



## India outshines global peers in hiring trends

**MUMBAI:** Hiring sentiment in India for the Jan-March 2025 quarter has risen by three percentage points compared with both the previous quarter and the same period last year, placing the country 15 points above the global average of 25pc and ahead of the US and Costa Rica, according to the latest ManpowerGroup Employment Outlook Survey.

Of the 3,150 Indian employers surveyed, 53pc plan to expand their workforce, while 13pc expect a decline in hiring or have no plans

to backfill. The IT sector has regained its position as the strongest hiring driver with a net employment outlook (NEO) of 50pc, followed by financials and real estate (44pc). Consumer goods and services (40pc), energy and utilities (38pc) and healthcare and life sciences (38pc) also rank among the top sectors.

“India remains one of the world’s fastest-growing large economies, with its position as the global leader in employment outlook for Jan-March 2025, highlighting the

(Cont. on page-2)

## IndiGo to launch business class seats on select Delhi-Bengaluru flights

**MUMBAI:** IndiGo will start offering business class seats on select flights to customers on the Delhi-Bengaluru route, starting Jan 10.

Named as IndiGo Stretch, the Gurugram-based airline’s tailor-made business class product made its debut on the Delhi-Mumbai route last month.

All 15 daily flights between Delhi and Bengaluru will be operated with aircraft configured with these business class seats by March next while by

early Jan 2025, all 20 daily flights between Del-



hi and Mumbai will have these business class seats, IndiGo said. “In line with our announcement to serve 12 Indian routes with our business class product, IndiGoStretch, we have added Delhi-Bengaluru as our second route. Soon, we will an-

nounce IndiGoStretch on flights between Delhi and Chennai,” said Pieter Elbers, CEO at IndiGo.

Customers booking business class seats on IndiGo can avail of complimentary benefits such as priority check-in, anytime boarding, advance seat selection, and zero convenience fee besides additional baggage allowance, starting from 30 kg (two bags) in check-in and one bag of 12 kg in the cabin, IndiGo said.

## Stone laid for Oman’s \$300m polymer plant

**MUSCAT:** Oman’s Sohar Port and Freezone celebrated the groundbreaking of a polymer production plant with a total investment value of RO

HH Sayyid Faisal Turki Al Said, Chairman of Universal FINE Chemicals SPC.

The project will occupy a total area of 2.4

es global challenges in energy production and water management while driving innovation-led growth. By strengthening Oman’s position in the global economy, this partnership will also foster the development of downstream industries within Sohar Port’s Petrochemical Cluster. The plant is expected to commence operation by the first quarter of 2026.

Emile Hoogsteden, CEO of Sohar Port, commented, “This collaboration not only shapes trade dynamics but also propels Oman’s

Vision 2040 forward. It positions Sohar Port as a leading global exporter of industrial chemicals and reflects the commitment to innovation-led growth and market expansion. By connecting businesses to the world and attracting substantial foreign direct investment from Singapore and China, we enhance the port’s appeal as a premier investment destination.

lakh square metres within Sohar Port, demonstrating a strong commitment to technological advancement and industrial growth. Utilising advanced technologies, the facility will produce polyacrylamide and related monomers essential for diverse industries, including energy, agriculture, wastewater management, and paper production.

This initiative address-

## Air India buying 100 more Airbus planes

**MUMBAI:** Air India has confirmed it has placed an order to purchase 100 more Airbus aircraft, comprising 10 widebody A350 and 90 narrowbody A320 aircraft, including A321neo.

These 100 new aircraft are in addition to the firm orders of 470 aircraft that Air India had placed with Airbus and Boeing last year. The lat-

est order takes the total number of aircraft that Air India ordered with Airbus in 2023 from 250 aircraft, comprising 40 A350 and 210 A320 Family aircraft, to 350, the airline said.

Air India also announced it has selected Airbus’ Flight Hour Services-Component (FHS-C) to support the

(Cont. on page-2)



115.4 million (US\$ 300 million).

This project marks a significant milestone in the development of Oman’s industrial sector, reinforcing the country’s position on the global stage for innovation and sustainable development. The ground-breaking ceremony was held under the auspices of Sultan Salim Al Habsi, Minister of Finance, in the presence of

**QATAR NATIONAL DAY**

We are very pleased to announce that, **one** is coming out with a special QATAR National Day supplement on 18th December, 2024.

