Survey questions

1. Please describe the scope of your operations and supply chains in Qatar, including whether you or your projects will be increasing the rate of recruitment in Qatar ahead of the World Cup and/or across the Gulf, by how much and in what timeframe.

   Scope of operations and supply chain
   Radisson Blu Hotel Doha provides Accommodations / Recreational & Leisure facilities / Services of Food & Beverage.
   We planned to increase the recruitment of extra manpower from local and overseas as follows;
   Permanent recruits = 150 (overseas)
   During the Month of June 2022 to October 2022

   Temporary recruits = 250 (overseas & local)
   During the Month of July 2022 to October 2022

2. Does your company have a publicly-available policy which requires that no worker in its operations or supply chains should pay for a job, and that the costs of recruitment (i.e., recruitment fees and related costs) should be borne by the employer ("Employer Pays Principle")? Yes/~~No.~~

   If yes, please provide link to the policy.

   i. SOP - Reimbursement of Recruitment Fees - Appendix I
   ii. Rec. Agreements - Doha International Consultancy - Appendix II
   - Wahaa Manpower Supplier - Same contents as above
   - Skilled Manpower - Same contents as above
   iii. Posters in the venue of the interview. - Appendix III
   iv. Advertisements - - Appendix iv

3. Please complete the below table with information on the recruitment agencies and labour suppliers used by yourself and business partners in Qatar since 2020. If you no longer use a particular agency or supply, please state why the contract/ business association was ended.

Recruitment agency/ labour supplier	**Country of HQ**	**Nature of work**	**Total no. people (disaggregated by gender)**	**Main nationalities**	**Reason for ending contract (if any)**
Doha Int. Consultancy	Qatar	Recruitment	Male -09 Female -04	Filipino / Sri Lankan	N/A
Wahaa Manpower Suppliers	Qatar	Recruitment	Male - Nil Female -Nil	Nepalese	N/A
Skilled Manpower	Qatar	Recruitment	Male -Nil Female -Nil	Nepalese	N/A
Urban Hospitality	Qatar	Manpower supply	Male - 13	Nepalese	N/A
Castle Limousine	Qatar	Transport providers	Male - 06	Nepalese / Bangladeshi	Non-compliance with Supreme Committee guidelines

4. Please describe the due diligence process you undertake to ensure that your recruitment standards are applied. In your answer, please address specifically:

RHG hotels raise awareness of – and prevent – forced labor by using the toolkit for responsible recruitment and employment, designed to combat modern slavery. The toolkit is available to all hotels, helping hotel management and HR teams in their endeavors to combat the problem. Our efforts are focused on protecting outsourced labor, which represents a significant part of the workforce in our hotels.

Toolkit elements:

- Recruitment agency due diligence
  Controls the business risk, outlining what due diligence to perform when using recruitment agencies
- Guidance documents
  Advice on promoting ethical recruitment practices with details of how to engage with recruits and team members
- Training
  Educates team members to increase awareness, mitigate risks and give guidance on due diligence processes
- Self-assessment questionnaire
  Helps to identify potential gaps and human rights vulnerabilities in our hotel business processes and to pinpoint the vulnerabilities of third-party intermediaries
- Worker interviews
  Helps to highlight possible cases of abuse or recruiter-induced human trafficking
- Team member awareness
  Back of house engagement tools
- Remediation plan
  Provides guidance on what actions to take when certain risks are identified

In 2021, the toolkit for responsible recruitment and employment was reviewed by the UN International Organization of Migration and new recommendations were implemented.

a) Whether you carry out due diligence on recruitment agents in sending countries? Yes/~~No~~. If yes, please provide details.
   As mentioned in our Recruitment Agreements,
   i. We ensure that the agents do not confiscate or retain candidates' passports or any other documents.
   ii. We make sure that agencies are not charging any fee from the candidates.
   iii. We make sure that the Notice of "No Recruitment or Processing Fee shall be charged" is displayed in a prominent place at the time of interviews.
   iv. We make sure that Sub Agents are not involved.

b) Do you take proactive steps to prevent fee prevention? For example, do you pay recruitment fees direct to agents to ensure workers do not pay? If yes, please provide details.
   Please refer to the payment clause of the recruitment agreement of the Agents.

