

Year report FNV Mondiaal

Indicators of Decent Work, Trade Union Strengthening and sustainability

Report 2010

Country: Nepal

Date: 31 January 2011

This report should be filled in from a country perspective; only those DW objectives will be addressed that are indicated in the country grid (see annex).

Names of the FNV Partner organizations active in country (please include names of GUF affiliates involved as well) over the report year.

Labour NGO's:	Central:	Trade union (mention also GUF to which affiliated):	Membership based organizations:	Other (network, university, NGO):
	GEFONT	ITF - ITWAN & NYMS	HomeNet Nepal (HNSA)	
		ICEM - NEAEA, NEAEU, IGCUN & NICIWU		
		BWI – CUPPEC		

Decent work

Output

If any, describe at least 3 examples of significant actions by partner organizations as a result from projects that have been supported by FNV over the past year? Please use the format below and indicate clearly under which DW-objective you classify each example. (for orientation see annex for country grid and description of the DW objectives)

Trade union action/ actions of partner organisations

DW objective	3		
Name of partner organisation	ITF - ITWAN		
Sector	Transportation		
Type of action:			
- strike			
- demonstration			
-recollection of signatures	Yes		
-writing letters to politicians	Yes		
-other:	Lobbying with government		
When was the action carried out	Month March & October	Year 2010	
Who else participated in the action	Other affiliates of ITF in Nepal		
Number of people involved (distinguish between men and women)	Total 210	Men 10	Women 200
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	Women transport workers (road transport women drivers and support staff)		
What makes you or the FNV partners say the action has been successful?	Government agreed to look into issues of women workers, increase opportunities for women to drive big vehicles not only three wheeler vehicles and priority for women drivers in government jobs		
Can you describe how FNV has supported the action	Activities through ITF women's project		
Additional comments:	-		

DW objective	5		
Name of partner organisation	GEFONT		
Sector	Informal (mainly agriculture)		
Type of action:			
- strike			
- demonstration	Yes		
-recollection of signatures			
-writing letters to politicians			
-other:	Rallies all over Nepal		
When was the action carried out	Month November	Year 2010	

Who else participated in the action	Other civil society organisations		
Number of people involved (distinguish between men and women)	Total 5,000 (around 800 children)	Men -	Women -
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	Trade union members and children from across Nepal in districts of Nepal		
What makes you or the FNV partners say the action has been successful?	Highlighted the issue of child labour especially of the girl children		
Can you describe how FNV has supported the action	Activities through child labour project		
Additional comments:	-		

DW objective	2, 3 & 7		
Name of partner organisation	HomeNet Nepal (HNN)		
Sector	Informal (Home Based Workers)		
Type of action:			
- strike			
- demonstration	Yes		
-recollection of signatures	Yes - 8500 signatures		
-writing letters to politicians	Yes - Memorandum submitted to Minister		
-other:	Rally with ply card		
When was the action carried out	Month: April, May, June and July	Year 2010	
Who else participated in the action	Women and men Home Based Workers, their leaders, local leaders of political parties Trade union leaders		
Number of people involved (distinguish between men and women)	Total In signature campaign: 8500 In Rally: 567 In street drama: 27	Men 1200 15 6	Women 7300 552 21
Describe the beneficiaries (in terms of gender, ethnic origin, age, etc.)	Above 95% are women by gender, above 80% are from indigenous people by ethnicity and all most all of them are age from 25 to 50 years		
What makes you or the FNV partners say the action has been successful?	The action remained successful in that aspect as after this intervention the government has again resumed work on the National Policy for Home Based workers. Also the homework towards ratification process from TUs has now in momentum.		
Can you describe how FNV has supported the action	The entire activities have been undertaken under the Advocacy for change project which has been supported by FNV through HNSA.		
Additional comments:			

Outcome

In case these or other actions had effects on government authorities or companies targeted over the past year, please describe them. If possible at least 3. In case there are no examples of effects you can skip this part.

