



Indian embassy in Kuwait organises networking event for promotion of tourism in India

KUWAIT CITY: Inaugurating the a B2B networking event for promotion of Indian tourism in Kuwait, H.E Sheikha Intisar Salem Al-Ali Al-Sabah welcomed the initiative to promote tourism event for promotion of Indian tourism between the two countries by expressing vivid memories of her travel experiences to India including to Rajasthan earlier this year.

Ambassador Dr Adarsh Swaika highlighted the enormous tourism potential of India, from hill-stations to beaches to majestic forts to niche tourism products like cruises, adventure tourism, medical tourism, yoga tourism, wildlife

and luxury tourism. India is proud to have 43 UNESCO approved World Heritage sites that make a strong case for India tourism. The Ambassador also highlighted the growing medical tourism to India that is marked by quality and affordable healthcare. Over 8000 multiple-entry tourist visas were issued by the embassy last year and



H.E. Sheikha Intisar Salem Al-Ali Al-Sabah and India's Ambassador to Kuwait Dr Adarsh Swaika at the at the B2B networking event for promotion of Indian tourism in Kuwait.

the numbers are expected to grow this year. Given India's attractiveness as a tourist destination, the num-

ber of Foreign Tourist Arrivals (FTAs) in India is growing at a fast pace with 9.24million in 2023 and projected to reach 30.5 million by 2028. India welcomes 100pc Foreign Direct Investment (FDI) in the tourism industry under the automatic route. Additionally, 100pc FDI is permitted for tourism construction projects,

including the development of exquisite hotels, resorts and recreational facilities.

The 10-member Indian delegation comprised Maharajas Express – Luxury Train experiences by Indian Railway Catering and Tourism Corporation (IRCTC), Taj Hotels and Resorts, Six Senses Fort Barwara (Jaipur) and Six Senses Vana (Dehradun), Dharna at Shillim (Maharashtra), along with wellness centres such as Prakriti Shakti – CGH Earth Experience Hotels, MEDIS-AFAR, and Somatheeram Ayurveda, as well as the destination management companies (DMCs) Trail

(Cont. on page-2)

(Cont. on page-2)

IndiGo's Chandigarh-Singapore daily flights from Oct 27

NEW DELHI: Passengers from Chandigarh, Panchkula and Mohali besides nearby districts will soon be able to fly directly to



Singapore as Shaheed Bhagat Singh International Airport is planning to introduce this route from Oct 27.

Expected to operate daily, the flight will be part of the winter schedule.

“IndiGo Airlines has scheduled a flight from Chandigarh to Singapore. However, we are awaiting confirmation from them, which is expected by Oct 20. We are also trying for other international destinations, like London and Istanbul,” said Ajay Verma,

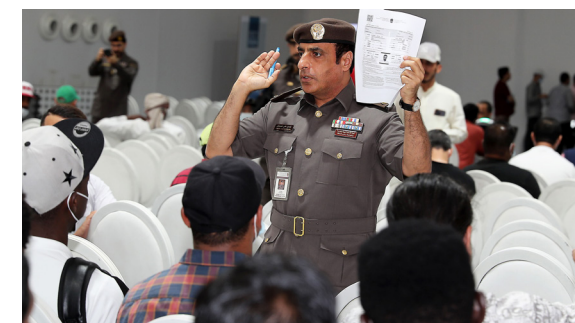
CEO of Shaheed Bhagat Singh International Airport.

He explained that IndiGo was a code-share partner with Qantas Airlines that operated several flights from Singapore to different countries. A code-share flight is an agreement between airlines to sell seats on each other's flights.

Currently, the airport offers only two international flights to Dubai and Abu Dhabi.

UAE rules out extension of amnesty period

ABU DHABI: There will be no extension of the amnesty period which will end on Oct 31 and there are less than 24 days left for residency violators to get their visa status adjusted,



Maj Genl Suhail Saeed Al Khaili, Director-General of the Federal Authority

for Identity, Citizenship, Customs & Port Security (ICP) announced .

