

S.N. 5437996



## Statute

2079

Logo  
SD...

Factory Inspector  
SD... August 11, 2023 AD

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Signature: \_\_\_\_\_

Name: Surendra Ball

Date:

Date of Expiry of Certificate: July08, 2027 AD

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## Shri Ganeshaya Namaha

### Legislation of Rastriya Shramik Mahasangh Nepal

#### Preamble:

In the challenging times of the 21st century, based on the values and beliefs of the Federal Democratic Republic of Nepal, under the current Constitution of Nepal, keeping in mind the minimum needs of the natural rights of all Nepalis including food, shelter, clothing, education and health, in accordance with the Trade Union Act, for the all-round development of all workers, laborers and employees in the organized and unorganized sectors scattered throughout Nepal and for the purpose of representing and benefiting the workers at all levels of state policy-making, envisioning a cultured, exploitation-free and prosperous Nepali society, for the purpose of raising the economic, social, political and cultural living standards of the workers, for the purpose of overcoming the anti-labor policies and the adverse effects thereof that have emerged in the world environment, for the purpose of developing a professional culture and tradition that respects labor and pays fair wages, for the purpose of building a strong and influential trade union federation of workers in line with the concept of the independent trade union movement, with the determination to industrialize the nation, to laborize the industry and nationalize the workers, a non-political, independent, autonomous and unity in diversity, this statute has been issued in 2021 AD due to the need to create an autonomous organization called Rastriya Shramik Mahasangh Nepal.

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**Beginning:**

**1) Name of the organization:** - Rastriya Shramik Mahasangh Nepal 2079 will be named. This organization will be known as RASTRIYA SHRAMIK MAHASANGH NEPAL in English and abbreviated in Nepali as Ra. Shramik M. Ne and abbreviated in English as RSMN.

**2) Establishment of the organization:** - January 29, 2023 AD

**3) Jurisdiction**

- All provinces, districts, metropolitan cities, sub-metropolitan cities, municipalities and Rural Municipalities of Nepal will be its area.

**4) Central office:** - The central office of the Rastriya Shramik Mahasangh Nepal will be in Kathmandu and may be located in other places as decided by the central committee.

**5) Objective:** - The objective of the Rastriya Shramik Mahasangh Nepal is the overall development and welfare of all the workers of the Nepali people or society.

a) This organization will be a non-profit, non-political and social service organization.

b) The National Workers' Federation of Nepal will be committed to the nation, nationality and national integrity, and the national interest and workers' interest will be its main motto.

c) The industrialization of the nation's industry and the nationalization of workers will be the fundamental aspects of this organization.

d) The neglected and oppressed Dalits and workers working in every corner of the nation will be properly managed. The workers will be fully guaranteed and the full utilization of manpower and resources will be ensured for maximum production.

e) To negotiate and take initiatives with the Government of Nepal and related bodies for the protection of the rights and interests of workers and the rights of trade unions and to conduct pressure programs when necessary.

f) To take initiatives so that no one is deprived of basic needs such as food, shelter, clothing, education and health for all citizens and workers and to consider these as natural rights and to ensure that everyone gets them.

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- g) To emphasize the end of class inequality and the creation of an egalitarian society.
  - h) To develop industrial interests as an integral part of the national self-governing community.
  - h) To develop every working community by industrializing more and more throughout the country, which will result in the employment of workers in the industry of the country / To arrange for a decent living for every worker to provide appropriate work.
2. To create capacity to successfully achieve the above objectives and to strengthen the contribution of workers to maintain the respectable interests of workers.
- a) To develop affiliation to the organization through trade unions (workers' unions) through national service while maintaining religious, social and political relations.
  - b) To coordinate the interests of the workers of all labor organizations.
  - c) To support the unity of the National Workers' Federation of Nepal as a provincial committee and industrial organization of the affiliated workers' union and to remain united as a unit of the federation.
  - d) To establish unity in the trade union movement.
  - e) To obtain appropriate dividends from the daily wages of the workers to ensure the national standard of living and participation in the industry.
  - f) To take the initiative to make necessary amendments to the Labor Act from time to time through consultation with the labor representatives to protect the proper rights and interests of the workers.
  - g) To take the initiative to formulate the Labor Act.
  - h) To conduct awareness-raising programs to instill a sense of patriotism and patriotism among the workers.
  - i) To create respect and pride for the great men of the country, history, tradition and culture.
  - j) To develop the qualifications and capabilities of all the workers of the country and at the same time to make them excellent in line with the times.
  - (k) To run training classes to increase the capabilities of the union members.
  - (l) To work for improvement by pointing out the errors found in the national law.
  - (m) To provide or arrange for training in modern technology.
  - (n) To strive for world peace, human rights, freedom of association, union rights and environmental protection. To advocate for the protection of religious, cultural, economic, social and occupational rights and interests of workers.

