

Govt. Lic. No. 449/060/061



COMPANY PROFILE



QUALITY INTERNATIONAL OVERSEAS CONSULTANCY COMPANY PVT. LTD.

Sinamangal-9, Kathmandu, Nepal, Tel: +977-1-5906456, +977-9766890398

Email: info@qualityintloverseas.com, qualityintloverseas@gmail.com

Web: www.qualityintloverseas.com

Suppliers of Nepalese Worker Worldwide



COMPANY PROFILE



QUALITY INTERNATIONAL OVERSEAS CONSULTANCY COMPANY PVT. LTD.

📍 Sinamangal-9, Kathmandu,
Nepal
☎ +977-1-5906456
+977-9766890398
✉ qualityintloverseas@gmail.com
info@qualityintloverseas.com
🌐 www.qualityintloverseas.com

Types of Service

Manpower Consultant, Placement &
Overseas Recruitment

Member

- Nepal Association of Foreign
Employment Agencies
- Nepal Chamber of Commerce

Official Bank

Prime Commerical Bank Limited.

Contact Person

👤 **Mr. Lila Bdr. Pandey (Madhav)**
Managing Director
☎ +977 9851063496
✉ md@qualityintloverseas.com

👤 **Mr. Raaz**
Marketing Director
☎ +971 558747819(UAE)
✉ raaz.qualityintloverseas@gmail.com

👤 **Mrs. Jenisha KC**
Marketing Director
☎ +971 555986653(UAE)
+977 9841907611(Nepal)

Registration Authority

Ministry of Industry & Commerce Office of the Company Registrar,
Company Registration No.: 26935/060/061
Ministry of Labour, Employment and Social Security
Govt. License No: 449/060/061
Ministry of Finance Department of Internal Revenue
Pan No.: 301550134
Saudi ID: 427
JETCO No. 314

Operated / Managed by

Business Finance and Administrative Management Expert
Advisors Professional from Nation Lead Organizations of
Nepal.

Working Experiences

Comprehensive background in implementing and
accomplishing Company's mission by working at extensive
level in senior management capacity for years in the national
and international organizations & overseas employment
business fields.

Capital Structures

Authorized - 20 Million Nepalese Rupees (USD 175,000)
Issued - 10 Million Nepalese Rupees (USD 87,500)

Legal Advisor

Mr. Tej Prasad Neupane (Senior Advocate Supreme Court)

Autitor

Mr. Mahindra Kandel



Quality International Overseas Consultancy Company Pvt. Ltd. to provide a channel for the organized outflow of Nepalese Manpower to the Europe, Malaysia, Gulf countries and middle east countries. We realize that despite the numerous recruitment agencies in Nepal there was a need of professionally managed recruitment agency and that the need was urgent. It is very concern that brought Quality International Overseas Consultancy Company Pvt. Ltd. in existence.

Quality International Overseas Consultancy Company Pvt. Ltd. understands that efficiency is not achievable unless the corporate structure is well designed and the functions are well organized. Therefore, our operations are executed through a vast national network of industry experts running specialized departments, equipped with state of the art facilities. Our domestic network extends through a vast national network of industry experts running specialized departments. Our aim of matching the skill-set with employer's needs is ideally delivered, which is exactly what our network provides.

The most developed operating systems and technologies are exploited to extract the maximum worth of the network, to ensure that we do not fall short of our client's expectations in any matter. A highly qualified, dependable and reputed client support system is maintained to provide for timely response to any and every query or requirement our client and potential clients may have. Were particularly renowned for our quick response time, thanks to our client support, which realizes that time is among the most precious resources. As for the management structure, it has been organized for functioning different major infra divisions that work in synchronization to deliver recruitment solutions.





MESSAGE FORM MANAGING DIRECTOR



Dear Valued Clients,

Welcome to Quality International Overseas Consultancy Company Pvt. Ltd. It's our great pleasure to introduce ourselves as one of the prominent and renowned human resources consultant of Nepal.

Quality International Overseas Consultancy Company Pvt. Ltd. has a main objective to supply high quality, efficient manpower to our valued clients and mobilize Nepalese job seeker to the world and resolving the unemployment crisis in the country. We have always been providing high quality service and meeting our client expectations. We believe that honesty comes first to impact a quality service, which is critical in the present competitive environment.

Hence, we look forward to your kind help and support in giving us the privilege in supplying workers of different quality and skills, which in return will help to strengthen the economy of the people of Nepal and tie a bridge of you & Nepal.

At last, thanks to all well-wisher and employers worldwide. Quality International Overseas Consultancy Company Pvt. Ltd. is all set to serve you with even better deliveries. Thanks as well for giving time to understand us.

With Warm Regards,

Lila Bdr. Pandey (Madhav)
Managing Director

MESSAGE FORM **MARKEING DIRECTOR**



Dear Valued Clients,

It gives us immense pleasure to introduce Quality International Overseas Consultancy Company Pvt. Ltd. as a reliable overseas employment agency duly registered with the Ministry of Labour in Nepal.

