

National Labour and Employment Conference 2069

"Promoting conducive labour relations for
decent work and job rich economic growth"

9-11 July 2012



Organized by

Government of Nepal
Ministry of Labour and Employment
Department of Labour
Minbhawan, Kathmandu

Introduction

The key challenge for Nepal at present is to create an enabling environment for peace and equitable economic growth. The peace process has been almost completed. Now, the focus should be on how to promote job-rich and inclusive economic growth. More urgently, Nepal should provide relief to and rehabilitate the people affected by the conflict and to reconstruct the damaged infrastructure. Additionally, it has to create more jobs for the 4,00,000 youth who enter into the labour market every year. Moreover, about 2.5 million people are either unemployed or underemployed. The changes that have been taking place in Nepal's political scenario have raised peoples' expectations, particularly those of the women, youth, children, dalits, workers and other marginalized and disadvantaged groups.

To respond to these challenges, the Government of Nepal (GoN) has formulated an Action Plan on Economic Development and Prosperity, 2012. The Action Plan focuses on: economic growth and employment; infrastructure; energy; agriculture; foreign direct investment; tourism; industrialization; and governance. Key policy areas are: employment creation through the establishment of an investment-friendly environment; foreign employment opportunities for marginalized and disadvantaged communities; promotion of employment-intensive technologies; promotion of self-employment opportunities through skills and entrepreneurship development and subsidized loan facilities; labour administration reform addressing both the need for labour flexibility and increasing coverage of social security; an employment guarantee act in selected geographical regions to ensure employment for a minimal duration; enhancing the capacity of state mechanism to ensure workers' rights and resolving labour disputes in a more effective way and an expansion of employment services centres to create easy access to labour market.

The Nepal Critical Development Constraints 2009, a joint study commissioned by the Asian Development Bank (ADB), the International Labour Organization (ILO) and the Department for International

Development (DFID), identifies the following as critical constraints on investment and economic growth:

- ♦ Weak governance and slow recovery from internal conflict;
- ♦ Inadequate infrastructure, particularly related to electricity supply, irrigation and transport;
- ♦ Poor industrial relations and labour market rigidities; and
- ♦ An inability to address market failures, leading to slow structural transformation.

Likewise the Study identifies the following constraints to inclusiveness:

- ♦ Lack of productive employment opportunities, particularly in rural areas due to the sluggish performance of the agriculture sector,
- ♦ Unequal access to opportunities due mainly to inequality in education and skill development; unequal provision of infrastructure including roads, irrigation and electricity and unequal access to productive assets such as land and credit and
- ♦ Inadequate social safety nets.

The GoN has declared the year 2012/2013 as the 'Year of Investment' with a view to promote domestic and foreign direct investment. In this regard, the creation of the Investment Board is an important signal to international investors who require stability and predictability in economic policy and regulations. The Ministry has been working in labour law reform to address the contemporary issues. Likewise, GoN has recently reformed the Ministry as the Ministry for Labour and Employment.

The ILO has declared the "Asian Decent Work Decade" to be observed

from 2006 to 2015. The purpose of the decade is to promote the ILO member States' commitment to the goal of "Decent Work for All" and to reaffirm their desire to achieve full, productive and decent employment to all their people by 2015. In this regard, the ILO has selected five regional priorities: 1) competitiveness, productivity and jobs, 2) the youth employment challenges, 3) protecting migrant workers, 4) labour market governance and 5) local development for decent work.

In this context the DOL perceives that the proposed 3rd National Labour and Employment Conference will provide an opportunity to discuss and deliberate on crucial issues related to promoting conducive labour relations for decent work and job rich economic growth.

Objectives of Conference

The overall objective of the conference is to contribute, through policy and programme recommendations, to the establishment of conducive labour relations for decent work and the promotion of job-rich and inclusive economic growth. The specific objectives are to:

- i. Have wider consultation on the labour law reform which is on the process of designing new Labour Acts;
- ii. Enhance labour market governance with a view to build conducive labour relations and
- iii. Explore the scope and roles to create employment and promote decent work.

Conference Module

The two and a half-day conference will focus on the crucial issues and challenges related to labour market governance reform and job-rich economic growth. The deliberation will be on

- ♦ Labour Law reform and Social Security for the workers
- ♦ Promoting Employment: Challenges and Opportunities

- ♦ Labour market governance: Challenges and way forward for effective and efficient labour administration and inspection
- ♦ Minimising social cost of foreign labour migration and effective reintegration policies and programmes

A paper will be presented by expert that will be followed by floor discussion and comments in each session. The session moderator will moderate the session. There will be adequate time allocation for plenary discussion in each session. The session chair will conclude the session. On the final day, the Conference will come up with a declaration with policy and programme recommendations.

In addition, there would be video/documentary show on decent work. The partner agencies may have their stall to display and disseminate their relevant publications and promotional materials.

Organizing and Working Committees

An organizing committee has been formed under the chairmanship of Mr. Somlal Subedi, Secretary, Ministry of Labour and Employment, consisting of tripartite stakeholders as follows:

Secretary, MOLE	Chairperson
Joint Secretary, MOLE,	Member
Representatives from Employers' Associations (FNCCI, CNI, Nepal Chamber of Commerce and FSCI)(4)	Members
Representatives from Trade Union Federations (10)	Members
Director General, DOL	Member Secretary
International Labour Organization	Invited Member

Likewise, the Organizing Committee has formed a tripartite (plus) Working Committee under the convenorship of Dr. Man Bahadur BK, Director General, Department of Labour.

The Working Committee has been assigned to make the detail programme of the Conference and other logistic arrangements.

Date and Duration

The Conference will take place from 9-11 July 2012.

Venue of the Conference

The Conference will be held at Hotel Everest, New Baneshwor in Kathmandu.

Contact Person

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