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- (o) To work for the upliftment of workers and workers who are oppressed and exploited due to poverty by researching and investigating various issues related to the labor sector.
- (p) To increase the access and participation of women and youth in trade unions.
- (q) To conduct and organize training seminars and workshops between national and international organizations for the professional development of workers.
- (r) To take necessary initiatives to ensure the participation and representation of workers in policy-making and decision-making processes of the state.
- (s) To strive to advance the common trade union movement by integrating all workers and labor organizations in the country.
- (t) To emphasize the formulation and implementation of necessary acts, laws and policies to be implemented in the workplace while respecting the Universal Declaration of Human Rights and international standards.
- (u) To make efforts to organize migrant workers and establish their rights.
- (v) To take initiatives to ensure that workers are protected from risks and accidents in the course of their work and to make necessary arrangements for appropriate solutions and compensation in the event of accidents.
- (w) To take necessary initiatives in the work of creating awareness among the workers and the industries where the workers work regarding cleanliness and environmental pollution.
- (x) To take initiatives for making necessary laws to provide compensation for relief to the families of the workers in case of death of the workers in any accident.
- (x) To take initiatives for proper basic education including higher education for the children of the workers and to make arrangements for infrastructure in collaboration with the state.
- (y) To carry out community development work related to proper roads, electricity, drinking water, sewage, toilets, education, culture for the workers.
- (z) To carry out rescue and relief work for the workers affected by disasters and epidemics.
- (l) To form a trust at the national level.

#### 4. To help achieve the above objectives through the mentioned work.

- a) To develop a sense of nationality among the workers as well as a sense of class struggle and the feeling that the entire social family is a family.

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- b) To develop the feeling of worker safety at the factory, general and domestic level, environmental protection and industrial level.
- c) To instill in the workers a sense of service, cooperation and duty and to instill a sense of responsibility towards the entire nation, especially towards the industry.
- d) To develop competence through worker training classes, health classes, guest lectures, seminars and travel programs for related knowledge.
- e) To publish and cause to be published newspapers, booklets, pictures and other types of literature related to the rights and interests of workers and to sell, purchase and publicize workers' literature.
- f) To encourage and establish new rights and interests of workers and to unite them for all-round development.
- g) To increase the social, economic, activism of workers in general.
- h) To establish and support cooperative societies, welfare societies and clubs, etc., for the welfare of all workers in general and workers and their families in particular.
- i) To inspect workers, employees and those concerned.

**5. Means:** To achieve and develop the stated objectives and goals, the National Federation of Nepal shall utilize all appropriate legal means and resources in the spirit of nationalism. And the National Federation of Nepal is accordingly a non-political organization that functions as a labor union.

**6. Affiliation:** a) The provincial level federation or any association formed by a registered trade union or a registered union in a specific industry or profession, fulfilling the following conditions, shall strive to obtain affiliation with the National Federation of Nepal.

- 1) The association, provincial federation, national federation, Nepal, wishing to obtain affiliation, shall comply with the goals and objectives and means, constitution and rules and the rules made under it.
- 2) The monthly membership fee of the association and provincial federation affiliated with the National Labor Union Nepal shall not be less than the rate determined by the Central Working Committee and may be changed by the decision of the Central Committee if deemed appropriate in the event that an application is registered by the provincial federation to increase or decrease the rate at the request of the federation.

