



OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES



MUMBAI: TUESDAY, JULY 23, 2024 • VOL. NO. 1 • Issue • No. 47. DIV. OF FLYCREATIVE ONLINE PVT. LTD. (A unit of Creative Group) • 6 PAGES

FARE TO BE AROUND Dh330 IndiGo adds three new routes to India from UAE

ABU DHABI: Indian residents in the UAE will have cheaper options to fly to their home country as IndiGo will launch operations to three more cities next month. The low-cost carrier will launch direct flights between Abu Dhabi and Mangaluru, Coimbatore and Tiruchirappalli from August.

The flights on the Abu Dhabi to Mangaluru route will operate daily from August 9 and Tiruchirappalli to Abu Dhabi will operate four times a week, starting from August 11. The direct flights between Coimbatore and the UAE capital will operate thrice weekly from August 10.

The airline has listed one-way airfare from Abu Dhabi to Mangaluru and Coim-

batore as low as Dh353 and Dh330, respectively, for the upcoming months. Return airfare can be as low as Dh843 for UAE travellers. The UAE-India air corridor is one of the busiest between the two countries, thanks to 3.7 million Indian nationals living and working in the UAE. They are the largest foreign workers among the expat community. According to aviation consultancy OAG, India-UAE is the ninth busiest corridor by seats in July 2024, reaching 2.192 million seats.

Due to strong air travel demand, airfares between the two countries spike substantially, more than doubling during peak seasons of summer holidays and

(Cont. on page-2)

Flydubai to hire 130 pilots, expand fleet with new aircraft

DUBAI: Flydubai announced that it will receive seven aircraft before



the end of 2024 and is on track to hire more than 130 new pilots by the end of this year. In a statement, the airline said the new aircraft will further support the network's expansion by adding Basel, Riga, Tallinn, and Vilnius.

Ghaith Al Ghaith, CEO of

Flydubai, said: "Today, Flydubai has grown its workforce to more than 5,800

skilled professionals represented by 140 nationalities, more than 1,200 of whom are pilots. We are on track to hire more than 130 new pilots by the end of this year."

Growth of six per cent over last year. He stated that there is an ongoing

recruitment campaign to add more qualified personnel and talents to the team and support the company's growth." From our home in Dubai, Flydubai has built a network of more than 125 destinations across 58 countries served by a young and efficient fleet of 88 Boeing 737 aircraft," Al Ghaith noted.

He highlighted that Flydubai continues to attract young Emirati talents, emphasising their commitment to employing local youth and enhancing Emiratisation efforts by placing them in suitable roles across various company departments. Flydubai placed its first-ever wide-body order for 30 Boeing 787-9s at the Dubai Airshow in 2023, a momentous occasion in the airline's history.

Canada invites 6,300 skilled workers for permanent residency

OTTAWA: Canada has extended invitations to foreign nationals keen on securing permanent residency through the Canadian Experience Class

permanent residents. To qualify, applicants must meet several criteria:

1. Work experience: At least one year of skilled

TEER 0: Management roles (e.g., advertising managers, restaurant managers, engineering managers, construction managers).

TEER 1: Jobs usually requiring a university degree (e.g., software engineers, accountants, lawyers, graphic designers).

TEER 2: Positions often needing a college diploma or apprenticeship (e.g., medical laboratory technologists, electricians, chefs).

TEER 3: Roles requiring a diploma or significant on-the-job training (e.g., dental assistants, automotive service technicians, executive assistant).

LANGUAGE AND EDUCATION: Applicants must pass approved language tests and enter their results in their Express Entry profile. Although there is no formal education requirement, having Canadian educational credentials or foreign credentials recognised by a designated organisation can boost an applicant's rank in the Express Entry pool.



(CEC) programme. This initiative by Immigration, Refugees, and Citizenship Canada (IRCC) is a golden opportunity for skilled workers with Canadian work experience.

On July 17, 2024, a staggering 6,300 invitations to apply (ITAs) for permanent residency under the Express Entry draw for the CEC were dispatched.

ELIGIBILITY: The CEC is specifically designed for skilled workers who have Canadian work experience and are looking to become per-

work experience in Canada within the last three years.