“Service for quality and satisfaction” is our motto. Keeping unemployment crisis and need of clients in mind, we provide the highly qualitative workforce. We never delay to serve and satisfy our customers and job seekers. Our dynamic and dedicated team has enabled thousands of job seekers from Nepal to get jobs abroad. According to the requirements of the various companies around the world, we are fully dedicated to provide a complete human resource.

We are thankful to those reliable and esteemed employers and customers for providing us opportunity to serve them and enabling us to make an attempt for our better positions. We would like to invite you to our office and give us a chance to serve you with our excellent and prompt services with that extra touch, which you will find to your full satisfaction.

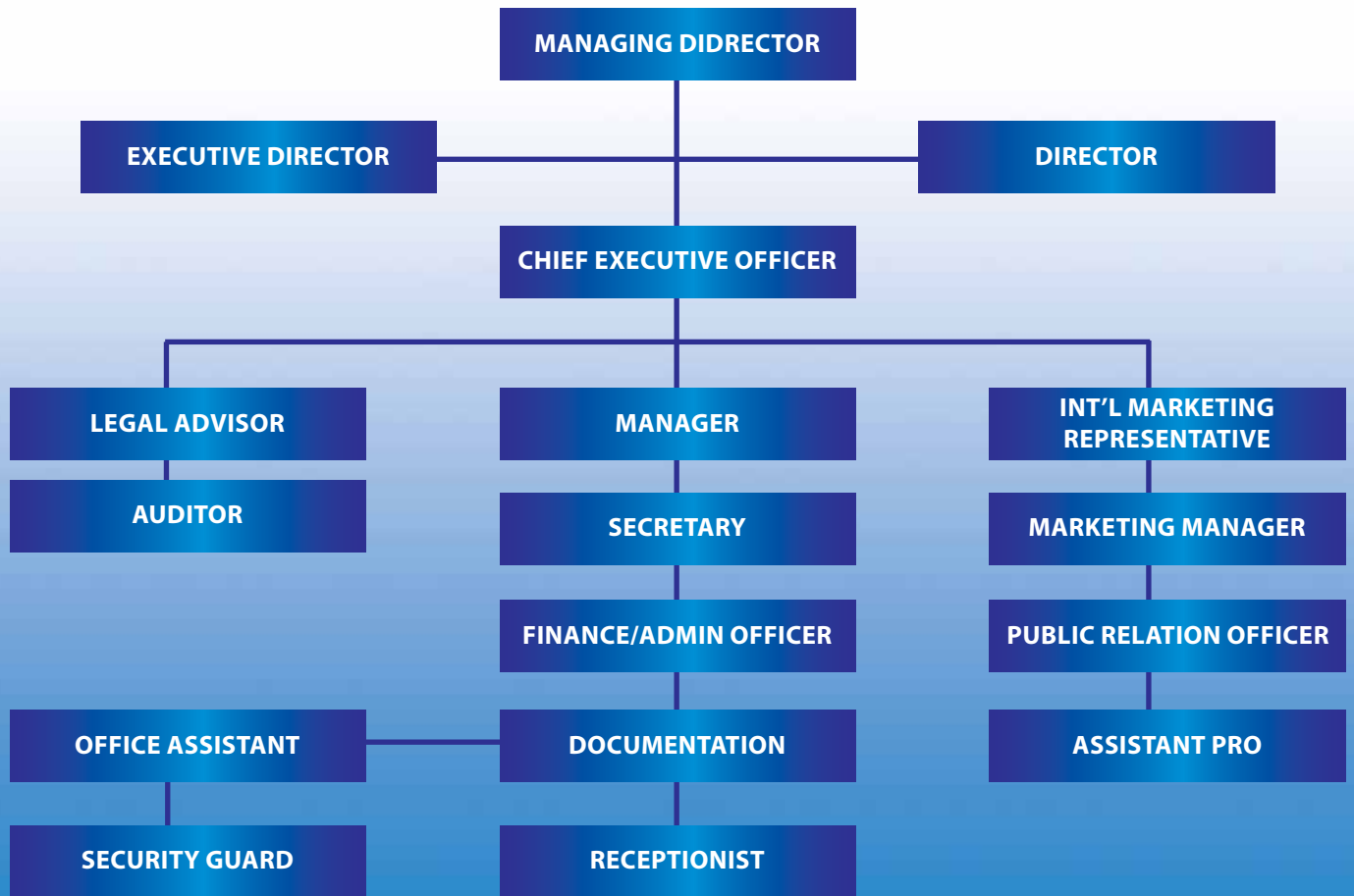
We look forward to have ever lasting business relationship.

Thank You,

Mr.Raaz
Marketing Director



ORGANIZATION STRUCTURE



OUR VISION

The supreme vision of our company is the fulfill the need of our clients seeking for “Right People for Right Job at Right Time” Keeping this time continuously endeavor to get candidate with high potential to our esteemed clients. We are stepping forward with the vision of being the international standard service provider in the field of human resources and to be the most preferred recruitment agency in the eyes of both clients and candidates.



