism	92
4.10.9	Static Character of Union Leadership	92
4.10.10	Increasing Involvement of NGOs in Labor Issues	92

4.11	Trade Union and ILO	93
4.12	Challenge to the Trade Unions	94
4.13	Conclusion	95

CHAPTER V

DEVELOPMENT OF TRADE UNIONS IN NEPAL

5.1	Trade Union Movement in Nepal	96
5.1.1	The Rana Regime (Before 1951)	99
5.1.2	Interim Period (1951-1959)	105
5.1.3	Panchayat Period (1960-1990)	109
5.1.4	Restoration of Multiparty Democracy	112
5.2	Legal Provision	113
5.2.1	Enterprise Level Trade Union	114
5.2.2	Trade Union Federation	115
5.2.3	Confederations	115
5.3	General Objectives of Trade Unions	116
5.4	Present Status of Trade Unions	117
5.6	Women Participation in Trade Union Movement	124
5.7	Trade Union Confederations at A Glance	126
5.8	Conclusion	131

CHAPTER VI

ASSESSMENT OF TRADE UNION MOVEMENT IN NEPAL

6.1	Background	132
6.2	Strength of Nepalese Trade Unions	133
6.2.1	Membership	133
6.2.2	Militancy of Nepalese Trade Union	141
6.2.3	Improvement in The Collective Bargaining Power	141

6.2.4	Change in Public opinion From Negative Towards Positive	142
6.3	Weaknesses of Trade Unions	143
6.3.1	Multiplicity of Union	143
6.3.2	Inter and Intra Union Rivalry	147
6.3.3	Trade Union Finance	147
6.3.4	Leadership Development	149
6.3.5	Low Level of Wages	150
6.3.6	Low Level of Unionisation	152
6.3.7	High Unemployment and Under Employment	152
6.4	Opportunities	153
6.4.1	Awareness of The Workers Increased	153
6.4.2	Human Resource Development	154
6.4.3	National and International Solidarity	155
6.4.4	International Recognition	156
6.4.5	Capable to Perform Various Welfare Activities	156
6.4.6	Unified Trade Union Movement	157
6.4.7	Representation in Different National and International Bodies	158
6.5	Threats to Nepalese Trade Unions	159
6.5.1	Foreign Direct Investment (FDI) Influenced	160
6.5.2	Informalization of Formal Sector	160
6.5.3	Change in Occupational Structure	161
6.5.4	Issues of Child Labor	162
6.5.6	Social Responsibility	162
6.5.7	Gender Discrimination	163
6.5.8	Negative Attitude of Management	163
6.5.9	Non-Implementation of Labor Laws	164
6.5.10	Organisation of Informal Sector Workers	164
6.6	Conclusion	164

CHAPTER VII

ANALYSES OF WORKERS DEMANDS

7.1	Background	167
7.2	Causes of Industrial Disputes	167
7.3	Status of Industrial Disputes	169
7.4	General Issues of the Workers	170
7.5	Major Issues Raised by the Workers	172
7.6	Nature of Workers Demands	173
7.6.1	Historical Background	173
7.6.2	Nature of Demands After 1990	174
7.7	Status of Fulfillment of the Demands	178
7.8	Nature of Demands of the Workers	181
7.9	Management on Union Demands	182
7.10	Conclusion	184

CHAPTER VIII

BACKGROUND OF WORKERS AND THEIR LEADERS

8.1	General Information of the Workers and Leaders	185
8.1.1	Demographic Characteristics	185
8.1.2	Social Characteristics	188
8.1.3	Economic Status of the Respondents	190
8.2	Status of Leaders in Trade Union	193
8.3	Perception on Nepalese Trade Union Act	195
8.4	Self Evaluation of Union Activities by Leaders	197
8.4.1	Evaluation of Union Activity	197
8.4.2	Responsible Factors to Strengthen Trade Union	198
8.4.3	Obstacles for Trade Union	199
8.4.4	Suggestions for Workers' Participation in Union	200
8.5	Status of Workers	201

