

Employment Contract

This Employment contract is made an entered into on(date)..... by and between the First Party, a company duly incorporated under the Companies Act, No 7 of 2007 of Sri Lanka and having registered office as stated below (hereinafter called and referred to as the “ Employer”) on the one part and the Second Party stated below (here in after called and referred to as the “ Employee”) on the other part.

First Party (Employer) :-

Registered Office :-

Secord Party (Employee) :-

Nepalese Passport No :-

Job Title :-

Monthly Basic Salary :-

WHEREAS the Employer has a valid approval from the Controller General of Immigration & Emigration of Sri Lanka to employ construction workers from Nepal.

AND WHEREAS the Employee hereby declares that he is ready, physically and mentally fit and willing to carryout construction work for the Employer in Sri Lanka during the contract period and that he understands that before the expiration date of the visa issued to him by the Controller General of Immigration & Emigration of Sri Lanka, he must leave Sri Lanka.

AND WHEREAS the Employer is aware that he must provide employment, food and accommodation to the employee during the contract period conforming to all the labour laws in Sri Lanka

AND WHEREAS the Parties hereby agree that the period of employment as per this Agreement will be as stated above, beginning from the day of the arrival of the Employee in Sri Lanka.

AND WHEREAS the Parties hereby agree that excessive alcohol drinking, illegal drug taking or dealing, violent behavior, gambling or refusal to work by the Employee are fundamental breaches of this agreement which will result in termination.

Terms and Conditions of Employment

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|-------------------------|----|--|
| 1. Period on contract | :- | Two Years. |
| 2. Monthly Salary | :- | As stated above |
| 3. Probation period | :- | 90 days |
| 4. Normal Working hours | :- | 8 hours per day /48 hours per week |
| 5. Overtime | :- | According to rules of Employer |
| 6. Accommodation | :- | Provided by Employer free |
| 7. Food | :- | Provided by Employer |
| 8. Medical treatment | :- | Provided by Employer free at Government Hospital |
| 9. Paid Home leave | :- | 30 days annual leave for every completed year of service |
| 10. Air ticket | :- | Employer will provide both ways between Kathmandu and Colombo |
| 11. Accidents | :- | Treatment and compensation will be covered as per the labour laws of Sri Lanka. |
| 12. Death | :- | In the event of death the mortal remains will be repatriated to Nepal by the Employer and compensation paid as per the labour laws of Sri Lanka. |

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Authorized person of First Party (Employer)

Company Name :-

Name of the Authorized Person :-

NIC No of Authorized Person:-

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Second Party (Employer)

Name :-

Passport Number :-

