



CONEP VOICE

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CONEP Handover Sugesstion
Letter Mr. Lilamani Paudyal,
Chairman of High Level
Pay Commision



Former PM Rt. Hon. Madhav
Kumar Nepal Addressing, CONEP
National Committee, Extended
Metting



Former PM Rt. Hon. JN Khanal
Addressing, CONEP Pre-Budget
Discussion Programme

Editorials



Dear Comrades,

With a slogan of "Socialism: Social justice, independent economy, and prosperous life; quality service, governance, unified and strong trade union" We are right at the historic moment of organizing the 7th National Congress of CONEP. Almost 6 years after completing the 6th National Congress we are going to organize this congress. In the past 6 years, we have been pushed back sometimes in the name of unification, sometimes due to reasons like COVID, sometimes movement against regression and sometimes three tier elections. After overcoming all the problems and challenges, we have finally reached the 7th National Congress.

So, CONEP has gone through many ups and downs in reaching this point. It has been always proving as a true leader in the most difficult times of Nepalese working-class people, whether it be a movement for political change, or to draw the country's attention to the agenda of working class during the construction of a new constitution, whether it be a matter of presenting demands to the government and implementing them through agitation, negotiation, dialogue and consensus, or be it to uniting working-class movement to pave the way forward to socialism for a prosperous life, It stood always in the front line of their struggle and will continue to stand in the days of ahead too. So, having boundless faith and commitment of workers it has become one of the biggest trade unions in the country. During its establishment in 1995, there were only 10 national federation unions affiliated to it but today it has become an umbrella national trade union center comprising of 34 national federation unions of different sectors (i.e.Civil Service, Education-Universities, Public Campuses, Schools, Public Enterprises, Electricity, Telecommunication Health, Bank and insurance, Cooperatives, Local government bodies, Agriculture, Forestry, construction professionals, Culture Artists, Retired Employees, and Self-employed workers etc.) having expanded its network nationwide to all 77 districts of the country.

The 7th National Congress is going to be organized in a very crucial moment in the history of the CONEP. So, it will minutely review the past, analyze the present situation and decide the direction of action plan for the future.

Especially, when the dominance of right-wing opportunism appeared in the communist movement, the progressive and class-oriented trade union movement has also been affected. Similarly, the country's progressive trade union movement is once again going through a series of breakdowns. Distortions and inconsistencies of yellow unionism practice are beginning to appear again. Our confederation is continuously fighting against both characters and is moving forward in the direction of uniting the progressive trade union movement of the entire country.

In the current situation, the country is suffering from political instability, corruption, inflation, price hike and unemployment problems. The gap between the rich and the poor is getting wider and wider. Most of the government public enterprises and factories have been sold to private sectors, while the remaining are also in a sick condition. As a result, the unemployment rate has increased even more. Therefore, since there is no possibility of employment in the country, today almost 3800 young people are being

forced to go abroad for foreign employment on a daily basis. Statistics of the country show that about 5 million Nepali youths have gone to abroad for employment, The remittances sent by them are contributing about 28% to the country's GDP. But it has to be said with sadness, Nepal Government has not given voting rights to migrant Nepalese workers till now. While more than 110 countries in the world have given voting rights to their migrant workers. Nepal Government is still reluctant to implement the suprem court's order to provide voting rights to the migrant workers. Similarly, basic sectors such as education and health have been privatized, now these basic sectors are going to be beyond the reach of the poor working class. A handful of people are earning a lot of wealth on the basis of the country's means, while the life of the working class has reached a very miserable state and they are struggling to make ends meet. Today, due to extremely low wages, the working class is finding it difficult to make a living. Although contribution-based social security scheme has been implemented since 2018, but only 17% of workers are covered by the scheme so far. The remaining 83% of the working class are deprived of benefiting from the social security scheme.

Similarly, after the spread of the COVID Pandemic in the year 2019, the biggest hit was to the working class. Due to covid, the life of the working class has become even more terrible. During lockdown period of COVID Nepali workers in the country and abroad had to spend many days without food and shelters. Thousands of migrant Nepali workers who went to foreign employment were fired from the company. Many workers even could not get the salary and wage benefits from their company. They were forced to be stranded in Railway stations, Bus Stands, airport terminals, roads and in the open air. In such a difficult time of humanitarian crisis, the government showed completely indifference in the readiness with relief distribution and rescue work should have been done. Nepali workers who have traveled thousands of Kilometers on foot from different cities of India stayed stranded at the Nepal-India border, they were not allowed to enter their own country. Some laborers lost their lives on the way due to hunger and thirst for many days of walking weakness and fragility, while some laborers had to risk their lives to wade into the Mahakali-river. In such a difficult time, even the trade union organizations representing the working class could not pressurize the government in a strong way for the relief distribution and rescue work. All the trade unions of the country should take a serious look at their mind and souls and vow that such things will not happen again in the future.

