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شركة الخدمات المتكاملة ذ.م.م. . I . S . C . O .
For Mechanical Contracting & Instrumentation للمقاولات الميكانيكية والألات الدقيقة
INDUSTRIAL SUPPLIERS & CONTRACTORS

DEMAND LETTER

Ref. No.: ISCO/HR/173

Date: 19th Aug, 2013

M/s S.M. Enterprises

Room no.28 3rd floor, Jenabhai building 87/123,

Masjid Bunder road, Mumbai – 400003

India,

Telephone No: 0091-9820025333

Ministry of Labour (Reg. No.0772/MUM/PART/1000+/3/6506/2004

Subject: Recruitment of Manpower from India

Sir,

We wish to recruit the following categories of Indian workers from India for Scaffolding works (Contract No. 4500002348) at EQUATE Petrochemical company under our sponsorship.

The categories/terms/conditions of workers proposed to be recruited for employment and deployment in Kuwait through the above agency is as under:

Sr. No	Category / Designation	No. of workers	Salary Per Month in Kuwaiti Dinar (KD)
1	Engineer -Civil	2	600
2	Supervisor -Civil	3	350
3	Foreman -Civil	5	200
4	Store Keeper	1	150
5	Computer Operator	1	150
6	Driver	2	130
7	Fabricator	3	110
8	Mason	33	90
9	Painter	5	90
10	Insulator / Sheet Metal Fitter	15	85
11	Scaffolder	18	75
12	Helper	12	70
Total No of Workers		100	
Total number of workers – 100 (One Hundred only)			

Terms & Conditions:

- Contract is for Unlimited Years .The worker will be on probation for 100 days and will be confirmed on successful completion on probationary period.
- The company will provide the following to the worker at the company's cost.
 - Air ticket for initial travel to Kuwait and for return to India at the end of the contract.

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تلفون: ٢٢٢٦٢٧٠٦/٧ - فاكس: ٢٢٢٦٢٧١٧ - ص.ب: ٣٦٨٣ السالمية - 22037 الكويت - برقية: ين يانج
Tel : 23262706 / 7 - Fax : 23262717 - P.O.Box : 3683 Salmiya, 22037 Kuwait - Cable: YIN YANG
رأس المال المدفوع بالكامل (٧,٥٠٠,٠٠٠) د.ك - سجل تجاري: ٢١٨٤١ - C.R.: 21841 Paidup Capital K.D. (7,500,000) -
e-mail: iscocorp@isco.com.kw - Website: www.isco.com.kw





- b. Air ticket for leave in India at the end of two years of continuous service.
 - c. Free Food and Accommodation with the basic furniture.
 - d. Transport from residence to place of work and back.
 - e. Medical facilities and worksite insurance.
 - f. Residence permit for the period of this contract and for any renewed period, and any fine due to delay in obtaining such permit.
 - g. Driving license (in case of Drivers only).
No deduction/recovery from the salary of the workers will be affected by the company for the above.
3. Working hours will be 8 (eight) hours per day for 6 (six) consecutive days per week, with one day off. Overtime allowance will be paid for any additional hours of work in accordance with the Labour Law of Kuwait.
 4. The worker shall be entitled to 30 days leave for every completed year of continuous service.
 5. The passport of the worker, being the property of the Government of India, shall not be confiscated by the employer under any circumstances. The passport will be retained by the worker at all times and will be produced before the Embassy of India, as and when called for.
 6. In case of death of the worker, the company shall forward the mortal remains of the worker to his/her country at the company's cost and settle all dues of the worker, in coordination with the Embassy of India in Kuwait.
 7. In case of injury to the worker, the company will pay compensation to him/her in accordance with the Labor Law of Kuwait.
 8. The contract can be terminated by either the company or the worker before its expiry with a notice of one month in writing, in accordance with the provisions of the Labour Law of Kuwait.
 9. Any dispute between the company and the worker will be amicably settled in coordination with the Embassy of India in Kuwait. In case an amicable settlement cannot be reached, the dispute shall be subjected to courts in Kuwait.
 10. The company shall facilitate the worker to register with the Embassy of India within one month of his/her arrival in Kuwait.
 11. The company shall not supply the workers brought under their sponsorship to another company during their contract period, without concurrence from the Embassy and workers.
 12. In case the company completes workers' mobilization within the validity period of attested documents, it will provide details of workers thus recruited to the Embassy within one month of closure of the mobilization and its consent for cancellation of Demand Letter for remaining numbers of workers, if any.

Yours Faithfully,

For Integral Services Co. WLL

Tariq Al Arfaj
Deputy Managing Director