**OVERSEAS NEWS AND EMPLOYMENT**  
PASSPORT TO GLOBAL JOB OPPORTUNITIES  
[www.overseasne.com](http://www.overseasne.com)  
8828737706 / 8828656610  
prince@overseasne.com ■ media@overseasne.com  
**GLOBAL REACH, INSTANT ACCESSIBILITY!**



## Cheers for NRIs!

Realising the grim fact that foreign exchange weekly reserve fluctuation has become very volatile of late (though India has a healthy forex reserve), Reserve Bank of India (RBI) has decided to tap the most trusted source for forex--- the NRIs. RBI has decided to raise the interest rate ceiling on Foreign Currency Non-Resident Account FCNR(B) deposits to overnight Alternative Reference Rate (ARR) plus 400 basis points for maturities between one year and less than three years. This decision was announced during the RBI's monetary policy meeting to attract foreign currency deposits from abroad. These new rates will remain in effect until March 2025, marking a significant increase from the previous limit of ARR + 200 basis points. The central bank has elevated the interest rate ceilings on FCNR(B) deposits to attract more funds. You can call it the parting gift for NRIs from RBI governor Shaktikanta Das, whose term ended on Tuesday.



One should thank the then Finance Minister Pranab Mukherjee (who was finance minister for eight years under different prime ministers) who brought out various measures to tap the NRIs for the precious foreign exchange. He made the foreign exchange remittances fully tax-free (this was reversed by the later government) to immediately jack-up the forex position in the 1990s and announced several welfare schemes for the NRIs. This gave the government the expected return.

According to the RBI statement on Dec 6, 2024: "In order to attract more capital inflows, it has been decided to increase the interest rate ceilings on FCNR(B) deposits. Accordingly, with effect from today (Dec 6) banks are permitted to raise fresh FCNR(B) deposits of one year to less than three years maturity at rates not exceeding ARR plus 400 bps and deposits with maturity between three and five years at rates not exceeding ARR plus 500 bps. This relaxation will be available till March 31, 2025."

An FCNR (B) account enables the NRI to hold a fixed deposit in India using convertible foreign currencies, with deposit periods ranging from one to five years. The account, being maintained in foreign currency, protects your deposits from exchange rate variations throughout the deposit duration. Similar to a Non-Resident External (NRE) bank account, both the principal amount and interest earnings in this account are exempt from taxation in India.

For NRIs seeking to maintain fixed deposits in India, the FCNR Account provides an option to preserve overseas earnings in foreign currency. In FCNR accounts, funds are held in foreign currency to mitigate exchange rate risks. Both the principal amount and interest can be repatriated and the interest earned is exempt from taxes in India. By maintaining the account in a foreign currency, your funds are shielded from currency fluctuations throughout the deposit term. Most banks book FCNR deposits in the currencies such as US dollars, pounds sterling, euro, Japanese yen, Australian dollars and Canadian dollars.

At least, the outgoing RBI governor has realised the power of NRIs. The present government is neglecting the NRIs. The PravasiBharatiya Divas (PBD) conclave has been announced now after much dilly-dallying. One should salute the then NRI Minister Vayalr Ravi for organising PBD for 10 years at a stretch and made it a prestigious event of the government.

### LIPSYNCH

"Be fearful when others are greedy and greedy only when others are fearful." — Warren Buffett on investment.

## Saudi to host FIFA world cup 2034

RIYADH: Saudi Arabia is set to host FIFA World Cup 2034; Morocco, Spain and Portugal get 2030 edition

One of the stadia is planned to be 350 metres above the ground in Neom — a futuristic city that does not yet exist — and another named for the crown prince is designed to be atop a 200-metre cliff. Saudi Arabia was officially announced as the hosts of the FIFA World Cup 2034 on Wednesday while the 2030 edition will take place in Morocco, Spain and Portugal. Also, the 2030 World Cup, which will also be the 100th anniversary of the showpiece will be hosted in six different countries, on three different continents.



This is the latest caveat that Saudi has received after being named as hosts for the 2034

Asian Games as well as the 2027 AFC Asian Cup.

In Oct 2023, FIFA set a 25-day deadline for countries to express interest in hosting the 2034 World Cup with both Australia and Saudi Arabia putting their names in the hat.

