

AGREEMENT

between the Government

of the Republic of India and the Government of the Russian Federation
on Temporary Labor Activity of Citizens

of one State in the Territory of the other State

The Government of the Republic of India and the Government of the Russian Federation, hereinafter referred to as the Parties,

being guided by the legislation of the States of the Parties, in their mutual endeavor to strengthen and develop economic ties between the two States,

considering the temporary labor activity of citizens of one State in the other State as an important area of the Indian-Russian cooperation,

proceeding from mutual interest in regulating the processes of external labor migration with due regard to the situation on the labor market in the Republic of India and in the Russian Federation,

desiring to provide favorable conditions for temporary labor activity of citizens of one State in the territory of the other State,

have agreed as follows:

Article 1

1. This Agreement regulates the matters of temporary labor activity of the citizens of the Republic of India in the territory of the Russian Federation and the citizens of the Russian Federation in the territory of the Republic of India in order to simplify the procedures to engage in temporary labor activity.

2. This Agreement is also applied to the workers studying in the State of the host Party in full time in professional educational organizations,

educational organizations of higher education or scientific organizations according to the educational program of secondary vocational education and exercising temporary labor activity in their free time.

3. This Agreement is not applied to the territories, organizations and facilities of the States of the Parties which the foreign citizens can access only by special permission.

Article 2

For the purpose of this Agreement the following terms are used:

1. temporary labor activity: the work carried out by the citizens of the State of one Party in the territory of the State of the other Party under an employment contract or a contract for work (services) on the conditions and according to the procedure determined by the legislation of the State of the host Party.
2. State of the host Party: the State of the Party in whose territory the worker exercises temporary labor activity;
3. State of permanent residence: the State of the Party in whose territory the worker resides permanently;
4. employer: an individual or legal entity authorized to recruit and employ the workers and employing them on a basis of the employment contracts concluded with them in accordance with the legislation of the State of the host Party;
5. customer of works (services): an individual or legal entity authorized to recruit and employ the workers and employing them on a basis of civil contracts for performing works (providing services) concluded with them in accordance with the legislation of the State of the host Party;
6. worker: a person who is a citizen of the State of one Party, living permanently in the territory of the State of that Party, legally staying and legally exercising temporary labor activity in the territory of the State of

the other Party without being its citizen and without living permanently in its territory;

7. permit to recruit and employ the workers: a document issued by the competent authority of the State of the host Party and confirming the right of the employer and of the customer of works (services) to recruit and employ the workers;

8. work permit: a document issued by the competent authority of the State of the host Party and confirming the right of the worker to exercise temporary labor activity in the territory of the State of the host Party;

9. employment contract: an agreement between the employer and the worker according to which the employer undertakes the responsibility to provide a work corresponding to the specified labor function to the worker, ensure working conditions, inter alia, specifying working hours and occupational safety, and pay wage to the worker on time and in full, and make provision for social security of the worker in accordance with the legislation of the State of the host Party while the worker undertakes to perform personally the labor function specified in this contract;

10. contract for performing works (providing services): a civil contract, as defined in the legislation of the State of the host Party, according to which the worker undertakes to perform a certain work (provide a certain service), and the customer of works (services) undertakes to accept the performed work (provided service) and pay for them, as per the terms of the contract.

Article 3

1. The competent authorities of the States of the Parties responsible for implementation of this Agreement (hereinafter competent authorities) are:

for the Republic of India the Ministry of External Affairs of the Republic of India and the Ministry of Labour and Employment of the Republic of India;

for the Russian Federation the Ministry of the Interior of the Russian Federation, the Ministry of Labor and Social Protection of the Russian Federation and the Ministry of Science and Higher Education of the Russian Federation.

2. In case the competent authorities, their names or functions change, the Parties shall immediately notify each other thereof in writing through diplomatic channels.

3. The competent authorities shall create a joint working group to address the issues related to the implementation of this Agreement.

4. The Joint Working Group shall meet at least once a year on a mutually convenient date for the two Parties, either remotely or in person, alternatively in the Republic of India and the Russian Federation.

Article 4

1. Entry into, exit from, stay in and movements of the workers within the territory of the State of the host Party, shall be regulated by the legislation of that State and by the treaties in force between the Republic of India and the Russian Federation.

2. Recruitment and activity of the workers shall be carried out in accordance with the legislation of the State of the host Party and provisions of this Agreement.

3. The State of the host Party while setting the number of the recruited workers of the State of the other Party shall stem from the demand for foreign labor force in the domestic labor market of the state of Host Party.

Article 5

1. The rights and freedoms provided by the legislation of the State of the host Party in respect of foreign citizens shall be guaranteed to the workers.
2. The workers are obliged to respect the legislation of the State of the host Party and rules of stay of foreign citizens in its territory and provisions of this Agreement.

