



OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES



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India, Germany to ink pact on labour mobility, skill recognition next week

NEW DELHI: To facilitate the movement of workers between India and Germany and recognise skills, the two countries are set to ink a pact next week.

Through the agreement, skilled professionals here can be easily absorbed by German industry, sources familiar with the development said. This will be the first agreement under the G20 "Skills-based migration pathways" framework, which was agreed upon by the member countries last year in New Delhi.

Under this framework, the top 20 economies of the world have recognised that integrated skill-based migration pathways help expand job opportunities for skilled professionals across the globe and lead to formalising the workforce and benefit both countries of origin and destination.

Germany is grappling with a falling working age population and a relatively untrained workforce in new and emerging technologies. Pact will help the Indian workforce to move into non-traditional sectors like teaching, nursing and manufacturing

"While India enjoys a demographic dividend and a future-ready skilled workforce, European countries, especially Germany, are grappling with a falling working-age population and a relatively untrained workforce in new and emerging technologies. This agreement will help the two countries in labour mobility and to recognise and certify each other's skills and will also help the Indian workforce to move to non-traditional sectors of employment like teaching and nursing," the

source said.

The move coincides with the upcoming visit of German Chancellor Olaf Scholz and other high-ranking officials to India next week. It will also open an avenue for skilled Indian professionals to migrate as the diplomatic row between India and Canada has reached a new low and the US sees a rise in anti-migrant rhetoric.

"The agreement will focus on introducing a digital visa by the end of 2024 for those eligible and Germany will also be staging job fairs in Indian educational institutions for smooth migration and absorption. Courses will also be organised to bridge the language barrier. There will be collaboration on occupational safety and health and social security as well," the source said.

Indian workers turn to Gulf for delivery jobs with better pay

HYDRABAD: While India's gig economy is thriving with 7.7 million workers (2020), gig workers from the country's small towns like Karimnagar are looking for greener pastures abroad.

For example, Sameer had worked as a delivery executive with a food aggregator company for three years before landing this job. He took up the gig because he is expected to get better pay. "The more you deliver, the more you earn in Dubai. After the minimum number of deliveries, the executive is promised an additional Dh7.5 per every new delivery," he says.

His income will be compared with the gigs he had taken up in Hyderabad where he had

worked as a delivery executive for Rs30,000 per month. "Some companies offer even thrice the package which companies in India offer," said ShaikShabnam, a District Employment Officer with TOMCOM.

Telangana government facilitated the recruitment drive in Karimnagar as there is a demand for Indian delivery agents in the Gulf. Indian workers are also preferred for their professionalism and their language skills, state government officials said. Prior to the Karimnagar drive, a special recruitment drive was conducted in Hyderabad where 160 registered for jobs and 66 were selected.

"Certified employment opportunities are a big
(Cont. on page-2)

UAE's visa on arrival for Indians

ABU DHABI: The UAE, which is already one of the preferred locations for Indians, now seems set to

tourist visas for the UK and EU countries can now obtain a visa on arrival, which was previously



welcome even more Indian travellers due to recent changes in its visa policy for additional Indian nationals.

The Federal Authority for Identity and Citizenship, Customs and Ports Security (ICP) has announced that an increased number of Indian nationals will now be eligible for visas on arrival in the UAE.

Indian citizens with

available to individuals holding residence or tourist visas for the US, as well as those with residences in the UK and EU.

Additionally, the authority, said a 60-day visa can now be issued for Dh250 (Rs 5,700) to these eligible Indian travellers. Other Indian passport holders will still need to apply for an e-visa, which is available through an online application process.

Cathay Pacific unveils Aria Suite to provide better flight comfort

HONG KONG: Seeking to provide an enhanced in-flight experience to its fliers, global airline Cathay Pacific will shortly launch retrofitted Boeing 777-300ER aircraft, which will include a new Business class -- Aria Suite, improved Premium Economy, and refreshed Economy class cabin.

Premium Economy, and 268 Economy seats.

The new facility will be available on select routes of airlines itself and will be gradually expanded.

"The customer experience is at the heart of the design and conception of the all-new Aria Suite. In addition to retaining some of the customers'

tures a range of innovations and enhancements to take the Business class experience to the next level," the airlines said in a statement.

