

Nepal

Fixed Term Contracts

Fixed-term contracts are permitted by law. The contracts can be renewed upon agreement. Early termination of the contract can be done so long as appropriate notice is given by the terminating party.

Probationary Periods

Probationary periods generally last 6 months. This can be extended by an additional 6 months if the worker's performance is unsatisfactory. Termination during the probationary period can be done with one day of notice and without cause. The worker may also resign with one day of notice.

Holidays

Male workers are entitled to paid public holidays of 13 days, and female workers are entitled to 14 days (including International Women's Labour Day). If workers must work during a public holiday, they are entitled to an additional day off.

Vacation

Workers are entitled to paid home leave at the rate of one day for twenty days worked.

Sick Leave

Workers can utilize a maximum of twelve working days of paid sick leave in a full working year or proportion thereof. Workers can carry over paid sick leave from year to year with a maximum of 45 days. Accumulated sick leave over 45 days must be reimbursed at the Worker's normal pay rate at the end of the year.

Working Hours

A standard work day is 8 hours per day for 6 days or 48 hours per week.

Overtime

Overtime is compensable at 150% the Worker's normal wage. The maximum overtime that be worked is 4 hours per day and 20 hours per week.

Mandatory Bonuses

Workers are entitled to a 13th-month Dashain Festival Bonus.

Termination

The notice period for termination varies in relation to the length of employment. Under one month receives one day of notice. One month to one year receives 7 days of notice. Any length of employment over one year receives 30 days' notice. Payment made be made in lieu of notice.

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Resignation

Workers must give 15 days' notice for resignation.

Mandatory Employer Costs

Basic salary, Dearness allowance, and 20% basic as SSF.