Australia would, however, pull out after a few days in order to secure the 2026 Women's Asian Cup and the 2029 FIFA Club World Cup hosting rights.

This would leave Saudi as the lone candidate with FIFA even giving it a glowing review, scoring its bid 4.2 out of five — more than the 2026 bid of US, Canada and Mexico, which received four out of five.

The Saudi victory will kick off a decade of scrutiny on Saudi labour laws and treatment of workers mostly from South Asia needed to help build and upgrade 15 stadia, plus hotels and transport networks ahead of the 104-game tournament.

## India outshines global...

(Cont. from page-1)

confidence of employers in the country's economic trajectory," said Sandeep Gulati, country manager, ManpowerGroup India and West Asia.

Year-on-year, hiring sentiment has improved in all four regions, with quarter-on-quarter growth in three of them. West India leads with a 43pc outlook, up four points from the previous quarter, followed by east India at 41pc, which saw an 11-point rise. The north (39pc) recorded a slight dip, while the south

(38pc) posted a three-point increase. Larger organisations continue to dominate hiring, with firms employing 250-999 and 5,000+ reporting the highest outlooks at 48pc.

The survey also highlighted growing gender equity efforts across industries. Nearly 66pc of organisations reported being on track with pay equity initiatives, an eight -percentage-point improvement over last year. The IT sector leads with 78pc, followed by financials and real estate (69pc), consumer goods

and services (67pc) and healthcare and life sciences (66pc).

India's hiring momentum, fuelled by the IT sector's resurgence and widespread regional growth, coupled with advancing workplace equity, reinforces its standing as a global leader in employment optimism. For the Q1 2025 report, the NEO data collection was digitised across 42 markets. From Oct 1-31, 2024, about 40,413 employers worldwide were surveyed about their hiring plans.

## Air India buying 100 more....

(Cont. from page-1)

maintenance requirements of its growing A350 fleet. The new materials and maintenance contract will help Air India to optimise the reliability and performance of its A350 fleet, with comprehensive engineering services and integrated component services including on-site stock at Delhi provided by Airbus.

Tata Sons and Air India Chairman Natarajan Chandrasekaran said: "With India's passenger growth outpacing the rest of the world...These

additional 100 Airbus aircraft will help to position Air India on the path to greater growth and contribute to building Air India into a world-class airline that connects India to every corner of the world."

Airbus CEO Guillaume Faury said: "Having personally witnessed the formidable growth of the Indian aviation sector in recent months, I am glad to see Air India renew its trust in Airbus with this additional order for both our A320 Family and A350 aircraft."

With the order for

100 additional aircraft, Air India currently has a total of 344 new aircraft incoming from Airbus, having received six A350s so far. Air India is the first Indian airline to operate the Airbus A350, powered by Rolls-Royce Trent XWB engines. Delivering exceptional fuel efficiency, passenger comfort and long-range capabilities, the A350s now offer an all-new Air India flying experience to travellers flying non-stop from Delhi to London and New York, the airline said.

EXPERIENCE THE POWER OF DIGITALISED ADVERTISEMENTS WITH ONE E-NEWSPAPER

CLICK ON THE LINK / WEBSITE BELOW THE REQUIREMENT ADVT TO CONNECT WITH THE RECRUITMENT AGENCY

**FOREX RATES**

As on 12th December, 2024 (In rupees)

Currency	Buying	Selling
US Dollar	85.27	84.40
British Pound	109.00	107.74
Euro	90.02	88.34
Japanese Yen	56.13	55.41
Swiss Franc (CHF)	96.90	95.01
Canadian Dollar	60.56	59.36
Australian Dollar	55.00	53.95
Norwegian Krone	7.69	7.55
Swedish Krona	7.82	7.66
New Zealand Dollar	49.70	48.81
Hong Kong Dollar	11.01	10.80
Singapore Dollar	63.81	62.51
Saudi Arabian Riyal	22.8	22.36
United Arab Emirates	23.32	22.86

**BOOK YOUR ADVERTISEMENT IN one E-NEWSPAPER.**  
We use all social media platforms to connect with target audiences instantly.

