



# OVERSEAS NEWS AND EMPLOYMENT



PASSPORT TO GLOBAL JOB OPPORTUNITIES

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## POE Mumbai warns illegal job agents, format to make complaints released

MUMBAI: Director and Protector of Emigrants (Mumbai) Mr Barhat Rahul Manhardan (IPS) has said that the methods. In a communication addressed to the President of the Indian Personnel Export Promotions in the form of enticing job offers by illegal/un-registered agents. The Ministry of External Affairs is actively addressing these online scams and is taking measures to penalise those responsible and take down the associated social media accounts/handles. Mr Manhardan has brought to the attention of all stakeholders that the Emigration Act, 1983, and associated regulations regulate the emigration process and the Ministry of External Affairs grants licences to eligible recruitment agencies after following established guidelines. He requested that instances of online employment related illegal activities having large following/subscribers be reported to his office on priority.

### FORMAT TO MAKE COMPLAINTS AGAINST ILLEGAL JOB AGENTS

S.No.	Website	Country	Details
1	YouTube Profile	Name of the Country for which recruitment is offered	URL link & Screenshot of the page
2	Telegram Profile	Name of the Country for which recruitment is offered	URL link & Screenshot of the page
3	Facebook	Name of the Country for which recruitment is offered	URL link & Screenshot of the page
4	WhatsApp	Name of the Country for which recruitment is offered	URL link & Screenshot of the page
5	Newspaper Advertisement	Name of the Country for which recruitment is offered	Screenshot of the AD
	Indicator	Illegal advertisement for job in ***(Country Name)	

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istry is taking a very serious view of unscrupulous elements wooing gullible overseas job seekers and cheating them using fraudulent

## Total 281m migrants in the world today UAE, Saudi lead in outward remittances After five decades, US-Saudi petrodollar deal ends

LONDON: The United Nations estimates that there are approximately 281 million migrants in the world today. Whether you are a citizen or a resident, the principle of travelling for greater opportunities is a common thread we all share our DNA. The Middle East leads by example. Amidst the bustling cities and dynamic landscapes of this region/ there lie vast communities of global citizens whose dedication means they can better support their own aspirations as well as families in-country and back home. They form the backbone of country and global economies. World Bank figures demonstrate the region as a key driver of remittances. Billions are sent annually. The UAE and Saudi Arabia are among the top three sending countries globally. In 2022 alone, the two countries collectively sent about \$79 billion in remittances. Qatar and Kuwait are also not too far behind. These much-needed money transfers make their way to hundreds of countries, particularly India. They reflect the dynamism of the Middle East workforce, home to several different nationalities. They also reflect the strength of the region's governments, who with their visionary approach, have created such hard-to-miss opportunities. NEW DELHI: Petrodollars are dollars earned through crude oil sales. The 1974 US-Saudi agreement exchanged oil for military support deal's end allows Saudi Arabia to trade oil in multiple currencies. The US-Saudi Arabia petrodollar deal, a pivotal arrangement in global finance, has ended after 50 years. With the deal's expiration, Saudi Arabia is now free to sell oil for currencies like yuan, euros, rubles, and yen, and is considering digital currencies like Bitcoin. This landmark deal, initiated on June 8, 1974, facilitated the exchange of US dollars for crude oil exports, bolstering the dollar's dominance. It expired on June 9. Petrodollars are not a currency but US dollars exchanged for crude oil exports. The term "petrodollars" refers to the US dollars earned by oil-exporting countries through the sale of oil. (Cont. on page-2)

