



OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES



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Saudi targeting 40pc female workforce participation

RIYADH: Saudi Arabia aims to achieve 40pc female workforce participation in the Kingdom by the end of this decade, To propel this plan, Saudi Arabia also organised the HERizon Summit under the theme “Invest in Women,”



having already surpassed its Vision 2030 target of 30pc, according to a senior official.

During the eighth edition of the Future Investment Initiative in Riyadh, Saudi Minister of Finance Mohammed Al-Jadaan said that 45pc of the small and medium enterprises in the Kingdom are headed by women. Strengthening the role of females in the country's labour force and bridging the gender gap is one of the key goals outlined in the Kingdom's economic diversification Vision 2030 programme.

where experts discussed ways to make females a formidable force in the global employment sector. “Moving from almost 17pc of female workforce participation when we started Vision 2030, we are currently at 35pc. And our target for 2030 was 30pc”, said Al-Jadaan.

He added: “If you look at women's participation today, not only as employees but also as entrepreneurs, it is significant. We doubled the number of SMEs in the last seven years. What is interesting is that 45pc
(Cont. on page-2)

Huzefa Noman Garari, Business Development Manager of Azerbaijan Airlines

Huzefa Noman Garari is the Business Development Manager, India, of Azerbaijan Airlines – Zeal Global Corp.

“Being a part of the aviation industry since 2003, I had a journey of 20 plus years with an extensive sales, marketing and business



India's Ambassador to Kuwait Dr Adarsh Saika visiting the stalls at the Ayurveda exhibition where some Ayurvedic medicines and cosmetics were displayed. This reflects a broader trend — a growing recognition of Ayurveda's role in holistic health, not only for individuals but for communities.

Ayurveda getting globally accepted, says Dr Swaika

KUWAIT CITY:The Indian embassy in Kuwait celebrated the ninth Ayurveda Day with the theme “Ayurveda Innovation for Global Health.”

Inaugurating the function, India's Ambassador to Kuwait Dr Adarsh Swaika opined that the theme of this year's Ayurveda Day – “Ayurveda Innovation for Global

Health” is a very apt one. This is in consonance with the vision of Prime Minister Narendra Modi who believes that generating quality evidence through innovation in Ayush is of prime importance for positioning Ayurveda as a leader in holistic and sustainable healthcare solutions for global health.

Ayurveda, which means “the science of life,” is an ancient Indian tradition that began in India over 3000 years ago. It is based on the idea that each person has certain life forces (Doshas) and everything in the universe is connected. An imbalance in one area can affect another. When the imbalance is not fixed, disease and illness can occur. Ayurveda mostly uses nutrition, life-

style changes and natural treatments. These are used to support balance and a return to health. Ayurveda is very focused on overall health. But it may use specific treatments for some diseases.

The focus of Government of India on promotion of Ayurveda is evident from the fact that a new Ministry of Ayush was created in 2014. Ayurveda is not only gaining greater traction in India but overseas as well, said Dr Swaika. The persistent efforts of Ministry of Ayush and our missions abroad have resulted in legal recognition of Ayurveda, export of Ayurveda products and signing of bilateral MoUs in the field of Traditional Medicines (TM) with
(Cont. on page-3)





Bonanza from Germany

The decision by Germany, the strongest and largest economy in Europe, to raise the number of skilled labour visas granted to Indian workers to 90,000 annually, up from the current limit of 20,000, is a highly welcome development as the two nations sought to deepen ties during the visit of German Chancellor Olaf Scholz.

Germany is grappling with a falling working age population and a relatively untrained workforce in new and emerging technologies. Germany is in need of qualified working age group people and India is the right choice for it. According to the German Economic Institute, Germany's decision comes as a response to its growing labour crisis, with an estimated 5.7 lakh job vacancies across the country. These recruitments are to fill sectors such as information technology, nursing, care-giving and even bus drivers. Being such a diverse recruitment, almost all sections of Indians can benefit.