Article 6

1. The workers exercise temporary labor activity on the condition that they have a work permit except for the workers referred to in paragraph 2 of article 1 of this Agreement.
2. The workers shall not perform any other paid work except the one that the permit for work has been issued for.
3. In case it is found that the worker performs or performed other paid work except the one that the permit for work has been issued for, or concluded an employment contract with another employer or a contract for performing works (providing service) with another customer of works (services), the work permit shall be annulled.
4. The workers referred to in paragraph 2 of article 1 of this Agreement exercise temporary labor activity without obtaining a work permit.

Article 7

In case of temporary labor activity requiring certain speciality, qualification or skills, carried out on the basis of employment contract or contract for performing works (providing services), the workers must

present to the employer or customer of works (services), relevant documents/certifications. These documents/certifications shall be translated into the official language of the State of the host Party and certified in accordance with the procedure set by the legislation of the State of the host Party. The employer or customer of works (services) may assist to the worker in making translation of these documents/certifications and its certification.

Article 8

1. Remuneration and other working conditions of the workers must not be less favorable than those stipulated by the legislation of the State of the host Party for the citizens of the State of the host Party for the same work.
2. The employment contract or contract for performing works (providing services) must comply with the legislation of the State of the host Party, provisions of this Agreement and contain all the necessary conditions related to temporary labor activity and stay of the worker in the State of the host Party.

Article 9

1. In case of early termination of the employment contract or contract for performing works (providing services) in connection with termination of activities of the employer or customer of works (services) or following the reduction in number of staff, the worker shall receive compensation payments stipulated by the legislation of the State of the host Party and in accordance with the employment contract or contract for performing works (providing services).

In this case the worker shall be entitled to conclude an employment contract or contract for performing works (providing services) with

another employer or customer of works (services) of the State of the host Party for the period remaining until the expiration of the term specified in the initial work permit on condition that at least 3 months remain until the expiration of that term and a new employer or customer of works (services) has a permit to recruit and employ workers.

2. The worker must leave the State of the host Party upon expiry of the period of validity of the work permit, in case the work permit is annulled in accordance with the legislation of the State of the host Party or with paragraph 3 of article 6 of this Agreement.

3. In case the worker referred to in paragraph 2 of article 1 of this Agreement completes the training or terminates it early, the employment contract or contract for performing works (providing services) concluded with this worker shall be terminated.

Article 10

Upon termination of the worker's labor activity the employer or customer of works (services) shall provide a duly certified document containing information about the duration of work, nature of work and the wage by month to the worker at his/her demand.

Article 11

The matters of social, pension and health insurance shall be regulated by the legislation of the State of the host Party and treaties in force between the Republic of India and the Russian Federation.

Article 12

1. The employer and customer of works (services) shall immediately inform the competent authorities of the State of the host Party at the

place of the worker's migration registration, the diplomatic mission or consular office of the State of permanent residence in the State of the host Party of the worker's death submitting materials on the fact of his/her death.

2. In case of the worker's death by fault of the employer or customer of works (services), as well as in case of the worker's employment injury by fault of the employer or customer of works (services), the employer or customer of works (services) respectively shall make payments in the amount and manner established by the legislation of the State of the host Party and as per the provisions under the employment contract or contract for performing works (providing services).

3. In case of the worker's death by fault of the employer or customer of works (services), the employer or customer of works (services) respectively shall organize transportation of the corps (remains) of the deceased person to the State of his/her permanent residence and shall bear all the expenses connected with this transportation, carrying and sending of his/her property unless otherwise provided by the employment contract or contract for performing works (providing services) respectively.

Article 13

The disputes between the Parties related to the application or interpretation of this Agreement shall be resolved by way of negotiation between them.

Article 14

1. This Agreement shall enter into force since the day the last written notification that the Parties have fulfilled their domestic procedures necessary for its entry into force is received.

2. This Agreement shall be effective for the period of 5 years and automatically extended for subsequent similar periods if neither Party notifies the other Party of its intention to terminate it not later than 6 months before expiry of the initial or any subsequent period, in writing through diplomatic channels.

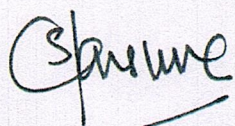
3. Amendments to be formalized by separate protocols may be introduced in this Agreement by mutual written consent of the Parties.

4. In case this Agreement terminates, the work permits issued within the validity period of this Agreement remain valid until the expiration of the period specified therein.

The obligations provided for by this Agreement with regard to the concluded employment contracts and contracts for performing works (providing services) shall remain valid in case of its termination until the expiration of the periods these contracts were concluded for.

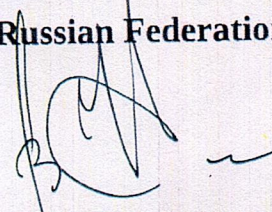
Done in New Delhi on 04 December, 2025 in duplicate, each copy in the Hindi, Russian and English languages, all texts being equally authentic. In case of divergence in the interpretation of the provisions of this Agreement the text in the English language shall be used.

**For the Government of
the Republic of India**



(Dr. Subrahmanyam Jaishankar)
External Affairs Minister

**For the Government of
the Russian Federation**



(Mr. Vladimir Kolokoltsev)
Minister of Internal Affairs