## New job opportunities arise in UAE

DUBAI: Nearly seven out of 10 UAE employees – 69pc – believe that this is a good year to find a new job as the economy continues to grow and fresh jobs arise in new sectors, an increase of nearly 10pc since 2022, according to a new survey's findings released by Gallup. Employees in the UAE are significantly more optimistic than their Mena (Middle East and North Africa) and global peers by 36pc and 15pc, respectively, according to Gallup's latest State of the Global Workplace report released here. UAE's non-oil sectors such as travel and tourism, hospitality, real estate and retail have performed very well in the past three years, surpassing their pre-pandemic levels. This helped establish new companies and also attract players from abroad, creating more job opportunities in the country. This has pushed the population in Dubai – the UAE's largest emirate in terms of population – to over 3.7 million. The UAE employees also believe that they are growing better than their regional and global peers in their profession. The survey found that half of UAE employees – 50pc – said that they are thriving, a one-percentage-point increase from last year, which is more than double the rate in the Mena region and 16pc higher than the global average. Therefore, a lesser number of people in the UAE are actively looking for new jobs than their foreign peers. The survey found that 40pc of employees in UAE are looking for or actively seeking a new job, lower than the regional figure of 48pc and the even higher rate of 52pc of employees globally. With 29pc of employees (Cont. on page-2)



## Restore the pride of NRIs

**N**NRIs/ PIOs (Persons of Indian Origin) play a major role in garnering precious foreign exchange reserves for India. If our forex reserves stand at an all-time peak of US\$ 655.82 billion today, to a large extent the credit for this should go to our NRIs, particularly those who work in the Gulf. NRIs have their own grievances and they definitely need some top authority to listen to them. Despite all these facts, it is ironic that there is no independent Pravasi Minister (minister in charge of NRI affairs) in the present third-term government of Modi. The government should not lower the importance of overseas Indians. All earlier governments had given NRIs the prominent place they deserve.

It was the late prime minister Atal Bihari Vajpayee who recognised the need for appointing a separate minister in charge of the "Pravasi affairs". It was again Vajpayee who started the annual Pravasi Bharatiya Divas (PBD) in 2003 to commemorate the return of Mahatma Gandhi from South Africa to India on January 9, 1915. It was a three-day annual meet of overseas Indians who attended the successive PBDs where they could participate in various seminars, workshops and interactive sessions and can raise NRI grievances. After Vajpayee's regime, the Congress government came to power under Dr Manmohan Singh, who appointed Vayalar Ravi as the NRI affairs minister with Cabinet rank. Dr Manmohan Singh, an economist himself, realised the fact that NRI funds can be tapped for India's development. For the next 10 years, under Vayalar Ravi, the PBD became a jamboree with NRIs and PIOs from all over the globe attending this three-day diaspora event in different cities of India. Introduction of Overseas Citizen of India card, NRI voting rights, NRI investment incentives, NRI marriage registration reforms, quota for NRI students in admission etc were some of the reforms brought out after discussions at the PBDs during Ravi's leadership. The PBDs also served as an opportunity for NRIs/PIOs to visit their native places and renew their roots. Apart from unleashing India's culinary artistry for participants, these PBD meets were famous for their cultural entertainments.

Over the last few years, the PBD has gradually lost its importance and grandeur. The BJP government after coming to power in 2014, made the PBD a biennial event (once in two years) which made several NRI organisations and associations unhappy. Post-COVID, PBD lost its importance and splendour to a very large extent and attendance started thinning out. With such a large number of diaspora, India can easily market the PBD event all over the world.

Department of Non-Resident Keralites Affairs (NORKA- ROOTS), which was a frontline organisation to help Keralite NRIs, too is not much active nowadays. It is a forum for addressing the NRKs problem, safeguarding their rights and rehabilitating the returnees.

The government should activate all the front organisations of the diaspora. NRIs should feel that they are very much loved and respected in India and their participation in our economy is vital.

### LIPSYNCH

"To live is the rarest thing in the world. Most people exist, that is all."

— Oscar Wilde

## TALLY PLACED AT 600

### Diplomat says 68 Indian Haj pilgrims died due to heat

**RIYADH:** A diplomat in Saudi Arabia has said that 68 Indian nationals died during the Haj pilgrimage this year marked by searing heat, bringing the overall tally to more than 600.

"We have confirmed around 68 dead... Some are because of natural causes and we had many old-age pilgrims. And some are due to the weather conditions, that's what we assume," the diplomat, who spoke on condition of anonymity, said.

