

**Common Suggestions to Interim Constitution Drafting Committee
from General Federation of Nepalese Trade Unions (GEFONT),
Nepal Trade Union Congress (NTUC) and
Democratic Confederation of Nepalese Trade Unions (DECONT)**

We the three recognized trade union confederations- General Federation of Nepalese Trade Unions (GEFONT), NTUC and DECONT acknowledge;

- That the working class is the creator of the every nation. Thus work should be dignified; eliminating existing class-based discrimination the state should maintain equal treatment between and labour and capital. Restructuring of state should based on working class and trade union participation should ensure in various structure of the state
- In order to guarantee fundamental right at work, Interim Constitution should incorporate all ILO Core Conventions No. 87 & 98 (Freedom of Association and Collective Bargaining), No.100 & 111 (Against Discrimination), No 138 & 182 (Minimum age for work) and No. 29 & 105 (on Forced & Bonded labour).
- Include all those social groups who are excluded and socially discriminated (exploited) in the state structures
- Existing gender-based discrimination should be ended completely. Ensure at least one-third women participation in every state structures compulsorily as of historic declaration made by Parliament (House of Representative) reinstated by the Loktantrik movement.
- Ensure conducive atmosphere in order to create an "Umbrella Confederation" of fragmented trade unions in order to guarantee their rights with an integrated voice.
- The election of Constituent Assembly should be in a fearless atmosphere. The Constituent Assembly whether it be single house or the two-tyre house, trade union representation is must in appropriate number.

Thus, on behalf of entire working class of Nepal we hereby would like to suggest following points to the **Interim Constitution Drafting Committee:**

A. Right to Fair Labour practice

1. Every women and men has the right to fair labour practices.
2. Every worker has the following rights
 - a. to form and join a trade union;
 - b. to participate in the activities and programmes of a trade union; and
 - c. to engage in collective bargaining and strike.
3. Every trade union has the right to determine its own administration, programmes and activities; to organise; and to form and join a federation nationally and internationally.
4. No teenagers would be engaged in any types of worst and harmful jobs.
5. No Children would be employed in any types of labour
6. No trafficking of human being be made; no slavery and bonded or forced labour be practiced

7. Every women and men has right to equal opportunity of employment, promotion; equal pay for equal value of work and right to social protection and benefits.

B) Right to Social Security

1. Every worker has right to minimum social security assured by the law

C) Right to Women Employment

1. At least one-third women employment shall create in every sector of employment
2. The law will determine necessary arrangement

D) Labour Bench

1. A labour bench will constitute in Supreme Court and the Court associate with it in order to delivery quick justice to the workers

E) Freedom of Expression

1. All media financed by or under the control of the state shall be regulated in a manner which ensures impartiality and the expression of a diversity of opinion.