Reactions of government authorities (positive or negative)

DW objective			
Name of the government authorities involved	National	Local	
Qualify the effects as:	positive	negative	
Indicate the type of effects: -approval of new labour legislation			
-implementation of approved labour legislation			
-changes in existing labour legislation			
-other:			
Describe the major issues that are addressed through the acts of government			
Name the principles of the policies that are formulated			
No. of people who will benefit from or are affected by this	Total	Men	Women
Describe if and how women will particularly benefit from this or will be affected			
Describe if and how persons in the informal sector will particularly benefit from this or will be affected			
Can you specifically describe how the pressure exercised through activities by FNV partners has influenced the behaviour of the authorities in this regard			
Additional comments:			

(for additional tables on reactions government authorities copy/paste the above table)

Reactions of companies/employers

DW objective		
Name of company/ employer		
What are the measures taken by the companies? Describe:	1	
	2	
	3	
Qualify the effect as:	positive	Negative
Type of company: Multinational	Y	N

National	Y	N
Local	Y	N
Sector		
Number of fixed employees that benefit		
Number of outsourced employees that benefit		
% women employees		
What are the factors that have influenced the company into taking these measures?		
Can you specifically describe the influence of the pressure exercised by the FNV partners in this regard		
Additional comments:		

(for additional tables on reactions government authorities copy/paste the above table)

DW8: Social Dialogue

(only applicable for Colombia, Peru, India, Ghana, Brazil, Guatemala, Bangladesh, Nepal, Serbia, Kosovo and Nigeria)

Active involvement of partner organizations in Social Dialogue over the past year

Name of partner	Name of social dialogue structure partner is involved in	What is the reason for the partner to take part in this	Contribution of partner within the social dialogue structure over the past year
GEFONT	Central labour Advisory Committee (TU, Government and employers association)	Social Security	Initiation, stakeholders mobilisation and negotiation
GEFONT	Central labour Advisory Committee (TU, Government and employers association)	Labour market reform	Mobilisation and negotiation
GEFONT	Minimum wage review committee (TU, Government and employers association)	Wage revision	Mobilisation and negotiation

Social Dialogue

Can you give one or more examples of social dialogue (that are both effective and highly regarded by unions) with governments and/or companies/employers (per type) involving FNV partner organizations, over the past year?

Name of structure for dialogue	Central labour Advisory Committee
Actors involved	TU, Government and employers association
Division of actors in percentages	Equal
Agreed objective(s) of the social dialogue	Matters related to Labour
Themes discussed	Social Security, Labour reforms
Year in which social dialogue was started	2008
Describe how the social dialogue is organised	Government, Ministry of Labour & Transport Management calls for the meetings
Frequency of meeting	As and when required
Products and results of the dialogue this year	Agreement on the creation of Social Security Fund
Problems	Still government and employers have not accepted (%) of their contribution to the Social Security Fund
Additional comments:	-

Democratic Processes

Can you give one or more examples of improving democratic processes with the involvement of partner unions.

Name of structure that promotes the process	
Actors involved	
Objective	
Results	
Problems	
Year in which process was started	
Additional comments:	

Organisational Strengthening of Trade Unions

Successful and effective unions or membership based organisations

Examples of organizational strengthening of trade unions

Describe initiatives taken on organizational strengthening of unions over the past year

Organizational analysis	GEFONT carries out regular analysis through the National Executive Committee, and also through assessments.
Training of leaders and staff	Trade Union Education Department is structured and carries out trainings regularly, also the training framework and inputs are updated regularly.
Introduction of measures for management improvement	Has introduced new method of planning and review, where-in planning and review happens every 100 days
Innovations of internal democracy	To improve representation and participation, GEFONT has structured geographically based coordination committee which are elected. This also strengthens coordination amongst various affiliated in field and their inputs to elected National Executive committee ensure members have say in the way union functions and responds.
Proposals for restructuring like unifications of company unions or unification of centrals	Open and supportive to unification
Other:	-