Whether it is a war or a natural disaster, the first blow falls on the working class. Due to the Russia-Ukraine war that broke out last year on 24th February 2022, the crisis of food and energy shortage is increasing worldwide. It is certain that the impact of war will also be on the working class. Confederation of Nepalese Professionals (CONEP) calls on belligerent nations to end the war immediately.

The 7th National Congress of CONEP will focus its debate in this direction. Thanks to all comrades for cooperation to publish this Bulletin in a very short span of time.

Finally, the editorial board apologizes for the errors that occurred during the printing of Bulletin and expecting positive suggestions from all friends. Let all the comrades participate in the CONEP Campaign and make the 7th National Congress a grand success. !



Greeting Message at 7th National Congress Of CONEP NEPAL



Cde. Pambis Kyritsis, General Secretary of WFTU

Dear comrades, brothers and sisters

On behalf of the more than 105 million members from 133 countries from all corners of the earth, represented by the World Federation of Trade Unions, I convey to you and through you to the workers of Nepal, militant class greetings

The Confederation of Nepalese Professionals (CONEP) is a valuable member of the WFTU family, as your conference slogan underlines, a “militant and Pro-people Trade Union for quality Service, independent economy and workers prosperity”.

Your congress takes place in a period that the world is going through a phase of extreme intensification of political, economic, and military antagonisms, aiming at controlling and exploiting the economic resources of our planet.

The peoples, pay the price of the imperialist wars and interventions.

After the Russian invasion in Ukraine, the USA, NATO, and the EU attempt to present the situation as a war between “liberalism” and “authoritarianism”. Believing that this way, their own criminal role in the developments can be hushed up. Our answer to the hawks who try to appear as pigeons that world peace is not being protected by even more militarism or patronage of all kinds of far-right nationalists and fascists. It cannot be based on blockades, sanctions, and economic wars.

WFTU is fighting for peace, for an end to this war and to imperialist wars and interventions in general, for the dissolution of NATO and all military coalitions, and for the abolition of nuclear weapons.

The crisis of capitalism deepens and attempted to be loaded onto the shoulders of the working class by the open violation of democratic and trade union rights and the dramatic widening of social inequalities, poverty, and exploitation.

The sharp and uncontrollable increase in prices of all basic necessities dissipates the living standard of the working people’s families at the same time that multinationals and monopolies are reaching new records in profits.

Workers all over the world refuse to pay for the capitalist crisis and the imperialist wars. Through remarkable struggles, strikes, and mobilizations, they are fighting for the satisfaction of the contemporary needs to defend the democratic and trade union freedoms, collective bargaining, and stable, permanent, and agreements-regulated labor. WFTU affiliates are at the forefront of these struggles.

The sharpening of state repression and authoritarianism is the response of the bourgeois governments to the just popular demands. Unfortunately, with the tolerance of surrendered trade union leaders and the cooperation of yellow unions.

The arrest of the Secretary General of the International Trade Union Confederation (ITUC), Luca Visentini for a bribe scandal, brings to the surface one more time, the issue of corruption within the Trade Unions. In this particular case, the arrest was linked with the cover-up of terrible crimes committed against thousands of workers, many of whom lost their lives during their daily work.

WFTU call Trade Unions all over the world to protect autonomy and their class orientation, away from bureaucracy, corruption, and manipulation by the capital and employers. The bribe scandal confirms once again that the absence of a substantial reaction to the neoliberal, anti-labor policies from the side of the reformist and yellow Unions, clearly coexists with the corruption and the use of Trade Union positions for opposite purposes

to the class interests of the working class. Dear comrades, brothers and sisters Concluding my intervention, I would like to wish you every success in the works, of your conference. Your struggles to defend and expand the rights and improve the quality of life of Nepalese workers are important not only for you but also for the workers in Europe, in Africa, in Latin and North America. For workers in every corner of the globe. The weapon of the working class is Solidarity and internationalism. For the workers who resist, who do not compromise with oppression, discrimination, and exploitation, there is only one path of dignity, the path of the struggles. On 3 and 4 of March WFTU had in Cyprus its first Presidential Council session after the historic 18th Congress of Rome. There, the council evaluated the action of our Federation for the year 2022 and unanimously adopted the Action Plan for 2023.

