**EMPLOYMENT AGREEMENT**

THIS AGREEMENT is made BETWEEN  the  Employing Company M/s\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**AND**

Mr. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  holder of Passport  No. : \_\_\_\_\_\_\_\_\_\_\_ (hereinafter called “**The Employee**” )

**Employee’s job title / position** : \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Working Location :**

Any location within the region of \_\_\_\_\_\_\_\_\_\_\_ as preferred by the Employer at the  Employing Country.

**Salary Scale (on monthly basis) :**

Basic :

General Allowance  :

Medical :

Educational Allowance:

**Duration of Contract** :

The period of the contract is for \_\_\_\_\_\_\_\_  years from  the date of arrival at  the  Region of the Employing  Country and shall be renewed  automatically for a further period by mutual written agreement between the Employer & the Employee.

**THE FOLLOWING TERMS AND  CONDITIONS  OF  THIS EMPLOYMENT  AGREEMENT HAVE TO BE AGREED UPON BY THE EMPLOYEE.**

**Agreement subject to the following :**

• Passing the Medical examination prescribed by the Employer / Employing  Company.

• Obtaining approvals from Appropriate  Government  Authorities wherever applicable.

• On receipt  of original academic and  experience  certificates wherever applicable in case of NOC not produced from previous Employer.  The same will be returned at the time of terminating the Agreement.

• On receipt of satisfactory report from your previous employer.

**Mobilization Expenses :**

Air Ticket from the Country of Origin of the Employee to the Employer’s Country shall be  borne  by the Employer  /  Employee and  the expenses of the  transfer  from  the  Airport to the work site will also be borne by the Employer.

**Effective date of Employment :**

Employment in the company shall be effective from the date of reporting to duty.

**Working Schedule :**

Normal Working Days – Saturday to Thursday

Rest / Day Off – Friday

Working Hours – 8 hours per day and overtime wherever applicable.

**Probation :**

First  three  months of the  agreement  period  shall be considered as probationary period.

**Confirmation :**

After successful completion of three months, the employee will be confirmed in the  service of the Employing Company.

During the period of employment with the Company, the Employee will not engage  himself directly or indirectly in any activity or job or employment  or  assignment  outside this employment and the Employee shall devote his full time and attention in  the interest of the Company.

The Employee shall be  dismissed  without getting  any notice  period from the  Employer or any compensation if he did any of the incidents  against the Labour Law  applicable  in the  Employing Country and in  particular if  he absented  himself from  work  without legal reason for more than 20 days within one year or more than ten  consecutive days.

**Accommodation :**

The Employee will be provided with free furnished living accommodation according to  the status of the Employee.

**Transportation :**

The Employer will provide free transport to and fro working site to the Employee.

**Leave :**

• Annual leave after  completion  of  two  years of  service  as per the Country Labour Law.

• Return  air ticket  to the country of origin (In case of non  completion of two  years of qualified service envisaged under the agreement, the Employer will be under no obligations to bear the air ticket to the Employee.

• Sick leave as per the Country Labour Law.

**Medical :**

Employer shall provide the medical treatment whenever necessary for the Employee  as per  the  Country Labour  Law and every Employee  will be  covered  under free  medical insurance as per the Labour Law of the country.

**Disputes :**

Any dispute  arising in  connection with  the  employment,  which  cannot be  settled  amicably, shall be referred to the Federal Civil Courts in the Employment Country.

**Termination :**

Either  party may terminate this agreement  after  completion of probation period by giving the other party a written notice of one month.

No amendment or alterations to the terms and conditions of the Agreement shall be  valid unless mutually agreed  in writing and signed  by both the  Employer and the  Employee.

Any terms and conditions not specifically covered under the agreement, the internal rules and regulation of the Employing Company shall be governed.

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Name of the Signatory in the  Name of the Employee  Employing Company**

**Designation Signature of the Employee**

**Signature**

**Company Seal**

**Date  : Date  :**

**Place  : Place  :**