Maj Gel Al Khaili reiterated that strict legal measures will be taken against those found in violation

of residency rules after the grace period ends. This includes reinstating previous fines for those who failed to correct their status during the given amnesty timeframe.

Addressing the a media, (Cont. on page-2)

Who will succeed Ratan at Tata Trusts?

MUMBAI: With the passing away of Ratan Tata, chairmanemeritus of Tata Sons, the top post of chairman at Tata Trusts, which has a 66pc stake in the diversified group's holding company Tata Sons, has fallen vacant. Due to its dominant shareholding in Tata Sons, the person holding the chairman post at Tata Trusts will play a critical role in the group's



Noel Tata

Ratan Tata

Neville Tata

affairs and future growth at a time when the group companies are facing market challenges.

The star performer and money spinner for

the group is Tata Consultancy Services (TCS) which earned a profit of Rs 43,555crore in FY2024 and the group was bankrolling new investments from the div-

idend generated from TCS for Tata Sons. The global economic sluggishness and domestic challenges could pose major challenges for the group's leaders and companies like Tata Steel, TCS and Tata Motors in the coming years. The major challenge before Ratan Tata's successor will be to lead the group companies in a cohesive way with dynamism.

Noel Tata, the half-brother of Ratan Tata, is seen as a natural contender to succeed the Tata legacy due to his familial ties and involvement in many group companies. Noel, son of Naval and Simone Tata, is currently the chairman of Trent, Voltas, Tata Investment Corporation and Tata International. Noel is also the vice chairman (Cont. on page-2)



Investments from UAE

Union Commerce Minister Piyush Goyal's statement in Mumbai that India is set to attract \$100 billion in investments from the UAE in the coming years is a welcome development. After participating in the 12th India-UAE High-Level Task Force meeting on Investment, Goyal revealed that sectors like data centres, artificial intelligence, renewable energy and transmission infrastructure are expected to receive significant investments from the UAE. He stated: "These initiatives will lead to \$100 billion in manufacturing and other investments." Currently, UAE's direct equity investments in India stand at under \$20 billion, with nearly \$3 billion invested in the last fiscal year alone. The UAE, India's seventh-largest investor, has seen its annual investments in the country triple over the past five years.

India-UAE trade, valued at US\$180 million per annum in the 1970s, is today around US\$ 73 billion making UAE, India's third largest trading partner for 2021-22 after US and China. Moreover, UAE is the second largest export destination of India (after US) with an amount of over US\$ 28 billion for 2021-22. For UAE, India is the second largest trading partner for 2021 with an amount of around US\$ 45 billion (non-oil trade).

Historically, India and UAE have shared trade links through the centuries. The trade, which was dominated by traditional items such as dates, pearl and fish, underwent a sharp change after the discovery of oil in the UAE. With the emergence of UAE as a unified entity in 1971, exports from India started growing gradually over the years.

Growing India-UAE economic and commercial relations contribute to the stability and strength of a rapidly diversifying and deepening bilateral relationship between the two countries. Both sides are striving to further strengthen these ties for mutual benefits. It may be recalled that both nations signed the Comprehensive Economic Partnership Agreement (CEPA) in 2022 during the virtual summit between Prime Minister Narendra Modi and H.H. President Sheikh Mohamed bin Zayed al Nahyan. CEPA unlocked new opportunities in bilateral trade and it is expected to increase the bilateral trade in goods to \$100 billion within five years and trade in services to \$15 billion.

India's exports to the UAE are well diversified with a large basket. India's major export items to the UAE are: precious metals, stones, finished gems and jewellery, minerals and refined petroleum products, food items (cereals, sugar, fruits and vegetables, tea, meat and seafood), textiles (garments, apparel, synthetic fibre, cotton, yarn) and engineering and machinery products and chemicals. India's major import items from the UAE are: petroleum and petroleum products, precious metals, stones, raw gems and jewellery, minerals, chemicals, wood and wood products.