With unity and decisiveness, the members of the Presidential Council reaffirmed the commitment of our Federation to continue and intensify the struggles against capitalist barbarity, for a world free of imperialistic wars and interventions, without any kind of discrimination and man-by-man exploitation. Dear comrades, brothers and sisters Concluding my intervention, I would like to wish you every success in the works, of your conference. Your struggles to defend and expand the rights and improve the quality of life of Nepalese workers are important not only for you but also for the workers in Europe, Africa, in Latin, and North America. For workers in every corner of the globe. The weapon of the working class is Solidarity and internationalism. For the workers who resist, who do not compromise with oppression, discrimination, and exploitation, there is only one path of dignity, the path of the struggles. On 3 and 4 of March WFTU had in Cyprus its first Presidential Council session after the historic 18th Congress of Rome. There, the council evaluated the action of our Federation for the year 2022 and unanimously adopted the Action Plan for 2023. With unity and decisiveness, the members of the Presidential Council reaffirmed the commitment of our Federation to continue and intensify the struggles against capitalist barbarity, for a world free of imperialistic wars and interventions, without any kind of discrimination and man-by-man exploitation. Our message is loud and clear.

Keep going, comrades! For the defense of the political, social, and Trade Union rights of Nepalese workers. And be sure that you can always rely on the solidarity and the support of the international class-oriented trade union movement.

Thank you

- Long live the working class struggles for peace and social justice.
- Long live CONEP and the working class of Nepal.
- Long live the WFTU

Greeting Message: From ACFTU, CHINA



中華全國總工會

ALL-CHINA FEDERATION OF TRADE UNIONS

February 17, 2023
Beijing China

To Comrade Premal Kumar Khanal,
President of the Confederation of Nepalese Professionals (CONEP)

Dear Comrade Premal Kumar Khanal,

It is very delighted to know that CONEP is going to hold its 7th National Congress in Kathmandu, Nepal from March 13 to 14, 2023. We would like to extend our warmest congratulation on the upcoming CONEP National Congress.

Since its establishment, CONEP has remained committed to safeguarding the rights and interests of Nepalese workers and trade unions, especially in the public sectors, and improving the working condition and welfare of workers, which has made great contributions to Nepal's labor movement and social justice.

Trade unions of our two countries have enjoyed friendly exchanges for many years. We hope that the ACFTU and CONEP could further strengthen our communication and cooperation, enhance solidarity and mutual support in the international labor movement, deepen the friendship between our two countries, and commonly strive for the development of regional and international labor movement.

Please accept our best wishes for the 7th CONEP National Congress!



With regards,

The All-China Federation of Trade Unions

Greeting Message: From PEO, CYPRUS



PANCYPRIAN FEDERATION OF LABOUR (PEO)

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Message of the Pancyprrian Federation of Labor (PEO) Cyprus to the 7th Congress of CONEP Nepal.

Dear comrades.

On behalf of the General Council of the Pancyprrian Federation of Labor (PEO) we extend our class solidarity to all delegates of the 7th Congress of CONEP Nepal.

Your Congress is taking place at a time when workers around the world are facing the consequences of the global capitalist crisis which has dramatically widened social and economic inequalities.

The world's wealth is constantly increasing but it is being accumulated in the hands of even fewer people, while at the same time millions of people are deprived of basic goods, millions of children are malnourished.

Unemployment, and the high prices in essential goods and inflation, are undermining people's living standards and further worsen the living conditions for millions of workers around the world.

At the same time, capital and neoliberal forces, taking advantage of the conditions, have intensified their attacks against the working class and the trade union movement, against trade union freedoms and collective action.

The ongoing imperialist wars and the interventions aiming to control the wealth-producing resources are causing enormous suffering for the workers, the loss of thousands of lives and the forcing of millions of people to displace and emigrate.

There is no doubt that, today, workers around the world face many challenges that have a common root, the aggression and greed of capitalism. In these conditions, the issue of common action and solidarity among workers is extremely crucial.

Despite the aggression of behalf of the capital, important struggles are being fought around the world, in order to defend workers' rights and social gains, which in turn send the message of hope to the global working class.