6. The SECOND PARTY agrees to pay recruitment service fee as per the following schedule.

All candidates recruited locally or from Overseas	One month basic salary

Referred candidate of SECOND PARTY - The SECOND PARTY shall pay US $ 300 per each recruit from Philippines & US $ 200 per each other nationals for SECOND PARTY reference candidates as processing and administrative fees in order to complete the Government formalities for deployment in case of any requirement arises. For referred candidates no service charge will be paid by SECOND PARTY.

c) What % of workers do you interview prior to employment specifically to establish if fees have been paid? (Please provide details of process.)
All candidates will receive a Form "**Acknowledgement**" (**Appendix v**) along with the Offer Letter to be signed and returned to us.
What % of workers do you interview during employment to specifically establish if fees have been paid? (Please provide details of process.)
All new joiners will receive a "**New Starters Check List**" **(Appendix vi**) to be filled in where there are questions to answer whether candidates paid money.

d) Do you monitor the compliance of business partners? Yes/No. If yes, please describe your monitoring process.
N/A

5. How many instances of recruitment fees paid by workers in Qatar has your due diligence process uncovered in 2020, 2021 and to date in 2022, and how much (if any) was paid back to workers during each year. What percentage of your workforce were found to have paid fees in each year?
2020 - 15 staff have paid the agents. They were interviewed and hired prior to conduct the due diligence of Supreme Committee for D & L.
2021 - Two (02) have paid QR.1900/- each (monthly salary) – it was disclosed during the HR orientation. Request them to produce us the payment receipt and paid them back by the Hotel
2022 - 09 new employees were paid back upon receiving the receipt which was paid to their Government Office for an Insurance.
6. After the Qatar World Cup, do you commit to disclosing information on recruitment risks identified during the preparations for and while the tournament was happening, including how many workers were discovered to have paid fees, how much they paid, and how much was paid back within six months of the risks being identified?
Yes

Appendix I

Radisson Blu Hotel Doha	Reimbursement Of Recruitment Fees	Local Standard Operating Procedure
	Author: Mr. Saad Abdoun	Date: April 15, 2021
	Approved: Mr. Gordon Mackenzie	Pages: 1
Department:	Human Resources	SOP Nr. HR 61

PRIMARY OBJECTIVE

The primary objective is to ensure that employees at the time of recruitment are not required to pay any form of recruitment or processing fees to the recruitment agent/sub agent or recruitment agency.

- The recruiting agent is prohibited from charging any recruitment or processing fees from the potential candidates / workers.
- If the employee provides any valid proof of any recruitment/ processing fees paid to the recruiting agent, the employee is entitled to reimburse all fees paid.
- The refund for all fees paid and proved by the employee will be requested from the recruiting agency to be in line with the terms and conditions as stated in the recruitment service contract/agreement.
- Recruitment agencies may be penalized for any violation of the contractual obligations or failure to reimburse any fees charged from the candidates. The extent of the penalty may vary from financial penalties to possible termination of recruitment contracts.

Signature:

Human Resource Manager: _____

General Manager: _____

Appendix II

Memorandum of Agreement

This Memorandum of Agreement (MOA) is being executed into by and between:

DOHA INTERNATIONAL CONSULTING, a HR Consultancy duly organized and existing under and by virtue of the laws of Qatar with CR No: 33203, License No: 165 and postal address at P. O. Box No. 31987 Doha, Qatar hereinafter referred to as the **"FIRST PARTY"**

-And-

RADISSON BLU HOTEL, postal address at P.O. Box 1768, Doha, Qatar and herein referred to as the **"SECOND PARTY".**

Whereas; -

Both Parties have agreed on the following terms and conditions

1. The SECOND PARTY appoints the FIRST PARTY as their agent to recruit professional, skilled/semi-skilled and unskilled employees as per the demand letter.

2. The SECOND PARTY shall organize attestations from the relevant government authorities and embassies of recruitment documents as per the specimen given by the FIRST PARTY if it is required by the hired country with no cost to the FIRST PARTY.

3. The SECOND PARTY shall submit their manpower requirements along with job descriptions and other details to the FIRST PARTY, at least three (3) weeks in advance prior to the agreed interview date.

4. The FIRST PARTY agrees to arrange an interview schedule for the applicants with the SECOND PARTY and its delegates or representative in places on dates as mutually agreed with no cost to FIRST PARTY.

5. The SECOND PARTY shall issue necessary documents such as employment contract, visa duly attested from concerned authorities as well as the recruit(s) airplane ticket/s with no cost to the recruits.

6. The SECOND PARTY agrees to pay recruitment service fee as per the following schedule.

All candidates recruited locally or from Overseas	One month basic salary

Referred candidate of SECOND PARTY - The SECOND PARTY shall pay US $ 300 per each recruit from Philippines & US $ 200 per each other nationals for SECOND PARTY reference candidates as processing and administrative fees in order to complete the Government formalities for deployment in case of any requirement arises. For referred candidates no service charge will be paid by SECOND PARTY.