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- 3) If an application for affiliation is found appropriate by another association or provincial federation, affiliation will be granted.
- 4) The association's association fee approved by the National Labor Union Nepal along with the application shall be submitted to the National Labor Union Nepal.
- 5) a) The association and federation shall submit a copy of the statute, a copy of the audit of the last year, a list of the names of the office bearers along with the application.
- b) The organization minister of the association or provincial federation shall study all the documents submitted for affiliation and submit his opinion and recommendation to the Central Committee. On the basis of the above documents, the Central Committee shall grant affiliation. The association shall remain active if the membership fee determined by the Central Committee is paid and submitted to the register.
- c) The National Labor Union Nepal shall submit the application to the National Labor Union Nepal along with the application. Federations or provincial federations affiliated to the Federation Nepal may withdraw their affiliation within six months if they wish to withdraw their affiliation.
- d) If the Federation Nepal acts against the statute, does not renew, does not pay the central amount, and acts against the interests of the labor union, the Federation may terminate the affiliation by giving such federations or provincial federations an opportunity to explain.

**7. Rights and privileges of the federation or provincial federation affiliated to the R. S. Federation Nepal.**

- 1 (a) To elect representatives to the Central House of Representatives and Provincial Committees in accordance with the Constitution of the R. S. Federation Nepal.
- (b) The Federation Nepal shall use the flag and emblem (logo) of the R. S. Federation Nepal.
- (c) The elected representative shall act as the representative of the federation in the provincial or national level government as per the terms of the R. S. Federation Nepal.
- (d) To maintain necessary negotiations and understanding to resolve industrial disputes and to meet the problems of the members of the labor union. To receive assistance and guidance from the R. S. Federation Nepal.

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(e) To represent the Federation Nepal in seminars, trainings, educational visits, conferences organized in Nepal or abroad (if nominated) as per the terms and conditions of the R. S. Federation Nepal.

(f) To approve the need for the Federation Nepal to establish a special fund through the national unit, provincial unit.

(2) The Federation or provincial federation shall be deprived of its rights upon termination of its affiliation.

#### 8. Structure of the organization:

The structure of the R. S. National Federation of Nepal shall be as follows.

- a) Rural / Municipal Committee
- b) District Committee
- c) Provincial Committee
- d) National Committee

#### 9. Departmental Structure:

Departments have been formed under the Nepal Trade Union as per the statute of the National Federation of Nepal 2078. The functions, duties, powers and scope of work shall be as follows.

- a) Each department shall submit a report on the work done under its designated scope of work to the Central Working Committee.
- b) It shall determine its own procedures for conducting meetings of its department.
- c) Each department shall determine the plans and policies of various programs under its scope of work and present them to the National Committee for implementation as suggestions and shall implement them only as per the suggestions given by the National Committee.
- d) The National Committee or the President shall assign the relevant departments to carry out the work assigned.
- e) The decisions made by the department shall be implemented in accordance with the opinion of the General Secretary. In case of disagreement, the opinion of the Chairman shall prevail.

#### Following:

- a) Education Department
- b) Training Department







- c) Publicity Department
- d) Foreign Department
- (e) Child Labor Department
- (f) Organization Department
- g) Migrant Workers Department
- h) Women Department
- i) Social Security, Health and Labor Welfare Department

**10. The units of the S. R. Nepal Federation of Trade Unions shall consist of the following components.**

- a) Affiliated Unions (Labor Unions)
- b) Province Industrial Federation
- c) Units of the Province National Labor Federation
- d) Industrial Units of the National Labor Federation
- e) Central Working Committee
- f) Central Representative Assembly

**11. Regional units and national industrial units of the S. R. Nepali Federation of Trade Unions:**

- a) To establish and organize the Central Working Committee, various provincial units of the National Workers' Federation and national industrial units at the above-mentioned center.
- b) For the smooth operation of the work of each provincial unit and national unit of the S. R. National Federation of Nepal, they have their own statutes and which are in accordance with the statutes of the National Workers' Federation.
- c) Under the coordination, supervision and control of the Central Working Committee of the S. R. National Federation of Nepal and after consultation with the relevant provincial National Federation of Nepal units, the national industrial units have the right to operate and deal with the work of the organization related to them.
- d) The provincial National Federation of Nepal and national units shall submit a report on their activities to the Central Working Committee and an annual report audited by the Charter Accountant within a time limit.
- e) The provincial units of the S. R. National Federation of Nepal shall collect donations, grants, etc. within the prescribed period and deposit them at the central