On behalf of PEO, we renew our commitment that, through our participation in the ranks of the WFTU, and always guided by the principles of solidarity and internationalism, will continue our common path in supporting each other in the fight for a better world without wars, inequalities and exploitation of humans by humans.

We are certain that the decisions of your Congress will go a long way towards strengthening the struggles for a better future for the people and workers of Nepal.

Long live international solidarity.

Long live the working class of Nepal!

Interview with Premal Kumar Khanal (Coordinator, CONEP) in the context of 7th National Conference of the CONEP Nepal

1. How is the preparation of 7th congress of CONEP? Can you elaborate it a bit?

Well, Due to the national level election among the federal, provincial and local bodies, we were unable to organize the conference a bit sooner. On 27th January, by the virtual medium, through national assembly and meetings, the decision to organize the 7th conference was confirmed. Till date, Within 70 districts and all the provinces, conferences have been held. We are expecting about 550 participants including the representatives of international fraternal organizations.



Sub committees and secretariat have been formed for the advertisement, hospitality, volunteering, financial, health care and stage management for the event.

2. Would you kindly shed some light on the background of CONEP Nepal?

The history of Nepal's trade union movement isn't so long. Nepal was under the autocratic Rana Regime for 104 years and only after the introduction of democracy in 1950, basic fundamental rights such as (Speech, publication, Association) were included in the constitution which saw progress of trade union movement by formation of few trade unions. However, again in 1960, Panchayat (Rule of Five) party less monarchical regime again restricted fundamental rights related to freedom and association including the others which lasted 30 years until the restoration of democracy in the 1990 AD. At this period, right to trade union under labor law was passed which was one of the historical achievement of trade union movement in Nepal. So, through the association of some progressive minded professionals working in the public sector for better coordination among themselves, bedrock for the establishment of CONEP Nepal was initiated. To strengthen the activities through better coordination, affiliation and solidarity, forum named "FORUM FOR

PROFESSIONAL SOLIDARITY” was formed by the affiliation of 10 national level professional organization on May 17th, 1996. It was hence decided to call the forum as **CONEP (Confederation of Nepalese Professionals)** and to continue the activities.

3. What is the core objective of CONEP?

“Ensuring service security, equal opportunities, fruitful life and better future through Socialism” is the core objective.

4. What are the major achievements of CONEP?

During its 27 long years of establishment, CONEP has played significant role for the achievement of welfare of the working professionals through organized mobilization and by playing crucial role in restoration of democracy and continuing trade union movement in Nepal with solidarity with national and international trade union centers.

Firstly, CONEP has played integral role in uniting all the professionals from various sectors under one umbrella

Secondly, through organized efforts, CONEP played an incredible role to reestablish the democracy (2005-2006) where large numbers of workers and professionals took the streets of Kathmandu and all over Nepal to establish people's rule.

Thirdly, through CONEP's effort, in 2000, law was amended to ensure the increment of salary every two years with dearness allowances.

Fourthly, initially with only 10 professional trade unions affiliated, there are total of 27 trade union centers affiliated to CONEP which has ensured the strength of CONEP networking at the present.

Fifthly, CONEP is also affiliated to WFTU (World Federation of Trade Unions) which consists about more than 100 million workers of 130 countries. Nepal has been representing WFTU since 2011 as the council representative member and maintained solidarity and fraternity among the trade unions of various countries such as China, Vietnam, India, Sri-lanka, Bangladesh, Pakistan, Indonesia, Laos, South Africa and other European countries.

Sixthly, CONEP has conducted various anti-corruption movements since its establishment days. Along with anti-corruption, good governance, unnecessary Privatization of the Public enterprises, inflation, minimum wage management, ill labor practices among others have been the major agendas that CONEP has been advocating. Similarly, CONEP has been demanding to ensure Social security to all forms of workers and to discourage outsourcing as major source of labor exploitation.

5. What are the present challenges of the trade union movement?

Currently, trade union movement's major challenges can be pinpointed as financial greed, anarchy and opportunism which has slow yet fatal impact upon the progressive left trade union movement which is a popular tactics adopted by the capitalist organization to create crack among the trade union by influencing the trade union movement through creating parallel trade union movement and thus weakening the trade union movement. Imperialism and capitalism have always used such factors to create instability through war and terror among the countries where trade union movement is progressive and socialist in nature.