**SAUDI ARABIA**  
A Contracting Company Requires the following personnel urgently

<b>SALES MANAGERS</b>	MBA / BBA (Sales & Marketing) with 8 years' experience including 4 years Gulf experience in Sales & marketing, client meetings and sales targets, monitoring, build better sales relationships.
<b>HR MANAGERS</b>	MBA / BBA (HR) with 8 years' experience in HR & administration, recruitment & HRIS system, proficiency in HR software and Microsoft Office Suite.
<b>ASSTT. MANAGERS (OPERATIONS)</b>	BE/B TECH (Civil/Mechanical) with 10 years' of experience including 5 yrs GULF experience in planning, implementing, and monitoring operational strategies, oversee quality control measures.
<b>SALES ENGINEERS (ELECTRICAL)</b>	BE / B TECH (Electrical) with 5 years' experience including 2 years GULF experience in Identifying new electrical project & executing sales, building strong relationships with clients and research to identify trends.
<b>SALES SPECIALISTS</b>	Graduate with 5 years' of experience including 2 years GULF experience in identifying new electrical project and building strong relationships with key clients.
<b>MECHANICAL ENGINEERS</b>	B E / B Tech (Mechanical) with 5 years' experience including 2 years GULF experience in Fabrication works & CAD software, plans, schedules and budgets, coordinate with vendors, contractors, and internal teams.
<b>PROJECT SUPERVISORS</b>	Diploma (Civil / Mechanical) with 10 years' experience including 6 years GULF experience in experience as a Supervisor/ Foreman, Familiarity with project management, scheduling, work plans and collaborate with managers, engineers and stakeholders.

Eligible applicants are encouraged to submit their updated CV, Copies of Education & Experience Certificates, Passport and recent photo at the earliest on  
Email ID: [gulfjobs.creative786@gmail.com](mailto:gulfjobs.creative786@gmail.com)  
Attractive Salary, Accommodation, Transportation, Ticket, medical, Insurance and other benefits as per the Saudi Arabia Labour Laws.

Approved By  
Ministry Of External Affairs  
Government Of India

Creative Enterprises  
ESTD. - 1979  
License No: B - 0367 / MUM / PER / 1000+ / 3 / 570 / 1984  
82/ 10, Badrikeshwar Bldg, Gr Flr, Patan Jain Mandal Marg, Marine Drive, Mumbai-2  
Tel No: 022 - 2281 4421, Mobs: 8356073917 / 7506692237 / 8104132329

[www.creative-india.com](http://www.creative-india.com)

**FREE RECRUITMENT**

**QATAR**

A reputed Telecom services provider company requires the following personnel urgently

<b>TELECOM PROJECT ENGINEERS</b>	BE / B Tech (Telecommunications, Electrical) with Minimum of 5 years of experience in telecommunications engineering, with specific expertise in PAGA systems is mandatory. He must be designing, implementing, and managing telecommunications projects, with a focus on PAGA systems.
<b>TELECOM SUPERVISORS</b>	BE / B Tech / Diploma (Telecommunications, Electrical) with Minimum of 5 years of experience in telecommunications engineering, with specific expertise in PAGA systems is mandatory. He must be installing, maintaining, and troubleshooting telecommunications equipment, with a focus on PAGA systems.
<b>TELECOM TECHNICIANS</b>	Diploma / ITI (Telecommunications, Electrical) with Minimum of 5 years of experience in telecommunications engineering, with specific expertise in PAGA systems is mandatory. He must be installing, maintaining, and troubleshooting telecommunications equipment, with a focus on PAGA systems.

Offshore work expected to be 60 Days On and 30 Days off schedule and Preference will be given to GCC experience applicants  
Please submit the updated CV, Copies of Education & Experience Certificates, Training Certificates, Passport and recent photo at the earliest on  
Email ID: [gulfjobs.creative786@gmail.com](mailto:gulfjobs.creative786@gmail.com)  
Attractive Salary, Accommodation, Transportation, Airfare, medical, Insurance and other benefits as per the Qatar Labour Laws.

Approved By  
Ministry Of External Affairs  
Government Of India

Creative Enterprises  
ESTD. - 1979  
License No: B - 0367 / MUM / PER / 1000+ / 3 / 570 / 1984  
82/ 10, Badrikeshwar Bldg, Gr Flr, Patan Jain Mandal Marg, Marine Drive, Mumbai-2  
Tel No: 022 - 2281 4421, Mobs: 8356073917 / 7506692237 / 8104132329

[www.creative-india.com](http://www.creative-india.com)



**India to experience resilient growth, says S&P**

NEW DELHI: S&P Global Ratings says the Indian economy is set for “resilient growth” in 2025 and projected inflation pressure to recede which will lead to “modest” easing of the monetary policy by RBI.

