

Variable Term Contract

Sample

Remarks:

1) This sample shall only apply to labour contracts of variable term, and shall not apply to labour contracts concluded for providing seasonal work.

2) Terms and conditions and contents of this sample contract are subject to verification based on the specific nature and agreements made between employer and employee. The present sample is for reference only, and any dispute between employer and employee shall be resolved according to Law No. 7/2008 (Labour Relations Law) amended by Law No.8/2020 and the Minimum Wage for Employees.

3) This sample contract shall only be applicable to circumstances stated in paragraph 1 of Article 19 of law mentioned above, in which employer and employee shall conclude a labour contract, indicating grounds justifying contract, while when replacing an absent employee, name and functions of replaced employee shall be specified.

4) Rules in the footnotes of this sample contract are based on Law No. 7/2008 (Labour Relations Law) amended by Law No.8/2020 and the Minimum Wage for Employees.

Information of employer and employee:

Employer

Name of Company: _____ (hereinafter referred to as 'Party A')

Office Address: _____

Company Telephone No.: _____ Company Fax No.: _____

Mobile No.: _____ Email Address: _____

Employee

Name: _____ (hereinafter referred to as 'Party B')

Sex: _____ Date of Birth: _____

Macao I.D. No.: _____

Resident Address: _____

Home Telephone No.: _____ Fax No.: _____

Mobile No.: _____ Email Address: _____

Both Party A and Party B agree to conclude this labour contract¹ (hereinafter referred to as 'Contract'), and commit to abide by it in good faith.

¹ Party A and Party B may conclude this contract which more clearly and accurately specifies stipulations, practices and agreements, in order that both parties can abide by it.

Article 1

(Object of Contract and Effective Date of Contract)

1) This contract is made between Party A and Party B based on grounds that _____². This contract becomes effective upon _____ (day/month/year), with labour relations established between Party A and Party B.

Article 2

(Duration)

Party A and Party B agree that this contract shall expire on completion of “object of contract” specified in Article 1, duration of which shall not exceed two years³.

Article 3

(Professional Grade or Function and Place of Work)

1) Party A employs Party B to undertake the post of _____, the job nature of which is to _____.

2) The workplace of Party B is located at (e.g., the location of operation of Party A)_____.

Article 4

(Basic Remuneration)

1) Party B is entitled to receive a basic remuneration on a _____ basis⁴ for the work performed, in the amount of MOP _____⁵.

² Please specify grounds justifying conclusion of contract; please also specify name and functions of replaced employee if replacing an absent employee (subparagraph 7 of paragraph 1 of Article 20 of Labour Relations Law).

³ Contract will be converted into an indefinite contract when it lasts longer than two years. Length of service of Party B shall be counted from effective date of this contract (subparagraph 1 of paragraph 1 and paragraph 2 of Article 25 of Labour Relations Law).

⁴ Basic remuneration is subject to mutual agreement between Party A and Party B, payable by monthly, weekly, daily, hourly basis, actual work performed or actual output (e.g. unit of work); in absence of express agreement between parties, basic remuneration shall be calculated on a monthly basis in accordance with law (paragraph 4 of Article 59 of Labour Relations Law).

⁵ According to Article 3 and paragraph 1 of Article 4 of the Minimum Wage for Employees, the minimum wage amount is MOP7,280 a month, MOP 1,680 a week, MOP 280 a day, MOP 35 an hour and an average of MOP 35 an hour for calculation based on actual output (e.g. unit of work); such amount excludes overtime remuneration, additional remuneration for night work or shift work, 13th month pay or other periodic benefits of a similar nature.

(Basic remuneration mentioned above comprises a basic wage in the amount of MOP _____ and an allowance of MOP _____⁶).⁷

2) Remuneration must be paid by Party A⁸ a) in cash at the workplace⁹ /or b) by deposit into the account of Party B in a banking institution in Macao SAR¹⁰. Party A is obliged to give Party B a pay slip¹¹.