According to German Ambassador to India Philipp Ackermann, his country has already seen positive experiences with Indian legal migrants and is keen on increasing this migration to address the severe labour shortfall. "One thing which is also very important for our strategic partnership is the skilled labour migration to Germany. We need skilled workers in many areas from IT engineers to bus drivers and care-givers," said Ackermann. He added that the country is working closely with the Modi government to facilitate more migration and plans to support this in the coming months and years.

The agreement with Germany is India's first one under the G20 "Skills-based migration pathways" framework accepted during last year's meet in New Delhi and would help the Indian workforce move into non-traditional sectors like teaching, nursing and manufacturing. According to estimates, Indian skilled workers in Germany have grown in numbers in recent years, with close to 1.37 lakh in occupations of skill.

Germany's new immigration policy not only makes it easier for skilled professionals to work there but also offers higher wages. The average gross monthly salary for Indian employees in full-time positions in Germany is about €5,400, which amounts to around Rs 4.92 lakh—41pc higher than the national median wage. Thus, the benefits for Indian workers are notable. Indians were also the largest group of international students in the country with 49,483 students registered during the 2023-24 winter semester.

In the presence of German Chancellor Olaf Scholz, Prime Minister Narendra Modi said the move would further boost Germany's economic growth. He also invited German businesses to invest in our country saying there was no better place for investment than India and this was the right time to join its growth story.

The mutual trade between India and Germany has reached a level of more than \$30 billion. Today, on one hand, hundreds of German companies are in India, while Indian companies are also rapidly increasing their presence in Germany. India is becoming the largest centre of diversification and de-risking. India is also becoming a hub of global trade and manufacturing. The current year marks the completion of 25 years of India-Germany strategic partnership and, no doubt, the next 25 years are going to take this partnership to new heights. This is a win-win situation for both.

LIPSYNCH

"He who laughs last, laughs best"

— A German proverb

FLY91 launches daily Goa-Pune-Jalgaon flights

PANAJI: With an eye on the rise in travel activities around the festive season of Diwali, FLY91, India's pure play regional airline, has announced direct daily flights connecting Pune-Goa and Pune-Jalgaon from October 27 onwards, significantly enhancing re-

tions for Pune-based residents.

The Pune-Goa route will facilitate ease of travel for students, leisure seekers and promote MICE (Meetings, Incentives, Conferences and Exhibitions) tourism in Goa, a leading holiday destination. The



gional connectivity on the two routes.

The introduction of daily flights on the two routes will not only enhance connectivity to Pune, the cultural capital of Maharashtra, a centre for IT and ITES services and an education hub, but will also offer convenient direct outbound air-travel op-

Pune-Jalgaon route will increase business and student travel, along with leisure traffic drawn to the Ajanta and Ellora caves, UNESCO-endorsed world heritage sites in Jalgaon.

In addition to the above routes, FLY91 will continue to ply its aircraft on the Pune - Sindhudurg route, twice a week.

Saudi targeting 40pc...

(Cont. from page-1)

of these are female-led SMEs."

According to Al-Jadaan, the rise in female workforce participation is visible in various areas, including consumption and household income. "We are now targeting female

workforce participation in the workforce to more than 35pc or around 40pc by 2030. And I think we will be able to achieve that," Al-Jadaan said. He further said that women in Saudi Arabia are also making their presence felt in new sectors like tourism.

Heavy Diwali gold buying in Qatar

DOHA: For many South Asian expats in the country, Dhanteras marked the begin-

nings the rush that jewellery shops in Qatar witnessed.

The festivities began with



ning of the week-long festival of lights Diwali. It was also the day when those observing this festival believe that buying gold or silver is considered auspicious, which ex-

Dhanteras on October 29, while the main celebrations happen on Oct 31 and Nov 1.

Indian expat living in Qatar for past 10 years Divya Sreekumar said that Diwali

Canadian car crash claims four Indians

ONTARIO: Four Indian nationals were killed and one injured when the car they were travelling in



crashed and burst into flames in Canada's Ontario province, authorities said.

The accident occurred last week in the Lake Shore Boulevard East and Cherry Street area of Toronto city.

The five people, between the ages of 25-32, were travelling in a Tesla when it "lost control and struck the guard rail and then a concrete pillar" before bursting into flames.