India imported 21,664.42 MMT or \$12,304.83 million worth of crude oil from UAE in 2021-22. The UAE's investment in India is estimated to be around US\$20 to 21 billion of which \$15.18 billion is in the form of foreign direct investment (FDI) while the remaining is portfolio investment. UAE is the seventh largest investor in India in terms of FDI. Abu Dhabi Investment Authority is the principle sovereign wealth fund of the UAE and one of the world's largest. ADIA has committed to invest US \$ 75 billion in India's infrastructure sector. So far so good.

LIPSYNCH

"Too much of something is just as bad as too little of it."

— An Arab proverb

Indian embassy in Kuwait...

(Cont. from page-1)
Blazer Tours India (TBI) and Gateway Malabar Holidays. Indian Airlines IndiGo as well as Akasa Air also participated in the Event.

Over 100 tour operators and travel agents in Kuwait participated in the event. India's diverse tourism products and services were presented to the local tour operators by the visiting delegation from India. In the B2B inter-

actions, information about India's tourism industry, tourism-related products and opportunity for joint collaboration with the Kuwaiti counterparts in tourism sector were discussed. The event was well attended by tourism stakeholders in Kuwait, including social media influencers as well as representatives from the print and electronic media.

The "Exploring In-

credible India 2.0" B2B Networking event is part of embassy's initiative to highlight India as a preferred destination for Kuwaiti tourists. Embassy has been continuously conducting tourism promotion events in Kuwait, including in B2B and B2C formats. Further, Embassy continues to regularly interact with tourism stakeholders in Kuwait for enhancing tourism to India.

From Dec 2, Malaysia Airlines to restart Kuala Lumpur-Kolkata direct flights

KUALA LUMPUR: Malaysia Airlines will restart direct flights between Kuala Lumpur and Kolkata from Dec 2 as the carrier boosts its services to India. Currently, the airline connects Kuala Lumpur directly with nine Indian cities -- New Delhi, Bengaluru, Mumbai, Chennai, Hyderabad, Kochi, Amritsar, Thiruvananthapuram and Ahmedabad.

Five weekly flights will be operated with Boeing 737-800 aircraft on the Kuala Lumpur-Kolkata route the airline said. Malaysia Airlines stopped direct flights to Kolkata in 2006.

With the recommencement

of the Kuala Lumpur-Kolkata services, the airline will offer 76 weekly flights between India and Malaysia. Currently, the carrier operates 71 weekly flights to India. The flights to Amritsar were increased from four per week to daily in August.

"India is a key market for us, and by continually enhancing our network and increasing frequencies, we aim to deliver exceptional travel experiences, complemented by Malaysia Airlines' renowned hospitality," Ahmad Luqman Mohd Azmi, CEO officer of Airlines from Malaysia Aviation Group (MAG), said

Who will succeed Ratan at Tata...

(Cont. from page-1)

of Tata Steel and Titan. As he is also on the board of Sir Ratan Tata Trust, it gives him some advantage to become the chairman of Tata Trusts which in turn controls Tata Sons, the holding company of the group. Ratan Tata, son of Naval and Sooni Tata, has two brothers. Jimmy Tata, younger brother of Ratan Tata, is not involved in the family business and keeps away from the limelight. Noel Tata's children are Neville, Maya and Leah Tata.

US consulate's gesture to visa applicants

MUMBAI: The US Consulate General in Mumbai, in collaboration with the Indian Regional Passport Office, has installed 70 benches in the Bandra-Kurla Complex (BKC) area.

The benches, made from recycled materials, are part of a significant initiative to improve the consular experience for visa applicants, the US consulate said. US Consul General Mike Hankey, along with the chief of the Mumbai Metropolitan Region Development Authority (MMRDA) and other prominent stakeholders, inaugurated the benches.

Hankey said the benches are not just logistical upgrades but a commitment to supporting the thousands of visa applicants and their families. "This project represents more than just an elevation of facilities. It's a collaboration that reflects our commitment to improving the visa application process while aligning with the US Mission's goals of urban waste management and sustainability," he said.

