



CHAMBER OF CONSTRUCTION INDUSTRY SRI LANKA

(The Apex Body of Construction Industry Stakeholders)

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File Number. CCI/AD/64/2016

13th June 2017

CCI Member Companies

Dear CCI Member

Recruitment of Nepali Construction Workers for Projects in Sri Lanka

1. To overcome the shortage of construction workers faced by our companies, on representations made by the CCI, the Hon. Prime Minister has approved the recruitment of 2500 workers from Nepal or Myanmar. This recruitment is to be undertaken through CCI and is open to the companies who are members of CCI. It is a requirement that CCI should monitor this recruitment and the departure of workers on completion of contracts. The terms and conditions of employment are given below.

Terms & Conditions of Employment

- | | | | |
|----|---|--|-------------|
| a. | Monthly Salary | Skilled workers | US\$ 300.00 |
| | | Helper | US\$ 225.00 |
| b. | In addition Food or Food Allowance of Rs. 15,000.00 to be provided. | | |
| c. | Free Accommodation to be provided | | |
| d. | Normal working hours | 8 hrs for 06 days/week (48hrs/week) | |
| | Overtime to be paid for work after 8hrs | | |
| e. | Employment Contract | 2 years | |
| f. | Paid Home Leave | 30 days per year at end of contract | |
| g. | Air Ticket | To be provided both ways between Kathmandu and Colombo. One way ticket is Rs. 40,000/= including taxes currently. However, CCI is negotiating for a better fare on group travel basis. | |

2. To facilitate the recruitment process the CCI has entered into a Service Agreement with a Nepalese Employment Agent, who is recommended by our Embassy in Nepal. The CCI will act as the facilitator and coordinator of the recruitment.

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President

Deshabandu Dr Surath Wickramasinghe

Vice Presidents

Eng D.D Wijemanne Mr. Manilal Fernando

Arct. Jayantha Perera

Mr.Mahanama Jayamanne

President Elect

Eng Maj Ranjith Gunatillake

Arct.Rukshan Widyalkanka

Secretary General / CEO

Eng. Nissanka N. Wijeratne

3. The detailed procedure on recruitment and the Forms applicable can be down loaded from our website www.ccisrilanka.org. If you are interested in recruiting these workers as the step 1 you are kindly requested to send a duly completed clear copy of “ Request for Foreign Construction Workers” to the undersigned.

4. Please note that as per the Nepali Labour Law the minimum period of employment contract for overseas work has to be 2 years. There is no restriction to engage these workers on another project once the initial project is completed.

5. The Chamber will maintain a comprehensive data base of the Nepalese workers recruited, including the details of passport, residence visa, employer, arrival date and due departure date for better coordination. Also, all these workers will be provided with a mobile telephone SIM card.

6. Nepalese Agent will charge a service fee of US\$ 300.00 per worker recruited. On completion of the selection and all statutory formalities this service fee will be payable to the Nepalese Agent through the Chamber. The Chamber will charge a facilitation fee of Rs10,000/= plus taxes per worker and reimbursement of other costs.

7. A computation on the cost of engaging workers from Nepal is give below.

Fixed Costs

Nepali Agents Fee	USD 300 x Rs.150	Rs. 45,000.00
CCI Facilitation Fee		Rs. 10,000.00
Air Fare (both ways)	estimated	Rs. 85,000.00
Residence Visa for employment (02 years)		Rs. 40,000.00
Accident & Medical Insurance	estimated	Rs. 40,000.00
Total fixed cost		Rs. 220,000.00
Monthly fixed cost over 24 months		Rs. 9,166.66

Direct Costs (Monthly)

Skilled Worker	USD 300 x Rs.150+ Rs.15,000 ¹	Rs. 60,000.00
Helper	USD 225 x Rs.150+ Rs.15,000 ¹	Rs. 48,750.00

Cost of Home Leave (End of Contract)

Per Month

Skilled Worker	USD 300 x 2 x Rs.150.00	Rs. 90,000.00	Rs.3750.00
Unskilled Worker	USD 225 x 2 x Rs.150.00	Rs. 67,500.00	Rs. 2812.50

Total Monthly Cost (26 days work/ month for 24 month)

Skilled Worker	Rs. 60,000.00 + 9,166.66 ² + 3750.00 ³	72,916.66
Helper	Rs.48,750.00 + 9,166.66 ² + 2812.50 ³	60,729.16

Note:

1. Monthly cost of food
2. Apportioned monthly fixed cost
3. Apportioned monthly cost of home leave

8. An early reply from you to proceed on recruitment will be much appreciated.

Thank you and best regards

Chamber of Construction Industry, Sri Lanka



Eng. Nissanka N Wijeratne
Secretary General / CEO