

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), dana **15.08.2026** godine, ugovarači:

ZAPOSLENI: Deepak Lwagun, državljanin Nepala, broj pasoša **PA2773795**

POSLODAVAC: TG TEAM D.O.O., sa sedištem u opštini Kovin, Žarka Zrenjanina 186, 26226 Mramorak, Republika Srbija, matični broj: **22075349**, PIB: **114820725**, koga zastupa direktor **Jovana Raškov**, potpisali su i razmenili putem sredstava elektronske komunikacije sledeći:

Pursuant to Article 30 and Article 33 of the Employment Act ("Official Herald of RS", Nos. 24/2005, 61/2005, 54/2009, 32/2013, 75/2014, 13/2017 - Decision of the CC, 113/2017 and 95/2018 - authentic interpretation), on **15.08.2026**, contracting parties:

EMPLOYEE: Deepak Lwagun, Nepali citizen, holder of Passport No. **PA2773795**

EMPLOYER: TG TEAM D.O.O., seated in Kovin municipality, Žarka Zrenjanina 186, 26226 Mramorak, Republika Srbija, registration No: **22075349**, Tax identification No: **114820725**, represented by director **Jovana Raškov**, have signed and exchanged through means of electronic communication, the following:

UGOVOR O RADU

1. Uslovi potrebni za radno mesto

1.1. Poslodavac zasniva radni odnos sa zaposlenim na radnom mestu: **Pomocni kuvar**. Zaposleni je lice sa najmanje 1. stepenom stručne spreme ili bez stručne spreme i znanja arapskog jezika - viši nivo.

1.2. Zaposleni ispunjava sve uslove propisane Pravilnikom o organizaciji i sistematizaciji poslova za obavljanje poslova iz ovog ugovora.

2. Naziv i opis poslova

2.1. Zaposleni će obavljati poslove na radnom mestu: **Pomocni kuvar**.

2.2. Opis poslova: Pomocni kuvar pomaze u pripremi namirnica, održavanju higijene kuhinje, pranju i odlaganju posudja, pripremi radnih površina i osnovnim kuhinjskim poslovima po nalogu nadređenog kuvara ili poslodavca.

3. Mesto rada

3.1. Zaposleni će obavljati poslove u **Gandijeva 2, Beograd**.

EMPLOYMENT CONTRACT

1. Conditions Needed for the Job Position

1.1. The employer establishes the employment relationship with the employee for the position: **Pomocni kuvar**. The employee holds a 1st degree of vocational education or no degree of professional education and high level of Arabic language - advanced level.

1.2. The employee meets all requirements prescribed by the Rulebook on organization and systematization of jobs for performance of duties under this contract.

2. Name and Description of Jobs

2.1. The employee shall work on a job position of: **Pomocni kuvar**.

2.2. Job description: Pomocni kuvar pomaze u pripremi namirnica, održavanju higijene kuhinje, pranju i odlaganju posudja, pripremi radnih površina i osnovnim kuhinjskim poslovima po nalogu nadređenog kuvara ili poslodavca.

3. Place of Work

3.1. The employee will perform duties in **Gandijeva 2, Beograd**.

4. Vreme trajanja ugovora i datum stupanja na rad

4.1. Zaposleni zasniva radni odnos na određeno vreme, počev od najranije **01.07.2025**, pa do **01.08.2026**, odnosno najduže do isteka važenja VIZA D po osnovu zapo?ljavanja.

4.2. Zaposleni zasniva radni odnos na određeno vreme zbog ograničenog trajanja VIZA D po osnovu zapo?ljavanja.

4.3. Zaposleni je dužan da stupi na rad **01.07.2025**, a najkasnije 2 dana po dolasku u Republiku Srbiju.

4.4. Poslodavac se obavezuje da pre stupanja zaposlenog na rad podnese propisane prijave na obavezno socijalno osiguranje i blagovremeno uplaćuje doprinose u skladu sa zakonom.

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.

4. Term of the Contract and Commencement of Work

4.1. The employee establishes employment for a definite period of time, starting from **01.07.2025** until **01.08.2026**, i.e. until the expiry of VIZA D for employment at the latest.

