

KARIGAR INDIA–GLOBAL

GLOBAL DEPLOYMENT & INTERNATIONAL EMPLOYMENT SERVICE SCHEME

KARIGAR INDIA–GLOBAL

GLOBAL DEPLOYMENT & INTERNATIONAL EMPLOYMENT SERVICE SCHEME

Candidate Sourcing • International Placement Assistance • Work Authorization Coordination • Travel • Replacement • 24-Month Support

GLOBAL PRIORITY MARKETS | CLIENT INFORMATION & SERVICE TERMS

Document Version: August 2026

This document is designed as a commercial client-service framework. Country-specific immigration and employment law always prevails

over this document.

IMPORTANT LEGAL POSITION — READ BEFORE REGISTRATION

Karigar India–Global will not arrange or encourage a worker to perform employment on a tourist, visitor or other status that does not

legally authorize the proposed work. A visitor/tourist visa may only be used for activities lawfully permitted by the destination country.

Employment must begin only after the required work permit, employment authorization, residence authorization or other lawful status is

issued.

This distinction is essential. For example, the U.S. Department of State states that B1/B2 visitor visa holders are not permitted to accept

employment or work in the United States, subject to narrow rules for certain personal/domestic employees; UK Standard Visitors cannot

generally do paid or unpaid work for a UK company; Australia expressly states that a Visitor visa/ETA does not allow work; Singapore

requires foreigners who intend to work to hold a valid work pass; and the UAE requires a valid work permit for employment.

Accordingly, the commercial concept of “tourist visa first and permanent visa later” is replaced in this scheme with: “lawful entry/visitor

status where appropriate → employer/job offer → work authorization → lawful employment → renewal/long-term residence pathway

where legally available.”

1. PURPOSE OF THE GLOBAL DEPLOYMENT SCHEME

The Global Deployment Scheme is an international recruitment and placement-assistance service for clients seeking qualified candidates

from India or other approved source markets for lawful employment in selected destination countries.

- Candidate sourcing and pre-screening.
- Job matching and interview coordination.
- Employment documentation coordination.
- Work-permit / employment-authorization coordination through the appropriate employer, licensed partner or authorized professional,

where required.

- Visa application support and document coordination.
- Travel coordination, including airfare where expressly included in the selected written quotation.
- Pre-departure briefing and compliance checklist.
- Arrival/joining coordination where available.
- Replacement support according to the selected plan.
- Post-deployment coordination for up to 24 months, subject to the plan selected.

2. GLOBAL PRIORITY MARKETS

The following 50 markets are designated as priority markets for this commercial scheme. The list is informed by the latest UNDP Human

Development Index data available in the 2025 Human Development Report (2023 data) and practical international employment-market

relevance. It is not a statement that every occupation is open to foreign recruitment in every market.

- 1. Iceland
- 2. Norway
- 3. Switzerland
- 4. Denmark
- 5. Germany
- 6. Sweden
- 7. Australia
- 8. Netherlands
- 9. Belgium

- 10. Ireland
- 11. Finland
- 12. Singapore
- 13. United Kingdom
- 14. United Arab Emirates (including Dubai)
- 15. Canada
- 16. New Zealand
- 17. United States
- 18. South Korea
- 19. Austria
- 20. Japan
- 21. Luxembourg
- 22. France
- 23. Spain
- 24. Czechia
- 25. Italy
- 26. Cyprus
- 27. Greece
- 28. Poland
- 29. Estonia
- 30. Saudi Arabia
- 31. Bahrain
- 32. Lithuania
- 33. Portugal
- 34. Croatia
- 35. Latvia
- 36. Qatar
- 37. Slovakia
- 38. Chile
- 39. Hungary
- 40. Argentina
- 41. Uruguay
- 42. Oman (including Muscat)
- 43. Türkiye
- 44. Kuwait
- 45. Malaysia
- 46. Brunei
- 47. Costa Rica

- 48. Panama
- 49. Thailand
- 50. Vietnam

Reference basis: UNDP's 2025 Human Development Report ranks countries using the HDI, a composite measure of health, education

and standard of living. The UNDP table uses 2023 data and ranks Iceland first, Norway/Switzerland joint second, Denmark fourth,

Germany/Sweden joint fifth, Australia seventh, Singapore/UK joint thirteenth, UAE fifteenth, Canada sixteenth, New Zealand/United

States joint seventeenth, Luxembourg twenty-fifth and Oman fiftieth.

