Formation of EC Board

Mr. Shekhar Golchha, Vice-President of FNCCI elected by the Associated Member Companies has assumed the position of Chairperson of Employers’ Council, one of the permanent bodies of FNCCI responsible for the promotion of good industrial relations in Nepal. Mr. Manish Kumar Agrawal, the Executive Committee member has been elected as the Vice-chairperson of the EC. 16 members have been also nominated by the President of FNCCI on the recommendation of the Chairperson. The Board comprises of 3 members from chambers of commerce and industries, 2 members from commodities associations, 6 members from associated members and other 5 members from various sectors and groups representing multinationals. Apart from these core members, the committee is also represented by permanent invitees, invitees and advisors.

Labour Law Reformation Process

• The debate on the need of reforming the existing labour law has been going on for a number of years. The need for the reformation of the existing law was felt by both the trade unions and employers. Ineffective implementation, delay in the court decisions and the rigid provisions on termination of employment were some of the reasons for the demand of reformation of the law. In between 2002 and 2005, the employers and trade unions worked together through national labour conferences to forge a way ahead for the labour law reformation.

• Having attained some stability in the political situation, the MOLTM initiated social dialogue on the reformation of Labour Law with the technical input from ILO in 2007. Accordingly, Ministry of Labour and Transport Management (MOLTM) formed a National Task Force with representation from the government, trade unions and employers for the reformation of the existing Labour Law. ILO International Consultant, Mr. Mordy Bromberg worked on preparing a Draft Labour Act and Draft Labour Commission Act.

• After series of workshops held subsequently on the drafts prepared by ILO consultant Mr. Mordy Bromberg, many differences between the trade unions and the employers were narrowed down.

• In continuation, National Consultant also worked to complete the process of drafting in context of Nepal. Accordingly, the National Consultant prepared Draft Labour Act, National Labour Commission Act, Social Security Organization Act and Unemployment Insurance Benefit Act and submitted them to the ILO.

• The MOLTM and ILO Office jointly organized a tripartite workshop in December 2009 to discuss the Drafts prepared by the National Consultant. After another two three meetings, the final comments were given by both the stakeholders to the National Consultant. Then after these drafts were taken up by the MOLTM for final clause-wise discussion among the stake holders before they are finally submitted to the Central Labour Advisory Committee. The Ministry of Labour and Employment held series of tripartite discussions on the draft Labour Act in 2013 and took initiative to narrow down the differences. Some of the major views of the employers on the Draft Labour Act like simultaneous enactment of the Social Security Act and Labour Act, management of informal sector through separate rules, flexible exit provisions for enterprises, separate rules for specific types of industries like tea, jute, carpet, handicraft etc, no work no pay in cases of strikes hold great importance in this process of reformation. As the trade unions and employers have already agreed and showed respective commitment for the implementation of integrated social security system, the employers are of the view that the balance must be maintained between the social security as proposed by the trade unions and labour flexibility by the employers for better industrial relations in Nepal. The government as a guardian must show respective commitment for the implementation of integrated social security system.

News Highlight

Mr. Shekhar Golchha, Vice President of FNCCI and Chairperson of EC attended the 103rd Session of the International Labour Conference in Geneva from June 5th – 7th, 2014. The conference was also attended by the representatives of the government and trade unions.
The Employers’ Council is a permanent organ of FNCCI working for the promotion of better industrial relation in Nepal. It is set up to provide varied services to the employers on industrial relation issues including labour law and industrial disputes. It basically aims to promote good industrial relation by maintaining a close relationship with the trade unions and the government. As a forum of employers, it presents unified opinion on labour law and industrial relation issues and organizes various activities on the related topics.

**FNCCI - Employers' Council - Mission :**

- To facilitate a national Labour policy framework that supports job creation, Industrial harmony and an efficient labour market.
- To provide services to members to ensure enhanced productivity for organizational growth and sustainability.

**Objectives :**

- To work for the establishment of harmonious industrial relation aiming for high industrial growth
- To promote competitiveness in the local, national, regional and international market through suitable labour market and labour law reforms
- To work for the industrial efficiency, higher productivity and more employment generation by developing competent HRM
- To work for the promotion and protection of legitimate interests of employers
- To advocate the legitimate interests of the employers in the formulation of policies and making of labour law
- To represent the employers in the local, regional, national and international forums on industrial relation issues
- To mobilize employers in achieving the goals of FNCCI