For Philippines SECOND PARTY agrees to pay mandated insurance fees (US $ 72 – 160) per head based on the amount declared by Philippines labour department when hiring from native country only. This expense is applicable for both referred and direct recruits. This payment shall be settled by SECOND PARTY prior to deployment.

Initialed on behalf of first party: Initialed on behalf of second party:

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Tel:+974 4213131 - Fax:+974 4213355 - P.O.Box: 31987-Doha-Qatar
E-mail:info@dohaconsulting.com Website: www.dohaconsulting.com

DOHA INTERNATIONAL CONSULTING CO. P.O.BOX 31987 DOHA QATAR

فندق راديسون بلو الدوحة
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ص . ب ١٧٦٨ الدوحة - قطر
P.O.Box 1768 - DOHA-QATAR
تليفون : ٤٤٢٨١٤٢٨ - فاكس: ٤٤٤١٠٩٤١

7. The SECOND PARTY agrees to pay for advertisement cost for the FIRST PARTY (if required and agreed in writing by the second party prior to incurring any costs).

8. The FIRST PARTY is responsible for all the requirements that may be required by the SECOND PARTY from the selected applicants such as passport copies, medical certificate and other documents including courier services as may be required.

9. The FIRST PARTY shall provide three (3) months medical and performance guarantee on their hired applicants (except SECOND PARTY referred recruits) to the SECOND PARTY, one time immediate replacement for any unqualified applicant without any recruitment service fees to the SECOND PARTY and the expenses of visa, blood group, medical test, joining & repatriation ticket and residence permit which are to be recovered from applicants by SECOND PARTY as per their company policy. If no suitable replacement is done within a four-week period post the termination/resignation of the hired applicant, the recruitment service fee will be credited to the account of the SECOND PARTY against future requirements in the next twelve (12) months on pro-rata basis as follows. No fees shall be refunded. (No replacement will be given at any stage where the recruit is made redundant).

Period of termination	% of service fee refund
1 - 30 days	80%
31 – 45 days	60%
46 – 60 days	40%
61 – 75 days	20%
76 – 90 days	10%

10. The FIRST PARTY agrees to deploy the selected applicants within thirty to ninety days (30-90) days (subject to the notice period & profession of recruit with his present employer) after receiving the visa copy & with a three (3) days advance written notice to the SECOND PARTY of their traveling schedule.

11. When selected applicants arrive at Qatar, the SECOND PARTY will pay the FIRST PARTY the agreed fee within thirty (30) days therefore.

12. The FIRST PARTY'S Guarantee in paragraph 9 above is NOT VALID unless payment is received in accordance with paragraph 11 above.

13. The applicant will bear the pre-medical expenses if any, employment related taxes, any other actual expenses only prior to their deployment. No service fee will be paid to the partner office of FIRST PARTY on the ground. In case of any post recruitment challenges, FIRST PARTY shall involve & resolve it amicably.

14. The validity of the CV sent by FIRST PARTY would be one (1) year. If the applicant is hired within this period, he/she would be deemed to have been selected through FIRST PARTY, and the normal service charges would apply. The SECOND PARTY undertakes to inform the FIRST PARTY within three (3) days of learning the applicant had applied directly or through another source upon CV submission by FIRST PARTY to avoid any service charge. Failure to comply shall ascertain that the applicant is through FIRST PARTY and normal service charges would apply.

Initialed on behalf of first party: Initialed on behalf of second party:

DOHA INTERNATIONAL CONSULTING CO. - P.O.BOX 31987 DOHA - QATAR

فندق راديسون بلو الدوحة
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تليفون : ٤٤٢٨١٤٢٨ - فاكس: ٤٤٤١٠٩٤١
Tel : 44281428 - Fax: 44410941

15. All communication shall be directed through FIRST PARTY from interviews to deployment with applicants by SECOND PARTY.

16. Other General Terms

16.a The FIRST PARTY shall not charge candidates any recruitment or processing fees including upfront deposits or security payments for provision of recruitment services.

16.b The FIRST PARTY shall ensure that all advertisements in any form for the purpose of soliciting potential candidates clearly state that no recruitment or processing fees, or payments and fees of any other nature, including any upfront deposits, refunds or security-payments, are required in the process. The SECOND PARTY shall abide by such statement throughout the execution of his services under this Agreement.

16.c. The FIRST PARTY shall ensure that all applicants are equally and fairly considered and treated irrespective of their age, nationally, disability, ethnic or national origin, gender, race, religion, belief or material status, on the basic that the SECOND PARTY selects applicants by only considering their aptitude, skills, capabilities and qualifications.