Country inclusion does not mean a particular domestic, care, driver, hospitality, construction, office, professional or other occupation is

eligible for sponsorship. Each vacancy must pass a country-specific legal eligibility review.

3. GLOBAL SERVICE PACKAGES

The above are indicative commercial package fees. A country-specific quotation must state exactly what is included, what is payable to

government/third parties, the destination occupation, the employer/sponsor, the work-authorisation route, airfare terms and any

country-specific exclusions.

4. WHAT THE GLOBAL FEE MAY INCLUDE

Where expressly confirmed in the signed country-specific quotation, the package may include:

- Candidate sourcing and matching.
- Candidate screening and interview coordination.
- Standard document checklist and document coordination.
- Visa/work-permit application coordination.
- Standard government/visa processing fees that are expressly listed in the quotation.
- One-way economy airfare to the destination, only where expressly stated and within the agreed package cap.
- Pre-departure orientation.
- Joining/arrival coordination.
- Service coordination for the selected term.
- Eligible replacement sourcing according to the plan.

No package should be marketed as including “all visas and all tickets worldwide” without a country-specific written cost schedule.

Government fees, medical examinations, biometrics, attestations, translations, police certificates, licensing exams, employer levies,

bonds, insurance, accommodation, return tickets and other costs vary by country and occupation. Any amount outside the agreed

inclusion must be approved in writing before being charged.

5. VISA & WORK-AUTHORIZATION POLICY

The service is based on lawful migration and employment. Karigar India–Global will not advise a candidate or client to misrepresent the

purpose of travel, conceal employment, submit false documents, use a tourist visa to commence unauthorized employment, or bypass

immigration controls.

Identify the destination country and occupation.

Confirm that the occupation can legally be performed by a foreign worker.

Identify the lawful work-authorization route.

Confirm employer/sponsor eligibility.

Obtain a genuine job offer/employment contract where required.

Prepare and submit the applicable work permit, employment authorization, entry visa or residence documentation.

Complete required medical, police, biometric, licensing and document processes.

Travel only after the required authorization and entry conditions are satisfied.

Begin employment only when the worker is legally authorized to do so.

Where a longer-term residence or permanent residence route exists, treat it as a separate legal pathway subject to eligibility and

government approval.

Country-specific examples confirm why this process is necessary: Switzerland requires employment authorizations before the work-entry

visa is granted; Oman work visas are employer-requested and tied to a labour permit; Singapore requires a valid work pass before work

begins; and the UAE requires a valid work permit for employment.

6. NO GUARANTEE OF VISA, WORK PERMIT OR PERMANENT RESIDENCE

Visa issuance, work authorization, admission at the border, residence status and permanent residence are decisions of the competent

government authority. Karigar India–Global cannot guarantee approval, a particular processing time, a particular visa category,

permanent residence, citizenship, or continued eligibility.

A refusal, delay, quota restriction, employer ineligibility, occupation restriction, policy change, security/medical issue or other government

decision is not by itself a service failure if Karigar India–Global has performed the contracted coordination services honestly and lawfully.

7. "PERMANENT VISA" / LONG-TERM RESIDENCE

The term "permanent visa" is used commercially by some clients but is not a universal legal category. Depending on the country, the

correct route may be permanent residence, indefinite leave, settlement, long-term residence, renewable residence, employer-sponsored

residence or another status.

Karigar India–Global may provide information and coordination for a long-term residence pathway where one legally exists, but the

candidate must independently satisfy the destination country's eligibility requirements.

8. CANDIDATE SALARY FRAMEWORK

The commercial target salary range for this scheme is approximately US\$500–US\$2,500 per month, depending on destination,

occupation, experience, hours, accommodation, benefits and local market conditions.

This is NOT a promise that a candidate can legally be employed for US\$500 in every destination. The applicable salary must always be at

least the lawful minimum wage, sectoral minimum, collective-agreement rate, immigration salary threshold or other mandatory

compensation level applicable to the destination and occupation.