6. What is the main motive behind the slogan put forward for the 7th Congress?

With the main slogan "**Socialism: Social justice, Free Economy, Prosperous life; quality service, Good governance, Unified trade Union**" CONEP Nepal is organizing the 7th national conference. In this context, Capitalism has exploited the labor sector and many workers have been compelled to work under the minimal wage and less/no social security provisions. Country's main constitutional agenda "**Happy Nepali, Prosperous Nepal**" will be directed through socialism which will only be successful with the provision of independent economy, job opportunities, efficient productivity, guarantee of social security and social justice among others. Similarly, good governance, empowerment, rule of law, transparency, Inclusiveness are major prerequisite to create accountability, efficiency and dutifulness towards the citizens through better public service delivery and ownership through social justice. It is also the duty of the trade union and professional organization such as ours to ensure the quality of service to the public through organization and fighting against the labor exploitations and effort to ensure the maintenance of quality of life through honest work culture.

7. What is your advice to the future leadership?

Lets hope this conference will select the visionary leadership for the concrete and clear way forward for the CONEP Nepal by analyzing the past and the present scenario of the achievements and challenges of the CONEP. It is duty of all the past and present members of the CONEP to help the upcoming leadership with experiences and ideas to carry forward the trade union movement is more efficient and dynamic way. I would like to thank CONEP and all the stakeholders to make the 7th congress a successful one and hope to continue the works of CONEP with enthusiasm and great professionalism.

Memorandum Letter

The letter of Memorandum Handover to the Former Rt. Hon. Prime Minister- Sher Bahadur Deuba by CONEP on 23rd December, 2022 Highlighting the Following Major Points

Education and Healthcare

- » Guarantee of 20-25% of budget in Education sector,
- » allocation of budget to create ranks and postings to the daily wage and contract based professors, teachers and employees through the permanent competition methods at the Tribhuvan University related campuses and government schools.
- » To enhance the capacity of the community based colleges through the curriculum development of the teachers' through permanent postings with designation and allocation of appropriate funds in the form of government grants
- » To reappoint the teachers on the basis of Bednidhi Nirala's Report, who were dismissed from the profession due to active political involvement during the democratic movement of 1979 and 1989.
- » To create permanent postings for 6000 teachers of the higher secondary level with the allocation of the budget
- » To provide exclusive distribution rights to Sajha publication for the books and materials published by Janak Education materials ltd and to provide the pension amount to the voluntarily retired employees 5 years ago.
- » To run anti-corruption campaign effectively among federal, provincial and local bodies related to financial transactions by adopting management audit annually to discourage financial irregularities and corruption.
- » Allocation of minimum 10-15% of the annual budget to the health sector
- » To restructure and remodel the public enterprises to provide accessible and affordable priced goods and services to all possible geographical locations of federal, provincial and local structures basically of agriculture, dairy, medicine, food and transportation nature with an ownership of all level of governments.
- » To enhance the performance of the Public enterprise through competitive appointment of the CEOs based on work appraisal and corporate planning vision along with restructuring of the governing board with the team of expertise rather than political appointees with regular monitoring and evaluation mechanism to regulate the activities of the enterprise.

Labor sector

To urgently establish the labor commission to regulate the labor practices at the industrial, public and private sector through effective labor acts and regulation to look after the

problems related to the workers and professionals working at industries, banks, hospitals and other labor related sectors and also providing mediatory solutions to labor related disputes.

- » To establish labor hospitals exclusively for the workers at all the 7 provinces

Administration related

- » To immediately promulgate the federal Civil service, health and education act at all 3 levels of governments
- » To create permanent postings for more than 50000 employees working under daily wage, contract and who are spare by discouraging the contract system of recruitment at the public sectors to avoid labor exploitation.

About supply and management:

- » To establish food depot at the remote, hilly and mountainous region to avoid famine and smooth supply of nutritious foods
- » To supply food and grains through cooperative shops conducted from municipalities
- » To provide ration cards to low income people and civil servants

Formation of high level salary determination committee

- » To suggest to form high level committee to increase the basic salary of the workers proportional to the inflation in order to motivate the workers and professionals for basic service delivery

- *Note: CONEP handed another letter of memorandum to the chairman of High level salary determination commission dated 31st January, 2023 demanding the necessity to increase the salary on the basis of international practices which are as follows:*
- *equal pay for the equal work*
- *different salary and benefits for different level of skills*
- *attractive salary benefits compared to the private sector*
- *system based salary revision mechanism after certain period*

