

PREDLOG UGOVORA O RADU / EMPLOYMENT CONTRACT PROPOSAL

Na osnovu čl. 30. i 33. Zakona o radu ("Sl. Glasnik RS", br. 24/2005, 61/2005, 54/2009, 32/2013, 75/2014, 13/2017-OUS, 113/2017 i 95/2018-Autentično tumačenje), ugovarači:

POSLODAVAC: Workers United DOO, sa sedištem u opštini: Beograd, ul. Bulevar Kralja Aleksandra 100, matični broj: 21987654, PIB: 112233445, koga zastupa direktor Borivoje Petrovic.

ZAPOSLENI: Ram Bahadur Tamang, državljanin Nepala, rođen 15.05.1990. godine, broj pasoša PA1234567, izdat od strane MOFA, DEPARTMENT OF PASSPORTS

Zaključuju u Beograd, dana 15.03.2026. godine sledeći

Član 1 — Uslovi potrebni za radno mesto

- 1.1. Poslodavac zasniva radni odnos sa zaposlenim na radnom mestu: Pomoćni radnik u građevinarstvu.
- 1.2. Zaposleni je lice bez stručne spreme.
- 1.3. U skladu sa opštim aktom Poslodavca za navedeno radno mesto se ne zahteva posebna stručna sprema. Dodatni uslov: poželjno poznavanje engleskog jezika — početni nivo.

Član 2 — Naziv i opis poslova

- 2.1. Zaposleni će obavljati poslove na radnom mestu – Pomoćni radnik u građevinarstvu.
- 2.2. Opis poslova:
 - Utovar i istovar građevinskog materijala
 - Čišćenje i priprema gradilišta
 - Pomoć kvalifikovanim radnicima

Član 3 — Mesto rada

- 3.1. Zaposleni će obavljati poslove na teritoriji Beograd, a po potrebi poslodavca na teritoriji cele Srbije.

Član 4 — Vreme trajanja ugovora i datum stupanja na rad

- 4.1. Zaposleni zasniva radni odnos na određeno vreme, počev od 01.04.2026. godine do 01.04.2027. godine.
- 4.2. Zaposleni zasniva radni odnos na određeno vreme zbog ograničenog trajanja radne dozvole za zapošljavanje.
- 4.3. Zaposleni je dužan da stupi na rad danom dobijanja radne dozvole od strane nadležnog organa Republike Srbije.
- 4.4. Poslodavac se obavezuje da, najkasnije pre stupanja zaposlenog na rad, podnese sve propisane prijave na obavezno socijalno osiguranje i da blagovremeno uplaćuje doprinose u skladu sa zakonom.

Član 5 — Radno vreme

- 5.1. Zaposleni zasniva radni odnos sa punim radnim vremenom, u trajanju od 8 časova dnevno i 40 časova nedeljno.
- 5.2. O promeni radnog vremena poslodavac će zaposlenog obavestiti najmanje pet dana pre promene.

Pursuant to article 30 and article 33 of the Employment Act ("Off. Herald of RS", Nos. 24/2005, 61/2005, 54/2009, 32/2013, 75/2014, 13/2017-Derision of the CC, 113/2017 and 95/2018-authentic interpretation), contracting parties:

EMPLOYER: Workers United DOO, seated in Beograd municipality, Bulevar Kralja Aleksandra 100 street, registration No: 21987654, Tax identification No: 112233445, represented by director Borivoje Petrovic.

EMPLOYEE: Ram Bahadur Tamang, citizen of Nepalese, born 15.05.1990., passport no: PA1234567, issued by MOFA, DEPARTMENT OF PASSPORTS

Concluded in Beograd, on 15.03.2026. following

Article 1 — Conditions needed for the job position

- 1.1. The employer establishes the employment relationship with the employee for the position: Pomoćni radnik u građevinarstvu.
- 1.2. The employee has no professional qualifications.
- 1.3. Pursuant to general act of the Employer, no particular professional qualifications are required for the above mentioned position. Additional requirement: Desirable english language competency - beginner level.

Article 2 — Name and Description of Jobs

- 2.1. The employee shall work on a job position of Pomoćni radnik u građevinarstvu.
- 2.2. Job Description for:
 - Loading and unloading construction materials
 - Cleaning and preparing the construction site
 - Assisting qualified workers

Article 3 — Place of work

- 3.1. The employee will perform tasks in the territory of the City of Beograd, and if necessary by the employer, in the territory of the whole of Serbia.