The US consulate and the Indian Regional Passport Office process thousands of applications daily in BKC. Visa applicants and their families often wait outside the facilities until their appointment times. The installation of these 70 benches is designed to enhance comfort and improve the overall experience for applicants while benefiting neighbouring businesses and institutions.

UAE rules out extension of amnesty...

(Cont. from page-1)

Sultan Yusuf Al Nuaimi, Director General of Residency and Foreign Affairs at ICP, said stricter measures will be enforced following this end of the amnesty period, which will include deportation of violators and their inclusion in the no-entry list.

He said intensive inspection campaigns will be conducted in residential areas, across companies, shops and industrial areas to identify violators. He revealed that dedicated teams are monitoring violators across these locations.

"There will be fines im-

posed and deportations ordered from the country with no possibility of re-entry unless conditions are met," he said. Al Nuaimi urged those who have received exit permits to leave before the deadline, as some have not yet departed from the country.

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US Dollar	84.77	83.77
Euro	92.70	91.65
Australian Dollar	57.38	56.28
Japanese Yen	0.58	0.55
Canadian Dollar	62.10	61.05
Singapore Dollar	65.09	64.04
Swedish krona	9.07	7.28
UAE Dirham	23.31	22.71
Swiss Franc	98.55	97.15
British Pound	110.59	109.54
New Zealand Dollar	51.96	50.86
Thai Baht	2.60	2.47
Hong Kong Dollar	11.77	10.46
Saudi Arabian Riyal	22.88	22.13
Bahraini Dinar	230.06	215.06
Chinese Yuan	12.79	10.39
Danish Krone	12.82	11.82
Kuwaiti Dinar	280.21	265.21
Malaysian Ringgit	20.17	19.37
Omani Rial	224.10	212.10
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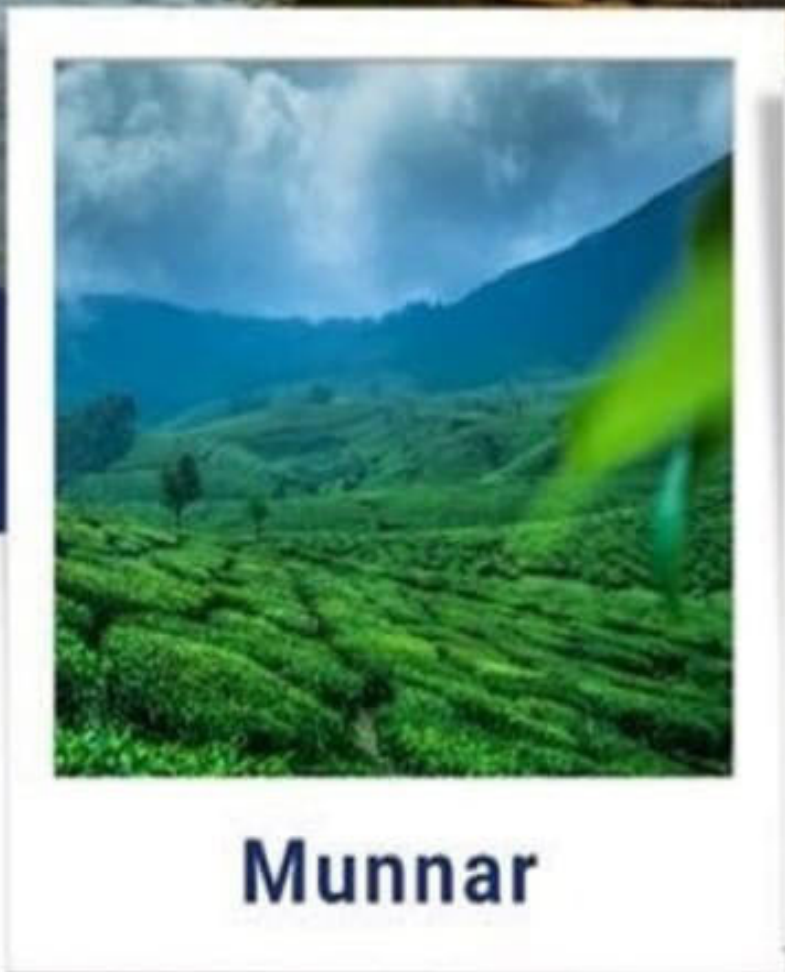
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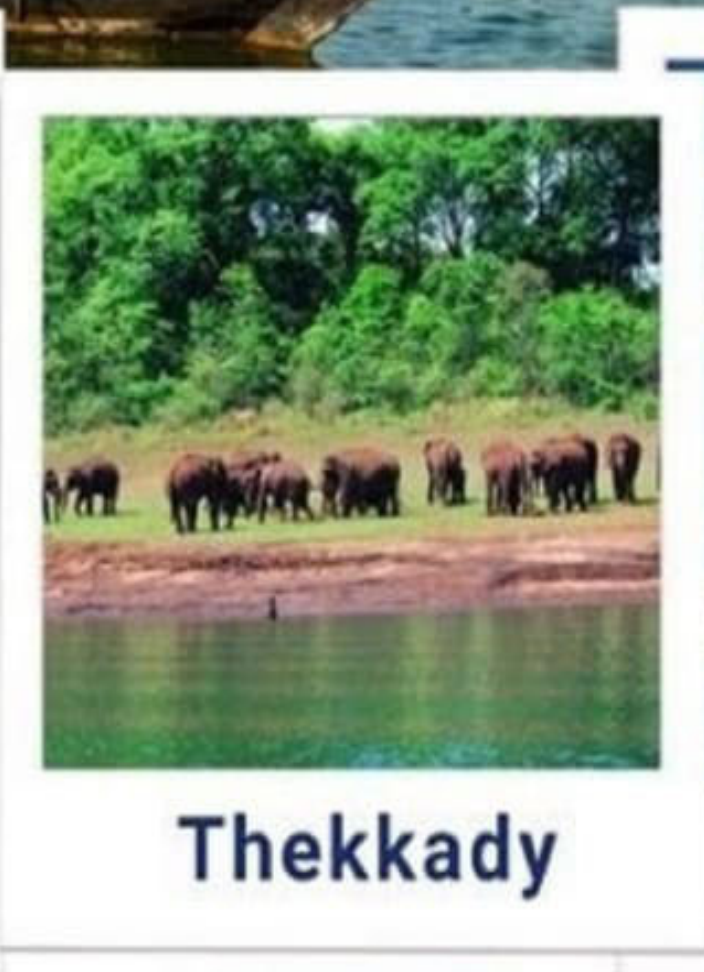