In its India outlook for 2025, S&P also retained India’s growth forecast for current fiscal at 6.8pc, followed by 6.9pc growth in 2025-26. “The Indian economy is set for resilient growth in 2025 on the back of strong urban consumption, steady service sector growth and ongoing investment in infrastructure,” Vishrut Rana, economist at

S&P Global Ratings, said.

We expect the central bank to ease monetary policy modestly during 2025 as inflationary pressures recede, Rana said. Last week, RBI retained benchmark interest rates at 6.5pc to control inflation but cut the cash reserve ratio (CRR) by 50 basis points to infuse liquidity into the system. India’s economy grew 8.2pc in 2023-24.

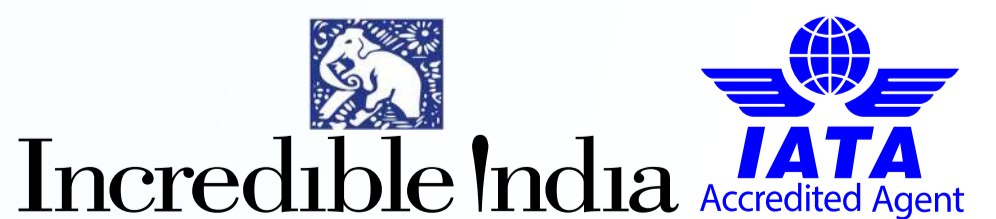
It said the GDP growth print for fiscal Q2 (June-Sept 2024) was weaker than expected at 5.4pc. The fiscal impulse was slower and pockets of weakness such as the urban middle class held back. Manufacturing

growth which puts some downside risk to our forecast of 6.8pc growth for fiscal 2025, it said. There are various challenges for the economy, including post-pandemic weakness in the public sector and household balance sheets, a highly competitive global manufacturing environment and weak agriculture sector growth.

Creating enough jobs for India’s higher labour force participation, further infrastructure and technology improvement and stronger public and household balance sheets can support economic growth, Rana remarked.



Your Trusted Travel Company Since 1978



B2B Portal : [www.flycreative.in](http://www.flycreative.in)  
Email : [support@flycreative.in](mailto:support@flycreative.in)



[www.flycreative.in](http://www.flycreative.in)

**flyCreative**  
Online LIMITED  
**SNOW - FREE CHRISTMAS**  
SINGAPORE STYLE (FAMILY EDITION)  
Mercure Singapore Tyrwhitt

**INCLUSIONS**

- 1.04 Nights Singapore @ Mercure Singapore Tyrwhitt
- Daily Breakfast
- Return Airport Transfers on PVT Basis
- River Safari (without Boat Ride) on SIC
- City Orientation Tour on SIC
- Gardens By the Bay (Cloud Forest+ Disney Garden of wonder at Floral Fantasy + shuttle service) on SIC
- Sentosa Island (Cable Car, Trick Eye Museum, Sky Helix) on SIC
- Adventure Cove Waterpark on PVT

**TERMS & CONDITION**

1. Above rates are valid for Minimum 4 Pax Travelling Together
2. Travel Validity Until 30th Dec 2024
3. Booking Validity Until 15th Dec 2024
4. Above rates are not applicable during exhibition or any peak dates

**RATE INR**  
ADULT **45000**  
CHILD WITH BED **35000**  
CHILD NO BED **20000**

Contact : +91 8657743449 | 86579 31714  
Email : visa@flycreative.in | junaid.shaikh@flycreative.in  
web : www.flycreativeglobal.com

**flyCreative**  
Global Holidays  
**Visit Vietnam** 5D/4N  
Ladies Exclusive Group  
DEPARTURE 7th - 11th May 2025  
**INR48,600 PP**  
(On double occupancy)  
T&C APPLY

Contact : +91 8657743449 | 86579 31714  
Email : visa@flycreative.in | junaid.shaikh@flycreative.in  
web : www.flycreativeglobal.com

**flyCreative**  
Global Holidays  
**E-VISA ARMENIA**  
ARMENIA IS KNOWN FOR ITS BEAUTIFUL LANDSCAPES, ITS CUISIN CULTURE AND HISTORY