Article 5

(Exemption for Working Time Schedule)

In cases where Party B is employed to perform¹² a) work in leadership or management positions, or positions of external supervision / b) work in places outside of the establishment and not subject to immediate control of his/her superiors / c) academic or research work not under the supervision of a superior / or d) domestic work, the working time schedule shall be subject to mutual agreement between the parties based on the following (please tick appropriate box):

☐ – A. Party B is exempted from observation of normal working hours, without prejudice to his/her rights to breaks, weekly rest, mandatory holidays, vacations and other guarantees;

☐ – B. Party B is subject to a fixed working time schedule, in particular the working hours stipulated in Article 6 of this contract.

⁶ Food allowance, family allowance, subsidies and commissions involved in exercise of functions and so forth are subject to mutual agreement between parties; if such are paid on a regular basis, they shall be included in basic remuneration payable to Party B (paragraph 1 of Article 59 of Labour Relations Law).

⁷ Remuneration shall be paid in MOP, the legal tender of the Macao Special Administrative Region (SAR) (paragraph 4 of Article 63 of Labour Relations Law).

⁸ Select only one option from two provided.

⁹ Party A and Party B may agree that remuneration shall be paid in a place other than workplace, without prejudice to provisions in paragraphs 2, 3 and 5 of Article 63 of Labour Relations Law.

¹⁰ Payment of remuneration may be made by cash, by deposit into account of Party B in a banking institution in Macao SAR or by cheque of a banking institution in Macao SAR, unless such methods involve serious difficulties for Party B in receiving payment (paragraph 5 of Article 63 of Labour Relations Law).

¹¹ Pay slip shall contain following information: i) identification of Party A; ii) name of Party B and position; iii) number of beneficiary of Social Security Fund or any other numbers accorded to Party B under law; iv) period to which remuneration corresponds; v) detailed items of remuneration; vi) deductions; vii) net receivables (paragraph 6 of Article 63 of Labour Relations Law), or refer to 'Pay Slip (Sample)'.

¹² Please delete where inappropriate.

Article 6 **(Normal Working Hours)**

Normal working hours of Party B are _____ hours a day¹³ and _____ hours per week¹⁴. Except for the circumstances specified in option A of Article 5 of this contract, the daily working hours shall be subject to mutual agreement between Party A and Party B based on the following (please tick appropriate box):

- ☐ – A. From _____ hours _____ minutes to _____ hours _____ minutes;
- ☐ – B. Night shift work not required;
- ☐ – C. Night shift work required.

Article 7 **(Overtime Work)¹⁵**

1) Party A may request Party B to perform overtime work by prior arrangement of Party A within the circumstances and limits specified in law¹⁶, irrespective of Party B's consent, and Party B shall be entitled to receive the normal remuneration for work performed plus an increase of _____%¹⁷.

2) In the circumstances described in paragraphs 1 and 2 of Article 38 of the current Labour Relations Law of Macao SAR, Party B shall be entitled to an additional period of paid rest¹⁸.

3) Except for the circumstances specified in paragraph 1 of this Article, the overtime work performed by Party B shall be subject to mutual agreement by the

¹³ Normal working hours shall not exceed eight hours a day (paragraph 1 of Article 33), unless otherwise agreed by Party A and Party B (paragraph 2 of Article 33 of Labour Relations Law).

¹⁴ Normal working hours shall not exceed forty-eight hours per week (paragraph 1 of Article 33 of Labour Relations Law).

¹⁵ Pursuant to Article 6 of the Minimum Wage for Employees, the calculation of the hourly normal remuneration for overtime work cannot be lower than the average hourly basis remuneration calculated according to Article 61 of Labour Relations Law based on the minimum wage amount applicable to the employee (for example, the average hourly basic remuneration for monthly-rated employees shall not be lower than MOP30.3 and the average hourly basic remuneration for weekly-rated, daily-rated or hourly-rated employees or employees whose remuneration is calculated according to actual output (e.g. unit of work) shall not be lower than MOP35).

