



"Invitation Program for Leaders of Employers' Organizations and Successful Former Participants". EREFI

HANSA RAM PANDEY  
FNCCI, NEPAL

# PARTICIPANT'S INTRODUCTION



❑ Name : Hansa Ram Pandey<sup>2</sup>, Organization:FNCCI

❑ Country :Nepal

❑ Duties & responsibilities:

- Have been associated with FNCCI- Employers' Council
- Responsible to advice and support for policy decisions , lobby and advocacy. Provide technical support in designing programme activities of Employers' Council related to labour relations and employment issues.
- Coordination with government, Trade unions, ILO and other related agencies as required.

# Organization outlines



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- Federation of Nepalese Chambers Of Commerce & Industry (FNCCI), a National Business and Employers' Organization was established in 1965.
- It has nationwide net work with the membership of local Chambers and industry associations operating across the country.
- It represents business community at national and international level. It facilitates to promote businesses and economic growth in the country. Also deals with labour related matters and other social issues.

# Macro Economic Indicators and Labour Situation



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- Nepal's current estimated population is about 29 million. Working age population between the ages 16 – 64 is about 20.7 million.
- Number of total employed people is 7.1 million and Labour participation rate is about 38 percent. Male 53.8 and female 26.3.
- Nepal is a labour surplus country. About 500 thousand new job seekers enter into labour market every year. Labour migration for overseas employment is on rise

# Macro Economic Indicators and Labour Situation



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- The average GDP growth rate of past three consecutive years was 7 percent.
- The effect of the outbreak of the COVID -19 and subsequent lockdown have adversely affected the growth in real sectors.
- GDP has come down to 2.3 percent in the current year and further expected to come down to less than one percent.
- COVID 19 has brought severe impact on human health, economy, businesses and human capital.

# Impact of COVID- 19



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- Major effects are seen on food security, health, education and labour market or employment.
- Following the COVID -19 pandemic Labour market scenario has been changed. Both internal and external labour migration is effected.
- Industrial relations , human resources management and requires new thought.
- Work organization and increased use of AI and ICT has become concern.

# Impact of COVID- 19



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- The COVID-19 pandemic and resulting lockdown to contain the pandemic have hit Nepal's tourism, entertainment, and transport sectors hard.
- Crashing projected economic growth and pushing three in every five people working in small or micro enterprises out of jobs
- Social Protection ,retaining employment and minimizing the possible job cutting are major issues.

# Impact of COVID- 19



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- The impact on labor differs by the nature of employment contract. Permanent workers face either pay cuts or unpaid work stoppages rather going for layoffs.
- Seasonal and informal workers who represent 60 percent of the labor force face job cuts and losses.
- Temporary workers, internal migrants, day laborers were amongst the most vulnerable.
- As the social protection is limited to a few and requires extended Social protection coverage to the vulnerable workers.



# Counter Measures Responding COVID- 19 Impact



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- Establishment of financial relief fund to support & provide subsidies.
- Refinancing loan facilities to businesses
- Time extension for payment of bank loan installment and tax payment.
- Waive of charges & fines
- SMEs loan with low interest rate
- Reduced interest rate on bank loans. Partial Tax exemption to businesses suffered most

# Expectations from the programme



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- Myself as former participant of NICCC/AOTS . Have been sharing experiences gained from the programme to my colleagues and managers of members companies through seminars, trainings
- With COVID 19 out break global scenario has been changed . Hence ,It would be an important opportunity for sharing information about the changes in global economy , industrial Relations and company practices dealing with emerging labour issues and HRM systems.



- **THANK YOU FOR YOUR KIND ATTENTION**