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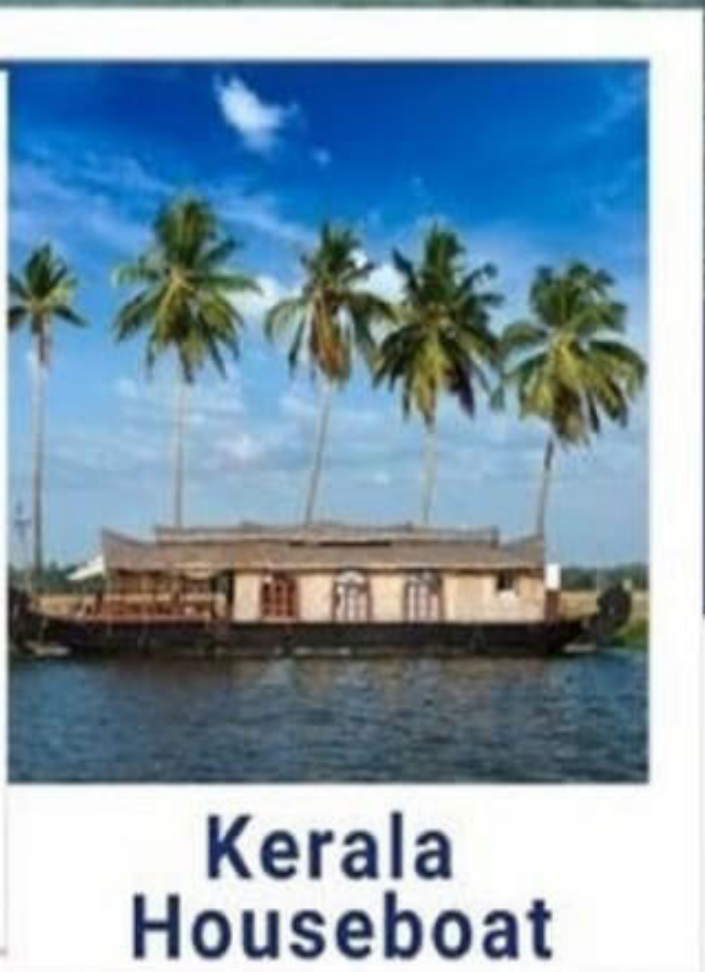
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GULF FAQs

