

EMPLOYMENT AGREEMENT

THIS AGREEMENT is made on theday of.....between:
.....
.....

Hereinafter called "The Employee"

WHEREAS IT IS MUTUALLY AGREED AS FOLLOWS:

1. The 2nd party will work for 1st Party as _____ in their business at _____
And will be full time employees of the organization for a period of _____ year. The 2nd
Party will not engage himself in any other occupation with 1st Party. The 2nd Party will be
Provided Free Food. Accommodation and To & Fro air fare.
2. The 1st Party will pay monthly salary of _____ & food allowance to be paid at the end
Of each month in which it is earned which shall commence from the day of his departure of the
Employee from India and shall cease on the date of his return to India.
3. The 2nd Party will be provided with free furnished living accommodation according to the status
Of the employee.
4. The 2nd Party will be entitled to an annual and other leave in accordance with the local labour
Laws. After completion of one year's agreement. The 2nd Party will be given free return air ticket
to his home town. If however, the agreement is extended for another year the return air
Passage will be paid after two years.
5. The 2nd Party gets free medical treatment and medicines including Dental & Eye Care. Medical
Benefits may also be made available free cost to the family of the employee if accompanied with
him.
6. Working hours will be in conformity with Local Law as and in the absence of any such laws, the
2nd Party will not be asked to work more than 8 hours per day for six days per week with a daily
Interval of one hour. Friday will be weekly holiday. Working beyond these hours will be as
Overtime @1.1/2 times of work done on ordinary days and twice the normal rates to work done
On the weekly closed days of the other closed holidays.
7. The above contract can be terminated by either side by giving the other one month notice or
Salary in lieu thereof.
8. The 1st party will pay to the 2nd party terminal benefits such a bonus, gratuity at the rate as per
Local laws.
9. No part of the fees paid or to be paid to the Government in respect of the immigration of the
Employee of the security deposit shall be borne by recovered from the 2nd party directly or
Indirectly be deducting from his remuneration or her wise howsoever.

10. The contract is renewal by mutual consent for a further period of one year or the same terms & conditions.
11. Suitable compensation according to local labour laws will be given to the 2nd Party in the case of accident disability permanent injury the course of employment.
12. In the event of the death of the 2nd Party the responsibility of the 1st party will be:
 - a. To dispose off his dead body at his own cost (1st Party cost) and
 - b. To make arrangement for sending the personal belongings and other legitimate saving of the deceases of his dependants or relatives in India at his own expense (at 1st party's cost)
13. The 2nd Party will not be asked to work in any place which is considered dangerous or unsafe From the Law and order point of view.
14. The 1st party will be responsible for obtaining valid entry permit for the 2nd party and incase the 2nd party is refused continued residence in the country of employment, the 1st Party shall pay The 2nd Party compensation at the rate of three months contracted salary and also repatriate him of his residency in India at his own (1st Party) cost.
15. The period of probation shall be three months during probation period the employer may Discharge the employee without giving any notice if his work is not satisfactory, provided it will Be responsibility of the employer to repatriate at his own to the employee to the place of his Residence in India.

In witness whereof we have executed this Agreement in.....onin the Presence of the subscribing witness.

Company's Name.....
 Authorized signatory.....
 Name.....
 Designation.....

Company's Seal.....

Note: This specimen must be typed on employer's letter head and attested by the Chamber of Commerce, Ministry of Foreign Affairs and Indian Embassy /Consulate in the Country of Employment.