**CONTRACT OF EMPLOYMENT FOR FOREIGN DOMESTIC WORKER (FDW)**

The employer and FDW shall agree to abide by the following:

1. **Declaration:**
* The Employer is interested in employing the FDW for domestic services in the Employer's household.
* The FDW is willing to work for the Employer in his/her residence.
1. **Scope of Employment**

The employment of FDW shall be strictly confined to the particular household work including **caregiving for elderly, sick and differently-abled household members.**

1. **Terms and Conditions**

The services of the FDW shall be governed by the LEA, 2007 and its Regulations and the following terms and conditions:

**3.1. Each household shall be entitled to only one FDW.**

* 1. **Working Hours and Rest Days**
* The Employer agrees to provide the FDW with one rest day per week as required by the Regulations on Working Condition 2022.
* The FDW shall work a maximum of eight [8] hours per day and additional 2 hours with overtime payment, as specified in the Regulations on Working Conditions 2022.
	1. **Salary and Benefits**
* The Employer shall pay the FDW a monthly salary of Nu. [amount]
* The Employer shall provide the FDW with adequate and suitable accommodation and meals.
	1. **Medical and Health**
* The FDW shall undergo a medical examination upon arrival and periodical pregnancy tests and medical examinations as required by the Department of Labour.
* The Employer shall provide all necessary medical treatments during the tenure of the FDW.
	1. **Workplace Safety**
* The employer commits that the FDW shall not face any physical and verbal abuses including sexual harassment and battery cases.
* The FDW shall be dealt with dignity and care.
* The FDW shall not be allowed to engage in works other than the works prescribed in the scope of employment of this agreement.
	1. **Termination**
* The Employer and the FDW shall provide 30 days' notice or payment in lieu of notice, as specified in Labour and Employment Act 2007 and its regulations, prior to termination.
* FDW shall observe cooling period as per the Immigration act and its Regulations
	1. **Dispute**
* In the event of any disputes arising between the employer and FDW, they may report to Department of Labour for resolution.
* In case of any incident/accident involving criminal offenses, the agreed party shall report directly to relevant agencies.
	1. **Violations**
* If the employer engages the FDW in any other activities not mentioned in the contract of employment and as approved on work permit, he/she will be dealt as per section 219-221 of the LEA, 2007

This Agreement is entered on [date] among the following

**Foreign Domestic Workers (FDW)**

Name:

Gender:

Passport No/Voter card:

Nationality:

Contact #:

*(Affix Legal Stamp)*

Signature

**Employer**

Name:

CID #:

Contact #:

Residential Address

Apartment No:

Building No:

Exact Location:

Dzongkhag/Thromde/Gewog:

*(Affix Legal Stamp)*

Signature