Article 4 — Term of the Contract and Date of Commencement of work

- 4.1. The employee establishes the employment relationship for a definite period of time starting on the 01.04.2026. up to the 01.04.2027..
- 4.2. The employee establishes the employment relationship for a definite period of time due to time-limited work permit for employment.
- 4.3. The employee is hereby bound to commence his work duties on the day of the starting date of his work permit issued by competent authority of the Republic of Serbia.
- 4.4. The employer is obliged to, at the latest prior to the moment of the employee's commencement of work, file a required application for mandatory social insurance and pay contributions in conformity with law.

Article 5 — Working Hours

- 5.1. The employee establishes the employment relationship with full-time working hours that is 8 hours per day and 40 hours per week.

5.3. Zaposleni prihvata da u toku rada bude raspoređen u slučaju potrebe procesa rada i organizacije rada, na svako radno mesto koje odgovara njegovoj stručnoj spremi.

Član 6 — Naknada za rad - Zarada

6.1. Zaposlenom se utvrđuje zarada za poslove koje obavlja, koja ne može biti manja od minimalne zarade i to zarada zaposlenog utvrđena je u skladu sa zakonom u iznosu od RSD 55.000,00 neto mesečno, uvećano za pripadajuće poreze i doprinose.

6.2. Zaposleni ima pravo na isplatu toplog obroka i pravo na isplatu regresa u skladu sa odlukom direktora.

6.3. Po osnovu radnog učinka, zarada može da se uveća odnosno umanji po oceni poslodavca. Zarada se isplaćuje u celosti do petog u tekućem mesecu za prethodni mesec.

Član 7 — Odmori i odsustva

7.1. Zaposleni ima pravo na godišnji odmor za svaku kalendarsku godinu u trajanju od najmanje 20 radnih dana.

7.2. Zaposleni ima pravo na dvanaestinu godišnjeg odmora za svakih mesec dana rada u kalendarskoj godini u kojoj je prvi put zasnovao radni odnos ili u kojoj mu prestaje radni odnos.

Član 8 — Naknada štete

8.1. Poslodavac je dužan da organizuje rad kojim se obezbeđuje bezbednost, te zaštita života i zdravlja zaposlenog u skladu sa zakonom i drugim propisima. Zaposleni je dužan da se pridržava propisanih mera bezbednosti i zaštite života i zdravlja na radu.

8.2. Zaposleni izjavljuje da nema zdravstvenih ograničenja koja mogu uticati na nesmetano obavljanje poslova predviđenih ovim ugovorom.

8.3. Poslodavac je dužan da zaposlenom nadoknadi štetu koju ovaj pretrpi u slučaju povrede na radu ili u vezi sa radom.

8.4. Zaposleni je odgovoran za štetu koju je, na radu ili u vezi sa radom, namerno ili iz krajnje nepažnje prouzrokovao poslodavcu.

8.5. Postojanje štete, njenu visinu i odgovornost zaposlenog utvrđuje poslodavac na predlog neposrednog rukovodioca koji je dužan da sasluša zaposlenog.

8.6. Poslodavac može, u opravdanim slučajevima delimično (ili potpuno) osloboditi zaposlenog od naknade štete koju je prouzrokovao, osim ako je štetu prouzrokovao namerno. Predlog za oslobađanje od naknade štete može podneti zaposleni.

5.2. The employer is obliged to inform the employee about the changes to the working hours schedule at least five days in advance.

5.3. The employee gives his consent to be assigned to other working duties or position which are in accordance with his qualification if work processes and work organization so require.

Article 6 — Compensation for work - Salary

6.1. The employee is entitled to a salary determined for performing his work duties, which can't be less than minimum wage, as follows: The employee's salary is determined in accordance with law in the amount of RSD 55.000,00 netto per month, increased by the amount of taxes and contributions thereon.

6.2. The employee is entitled to a refund of expenses for food during work and for subsidy for the use of annual leave in accordance with director's decisions.

6.3. Based on work performance, salary can be raised or reduced by the employer's evaluation. Salary is to be paid in full amount by the fifth of the current month for the previous month.

Article 7 — Vacations and Leaves

7.1. The employee is entitled to annual leave in the duration of no less than 20 work days for every calendar year.

7.2. The employee is entitled to a twelfth of the annual leave for every working month in a calendar year in which he establishes the employment relationship for the first time or in which the employment relationship is terminated.

Article 8 — Tort liability

8.1. The employer is obliged to organize work in such way that it secures safety and protection of life and health in conformity with the law and other regulations. Employee is obliged to respect regulations on safety and protection of life and health at work.

8.2. The employee hereby states that they have no health disabilities which may affect their capability to perform their agreed work duties without difficulties.

8.3. The employer is obliged to pay to the employee a compensation of damage sustained due to an injury sustained at work or related to work.