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office of the National Federation of Nepal. The amount collected by the provincial units as affiliation fees determined by the Central Working Committee of the National Federation of Nepal shall be sent to the Central Working Committee. Provincial units and national units and national units may receive donations and grants for themselves from the labor unions under their jurisdiction.

**12. Code of Conduct:** In order to operate this organization in a regular and systematic manner, every office bearer and member shall adhere to the following code of conduct.

- a) No work shall be done contrary to the principles and objectives mentioned in the preamble of this statute.
- b) No membership of any other federation of a similar nature within the country of Nepal except the National Labor Federation Nepal shall be allowed.
- c) No legal arrangement shall be made in conflict with this statute.
- d) Membership fees and other financial obligations shall be paid regularly as prescribed.
- e) The office bearers and members of the federation shall always maintain high moral conduct.
- f) While operating the federation, they shall work keeping in mind the interests of all workers, above the organization to which they are affiliated.
- g. The affiliated components of the federation shall always work with a sense of goodwill. If an unnecessary dispute arises, it is not permissible to do anything biased or prejudiced and to harm the Federation by mutual agreement and consultation.
- h) All officials, including those in charge, must fulfill their assigned responsibilities on time, honestly, and transparently.
- j) They must always be proactive and fulfill their responsibilities for the development and expansion of the Federation.

**13. Election-related provisions:**

A three-member election committee will be formed to conduct elections by the working committee in this organization, consisting of one coordinator and two members.

- a) The formed election committee may make election procedures and conduct elections based on prevailing laws and democratic norms.
- b) In case of election-related disputes, the decision made by the election committee to resolve the dispute shall be final.

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c) The election committee shall automatically dissolve on the day after the election is concluded.

d) Only Nepali citizens who have served for one year and are employed as office bearers may be elected.

e) Number of officials:

Chairperson	1	
Vice-Chairperson	3	1 female
Secretary	3	1 female
Secretary-General	1	
Treasurer	1	

Total of officials and all other secretaries of the Trade Union Association shall be ex-officio members.

#### 14. National House of Representatives

a) The National House of Representatives shall consist of the following representatives.

(1) The officers and members of the following committees:

- a) Central Working Committee
- b) Provincial Unit Working Committee
- c) National Industrial Unit Working Committee

(2) Two members nominated by the following:

- (a) District Units of the National Federation of Nepal
- (b) Provincial Industrialists' Federation
- (c) National Level Trade Unions

(3) (Factory/Inspectors) shall make rules for the affiliation of labor unions, and shall form provincial and other industrial units and national units.

(4) The date, time, place, and agenda of the meeting of the Central Representative Council and the fee of the representatives shall be determined.

(5) The National Federation of Nepal shall issue guidelines for the operation of all units of the National Federation of Nepal.

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- (6) It shall take appropriate decisions in emergency situations and implement them.
- (7) It shall work for the protection and advancement of the interests of workers in general and the National Federation of Nepal in particular.
- (8) In the event of resignation or death of a member or office-bearer of the Central Working Committee, the vacancy may be filled.
- (9) It shall accept the affiliation application submitted by the labor unions or provincial federations.
- (10) The Federation shall be authorized to disaffiliate any unit of the Federation of Nepal in writing through the R. S. National Federation of Nepal through any affiliation application, stating the reasons and giving information.
- (11) The Federation of Nepal shall be authorized to form an ad hoc committee in case of suspension or dissolution of the provincial unit of the Federation of Nepal. If the ad hoc committee is not in session of the Central Working Committee, it shall be approved by the Central Working Committee after consulting with the General Secretary (General Secretary) and the Chairman.