¹⁶ Circumstances and limits specified in law refer to those specified in paragraph 2 of Article 36 of Labour Relations Law.

¹⁷ Percentage of increase specified in law shall be fifty percent (paragraph 1 of Article 37 of Labour Relations Law) or above.

¹⁸ Additional period of paid rest entitled to Party B shall be based on circumstances and forms specified in Article 38 of Labour Relations Law.

parties¹⁹, and Party B shall be entitled to receive the normal remuneration for work performed plus an increase of _____%²⁰.

Article 8

(Probationary Period)

1) Party A and Party B shall choose one of the following options to settle the duration of probationary period (please tick appropriate box):

- ☐ – A. Probationary period of thirty days from effective date of this contract;
- ☐ – B. Probationary period of _____²¹ days from effective date of this contract;
- ☐ – C. No probationary period required.

2) Should option A or B be chosen, either party may terminate this contract within the probationary period without reason, and neither party shall be entitled to receive any form of compensation for termination of contract. Both parties shall choose one of the following options to settle the period of previous notice (please tick appropriate box):

- ☐ – i) No previous notice required;
- ☐ – ii) If Party A terminates this contract, a previous notice of _____²² days shall be given to Party B; if Party B terminates this contract, a previous notice of _____²³ days shall be given to Party A.

Article 9

(Weekly Rest Day)

¹⁹ A record attesting consent (paragraph 4 of Article 36 of Labour Relations Law) must exist; please refer to 'Overtime Work Agreement (Sample)'.

²⁰ Percentage of increase specified in law shall be twenty percent (paragraph 2 of Article 37 of Labour Relations Law) or above.

²¹ If probationary period is determined by Party A and Party B, please fill in the duration of probationary period agreed by both parties, which shall not be more than thirty days (subparagraph 3 of paragraph 3 of Article 18 of Labour Relations Law);

²² Party A and Party B may agree in writing the length of previous notice in case of contract rescission during probationary period, provided previous notice shall be not exceed fifteen days in case of rescission per initiative of Party A (subparagraph 1 of paragraph 5 of Article 18 and subparagraph 1 of paragraph 3 of Article 72 of Labour Relations Law).

²³ Party A and Party B may agree in writing the length of previous notice in case of contract rescission during probationary period, provided previous notice shall be not exceed seven days in case of rescission per initiative of Party B (subparagraph 1 of paragraph 5 of Article 18 and subparagraph 1 of paragraph 3 of Article 72 of Labour Relations Law).

1) Party B shall be entitled to a rest period of _____ per week²⁴, with such period arranged by Party A at least three days in advance.

2) Under the circumstances specified in law²⁵, Party A may arrange Party B to work on rest days, irrespective of his/her consent, with Party B entitled to _____²⁶ day(s) as compensatory rest, to be designated by Party A within thirty days following the performance of work, as well as²⁷:

a) _____ day(s)²⁸ additional basic remuneration or _____ day(s)²⁹ of compensatory rest³⁰ within thirty days for employees paid monthly;

b) _____ day(s)³¹ additional basic remuneration or _____ day(s)³² of compensatory rest³³ within thirty days in addition to normal remuneration for employees paid by actual time worked or output (e.g. paid by hour or unit of work).

3) If Party B voluntarily requests³⁴ to work on a weekly rest day, he/she shall be entitled to _____ day(s)³⁵ of compensatory rest, to be designated by Party A within thirty days following performance of work; if Party B does not enjoy the compensatory day of rest provided, he/she shall be entitled to³⁶:

²⁴ Unless otherwise specified in paragraph 2 of Article 42 of Labour Relations Law, Party B shall be entitled to a rest period of twenty-four consecutive hours per week.

²⁵ Circumstances specified in law refer to those specified in paragraph 1 of Article 43 of Labour Relations Law.