8.5.1	Necessity and Inspiration	201
8.5.2	Motivation to be a Union Member	203
8.5.3	Trade Unions in the Eyes of the Workers	206
8.5.4	Evaluation of Trade Unions by the Workers	210
8.6	Conclusion	212

CHAPTER IX

PERCEPTION OF EMPLOYERS, UNION LEADERS AND WORKERS ON DEVELOPMENT OF NEPALESE TRADE UNION

9.1	Background	214
9.2	Perception on Development of Trade Union	214
9.2.1	Need of Trade Union	214
9.2.2	Knowledge about Trade Union	216
9.3	Changes in the Socio-economic Condition of the Workers	220
9.4	Perception on Trade Union Development	225
9.4.1	Status of Satisfaction	225
9.4.2	Problems to Develop Trade Union Movement	227

CHAPTER X

ROLE OF TRADE UNION

10.1	Introduction	231
10.2	Views of the Politicians, Industrialists, Academicians and Human Rightist on the of Trade Union	233
10.3	Views of Workers, their Leaders and Management on Role of Trade Union	236
10.3.1	Type of Role of Trade Unions	237
10.3.2	Changing Role of Trade Union	246
10.3.3	Evaluation of Trade Unions Role	248
10.3.4	Impact of Globalisation	250
10.3.5	Satisfaction with Trade Union Role and their Capabilities	250

10.3.6 Major Problems faced by the Trade Union	252
10.3.7 Methods to Make the Unions Role More Effective	253
10.4 Conclusion	257

CHAPTER XI

SUMMARY AND RECOMMENDATIONS

11.1 Summary of the Study	258
11.1.1 Country Background	258
11.1.2 Concepts and Definitions of Trade Unions	258
11.1.3 Trade Unionism in Global Perspective	259
11.1.4 Development of Trade Unions in Nepal	261
11.1.5 Strength of Nepalese Trade Unions	262
11.1.6 Weaknesses of Trade Unions	262
11.1.7 Opportunities	263
11.1.8 Threats to Nepalese Trade Union	264
11.1.9 Major Demands of the Workers	265
11.1.10 Background of Workers and Their Leaders	265
11.1.11 Attitude of Employers, Union Leaders and Workers on Development	266
11.1.12 Role of Nepalese Trade Unions	268
11.2 Recommendations	271
Appendices	276-307
Bibliography	308-316

LIST OF TABLE

1.1	Percentage Distribution of Population by Ecological Zone	2
1.2	Population Growth Rate of Nepal by Ecological Zone 1971-2001	3
1.3	Labour Force Size in Nepal, 1971-2001	4
1.4	Labourforce Participation Rate, Population Aged 15 Years and Above	5
1.5	Labourforce Participation Rate (Population Aged 15 Years Above) by Age and Sex	6
1.6	Currently Employed Labor Force Aged 15 Years & Above by Sector and Sex	6
1.7	Distribution of Gainfully Employed Labor Force	7
1.8	Non-agricultural Employment of Population 15 Years and Over Working in Informal Sector by Occupation	8
1.9	Number of Manufacturing Units and Employment 1991-2001	10
3.1	Number of Demand Sheets and Demands by Zonal Labour Offices	57
3.2	Selected Establishments and their Location	59
3.3	Sample Size of the Workers	60
3.3.4	Selection of Union Leaders	60
3.4	Size and Criteria Adopted for Selection of Leaders	61
4.1	Trade Union Membership in the World by Regions	82
4.2	States of Trade Union Membership During 1985-95 by Continent	83
4.3	Number of Countries by Trade Union Density in 1985 and 1995	84
4.4	Trade Union Membership of Development and Developing Countries	85
4.5	Number of Unions and Membership Status in SAARC	87
4.6	Trade Union Membership and Union Density in SAARC	88
5.1	Number of Trade Unions and year of Establishment	106
5.2	Trade Unions During Interim Period	107
5.3	Trade Union and year of Establishment Prior to 1990	111
5.4	Status of Trade Union in Nepal, 1994 to 2002	118
5.5	Actual Position of Trade Unions by Confederations	119
5.6	Proportion of Active Unions to the Registered Unions by Confederations	120
5.7	Sample Establishments by Number of Trade Unions and Size of Workers	121
5.8	Number of Registered National Trade Union Federations	122
5.9	Number of National Federations Formed Under Different Criteria, 2002	123
5.10	Women in Top Leadership of Trade Unions by Confederations, 2001	125
6.1	Status of Trade Unions and its Membership	134