For minimum wage determination,

- *Rate based pay scale to be adopted for unskilled labor*
- *Pay scale must be able to sustain the fulfillment of the basic needs*
- *scientific determination of wage/salary on the basis of inflation and productivity*
- *salary/wage which can fulfill the basic calories from the price for consumption*
In Nepal's context, a normal life style will require

S.N	Particulars	Monthly expense per person(in NRs)	Family size	Total monthly expense(In NRs)
1	Food(2meals of fish/meat per month)	6500	6	39,000

S.N	Particulars	Monthly expense per person(in NRs)	Family size	Total monthly expense(In NRs)
2	House rent	Minimum		10,000
3	lunch		1	3, 000
4	clothing	3000 per head annually	6	1500
5	Transportation		1	1500
6	Regular medicine	1000	2	2000
7	Education (government school)	500 avg.	2	1000
8	Total			58,000

As from above chart, in Nepalese context, NRS 58000 equivalent to USD 444.41 (approx) is the minimum salary for a normal Nepali worker/laborer to sustain their livelihood.

Income tax provision in social security

- » To dismiss the ill labor policy provision of income tax levied upon the pension, gratitude, medical expense and bringing all forms of labor workers and professionals under the social security provision.
- » To ensure employment opportunities through the formation of employment fund and providing employment generation skills through easy finance and cooperative dealer.
- » To emphasize the use of electric vehicles to promote clean energy and maximize the Sajha Transportation network.

- » **Socialism: Social Justice, Independent economy & prosperous life, Quality Service, Good governance and Unified and strong Trade Union**
- » **Promulgate Civil, Education and Health Act immediately for better management of Federalism.**
- » **Stop Privatization and commercialization of Education, Health and Public enterprises.**
- » **Stop Labor Exploitation through contract, Temporary and Outsourcing.**
- » **Provide Social Security Services to all labor-based Workers.**
- » **Immediately form National Labor Commission with Exclusive rights.**
- » **Stop imposing Income tax on Pension, Gratitude, Medicine Insurances.**
- » **Let's Struggle ideologically against Anarchism, Opportunism and Financial greed within Trade Union movement.**
- » **Unity is strength, United we stand, divided we fall.**
- » **All the workers, let's unite together.**

AITUC 42nd National Conference

All India Trade Union Congress (AITUC) established in 1920, also called the mother trade union of India, recently held its 42nd National Conference was held from December 16 to 20, 2022 in Alappuzha, Kerala. CONEP was invited in the conference in which the president of CONEP President Cde. Premal Kumar Khanal, Head of Foreign Affairs Department Cde. Lal Bahadur Pakhrin, Secretary Cde. Sita Ojha, and National Committee Member, Cde. Urmila Khanal participated. Beside Nepal, representatives from Cyprus, Portugal, Kazakhstan, Syria, Sri Lanka, Dy. Director of ILO India, Secretary General of WFTU Cde. Pambis Kyritsis, Ambassador of Vietnam were presence and had greeted the conference. On behalf of CONEP Nepal, Cde. Premal Kumar Khanal had addressed the conference. Greeting messages from the trade unions of China -ACFTU, Cuba (CTC) Turkey (Nakliyat is) Pakistan (APFUTU) and Greece (PAME) were read out. The conference was inaugurated by the General Secretary of AITUC Cde. Amarjit Kaur. Earlier the flag of conference was hoisted by the AITUC President Cde. Ramendra Kumar. At the beginning of the conference, very elegant and inspiring progressive songs were presented by the Indian folk artists. The conference elected Cde. Ramendra Kumar as President, Cde. Binoy Viswam as Working President, Cde. Amarjit Kaur as General Secretary, Cde. Vahitha Parveen Ismail and C. Srikumar as National Secretaries and have formed a 92-member working committee and also formed a 42-member office bearers. Around 1500 delegates and observers from different states of India were participated in the conference. The conference was very grand and disciplined. During the conference, the Nepal delegates had the opportunity to meet and communicate with Cde. D. Raja, General Secretary of the Communist Party of India, WFTU General Secretary Cde. Pambis Kyritsis, AITUC President Cde. Ramendra Kumar and the General Secretary Cde. Amarjeet Kaur including other senior leaders. . Similarly, Shri P. Prasad, Minister of Agriculture of Kerala and Ms. J. Chinchu Rani, Minister of Animal husbandry and dairy development hosted a dinner in honor of foreign guests including Nepal.