"We have gathered some evidence so far to suggest that speed was a factor," Toronto Police Duty Inspector Philip Sinclair was quoted as saying by the Toronto Sun newspaper.

Four of the car occupants were pronounced dead on the scene by the police officials responding to the accident.

The fifth occupant, a 25-year-old woman, was transported to a hospital with non-life-threatening injuries.

this year has come at a time when the kids are having a break from school. "Me and my kids made some simple sweets at home and are planning to make Rangoli patterns outside our house," says Divya adding that she misses her celebrations back home where they are grander and larger in scale. The whole family comes together to celebrate with many different rituals depending on which part of India they come from.

Jewellery shops in Qatar like Malabar Gold and Diamonds and Joyalukkas saw a rush across their branches as they ramped up their festive season offers for families who head out to buy a token of gold and silver during this festive season.

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Diwali celebrations in Malaysia.

Ayurveda getting...

(Cont. from page-1)

many countries. As many as 13 MoUs have been signed for setting up AYUSH Academic Chairs in foreign Universities/ institutes. About 33 Ayush Information Cells have been set up in different countries to disseminate authentic information about Ayush systems.

Ayurveda is increasingly becoming a part of our multilateral engagements such as the

SCO Expert Working Group on Traditional medicine, BIMSTEC Taskforce on Traditional medicines, BRICS High-level forum on Traditional medicines etc. The Ministry of Ayush has also collaborated. The GCC region including Kuwait with its openness to diverse traditions has embraced Ayurveda with enthusiasm, in particular, external therapies. In recent years, we have witnessed an increasing demand for Ayurvedic treatments, wellness centres and health retreats of India. In Kuwait, you will find a good number of Ayurvedic centres, more commonly known as Ayurvedic Wellness Centres or spas which has resulted in publishing WHO benchmarks for Training in Ayurveda and benchmarks for practice of Ayurveda. In a significant development, WHO has established the Global Traditional Medicine Centre (WHO-GTMC) at Jamnagar, Gujarat with the support of Ministry of Ayush, explained Dr Swaika.

FOREX RATES

As on 31st October, 2024 (In rupees)

Currency	Buying	Selling
US Dollar	84.79	83.89
Euro	92.70	91.75
Australian Dollar	57.47	56.37
Japanese Yen	0.58	0.56
Canadian Dollar	61.92	60.97
Singapore Dollar	65.16	64.11
Swedish krona	9.07	7.28
UAE Dirham	23.32	22.72
Swiss Franc (CHF)	98.98	97.58
British Pound	110.44	109.39
New Zealand Dollar	52.11	51.01
Thai Baht	2.62	2.49
Hong Kong Dollar	11.77	10.46
Saudi Arabian Riyal	22.89	22.14
Bahraini Dinar	230.12	215.12
Chinese Yuan	12.78	10.38
Danish Krone	12.81	11.81
Kuwaiti Dinar	280.03	265.03
Malaysian Ringgit	20.20	19.40
Omani Rial	224.33	212.33
Qatari Riyal	23.82	22.07
South African Rand	5.24	4.30



Magical Karnataka (6N/7D)

HAMPI

- Mustard Ganesh
- Virupaksha Temple
- Vittal temple
- Stone chariot
- Narasimha Statue
- Lotus Temple
- Elephants Stable
- Lakshmi Temple
- Durga Temple
- Tungabhadra Dam
- Underground shiva Temple
- Anjanadri Temple (Monkey Temple)