16.d The FIRST PARTY shall provide all candidates a clear representation in a language that they understand as to the nature of the role and the working and living conditions in Qatar, including but not limited to their potential risks of work/work hazards, the climate, expected working hours and potential challenges that may be encountered when living abroad. It is to be noted that the SECOND PARTY, may, at his discretion require this process to be carried out at the pre-selection stage, post-selection stage, or at both stages under this Agreement.

16.e Should the SECOND PARTY receive evidence that any fees or payments have been made by any applicant/candidate / worker to the second party, and determines at its sole discretion that the evidence is valid, then the FIRST PARTY shall reimburse the paid amount in full to the applicant / candidate / worker, and the FIRST PARTY shall provide written confirmation and proof of such reimbursement to the SECOND PARTY. The SECOND PARTY, may also at its sole discretion, and with no requirement to provide advance information to the FIRST PARTY, elect to reimburse any of the paid amount to the applicant / candidate / worker in full or in part, and set off such reimbursed amounts including any charges for the reimbursement against amount due or amounts to become due to the FIRST PARTY. Notwithstanding anything else contained in this Agreement, in the event the FIRST PARTY has received any fees or payments from any applicant / candidate / worker as determined at the sole discretion of the SECOND PARTY, this Agreement is terminable forthwith at the SECOND PARTY's option.

16.f The FIRST PARTY agrees and confirms that, it will not offer money, gifts. Entertainment, hospitality or any other favors to employees / representatives / agents of the SECOND PARTY.

16.g The FIRST PARTY treat all job applicants equally and fairly in providing access to employment, training and opportunities irrespective of their age, nationality, disability, ethnic or national origin, gender, race, religion or belief or marital status.

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تليفون: ٤٤٢٨١٤٢٨ - فاكس: ٤٤٤١٠٩٤١
Tel : 44281428 - Fax: 44410941

17 Termination: This agreement shall remain in effect till either party notify the other of its intention to terminate this agreement by giving one month advance written notice. Both parties agreed to settle all outstanding issues & payments one month prior to the termination of this contract.

IN WITTNESS WHEREOF, both Parties have confirmed their acceptance on the above terms and conditions by affixing their signature and company seal.

For and on behalf of Doha International Consulting

Name : Nasser Mohammed Al-Marri
Designation : Managing Director
Signature :
Date : 2.6.2021

Name : Ishan Faizal
Designation : General Manager
Signature :
Date : 2/6/2021

Name : M. Mushrif
Designation : Accountant
Signature :
Date : 02/June/2021

For and on behalf of Radisson Blu Hotel

Name : Gordon G Mackenzie
Designation : General Manager
Signature :
Date : 02/06/21

Name : Saad Abdoun
Designation : Human Resources Manager
Signature :
Date : 2/6/21

Name : Sanjeev Kumar
Designation : Asst Financial Controller
Signature :
Date : 02/06/2021

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Tel : 44281428 - Fax: 44410941

This addendum to the Memorandum of Agreement (MOA) is being executed into by and between:

DOHA INTERNATIONAL CONSULTING, a HR Consultancy duly organized and existing under and by virtue of the laws of Qatar with CR No: 33203, License No: 165, approved by Ministry of Labour & Social Affairs, Government of Qatar, and postal address at P. O. Box No. 31987 Doha, Qatar hereinafter referred to as the **"FIRST PARTY"**

-And-

RADISSON BLU HOTEL, postal address at P.O. Box 1768, Doha, Qatar and herein referred to as the **"SECOND PARTY".**

The primary MOA was executed on 2nd June 2020 and addendum refers to terms of Supreme Committee for Delivery & Legacy for recruitment.

General Terms

The FIRST PARTY shall not charge candidates any recruitment or processing fees including upfront deposits or security payments for provision of recruitment services

The FIRST PARTY should not confiscate or retain candidate's passport or other personal documents.

The SECOND PARTY shall accept medical clearance certificates provided by Gulf Approved Medical Centres Association (GAMCA) approved medical providers only. (wherever applicable)

The SECOND PARTY shall incur following charges to the FIRST PARY based on submission of relevant invoices and evidences. These payments shall be settled by SECOND PARTY in advance to complete the process. APPLICABLE

- Qatar Visa Centre charges
- Pre-medical expenses
- Immigration and government charges, taxes and insurance

The SECOND PARTY shall not use any unlicensed brokers or sub-agents for sourcing and/or identifying any potential applicant/ candidate / worker.