The organizer of the conference had also arranged a grand cultural program for the recreational purpose to the delegates. The closing program of the conference was held at the beach of Alappuzha.

The conference has passed 35 resolutions demanding the withdrawal of the privatization done in the government and public sector, withdrawal of the unilateral government decisions of corporatizing ordinance factories, scraping of the new pension scheme and to restore old pension scheme, the minimum wage of the workers should be made 21000, pension should be arranged for all the workers, the benefits like Agni Veer brought to the army should be withdrawn, the problems faced by the employees of the IT sector should be resolved etc.



AITUC General Secretary Cde. Amarjeet Kaur addressing after inauguration of the 42nd Congress



WFTU General Secretary Cde. Pambis Kyritsis addressing closing program of the AITUC 42nd National Conference.



CONEP President Cde. Premal Kumar Khanal, addressing 42nd Congress of AITUC, India



WORLD FEDERATION OF TRADE UNIONS (WFTU)

Asia Pacific Regional Meeting

KATHMANDU (NEPAL, 24th & 25th , SEPTEMBER 2019)

DECLARATION

“KATHMANDU CONCLUSIONS”

Two days session of the Asia-Pacific Regional Conference of the World Federation of Trade Unions (WFTU) held in Kathmandu (Nepal) on the 24th and 25th September 2019, having been participated by the class based trade union leaders belonging to WFTU from different Asian countries, viz. India, Nepal, Bangladesh, Vietnam, Sri Lanka, Indonesia, Laos, Malaysia, Iran, Pakistan, Kazakhstan, DPRK Korea, South Korea, besides WFTU Headquarters from Athens and other functionaries of the world forum in the region and leaders of a number of sectorial federations/Trade Union International (TUIs).

- having analysed the Asian countries as well as the world economic crisis and their adverse impacts on the people in general and working class in particular on their economic, social and political rights, amongst others,
- taking into meaningful and purposeful consideration of the multifarious conclusions of the WFTU in particular, the 17th International Congress of WFTU held in Durban (South Africa) and having resolved to carry on the call of “Durban Declaration”,
- noting with serious concern the struggles and agitations of the working class, both organised as well as unorganised/informal, in the Region against the onslaughts of the capitalists, MNCs and most government policies in tune with the Neo-liberal globalisation dictated policies that continue to cause wide gap between the haves and have-nots,
- understanding the appalling conditions relating to the basic needs of the people, social security/social protection, unemployment and under-employment, declining of collective bargaining process in many Asian countries, as in some other parts of the world also,
- beholding the violations of human rights and fundamental rights in general and that of the working class in particular on issues such as Right to Unionisation (registration and recognition), right to livelihood, denial of equal wage and equal service conditions even to those performing same and similar nature of jobs, rapid increase of atypical forms employments such as casual, contract, bad lies etc degrading conditions of Safety, Health and Environment (SHE) resulting in avoidable accidents and deaths,

- Observing also the many progressive measures having been achieved by the working class in China, Vietnam, and Nepal and in some pockets in the Region.

Notes that there are several important issues of common concern in the Asia-Pacific Region, which were duly expressed by the respective delegates in the Conference.

This Conference of the Asia-Pacific Region of WFTU notes with serious concern and condemns the continued military interventions of the imperialist forces in particular, USA, NATO and other allies attempting to cause destabilisation in the countries of Middle East, Latin America and in the Asian Continent and hereby extend fullest solidarity to the struggles of the people for deciding their own future, extends unflinching support to the people of Cuba, Syria, Palestine, DPR Korea, Iran amongst others who struggle and task towards their unfettered rights.

During the two days deliberations, the APR Conference of WFTU considered the cause and effects of the common issues, some of which are enumerated below:

- (1) Unemployment/underemployment, unequal development, unjust social order, job crisis leading to social recessions, lay off, closures, retrenchments, demand for 35 hours work week, better pensionary benefits, etc.
- (2) Government policies based on New-Liberalism “Commandments” of Structural Adjustment programme imposed by the International Monetary Fund (IMF) and World Bank (WB), Asian Development Bank (ADB) and their impact on working class world over, in particular in the Asian Region.
- (3) Monopolisation of Global Systems: (1) Technological monopoly, (2) Monopolistic financial markets, (3) Monopolistic access to the region’s natural resources, (4) Media and Communication monopoly, (5) Monopoly over weapons.
- (4) Role/Domination of Multinational Corporations (MNCs or TNCs) and their direct and implied effects on domestic economy/national budgets in the Region, which are altered to the benefits of the ruling classes. The deliberate decline of state owned enterprises/public sector and public services including public sector Banks and financial institutions makes closures and mergers of Banks and the free run of privatisation of public goods and services.
- (5) So-called labour-reforms carried out by the national governments, restricting/restraining Trade Unions/Working class movement in many countries of the Region (recently in India “Fixed Term Employment” is an amendment brought by the Government, giving room for abolition of future permanent employment).
- (6) Biased and unhelpful role of judiciary and law making bodies in some countries and their adverse impact on working class/Trade Unions.
- (7) Governance issues such as (a) Foreign Direct Investment (FDI), (b) capital-