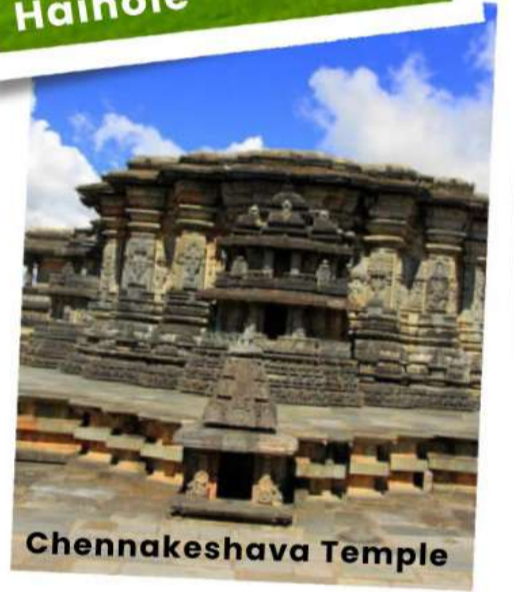
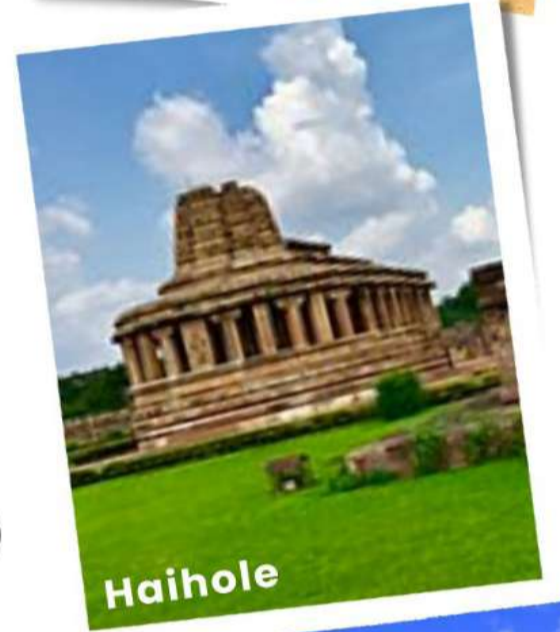
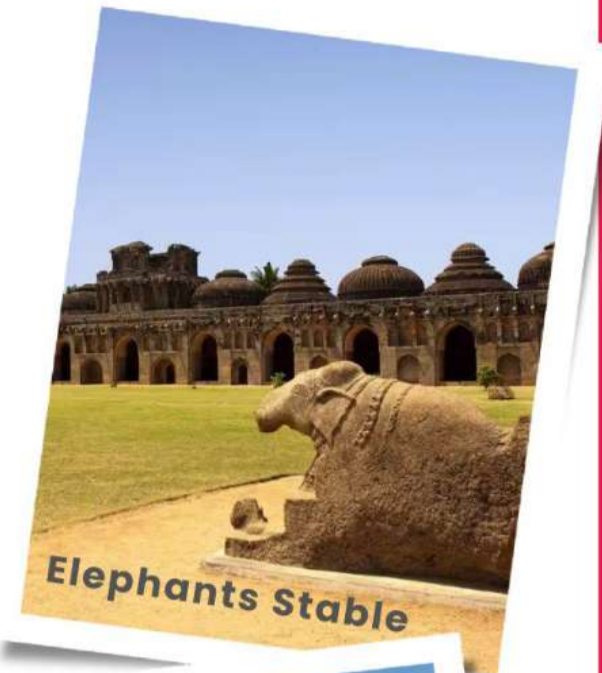
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- Patadakallu
- Haihole