4.2. The employment relationship is established for a definite period due to the limited duration of VIZA D for employment.

4.3. The employee is obliged to commence work on **01.07.2025**, or no later than 2 days upon arrival in the Republic of Serbia.

4.4. The employer is obliged to file required applications for mandatory social insurance before commencement of work and pay contributions in conformity with law.

5. Working Hours

5.1. The employee establishes employment with full-time working hours, 8 hours per day and 40 hours per week.

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

6. Naknada za rad

6.1. Zaposleni ima pravo na zaradu za obavljeni rad i vreme provedeno na radu, zaradu po osnovu doprinosa poslovnom uspehu poslodavca i druga primanja po osnovu radnog odnosa, u skladu sa ovim ugovorom ili opštim aktom poslodavca.

6.2. Zarada za obavljeni rad sastoji se od osnovne zarade, dela zarade za radni učinak i uvećane zarade.

6.3. Osnovna zarada zaposlenog utvrđuje se u iznosu od **70.000,00 dinara neto** po radnom mesecu. Mesečna osnovna neto zarada uvećava se za pripadajuće poreze i doprinose u skladu sa važećim propisima.

6.4. Zaposleni ima pravo na isplatu toplog obroka i regresa u skladu sa opštim aktom poslodavca.

6.5. Zarada se isplaćuje u celosti do 25. u mesecu za prethodni mesec.

6.6. Zaposleni ima pravo na uvećanu zaradu za rad na dan praznika, rad noću, prekovremeni rad i minuli rad, u skladu sa zakonom.

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 svaki mesec dana rada u kalendarskoj godini u kojoj prvi put zasniva radni odnos ili u kojoj mu prestaje radni odnos.

6. Compensation for Work

6.1. The employee is entitled to salary for performed work and time spent working, salary based on contribution to the employer business performance and other employment-related earnings in accordance with this contract or employer bylaw.

6.2. Salary for performed work consists of basic salary, work performance portion and increased salary.

6.3. Basic net salary of the employee is determined in the amount of **70,000.00 dinars net** per working month. Monthly basic net salary is increased by corresponding taxes and contributions in accordance with applicable regulations.

6.4. The employee is entitled to refund of expenses for food during work and annual leave subsidy in accordance with the employer bylaw.

6.5. Salary is paid in full by the 25th day of the month for the preceding month.

6.6. The employee is entitled to increased salary for work on holidays, night work, overtime work and seniority compensation in accordance with law.

7. Vacations and Leaves

7.1. The employee is entitled to annual leave of no less than 20 working days for every calendar year.

7.2. The employee is entitled to one twelfth of annual leave for each working month in the calendar year in which employment is established for the first time or terminated.

8. Naknada štete

8.1. Poslodavac je dužan da organizuje rad kojim se obezbeđuje bezbednost i zaštita života i zdravlja zaposlenog u skladu sa zakonom. Zaposleni je dužan da se pridržava propisanih mera bezbednosti i zaštite 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 pretrpi u slučaju povrede na radu ili u vezi sa radom.

9. Prestanak ugovora

9.1. Svaka od ugovornih strana može otkazati ovaj ugovor pod uslovima, u slučajevima i proceduri 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 postoji opravdani razlog koji se odnosi na radnu sposobnost zaposlenog i njegovo ponašanje, naročito ako ne ostvaruje rezultate rada, nema potrebna znanja i sposobnosti, pravnosnažno je osuđen za krivično delo na radu ili u vezi sa radom, ili se ne vrati na rad u zakonskom roku.

9.4. Poslodavac može da otkáže ugovor zaposlenom koji svojom krivicom učini povredu radne obaveze ili ne poštuje radnu disciplinu, u skladu sa Zakonom o radu i opštim aktom.

8. Tort Liability

8.1. The employer is obliged to organize work in a manner that secures safety and protection of life and health in conformity with law. The employee is obliged to comply with regulations on safety and protection of health at work.

8.2. The employee states that there are no health disabilities which may affect the capability to perform agreed work duties without difficulties.