OUR MISSION

We believe that, in order to achieve success in business having the best groups of employees is mandatory. We find happiness is receiving the credit for our client’s success. Our team of professionals are entirely devoted in the mission to provide widely competitive human resources to our clients. So that they can acquire qualified workforce on their organization. Our key mission is to discover those talents from our vast and wide network and deliver Right Candidate to Right Company on Right Time



OUR OBJECTIVES

Quality International Overseas Consultancy Company Pvt. Ltd. thrives from providing a fair and ethical work guarantee for all its recruited workers & also guarantees that the Employer company get the right workers at right time. Our aggressive expansion plan provides opportunities at all levels, supported by extensive training programs and continuous development to prepare our employees to jump to new opportunities. Our assets are our people and improving their livelihood by earning something in the abroad is our prime motto. This has the positive impact to the Employer companies of those destinations who get right workers to meet their expectation

01

Understand the recruitment goal with consultation with HR of the company/ agency. Your focus is our focus.

06

We learn from you to help you. Feedback is very necessary to us to evaluate ourselves and grow.

02

Share the plan of actions with the HR of the company/agency to ensure the plan-of-action is appropriate.

07

We believe on "WALK TO WALK THAN TALK TO TALK". We concentrate on issues and services than to empty promises.

03

Listen feedback from the HR of the company/agency and commodate the feedback into plan-of-actions to meet the goal

08

Always available when there is any problem. Physically present at the site to resolve the problem. when it is necessary.

04

Provides timely and appropriate communication on work progress.

09

We serve a role of a MENTOR and we expect you as our MENTOR .

05

Available 24/7 to perform duty (sounds not practical. but this is what it is).

10

WE ARE NOT PERFECT. We believe that there is no perfection at all. It is always a learning. We learn to give our best .

TRACK RECORD

1. On-Time Deployment And Less Cancellation
2. We plan the mobilization 2 weeks in advance and inform the same to the employer/agency. On-time deployment is our guarantee. We have a good track record of very less cancellation.
3. We have a 5-10 percent of cancellation record in the past.



QUALITY POLICY



- ❖ To provide quality foreign recruitment service with customer satisfaction at the center and continuous improvement of organizational activities.
- ❖ Ensuring compliance with relevant industry specific standards and all statutory, regulatory and legal requirements including RBA and ILO.
- ❖ Enhancing the knowledge and skills of both management team and staff through review and actively pursuing an on-going training policy.

QUALITY OBJECTIVE

- ❖ To provide ethical and professional recruitment service to jobseeker and client.
- ❖ To carry out regular reviews of the QMS in order to monitor compliance and facilitate continual improvement.
- ❖ To implement prompt action in respect of non-conformity, complaint and recommendations.
- ❖ Always prioritize to take immediate action on grievances.

OUR CORE VALUE

01 INNOVATE & IMPROVE
 Innovation opens a window for creativity and high performance. We are committed to our continuous growth & development.

04 TRANSPARENCY
 We maintain total transparency with both recruiter and employee at the time of recruitment.

02 TEAMWORK
 We work as a team. We share knowledge, experience and leverage continuous improvement for learning.

05 POSITIVITY
 We strive to have a positive attitude in all that we do.

03 INTEGRITY
 All individuals are accountable for the highest standards of ethical behaviour. We deliver recruitment services with honesty, transparency, equality and consistency.

06 LAW
 We respect the international laws and the laws of each nation and do our business there adequately.



CODE OF ETHICS

Quality International Overseas Consultancy Company Pvt. Ltd. is an organization committed to providing recruitment service of the highest quality. To do this we recognize the need to operate in a highly ethical framework with a commitment to both corporate and individual responsibility and accountability. The purpose of the Code of Ethics is to instill confidence in the recruitment profession and to help an organization become a better recruiter. We truly believe that we can advance our profession by embracing this Code of Ethics.



1. No Conflict of Interest
2. Confidentiality & Privacy
3. Non-Discrimination
4. Protection of Intellectual Property
5. Anti - Bribery & Corruption
6. Fair Business & Promotion Practices

7. Freely Chosen Employment
8. Anti-human trafficking & slavery
9. No Child Labor
10. Accuracy, Retention of Business Records & Documents
11. Compliance with Laws & Regulations

OUR GUIDING PRINCIPLES



INTEGRITY

We adopt the highest ethical standard of our industry and operate with transparency and trust Integrity.



COMPASSION

We love and care for everyone and tread them as equals. It has a very significant value on how we work.



REALIZATION

We are guided by fact base reality. Hence, realization makes us aware and get experience from the failure.



EXCELLENCE

We always deliver what we promised. We shall never compromise to provide quality service to our client. Through our company commitment to excellence, we strive to meet our customer needs.



COLLABORATION

We believe in team work. We encourage our member to share their knowledge, skill & experience among other staffs



Review

Our deep understanding of the enterprise psyche, coupled with multi-dimensional analytical technique enables us to assess issues and suggest solution approaches in alignment with a global vision. Our experience of more than two decades in the human talent sourcing business has helped us to create powerful tool for assessing the organizational climate, employee attitude, employee morale, motivation and commitment to the organizational goals and advising the corporate world about remedial solutions.