Aria Suite features an enhanced level of privacy, it said, adding "surpassing all previous Business class experiences onboard Cathay Pacific flights. The addi-



Unveiled at a recent function, the retrofitted Boeing aircraft is configured in a three-class layout with a total of 361 seats, comprising 45 flat-bed Business, 48

favourite features of Cathay Pacific's existing Business class seats -- such as the reverse herringbone arrangement, a generous bed and ample storage -- Aria Suite fea-

tion of a suite door creates a unique space designed for the customer and uniquely adapted to enhance the immersive suite experience, giving
(Cont. on page-2)

Vistara to maintain its service quality post-merger

MUMBAI: Even as Vistara flies into the sunset come Nov 12 upon its merger with Air India, the airline's experience for passengers will be maintained with no significant change to the

(UK is the current airline identifier code for Vistara flights) will become AI 2955, helping customers identify them while booking," Air India said. Air India also an-



product and crew. All existing Vistara flights will continue to be operated using its existing fleet of aircraft and crew, although the flight numbers will change to those of Air India.

"For instance, UK 955

nounced that following the airlines' merger, which will also include the merger of their loyalty programmes, the combined loyalty programme will evolve into an all new avatar under the brand 'Maharaja

Club' — a reference to the Air India's popular long-standing mascot. Initially, all members of the Club Vistara loyalty programme will be seamlessly transferred to Air India's loyalty programme Flying Returns.

In its nearly 10 years of operations, Vistara had made a mark for itself as the premier full-service carrier in India that offered a superior product in a market dominated by budget carriers. With the Tata group deciding to merge Vistara into the group's flagship airline Air India—which the Tatas acquired from the government in January 2022—there were concerns about Vistara's product and service quality after the merger.

No Emirates flights to Iran, Iraq until October 23

DUBAI: Emirates has extended the suspension of flights to and from Iran, Iraq until Oct 23, due to ongoing unrest in the Middle East.

In a travel update, the airline announced: "Customers transiting through Dubai with final destinations in Baghdad and Tehran will not be accepted for travel at their point of origin until Oct 23, 2024."

However, flights to Basra will resume on Oct 17. Passengers on Flydubai with final destinations of Tehran, Baghdad or Erbil can now travel immediately.

Flights to and from Beirut remain cancelled until Oct 31. Passengers transiting through Dubai with Beirut as their final destination will not be accepted for travel until

further notice.

Emirates extends flight cancellations to Iran, Iraq, Jordan until Oct 5 amid escalating Middle East conflict

Affected customers are advised to contact their booking agents for alternative arrangements or Emirates directly if booked with the airline. "We urge customers to update their contact details via Manage Your Booking to receive timely updates," Emirates added, assuring that it continues to monitor the situation in co-ordination with relevant authorities.

Additionally, Emirates has banned pagers and walkie-talkies from all flights to, from, or via Dubai, prohibiting these devices in both check-in and cabin baggage.

EPFO adds 9.3 lakh new members during Aug '24

MUMBAI: The Employees' Provident Fund Organisation (EPFO) has added around 9.30 lakh new members in August 2024, representing a 0.48pc increase in new members compared with August 2023.

According to the provisional payroll data released by the organisation, the EPFO enrolled 18.53 lakh net members in August 2024, reflecting a 9.07pc year-on-year growth compared with August 2023.

This signifies increased employment opportunities and heightened awareness of employee benefits, bolstered by EPFO's effective outreach initiatives.

A noticeable aspect of the data is the dominance of the 18-25 age group, constituting a significant 59.26pc of the total new members added in Aug 2024.

The net payroll data for the age group 18-25 for August 2024 is 8.06 lakh. This is in consonance with the

earlier trend which indicates that most individuals joining the organised workforce are youth, primarily first-time job seekers, the EPFO said.

The payroll data highlights that about 13.54 lakh members exited and subsequently rejoined the EPFO. This figure depicts year-over-year growth of 14.03pc compared with Aug 2023. These members switched their jobs and rejoined the establishments covered under the ambit of the EPFO and opted to transfer their accumulations instead of applying for final settlement, thus safeguarding long-term financial well-being and extending their social security protection, as per the shared data.

Gender-wise analysis of payroll data unveils that out of the new members added during the month, around 2.53 lakhs are new female members. This figure exhibits year-over-year growth of 3.75pc compared with Aug 2023.

Central govt employees can opt for VRS after 20 years of service

NEW DELHI: New guidelines allow central government employees to opt for voluntary retirement under NPS after 20 years of service. The Department of Pension and Pensioners' Welfare (DoPPW), under the Ministry of Personnel, Public Grievances and Pensions, has issued guidelines regarding entitlement for central government staff choosing voluntary retirement under the National Pension System (NPS).