2. Language proficiency: Demonstrated ability in English or French.

3. Valid work authorisation: Experience gained while legally permitted to work in Canada.

What is considered skilled work? Skilled work experience involves occupations classified under Canada's National Occupational Classification (NOC) in the following TEER categories:

NORKA investment meet on Aug 28

MUMBAI: Under the auspices of the Kerala government's NORKA Business Facilitation Centre (NBFC), a Pravasi Business Meet is being organised at Ramada in Navi Mumbai on August 28. The goal of the meet is to introduce the various entrepreneurial sectors and opportunities in Kerala to the expatriate Keralites in Maharashtra and Maharashtra business owners. Investors can benefit from opportunities in areas such as Vizhinjam International Port, food processing, logistics and tourism.

More information can be had from Smt Asha P Mob no. +919892166231 our liaison officer will assist you in registration and all other formalities.

Family of four Keralites killed in Kuwait apartment fire

KUWAIT CITY: A month ed that Mathews Mulackal, his wife Lini Abraham and their two children died



Mathews Mulackal and his family who died in Kuwait apartment fire.

Kuwait, four members of an Indian family in Kuwait City succumbed to another fire incident.

Local authorities report-

from smoke inhalation after a fire broke out in their apartment. The family had just returned that same day

(Cont. on page-2)

Air India offers VRS for ground staff Forex reserves all-time high at \$666.85b

NEW DELHI: Cutting down headcount as part of its merger process with Vistara, Air India has announced a Voluntary Retirement Scheme (VRS) for its permanent ground staff.

“We are announcing a Voluntary Retirement Scheme (VRS) for employees with a minimum of five years of continuous service at Air India and a Voluntary Separation Scheme (VSS) for employees with less than five years of continuous service,” said the Tata Group airline in message to the ground staff.

The merger of Vistara, a 51:49 joint venture of the Tata Group and Singapore Airlines, with Air India is expected to get clear by the end of this year. According to reports, the merged entity would need fewer staff to manage day-to-day operations.

Excluding pilots, Air India said that all permanent ground staff, including cabin crew, and any licensed role holder would be eligible for the two schemes. The window to participate in VRS and VSS would remain open till August 16. The

acceptance of applications and the release date would be decided by Air India management.

At present, Air India has about 19,000 employees (both contractual and permanent), while Vistara has around 6,500. Industry sources say that this VRS would impact 500-600 workers. In March this year, Air India had laid off more than 180 non-flying employees in the last few weeks as the staff could not utilise the voluntary retirement schemes (VRS) and re-skilling opportunities.

MUMBAI: India’s forex reserves jumped by \$9.699 billion to an all-time high of \$666.854 billion for the week ended July 12.

In the previous reporting week, the kitty had increased by \$5.158 billion to \$657.155 billion, surpassing the previous high of \$655.817 billion for the week ended June 7. For the week ended July 12, foreign currency assets, a major component of the reserves, increased by \$8.361 billion to \$585.47 billion.

Expressed in dollar terms, the foreign currency assets include the effect of appreciation or depreciation of non-US units like the euro, pound and yen held in the foreign exchange reserves. Gold reserves increased by \$1.231 billion to \$58.663 billion during the week. The Special Drawing Rights (SDRs) were up by \$76 million to \$18.111 billion. India’s reserve position with the IMF was up by \$32 million to \$4.609 billion in the reporting week.

Economic survey paints rosy picture, GDP to grow at seven per cent

NEW DELHI: The growth estimated by the economic survey, ahead of the union budget, is in line with the International Monetary Fund’s estimate.

Union Finance minister Nirmala Sitharaman tabled the economic Survey 2023-2024 in the Lok Sabha. The survey noted that India’s real GDP is expected to grow between 6.5 and seven per cent in 2024-25. The growth estimated by the economic survey, ahead of the Union budget, is in line with the IMF’s estimate of seven per cent.

The economic survey is a pre-budget document that is presented a day before the union budget. The survey gives an overview of the state of the economy.

“The survey conservatively projects a real GDP growth of 6.5– seven per cent, with risks evenly balanced, cognizant of the fact that the market expectations are on the higher side.”