6.2	Change in Trade Union Membership by Confederations	136
6.3	Trade Union Densities in Nepal	137
6.4	Frequency Distribution of National Federations Based on Estimated Membership by Broad Sector	139
6.5	Percentage of Membership by Sector and Confederations	140
6.6	Some Trade Unions in Nepal and their Association With Political Parties	145
7.1	Status of Industrial Relations Indicators in Nepal	170
7.2	Distribution of Demand Sheets by Number of Demands	175
7.3	Number of Demands by Sector	176
7.4	Percentage of Workers Demands by Type and Zonal Labor Office	177
7.5	Types of Demands by Sector	178
8.1	Age Distribution of Respondents	185
8.2	Marital Status of Respondents	186
8.3	Permanent Residence of Respondents	187
8.4	Percentage Distribution of Respondents by Caste/Ethnicity	188
8.5	Educational Attainments of Respodents	189
8.6	Sector of Employment of Respondents	190
8.7	Occupation Carried out Immediate Before Joining Present Job	191
8.8	Type of Job Performing by the Leathers at Present	192
8.9	Status of Outsider Leader Prior to Join Union	193
8.10	Duration of Involvement in Trade Union as a Member	194
8.11	Status of Leader in their Union	194
8.12	Membership Criteria for Union Registration	196
8.13	Percentage of Membership for Union Registration	197
8.14	Self Evaluation of Union Activities by Trade Union Leaders	198
8.15	Factors Responsible to Strengthen Trade Unions as Pointed Out by the Leathers	199
8.16	Major Obstacles for the Effective Functioning of Trade Union	200
8.17	Suggestions of Union Leathers for More Participation of Workers in Union Activities	201
8.18	Status of Employment of Workers	202
8.19	Necessity of Trade Union	202
8.20	Number of Years Affiliated in Trade Unions	203
8.21	Inspiration to be a Union Member	204
8.22	Reasons to be a Union Member	205
8.23	Status of Fulfillment of the Member's Goal	205

8.24	Major Activities Performed by the Trade Unions	207
8.25	Reasons to Prefer Ones Establishment One Union	208
8.26	Organisation Process of Authentic Union	209
8.27	Status of Seeking Help with Trade Union	209
8.28	Cooperation Provided by the Union	210
8.29	Evaluation by the Workers on Success of the Union	211
8.30	Factors Negatively Effects the proper Functioning of the Union	212
9.1	Observed Need of Trade Union in Nepal	215
9.2	Knowledge on History and Current Status on Nepalese Trade Union	216
9.3	Growth of Trade Union in Nepal	217
9.4	Development of Trade Union in Different Periods, Nepal	219
9.5	Roles of Different Institutions on Trade Union Development	220
9.6	Change in Socio-economic Conditions of the Workers	223
9.7	Type of Improvement in Socio-economic Condition of the Workers	224
9.8	Causes for not to Improve the Socio-economic Condition of the Workers	225
9.9	Level of Satisfaction on Present Trade Union Development	226
9.10	Causes of Dissatisfaction of Trade Union Development	227
9.11	Problems Faced by the Nepalese Trade Unions for their Development	228
9.12	Major Ways to Make the Trade Union Movement Strong in Favour of Workers	229
10.1	Type of Role to be Played by the Trade Union	238
10.2	Economic Role of the Trade Union	240
10.3	Socio-cultural Role of the Trade Union	242
10.4	Development Role of the Trade Union	243
10.5	Political Role of the Trade Union	245
10.6	Changing Roles of the Trade Union	246
10.7	Evaluation of Trade Unions Role by Workers and their leaders	249
10.8	Level of Acceptance of the Impact of Globalisation	250
10.9	Level of Satisfaction with the Role Played by Trade Union	251
10.10	Capabilities of the Nepalese Trade Union to Perform their Role	252
10.11	Problems Faced by the Trade Union During Performing their Role	253
10.12	Methods to Organise United Trade Union Movement	256