The new toll comes after two Arab diplomats told a news agency that 550 deaths had been recorded during the Haj, one of the five pillars of Islam that all Muslims with the means must perform at least once. That figure included 323 Egyptians and 60 Jordanians, the Arab diplomats said, and one specified that nearly all the Egyptians died "because of heat". Fatalities have also been confirmed by Indonesia, Iran, Senegal, Tunisia and Iraq's autonomous Kurdistan region, though in many cases authorities have not specified the cause. The total reported dead so far is 645.

## AI Express headquarters shifted to Gurugram

**KOCHI:** In a setback to Kochi's ambition to emerge as a business hub for airline companies, the Air India Express headquarters has been relocated to Gurugram in Haryana (near Delhi), resulting in a loss of around 300 jobs in the city. According to sources, the relocation of administrative staff began in 2023, affecting about 300 employees who were moved from Kochi to the Vatika One-on-One complex in Gurugram.

"This relocation has caused inconvenience to many staff members, leading to several resignations," a source said. However, Air India Express will continue to maintain an office with skeletal staff in Ernakulam, Kochi.

A spokesperson for the airline termed the shift to Gurugram strategic. "This strategic move aims to enhance collaboration and synergies between Air India and its low-cost subsidiary, Air India Express, both owned by the Tata Group." Air India Ex-

press's headquarters has been based in Kochi since January 1, 2013. This was aimed to cater to the large number of low-cost fliers to the GCC countries from Kerala, which has nearly 25 lakh expats living in the Gulf region.

Despite the shift in headquarters, the Kochi airport will continue to be the main hub of Air India Express's operations, the spokesperson said. "Senior staff were transferred to the new head office in 2023, with the remaining employees moving in March 2024. Currently, all Air India Express and AIX Connect employees are based in the

Gurugram complex," said the spokesperson.

Air India Express staff had been at loggerheads with its management in recent months, causing disruptions to its operations. In May, Air India Express faced turmoil when around 300 senior cabin crew members reported sick en masse, resulting in the cancellation of over 200 flights and leaving thousands of passengers stranded. The protest, attributed to alleged mismanagement at the airline, was resolved after four days of discussions at the Chief Labour Commissioner's office in New Delhi.

## After five decades.....

(Cont. from page-1)

The concept emerged in the early 1970s and has played a significant role in global economics and geopolitics.

Initially, the Bretton Woods Agreement of 1944 established the US dollar as the world's primary reserve currency,

pegged to gold. This facilitated international trade and economic stability post-World War II. However, in 1971, US President Richard Nixon ended the dollar's convertibility to gold, leading to floating exchange rates and increased currency volatility.

## New job opportunities....

(Cont. from page-1)

employees engaged at work, workplaces in the UAE remain the most highly engaged in the Mena region, an increase of two points over last year's report. These rates outpace the global average of 23pc and are well above the average 14pc employee engagement rate in the region. "UAE companies are steadily improving workplace engagement

and reducing employee negativity. With UAE's favourable job market, leaders now have a unique chance to capitalise on this momentum by enhancing employee engagement and wellbeing," said Andrew Rzepa, leading partner in Gallup's global analytics division in Europe, the Middle East and Africa. Gallup estimated that that low employee en-

agement costs the global economy \$8.9 trillion or nine per cent of global GDP.

The survey revealed that 52pc of workers in the Mena region felt stress a lot the previous day as compared with 33pc of UAE employees experiencing stress. While nearly one in four employees – 24pc – experienced sadness a lot the previous day in the UAE.