Can new employees ask for bonus?

I worked with a firm for nearly five years and was acknowledged for my performance. But this acknowledgement was only verbal. I was not awarded financially in terms of increments and promotions. Now I'm moving to a new company. Can I demand that the new employer should include the clause of increment after every two years and a bonus as well? Does UAE labour law allow me to demand increments and bonuses in my contract?

Pursuant to your query, it is assumed that your new employer is a mainland company in Dubai having more than 50 employees. In the UAE, any benefits either in monetary form or in kind provided to an em-

ployee may be included in an employment contract of an employee. This is in accordance with Article 8 of the Federal Decree Law No. 33 of 2021 Regarding the Regulation of Employment Relations read with Article 10 (1) of the Cabinet Resolution No. 1 of 2022 on the Implementation of Federal Decree-Law No. 33 of 2021 Regarding the Regulation of Employment Relations (the "Cabinet Resolution No. 1 of 2022"), which states, "Subject to the provisions of Article 8 of the Decree Law:

"The employment contract should include the name and address of the employer, the name, nationality and date of birth of the employee, proof of his identity, his qualification, the job or occupation, the date of work

commencement, the workplace, the working hours, the rest days, the probation period, if any, the term of the contract, the salary agreed upon including the benefits and allowances, the annual leave entitlements, the notice period, the procedures for terminating the employment contract and any other data determined by the ministry in order to regulate the relationship between both parties."

Furthermore, an employer should have its own internal employees' handbook or HR policy related to additional benefits to its employees and rules and regulations related to employment. This is in accordance with Article 13(3) of the Employment Law, which states, "The employer shall put in

place internal work regulations, including work instructions, sanctions, promotions, benefits and other bylaws and internal regulations pursuant to the controls set by the executive regulations of this decree law."

However, these may not be mandatory for entities which have less than 50 employees. But, in the event any entity having more than 50 employees, it should have its own employee's handbook or HR Policy. This is in accordance with Article 14 (4) of Cabinet Resolution No. 1 of 2022, which states: "Subject to the provisions of Article 13 of the Decree Law, establishments that employ 50 or more employees shall set rules regarding the organisation of work, such as the

regulation of work instructions, penalties, promotions and rewards, and the procedures for terminating the employment relationship, subject to the following:

"The regulation of promotions and rewards shall include the criteria and rules related to promotions and rewards."

In accordance with the aforementioned provisions, you may suggest your new employer add the clause in the employment contract pertaining to increments and bonuses. However, this is to be mutually agreed upon by both parties. Therefore, if your employer is agreeing to include the amount and the period of increment and bonus it may as well be included in the employment contract.

Can employer refuse NOC to employee for joining competitors?

I joined a company in mainland UAE around six months ago. Upon completion of the probation period, I was told that the company was not performing well financially, so I was terminated. Now I have a job offer from a new company, which is a competitor of my current employer. But the current employer is neither cancelling my visa nor giving me NOC. Can I file a case against the employer?