Initial Documentation Process

On receipt of job order request, a consultant is assigned to the portfolio. A set of documents is usually required for overseas recruitment from most countries and in most cases these need to be legalised in the respective embassies. Our consultant will provide the draft set of these documents.

Advertisement

Advertisements are placed in local and regional media, in order to attract the best available candidate. We also place a huge emphasis on online job boards and forums and actively promote all vacancies.

Trade Test

For skilled categories, trade tests are conducted at approved centre.

Prescreening And Forwarding

Our consultant screens them before forwarding it to the client for consideration.

Interview

We will arrange for the candidates to be interviewed as agreed and convenient. Video conferencing, skype and/or telephonic interviews may be arranged as required.

Medical Fitness

Once the candidates are short listed and selected, a reference check may be conducted based on the position recruited for. All selected candidates have to undergo a compulsory medical fitness test.

Employment Agreement

On receipt of appointment letters, required documents for visa application are processed and dispatched to the client. Constant co-ordination is maintained between the client's office and our associates all over our country to ensure that the candidates are mobilised in the shortest possible time. (Screens the short-listed candidates by pre-interview.)

Orientation

Prior to the departure of workers the orientation briefing is organized to make all workers fully aware of the employment company, country's laws and orders, labor laws immigration policy and maintain understanding and cordiality them self and aim of the particular activity of the individual. The Orientation takes special care in briefing them to strictly abide by the guide lines in the field of their employment and direct them to maintain good circumstance and motivate them to their duties/responsibilities.

Travelling Arrangement

In all case, we send all the visa endorsement, passport to the concerned airlines, to confirm the scheduled flight from Nepal to destination country. PTA to any airlines operating from Kathmandu shall be sent after our final confirmation.

Termination Of Employment

In case of any termination of any employee under non performance or disciplinary action Client should provide concrete evidence and termination letter along with exit interview details addressing Quality International Overseas Consultancy Company Pvt. Ltd. and a CC to the Ministry of Labor Nepal.

RECRUITMENT PROCESS



1

Demand Letter



2

Pre Approval
from Labour Department



3

Advertisement in
Newspaper



4

Manpower Office



5

Pre Interview To Check the workers
qualify for the main interview



6

Final Interview



7

Trade Test



8

Screening of Short Listed
Applicants



9

Medical Check-up



10

Signed Offer Letter



11

VISA Process



12

VISA Receive



13

Insurance



14

Final Labour Approval



15

Final Counselling and Pre-
Departure Orientation



16

Documents Handover



17

Departure from Airport



SECURITY GUARDS

- Security Officer
- Security Supervisor
- Ex-British Gurkha Army
- Ex-Indian Gurkha Army
- Ex-Nepalese Army
- Ex-Nepal Police
- Civil Security Guard
- Body Guard
- Watch Man & many more.



BUILDING MAINTENANCE & CONSTRUCTION

- Electricians/Helper
- Plumbers/Helper
- Welder- Electric & Gas
- Steel Fixers/Foremen
- Pipe Fitters/Helper
- Carpenters (Finishing and Shuttering)
- Electronic Technicians/Helper
- Painters (Spray Wall)/Helper
- Scaffolder/Helper
- Mason - Foremen
- Mason - Construction Helpers
- Mason - Brick Layers
- Mason - Tile/Marble Fitters

CATEGORIES WE SUPPLY



VEHICLE/HEAVY EQUIPMENT OPERATOR AUTO MECHANIC AND MAINTENANCE

- Light Vehicle Drivers
- Car/Van/Minibus Drivers
- Heavy Equipment Operators
- Truck/Lorry/Trailer/Forklift Crane Operator
- Motor/ Grader/Dozer
- Backhoe Operator / Roller Operators
- Bulldozer Operator / Scrapper Operator
- Auto Mechanic / Diesel Mechanics
- Heavy Duty Mechanic
- Wireless Technician
- Denter/Painter



HOTEL AND CATERING STAFF

- Manager and Asst. Manager
- Public Relation Officer
- Restaurant Captain
- Cook (Continental, Chinese, Indian and Arabic)
- Asst. Cooks / Waiters / Stewards
- Fast Food Crew
- Food and Beverage Controller
- Food and Beverage Manager
- Bakers / Barman / Kitchen Helpers
- Dishwasher men / Laundrymen
- Pressmen / Janitors/ Housekeepers
- Room makers / Office Boys
- Tea Boys/Bell Boys



MANUFACTURING

- Automotive
- Petrochemical & Associated Products
- Building Products
- Consumer Products
- Forestry Pulp & Paper
- Machinery & Equipment
- Pharmaceuticals
- Industrial Products / Defense





HOSPITAL STAFF GROUP

- Doctor: Gynecology (Surgeon); MRCOG
- Doctor: Physician (General); MD
- Doctor: Surgeon; MD
- Doctor: Gynecology; MS
- Doctor: Urology; MS
- Doctor: Skin (Skin & UD); MD
- Doctor: Nephrology; MD
- RN Nurses (General Ward) - Diploma
- RN Nurses (Midwifery Gynecology) - Diploma
- RN Nurses (ICU) - Diploma
- RN Nurses (Surgery/ Operation Theatre) - Diploma
- Asst. Nurses (Cleaners) Male - Diploma
- Asst. Nurses (Cleaners) Female - Diploma
- Technician Lab - Diploma
- X-ray Technician - Diploma