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**FOREX RATES**  
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Currency	Buying	Selling
US Dollar	84.36	83.31
Euro	90.54	89.49
Australian Dollar	56.58	55.48
Japanese Yen	0.57	0.52
Canadian Dollar	61.78	60.69
Singapore Dollar	62.68	61.58
Swedish krona	8.98	7.19
UAE Dirham	23.20	22.59
Swiss Franc	95.59	93.79
British Pound	107.04	105.94
New Zealand Dollar	52.08	50.69
Thai Baht	2.38	2.18
Hong Kong Dollar	11.66	10.35
Saudi Arabian Riyal	22.98	22.03
Bahraini Dinar	228.48	214.48
Chinese Yuan	12.41	10.61
Danish Krone	12.53	11.53
Kuwaiti Dinar	278.63	262.63
Malaysian Ringgit	18.84	17.39
Omani Rial	222.90	210.90
Qatari Riyal	23.69	21.44
South African Rand	5.09	4.25

**India ranks sixth strongest in hiring outlook globally**

NEW DELHI: India ranks sixth globally for its employment outlook for September quarter 2024, with 30pc of businesses planning to increase their staff over the next three months, according to a global survey by workforce solutions company ManpowerGroup.

India's Net Employment Outlook (NEO), calculated by subtracting employers planning reductions versus those planning to hire, stood at 30pc. It weakened from the previous quarter and the same time last year by six per cent, as employers are cautious in their hiring intent for the next three months. India ranks sixth globally for its employment outlook, eight points above the global average. The survey was conducted in 42 countries.

Globally, Costa Rica reported the strongest hiring expectation for July-Sept at 35pc followed by Switzerland (34pc), Guatemala (32pc), Mexico (32pc) and South Africa (31pc) On the other hand, Argentina and Romania reported the weakest NEO at three per cent. In the Asia Pacific region, the country has the strongest outlook. India (30pc) and China (28pc) continue to report the strongest outlook in the region. Most cautious outlooks were reported by employers in Hong Kong (eight per cent) and Japan (12pc).

In the latest edition of the ManpowerGroup Employment Outlook Survey, 3,150 employers in India were asked about their third quarter hiring intentions. "The global slowdown has been impacting the IT sector in India for quite a while. Added to the circumstances, is the political uncertainty looming over the country due to general elections during data collection of this survey. Clearly, employ-

ers are being cautious in the ir short-term resource planning," said ManpowerGroup's India and Middle East Managing Director Sandeep Gulati.

The hiring intentions in North India stood at 36pc, followed by West (31pc), South (30pc) and East (21pc).

The real estate sector, however, has seen an increased investor interest with a capital inflow to the tune of USD1.1 billion led by the residential sector. Overall, the hiring intentions in North India stood at 36pc, followed by West (31pc), South (30pc) and East (21pc).

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# GULF FAQs

## Is it legal to deny annual leave based on co-worker's absence?

**I'm working in a Dubai-based company. I filed a leave request for the upcoming summer break but my manager rejected it, saying a colleague will be on leave at the same time. Is this legal? I have already booked and paid for my tickets and I already made other travel arrangements.**

In the UAE, it is at the discretion of an employer to de-

ployee agrees to carry forward the annual leave or get paid in lieu of leave by the employer. Article 29(8) of the UAE Employment Law states: "The employer may not prevent the employee from using his accrued annual leave for more than two years unless the employee wants to carry it over or be paid in lieu of leave according to the Establishment bylaws and as specified by



side the dates of annual leave of its employees on rotation based on work requirements. This is in accordance with Article 29 (4) of Federal Decree Law No. 33 of 2021 on the Regulation of Employment Relations (the "UAE Employment Law") which states:

"The employee shall use his leave in the year of entitlement. The employer may fix the dates of leave according to the work requirements and in agreement with the employee or rotate leaves among employees for the smooth progress of work, and shall notify the employee of the date of his leave at least one month before the same."

The employer, however, is required to grant annual leave to an employee at least once in two years, unless otherwise the em-

ployee agrees to carry forward the annual leave or get paid in lieu of leave by the employer. Article 29(8) of the UAE Employment Law states: "The employer may not prevent the employee from using his accrued annual leave for more than two years unless the employee wants to carry it over or be paid in lieu of leave according to the Establishment bylaws and as specified by

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## What are the salary payment options?

**Please explain what are the salary paying options in the UAE?**

The UAE labour market attracts thousands of expats annually, who relocate to the Emirates for high standard of living, better career opportunities and enjoy the benefits of tax-free income. The influx contributes to the country's

diverse workforce that drives the economy and makes the UAE a hub for international talent and innovation.