²⁶ Compensatory rest specified in law shall be one day (paragraph 2 of Article 43 of Labour Relations Law).

²⁷ Based on calculation of basic remuneration agreed by two parties, select one appropriate from two options provided.

²⁸ Additionally compensatory basic remuneration specified in law refers to one day's basic remuneration (subparagraph 1 of paragraph 2 of Article 43 of Labour Relations Law).

²⁹ Additionally compensatory rest specified in law shall be one day (subparagraph 1 of paragraph 2 of Article 43 of Labour Relations Law).

³⁰ If the specific date of the compensatory rest is designated by Party A, such date must be designated at least three days in advance (paragraph 7 of Article 43 of Labour Relations Law).

³¹ Additionally compensatory basic remuneration specified in law shall be one day (subparagraph 2 of paragraph 2 of Article 43 of Labour Relations Law).

³² Additionally compensatory rest specified in law shall be one day (subparagraph 2 of paragraph 2 of Article 43 of Labour Relations Law).

³³ If the specific date of the compensatory rest is designated by Party A, such date must be designated at least three days in advance (paragraph 7 of Article 43 of Labour Relations Law).

³⁴ A record must attest voluntary nature of work performed on a weekly rest day by Party B (paragraph 6 of Article 43 of Labour Relations Law); please also refer to 'Agreement on Work on Weekly Rest Day (Sample)'.

³⁵ Compensatory rest specified in law shall be one day (paragraph 4 of Article 43 of Labour Relations Law).

³⁶ Based on calculation of basic remuneration agreed by two parties, select one appropriate from two options provided.

- a) _____ day(s)³⁷ additional basic remuneration for employees paid monthly;
- b) _____ day(s)³⁸ additional basic remuneration in addition to normal remuneration for employees paid by actual time worked or output (e.g. paid by hour or unit of work).

4) In the case that Party B only completes part of the working hours for personal reasons, regardless of whether the situation constitutes justified or unjustified absence, the corresponding compensatory rest or basic remuneration shall be calculated in proportion to the number of working hours provided³⁹.

Article 10

(Mandatory Holidays)

1) Party B shall be permitted to suspend performance of work on mandatory holidays of ten days⁴⁰, without loss of basic remuneration⁴¹.

2) Under the circumstances specified in law⁴², Party A may arrange Party B to work on a mandatory holiday, irrespective of his/her consent. Party B shall be entitled to _____ day(s)⁴³ of compensatory rest, to be designated by Party A within three months following performance of work, as well as⁴⁴:

- a) _____ day(s)⁴⁵ additional basic remuneration or _____ day(s)⁴⁶ of compensatory rest⁴⁷ within three months for employees paid monthly;

³⁷ Additional basic remuneration specified in law refers to one day's basic remuneration (subparagraph 1 of paragraph 5 of Article 43 of Labour Relations Law).

³⁸ Additional basic remuneration specified in law refers to one day's basic remuneration (subparagraph 2 of paragraph 5 of Article 43 of Labour Relations Law).

³⁹ Paragraph 8 of Article 43 of Labour Relations Law.

⁴⁰ Mandatory holidays refer to days listed in paragraph 1 of Article 44 of Labour Relations Law.

⁴¹ Basic remuneration payable according to regulations specified in paragraphs 2 and 3 of Article 44 of Labour Relations Law.

⁴² Circumstances specified in law refer to those specified in paragraph 1 of Article 45 of Labour Relations Law.

⁴³ Compensatory rest specified in law shall be one day, which can be substituted by one day's basic remuneration if agreed by two parties (paragraph 2 of Article 45 of Labour Relations Law).

⁴⁴ Based on calculation of basic remuneration agreed by two parties, select one appropriate from two options provided.

⁴⁵ Additionally compensatory basic remuneration specified in law shall be one day (subparagraph 1 of paragraph 2 of Article 45 of Labour Relations Law).