The SECOND PARTY becomes aware that the partner office of FIRST PARTY on the ground is in breach of any of the terms set out above, the SECOND PARTY;

(a) immediately reports that FIRST PARTY to the MOADLSA, SC and local embassy or consulate accordingly.
(b) if the payment of any recruitment or processing fees by a worker is discovered by SECOND PARTY, the SECOND PARTY demands the refund of such money from the FIRST PARTY and reimburses the affected worker.

Initialed on behalf of first party:

Initialed on behalf of second party:

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Tel : 44281428 - Fax: 44410941

The SECOND PARTY reimburses a worker upon receiving substantiating proof of any recruitment or processing fees have been paid by a worker to the partner office of SECOND PARTY. Recruitment fees reimbursement policy shall be in place.

The other clauses of the MOA and Amendment(s) shall remain unmodified and with all effects.

IN WITTNESS WHEREOF, both Parties have confirmed their acceptance on the above terms and conditions by affixing their signature and company seal.

For and on behalf of Doha International Consulting

Name : Nasser Mohammed Al-Marri
Designation : Managing Director

Signature :

Date : 17.6.2021

Name : Ishan Faizal
Designation : General Manager

Signature :

Date : 17/6/2021

Name : M. Mushrif
Designation : Accountant

Signature :

Date : 17/06/2021

For and on behalf of Radisson Blu Hotel

Name : Gordon G Mackenzie
Designation : General Manager

Signature :

Date : 19/06/21

Name : Saad Abdoun
Designation : Human Resources Manager

Signature :

Date : 17/06/21

Name : Sanjeev Kumar
Designation : Asst Financial Controller

Signature :

Date : 19/06/2021

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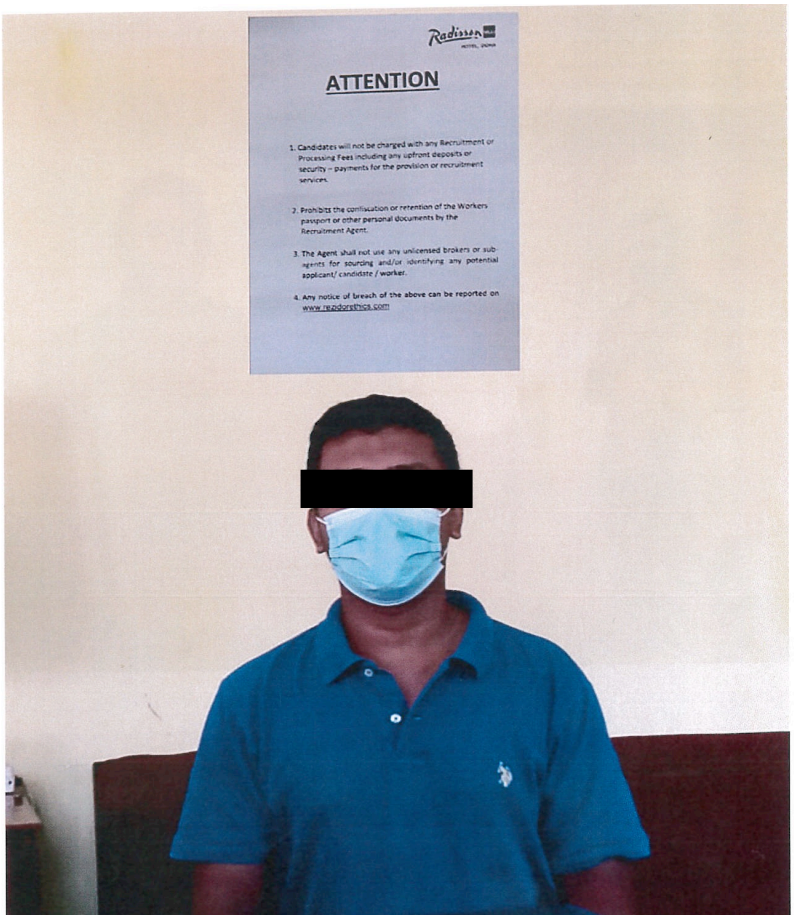
Tel : 44281428 - Fax: 4441094

Appendix III



Appendix IV

Email : cvlink03@gmail.com, hospitality.lfr@gmail.com, Web : www.leadin...