The survey noted that core inflation remained sticky on account of services inflation and a strong labour market, especially in most Asian Economies. Inflation declined to 5.4pc in FY24. The survey said that “inflationary pressures stoked by global troubles, supply chain disruptions and vagaries of monsoons have been deftly managed by administrative and monetary policy responses. After averaging 6.7pc in FY23, retail infla-



Finance Minister Nirmala Sitharaman tabled the economic survey 2023-24 in the Lok Sabha on Monday.

tion declined to 5.4pc in FY24.

“A normal rainfall forecast by the India Meteorological Department and the satisfactory spread of the southwest monsoon thus far are likely to improve agriculture sector performance and support the revival of rural demand,” it said, adding that structural reforms like the Goods and Services Tax (GST) and the Insolvency and Bankruptcy Code (IBC) have “matured” and are “delivering envisaged results.”

On the other hand, the survey noted that the monsoon still has “some ways to go,” and a note of caution was warranted in the private sector. “Private capital formation, after good growth in the last three years, may turn slightly more cautious because of fears of cheaper imports from countries with excess capacity,” it added.

ECONOMIC SURVEY HIGHLIGHTS

- Economy expected to grow at 6.5-7 pc in FY25
- Domestic growth drivers supported economic

growth in FY24 despite uncertain global economic performance.

- Escalation in geopolitical conflicts and its impact may influence RBI’s monetary policy stance.
- Expectations of normal monsoon, moderating global prices of imports give credence to benign inflation projections by RBI.
- India’s policy adeptly steered through challenges, ensuring price stability despite global uncertainties
- Tax compliance gains, expenditure restraint, and digitisation help India achieve fine balance in govt’s fiscal management
- As financial sector undergoes critical transformation, it must brace for likely vulnerabilities originating globally or locally.
- Capital markets becoming prominent in India’s growth story; market resilient to global geopolitical and economic shocks.
- AI casts huge pall of un-

certainty with regard to impact on workers across all skill levels.

- Short-term inflation outlook benign, but India faces persistent deficit in pulses and consequent price pressures.
- Increased FDI inflows

from China can help India enhance participation in global supply chain, boost exports.

- As much as 54pc of disease burden due to unhealthy diets; need transition towards balanced, diverse diet.

IndiGo adds three new routes...

(Cont. from page-1)

New Year holidays. Travel industry executives have been calling on the governments to increase seat capacity to accommodate growing demand. A large number of Indians also travel to Dubai for tourism throughout the year.

Abu Dhabi Airports’ first-quarter 2024 data showed Mumbai, Kochi and Delhi were the second, third and fourth busiest destinations with 240,681, 206,139 and 203,395 passengers, respectively. “With the ad-

dition of these flights, IndiGo now operates 89 non-stop flights a week to Abu Dhabi from 13 cities in India,” said Vinay Malhotra, head of global sales at IndiGo. He added that the airline will provide an “affordable” travel experience to its customers.

IndiGo earlier announced direct flights between Bengaluru and Abu Dhabi six times a week from August 1. In Jan, the budget airline declared the removal of fuel charges on all its domestic and international flights.

Family of four Keralites...

(Cont. from page-1)

by news agency Reuters, while his wife Lini Abraham worked as a nurse at Adan Hospital in Al Ahmadi Governorate. Their children attended Bhavans School. Relatives of the family, originally from Neerattupuram in Kerala’s Alappuzha, confirmed that Mathews had been working in Kuwait for 15 years and had left India, with his wife and children on Thursday night.

Mathews was employed

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

New Zealand parent resident visa allows children to sponsor their parents

WELLINGTON: One can permanently reside in New Zealand with a New Zealand citizen or resident child. The Parent Resident Visa enables New Zealand residents and citizens to sponsor their parents for residence in New Zealand, to support skilled migration. You can permanently reside in New Zealand with a New Zealand citizen or resident child, provided they earn enough money and agree to sponsor you.

The Parent Resident Visa process involves submitting an Expression of Interest (EOI), which if selected and meets requirements, an Invitation To Apply (ITA) is issued by Immigration New Zealand (INZ). Only ITA-eligible individuals can apply for residence within four months. The cost of a Parent Resident Visa starts from NZD\$3180.

INZ can approve a maximum of 2000 visas

per year to people who submitted EOIs before the restart of selections was announced on Oct 10, 2022. These EOIs are in a queue and selected in date order, with the oldest selected first.