According to the Office Memorandum-1, the department has notified the Central Civil Services (Implementation of National Pension System) Rules, 2021 to govern the service related matters of central government civil employees covered under the NPS.

Rule 12 of the Central Civil Services (Implementation of NPS) Rules, 2021 provides for voluntary retirement from service and entitlement on voluntary retirement from government service in respect of a central government servant covered under the NPS.

"The rule provides that at any time after a central government employee covered under NPS has completed 20 years' regular service, he may, by giving notice of not less than three months in writing to the appointing authority, retire from service," the OM says.

However, where the appointing authority

does not refuse to grant the permission for retirement before the expiry of the period specified in the said notice, the retirement shall become effective from the date of expiry of the said period, it says. The employee, however, must provide a written notice of at least three months to the appointing authority.

Indian workers...

(Cont. from page-1)

draw for gig workers who want to earn more than what Indian companies pay," said ShaikSalaudin of Telangana Gig and Platform Workers Association. Moreover, gig work abroad comes with health and life insurance which Indian companies often do not provide.

To qualify for the delivery jobs, one has to have a two-wheeler driving licence, Secondary School Certificate (SSC) and know a bit of spoken English. "I got the offer letter where the minimum pay is Dh1,500 (Rs33,000) per month," he informed.

Cathay Pacific unveils Aria Suite...

(Cont. from page-1)

customers the ability to work, rest and relax in true comfort".

The best part of the Aria Suite for Business Class passengers is that the centre-seat customers will have the option to deploy the movable partition to enjoy an elevated level of privacy or to have it open for a shared experience with their travel partner. The Aria Suite provides customers with a high level of privacy that surpasses all previous Business class experiences on the airlines, it said.

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Canadian Dollar	61.92	60.97
Singapore Dollar	65.16	64.11
Swedish krona	9.07	7.28
UAE Dirham	23.32	22.72
Swiss Franc	98.98	97.58
British Pound	110.44	109.39
New Zealand Dollar	52.11	51.01
Thai Baht	2.62	2.49
Hong Kong Dollar	11.77	10.46
Saudi Arabian Riyal	22.89	22.14
Bahraini Dinar	230.12	215.12
Chinese Yuan	12.78	10.38
Danish Krone	12.81	11.81
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QA/QC Inspectors

The applicant should be Diploma (Mechanical / Metallurgy) with 8 years' experience of piping & welding experience in Petrochemical /Refinery of Oil and Gas industries and must have certifications of CSWIP 3.1, AWS, NACE Level-1 / AMPP certified Coating Inspector, Monitor and verify mechanical inspections, verification of MTRs, Verify correct installation of piping, Perform visual inspections of welds, Ensure compliance with WPS, specifications, and codes, Strong knowledge of ASME codes, especially B31.3, Sec V, II, VIII, IX, Expertise in NDE methods (RT/PT/UT/VT/MT), Familiar with welding, fabrication, and NDE for piping, static equipment, and structural work in petrochemical/refinery settings and experience with ITP, NCR, and quality dossier requirements.

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Electrical Construction Supervisors

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IPEPCIL - ADVISORY
BEWARE OF UNSCRUPULOUS AGENTS FOR OVERSEAS JOBS

Seeking employment abroad can be an exiting opportunity, but it also comes with risks if the intended job-seekers go through unauthorised agencies / personnel.

Unscrupulous agents / persons may exploit these job-seekers through social media advertisements and channels, leading to financial losses, unsafe working conditions, fraudulent activities or even human trafficking. Therefore, it is crucial to stay informed and CAUTIOUS - among the overseas job aspirants. Job-seekers are advised to protect themselves by following means:

- 1) Verify credentials of the recruitment agency / persons. Ensure that, the recruitment agency / persons are licensed by the Ministry of External Affairs, OE, PROTECTOR GENERAL OF EMIGRANTS, Government of India.
- 2) Avoid any upfront payment in case asked for.
- 3) Seek legal advice through trusted advisors or Regional Protector of Emigrants Offices.
- 4) Do not enter any dealings with lack of physical office or any credibility of the advertisers without referring their websites.
- 5) Do not deal with the unscrupulous agencies who are inconsistent or give evasive answers to your questions.
- 6) Reporting Fraud:
If you suspect that an agent / person is doing fraudulent activities related to overseas recruitment / employment, report it to the nearest POE Office, police station etc. etc; your report can help to prevent others from falling victims to scams. Your safety and well-being are paramount, by staying vigilant and informed, you can avoid falling prey to unscrupulous agents and ensure a secure legitimate path towards overseas employment.----- VS Abdulkareem (President, Indian Personnel Export Promotion Council - IPEPCIL).