Free Visa ! Free Ticket ! Free Food ! सहित कतारको एक प्रतिष्ठित Hotel मा रोजगार

Radisson BLU
Hotel & Resorts

Company: RADISSON BLU HOTEL DOHA शहर: Doha, Qatar

पूर्व स्वीकृती मिति: २०७८/११/२० LT. No. 258990 चलानी नं.: ६०१७५४०४

सि. नं.	कामदारको पद	माग संख्या (पुरुष)	माग संख्या (महिला)	न्यूनतम योग्यता	मासिक तलब QR	मासिक तलब ने.रु.	ओभर टाइम सुविधा	प्रतिदिन काम गर्ने घण्टा	हप्तामा काम गर्ने दिन	वार्षिक बिदा	खाना सुविधा	बस्ने सुविधा	करार अवधी
१.	Driver	1	0	सम्बन्धित काममा दक्ष	1800	६०,५१६।-	क. नि. अनुसार	८ घण्टा	६ दिन	क. नि. अनुसार	छ		२ वर्ष
२.	Technician	1	0		1400	४७,०६८।-							
३.	Service Employee	1	1		1400	४७,०६८।-							
४	Cook	1	0		1500	५०,४३०।-							
५.	Waiter	1	1		1500	५०,४३०।-							
६.	General Cleaner Worker	2	1		1400	४७,०६८।-							
७.	Physical Trainer	2	0		1500	५०,४३०।-							
८.	Masseur	1	0		1500	५०,४३०।-							
९.	Dry Clean Worker	2	0		1400	४७,०६८।-							
१०.	Cashier	0	1		1800	६०,५१६।-							
११.	Supervisor	1	0		2500	८४,०५०।-							
१२.	Clerk	1	0		2100	७०,६०२।-							

प्रि-अन्तरवार्ता धमाधम भइरहेको छ । फाइनल अन्तरवार्ता कम्पनीको प्रतिनिधिबाट २०७८ चैत १६ र १७ गते (30 & 31 March, 2022) का दिन हुनेछ ।

स्वदेशमा गरिने प्रि मेडिकल खर्च कसले गर्ने र कति लाग्ने	विदेशमा गरिने मेडिकल खर्च कसले व्यहोर्ने	स्वदेशमा गरिने बिमा खर्च कसले व्यहोर्ने र कति लाग्ने	रोजगारमा बीमा हुने/नहुने र प्रिमियम कसले व्यहोर्ने	हवाई टिकट कसले दिने र कति लाग्ने	भिसा शुल्क कसले व्यहोर्ने	भिसा स्ट्याम्पी शुल्क कसले व्यहोर्ने	अभिमुखीकरण शुल्क कसले व्यहोर्ने	कल्याणकारी कोष सम्बन्धी व्यवस्था	सेवा शुल्क कति लाग्ने र कसले व्यहोर्ने	कुन पाउन खर्च
कामदार आफैले	कम्पनीले	कामदार आफैले	हुने/रोजगारदाता कम्पनीले	रोजगारदाता कम्पनीले दिने	रोजगारदाता कम्पनीले दिने	कामदार आफैले	रु ७००/- कामदार आफैले	रु १,५००/- कामदार आफैले	नि:शुल्क	नि:शुल्क

वैदेशिक रोजगार विभागबाट गराईएको जानकारी: १) आफ्नो नाममा भिसा प्राप्त भई जाने निश्चित भएपछि मात्र कम्पनीमै गई सेवा शुल्क बुझाउनु होला । बुझाएको रकमको भरपाई अनिवार्यरूपमा लिनुहोला । २) आफू काम गर्न जाने मुलुकमा रहेको नेपाली कूटनैतिक नियोगको सम्पर्क ठेगाना र फोन नम्बरहरु साथमा राख्नुहोस् । आफू कठिनाइमा पर्दा सम्पर्क गर्न सजिलो हुन्छ । ३) यस विज्ञापन (सूचना)मा उल्लेख भएको भन्दा बढी रकम कसैलाई नदिनु होला । ४) विदेश जानुअघि अभिमुखीकरण वा इण्डक्सन तालिम अनिवार्य लिनुहोला । ५) विदेश जानुअघि आफू जाने मुलुक, काम दिने कम्पनी, पाउने सेवा, सुविधा र अन्य शर्तबारे राम्ररी पढेर मात्र सम्झौतामा हस्ताक्षर गर्नुहोला । सोको १ (एक) प्रति आफूसंग राख्नुहोला । ६) काममा विदेश जाता नेपालकै एयरपोर्ट प्रयोग गर्नुहोला अन्यथा ठगिने सम्भावना हुन्छ । ७) यस विज्ञापन सम्बन्धमा थप केही बुझ्नुपरे श्रम तथा रोजगार प्रवर्द्धन विभाग, ताहाचलमा सम्पर्क राख्नुहोला ।

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Lic. No. 695/063/064
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E-mail: jobs@empirenpl.com.np