To foster a flexible and fair working environment, the UAE's Regulation of Labour Relations Law allows employers and employees to mutually agree on various forms of salary payment.

## IndiGo to fly more flights from India to Central Asia

**MUMBAI:** India's largest airline IndiGo is doubling flights from Delhi to Almaty and Tbilisi starting on August 16, 2024, and to Tashkent starting on August 17.

The airline will then operate daily flights from Tashkent, Almaty and Tbilisi, up from the previous schedule of four flights



per week to Tashkent and three flights per week to Almaty and Tbilisi. The increased capacity addition to Central Asia comes as this region

is fast becoming a favourite among Indian travellers. Vinay Malhotra, Head of Global Sales, IndiGo, said: "These new flights have been announced to cater to the increasing demand for outbound and leisure travel to these destinations. With this, IndiGo now operates daily flights to all four of our Central Asian destinations: Tashkent, Almaty, Tbilisi, and Baku."

This regulation ensures the protection of both parties' rights while accommodating diverse work patterns. These work patterns depend on the nature of the contract signed between the employer and the employee, and as long as it's legally recognised by the Ministry of HR and Emiratisation (MoHRE).

**Here are the six recognised wage payment forms in the UAE labour market:**

**Monthly wage:** The monthly payment workers receive wages as according to their employment contract, which includes their basic salary, bonuses and allowances.

**Weekly wage:** The payment workers receive for their weekly work, ensuring them a quick cash flow and more flexible wage management for the company

**Daily wage:** The amount a company pays workers for one day's work, typically used for temporary or seasonal jobs

**Hourly wages:** Calculated based on the number of hours worked, with the hourly rate determined by experience, skills, and job nature

**Commission-based wage:** A payment system common in sales and certain service industries, where a worker's income is based on a percentage of the value of goods or services sold.

**Piece-rate wage:** Worker's payment determined by the amount of work completed or units produced

**When should employers pay salaries?** The employee's wages are due on the first day of the month following the end of

the period specified in the employment contract. If no period is specified, the employee must be paid at least once a month. The employer is in default of paying the wage if he does not pay it within the first 15 days after the due date, unless a shorter period has been agreed in the employment contract.

**How salaries should be paid?** The UAE government's Wage Protection System (WPS) seeks to provide a safe, secure, and efficient mechanism to streamline the timely payment of wages to employees by their employers. All employers registered with MoHRE must subscribe to the WPS and pay the wages to their employees through it, as per the due dates. Under this system, salaries of employees will be transferred to their accounts in banks or financial institutions, which are authorised by Central Bank of the UAE to provide the service.

MoHRE does not process any transactions or deal with the owners of the companies that are not registered with the WPS until they register in the system. Payment can be in Emirati dirham or in any other currency, if it is agreed upon between both parties in the employment contract. The government has also penalised companies for failing to pay wages on the due dates.

**Minimum wages in UAE:** There is no minimum salary stipulated in the UAE Labour Law. However, it broadly mentions that salaries must cover basic needs of the employees.

## CAREER COUNSELLING-Everything you need to know

### What is career counselling?

Career counselling is the process of helping a person understand himself about career, education and career trends. It gives us new perspectives on who we are, what we can do to better ourselves and our careers. We might be able to learn more about our careers, ourselves, and what we can do to make them better with the proper direction of a career counselor. A range of problems, including poor time management, low focus, problems with family trust, conflict between parents and children etc can be resolved with career counselling. It helps individuals identify and explore their career options, make informed decisions about the future and develop strategies to achieve goals.



they are struggling to decide how much employment opportunities a degree offers and whether to proceed with further studies, as it can set them up for immediate gratification and a long and prosperous professional life. But it is most beneficial for those who are going to take the first step in their career.

### What does career counselling focus on?

- Evaluating qualifications, experience, interests, values, and skills
- Bringing your aspirations and dreams to the surface
- Finding areas of untapped potential

- Make informed decisions about their future
- Develop strategies for achieving their goals
- Navigate the job market
- Manage career transitions
- Overcome obstacles to career success
- Build a satisfying and successful career

Various assessments and exercises are available in career counselling to help the individual identify these areas. Once these areas are identified, the next step in career counselling is to develop a plan to pursue their goals. Career counselling can provide guidance and support throughout the process ensuring individuals are on track and making progress.