8.3. The employer is obliged to compensate the employee for damage sustained due to injury at work or related to work.

9. Termination of the Contract

9.1. Each contracting party may cancel this contract under conditions, in cases and following procedures determined by law, bylaw and employment contract.

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

9.3. The employer may cancel the employment contract if there is just cause related to the employee work ability and conduct, especially if the employee does not achieve work results, lacks required knowledge and skills, is convicted for a criminal offence at work or related to work, or does not return to work within the statutory period.

9.4. The employer may cancel the contract of the employee who commits a breach of work duty or does not respect work discipline, in accordance with the Employment Act and bylaw.

10. Naknada štete

10.1. Zaposleni je odgovoran za štetu koju je na radu ili u vezi sa radom prouzrokovao poslodavcu, u slučajevima i pod uslovima propisanim Zakonom o radu, opštim aktom i ovim ugovorom.

10.2. Zaposleni svojim potpisom potvrđuje da je upoznat da odlazak sa radnog mesta ili napuštanje mesta boravišta, kao i odbijanje izvršenja radnih naloga, predstavlja razlog za otkaz ugovora o radu i osnov za naknadu štete poslodavcu.

10.3. Svu štetu koju zaposleni prouzrokuje poslodavcu, poslodavac može naplatiti iz dela zarade, što zaposleni prihvata potpisom ovog ugovora.

10.4. Zaposleni potvrđuje da je upoznat da u slučaju otkaza ugovora o radu prestaje pravni osnov boravka u Republici Srbiji i da poslodavac može pokrenuti postupak vraćanja u zemlju porekla.

10. Damages

10.1. The employee is responsible for any damage caused to the employer at work or in connection with work, in cases and under conditions prescribed by the Employment Act, bylaw and this contract.

10.2. The employee confirms awareness that leaving the work post or place of residence, as well as refusing to carry out work orders, represents a reason for termination of this employment contract and a basis for compensation claim by the employer.

10.3. Any damage caused by the employee to the employer may be compensated from the employee salary, which the employee accepts by signing this contract.

10.4. The employee confirms awareness that in the event of termination of employment, the legal basis for stay in the Republic of Serbia ceases and the employer may initiate return procedure to the country of origin.

11. Završne odredbe

11.1. Zaposleni i poslodavac prihvataju sva prava, obaveze i odgovornosti utvrđene zakonom, aktima poslodavca i ovim ugovorom.

11.2. Na sva prava, obaveze i odgovornosti koja nisu utvrđena ovim ugovorom primenjuju se odgovarajuće odredbe zakona i opšteg akta.

11.3. Spor iz ili povodom ovog ugovora koji se ne može rešiti dogovorom ugovornih strana rešiće stvarno nadležni sud za područje mesta Pančevo.

11.4. Ugovorne strane saglasno konstatuju da su pročitale i razumele odredbe ovog ugovora i da ih prihvataju, što potvrđuju potpisima.

11.5. Ovaj ugovor je sačinjen dvojezično, na srpskom i engleskom, a u slučaju spora srpska verzija ima prednost.

11.6. Ovaj ugovor je sačinjen u 3 (tri) primerka, od kojih zaposleni zadržava 1 (jedan), a poslodavac 2 (dva) primerka.

11. Final Provisions

11.1. The employee and the employer accept all rights, obligations and responsibilities determined by law, employer bylaws and this contract.

11.2. Relevant provisions of law and bylaw apply to all rights, obligations and responsibilities not specified by this contract.

11.3. Any dispute arising from or in connection with this contract, unless resolved internally, shall be resolved by the competent court in Pančevo.

11.4. Contracting parties declare that they have read, understood and agreed to the terms and conditions of this contract, confirmed by signatures.

11.5. This agreement is made bilingually, in Serbian and English, and in case of dispute, the Serbian version shall prevail.

11.6. This contract is made in 3 identical copies, of which the employee keeps 1 (one) and the employer keeps 2 (two).

ZAPOSLENI / EMPLOYEE

Deepak Lwagun

POSLODAVAC / EMPLOYER

Jovana Raškov
direktor/director