Canada Education, New Study Visa Rules, work permit eligibility, international students, Immigration

A maximum of 500 visas a year can be granted to people who submitted EOIs on or after October 10, 2022. These EOIs are placed in a ballot and are selected randomly. EOIs in the ballot expire two years after they are submitted. Once all the EOIs in the queue submitted before Oct 10, 2022 have been selected, the full amount of 2,500 visas will be available to people with EOIs in the ballot.

REQUIRED FOR A LEADING READY MIX CO, JEDDAH

1. Heavy driver fresh
2. Assistant accountant
3. Heavy duty diesel mechanic- gulf return
4. Heavy hydraulic diesel mechanic - gulf return
5. Motor winder
6. Grader operator
7. Painting site engineers- gcc experienced
8. general labor
9. Plumbing/ electrical technician

Range Heights, Office No: 1602, Sarvodaya Nagar, Behram Baugh, Jogeshwari West, Mumbai-400102
 REGD NO: B-0456/MUM/PER/1000+/5/5868/2002
 Contact: 8291366582 / 9987936481
 E-mail: bavask2015@gmail.com, www.alsaalimintl.com
 Saudi Consulate Card No.: 18319188 H Carrying drugs to Saudi Arabia means death sentence.
[https:// www.alsaalimintl.com/](https://www.alsaalimintl.com/)

FREE RECRUITMENT URGENTLY REQUIRE FOR MULTINATIONAL COMPANY IN MAURITIUS

FISH COMPANY REQUIRED - 100 FEMALE WORKERS (Helper Category)

Salary : 32,000/- INR per month
 No Qualification requires
 Age : 21 - 42 Years
 Free Food and accommodation provided by company
 Working days: 5 days a week (Saturday and Sunday off)

Monarch Exports
 Regd No. B-0456/MUM/PER/1000+/5/5868/2002
 Shivam -01, B-Wing, Raheja Complex, Near Times of India Press, Malad (East), Mumbai -400097.
 Mob : 9004115207 (between 10.00 am - 05.00 pm)
 Email : monarchexports@yahoo.com
<https://monarchexports.in/>

URGENTLY REQUIRED FOR OIL & GAS CO. IN QATAR

- * PIPE FABRICATORS / FITTERS - SAL: QRS. 1200 + 300/- Min. 3-4 years exp in Oil & Gas.
- * ARC & TIG WELDERS - SAL: QRS. 1300-1500 + 300/- Min. 3-4 years exp in Oil & Gas.
- * HOUSE ELECTRICIANS - SAL: QRS. 1000 + 200/-
- * PLUMBERS - SAL: QRS. 1000 + 200/-
- * PIPE FITTERS - SAL: QRS. 1000 + 200/-
- * HOUSE COOK - SAL: QRS. 1500 + FOOD
- * HOUSE DRIVERS - SAL: QRS. 1500 + Food. Must have Valid Original GCC License.

URGENTLY REQUIRED FOR DUBAI

- * CONCRETE MIXER TRUCK DRIVERS - SAL: AED. 1600 + FOOD + TRIP. Must have valid UAE Lic.
- * CONCRETE PUMP OPERATORS - SAL: AED. 1800 + FOOD.
- * CONCRETE PUMP DRIVERS - SAL: AED. 1800 + FOOD + TRIP. Must have valid UAE Lic.

KINDLY SEND CVS AT : vacancy@anjumtravelagency.com
 Contact urgently with CV, Original Passport & 06 Color Photographs to:

ANJUM TRAVEL AGENCY
 Office No. 3, Sagar Tower, Aqsa Masjid Road, Opp. 24 Karat Cinema, Off S. V. Road, Jogeshwari (West), Mumbai - 400102.
 Tel: 022 - 49645854, Mobile: +918850317186.
 Website : www.anjumtravelagency.com
 (We dont have any Branches) Lic. No.: B-1496/MUM/PER/1000+/5/10046/2022
<https://www.anjumtravelagency.com/>

flyCreative
Online Pvt Ltd

KARNATAKA
 INR 30,820/- per person
 1N BANGALORE | 1N MYSORE | 2N COORG | 2N OOTY

Transfers, Breakfast, Accomodation

Contact - 9152110170 | 8828800804 | 9207740605 | 8828800805
 022-22077955 / 56 / 57
 SOUTH@FLYCREATIVE.IN | WWW.FLYCREATIVE.IN
www.flycreative.in

"To make your dreams into a reality."