HASSAN & BELUR

- Shravanabelagola
- Chennakeshava Temple

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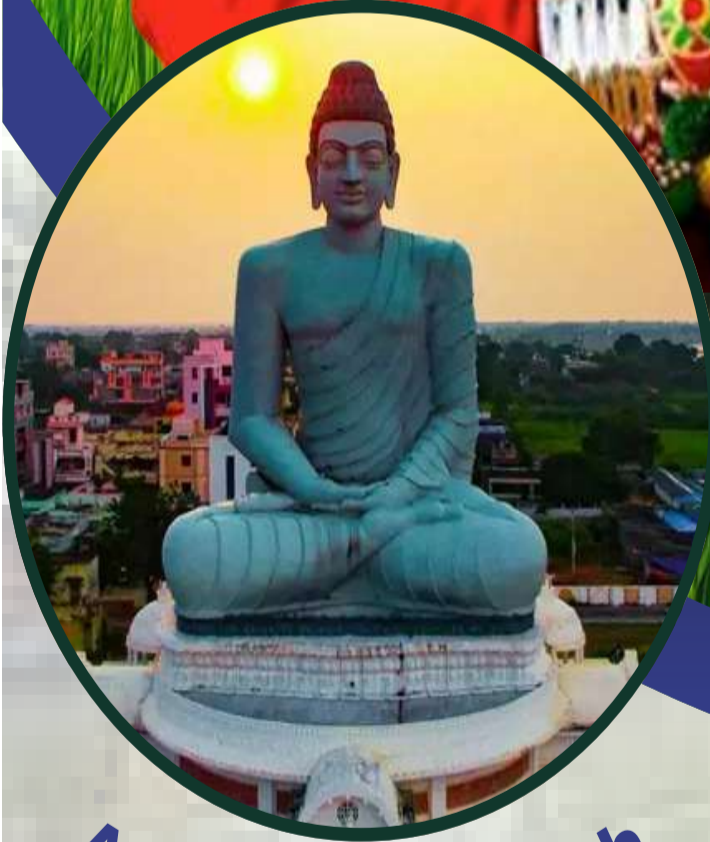
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GULF FAQs

Was it unfair termination?

I was working in a private, semi-governmental company in Dubai. A month ago, my services were terminated without cause. I tried with the administration to get my job back, but I was rejected. My question is: Do

company is treated like any normal company, not like a governmental company.

The administrative decision made by the governmental companies can be cancelled according to Article-3 of the Federal Decree Law No.

42/2022 regarding the Civil Procedures Law and the case shall not be heard after the lapse of 60 days from the date of publication of the contested administrative decision, notification of the concerned person or his proven definitive knowledge thereof. But the decisions made by the semi-governmental company is not considered administrative and thus the actions of cancellation of the decision mentioned above, is not applied to it. As for arbitrary dismissal, the termination of the worker's service by the employer, as per Article-47 of the Labour Law No. 33/2021, is considered unlawful if the termination is due to filing a serious complaint to the Ministry or filing a lawsuit against the employer, whose validity is proven. If your termination was according to one of these cases, then it is considered arbitrary and you will be entitled to such compensation.

Otherwise, the termination will not be considered unlawful but based on the wish of either party, as mentioned in Article-42 of the Labour Law, provided that the provisions regarding the notice period agreed upon in the contract are observed.

In general, you have the right to claim whatever rights you want in front of the Labour Court and leave the matter to the court to decide about these rights.

provided that the owner proves that he does not own another Real Property appropriate for such purpose; or

d) Where the owner of the Real Property wishes to sell the leased Real Property”.

2) As per Article 11 of the Law No. 26 Of 2007 Regulating the Relationship between Landlords and Tenants in the Emirate of Dubai “The rent includes the use of the property's facilities such

as swimming pools, courts, gyms, health club, and car parking lots, etc. unless otherwise is agreed upon”.

Which means that you will be able to recover the amounts paid for the facilities in case it was not agreed in the rental contract that you will be the one paying them, but in case it was agreed upon, then you will not be able to recover them.



I have the legal right to file a labour lawsuit to demand that I be reinstated? If I am not returned to work, do I have the legal right to claim compensation for unfair dismissal?

You have the right to file a labour case, but you cannot oblige the company to return you to work because the semi-governmental

42/2022 regarding the Civil Procedures Law and the case shall not be heard after the lapse of 60 days from the date of publication of the contested administrative decision, notification of the concerned person or his proven definitive knowledge thereof.

But the decisions made by the semi-governmental company is not con-

How to calculate overtime allowance?

I have been working in a private company for two years. I want to know how to calculate overtime allowance and also work on vacation days? Do I have the legal right to refuse working overtime? Does my employer have the right to prevent me from taking my annual leave for more than one year?

According to Article-19 of the Labour Law, “If the work conditions necessitate that the worker works for more than the normal working hours, the excess period shall represent overtime, for which the worker shall receive a wage equal to the wage corresponding to the normal working hours, which



is calculated according to the basic wage plus an increase of not less than (25pc) of that wage.”

“If the work conditions require that the worker works overtime between 10 pm and 4 am, the hours shall be calculated according to the basic wage plus an increase of not less than 50pc of that wage.”