8.4. The Employee is liable for the damage he causes to the employer, at work or in relation to work, with intent or by gross negligence.

8.5. Damage existence, its' amount and the employee's liability is determined by the employer upon receiving the proposal of immediate supervisor, who is obliged to hear out the employee.

8.6. The employer can, due to justifiable reasons, partially (or fully) relieve the employee of compensation for damage caused, unless the damage was caused intentionally. The employee can file a proposal for excused from liability for the damage caused.

Član 9 — Otkaz ugovora

9.1. Svaka od ugovornih strana može otkazati ovaj ugovor, pod uslovima, u slučajevima i procedure utvrđenim zakonom, opštim aktom i ugovorom o radu.

9.2. Otkazom ugovora o radu u saglasnosti sa zakonom, prestaje radni odnos zaposlenog.

9.3. Poslodavac može zaposlenom da otkáže ugovor o radu ako za to postoji opravdani razlog koji se odnosi na radnu sposobnost zaposlenog i njegovo ponašanje.

9.4. Poslodavac može da otkáže ugovor o radu zaposlenom koji svojom krivicom učini povredu radne obaveze.

9.5. Poslodavac može da otkáže ugovor o radu zaposlenom koji ne poštuje radnu disciplinu.

9.6. Zaposlenom može da prestane radni odnos ako zato postoji opravdan razlog koji se odnosi na potrebe poslodavca i to: ako usled tehnoloških, ekonomskih ili organizacionih promena prestane potreba za obavljanjem određenog posla ili dođe do smanjenja obima posla; ako odbije zaključenje aneksa ugovora u smislu člana 171. stav 1. tač. 1-5) ovog Zakona o radu.

9.7. Ugovor o radu je moguće raskinuti i sporazumom ugovornih strana, u kom slučaju sporazumom regulišu međusobna prava i obaveze, u skladu sa zakonom, opštim aktom i ugovorom o radu.

Član 10 — Završne odredbe

10.1. Zaposleni i poslodavac prihvataju da se na sva prava, obaveze i odgovornosti koja nisu utvrđena ovim ugovorom, primenjuju odgovarajuće odredbe zakona i opšteg akta.

10.2. U slučaju spora po ovom ugovoru koji se ne može rešiti dogovorom ugovornih strana, odgovorna je nadležnost Osnovnog suda u Beogradu.

10.3. Ugovorne strane saglasno konstatuju da su pročitale i razumele odredbe ovog ugovora i da prihvataju iste, to potvrđuju svojim potpisima na ovom ugovoru.

10.4. U slučaju jezičkih nedoumica, važeća je verzija ugovora na srpskom jeziku.

10.5. Ovaj ugovor je sačinjen u 4 primerka, od kojih zaposleni zadržava 1 primerak, a poslodavac 3 primerka.

Article 9 — Termination of Employment Contract

9.1. Each of the contracting parties can cancel this contract, under conditions, in cases and following procedures as determined by law, by law and employment contract.

9.2. By cancellation of employment contract in accordance with the law, the employment relationship is terminated.

9.3. The employer may cancel the employment contract for just cause which relates to employee's work ability and his conduct.

9.4. The employer may cancel the employment contract of the employee who on his own fault commits a breach of a work duty.

9.5. The employer may cancel the employment contract of an employee who does not respect the work discipline.

9.6. The employee's employment relationship may be terminated if there is a valid reason relating to the employer's needs, as follows: 1) If as a result of technological, economic or organizational changes, the need to perform a specific job ceases, or there is a decrease in workload; 2) If they refuse to conclude the annex of the contract in terms of Article 171, paragraph 1, items 1-5) of Employment Act.

9.7. Employment contract is cancellable by an agreement between contracting parties, in which case mutual rights and obligations are regulated by the agreement in accordance with the law, the by law and employment contract.

Article 10 — Final provisions

10.1. The employee and the employer accept that the relevant provisions of the law and by law apply to the rights, obligations and responsibilities which were not specified by the employment contract.

10.2. Any dispute between the parties in connection with this contract, unless it can be resolved internally, shall be resolved by Basic Court in Belgrade.

10.3. Contracting parties hereby declare that they have read, understood and agreed to the terms and conditions set in this contract which they confirm by their signature.

10.4. In the event of any linguistic doubts, the Serbian version of this contract shall prevail.

10.5. This contract is made in four identical copies of which the employee keeps one and the employer keeps three.

Za poslodavca / for Employer

Borivoje Petrovic

(potpis / signature)

Zaposleni / Employee

Ram Bahadur Tamang

(potpis / signature)