LIST OF FIGURE

1.1	Percentage Distribution of Population by Ecological Zones	2
1.2	Labor force in Nepal	4
1.3	Number of Industrial Units	11
1.4	Division of Class in the Society	22
4.1	A Relationship Between Capital Workers	68
4.2	Origin of Trade Union	69
5.1	Process of Trade Union Organisation	116
5.2	Registration of Unions	119
5.3	Number of Active Unions	120
5.4	Women in Top Leadership	125
6.1	Average Membership per Enterprise Level Union	135
6.2	Vicious Circle Caused by the Weak Financial Position of the Trade Union	149
6.3	Consequences of Technological Changes	161
7.1	Major Issues of the Workers	172
8.1	Age Distribution of Workers and Leaders	186
8.2	Permanent Residence	187
8.3	distribution of Respondents by Caste/Ethnicity	188
8.4	Educational Attainment	189
8.5	Status of Outside Leaders	192
8.6	Status of Leadership	195
9.1	Observed Need of Trade Union in Nepal	215
9.2	Growth of Trade Union	217
9.3	Role of Different Institutions on Trade Union Development	220
9.4	Relationships Between Productivity and Employment	221
9.5	Change in Socio-economic Status	223
9.6	Problem of Trade Unions	229

ABBREVIATIONS USED IN THE STUDY

AATUF	All African Trade Union Federation
ACFTU	All China Federation of Labour
ACTRAV	Bureau of Workers' Activities
ADB	Asian Development Bank
AF	Confederation of Academic and Professional Unions in Norway
AFL/CIO	American Federation of Labor and Congress of Industrial Organisation
AITUC	All India Trade Union Congress
AMC	Asian Migrant Centre
AMRC	Asia Monitor Resource Centre
ANTUC	All Nepal Trade Union Congress
APEC	Asia and Pacific Economic Cooperation
APEC	Asia and Pacific Economics cooperation
APWSL	Asia Pacific Workers' Solidarity Links
ASEAN	Association of South East Asian Nations
ASI	Anti Slavery Internationals
BILS	Bangladesh Institute of Labor Studies
BIS	Bank for international Settlements
BWU	Biratnagar Workers Union
CAW	Committee for Asian Women
CAWUN	Construction and Allied Workers' Union of Nepal
CBS	Central Bureau of Statistics
CLAC	Central Labor Advisory Committee
CLC	Canadian Labor congress
CMWU	Cotton Mill Workers Union, Biratnagar
COSATU	Congress of South African Trade Unions
CP	Communist Party
CPN (ML)	Communist Party of Nepal (Marxist & Leninist)
CPN (UML)	Communist Party of Nepal (United Marxist-Leninist)
CPUSTAL	Permanent Congress of Trade Union Unity of Latin America
CTEVT	Centre for Technical Education and Vocational Training