⁴⁶ Additionally compensatory rest specified in law shall be one day (subparagraph 1 of paragraph 2 of Article 45 of Labour Relations Law).

⁴⁷ If the specific date of the compensatory rest is designated by Party A, such date must be designated at least three days in advance (paragraph 4 of Article 45 of Labour Relations Law).

b) _____ day(s)⁴⁸ additional basic remuneration or _____ day(s)⁴⁹ of compensatory rest⁵⁰ within three months in addition to normal remuneration for employees paid by actual time worked or output (e.g. paid by hour or unit of work).

3) In the case that Party B only completes part of the working hours for personal reasons, regardless of whether the situation constitutes justified or unjustified absence, the corresponding compensatory rest or basic remuneration shall be calculated in proportion to the number of working hours provided⁵¹.

Article 11

(The Weekly Rest Day Overlaps with the Mandatory Holiday)

If Party B's weekly rest day overlaps with the mandatory holiday, the overlapping holiday shall be handled according to the mandatory holiday, and Party A shall arrange for Party B to take the overlapping paid weekly rest day⁵² within the following thirty days.

Article 12

(Annual Leave)

Party B shall be entitled to _____ working days⁵³ of paid annual leave during the second year of service if the duration of the labour relation is more than one year. If the duration of the labour relation is less than one year but more than three months, Party B shall be entitled to the annual leave calculated in proportion to the number of days mentioned above for every month of actual service discharged in the second year of service, as well as when the number of days left in the remaining period reaches fifteen.

Article 13

(Maternity Leave)⁵⁴

⁴⁸ Additionally compensatory basic remuneration specified in law shall be one day (subparagraph 2 of paragraph 2 of Article 45 of Labour Relations Law).

⁴⁹ Additionally compensatory rest specified in law shall be one day (subparagraph 2 of paragraph 2 of Article 45 of Labour Relations Law).

⁵⁰ If the specific date of the compensatory rest is designated by Party A, such date must be designated at least three days in advance (paragraph 4 of Article 45 of Labour Relations Law).

⁵¹ Paragraph 5 of Article 45 of Labour Relations Law.

⁵² Article 42-A of Labour Relations Law.

⁵³ Minimum annual leave specified in law shall be six working days (paragraph 1 of Article 46 of Labour Relations Law); moreover, Party B may accumulate annual leave up to two years by agreement between parties; please refer to 'Annual Leave Agreement (sample)'.

⁵⁴ Only applicable to female employees.

1) Party B shall be entitled to _____ days⁵⁵ of maternity leave for reason of childbirth, in which 60 days must be taken immediately after confinement, with the remaining days taken consecutively or separately, before or after the confinement, at the discretion of Party B. If Party B intends to take part of her maternity leave before confinement, she must notify Party A of this intention at least five days in advance.

2) If the labour relation between Party A and Party B totals more than one year on the day of her confinement, Party B is entitled to receive basic remuneration corresponding to the period of maternity leave.

3) If the labour relation between Party A and Party B totals one year during maternity leave, Party B is entitled to receive basic remuneration corresponding to the remaining period of maternity leave after the completion of one year's service.

Article 14 **(Paternity Leave)⁵⁶**

1) Party B shall be entitled to _____ working days⁵⁷ of paternity leave for reason of becoming a father. The paternity leave may be taken, consecutively or separately, from when the child's mother is pregnant over three months to within thirty days after the child's birth. If Party B intends to take part of the paternity leave between the period when the child's mother is pregnant over three months and before the child's birth, he must notify Party A of this intention at least five days in advance, or when the situation is unforeseeable, he shall notify Party A as soon as possible.

2) If the labour relation between Party A and Party B totals more than one year on the day when Party B becomes a father, Party B is entitled to receive basic remuneration corresponding to the period of paternity leave.

3) If the labour relation between Party A and Party B totals one year during paternity leave, Party B is entitled to receive basic remuneration corresponding to the remaining period of paternity leave after the completion of one year's service.

