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TALAL INTERNATIONAL

OVERSEAS EMPLOYMENT PROMOTERS

LICENSE NO. MPD/1191/RWP/92

PAKISTAN

COMPANY
PROFILE

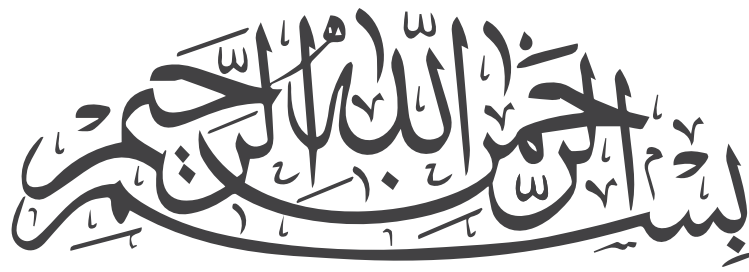


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Government of Pakistan

Ministry of Overseas Pakistanis & Human Resource Development

Bureau of Emigration & Overseas Employment

Overseas Employment Promoter's Licence Renewal

[Not – Transferable see rules 7 and 9(1)]

Licence No 1191 / RWP issued on 04/02/2003

authorizing Mr/Miss/Mrs Sohail Fazal Kayani

of Messers Talal International



Whose photograph is affixed above, authorising him/her to engage in assisting persons to emigrate for the purpose of employment by obtaining or helping to obtain, for them the necessary passage from Pakistan, subject to the provisions of the Emigration Ordinance, 1979 (XVIII of 1979) and the emigration Rules, 1979, is hereby renewed for the period 01/01/2021 to 31/12/2023

Hasnain A. Khan

Director General

Bureau of Emigration & Overseas Employment

Ministry of Overseas Pakistanis & Human Resource Development

Government of Pakistan

Islamabad,
Dated the 06/01/2021

Instructions and Conditions

1. The licensee shall carry this licence on his person whenever engaged in any work under Emigration Ordinance, 1979, and the rules made thereunder and shall produce it on demand by a bonafide person including the emigrants' employers in foreign countries and any official of the Government of Pakistan in Pakistan or abroad.

2. Any licensee who causes, or assists in, the emigration of any person in contravention of the provisions of the Emigration Ordinance, 1979, or the rules made thereunder, shall be punishable in accordance with the law.

3. Any violation of the Emigration Ordinance, 1979, or the rules made thereunder, shall render him liable to any one or more the following measures:-

- (i) Suspension of licence;
- (ii) Cancellation of licence;
- (iii) Forfeiture of security money in part or full; and
- (iv) Prosecution in a court of law under the said Ordinance and the Rules.

LICENSE COPY



HISTORY

TALAL international Overseas Employment Promoters was established in the year 1992 with the objective of providing efficient and competent manpower consultancy services to its clients by fulfilling all their requirements and placing the right candidates after their selection. It has been approved by the Ministry of Labour, Government of Pakistan under the registration # MPD/1191/RWP.

Ever since its establishment TALAL International has earned a leading position among the overseas employment promoters in Pakistan. We have already been recruiting professionals for our clients in the fields of Security, Electrical, Mechanical, Civil Engineering, Oil Field and Heavy Equipment, etc. in Saudi Arabia, United Arab Emirates, Malaysia, and other countries. We have been declared as the leading Overseas Employment Company in Pakistan that has recruited thousands of professionals for overseas companies over the last three decades.



ABOUT US

We appreciate you having a look into our company profile and are ready to serve you with the provision of top-notch services. Talal International is one of Pakistan's leading recruitment agencies having served through three decades and continues to do so with uncompromised credibility.

So far, there has never been a complaint filed against Talal International's service quality, conduct, and co-operation at any level. Talal International, serving under the Ministry of Labour and Manpower, has been contributing to Pakistan's economy since 1992. The company is financially strong and continues to grow as we speak. This has been possible through devotion and truthfulness not only towards our worldwide clients but also the public of Pakistan.

TALAL International enjoys the services of highly professional staff in its all sections i.e., Marketing, Operations, Processing, Finance, Administration, and Public Relations. Our office is situated in Rawalpindi. The office has high-end facilities for its visitors including but not limited to a big waiting hall, dedicated rooms for operations, latest equipment like computers, fax machines, laser printers, photocopiers, communication system, and uninterrupted power supply system.