AIR CONDITIONING (WINDOW TYPE, SPLIT LEVEL & CENTRAL UNIT)

- HVAC Engineers
- HVAC Foreman
- HVAC Supervisors
- HVAC Technicians



GARMENTS AND TEXTILE

- Production Managers
- Supervisors/ Pattern Makers
- Cutting Masters/ Tailors
- Checkers/ Helpers



INFORMATION TECHNOLOGY

- Computer Engineer
- System Administrator
- Software Engineers
- Programmers
- System Analysts
- Network Administrators
- Data Entry Operators
- Computer Operators
- Computer Technicians
- Database Operators
- Data Entry Clerks

CATEGORIES WE SUPPLY



ENGINEERING

- Electrical Engineer
- Mechanical Engineer
- Electronic Engineer
- Civil Engineer



AGRICULTURAL & FARMING GROUP

- Engineer Landscaping
- Engineer Irrigation / Supervisors
- Foremen / Gardeners / Farmers



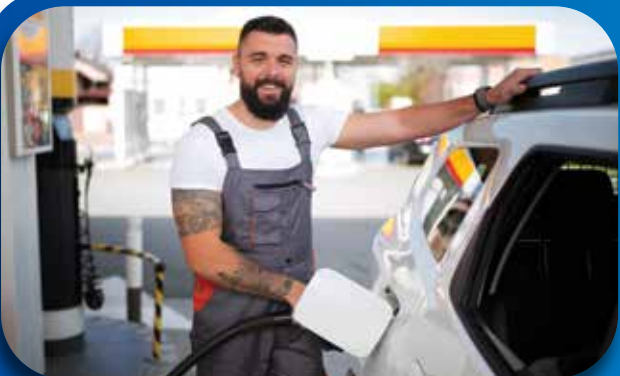
OFFICE PERSONNEL MANAGEMENT

- Office Manager/Asst. Manager
- Manager - Marketing, Sales, Admin.
- Accountants, Cashiers
- Secretaries, Storekeeper, Purchasers
- Clerks, Typists, Data Entry Operators



SUPER MARKET

- Salesman
- Check out Cashier
- Trolley Boys
- Shelves/ Rack Organizers
- Cleaners/Stockers/Merchandiser



OIL AND GAS

- Piping Workers/ HSE Workers
- Instrumental Worker
- Electrical Workers/ Off Shore Workers
- Engineers/ Project Managers
- Service Workers/ Mechanical Workers.



REQUIRED DOCUMENTS

Requirements of documents from workers seeking employment vary from one country to another. Requirement of documents also depend on whether the embassy of the manpower importing country has a diplomatic mission in Nepal or not. Basically, we demand two types of documents before making a final decision for sending workers overseas. We follow the standard government provisions to avoid unnecessary hassles to the workers.

Principle Documents:

1. Demand Letter
2. Power of Attorney
3. Employment Contract
4. Service Agreement between Company & our Company
5. Guarantee Letter

Demand Letter

Addressed to authorizing Quality International Overseas Consultancy Company Pvt. Ltd. (Lic. No. 449/060/061) Kathmandu, Nepal mentioning the number of workers required in each categories with salary, duty hour, food, accommodation & other benefits to workers.

Power of Attorney

Addressed to authorizing Quality International Overseas Consultancy Company Pvt. Ltd. (Lic. No. 449/060/061) Kathmandu, Nepal to be true and lawful attorney and agent of Nepal.

Service Agreement

Employing Company should provide us service agreement between company and recruitment agency in Nepal.

Employment Contract

One copy each signed and Sealed by the employer & employee.

Guarantee Letter

Signed and stamped copy by the employer company should be mention that not to be deploy to other countries for work purpose.

For The Kingdom of Saudi Arab

Following additional Documents are essential for KSA only.
 AUTHORIZATION LETTER/COUNSELOR LETTER
 COMPANY REGISTRATION (CR) COPY
 VISA APPROVAL SLIP (BANK SLIP)

Note: Documents Should be duly sealed by the Ministry of Foreign Affairs, Chamber of Commerce or concerned Government Authority & Nepalese Embassy of the respective country.