The workers working based on shifts shall be excluded from this clause. If the circumstances require that the worker works on the weekend specified in the employment contract or work regulation, he shall be compensated with another day off or he shall be paid the wage of that day according to the wage established for normal working days, plus an increase of not less than 50pc of the basic wage for that day.

As a rule, the employer may instruct the worker to work overtime over the normal working hours, provided that they do not exceed two hours per day. The worker may not be instructed to work for more than that period, except in accordance with the conditions and rules specified by the Implementing Regulation.

In all cases, the total working hours shall not exceed 144 hours every three weeks. A worker also shall not be instructed to work for more than two consecutive weekend days, except for day workers. As per Article-29 of the Labour Law, the employer may not prevent the worker from benefiting from his annual leave accrued for more than two years, unless the worker wishes to carry it forward or receive a cash allowance for it, in accordance with the regulations in force at the establishment and the Implementing Regulation.

Can rental agent force me to vacate apartment?

One year and six months ago, I rented an apartment in Dubai from a real estate office for two years, according to the lease contract, which expires after six months. Currently, the real estate office sent me a letter by mail asking me to vacate the apartment upon the expiration of the contract. My question is, does the real estate office have the right, according to the rental law in Dubai, to force me to vacate? At the beginning of the contract, the real estate office charged me fees for using facilities such as the gym and swimming pool. Do I have the legal right to recover these amounts from the real estate office?

1) He doesn't have the right to force you to vacate unless he notified you of the eviction reasons 12 months prior to the date set for eviction, provided that this notice is given through a Notary Public or registered post as per Article 25 of the Law No. 33 Of 2008 Amending Law No. 26 Of 2007 Regulating the Relationship between

Landlords and Tenants in the Emirate of Dubai which states that “Upon expiry of the Tenancy Contract the Landlord may request eviction of the Tenant from the Real Property only in any of the following cases:

a) Where the owner of the Real Property wishes to demolish the Real Property to reconstruct it or to add any new constructions that will prevent the Tenant from using the Real Property, provided that the required permits are obtained from the competent entities;

b) Where the Real Property is in a condition that requires restoration or comprehensive maintenance that cannot be carried out in the presence of the Tenant in the Real Property, provided that the condition of the Real Property is verified by a technical report issued by or attested to by Dubai Municipality;

c) Where the owner of the Real Property wishes to take possession of it for his personal use or for use by any of his first-degree relatives,

GLOSSARIES-HR HIRING /TRAVEL&TOURISM

Everything You Must Know About Passports

What is Glossary? A glossary is a list of terms along with their descriptions. It is a useful tool for knowledge sharing because it gives readers a clear and simple reference. When someone wants to quickly look up the definition of a term, it can be a helpful reference tool and help explain the meaning of complicated or challenging concepts. Providing definitions for words or phrases that may be unfamiliar to the expatriate, have a specific or technical meaning within the context of the document, or are given top priority due to their undeniable impact is the aim of this glossary.

Let us begin with **Passport that ranks first in these fields even though it is not regarded as a glossary.**

Everything You Must Know About Passports

What Is a Passport? A passport is a travel document that is granted to citizens of a nation by the government of that nation and serves as proof of identity and nationality for travel abroad. Passports are little booklets that usually include the bearer's name, birthplace, date of birth, passport



The reasons for traveling are numerous. While some individuals travel for work, others do so for leisure. Some travel to study further, while others travel to take a break from life. Similarly, others have business reasons to travel. Travel is a wonderful way to learn a lot of things in life, be it for job search, employment, entertainment or knowledge. Whatever the reason, travel opens a huge door for us to explore the world beyond our imagination and immerse ourselves in many things.

The fields of Overseas Manpower Recruitment and Travel and Tourism are full of jargon and acronyms. In order to make the ensuing journeys entertaining, educational, and potentially life-saving, SKILLSGURU presents a few glossaries explaining the domains of overseas manpower recruitment and travel and tourism. Skills Guru hopes that people who are unfamiliar with it will find this glossary helpful. Let us begin with Passport that ranks first in these fields even though it is not regarded as a glossary.

number, photo, signature, and the dates of issue and expiration. Various passport types are available based on the bearer's status in their nation of origin.

