

Dear Contact Officer,

I am a permanent employee at the Government of Nepal (Employee ID 204016). I work at the government duly obliging/obeying the rules set for bureaucracy of Nepal. These rules are Civil Service Rules, 2050 (1993) and Civil Service Act, 2049.

The eligibility for any employee for Provident Fund and pension are mentioned in these documents.

Under Chapter 5, Clause 31, of Civil Service Act, 2049, regarding provident fund, it is written that:

"Deposit of contribution to Employee Provident Fund: An amount at the rate of Ten per cent of the monthly salary of the civil employee shall be deducted, and Government of Nepal shall, adding the amount of One Hundred percent thereof to such amount, deposit the total amount in the Employee Provident Fund."

Under Chapter 6 of the Civil Service Act, 2049, the provisions for Pension, Retirement, and Gratuity are written. I would like to quote some of the lines from it,

"Pension: (1) A civil employee who has been in government service for a period of Twenty years or more shall be entitled to a monthly pension at the following rate: ..." Chapter 6, Clause 37 (Page 59).

Furthermore, Clause 36 mentions about Gratuity. (An employee is eligible for gratuity if he/she serves for more than 5 years and leaves the job before completion of 20 years of service period. My previous job verification letter stated "Pension applicable" since I am eligible for pension if I were to continue my job for 20 years and more. If not, I would be eligible for gratuity. Again, quoting the lines,

"Gratuity: (1) If any civil employee, who has served for Five years or more but has not completed the period required for pension, re-enters or leaves service by government resignation accepted or is removed from the post without being disqualified for government service in the future, he/she shall receive gratuity at the following rate: (a) In the case of the civil employee who has served from Five years to Ten years, Half the last month's salary for each year of his/her service, ..." Chapter 6, Clause 36 (Page 58).

Since these rules are guiding principles for all the civil service personnel, I could not find anyone to verify and attest them as they all take it as an obvious thing.

I am attaching these books here. The books can also be found in Government of Nepal Websites (most of these are in Nepali version, and some have English versions.) I am putting some official links to the books.

Please find the provident fund document attached with my application as requested. I will be happy to answer future queries.

Official Links:

Civil Service Act: <http://www.ilo.org/dyn/travail/docs/580/Civil%2520Service%2520Act.pdf>

Civil Service Rules: <https://www.lawcommission.gov.np/en/wp-content/uploads/2018/09/civil-service-rules-2050-1993.pdf>

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