DEMAND LETTER

To: _____ (P) Ltd.
 Kathmandu, Nepal

Date: _____
 VISA NO: _____
 VISA DATE: _____

Demand Letter

I/We in request you to send and send the below mentioned categories of workers on behalf of M/S COMPANY NAME at given terms and conditions:

Slr	Category	Qty	Salary
01	Contract	2 years, renewable	
02	Period of Employment	2 years, renewable	
03	Place of Employment	Domestic/Overseas	
04	Service Charge	Domestic/Overseas	
05	Visa Approval	Domestic/Overseas	
06	Working Hours	Domestic/Overseas	
07	Over Time	Domestic/Overseas	
08	Probation Period	Domestic/Overseas	
09	Recruitment Process	Domestic/Overseas	
10	Accommodation	Domestic/Overseas	
11	Water & Electricity	Domestic/Overseas	
12	Food	Domestic/Overseas	
13	Medical Insurance	Domestic/Overseas	
14	Uniforms, Travel and Shave	Domestic/Overseas	
15	Domestic/Overseas	Domestic/Overseas	
16	Other Terms & Conditions	Domestic/Overseas	

Yours truly,
 For M/S COMPANY NAME

POWER OF ATTORNEY

VISA NO: _____
 Date: _____
 VISA DATE: _____

Power of Attorney

We M/S COMPANY NAME a company organized under the laws of State of (Name of the Country), do hereby nominate, constitute and appoint:

To: _____ (P) Ltd.
 Kathmandu, Nepal

To be our true and lawful attorney and agents in respect of handling all the affairs connected to our business in the country of (Name of the Country) employees, completion of immigration formalities etc, with the Minister of Employment, Government of Nepal and to sign all necessary documents required by the said office in connection with the recruitment of persons for service with said company.

We also authorize our agents to negotiate with the Ministry of Labour in cases where the Ministry considers the salaries offered to be lower than the minimum permitted.

This Authorization is valid for two (2) year from date of issue.

For M/S COMPANY NAME

EMPLOYMENT CONTRACT

Date: _____

Employment Contract

This agreement is made and entered into by _____ of _____ M/S COMPANY NAME (hereinafter called the company or FIRST PARTY) & _____ (Name of the worker) (hereinafter called the worker or SECOND PARTY) in this capacity as the Second Party hereby agree the following terms and conditions:

The worker hereby consent to work with the First Party _____ with the gross salary of _____ per month. The terms and conditions of the contract are as follows:

01	Contract	2 years, renewable
02	Period of Employment	2 years, renewable
03	Place of Employment	Domestic/Overseas
04	Air Passage	Domestic/Overseas
05	Service Charge	Domestic/Overseas
06	Visa Approval	Domestic/Overseas
07	Working Hours	Domestic/Overseas
08	Over Time	Domestic/Overseas
09	Probation Period	Domestic/Overseas
10	Accommodation	Domestic/Overseas
11	Water & Electricity	Domestic/Overseas
12	Food	Domestic/Overseas
13	Medical Insurance	Domestic/Overseas
14	Uniforms, Travel and Shave	Domestic/Overseas
15	Domestic/Overseas	Domestic/Overseas
16	Other Terms & Conditions	Domestic/Overseas

First Party/Second Party
 For M/S COMPANY NAME

SERVICE AGREEMENT

Date: _____

Service Agreement

This agreement has been made M/S COMPANY NAME (hereinafter called the FIRST PARTY) & _____ (Name of the worker) (hereinafter called the SECOND PARTY) in this capacity as the Second Party hereby agree the following terms and conditions:

The worker hereby consent to work with the First Party _____ with the gross salary of _____ per month. The terms and conditions of the contract are as follows:

1. That the SECOND PARTY will make of the arrangement to recruit manpower from Nepal to work in the country of (Name of the Country) on the basis of the contract.
2. FIRST PARTY will not give any service charge to SECOND PARTY.
3. FIRST PARTY will not give any service charge to SECOND PARTY.
4. SECOND PARTY will not give any service charge to SECOND PARTY.
5. SECOND PARTY will not give any service charge to SECOND PARTY.
6. SECOND PARTY will not give any service charge to SECOND PARTY.
7. SECOND PARTY will not give any service charge to SECOND PARTY.
8. SECOND PARTY will not give any service charge to SECOND PARTY.
9. SECOND PARTY will not give any service charge to SECOND PARTY.
10. SECOND PARTY will not give any service charge to SECOND PARTY.

The First Party and the Second Party certify that they have read the agreement and that they have understood the terms and conditions together with its application in witness whereof they have signed the necessary papers.