In the UAE, an employer may refuse to provide NOC (no objection certificate/letter) to an employee if he or she intends to join a company that is a competitor. Article 10(1) of the Federal Decree Law No. 33 of 2021 on the Regulation of Employment Relations states everything related to a non-competition clause in an employment contract. It read as: "Where the employee performs a work which gives him access to employer's customers

or business secrets, the employer may make a provision in the employment contract that the employee shall not compete with or be engaged in any business which competes with him in the same sector after the expiry of the contract. Such clause shall specify the place, time, and type of work to the extent necessary to protect the legitimate business interests, and the non-competition period shall not exceed two years after the expiration of the contract."

However, a non-competition clause may not apply in case the termination of the employment contract is attributed to the employer. This is in accordance with Article 12 (3) of the Cabinet Resolution No. 1 of 2022 on the Implementation of Federal Decree Law No. 33 of 2021 Regarding the Regulation of Employment Relationships in the UAE which states: "The non-competition clause shall not apply if the reason for terminating the contract is attributed to the employer or the breach of his legal or contractual obligations."

A non-competition clause may not apply to an employee if he or she agrees with an employer in writing that the non-competition clause in an employment contract does not apply on termination of an employment contract. This is in accordance with Article 12 (4) of Cabinet Resolution No. 1 of 2022 on the Implementation of Federal Decree Law No. 33 of 2021 Regarding the Regulation of Employment Relations, which states: "It may be agreed in writing not to apply the non-competition clause after the termination of the employment contract."

Moreover, the provisions of non-competition may be exempted as mentioned in Article 12 (5) of Cabinet Resolution No. 1 of 2022 which states: "An employee shall be exempted from the non-competition clause provided for in Article (10) of the Employment Law under the following conditions:

a) If the employee or the new employer pays compensation not exceeding three months of the employee's wage agreed upon in the last contract to the former

employer and the former employer's written consent thereto is required.

b) If the contract is terminated during the probationary period.

c) Any professional categories according to the needs of the employment market in the UAE, as determined by the decision of the ministry under the employment classification approved by the cabinet."

Furthermore, an employer needs to initially cancel a work permit of an employee once an employee is terminated or resigns from employment. An employer needs to follow the procedures related to the cancellation of a work permit as per the guidelines of the Ministry of Human Resources and Emiratization (MoHRE). This is in accordance with Article 7(3) of the Cabinet Resolution No. 1 of 2022, which states:

Procedures for cancelling work permits:

a) The submission of an application for cancelling the work permit shall be through the channels specified by the ministry.

b) Completion of the required data and attached

documents.

c) Payment of the fines for delays in issuing the work permit or for failure to renew it, if any.

d) Acknowledgement by the establishment of granting the employee all of his entitlements.

e) Any other conditions determined by resolution of the minister or whomsoever he delegates.

Based on the provision above, you may not require an NOC from your employer. Furthermore, your employer should not deny cancelling your work permit and UAE residency visa because you are joining a competitor entity of your current employer in the UAE. If your employer does not cancel your work permit and UAE residency visa, you may file a complaint against your employer with MoHRE in accordance with the provisions laid down in Federal Decree Law No. 20 of 2023 Amending Certain Provisions of Federal Decree Law No. 33 of 2021 Regarding the Regulation of Employment Relationships.

Soft Skills – the art of DECISION MAKING

“SKILLS GURU” reminders: Passion for work is the energy to work. Never make excuses about this passion for work. You need to find meaning and purpose in your work. Those who are passionate about their work get out of bed every morning feeling energised and alive. You are fully engaged and lost in your work. You should always be thinking about how you can do more, be more and contribute more – and work hard to achieve those goals. You must be committed to your projects and your company. You must constantly learn and grow. Only then can you truly say, “I am passionate about my work.”)