Our Trade & Training Center has occupied a vast area. It has professional trainers and instructors to breed high-quality skilled manpower for overseas. It has the latest theoretical and mechanical gear.

Company Mission & Vision



Making Pakistan the most desirable human resource country in the world



The provision of world-class, reliable, and qualified professionals to companies in need of professionals and manpower in different countries while helping the public to make the most of new and better opportunities in their career and ultimately.

Our continuously growing client base is because of the continuous improvement of how we work. Technology-driven procedures, efficient and updated manpower database, and convenient communication helped Talal International to quickly climb the ladder through the previous decade. Devotion and credibility have helped us to maintain excellent relationships with our clients and it has definitely optimized the company's financial growth.



CEO PROFILE



Mr. Tariq Kayani who established the company back in 1992 has happily handed the responsibility to his son Mr. Sohail Kayani, a business graduate. He has served Talal International as Managing Director for over a decade hugely contributing to the progress of the company's growth and financial strength. Over the last 10 years, Mr. Sohail Kayani's professionalism and hard work have enabled him to recruit over 35000 professionals and skilled labour for valuable clients. Inheriting the tradition of devotion and credibility from his father, Mr. Sohail Kayani continues to drive Talal International to its vision of making Pakistan the most desirable human resource country in the world.



CEO MESSAGE

I extend my sincere thanks and gratitude for showing your interest in Talal International. I am more than pleased to introduce the company as one of the leading manpower recruiters operating in Rawalpindi, Pakistan. Highly professional and competent staff, continuously updated database, and upgraded technology have helped the company to improve its services while optimizing productivity. Client satisfaction is what we aim for. We believe in bridging up the existing opportunities and most eligible human resource. I stick to the old school rule that dictates us to go for the right man for the right job. Feel free to contact TALAL International to get in touch and I am sure this will be the beginning of a lasting and trustworthy professional collaboration bearing win-win results for all.

BEST REGARDS
SOHAIL KAYANI



TERMS & CONDITIONS,

TALAL International is bound to comply with the following terms and conditions set by the Government of Pakistan:

- Period of Contract: 1 Year Minimum
- Probation Period: 90 Days or as per the labour laws of the country
- Daily Working Hours: 8 hours a day (maximum 12 hours a day – the additional 4 hours should be paid as overtime)
- Working Days a Week: 6 Working Days a Week (with a paid holiday)
- Rest Day a Week: At least 1 rest day per week
- Rate of Overtime: As per the labour laws of the host country or minimum 1.5 times of the basic hourly wages
- Accommodation: Free of cost bachelor accommodation (not tents) must be provided by the employer with electricity, water, gas, and bedding
- Food Provision: Free food or 25% of the basic pay to be paid in lieu of free food for unskilled, semi-skilled, and skilled workers. (This condition does not apply to Bahrain and U.A.E.)
- Medical Facilities: Free medical facilities to be provided by the employer
- Transportation: Free transport is to be provided by the employer from residence to workplace
- Passage: Economy class by air from the place of hiring to place of employment and back on expiry of the contract. It should either be included in the salary (in addition to the minimum wages) or provided separately by the employer
- Vacation: Leave per year as per labour laws of the host country
- Illness Leave per Year: As per labour laws of the host country
- Social Security / Insurance: Employment to be covered at the cost of the employer according to the labour laws
- Evacuation: Dispatch of dead bodies or evacuation due to serious injury will be made to Pakistan at the employer's expenses

HOW WE SERVE

Our process for developing labour resources is based on the most scientific and refined approach, to meet and cope up with the challenge that arises out of a short time and maintenance of the highest standard for the selection of quality workers. The procedure adopted for tapping up the competent workers is summarized as under:



THE PRESS ADVERTISEMENT

Advertisement of principal's demand with the prior permission of the Protector of Emigrants Government of Pakistan through publication in the leading newspapers in all the provinces of Pakistan, and preparation of the list of the prospective candidates that strictly company with the conditions of demand and to meet the requirements of the principal, accordingly.



THE DATA BANK

On reviewing our data record, re-contacting the prospective candidates who strictly meet the job description and specification of the demand at hand.



THE FIELD STAFF

In case of any specialized and specific demands; the search is executed through our field force. As such we are always in search of suitable and competent workers at various project sites – spread across Pakistan.

