

Background

Nepal is a development country. The current labour act is not implemented and enforced properly. The industrial relation especially the relation between employers', workers and union representatives are quite weak. Workplace disturbances and strike are frequent. The political situation is still not stable. The needs, the requirements, the expectations of the workers and their union representative are changing. These changes will also have impact results on the industrial relation of enterprises.

Worker in the industrial and processing sectors have limited education and limited understanding of their rights and obligations. They are aware of what they need but the application of different conditional applications like collective bargaining, wages determination, hiring, termination and dismissal, communication in an enterprise, conflict and dispute settlement, grievances and industrial actions etc have to be taken into consideration. The employers, in general, are reluctant of application of different measures for facilitating the employees or they ignore some of the conditions or modify them as they need. Not only these the presence of various unions, backed by different political parties, cause the difficulties in the working condition. Workers in the industrial and processing sectors have limited education and limited understanding of their rights and obligations. The research study will focus on a comprehensive picture of shape of the industrial relation practice in present state and what the need of all stakeholders will be.

Objectives

The objectives of the survey are as follows:

1. To prepare the base line for the knowledge about the industrial relation and its practice in Nepal.
2. To update the information regarding the industrial relation in FNCCI
3. Background information for construction of policies regarding different situations and changes.

Methodology

The technical procedures start with a review of existing information which will be obtained from all relevant agencies like Central Bureau of Statistics (CBS), National Planning commission, UNDP, UNIDO, ILO etc, and survey reports like Nepal Labour force survey

(NLFS), Nepal living standard Survey (NLSS), Industrial survey vision 20/20 etc as secondary data sources.

The development of effective interfaces with FNCCI and other government institutions, the social partners, the larger private sector and other stakeholders is required. The study of industrial relation and employment situation is therefore going to be beneficial to all stakeholders and must be done through interactions with the social partners like employers, worker, researchers, various types of users and information providers etc. In particular, there is some amount of labour information compiled by some of the social partners.

The primary data is collected using sampling technique with frame of different industrial sectors, some of the private sectors etc. The sampling technique uses two stage sampling, in the first stage districts will be selected for 7 industrial zones and in second stage industries are selected at the ratio of 1/10 industries are selected at least 10 per industrial zone selected with the size not less than 200 industries.

The tools used for the collection of data will be structured questionnaire to get information about the included terms like collective bargaining, wages determination, hiring, termination and dismissal, communication in an enterprise, conflict and dispute settlement, grievances and industrial actions etc. and check list i.e. open ended questions to get more information about the problems, advantages, experiences, views, suggestions, draw backs and possible solutions.

Different statistical tools like MS-Excel, SPSS will be used to learn about different indicators and indices.

Final output

The final output from the project will be as follows:

- (i) Key Indicators of industrial relation and employment situation
- (ii) Backup information for formulation of potential strategy that can be employed for different situations.
- (iii) The Information and Research Unit set up in FNCCI will function

Time frame

| Project Title: | NICP/LO Co-operation Programme - (ACT/EMP – Employers Component : Nepal Project) | | | |
|---------------------------|--|---|---|--------------------------------------|
| Organization Name: | Federation of Nepalese Chambers of Commerce and Industry (FNCCI) | | | |
| Covered Areas: | Main Industrial Location in Nepal | | | |
| Project Objective | Capacity Building of FNCCI in the area of Information & Research for more effective Dialogue, Lobbying and influencing Soci-Economic policy | | | |
| S. No. | Activities | Activity Outputs | Sub-activities | Time line of different activities |
| 1.1.4 | Conduct of two surveys / studies by the FNCCI IRU | Conduction of a Research Study on Industrial Relation and Employment Situation in Nepal | Questionnaire development and design | 15 June 2009 to 15 July 2009 |
| | | | Sample selection and questionnaire deployment | 15 July 2009 to 15 August 2009 |
| | | | Collection of completed questionnaire | 15 August 2009 to 21 October 2009 |
| | | | Coding, data entry and tabulation and | 15 October 2009 to 30 November 2009 |
| | | | Data Analysis, Presentation, , | 1 December 2009 to 15 January 2010 |
| | | | Interpretation and report writing | 21 December 2009 to 21 January 2010 |
| | | | Submission of preliminary draft report | 12 January 2010 to 31 January 2010 |
| 1.1.5 | Publishing of Survey. Study Conduct of two follow up meetings | Holding of two follow up meetings for two research/survey studies conducted | Issuing of letter to stakeholders, preparation of PowerPoint presentation, identifying meeting venue, gathering of feedback on the report | 21 January 2010 to 15 February 2010 |
| | | Publication of two reports | Contacting the publisher, computer layout designing, printing, binding | 1 February 2010 to 21 February 2010 |
| 5 | Final Report Presentation | Presentation of Report | Presentation of Report | 21 February 2010 to 28 February 2010 |

Limitation of Study

With day to day changes of National policy society and information sector a firm and fixed definition of various labour related terms could be rapidly changes needing redefining the terms used. Hence the database generated by the project could need to be redefined accordingly.