9. EMPLOYMENT CONTRACT REQUIREMENTS

Before departure, the worker should receive a written employment contract in a language they understand. At minimum, the contract

should state:

- Employer's legal name and contact details.
- Worker's full name and passport/identity details as legally appropriate.
- Job title and complete duties.
- Place of work and accommodation address where applicable.
- Gross salary and currency.
- Pay frequency and permitted deductions.
- Working hours, overtime rules and rest periods.
- Weekly rest day and annual/other leave entitlements.
- Accommodation, food and transport terms where applicable.
- Medical insurance or health coverage where legally required.
- Probation period, if lawful.
- Notice period and termination rules.
- Return/repatriation arrangements where applicable.
- Complaint/grievance procedure.
- Applicable governing law and dispute forum.

No contract substitution should occur after arrival. Any material change should be documented and lawfully agreed.

10. FAIR & ETHICAL RECRUITMENT

Karigar India–Global intends this scheme to follow fair-recruitment principles. The ILO's fair recruitment guidance emphasizes respect for

human rights, transparent contracts, prevention of forced labour and trafficking, and the principle that workers should not bear recruitment

fees or related costs.

- No forced labour, trafficking, coercion or deception.
- No discrimination prohibited by applicable law.
- No false job offers or fake visa promises.
- No contract substitution.
- No passport confiscation or unlawful retention.
- No unlawful deposits or debt bondage.
- No charging of recruitment fees to workers where prohibited by law or contrary to applicable fair-recruitment standards.
- Workers must receive understandable information about the job before departure.
- Workers must have access to a grievance mechanism.
- The worker's decision to accept employment must be voluntary.

11. PASSPORT & PERSONAL DOCUMENT POLICY

The candidate retains control of their passport and personal identity documents except where a competent authority or a narrowly defined

lawful administrative process requires temporary submission. Any document submitted for processing must be tracked and returned

promptly after the relevant process.

Neither Karigar India–Global nor the client should use document retention as a means of controlling the worker's movement or

employment.

12. ANTI-FRAUD & DOCUMENT INTEGRITY

- No forged passport, certificate, police clearance, experience letter, bank statement or employment document.
- No false job title or salary to obtain immigration approval.
- No false relationship, sponsorship or accommodation information.
- No coaching a candidate to give false answers to immigration officials.
- No undisclosed substitution of employer or occupation.
- Any suspected fraud may result in immediate suspension or cancellation of the case without prejudice to legal rights.

13. EMPLOYER RESPONSIBILITIES

Provide a genuine vacancy and lawful job description.

Meet all employer sponsorship/licensing requirements.

Pay the legally required salary and employment benefits.

Provide lawful working conditions, rest, leave and workplace safety.

Provide legally required insurance, accommodation or medical support where applicable.

Never demand illegal recruitment deposits from the worker.

Do not retain the worker's passport unlawfully.

Report material employment changes to the appropriate authorities where required.

Comply with local employment, immigration, tax, health and safety laws.

Cooperate with replacement and grievance processes where the selected service includes them.

14. CANDIDATE RESPONSIBILITIES

Provide genuine identity, qualification and experience information.

Disclose relevant immigration history when lawfully required.

Attend interviews, medicals, biometrics and appointments.

Read and understand the employment contract before departure.

Comply with destination-country immigration and employment conditions.

Perform the agreed duties professionally.

Inform the employer and service coordinator of material issues promptly.

Do not abscond, work for an unauthorized employer or breach visa conditions.

15. REPLACEMENT POLICY — UP TO 5 REPLACEMENTS

Global Premium includes up to five eligible replacement sourcing cycles during the 24-month service period. Lower plans have the

replacement limits shown in the package table.

A replacement means a fresh sourcing and coordination effort; it does not guarantee an identical candidate, immediate deployment, visa

approval or employer acceptance.

- Replacement should normally be requested promptly after resignation, termination or an eligible failure to continue.
- The client must provide evidence of the reason for separation when reasonably requested.
- Replacement may be denied where the client breached the employment contract, failed to pay salary, materially changed duties, created unsafe/abusive conditions or otherwise caused the candidate's departure.
- Replacement does not create a cash-refund entitlement.
- Each replacement cycle is subject to the destination country's then-current immigration and labour rules.