### Realise your own hidden potential within you!

Students and professionals alike often fall into a mindset that hinders their success. Here, Career counselling helps them develop the necessary resilience by seeing challenges as opportunities for growth. It can also help them identify the obstacles that may be hindering their success in life. Career counselling can help them understanding the relationship between education and career goals. It will help them to make informed decisions about the future by understanding the educational requirements required for different career options. Career counselling identifies their strengths and weaknesses and help to achieve their educational and professional goals. It identifies career options, developing job search strategies, preparing resumes, covering letters, preparing for interviews, learning to understand and manage work stress, exploring career options, setting realistic career goals and action plans to achieve goals are possible through career counselling and thus leads to a life with greater satisfaction.

port. Common obstacles like lack of direction, self-doubt, impostor syndrome and lack of self-confidence can be overcome through career counselling and progress in the career. It can help individuals manage their career transitions by providing support and guidance throughout the process. It can help them explore new career options, identify transferable

skills, and create a plan to make the transition. Career counselling can be a valuable asset during a transition and help individuals successfully manage their career. It can play an important role in helping individuals overcome obstacles to career success by supporting and encouraging them in the difficulties and challenges in their careers.

## MAY I ASK MYSELF?

Impact of Career Opportunities on Career Choice

1. How important are job opportunities in influencing my career choice?

\*Very important \*important \*Not at all important

2. What factors should I consider when evaluating job opportunities?

\*Salary \*Location \*Company Culture \*Work-Life Balance \*Career Growth Opportunities

3. Have I ever turned down a job offer because of limited opportunities for advancement?

\*Yes \*No

4. What motivates me to pursue a particular career opportunity?

5. How likely am I to accept a job offer, if it offers significant career advancement opportunities?

\*Very likely \*likely \*Unlikely

6. What aspects of a job opportunity are most important to me?

\*Job security \*Training and development \*Benefit package \*Opportunities for promotion

7. Should I prioritise career opportunities over job satisfaction when making career decisions?

\*Yes \*No

8. How should I assess growth potential within a career opportunity?

9. How much does the availability of job opportunities in a particular field influence my career choice?

\*Majorly \*moderately \*slightly \*Not at all

10. What resources should I use to search for jobs?

\*Online Job Boards \*Networking Events \*Recruitment Agencies \*Company Websites

11. Have I ever changed career paths due to limited job opportunities in my chosen field?

\*Yes \*No

12. What challenges have I faced in pursuing my desired career opportunities?

13. How do I measure the potential for growth and advancement within a career opportunity?

\*By researching company track record \*By evaluating job description \*By seeking advice from mentors or professionals \*Other