Contact : +91 8657743449 | 86579 31714  
Email : visa@flycreative.in | junaid.shaikh@flycreative.in  
web : www.flycreativeglobal.com

**flyCreative**  
Global Holidays  
**Travel to China**  
TOURIST / BUSINESS VISA

Contact : +91 8657743449 | 86579 31714  
Email : visa@flycreative.in | junaid.shaikh@flycreative.in  
web : www.flycreativeglobal.com

**flyCreative**  
Global Holidays  
**AZERBAIJAN**  
Visit Visa Available  
DOCUMENTS REQUIRED  
Passport

Contact : +91 8657743449 | 86579 31714  
Email : visa@flycreative.in | junaid.shaikh@flycreative.in  
web : www.flycreativeglobal.com

**flyCreative**  
Global Holidays  
**PHILIPPINE**  
Apply for your Philippine e-Visa  
e-Visa  
The Easy and Convenient Way!

Mayon Volcano Albay, Bicol  
Pass Island Coron, Palawan  
Rice Terraces Banaue, Ifugao  
Chocolate Hills Bohol Island

Contact : +91 8657743449 | 86579 31714  
Email : visa@flycreative.in | junaid.shaikh@flycreative.in  
web : www.flycreativeglobal.com

**flyCreative**  
Global Holidays  
**GEORGIA**  
Single Entry E-Visa (30 DAYS)  
₹ 5,000/-  
Processing Time 4 Business Days

Contact : +91 8657743449 | 86579 31714  
Email : visa@flycreative.in | junaid.shaikh@flycreative.in  
web : www.flycreativeglobal.com

**flyCreative**  
Online LIMITED  
**دبي**  
EASY AND RELIABLE VISA PROCESS  
REQUIRED DOCUMENTS  
PASSPORT  
PHOTO  
RETURN TICKET  
HOTEL VOUCHER  
STAY PERIOD  
30 days  
60 days  
Single Entry  
Multiple entry

Contact : +91 8657743449 | 86579 31714  
Email : visa@flycreative.in | junaid.shaikh@flycreative.in  
web : www.flycreative.in

**flyCreative**  
Global Holidays  
**Oman**  
Tourist & Family Visa with us  
Muscat  
Terrestrial Biodiversity  
Bahla Fort

10 Days Tourist  
01 Month Tourist

Contact : +91 8657743449 | 86579 31714  
Email : visa@flycreative.in | junaid.shaikh@flycreative.in  
web : www.flycreativeglobal.com



Boulevard Riyadh City



Official travel partner  
**flyCreative**  
Global Holidays

**Saudi**  
Welcome  
to Arabia

For booking & enquiries please visit [www.flycreativeglobal.com](http://www.flycreativeglobal.com)

+91 22 22077955 +91 9892076453  
tours@flycreative.in / henna@flycreative.in

# GULF FAQs

## Failed plastic surgery, is doctor liable?

Four months ago, I had a plastic surgery at a private hospital and paid a large sum of money to get it done. But I did not get the result that the hospital promised me, especially since I was told the outcome would be achieved a month after the operation. Accordingly, I went to the hospital to ask them to refund the amount I had paid. But the hospital refused. What are my rights in this regard?

You can raise a complaint against the hospital and the doctors before the Medical Committee which will study the case and issue a medical report. Based on the

report, you may go to the court and appeal for refund and compensation. But assessing the merit of the claim lies with the court. As a general rule, the doctor is not bound by the contract concluded between him and his patient, or to the success of the operation he performs. His obligation is not an obligation to achieve a result, but rather an obligation to exercise care. The doctor must exert sincere and vigilant efforts for his patient that are consistent with the established principles of medical science. The doctor can be held accountable only in certain situations. Although, a plastic surgeon, like other

doctors, does not guarantee the success of the operation, the care required from him is greater than in other surgeries. This is because plastic surgery is not intended to cure the patient of an ailment in his body, but rather to correct defects in a way that does not expose his life to danger.

If the doctor deviates from performing this duty, it is considered an error that requires him to be responsible for the harm that falls on the patient. The medical liability of plastic surgeons for the operations they perform can be extracted from Article 282 of the Civil Transactions Law.