- A replacement requiring a new visa, government fee, medical examination or airfare may involve third-party costs unless expressly

included in the country quotation.

16. SERVICE TERM & 24-MONTH SUPPORT

The selected Global Deployment service may provide coordination and support for up to 24 months from the date specified in the signed

country quotation. The service term is not the same as the validity of a visa, residence permit or employment contract.

Government permissions may expire earlier or later. The client and worker remain responsible for timely renewals and compliance unless

a separate renewal service is expressly purchased.

17. TRAVEL & TICKETS

Where airfare is included, the standard commercial inclusion is one economy-class ticket for the initial lawful deployment, from the agreed

departure city to the agreed destination. A return ticket, annual leave ticket, emergency repatriation, baggage excess, change fee,

missed-flight fee or later replacement ticket is not automatically included unless stated in the quotation.

If a country-specific package states that additional tickets are included, the exact number and conditions must be written in the quotation.

18. MEDICAL, POLICE, ATTESTATION & OTHER COSTS

Medical examinations, police clearance certificates, document apostille/attestation, translations, biometric appointments, professional

licensing, skills testing, vaccinations, insurance, employer bonds/levies and similar costs vary by country. They must be itemized in the

country-specific quotation.

No employee should be asked to pay a cost that applicable law prohibits the worker from bearing.

19. DOMESTIC STAFF / CARE WORKER SAFEGUARDS

For domestic workers, caregivers, nannies, elder-care workers and similar household staff, the client must provide lawful and dignified

working conditions.

- Clear duties and working hours.
- Adequate rest and privacy.
- Safe accommodation for live-in roles.
- Timely salary payment.
- No physical, verbal, sexual or psychological abuse.
- No forced work unrelated to the contract.
- Reasonable access to personal communication and identity documents, subject to lawful workplace rules.
- Emergency contact information.
- Access to medical care and legally required insurance.
- Compliance with any destination-specific domestic-worker protections.

20. CHILD & VULNERABLE PERSON PROTECTION

No candidate below the lawful minimum working age may be recruited for an occupation prohibited to minors. For childcare, elder care,

patient care or vulnerable-person roles, additional screening, references, police checks, safeguarding procedures and qualifications

should be applied where required by the destination country or employer.

Any allegation of abuse, exploitation, trafficking or serious misconduct should be escalated immediately to the appropriate authorities and

service management.

21. DATA PROTECTION & CONFIDENTIALITY

- Personal data will be collected only for legitimate recruitment, employment, immigration, travel, verification and service-administration

purposes.

- Passport, identity, medical, police and employment documents should be securely stored and shared only with authorized persons/entities who need them for the process.

- Client household information, salary information, business information and candidate information must be treated confidentially.

- Data may be transferred across borders where required for lawful recruitment or immigration processing, subject to applicable privacy

law.

- Records should be retained only for as long as reasonably required by law, contract, audit or legitimate dispute-resolution needs.

22. ANTI-BRIBERY & ANTI-CORRUPTION

Karigar India–Global will not knowingly offer, promise, pay or authorize an unlawful payment, facilitation payment, gift or benefit to obtain

a visa, work permit, border admission, government decision or employment approval. Clients and candidates must not request such

conduct.

23. NO GUARANTEE OF EMPLOYMENT OUTCOME

Recruitment is dependent on candidate eligibility, employer requirements, labour-market conditions, government quotas, immigration

rules and candidate/employer decisions. A service fee purchases the agreed professional coordination services; it does not purchase a

visa, job, residence permit or citizenship outcome.

24. CANCELLATION, REFUND & SERVICE FAILURE

Because international deployment involves substantial sourcing and administrative activity, cancellation and refund must be governed by

the country-specific quotation and the general Karigar India–Global refund policy.

- If a case is cancelled before substantive work begins, the applicable written quotation may specify a higher refund.

- If substantial sourcing, documentation or immigration coordination has occurred, the company may retain charges for services already

rendered and non-refundable third-party costs.

- Government and third-party fees already paid are generally non-refundable where the relevant authority does not refund them.

- A visa refusal does not automatically create a full refund if the application was genuine, accurate and properly processed.

- If Karigar India–Global materially fails to perform a service expressly included in the signed quotation, the client may request a service

review.

- Any refund must be calculated from the actual package, work performed and documented third-party costs.