RECRUITMENT PROCEDURE

Our system of selection is guaranteed and we select the right man for the right job. We strictly follow the instruction of our Principal regarding the selection of the candidates.

Below are the salient features of our recruiting policy for the manpower:

- Permission for recruitment of manpower is guaranteed by the Protector of Emigrants Bureau of Emigration, Government of Pakistan.
- Posts are advertised in the leading daily newspapers for the requirement of applications for concerned jobs.
- We look at physical build-up and appearance.
- We examine educational and experience certificates.
- We arrange for the practical trade test through reputable technical institutions.
- After passing through these stages, we arrange for a complete medical examination from authorized medical centers.

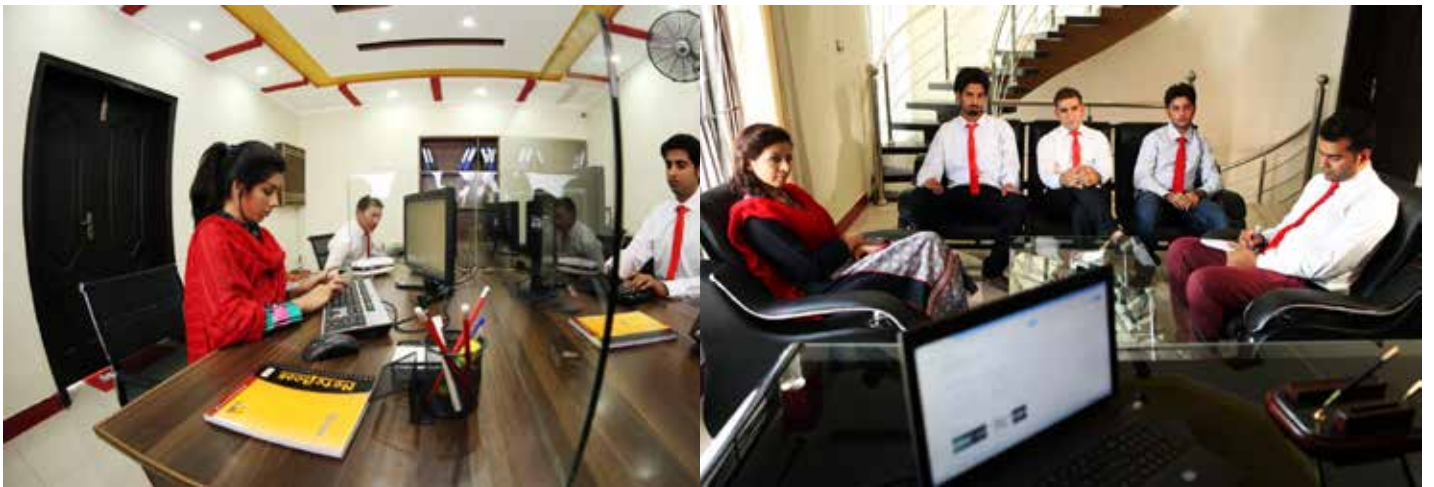
The successful candidates have to attend compulsorily three days training course during which they are briefed about the social, cultural, and historical background of the employer's country, legal system, and local laws of the host country.



REQUIRED FROM THE EMPLOYER

- Demand letter mentioning wages and other terms and conditions of services.
- Letter addressed to the Visa Consular, (for Saudi Arabia based companies only) and also for other countries if required.
- Power of Attorney.

All these documents are required on printed letterhead from and duly attested by the local chamber of commerce, Ministry of Foreign Affairs, and Pakistan Embassy in the host country (Not for Saudi Arabia Based Companies).



HUMAN RESOURCES / MANPOWER CATEGORIES

Over the last 30 years TALAL International has provided manpower to different countries in diverse industries including but not limited to the following:

- Civil / Architectural
- Electrical
- Mechanical Category
- Heavy Equipment Category
- Power / Gas / Water Treatment
- Medical / Para Medical
- Administration
- Hotel Industry
- Construction and Industry Labour