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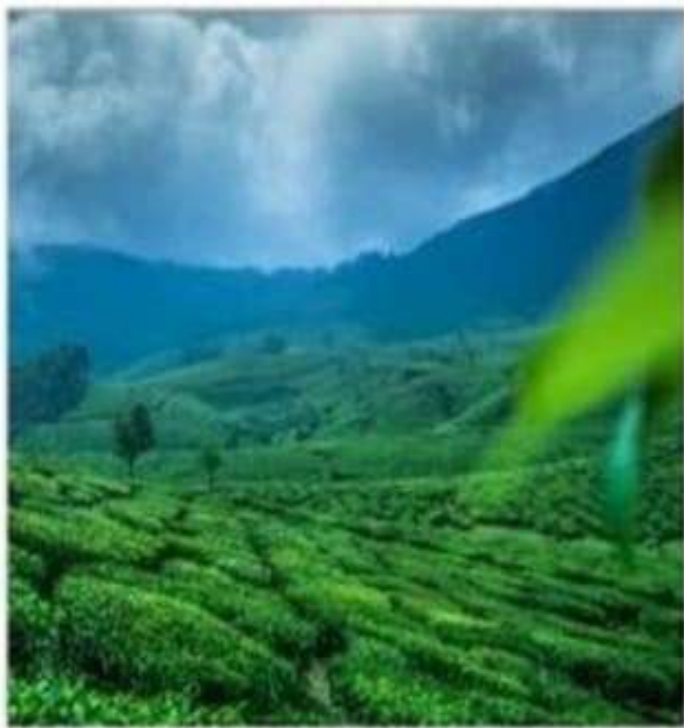
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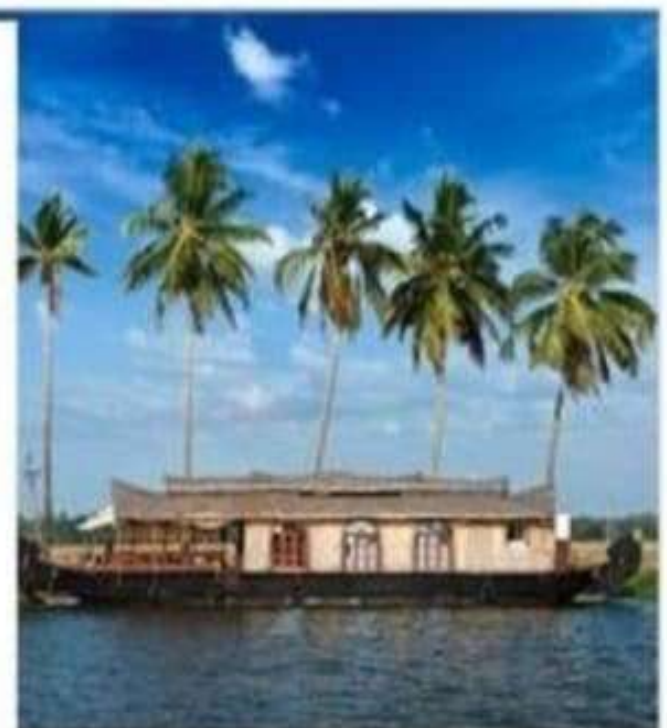
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GULF FAQs

Ex-wife seeks clarity on child custody, alimony

I am a Muslim woman. Two years ago, I got a divorce ruling and custody of my children – two sons and a daughter. Last year, the two boys turned 13 years old and the girl turned 14 years old. Currently, my ex-husband wants to file a lawsuit to gain custody of all my children because they have reached the legal age, according to my ex-husband. My question: Does my ex-husband have the right to gain child custody? Do I have the legal right to file a lawsuit to demand an increase in alimony because my ex-husband's salary had increased?

Your husband has the right to file a case to forfeit your custody as per Article 156 of the Personal Status Law, but it's up to the court to decide

about it, as per the interest of the child. If you can prove that their interest is to stay with you, instead of their father, then your custody shall be extended.