## Uninsured denied maternity benefits, what to do?

I have been working with a private company for two years. A month ago, I took maternity leave, and accordingly, I went to a hospital and gave birth to my child. I paid the hospital bill from my own account, because the employer did not provide me with health insurance. I contacted the employer to pay the value of the bill, but the employer refused, saying he is not obliged to pay for it. Also, I have two employment contracts, one internal and one certified by the Ministry of Labour. The internal contract mentions a basic salary greater than the basic salary mentioned in the contract approved by the MoL. Do I have the legal right to adhere to this internal contract because the terms of this contract are in my interest? Is

Regarding your maternity leave and according to Article 30 of the Labour Law, the female worker shall be entitled to maternity leave of 60 days, abiding by the following conditions:

- The first 45 days with full pay.
- The following 15 days with half pay.

The female work-

er, may, after using her maternity leave, be absent from work without pay for a period not exceeding 45 consecutive or intermittent days, if such absence is due to an illness suffered by her or her child as a result of pregnancy or childbirth and that does not enable her to return to her work.

Obtaining the maternity leave or the absence referred to in this article shall not prejudice her right to obtain other leaves. As for the basic salary, it is established in the Labour Court of Cassation No. 73/2017 that in the event of multiple agreements between the two parties regarding one subject, the subsequent agreement supersedes the previous one under certain circumstances.

This includes the event of a conflict and the contrary conditions it stipulated, considering that the re-organisation of the relationship between them again under the subsequent contract indicates that they had intended to exclude any conditions that were stipulated in the previous contract in violation.

## Working on national holidays: are managers eligible for compensation

I have a managerial role in a company in mainland Dubai. I had to work over the National Day break. I understand I may not be eligible for compensatory offs, but is there anything I can get for working over the public holiday?

In the UAE, an employee is entitled to public holidays on the dates declared by the Ministry of Human Resources and Emiratisation (MoHRE). This is in accordance with Article 28(1) of the Federal Decree Law No. 33 of 2021 on the Regulation of Employment Relations which states:

“The employee shall be entitled to official leave with full pay in public holidays determined by decision of the Cabinet.”

If an employer engages an employee to work during public holidays, such employee should be granted compensatory holiday(s) for or be paid an additional salary for working on a public holiday(s) along with an extra supplement of 50pc of the basic sala-

ry. This is in accordance with Article 28(2) of the Employment Law, which states: “Should the work circumstances require that the employee be employed on holidays, the employee shall be compensated with a substitute rest day for each day worked or be paid his salary for normal working days plus a supplement of at least 50pc of his basic salary for that day.”

Based on the aforementioned law provisions, you may be entitled to either compensatory leave or additional salary for working

on public holidays even though you are in a managerial position with your employer. You may contact your employer to discuss your concerns and request to grant you either compensatory leave or additional salary for working on recently concluded National Day public holidays as the same is your right as an employee in the UAE. In case there is no amicable settlement between you and your employer, you may reach out to MoHRE for further assistance in the matter.

## PBD-2025 to beheld in Bhubaneswar

**BHUBANESWAR:** The 18th PravasiBharatiyaDivas (PBD), the global NRI conclave, will be held from Jan 8 - 10, 2025 in the modern capital of Odisha -- Bhubaneswar. Prime Minister Narendra Modi will inaugurate the three-day meeting while President-DroupadiMурmu will present the valedictory address.

The theme of the 18th PBD is “Diaspo-

The conclave commemorates the return

India on Jan 9, 1915.

To mark this day, the tradition of celebrating PravasiBharatiya Divas (PBD) started in 2003. Since 2015, under a revised format, PBD has been organised once in two years. Selected eminent Indian diaspora members are awarded the PravasiBharatiyaSamman by the president on the last day of the conclave.



ra's Contribution to a Viksit Bharat”.

of Mahatma Gandhi from South Africa to

# Glossaries – NRIs, OCIs, PIOs & Non-resident accounts

**NON-RESIDENT EXTERNAL ACCOUNT (NRE):** Non-resident Indians (NRIs) are able to deposit their foreign earnings in Indian rupees thanks to it. Since NRE accounts are tax-free, neither the principal amount nor the interests received are subject to taxes. This bank account is traditional and is in Indian rupees. The account allows for unrestricted withdrawals and deposits, including international transfers. There are no limitations on transferring the principal and interest to a foreign account. Because the account is in Indian rupees, it can be used for both investments and expenses in India. A global debit card can



be used for transactions and withdrawals around the clock. Mutual fund investments can be made (NRO): This kind of account is a traditional bank account in Indian Rupees (rupee-denominated), just like more quickly and easily by connecting an NRE account number to an investment account. NON-RESIDENT ORDINARY ACCOUNT

