



4. Salary and Allowances

- The remuneration would be AED 3000 (Three Thousand) per month which shall be payable on monthly basis.
- The Company (First Party) shall pay the wage and the Employee (Second Party) shall receive the wage according to the relations determined by MOHRE (United Arab Emirates Ministry of Human Resources & Emiratisation).
- The employee will be entitled to one Annual leave ticket for self- Max cap (AED 2000) (Dubai/India/Dubai) on the completion of every 1 year of continuous employment.


5. Medical Coverage

- The Employer will bear the cost of medical insurance for employee.
- Subject to medical recommendation, the Employee will be entitled to fifteen (15) days sick leave on full pay plus thirty (30) days on half pay for each year of service. Maternity leave will be subject to and in accordance with the provisions of the Federal Labor Law and as conditions provided herein.
- These medical benefits can be availed by employee of company subject to the submission of genuine medical bills and supporting documents.

6. Holiday & Leave Policy:

- If the Employee has been working for more than six months, but less than a year they should receive two days leave for every month.
- If the employee has exceeded the year working for the company, they should receive 30 days annually.
- Annual leave may be taken, subject to the management approval.
- The annual leave period is deemed to include such holidays as prescribed by law or as agreed to, and any other period of sickness, occurred during this leave and is considered as part thereof.
- The Employee will be entitled to public holidays, as announced by the local authorities for the Private Sector with full pay.
- The employees are entitled to avail the leaves as per the leave policy of the Company.




Principal
A.J. Institute of Engineering & Technology
Mangaluru - 575 006



Employment Contract

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

This EMPLOYMENT AGREEMENT (Hereinafter, the "Agreement") is entered into on 13th January 2021.

BY AND BETWEEN

IDC Middle East Technologies (In Partnership with IDC ABA Employment Services) registered address: Bay Square Building 1, Level 10, No.1003, Dubai, UAE; PO Box 111906 Dubai (Hereinafter referred to as the "Company" or "Employer", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns) FIRST PARTY,

AND

Mr. Muhammad Rayees Nalupura Pattil, holding Passport no. S0859878 hereinafter referred to as the "Employee", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns) SECOND PARTY.

Each one of them may be referred to individually as a "Party" and together as the "Parties"

WHEREAS, the parties hereto desire to enter into this Agreement to define and set forth the terms and conditions of the employment of the Employee by the Company;

The Company wishes to employ the Employee and the employee agrees to be employed on the terms and conditions set out in this Contract.

The Second Party shall work for the First Party in the job/profession of Information Technology Consultant within the UAE,