The mentioned Article 156 states that "the right of women to fosterage of a child shall end upon his reaching the age of 11 years, if a male and 13 years, if a female, unless the court deems that extending this age to the age of maturity, for the male, and up to her marriage, for the female, is in his/her best interest."

You have the right to file a lawsuit to increase the alimony, since more than one year had passed from the date of deciding it. According to Article 64 of the Personal Status Law: "Alimony may be increased or reduced according to the change of circumstances. Save in

exceptional circumstances the action in increment or reduction of the alimony may not be heard prior to the lapse of one year as of the date of deciding it. The increase or decrease of alimony is computed from the date of claim in court." But the burden to prove that your ex-husband's salary had been increased lies on you, according to Article 1 of the Federal Decree by Law No. (35) Of 2022, promulgating the Law of Evidence in Civil and Commercial Transactions which states that "1) The plaintiff has the right to prove his claim and the defendant has the right to disprove it. 2) The facts to be proven shall be relevant to the action, have a bearing on evidence, and be admissible. 3) No judge shall render a judgment based on his personal knowledge."

My company refuses me maternity leave, what are my rights?

I have been working in a private company in Dubai for two years on a commission system without salary. I am currently about to give birth and therefore

request for maternity leave since you are working for the company with an official full-time employment relationship. The female worker, according to Article (30) of the Federal Law no. 33 of 2021, shall be entitled to a maternity leave of 60 days, according to the following:

a) The first 45 days with full wage;

and b) The following 15 days with half wage.

Moreover, being on a maternity leave or absent from work as mentioned in Article 30 shall not prejudice the female worker's right to obtain the annual leave. Which means that you shall be entitled to annual leave as well

According to Article 29 of the above mentioned law, the employer may not prevent the worker from benefiting from his annual leave accrued for more than two years, unless the worker wishes to carry it forward or receive a cash allowance for it, in accordance with the regulations in force at the establishment.

The wage of both leaves might be calculated with the same method of calculating the wages of workers on piecework basis stated in Article 23 of the law. The daily wage of workers who receive their wages on piecework basis shall be calculated according to the average amount the worker received for the actual working days during the six months preceding the request or claim regarding any issue related to the wage.

Failed plastic surgery, is the 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.

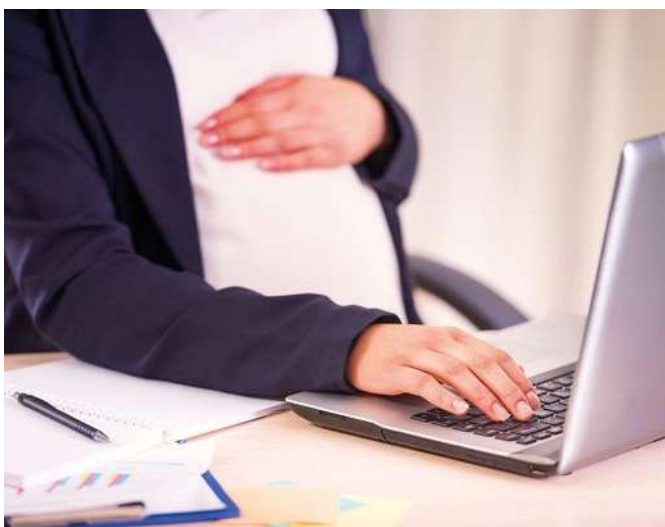
Although a plastic surgeon, like other doctors, does not guarantee the success of the operation, the care required from him is greater than in other surgeries. This is because plastic surgery is not intended to cure the patient of an ailment in his body, but rather to correct defects in a way that does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

Dubai court rejects \$100m copyright claim

A \$100-million claim against an American video game firm was rejected by Dubai's court of Cassation in a complex copyright case involving a popular video game. The case began in 2018 when the company terminated its contract with a UAE publishing firm. Then, the publisher went on to sue the firm, saying it owned some modes of the game and demanding a \$100-million compensation. The clash resulted in a protracted legal battle. After a thorough examination of all the evidence, appeal judges in Dubai ruled in favour of the gaming company, acknowledging its

ownership of the original game and its various modes. The court ordered the publisher to pay Dh18.7 million to the American company, further solidifying the UAE's commitment to upholding intellectual property rights and the rule of law. "This judgment is a testament to the UAE's robust legal framework and its commitment to protecting intellectual property rights. It sends a clear message to the global creative community that the UAE is a safe haven for innovation and creativity," said the legal team that represented the US-based gaming company in court.