friendly policies of the state, (c) atypical forms of employment (Casual, Contract, Outsourcing, etc), (d) dilution of collective bargaining process amongst others, despite several decisions of the highest judiciary in some of these countries contrary to such practices.

SHE (Safety, Health, and Environment) issues, including prevention of OCC diseases and accidents, inadequate compensation systems etc.

- (8) Migrant workers – their livelihood issues and organisational problems, in the sending as well as the receiving countries.
- (9) Trade Union Education and Orientation/re-orientation of cadres of WFTU in the Region.
- (10) Women workers, Young workers – Problems, organisation and protect action for protection against the denial of rights and rightful privileges, etc.
- (11) Region wide organisation of certain sectoral workers such as Textile, Garment and allied industry workers, Estate/Forest Workers, etc, amongst the unorganised sections of workers.
- (12) The imperative need for unity and united actions, solidarity struggles, within the countries and regionally, besides International Solidarity Actions.

This APR Conference while unanimously adopting this historic document, known as “Kathmandu Declaration” declares that the challenges before the working class of the Region will be met by collective, united actions, unit/industrywide, nationwide and Regionwide depending upon the urgency, priority and practicality. In this connection, the following **ACTION PROGRAMMES** are hereby declared:

1. Observation of International Working Class Day (May Day), WFTU Day (3rd October), this year against Racism, Xenophobia, Neofacism International Women’s Day (8th March, Minimum Remuneration Day (.....), Day of Action for Basic Needs, viz. Shelter, Health, Water, Education, Social Security (.....) on a grand scale involving the mass of workers in each country in the Region preparations and presentation of common charters of demands by the WFTU affiliates on a particular day in each country in the Asian Region, ILO conventions to be ratified and implemented.
2. Campaign and mobilisation against the increasing trend of atypical forms of employment (such as casual, contract, outsourcing, etc) including other precarious forms of working and the supply chains of MNCs/TNCs using these systems
3. Formation of Asian Women Workers Forum and sustained campaigns on their specific demands; Forum for domestic workers in the region and fight for their cause at the national as well as regional levels.
4. Training Programme in each country should be conducted at different Level, Utilizing the WFTU syllables as Education of cadres.

5. Formation and activation of platform of young workers on their related issues and demands through campaigns, workshops, orientation programmes, etc.
6. WFTU- Trade Union International (TUIs) should be formed in new sectors in each country, should be Regular meeting and strengthen.
7. Campaign against nuclear arms and armed race and towards huge military expenses which should otherwise used for constructive developmental programmes.
8. Campaign against embargo on Cuba and closing down of US prison in Guantanamo Bay and handing over of the land to Cuba.
9. Solidarity with Syria, Palestine and the attack on Iran and DPRK by US imperialists and allies. The Conference notes that the Regional Monitoring Sub-committee to carry on the activities of APRO, has met once in Sri Lanka and this Committee should again meet to monitor the programmes of action, besides the organisation of 75th Anniversary of WFTU. It is agreed this event should take place in Bangladesh.

The Conference exhorts the working class of Asia-Pacific Region to carry on the tasks outlined in the Kathmandu Conclusions in an unprecedented manner, with full of vigour, determination and optimism to evolve a better world sans exploitation, repression or suppression of any kind, therefore to attain the rightful needs of the working class and their demands. In this convention Exhorts urge upon all affiliates unions to pay their dues fees to WFTU centre as well as the regional office as decided and declare by the WFTU presidential council meeting.

The Conference notes with great satisfaction that the Coordination Committee of WFTU Unions in Nepal have conducted the programme of this Conference in a befitting manner and hereby place on record our fullest appreciation and solidarity.



Interaction Program on Need of National Labour Commission, Organized by WFTUCC-Nepal