कतारमा रोजगारको अवसर

कम्पनी RADISSON BLU HOTEL DOHA
शहर DOHA

पूर्व स्वीकृत मिति: २०७८/११/२७ चलानी नं.: ६०१७५८१० L.T. No.: 259273

सि. नं.	कामदारको पद	माग संख्या पुरुष	माग संख्या महिला	न्यूनतम योग्यता	मासिक तलब QR	मासिक तलब ने. रु.	ओभर टाइम सुविधा	प्रतिदिन काम गर्ने घण्टा	हप्तामा काम गर्ने दिन	वार्षिक बिदा	खाना सुविधा	बस्ने सुविधा	करार अवधि
1.	Driver	2	0	स. काममा दक्ष	1800	६०,२१०	क.नि. अनुसार	८ घण्टा	६ दिन	क.नि. अनुसार	छ		२ वर्ष
2.	Hotel Services	1	1		1400	४६,८१०							
3.	Service Employee	1	0		1400	४६,८१०							
4.	Cook	1	0		1500	५०,१७५							
5.	Waiter	1	1		1500	५०,१७५							
6.	General Cleaner Worker	3	1		1400	४६,८१०							
7.	Physical Trainer	2	0		1500	५०,१७५							
8.	Porter	1	0		1400	४६,८१०							
9.	Cashier	0	1		1800	६०,२१०							
10.	Clerk	1	0		2100	७०,२४५							
11.	Store Keeper	1	0		1900	६३,५५५							

प्रि-अन्तर्वार्ता धमाधम भै रहेको छ । फाईनल अन्तर्वार्ता मेनपावर कार्यालय, काठमाडौंमा २०७८ चैत १३ र १४ गते (27 & 28 March 2022) मा हुनेछ ।

स्वदेशमा गर्ने मेडिकलको शुल्क कस्ले व्यहोर्ने र कति लाग्ने	विदेशमा गर्ने मेडिकलको खर्च कस्ले व्यहोर्ने	स्वदेशमा गरिने म्याद जीवन बिमा कस्ले व्यहोर्ने/कति लाग्ने	रोजगारमा बिमा हुने/नहुने र प्रिमियम कस्ले तिर्ने	कामदारलाई हवाइ टिकट कस्ले दिने र कति लाग्ने	भिसा शुल्क कस्ले व्यहोर्ने	भिसा स्ट्याम्पीङ शुल्क कस्ले व्यहोर्ने	अभिमुखीकरण शुल्क कति लाग्ने र कस्ले व्यहोर्ने	कल्याणकारी कोष सम्बन्धी व्यवस्था	सेवाशुल्क कति लाग्ने र कस्ले
कामदारले तिर्ने	रोजगारदाता कम्पनीले व्यहोर्ने	कामदार आफैले	बिमा हुने/प्रिमियम रोजगारदाताले	रोजगार दाताले दिने	रोजगार दाताले व्यहोर्ने	कामदार आफैले	रु. ७००/- कामदारले तिर्ने	रु. १,५०० कामदार तिर्ने	नि:शुल्क

वैदेशिक रोजगार विभागबाट गराइएको जानकारी :- १. आफ्नो नाममा भिसा प्राप्त भईजाने निश्चित भएपछि मात्र कम्पनीमा गई रकम बुझाउनु होला । बुझाएको रकमको भ... अनिवार्य लिनुहोला । २. आफू काम गर्न जाने मुलुकमा रहेको नेपाली कूटनैतिक नियोगको सम्पर्क ठेगाना र फोन नं. हरु साथमा राख्नुहोला । आफू कठिनाईमा पर्दा सम्पर्क गर्न सजिलो हुन्छ । ३. ... मा उल्लेख भएको भन्दा बढी रकम कसैलाई नदिनुहोला । ४. विदेश जानु अघि अभिमुखीकरण वा इण्डक्सन तालिम अनिवार्य लिनुपर्ने छ । ५. विदेश जानु अघि आफू जाने मुलुक ... पाउने सेवा तथा सुविधा र अन्य शर्तबारे राम्रो सँग पढेर मात्र सम्झौता पत्रमा हस्ताक्षर गर्नु होला र सो को एक (१) प्रति आफू सङ्ग राख्नुहोला । ६. काममा विदेश जाँदा नेपालकै ... गर्नुहोला, अन्यथा ठगिने सम्भावना हुन्छ । ७. यस विज्ञापन सम्बन्धमा थप केही बुझ्नुपरेमा वैदेशिक रोजगार विभाग, बुद्धनगरमा सम्पर्क गर्नुहोला ।

WAHAA MANPOWERS SUPPLIER
واحة لجلب الايدي العاملة
Govt Lic No. 469/060/061

Wahaa Manpowers Supplier Pvt. Ltd.
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9851049622, 9851071299, 9803100224

Appendix V

فندق راديسون بلو الدوحة

Radisson BLU HOTEL, DOHA

FEEL THE DIFFERENCE

ACKNOWLEDGEMENT

The potential candidate is aware that any employment agencies or agents, shall not charge any recruitment fees or costs relating to the recruitment process, including but not limited to processing fees, deposits or security payments whether directly or indirectly, in whole or in part to the candidates.