CIVIL / ARCHITECTUAL

- . ENGINEERS : (DEGREE HOLDERS)
- . FOREMAN / CHARGE HAND : (DIPLOMA HOLDERS)
- . SURVEYORS : (DEGREE / DIPLOMA HOLDERS)
- . DRAFTSMAN – CAD : (DIPLOMA HOLDERS)
- . CARPENTER : SHUTTERING / FURNITURE
- . MASON : MARBLE / TILES / PLASTER / BRICK
- . PLUMBER : SANITARY / PIPE
- . REBAR : BAR BENDER / STEEL FIXER
- . WATERPROOF TECHNICIANS
- . PRE-STRESS TECHNICIANS
- . HELPERS



TYPES OF **MANPOWER**

- PLUMBER
- HVAC
- PIPE FITTERS
- RIGGERS
- SCAFFOLDERS
- DUSTMEN'S
- FABRICATORS
- REFRIGERATION TECHNICIANS
- GENERATOR TECHNICIANS
- LATHE TECHNICIANS
- MILLWRIGHT TECHNICIANS
- HELPERS



HEAVY EQUIPMENT CATEGORY

- . **OPERATORS** : (DOZER/FORK LIFT/PAY LOADER/BACK **HOE** CRANE (MOBILE/CRAWLER/HYDRAULIC)
- . **DRIVER** : (TRAILER / DUMP TRUCK / LIGHT VEHICLES)
- . **MECHANICS** : (HEAVY EQUIPMENT / LIGHT)
- . **TYRE MEN**
- . **DENTURES**
- . **PAINTERS SPRAY**
- . **MOULDERS**
- . **HELPERS**



ELECTRICAL

- . ENGINEERS : (DEGREE HOLDERS)
- . CHARGE HANDS : (DIPLOMA HOLDERS)
- . ELECTRICIANS : INTERIOR
- . DRAFTSMAN – CAD : (DIPLOMA HOLDERS)
- . ELECTRICIANS : ELECTRICIANS
- . TECHNICIANS : ERECTION, COMMISSIONING, MAINTENANCE
- . TECHNICIANS : SWITCH YARD / PANEL
- . TECHNICIANS : OVERHEAD LINES
- . TECHNICIANS : INSULATION
- . CABLE LAYERS & JOINTS
- . HELPERS



MECHANICAL

- . ENGINEERS : (DEGREE HOLDERS)
- . FOREMAN / CHARGE HAND : (DIPLOMA HOLDERS)
- . WELDERS (ARC / ARGON) : GENERAL
- . DRAFTSMAN – CAD : (DIPLOMA HOLDERS)
- . WELDERS (ARC / ARGON) : PIPE (UP TO 6 G, 6 GR RADIOGRAPHY TESTED)
- . WELDERS : TAG / MUG / TERMITE
- . A/C TECHNICIAN : WINDOW / CENTRAL PLANTS

POWER / GAS / WATER / TREATMENT AND PETRO-CHEMICAL PLANTS

- . ENGINEERS : POWER (ERECTION / COMMISSIONING MAINTENANCE)
- . ENGINEERS : GAS PROCESS (ERECTION / COMMISSIONING MAINTENANCE)
- . ENGINEERS : REFINERIES (ERECTION / COMMISSIONING MAINTENANCE)
- . ENGINEERS : WATER TREATMENT (ERECTION / COMMISSIONING MAINTENANCE)
- . TECHNICIANS : (ERECTION / COMMISSIONING MAINTENANCE)
- . OPERATORS : (CONTROL ROOM / TURBINE / BUILDER) AUXILIARY / FIELD
- . CHEMISTS & ANALYSIS
- . HELPER OF ALL KINDS



MEDICAL / PARAMEDICAL

- . **CONSULTANTS** : SURGICAL / MEDICINE (WESTERN / EUROPEAN QUALIFIED)
GYNAECOLOGY / ENT / EYE/ DERMATOLOGY RADIOLOGY / PATHOLOGY)
- . **SPECIALISTS** : ALL BRANCHES (ASIAN QUALIFIED)
- . **RESIDENTS** : ALL BRANCHES (ASIAN QUALIFIED)
- . **NURSES** : MATRON / CHARGE / STAFF / AUXILIARY
- . **TECHNICIANS** : X-RAY / LABORATORY / ECG.ETC
- . **MAINTENANCE** : OPERATION THEATRE / CIVIL / AIR CONDITION
STERILIZATION / ELECTRICIAN / MECHANICAL / ELECTRONICS
- . **ADMINISTRATION STAFF**
- . **JANITORS**
- . **LAUNDRY MEN**