14. What role does employment play in my long-term career planning?

\*Primary factor \*Major factor \*Minor factor \*Not factored in planning

15. Will I be pressured to accept career opportunities that are inconsistent with my long-term career goals?

\*Yes \*No

16. How do I see the impact of career opportunities on career advancement in my current industry?

17. How does the state of the labour market affect my job search and career decisions?

\*Positive \*Negative

\*No Impact \*Not sure

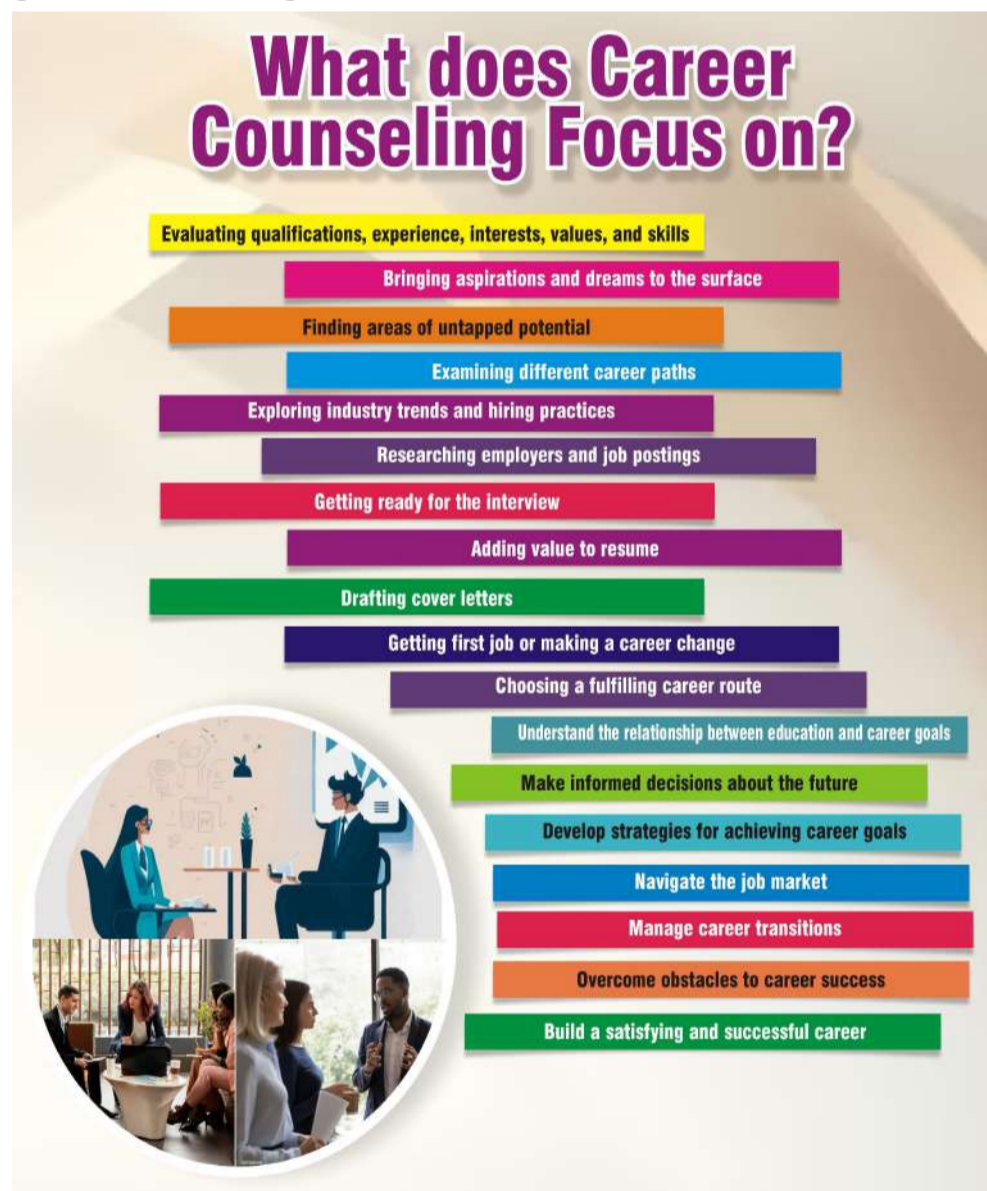
18. What skills or qualifications would I prioritise in a job opportunity?

\*Relevant Experience \*Educational Backgrounds \*Certifications \*Soft Skills

19. Am I willing to relocate for better career opportunities?

\*Yes \*No \*Depends on the occasion

20. How much have job opportunities impacted my career progression so far?



### Where & who needs career counselling?

Everyone will at some point in their lives require career counselling. Career counselling can help a person who is worried about the many career options available before and cannot reach a decision. After graduating from college, graduates are often unsure where to begin their job search. This leaves a void in most people. Perhaps career counselling can be very useful for these graduates at a point when

- Examining different career paths
- Exploring industry trends and hiring practices
- Researching employers and job postings
- Getting ready for the interview
- Adding value to your resume
- Drafting cover letters
- Getting your first job or making a career change
- Choosing a fulfilling career route
- Understand the relationship between their education and career goals