⁵⁵ A female employee is entitled to, for reason of childbirth, at least 90 days of maternity leave (paragraph 1 of Article 54 of Labour Relations Law). A female employee shall also enjoy equally right to maternity leave in circumstances such as stillbirth or involuntary abortion after three months of pregnancy (paragraph 5 of Article 54 of Labour Relations Law).

⁵⁶ Only applicable to male employees.

⁵⁷ A male employee is entitled to five working days of paternity leave for reason of becoming a father (paragraph 1 of Article 56-A of Labour Relations Law); moreover, a male employee shall also enjoy the right to paternity leave in circumstances such as stillbirth or involuntary abortion after three months of the child's mother's pregnancy (paragraph 6 of Article 56-A of Labour Relations Law).

Article 15 **(Night Work)⁵⁸**

If Party B performs work between 0:00 midnight and 06:00 a.m., Party A and Party B shall choose one of the following options for settlement (please tick appropriate box):

☐ – A. Party B acknowledges that he/she shall not be entitled to remuneration for night work because he/she has been hired specifically to perform a work schedule that includes night hours;

☐ – B. Party B sometimes performs a work schedule that includes night hours, and is entitled to receive remuneration for night work (the amount shall be equivalent to the normal remuneration for work performed plus _____% ⁵⁹ increase in remuneration), unless Party B has received remuneration for shift work in the same month.

Article 16 **(Shift Work)⁶⁰**

If work performed by Party B is not in accordance with a fixed schedule and at different times, Party A and Party B shall choose one of the following options for settlement (please tick appropriate box):

☐ – A. Party B acknowledges that he/she shall not be entitled to remuneration for shift work because he/she has been specifically hired to provide shift work;

☐ – B. Party B sometimes performs a work schedule that includes shift work, and is entitled to receive remuneration for shift work (the amount shall be equivalent to the normal remuneration for work performed plus _____% ⁶¹ increase in remuneration). However, if Party B has already received remuneration for shift work, and the amount is equal to or exceeds ten percent of his/her basic remuneration, then

⁵⁸ This article can be deleted if night work not included.

⁵⁹ Percentage of increase specified in law shall be twenty percent (paragraph 2 of Article 39 of Labour Relations Law).

⁶⁰ This article can be deleted if shift work not included.

⁶¹ Percentage of increase specified in law shall be ten percent (paragraph 1 of Article 41 of Labour Relations Law).

when Party B performs work on a mandatory holiday in the same month, he/she shall not have the right to receive additional payment as compensation, but is entitled to enjoy a paid compensatory rest within thirty days after such work has been performed.

Article 17
(Absence for Sickness or Accident Not Arising from Work)

On completion of probationary period, Party B shall be entitled to _____ days⁶² of paid absence for sickness or accident in each calendar year.

Article 18
(Previous Notice for Rescission without Just Cause)

Either Party A or Party B may rescind this contract without just cause but the party who initiates such action shall comply with the following stipulations:

- a) If Party A rescinds this contract, a previous notice of _____ day(s)⁶³ shall be given to Party B;
- b) If Party B rescinds this contract, a previous notice of _____ day(s)⁶⁴ shall be given to Party A.

Article 19
(Compensation for Rescission without Just Cause)

If Party A rescinds this contract before completion of object of contract, irrespective of just cause, Party B shall be entitled to compensation specified in

⁶² Number of days specified in law shall be six, and stipulations of Article 53 of Labour Relations Law shall be abided by.

⁶³ Length of previous notice can be determined by agreement between parties; in absence of contractual provisions regarding length of previous notice, or length of previous notice provided for in the contract is less than fifteen days, length of previous notice shall be fifteen days in case of rescission per initiative of Party A (subparagraph 1 of paragraph 3 of Article 72 of Labour Relations Law).