For M/S COMPANY NAME

GUARANTEE LETTER

Date: _____

Guarantee Letter

Dear Sir,

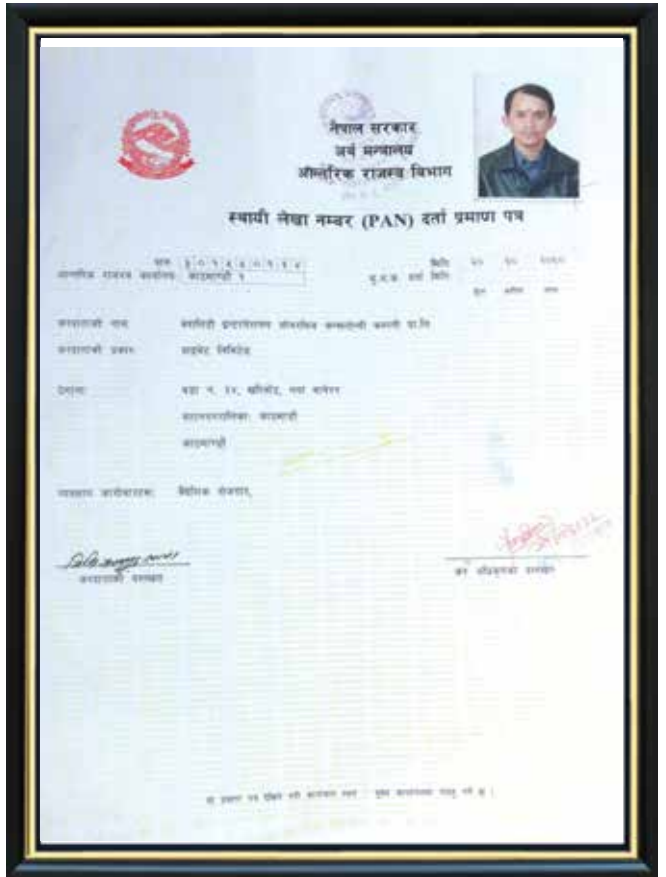
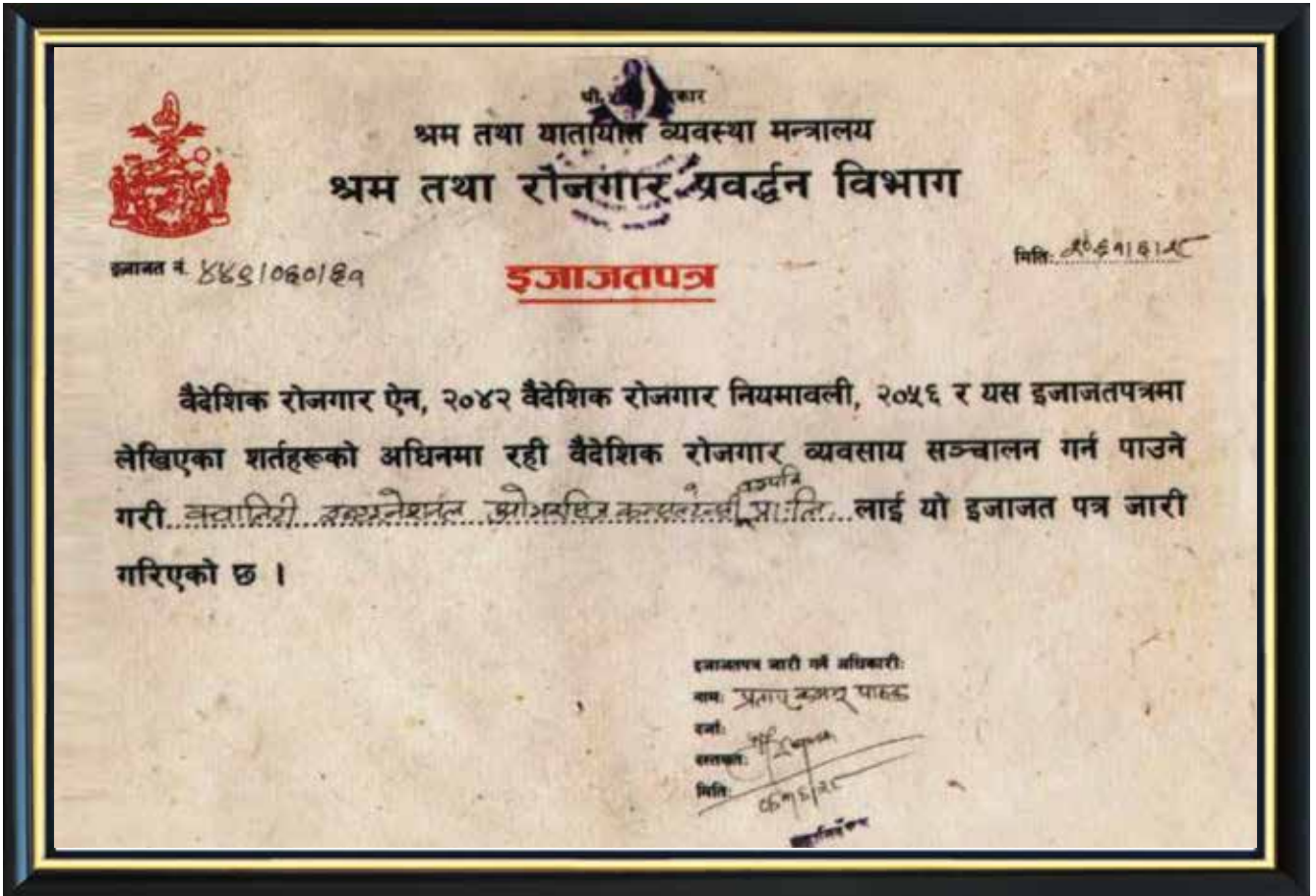
We hereby confirm to recruit Nepal workers (as per demand letter) through:

To: _____ (P) Ltd.
 Kathmandu, Nepal

We shall guarantee you for these recruited workers who will not be transferred to any other company besides our company as they will be working with us according to company's agreement if at:

Yours truly,
 For M/S COMPANY NAME

1. The FIRST PARTY shall issue the Demand letter to the SECOND PARTY mentioning the number of workers required and the categories, salary and other service conditions , along with Power of Attorney, Guarantee Letter, Inter Party Agreement and Employment Contract (authorizing the SECOND PARTY) to recruit workers from Nepal on behalf of the FIRST PARTY. Demand Letter and Power of Attorney should be attested by the Chamber of Commerce and industry of the employing country, Foreign Ministry and The Nepalese Embassy.
2. Both parties herein shall obtain the approval of the respective governments to source, recruit and supply the workers as per the rules and regulations of both countries in regard to the conditions necessary to source and oursource.
3. The SECOND PARTY shall be responsible for short-listing of qualified candidates according to their trade qualifications and experiences in conformity with the FIRST PARTY'S requirements. The SECOND PARTY should notify the FIRST PARTY of such short listed, qualified candidates who are ready for final Interview and selection.
4. The FIRST PARTY has the right to either send his representative or give the SECOND PARTY the right to select process and send such qualified workers at the SECOND PARTY'S full guarantee.
5. The workers will be interviewed, tested and selected by representative of the employer or by SECOND PARTY on his behalf. The FIRST PARTY agrees to advise to the SECOND PARTY of its final list of the personnel selected through written consent and the desired mobilization date on the respective site.
6. The SECOND PARTY shall assist the workers in matters relating to Nepal immigration and government formalities, medical tests and Visa stamping from the relevant embassy where required and all other relevant approvals.
7. The SECOND PARTY shall at his own expenses provide airport assistance to the departing selected workers and inform the FIRST PARTY of their arrival details by any means of communication written consent or telephonic confirmation to receive them on arrival by the FIRST PARTY.
8. The FIRST PARTY will be responsible for receiving the workers at the airport.
9. The earning of the workers per month and other service conditions shall be as per the attached demand letter and contract document against each category. The FIRST PARTY should clearly inform the SECOND PARTY about the salary and any other deduction as Tax etc being paid by the employer and SECOND PARTY in turn should clearly inform the candidates accordingly, prior to mobilization.
10. Within the three (3) months probation period from the commencement of employment, if the employer finds the selected worker to be unfit, unqualified to continue the employment, refuse to work, failed the medical tests upon arrival or considered as a security threat, the EMPLOYER may replace the worker. The replacement of the unqualified worker shall be done by the SECOND PARTY at maximum of a month from the termination. All expenses incurred there shall be borne by the SECOND PARTY.
11. Arrival of the selected workers will be within one month upon issuing their visas. For any delay rather than this period, the visas will be cancelled and the SECOND PARTY will shoulder all the governmental expenses for replacement.
12. FIRST PARTY has to compensate the worker on their own expenditure if the worker will not get all facilities as per Employment Contract and the company collapse before contract periods.
13. The FIRST PARTY agrees to bear the compensation in case of death or injury of the workers and also agrees to bear the cost of transport of dead body to Nepal as per the labors law of country concerned.







Nepal, officially the Federal Democratic Republic of Nepal, is a landlocked sovereign state located in South Asia. Nepal is situated within latitude 26*22' N to 30*27N and longitude 80*4E to 88*12' E. with an area of 147,181 square kilometers (56,827 sq Its Shape is roughly rectangular about 885km long East to West and about 200km wide North to South and occupies 0.3 and 0.03% of land area of Asia and the world respectively. Population of Nepal is approximately 27 million (and nearly 2 million absentee workers living abroad), Nepal is the world's 93rd largest country by land mass and the 41st most populous country. It is located in the Himalayas and bordered to the north by the People's Republic of china, and to the south, east and west by the Republic of India state of Uttarakhand, Uttar Pradesh, Bihar, West Bengal, and Sikkim border Nepal, while across the Himalayas lies the Tibetan Autonomous Region. Nepal is separated from Bangladesh by the narrow Indian Siliguri corridor. Kathmandu is the nation's capital and largest metropolis.

Despite Nepal's rich cultural heritage, immense natural beauty, divers flora and fauna, fabulous history, statuesque religious shrines and images, magnificent art and architecture, colorful and heterogeneous people that offer a wide array of disciplines, Nepal is recognized in the world primary for three things: Nepal is recognized in the world primarily for three things:

- ☑ As a land of Mt. Everest
- ☑ Birthplace of Gautam Buddha, apostle of peace
- ☑ Land of the brave Gurkhas

Nepalese are considered as the most hard working, efficient and loyal workers in the world. They combine Through skill and knowledge with sheer diligence. They are the most mobile workforce in the world. Due to the low pay scales in Nepal, they come at reasonable and very affordable salaries. It is for their mental as well as psychological proves that they are found in all corners of the world engaged in some productive activity.



QUALITY INTERNATIONAL OVERSEAS CONSULTANCY COMPANY PVT. LTD.

Sinamangal-9, Kathmandu, Nepal, Tel: +977-1-5906456, +977-9766890398

Email: info@qualityintloverseas.com, qualityintloverseas@gmail.com

Web: www.qualityintloverseas.com