There are a lot of reasons to travel. Some people travel for work, while others do so for leisure. While some people travel to escape from life, others do so to further their education. Some people travel for work-related reasons as well. Whether it is for work, entertainment, education, or job searching, travel is a great way to learn a lot of things in life. Travel gives us the opportunity to experience a wide range of things and discover the world beyond our wildest dreams, regardless of the reason. There are many acronyms and jargon used in the travel and tourism and overseas manpower recruitment industries. SKILLS GURU hopes this glossary will be useful to those who are not familiar with it.

and Indians sent abroad by the Government of India or a public sector undertaking) can manage their deposits and income (the money they earn in India) in India with a Non-Resident Ordinary (NRO) account. Funds in Indi-

an or foreign currencies can be credited to NRO accounts, which can also be used to receive remittances, foreign currency, legitimate dues in India, income earned within India, such as rent, pension, dividends and proceeds from the sale of immovable property. NRO accounts have several characteristics, such as: Interest earned on NRO accounts is subject to Tax Deducted at Source (TDS) and funds deposited in NRO accounts cannot fully repatriated. It is possible to hold an NRO account jointly with either an Indian resident or another Indian non-resident. (Non-resident Accounts—Will be continued)

## India-Kuwait startup synergies meet held in Kuwait



Indian ambassador in Kuwait Dr. Adarsh Swaika addressing the India-Kuwait Startup Synergies conference and (right) a section of the participants.

**NEW DELHI:** Embassy of India in Kuwait, in association with the Gulf University for Science and Technology (GUST), Kuwait and the Institute of Chartered Accountants of India (ICAI)-Kuwait Chapter organised the India-Kuwait Startup Synergies Conference on Dec 8, 2024 at the prestigious GUST University. Ambassador of India to Kuwait Dr. Adarsh Swaika, in his welcome remarks, referred to the historical trade linkages between India and Kuwait, and emphasised on the embassy's continuous efforts towards strengthening the bilateral relationship, based on mutu-

al development through investment synergies. Two editions of the India-Kuwait Investment Conference organised by the embassy in 2023 as well as 2024, saw Indian delegations from Invest India, National Investment and Infrastructure Fund (NIIF), Confederation of Indian Industry (CII), Federation of Indian Chambers of Commerce & Industry (FICCI) as well as International Financial Services Centres Authority (IFSCA) – GIFT City, who provided valuable insight on the current investment ecosystem in India. He highlighted that India has emerged at the world's

third largest startup ecosystem, with over 1.4 lakh registered startups; India has 118 unicorns recorded as of Oct 2024, which are collectively valued at over US\$ 350 billion. These start-ups have created over 1.55 million direct jobs and contributed about 15pc to India's GDP, with IT Industry being the most active sector, followed by Healthcare & Lifesciences and Education. The Ambassador also spoke about the vibrant entrepreneurial ecosystem in Kuwait, which has grown to a potential innovation hub for the MidEast region, thriving on advantages such as a sizeable young

population, robust funding opportunities and active support through government initiatives.

This conference was envisioned as a platform to bring together prominent speakers and thought leaders from the startup ecosystems of both India and Kuwait, for sharing success stories, experiences, and insights on fostering collaboration between the two countries. Key speakers from India included Rahul Bothra, CFO at Swiggy – a multimillion-dollar e-commerce platform in India, Anil Singhvi, Managing Editor for Zee Business and Vinay Bansal, Co-Founder and CEO

at Inflection Point Venture and Partner at Physis Capital. The Kuwaiti perspective was provided by Eng. Abdul Wahab Al Zaidan, a Consultant with the Kuwait Digital Startup Campus, Youth Public Authority and Abdulrahman Al Duaij, Founder and Managing Partner, HOLISTIC, Kuwait, a leading provider of developmental and consultancy services.

The Conference represented a platform that provided opportunities for knowledge sharing and highlighting success stories, allowing for synergistic learning that would allow ideation and innovation.