SOFT SKILLS: Part-II
(Continued from Part-III, Issue 68 dated 08-10-2024)

Decision Making - The method of gathering information, evaluating options, and, eventually, making a final choice is called the decision-making process. The process of making decisions involves a number of crucial steps. **These include:**

- * determining the decision that must be made;
- * obtaining pertinent information;
- * identifying potential solutions;
- * weighing the available information;
- * selecting an option;
- * taking action;
- * and reviewing the



The great transferability of soft skills across industries is what makes them unique and beautiful. The need for soft skills will increase as businesses adjust to new technologies because they help them manage change. Soft skills are your liquid asset whether you are thinking of changing careers, wanting to advance quickly in your current position, or considering starting your own business. Because of their intangible characteristics that define how you work and interact, soft skills have emerged as the new currency in the workplace. Above all, soft skills are now a significant differentiator in every career field.

decision and its consequences. Although these steps are the focal point of most decision-making models, there are a few

el is one of them. It is sequential and logical. This is the kind of decision-making process you should employ when

must take into account a variety of perspectives without imposing any bias. An additional form is the intuitive decision-making model, which is determined by instincts rather than knowledge or statistics. To develop strong instincts in this type of decision-making, prior experience and pattern recognition are necessary. Like the rational decision-making model, the creative decision-making model collects data and insights about a problem and generates possible ideas for a solution. Stress Management-Stress is a normal human reaction and plays a part in everyone's life. It is an involuntary reaction, both mental and phys-

stress can lead to growth, action, and change. On the other hand, chronic, harmful stress can lower your life quality. While some stress can be motivating, chronic stress can take a toll on your physical and mental well-being. We must learn how to manage our stress levels. Stress is now a commonplace companion in the commotion of our contemporary lives. Events in life such as marriage, constantly shifting work, divorce, or the loss of a friend or relative are the most common causes of stress that can arise for any number of reasons. In order to preserve general wellbeing and strike a healthy work-life balance, it is necessary to have the soft skill of stress management. The numerous crucial elements of stress management include the following: Self-awareness, problem-solving skills, time management, mindfulness and relaxation, physical activity, social support, healthy lifestyle and seeking professional assistance. In addition to relieving tension and anxiety, effective stress management provides many other advantages. Main advantages are: improved health, enhanced productivity, enhanced relationships, increased resilience and greater happiness. (To be continued)



other approaches that can be used to improve your decision-making process. The rational decision-making mod-

your choice will significantly affect your team and you need to optimise results. To make the best choice possible, you

ical, to a difficult situation. Stress is a normal human reaction that everyone experiences. When used positively,

New Saudi insurance scheme to help expatriate workers

RIYADH: Saudi Arabia's Ministry of Human Resources and Social Development and the Insurance Authority have launched an insurance service that will cover unpaid wages for up to six months and provide travel assistance for expatriates in the Kingdom in the case of private sector defaults.

Director general of international communications and co-operation Abdulrahman Al-Zaid told a TV channel: "The Expatriate Worker Wage Insurance Service for Private Sector Defaults is part of the ministry's ongoing efforts to protect both workers and employers, while enhancing the over-

all efficiency and appeal of the Saudi labour market.

"The initiative is designed to create a more secure labour environment, making Saudi Arabia a leading hub for international talent." The service covers specific benefits as outlined in the policy, allowing foreign workers in defaulting companies to receive their entitlements — within the financial limits of the policy — and provide a plane ticket to return to their home country, if they wish to do so, within the policy's financial limits, he said. Insurance is part of a package of measures introduced by the ministry to safeguard the rights of employers and employees.

Al-Zaid explained how the insurance policy works for the benefit of the expatriates: "In rare cases when wages are not fulfilled, this insurance service will cover unpaid wages and entitlements for up to six months, with a maximum compensation payout of SR17,500 (\$4,661) provided the combined rights of all workers do not exceed the overall insurance coverage limit for the company."

But this payout is contingent on 80pc or more of the workers in the establishment not having received their wages or entitlements, per the ministry's regulations. The initiative is part of the ministry's commit-

ment to creating a fair and secure labor environment for employers and employees.

Affected workers who wish to return to their home countries will be provided with a travel ticket, with cover up to SR1,000 (\$266).

Al-Zaid said a worker is entitled to a return ticket to their home country "if they wish to leave the country directly without transferring their services to another company and can provide proof of completing all necessary procedures for departure, such as obtaining an exit visa and proof of a travel booking to their home country."