CUPPEC	Central Union of Painters, Plumbers, Electro and Construction Workers- Nepal
CUTS –India	Consumer Unity and Trust Society- India
DANIDA	Danish International Development Agency
DECONT	Democratic Confederation of Nepalese Trade Unions
DFID	Department for International Development
DOL	Department of Labour
EEOW	Expansion of Employment Opportunity to Women (ILO)
EI	Educational International
EPZs	Export Processing Zones
ESCAP	economic and social commission for Asia and the Pacific
ESPS	Environment Sector Programme Support
ETUC	European Trade Union Confederation
FAO	Food and Agricultural Organisation
FDI	Foreign Direct Investment
FES	Fridrich Ebert Stiftung -Germany
FNCCI	Federation of Nepalese Chamber of Commerce and Industry
GATT	General Agreement on Trade and Transit
GDP	Gross Domestic Product
GEFONT	General Federation of Nepalese Trade Unions
GUFs	Global Union Federations
HRD	Human Resource Development
ICATU	International Confederation of Arab Trade Unions
ICEM	International Federation of Chemical, Energy, Mining & Factory Workers
ICFTU	International Confederation of Free trade Union
ICONT	Independent Confederation of Nepalese Trade Unions
IFATU	International Federation of Arab Trade Unions
IFBWW	International Federation of Building and Wood Workers
IFCTU	International Federation of Christian Trade Unions
IFJ	International Federation of Journalists
IFTU	International Federation of Trade Unions
IGCUN	Independent Garbage Cleaners’ Union of Nepal
ILO	International Labor Organisation

IMF	International Metal Workers' Federation
IMF	International Monetary Fund
IPWUN	Independent Press Workers' Union of Nepal
ITF	International Transport workers' Federation
ITGLWF	International Textile, garment, & Leather Workers' Federation
ITGWUN	Independent Textile Garment Workers' Union of Nepal
ITSs	International Trade Secretariats
ITUFs	International Trade Union Federations
IUF	International Union of Food, Agriculture, Hotel, Restaurant, Catering, Tobacco & Allied Workers' Association
IWU	Independent Workers Union, Biratnagar
JIL	Japan Institute of Labour
JILAF	Japan International Labour Foundation
KAD-Denmark	Women Workers Union Denmark
KOILAF	Korea International Labour Foundation
MNCs	Multi National Companies
NCAWU	Nepal Customs and Airport Workers Union
NCRL	National Commission on Rural Labour
NEFAS	Nepal Foundation For Advanced Studies
NFWU	Nepal Film Workers' Union
NGOs	Non Government Organisations
NICIWU	Nepal Independent Chemical- Iron Workers' Union
NICWU	Nepal Independent Carpet Workers' Union
NIWU	Nepal Independent Workers Union
NLFS	National Labor Force Survey
NLO	Nepal Labor Organisation
NTUC	Nepal Trade Union Congress
OATUU	Organisation of African Trade Union Unity
OECD	Organisation for Economic Co-operation and Development
OHSE	The Asian Workers Institute for Occupational Health, Safety and Environment
OSH	Occupational Safety and Health
PCTUU-LAW	Permanent Congress of Trade Union Unity of Latin American Workers

PILER	Pakistan Institute of Labor Education and Research
PSI	Public Service International
RILU	Red International of Labor Unions
RPP	Rastriya Prajatantra Party
SAAPE	South Asia Alliance for Poverty Eradication
SAARC	South Asian Association of Regional Cooperation
SAC	South Asian Countries
SAK	Central Organisation of Finish Trade Unions
SAP	Structural Adjustment Programme
SARDI	South Asia Research and Development Initiatives
SWOT	Strength, Weakness, Opportunities and Threats
TCO	Swedish Confederation of Professional Employees
TUAC	Trade Union Advisory Committee
TUAC	Trade Union Advisory Committee
TUC	British Trade Union Congress
TUIs	Trade Union Internationals
UADW	Universal Alliance of Diamond Workers
UNCTAD	United Nations Conference on Trade and Development
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNI	Union Network International
UNIDO	United Nations Industrial Development Organisation
USA	United States of America
VRS	Volunteer Retirement Scheme
WB	World Bank
WCL	World Confederation of Labour
WCPA	World Committee for Professional Action
WFTU	World Federation of Trade Unions
WIEGO	Women in informal Employment Globalising and Organising
WTO	World Trade Organisation