

MEMORANDUM OF UNDERSTANDING ON MANPOWER
BETWEEN
THE GOVERNMENT OF INDIA AND THE GOVERNMENT
OF THE HASHEMITE KINGDOM OF JORDAN

Whereas the Government of India and the Hashemite Kingdom of Jordan.

Desirous of strengthening understanding and cooperation between the two countries and further develop their relations and in order to regulate their manpower problems, have agreed as follows:

Article 1

In this memorandum of understanding unless the context otherwise requires.

- (a) "Employer" means a person providing or offering to provide employment to an Indian national in Jordan;
- (b) "Job-offer" means an offer for recruiting Indian workers by an employer for work in Jordan on agreed terms and conditions of service;
- (c) "manpower" or "workers" means work force of Indian nationality comprising unskilled, semi-skilled and highly skilled categories and junior level technicians.

Article 2

Recruitment of workers from India and its entry into Jordan shall be regulated in accordance with the relevant laws, rules and procedures of the two countries.

Article 3

The Ministry of Labour both in India and Jordan, in consonance with their respective legislations shall exchange information for sending manpower. Both Ministries are authorised for the implementation of these functions.

Article 4

The requests for manpower from the employers in Jordan shall be conveyed to the Ministry of Labour, Government of India after approval of Jordanian Ministry of Labour through the Indian mission in Jordan. The employer can personally deal with the necessary procedures pertaining to the selection of workers through the Embassy of India in Jordan.

Article 5

Job offers shall include information as to the required qualifications, experience, expertise, duration of employment, details of working conditions, wages, transportation, residence, maintenance and other details.

Article 6

The employer undertakes to pay for travel expenses of the worker from his residence in his home country to his workplace and upon the termination of the employment contract and in the cases of the cancellation of the contract unilaterally by the employer or unsatisfactory performance by the worker during the probation period his return trip expenses to his home country. The return travel expenses shall not be borne by the employer if the worker quits the job or cancels the contract before its expiry date unilaterally.

Article 7

The workers shall be employed according to a contract, concluded between the employer and the worker. The employment contract shall include working conditions, together with the obligations and the rights of the workers according to local labour laws/regulations and shall be prepared in English, Arabic and Hindi.

Article 8

The workers shall benefit from the rights and privileges accorded to the workers of the host country in accordance with the provisions of the Labour and Social Security laws in the concerned country. When disputes arise then the concerned authority will intervene to solve it according to the procedures of the Labour Law.

Article 9

The workers shall, within the context of the monetary regulations of the country of employment be able to transfer their savings abroad in a convertible currency.

Article 10

A joint committee which shall be constituted of the representatives of the relevant institutions in the two countries, shall fulfil the following:-

Provide necessary coordination between the two countries for the implementation of this memorandum of understanding;

In case disputes occur, try to solve the difficulties arising from the implementation and the interpretation of the

provisions of this memorandum.

If deemed necessary, put forward proposals for the amendment of some or all of the Articles of this memorandum of understanding or, for the conclusion of a new one.

Meet at least once a year.

Decide the date and place of the meetings through diplomatic channels.

Hold meetings in India and Jordan in succession.

Article 11

This memorandum of understanding shall be implemented as of its date of entry into force. However, it shall be applicable to those workers who have been employed prior to its date of entry into force.

Article 12

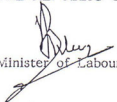
The memorandum shall be amended only after necessary proposals and ratification are through proper procedures.

Article 13

This memorandum, within the framework of the Laws of the two countries, shall be in force for a period of three years after its ratification. Unless a contrary written statement is submitted by one of the parties at least six months prior to its expiry date, this memorandum shall automatically be renewed for another three years.

IN WITNESS WHEREOF the undersigned being duly authorised by their respective Governments have hereto signed this Memorandum of Understanding and affixed thereto their Seals. Done at New Delhi on this 22nd Day of the Month of October of the year one thousand nine hundred and eighty eight A.D. in two originals each in Hindi, Arabic and English languages; all the texts being equally authentic except in case of doubt and divergence or opinion, the English text shall prevail.

FOR AND ON BEHALF OF
THE REPUBLIC OF INDIA.


Minister of Labour

FOR AND ON BEHALF OF THE
GOVERNMENT OF THE
HASHEMITE KINGDOM OF JORDAN

Minister of Labour