#### 15. Quorum

- (a) The quorum for the meeting of the Central Representative Assembly shall be 51% of the total number of representatives.
- (b) The quorum for the meeting of the Central Working Committee shall be 50% of the total number.
- (c) In the absence of a quorum, the number of members present at the adjourned meeting or re-meeting shall be the quorum.

#### 16. The Standing Committee shall consist of the following members:

- a) The Standing Committee shall meet and negotiate with the officials of the Standing Committee and the Organization Ministers from time to time as necessary for the proper implementation of the decisions taken by the Working Committee.

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## 17. Powers and Duties:

**The President's:** Shall preside over the meetings of the Central Representative Assembly and the Central Working Committee and shall maintain order in the meetings. He shall sign all the working procedures of the meetings and give the deciding vote. He may hold special meetings of the Central Working Committee as per the needs. The President shall tour the entire country for the supervision and development of the work of the R. S. National Federation of Nepal. He shall assist in establishing a sense of general and mutual cooperation among the various organizations of the National Federation of Nepal.

**The Vice President:** In general, he shall assist in the completion of the tasks assigned by the President and shall assume the duties of the President in the absence of the President.

**The General Secretary:** Shall perform all the work of the National Workers' Federation of Nepal. He shall handle all correspondence, organize all meetings and supervise all the offices of the National Federation of Nepal. The General Secretary shall be responsible for maintaining the annual accounts of the office in a proper manner and presenting them to the meetings of the Central Working Committee and the Central House of Representatives, as well as for all correspondence of the Government of Nepal, and shall present the work and activities of the association in the general meeting of the Central House of Representatives. In addition, the Trade Union Provincial Federations shall issue a certificate of affiliation upon application for the Central Office in consultation with the President. The Office Chief will appoint an Organization Minister and additional officials for the organizational work of the concerned areas in charge of the meeting and the National Group of Industries. He will appoint an Office Assistant if necessary, for the work of the office under the Central Working Committee. He will be under the General Secretary. He will establish coordination between all the unions and federations and will supervise financial matters as per the rules. Minister (Secretary) The Minister will assist the General Secretary in all the work done and will perform all the work.

**Treasurer (Finance Minister):** The Finance Minister will spend the specified amount of the title determined by the National Workers' Federation of Nepal with responsibility. He will have full responsibility for financial matters. He will release

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the funds subject to the annual work list given by the General Secretary. He will keep the bank accounts in the name of the Central Committee accurate and correct. The Working Committee will spend the income and expenditure according to the law and rules. He will submit an annual income and expenditure report. He can directly make expenses up to Rs. 1000, which will have to be presented in the meeting. He shall submit a report of all income, expenditure and expenditure to the general meeting. He shall submit an audit report. He shall also submit the estimated income and expenditure details for the coming year. He shall act as the head of the financial committee.

**The Deputy Finance Minister (Assistant Treasurer)** of the Government of Nepal shall assist the Treasurer in maintaining the accounts of the R. S. National Federation of Workers' Federation of Nepal and shall perform all the functions assigned to him by the Treasurer.

#### 18. Fund Management

- (a) Regarding the operation of the account, a joint account shall be opened in the name of the Chairman of the Rastriya Shramik Mahasangh Nepal's Account operating Committee - the President of the National Federation of Rastriya Shramik Mahasangh Nepal and the General Secretary and shall be operated by the signature of one of the other two persons, with the Treasurer being mandatory.
- (b) Application fee, relationship, donation, membership fee, representative fee, assistance received from workers, and other funds received from the Rastriya Shramik Mahasangh Nepal to advance its objectives shall be jointly managed by the Central Working Committee from time to time by the senior officers. Cash amount of Rs. 5000/- may be kept in safe custody at the Central Office up to an amount of Rs. 25000/-.
- (c) The Treasurer shall be responsible for all the funds collected from time to time and shall pay them to the Association. The President shall take care of the funds and property of the R. S. National Federation of Nepal.
- (d) The National Federation of Nepal may purchase, lease or take responsibility for any property for the purpose of carrying out its work in its own name or in the name of an organization formed by it and may represent the National Federation of Nepal on behalf of the R. S. National Federation of Nepal for the protection and maintenance of the property of any officer of the Central Working Committee.