I applied for maternity leave, but the company has refused me leave on the pretext that I work on a commission basis. I have been told that I am not legally entitled to claim maternity and annual leave as stated in the internal employment contract. What are my rights?

You have the right to

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-V
(Continued from Part-V,
Issue 70 dated 15-10-2024)

Stress Management - (In continuation of the previous issue)

The Soft Skill of Resourcefulness-Resourcefulness is the capacity or ability to come up with quick and creative solutions to problems and complete tasks in the face of limitations and obstacles. Being resourceful



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.

means completing tasks despite limitations and challenges. Whether you are creating something new or simply considering how to do something better, this entails focusing on what you have and making the most of what you have. Resourceful leaders are creative and tenacious. They exhibit the growth mindset by remaining upbeat and constantly challenging themselves to get better.

Being resourceful is crucial to your career path. It boosts and makes you stand out. It innovates for success and accepts challenges in a positive way. Be resourceful with all of your resources and persistent in overcoming challenges. Resourceful people

are excellent at coming up with innovative solutions to problems. Increasing resourcefulness improves flexibility and resilience.

The key abilities that lead to the mastery of Resourcefulness are Being Confident, Being Imaginative, Being Proactive, Keeping an Open Mind, Never Giving Up, Staying Positive, etc-Being resourceful is an imperative skill that can make you a perfect fit and a valuable asset to any business or organisation. Examples of resourceful skills that you should develop and put into practice are adaptability, patience, open-mindedness, coordination, creativity, initiative, persistence, and

so on.

Non-verbal Communication-A vital component of human interaction is non-verbal communication. Body language, posture, tone of voice, eye contact (or lack thereof), gestures, facial expressions, and other nonverbal communication methods are all examples of how people can communicate without speaking. A range of emotions, from joy and excitement to rage and disappointment, can be expressed non-verbally. Verbal messages can also be emphasized or reinforced with it. Important Nonverbal Communication Skills include Eye Contact, Professional Appearance, Expressions, Firm

handshake, Use Body Language to Reinforce Communication, Listen Actively, Show Interest, Mind Your Tone, Maintain Personal Space and so on.

Importance of Non-verbal Communication at Work: Non-verbal communication plays a big role in how people approach you. It conveys to someone whether you are paying attention, caring, or being honest. Your coworkers will develop a relationship of clarity and trust the instant your words and nonverbal cues align. In a similar vein, mistrust, tension, and confusion are created when your words and non-verbal cues do not align. Therefore, it is important that your body language and your words align in order to build a positive and harmonious relationship with coworkers.

Success in any field requires effective communication. Even though most people concentrate on improving their verbal communication abilities, it is crucial to keep in mind that the majority of our interactions with other people are non-verbal!

IT industry hiring again; focus on specific skills

BENGALURU: After nearly four-six quarters of slowdown in hiring in the IT industry as clients scaled back to optimise costs, the industry is now witnessing a turnaround. All major IT companies have announced their campus hiring plans and it will be driven by specialised skills.

Tata Consultancy Services (TCS) added 5,726 employees in the Sept quarter. During the company's earnings conference call, its chief HR officer Milind Lakkad said: “We continue our focus on acquiring quality talent. Our current trainee hiring is segmented with differential compensation for each segment. This year, we have more than doubled our intake of

higher cadre trainees.”

It added 11,000 associates in the first-half of

It is on track to recruit 15,000 to 20,000 freshers in FY25. Wipro has added

lieve all employees should adopt an AI mindset, have the right skillset and use

ware companies have actively recruited both on and off campus, mainly seeking specialised skills like cloud computing, AI, ML cybersecurity and ServiceNow. While the focus on emerging technologies has increased, the percentage of hires with specialised expertise remains small compared with those with generic skills. Most companies still continue with the rhythm of hire, train and deploy rather than hire exclusively targeting specialised talent, Nair added.

IT services sector is anticipating a 20 to 25pc growth in freshers' recruitment, underscoring the demand for skills in software development, data engineering, and cloud tech



the year and has also commenced the campus hiring process for FY26. After six quarters of headcount reduction, Infosys added 2,456 employees in Q2.

978 employees, and plans to hire about 12,000 people this fiscal.

During post-earnings conference, Wipro CEO Sрни Pallia said they be-

the right toolset in their work for its clients. The company is focusing on reskilling its workforce for AI opportunities.

Since July, many soft-