Examples of alliances

<i>Think of bilateral and multilateral cooperation with trade union centrals, membership organisations, GUFs, company networks, universities, NGO's, etc that have been effective this past year</i>	
Name FNV Partner	GEFONT
Name alliance that partner is involved in (mentioning names of organisations as well)	Joint Trade Union Coordination Committee (JTUCC); made up of all the national centres in Nepal
Year partner joined the alliance	December 2008 (founding member)
Main accomplishments of the alliance this year	Social Security Fund, Labour agenda in constitution, Labour law amendment process and wages
Additional comments:	-

(for additional tables on reactions government authorities **copy paste the above table**)

Representation

Percentage of workers organised i.e. members of a trade union in the country	20%
Comments	Informal sector not unionised

Negotiation capacity

Number of workers under collective bargaining agreement	500,000
Comments	-

Democracy and transparency

Describe an example of a union or central that has implemented innovations in terms of democracy and transparency	-
Describe in what way FNV-support has been important for this.	-

(for additional tables on reactions government authorities **copy paste the above table**)

Sustainability

Membership

(In case of GUF state information of affiliates that participate in the FNV project)

Name of trade union (and GUF affiliated) or central	GEFONT
Number of members of trade union, confederation or central	11779000
In/decrease in membership over de past year	membership updated every 4 years during congress

(for additional tables on reactions government authorities **copy paste the above table**)

Representativeness

Membership trade unions/membership base organizations: women

Name of organisation:	GEFONT
Sector/area/company:	All sectors
Number of employees/workers in the sector or area or company that is covered by the organization/ in your country.	-
Number of women in that sector or area or company covered by the organization/ in your country	-
Number of members of the organization / trade union members?	11779000
Number of female members of the organization?	6242870
Number of union leaders?	274
Number female union leaders?	134
In case of federation: Number of union leaders at federation level (of GUFs)?	-
In case of federation: Number of female union leaders at federation level?	-

(for additional tables on reactions government authorities **copy paste the above table**)

Membership trade unions/membership base organizations: youngsters

Name of organisation:	GEFONT
Sector/area/company:	All sectors
Number of employees/workers in the sector or area or company that is covered by the organization?	-
Number of youngsters(<35) in that sector or area or company covered by the organization?	-
Number of young (<35) members of the organization?	-
Number of young (<35) union leaders?	-
In case of federation: Number of young (<35) union leaders at federation level?	-

(for additional tables on reactions government authorities **copy paste the above table**)

Legal position of the FNV partner organisation

Name organisation	GEFONT
Describe the legal position	Legally recognised and the Trade Union Act 1992 guides and regulates Trade Union activities in Nepal
Most important changes over the past year in the legal position of the organization	-

International solidarity

International solidarity has contributed to maintaining or improving the position of the trade union movement this year.	yes	
If yes, explain:	Contributed in strengthening capacity, education work, international exposure , strengthen and expand position of Trade Union both in terms of quality & quantity; struggle for democracy and TU rights	
Important changes in international solidarity over the past year:	-	

Priority in labour and trade union issues according to trade union leaders:

Issue	Priority	Improvement	Activity
	indicate 1st, 2nd 3rd , 4th and 5th priority by putting 1, 2, 3,4 or 5 (you have to choose between 1, 2 3, 4 and 5, you cannot repeat)	Indicate on a scale from 5 to 1 from most improvement you observe in society (5) to hardly any improvement (1) and no improvement (0), and when things have gone worse over the past year you can use a negative number (you can fill in a number in each box)	Indicate on a scale from 5 to 1 in which field you have developed most activities (5) hardly any activities (1), or no activities (0).)You can fill in a number in each box)
Employment stability		0	3
Workweek		0	0
Health care		0	3
Social security	1	1	4
Salaries	4	2	3
Collective bargaining agreement		0	3
Eradication of discrimination		1	3
Equal opportunities at work		1	3
Health and safety		0	2
Trade union freedom	3	1	3
Child Labour		1	3
Forced Labour	5	0	3
Reduction of informal employment		-1	2
Job creation	2	0	1