Different Indian Passport Types (4 physical passport (offline) category + 1 digital or online e-passport)

In the case of international travel, a passport is the most important form of identification. It proves Indian citizenship in addition to being a necessary document that allows entry into other nations. The Ministry of External Affairs of the Republic of India is responsible for issuing different kinds of

passports through passport offices in India, and in other countries, by the Passport Seva offices of the Indian Consulates, which are categorised based on the holder's civilian rank and the reason for travel, as specified by the Passports Act of 1967.

In India, there are five different types of passports, including e-passports or online passports. Digital or online e-passports and offline or physical passports are the two primary types of Indian passports. Four distinct passport types are issued under the physical passport category, depending on factors such as citizen-

ship, government employment, diplomat status, and educational background. Each of which is intended to speed up immigration processing and, in certain situations, allow travel without a visa. You can travel the world for work, leisure, or business with an Indian passport. Holders of Indian passports are able to enter a number of countries without a visa or with one upon arrival. **Passport types according to color:** The Indian passports have been color-coded by the government, and each one has a distinct purpose. In India, knowing the colour of a passport facilitates the immigration and security procedures.

Blue Passport (P-type passport): Ordinary pass-

ports are the blue ones. Indian citizens are granted this passport, which is blue to distinguish it from official passports. Indian passport holders can use this common personal passport to travel for work, leisure, or business.

The blue passports include ECR (Emigration Check Required) passports and ECNR (Emigration Check Not Required) passports. The Emigration Clearance Not Required (ECNR) passport is intended for those who have completed the tenth grade and beyond. Holders of ECNR passports are permitted to travel anywhere in the world without requiring emigration clearance. The ECR (Emigration Check required) passport is granted to people who do not have a tenth grade or higher level of formal education. (The Indian Emigration Act of 1983 stipulates that all Indian citizens need to get an "Emigration Clearance" before travelling to ECR countries, including the UAE, Yemen, Thailand, Syria, the Kingdom of Saudi Arabia, Kuwait, Brunei, Bahrain, Sudan, Qatar, Oman, Malaysia, Libya, Lebanon, Jordan, Indonesia, and Afghanistan.)

(To be continued)

Chicago Indo-US Lions Club joins forces with Illinois Youths for environmental awareness

CHICAGO: The Chicago Indo-US Lions Club, in collaboration with Illinois schools and Leyden High School, recently held a highly successful

ing students and students with special needs, to promote a cleaner, greener community.

The project aimed at installing a sense of re-



"Environmental Awareness Drive."

This initiative brought together a diverse group of young volunteers from across Illinois, including both typically-develop-

sponsibility and community pride in our youth by engaging them in various environmental activities. Students were grouped to match their interests and capabili-

ties, with each team focusing on different environmental tasks such as planting, cleaning, recycling, and neighborhood beautification.

Activities included: Planting trees and small plants to enhance local green spaces, trash collection to keep streets, football fields, and school grounds clean, recycling drives focused on sorting and reusing materials to reduce waste, yard cleaning in residential areas, offering a helping hand to seniors in need of assistance.

For more information: Email: ciouslions@gmail.com

India's gold imports surge 21.78pc to \$27b

MUMBAI: The country's gold imports, which have a bearing on the country's current account deficit (CAD), rose by 21.78pc to US\$27 billion during April-Sept this fiscal due to strong domestic demand, according to the government data. The imports stood at \$22.25 billion in April-Sept 2023-24.

An industry expert said that the ongoing festival demand is helping the increase in imports. In 2023-24, India's gold imports surged 30pc to \$45.54 billion. Switzerland is the largest exporter of gold, with about 40pc share, followed by the UAE (over 16pc) and South Africa (about 10pc).

The precious metal accounts for over five per cent of the country's total imports. The jump in gold imports pushed the country's trade deficit (difference between imports and exports) to \$137.44 billion during the first-half of the current fiscal compared with a \$119.24 billion during April-Sept 2023.