25. COUNTRY-SPECIFIC LEGAL OVERRIDE

This document is a global framework. A country-specific schedule, signed quotation, employment contract, government rule or mandatory

local law may impose stricter requirements. Where there is a conflict, mandatory law and the destination-country immigration/employment

rules prevail.

26. CLIENT ONBOARDING CHECKLIST

27. COUNTRY-SPECIFIC QUOTATION SCHEDULE

28. CLIENT DECLARATION

I/We confirm that I/we have received and understood the Global Deployment & International Employment Service Scheme. I/We

understand that immigration approval, work authorization, employment eligibility, entry, residence and long-term residence are controlled

by the relevant authorities and cannot be guaranteed by Karigar India–Global.

I/We agree that no candidate will be required to begin work before the required legal work authorization is in force. I/We agree to comply

with applicable employment, immigration, wage, health and safety, privacy and anti-trafficking requirements.

29. SOURCE & COMPLIANCE REFERENCES

This framework has been prepared with reference to official public guidance available at the time of drafting, including:

- UNDP Human Development Report 2025 — HDI data for 2023 and the definition of HDI.
- U.S. Department of State — Visitor Visa restrictions and employment rules.
- UK Government — Standard Visitor permitted/prohibited activities.
- Australian Department of Home Affairs — work restrictions for visitor visas.
- Immigration New Zealand — work visas and visitor conditions.
- Singapore Ministry of Manpower — work passes and employer requirements.
- UAE Government — work permits and employment residence visas.
- Oman Government / Royal Oman Police — employer-sponsored work visa and labour permit requirements.
- Swiss Federal Department of Foreign Affairs — work authorization before work-entry visa.
- Luxembourg Guichet — work-permit requirements for relevant third-country nationals.
- International Labour Organization — fair recruitment, worker protection and recruitment-fee principles.

These references are guidance sources, not a substitute for country-specific legal advice. Immigration and employment rules can change.

The applicable authority's rules at the time of application control.

30. KARIGAR INDIA–GLOBAL — CONTACT

KARIGAR INDIA–GLOBAL

Call / WhatsApp: 6207589312

Email: update@kaarigars.co.in

Website: www.kaarigars.co.in

PAN India & Global Deployment Assistance

Monday to Saturday | 11:00 AM – 8:00 PM

LEGAL REVIEW RECOMMENDED BEFORE COMMERCIAL LAUNCH

Plan

Service Fee

Term

Replacement

Core Coverage

Global Starter

US\$1,000

Up to 24 months

Up to 1

Sourcing, screening, documentation and basic deployment coordination

Global Standard

US\$1,750

Up to 24 months

Up to 2

Starter + enhanced visa/work-permit coordination + travel coordination

Global Professional

US\$2,750

Up to 24 months

Up to 3

Standard + priority processing + extended post-deployment support

Global Premium

US\$4,000

Up to 24 months

Up to 5

Priority global sourcing + enhanced coordination + up to 5 eligible replacements + dedicated support

Illustrative Band

Typical Use

Compliance Rule

US\$500–\$900

Selected lower-cost markets / eligible roles

Only where lawful and adequate for the occupation

US\$900–\$1,500

General skilled/semi-skilled roles in eligible markets

Must satisfy local wage rules

US\$1,500–\$2,500

Higher-skill / higher-cost markets or roles

May be below legal/market thresholds in some countries

Above US\$2,500

Professional/high-cost/specialized roles

Quoted according to destination law and employer market

Item

Client Confirmation

Destination country/city

Employer legal name

Occupation / job title

Number of workers

Salary + benefits

Working hours / rest / leave

Accommodation

Work authorization route

Visa category

Airfare inclusion

Medical / police / attestation

Insurance

Replacement plan

Service term

Total package fee

US\$

Third-party costs included/excluded

Field

Details

Country / City

Employer / Sponsor

Role(s)

Minimum lawful salary

Proposed salary

Work permit / visa route

Estimated processing window

Government fees included

Field

Details

Medical / police / attestation included

Airfare included

Insurance included

Replacement count

Support term

Package fee

US\$

Special exclusions

Signature Field

Details

Client / Authorized Representative

Company / Employer

Signature

Date

Karigar India–Global Representative

Signature
