

AGREEMENT FOR RECRUITMENT AND PLACEMENT OF SEAFARERS

(An agreement to engage or supply seafarers on foreign going merchant ships made pursuant to the provisions of Merchant Shipping Act, 2001 and the ILO Convention No.179 of 1996 relating to recruitment and placement of seafarers between Government of Pakistan and the seafarers recruitment persons / company).

The agreement is made and executed at Karachi on this
day _____ of _____

M/s _____ located at _____

_____ and registered with

Registrar of Company whose sole owner or Manning Director is

Mr./Mrs. _____ N.I.C.

No. _____ Resident of _____

_____ hereinafter referred to as the “Company” which expression shall whenever the content so permit mean and include its heirs, assigns, legal representatives, attorneys, executors and administrator hereinafter referred to as the “Party of the First Part”.

And

The Director General Ports and Shipping, Ministry of Maritime Affairs located at _____

_____ hereinafter referred to as the “Competent Authority” which expression shall, whenever the context so permit mean and include the directors, attorneys, executors and administrators hereinafter to as the Party of the other part.

AND, WHEREAS the Competent Authority has agreed to issue a License No. _____ dated _____ to engage or supply bonafide seafarers lawfully in pursuant to Section-24 of the Merchant Shipping Act, 2001 under the conditions as specified below and reserves the right to modify, suspend or cancel the same as and when the circumstances so arise.

NOW THIS AGREEMENT WITNESS:

That the Company shall:--

- i. strictly adhere to the provisions of Section (1) of the Merchant Shipping Act, 2001 and the provisions of Pakistan Merchant Shipping (License to Engage or Supply Seamen) Rules, 1998;
- ii. engage or supply bonafide seafarers legally in accordance with procedure laid down by the Merchant Shipping Act, 2001 and The Emigration Ordinance, 1979 (XVIII of 1979);
- iii. maintain sufficient staff responsible for recruitment and placement services which is adequately trained, having relevant knowledge of the laws and regulations relating to the

Industry and the international instruments concerning seafarers training certification and labour standard;

- iv. maintain a register of all seafarers recruited or placed and shall be made available to the Competent Authority for inspection on demand;
- v. ensure that seafarers so engaged or supplied are qualified and hold the documents necessary for the job;
- vi. inform seafarers of their rights and duties under their contract of employment prior to or in process of engagement and shall make arrangements for seafarers to examine their contracts of employment and the articles of agreement before and after the seafarers are signed on;
- vii. ensure appropriate protection to seafarer by way of insurance of an equivalent measure for monetary loss that may incur as a result of failure to meet our obligations or premature discharge of the seafarer;
- viii. maintain at all times required operational standards and adhere to relevant provisions of ISM Code and other instructions or policy matters as conveyed by the Competent Authority from time to time;
- ix. provide whenever available or on the demand of the competent authority, necessary analysis of all relevant information on maritime labour market including availability of employment or national and foreign ships for purposes of close co-operation, harmonization of policies, improvement of procedures and conditions of employment and workforce planning;
- x. not indulge in sub-contracting the business to other firms or persons or allow any unauthorized person to take benefit of the license issued to me/company; and
- xi. not resort to unfair means of recruitment or supply of seafarers such as employing non-seafarers on passport, using forged documents for employment on boardship.

IN THE WITNESS WHEREBY the parties have hereunto set and subscribed their respective hands on the day month and the year first above written.

The Company

Witness:

1. _____

2. _____

Director General
(Ports & Shipping Wing)
Ministry of Maritime Affairs
Government of Pakistan