DEMAND LETTER

M/S TALAL INTERNATIONAL

LICENSE NO. MPD/1191/RWP/92

OVERSEAS EMPLOYMENT PROMOTERS,

FLAT NO. 7, 3RD FLOOR, UNITED PLAZA,

SHAMSABAD, MURREE ROAD, RAWALPINDI, PAKISTAN

DEAR SIR,

PLEASE RECRUIT PERSONS FOR OUR ESTABLISHMENT ON PAY AND OTHER

BENEFITS MENTIONED BELOW. THE PERIOD OF THE CONTRACT WILL BE FORYEARS

THIS DEMAND LETTER IS ISSUED AGAINST OUR VISA NO. DATED

S NO. CATEGORY NO. OF PERSONS MONTHLY SALARY

1.

2.

3.

OTHER BENEFITS:

FREE FOOD OR FOOD ALLOWANCE, FREE ACCOMMODATION, FREE MEDICAL, FREE AIR PAS-
SAGE FROM PAKISTAN TO DESTINATION AND BACK (INCLUDED IN SALARY)

ALL OTHER BENEFITS SHALL BE ALLOWED UNDER THE LABOUR LAWS OF THE HOST
COUNTRY.

YOURS FAITHFULLY

EXECUTANTS

SHOULD BE ATTESTED BY,

1. CHAMBER OF COMMERCE.

2. FOREIGN AFFAIRS.

3. PAKISTAN EMBASSY (NOT FOR SAUDI ARABIA)

POWER OF ATTORNEY

KNOW ALL MEN THESE PRESENTS THAT WE A COMPANY ORGANIZED UNDER THE LAW OF DO HEREBY APPOINT M/S TALAL INTERNATIONAL LICENSE NO. MP-D/11-1/RWP/92 OVERSEAS EMPLOYMENT PROMOTERS, RAWALPINDI PAKISTAN TO BE OUR TRUE AND LAWFUL ATTORNEYS AND AGENTS IN PAKISTAN IN RESPECT OF HANDLING OF ALL THESE AFFAIRS CONCERNING RECRUITMENT OF MANPOWER FROM PAKISTAN FOR US CAN DEPOSIT REGISTRATION FEE ETC AND TO SIGN ALL NECESSARY DOCUMENTS REQUIRED BY THE PROTECTOR OF EMIGRANTS GOVERNMENT OF PAKISTAN, EMBASSIES CONCERNED IN PAKISTAN AND OTHER AGENCIES IN CONNECTION WITH THEIR PASSPORTS VISAS AND PASSAGE ETC. DATED FOR PERSONS.

IN WITNESS WHEREOF WE HAVE EXECUTED THIS

AGREEMENT ON THIS DAY OF THE MONTH OF 20.....

EXECUTANT

SHOULD BE ATTESTED BY:

1. CHAMBER OF COMMERCE.
2. FOREIGN AFFAIRS.
3. PAKISTAN EMBASSY (NOT FOR SAUDI ARABIA)

LETTER OF AUTHORITY

HIS EXCELLENCY,
THE CONSUL GENERAL,
EMBASSY OF
ISLAMABAD / KARACHI.

YOUR EXCELLENCY,

WE HAVE AUTHORIZED M/S TALAL INTERNATIONAL LICENCE NO. MPD/1191/RWP/92 OVERSEAS
EMPLOYMENT PROMOTERS RAWALPINDI PAKISTAN TO OBTAIN VISAS ON OUR
BEHALF, FROM OUR VISA NO DATED AND TO DO OTHER THINGS CONNECTED
WITH THIS MATTER.

WITH HIGHEST REGARDS,
YOURS FAITHFULLY,
EXECUTANT

SHOULD BE ATTESTED BY:

1. CHAMBER OF COMMERCE.
2. FOREIGN AFFAIRS.
3. PAKISTAN EMBASSY (NOT FOR SAUDI ARABIA)

OUR CLIENTS



OUR CLIENTS





HEAD OFFICE

Address : Flat # 7, 3rd floor united plaza, shamsabad Muree Road, Rawalpindi, Pakistan.
Ph: +92-51-4854115-6, Fax: +92-51-4854116, Cell: +92-321-5821558



BRANCH OFFICE

P.E.C.H.S Nursery Shahra-e- Faisal Karachi



OVERSEAS OFFICE

Oxford Street ,London England



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