Any notice of breach of the above can be reported to:

hr.doha@radissonblu.com

Or

www. ethics.radissonhotels.com

Human Resources Manager

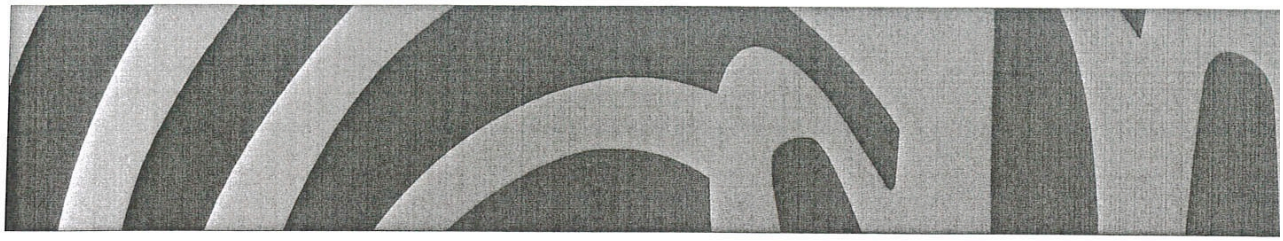
[redacted]

Candidate Signature

Date: 06-03-2022

Name: [redacted]

Appendix VI



Workers' Welfare - New Starter Checklist

Full Name:	[redacted]
How old are you?	[redacted]
Where are you from?	P[redacted]
Is this your first job in Qatar?	☐ Yes ☑ No
If no, have you left and then returned to Qatar?	☐ Yes ☐ No
How many years in total have you worked in Qatar?	2 Years

What is your occupation in Qatar?

☐ labourer	☐ heavy driver	☐ operator excavator / shovel
☐ carpenter / electrician	☐ mechanic	☐ steel fixer
☐ security guard	☐ mason	☑ other

What is your native language?

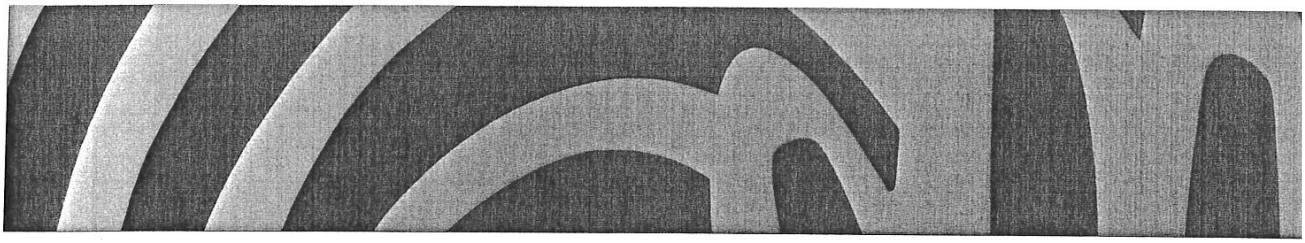
☐ Arabic	☐ English	☐ Bengali	☑ Hindi
☐ Urdu	☐ Tagalog	☐ Malayalam	☐ Other

What other language can you speak?

☑ Arabic	☑ English	☐ Bengali	☑ Hindi
☐ Urdu	☐ Tagalog	☐ Malayalam	☑ Other

How were you recruited?

☐ Agent	☐ Employed directly by company	☐ Referred by relative
☐ Referred by friend	☑ Other	



Did you pay money to come to Qatar?

☐ Yes ☑ No

If yes, who did you pay the money to?

☐ Agent ☐ Company ☐ Relative

☐ Friend ☐ Other

If yes, how much did you pay? (QAR)

Did you borrow the money to come to Qatar?

☐ Yes ☑ No

If yes, who did you borrow the money from?

☐ Agent ☐ Company ☐ Relative

☐ Friend ☐ Someone in your Village ☐ Bank

How often do you have to make repayments?

☐ fortnightly ☐ monthly ☐ Other

How much are your repayments? (QAR)

How long after you signed your job offer did you come to Qatar?

☐ Within 1 month ☐ 1 – 3 Months ☐ More than 3 months