⁶⁴ Length of previous notice can be determined by agreement between parties, however, length of previous notice prescribed for Party B shall not exceed that for Party A; in absence of contractual provisions regarding length of previous notice or length of previous notice provided for in the contract is less than seven days, length of previous notice shall be seven days in case of rescission per initiative of Party B (subparagraph 2 of paragraph 3 of Article 72 of Labour Relations Law).

paragraph 1 of Article 70⁶⁵ of Labour Relations Law.

Article 20

(Expiry of Contract and Previous Notice for Expiry)

1) This contract expires on completion of “object of contract”. Such a termination of the labour relation shall not be subject to compensation in lieu thereof.

2) After having known the predicted date for completing “object of contract”, Party A shall serve advance written notice on Party B, in compliance with previous notice period for terminating contract provided for in subparagraph a) of Article 18 in this contract. Otherwise, Party B is entitled to compensation equal to his/her basic remuneration corresponding to the number of days lacking in the prescribed notice period.

3) Should Party B continue to provide his/her service according to Party A's instruction after period of previous notice expires as stipulated in paragraph 2 of this article, this contract shall be converted into an indefinite contract.

4) If, in absence of notice referred to in paragraph 2 of this article, Party B continues to work according to Party A's instruction after fifteen days from completion of contract's object, this contract shall be converted into an indefinite contract.

Article 21

(Work Accident and Occupational Disease Insurance)

Party A must purchase the work accident and occupational disease insurance for Party B in accordance with Article 62 of the current Legal Regime on Compensation

⁶⁵ Article stipulates amount of compensation shall be equivalent to minimum of seven to twenty days of basic remuneration per year of service, calculated according to length of service of the employee. Length of service of Party B in calendar year in which labour relation is terminated shall be calculated by months, in the proportion of one-twelfth for each month or period of less than a month but more than fifteen days (paragraph 2 of Article 70 of Labour Relations Law). Maximum amount of compensation limited to twelve times basic remuneration of Party B in month of termination of contract, irrespective of duration of labour relation (paragraph 3 of Article 70 of Labour Relations Law). For purposes of preceding regulations, maximum amount of basic monthly remuneration used to calculate compensation is MOP 21,500 (twenty-one thousand five hundred patacas), unless a higher value has been agreed upon between Party A and Party B (paragraph 4 of Article 70 of Labour Relations Law).

for Damage Arising from Work Accidents and Occupational Diseases.

Article 22
(Other Specifications)⁶⁶

Article 23
(Applicable Laws)

1) With regard to items or circumstances not listed in this contract, if Party A and Party B have already made prior agreements which do not violate any laws or legal regulations, then they should be executed based on the said prior agreements. However, if both parties do not have any prior agreement, then any items or circumstances should be governed by the current labour laws and legal regulations of Macao SAR.

2) Should any items or circumstances specified in this contract be less favourable to Party B than those provided in other agreements between the parties, the terms of other agreements shall prevail.

3) Should any items or circumstances specified in this contract be more favourable to Party B than those provided in other agreements between the parties, the terms of this contract shall prevail.

4) Should any items or circumstances specified in this contract or other

⁶⁶ Working conditions agreed by Party A and Party B shall be recorded in space provided. However, such working conditions shall by no means be less favourable to Party B than those stipulated in the current Labour Relations Law and the Minimum Wage for Employees, otherwise the agreed working conditions shall be deemed invalid and replaced by regulations of the laws mentioned above.

** Before completing sample labour contract, please refer to 'Remarks'.

agreements between the parties contradict the current labour laws and legal regulations of Macao SAR, the terms of the current labour laws and legal regulations of Macao SAR shall prevail.

Article 24
(Final Provision)

This contract shall be made in two original copies, one copy to be held by each party, and becomes valid upon signature of both parties.

Party A or his/her representative:

Party B:

Name _____

Position _____

(Signature and Stamp)

(Signature)

Date: _____
(day/month/year)

Date: _____
(day/month/year)