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**19. Audit:**

- a) The income and expenditure of the organization shall be kept in accordance with the prevailing law.
- b) The audit shall be conducted by a registered auditor in accordance with the prevailing law.
- c) The Government of Nepal or a local authority may, at any time, itself or through its subordinate employees, conduct an audit of the accounts of the organization.
- d) The Central Working Committee shall appoint the auditor.

**20. Disputes:** All disputes arising between the units of the R. S. National Federation of Nepal shall be referred to the Central Working Committee. The parties concerned shall have the right to appeal to the Central Representative Assembly, whose decision shall be final. If any party presents such disputes before any other authority or court without adopting the appropriate method, disciplinary action shall be taken against them and such decision shall be final. If any dispute arises between the units of the R. S. National Federation of Nepal, it shall be referred to the committee appointed by the Central Working Committee. The responsible committee shall decide on the matter and submit its report to the central committee. If any party submits the matter to another authority or court without the decision of the above-mentioned means, the party itself shall be responsible for the action taken.

**21. Disciplinary Committee:** There shall be a three-member disciplinary committee as per the schedule of the organization. If any person violates the statute of the National Federation of Nepal or behaves against the interests of the National Federation of Nepal, disciplinary action shall be taken against such person in an appropriate manner.

**Following:**

- 1) The President of the organization: Coordinator
- 2) The General Secretary of the organization: Member
- 3) One of the senior cadres nominated by the president: Member

**22. Disciplinary action:** If any constituent, unit or individual violates the statute of the R. S. National Federation of Nepal or behaves or misbehaves against the interests of the National Federation of Nepal, the disciplinary committee formed

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by the committee shall take such disciplinary action in an appropriate manner after giving the concerned constituent unit or individual an opportunity to be heard.

**23. Expulsion:** (a) If any affiliated organization, institution or person acts against the interests of this National Federation of Nepal, the 3-member Disciplinary Committee formed by the Central Committee shall have the power to suspend or expel a member of any constituent unit from his/her position or membership.

b) The Disciplinary Committee shall also direct the suspension or expulsion of any officer or member of any affiliated labor organization.

**24. Amendment:** The Central House of Representatives may, by a two-thirds majority of the representatives present and voting at its 3-yearly general meeting or special meeting, make additions, changes or amendments to any matter in the statute, but the members shall be fully informed, specifically mentioning the proposed or amended matter.

**25. Making rules:** - The Central Working Committee shall have the power to make rules on the following subjects.

a) Affiliation of labor unions and provincial federations

b) Affiliation fee and method of deposit

c) Presentation of accounts of units of National Labor Federation Nepal

d) Assets of R. S. National Federation Nepal to be collected through souvenirs or kept as special funds.

e) Movable and immovable assets of R. S. National Federation Nepal and its affiliated organizations

f) Elections of various units of R. S. National Federation Nepal

g) Request

h) Appointment of employees, salaries and service facilities

i) Financial assistance of units and members, cash assistance such as loans, medical assistance, living allowance, etc.

j) Application forms, records, etc.

**26. Interpretation of statutes:**

The interpretation of the statutes made by the National Committee shall be valid until they are declared invalid by the convention!

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**27. Dissolution:**

If a two-thirds majority of the members of the National Convention decides that the association is no longer needed, the association may be dissolved.

**28. Liability**

If this association is dissolved for any reason, the liability of all property under its control will be transferred to the affiliated federation.

**29. Affiliation:**

It will be affiliated with the Rastriya Shramik Mahasangh Nepal (RSMN). Also, if the National Convention of the association deems that the affiliation of the federation is not necessary, the affiliation may be withdrawn by a two-thirds majority decision.

**30. Address of National Workers Federation of Nepal**

The central office of the proposed Rastriya Shramik Mahasangh Nepal will be located at Gaurighat, Keshabdharm Bhawan, Kathmandu Metropolitan City, Ward No. 8.

**31. Term of office of the working committee:**

The term of the proposed Rastriya Shramik Mahasangh Nepal at each level will be four (4) years.

