

# COMPANY LETTERHEAD

Date: .....

## EMPLOYMENT CONTRACT (For Nepalese Recruit)

This agreement is made and entered into ---Day of ---2015, M/S. .... (Company Name) (Phone NO.: ..... and postal address ....., C.R. NO. ...., KSA/UAE/QATAR/OMAN/KUWAIT/BAHRAIN, herein called the company as First Party) through our lawful "Rove International Pvt. Ltd." present in Nepal.

Mr. -----Nationality: Nepali, Passport No: -----Place of Issue: -----in his capacity as the Second Party hereby agreed the following terms & conditions.

The second party agreed to work with the first party as ----- with the basic salary of (SR/QR/AED/BD/KD/RO) ...../- per month. The terms and conditions of the contract are as follows:

### The following terms and conditions shall be included in the contract:

- a) Duration of Employment : Two Years (renewable)
- b) Place of employment : KSA/UAE/QATAR/OMAN/KUWAIT/BAHRAIN
- c) Air Ticket : i) For Joining the Company for the first time by Employer.  
: ii) Up and Down Air Ticket should be provided by employer only if employment is renewed else only COUNTRY-KTM one way Air ticket will be provided.
- d) Working Hours : 8 Hours per day, 6 days per week. (48hrs per Week).
- e) Probation Period : 90 Day from the date of entry in KSA/UAE/QATAR/OMAN/KUWAIT/BAHRAIN.
- f) Residence Permit : Will be provided by company free of cost.
- g) Accommodation : Bachelor Sharing Accommodation provided by the company free of cost.
- h) Water, Electricity and Gas : Provided by the Company free of cost.
- i) Food : Provided by the Company free of cost
- j) Visa, Medical and Insurance : Provided by the Company free of cost.
- k) Work Related Transportation : Provided by the Company free of cost.
- l) Uniform & Safety Materials : Provided by the company free of cost.
- m) Annual Paid Leave : 30days per year.
- n) Service Gratuity : 21 days per year.
- o) Recruit are not allowed to violate discipline of the company by making groups, union, misbehaviors with others worker strikes etc, in case such behavior found, company would terminate the candidates with immediate effects and all necessary cost spent for recruit like residence permit fees, Medical, Insurance and deportation tickets etc, must be recovered from the candidates.
- p) The company would pay salary in regular basis every month, In case company failed to employee the candidates for the period of employment i.e. 2 years due to shortage of projects or any organization related issues and have to deport the candidates, the company would compensate the candidates before sending the candidates back to Nepal.

**All other terms & conditions as per KSA/UAE/QATAR/OMAN/KUWAIT/BAHRAIN Labour laws.**

Name of Recruit: Mr. -----

Signature of Recruit: .....

.....  
**NAME & STAMP OF THE COMPANY**

Name of Authorized person

Designation