**Schedule 1**

**The seal of the organization**

The name of the organization within the circle, between the logo and the establishment of the association and Nepal will be on below.

Logo  
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h) The Rastriya Shramik Mahasangh Nepal has adopted its flag (flag) with a rectangular shape of 2X3 and saffron color. Its logo will feature the five fingers of a human and the industrial wheel and the symbol of a rice crop on the thumb.

Symbol of  
Flag

### 32. Provisions regarding impeachment and no-confidence motion:

#### a) Impeachment proposal:

If it is proven that any committee official has acted against the objectives of the federation, such official may be dismissed by a two-thirds majority vote of the relevant convention.

#### b) No-confidence proposal:

If any working committee of the federation is proven to have acted against the objectives and interests or if it is found that it has failed to provide competent leadership, the majority vote of the emergency or special convention of the relevant level may pass a motion and dissolve the working committee. If the working committee is dissolved in this way, the same special or emergency convention will elect a new working committee.

Multiple signature of working committee.

SD...  
Factory Inspector

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S.N. 5437993



Schedule - 6

Government of Nepal  
Ministry of Labor, Employment, and Social Security  
Department of Labor and Business Security

## Certificate of Trade Union Federation Registration

Seal Stamped

Coat of Arms of  
Government  
Of Nepal

Registration Certificate No.: 25

This registration certificate has been granted to Rastriya Shramik Mahasangh Nepal Trade Union Federation as per the rule 8 of Trade Union Rules, 2050 B.S. by registering pursuant sub section (3) of section 5 of Trade Union Act, 1992 A.D.

SD... August 10, 2023 A.D.  
Office of Registrar



"The Translation Copy is True and Valid"  
Signature:   
Name: Surentra Malla  
Date: 27 MAR 2025  
Certificate Number of the Notary Public: 3126  
Date of Expiry of Certificate: July 08, 2027 AD  
Seal of the Notary Public



Notarized by:  
Nepal Notary Public Council

S.N. 5437995



Issued Date	Validity ending Date	Renewal Date	Signature of Renewal Officer	Remarks
August 10, 2023 A.D.	August 10, 2027 A.D.			New Registration



"The Translation Copy is True and Valid"

Signature: \_\_\_\_\_  
Name: Sundra Malla  
Date: 27 MAR 2025  
Certificate Number of the Notary Public: 3126  
Date of Expiry of Certificate: July 08, 2027 AD  
Seal of the Notary Public



Distributed by:  
Nepal Notary Public Council

S.N. 5437992



Coat of Arms of  
Government  
Of Nepal

Government of Nepal  
Ministry of Finance  
Inland Revenue Department

Photo  
SD...

### Permanent Account Number (PAN) registration Certificate

Registered date

Permanent Account no.:  
Inland Revenue office:

6	2	0	9	3	2	0	5	1
Inland Revenue Office Battisputali								

Income Tax:

13	02	2024 AD
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Day Month Year

Name of Transaction: **Rastriya Shramik Mahasangh Nepal**

Kinds of Taxpayer: **Others**

Address: **Ward No. 08, Guheshwori  
Metropolitan: Kathmandu,  
Kathmandu**

Business Transactions:

**Other social activities besides lodging, fooding.**

SD...

Signature of Taxpayer

SD...

Tax Officer

#### Duties of Taxpayers:

- Record of bill is compulsion to issue during transaction.
- Value Added Tax amount and record should be submitted within 25 days after completion of tax period (monthly or bimonthly or quarterly) who are registered on VAT.
- Excise amount and record should be submitted within 25 days after each month, if not provisioned differently, who does transaction with Excise.
- Income record of each Fiscal Year should be submitted within Aswin month.
- Interest, fee and fine would be charged if record and tax amount is not submitted within time.
- This Certificate should be kept at transaction spot / main office with visible condition.
- Contact at office on any confusion.

"The Translation Copy is True and Verified"

Signature:   
Name: Surendra Malla  
Date: 27 MAR 2025  
Certificate Number of the Notary Public: 3126  
Date of Expiry of Certificate: July08, 2027 AD  
Seal of the Notary Public