Become a 'ONE' family member today!

BOOK YOUR ADVERTISEMENT IN one E-NEWSPAPER.

We use all social media platforms to connect with target audiences instantly.

one OVERSEAS NEWS AND EMPLOYMENT
 PASSPORT TO GLOBAL JOB OPPORTUNITIES
www.overseasne.com

FOREX RATES
As on 22nd July, 2024 (In rupees)

Currency	Buying	Selling
US Dollar	84.49	83.46
Euro	92.00	90.85
Australian Dollar	56.75	55.75
Japanese Yen	0.58	0.52
Canadian Dollar	61.83	60.75
Singapore Dollar	63.11	62.01
Swedish krona	8.83	7.04
UAE Dirham	23.33	22.63
Swiss Franc	95.24	93.44
British Pound	109.00	107.87
New Zealand Dollar	51.09	49.79
Thai Baht	2.41	2.20
Hong Kong Dollar	11.67	10.36
Saudi Arabian Riyal	23.00	22.05
Bahraini Dinar	228.93	214.93
Chinese Yuan	12.41	10.61
Danish Krone	12.70	11.70
Kuwaiti Dinar	280.05	264.05
Malaysian Ringgit	19.11	17.51
Omani Rial	223.29	211.29
Qatari Riyal	23.74	21.49
South African Rand	5.02	4.18

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).

one Step Ahead!

- 1 Global reach, instant accessibility
- 2 Multiple strategies platforms
- 3 Targeted reach
- 4 Improved audience engagement
- 5 Real time optimisation

Yes, we are committed to recruitment fraternity to protect their rights and interests. Of course, job-seekers interests too!

one - Voice and pulse of recruitment fraternity! Come join us!
 Advertise in one - your own friendly e-newspaper!

one OVERSEAS NEWS AND EMPLOYMENT
 PASSPORT TO GLOBAL JOB OPPORTUNITIES
 022-22077895 / 8828737706
 prince@overseasne.com ■ media@overseasne.com
www.overseasne.com



flyCreative
 nline Pvt. Ltd. B2B Portal : www.flycreative.in
 Your Trusted Travel Company Since 1978 Email : support@flycreative.in

Incredible India
IATA Accredited Agent

www.flycreative.in

Nusuk Hajj platform facilitates your Hajj trip

For more information, visit the website :
hajj.nusuk.sa

Create Account



Nusuk Hajj for all pilgrims from Europe, North & South of America, Australia

▶ hajj.nusuk.sa
@Hajj_nusuk



For booking & enquiries please visit www.flycreativeglobal.com

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

GULF FAQs

What if a buyer defaults on payments after buying off-plan property?

I am considering buying an off-plan property in Dubai on a payment plan proposed by the developer. Since I am not taking out a bank loan, what happens if I default on the payments to the developer?

Pursuant to your queries, the provisions of Law No. 13 of 2008 Regulating the Interim Real Property Register in the Emirate of Dubai and Law No.19 of 2017 Amending Law No. 13 of 2008 Regulating the Interim Real Property Register in the Emirate of Dubai are applicable.

In Dubai, an off-plan property



sold by a developer (seller) needs to be registered in the Interim Real Property Register with the Dubai Land Department (DLD). This is in accordance with Article 3(1) of the Dubai Law No. 13 of 2008 on the Interim Property Register.

Furthermore, units of property sold off plan which is registered in the interim real property register maintained by DLD may be disposed of by way of sale, mortgage, or any other legal disposition. This is in accordance with Article 6 of the Dubai Law No. 13 of 2008 on the Interim Property Register. In the event of non-payment of the purchase price by a purchaser to a developer (seller) may be considered a breach of terms of conditions of the Sale Purchase Agreement (SPA) signed between a purchaser and a developer (seller).

In such a scenario, a developer (seller) may notify the DLD related to non-payment of purchase price by a purchaser. The DLD on the complaint of the developer (seller) will serve a 30-day notice to a purchaser

to fulfil his/her obligations and prior to serving the 30-day notice, the DLD may attempt to amicably resolve the dispute between a purchaser and a developer (seller). If a purchaser does not fulfil the obligations related to payment of the purchase price, then DLD shall issue a document in favour of a developer (seller) confirming the percentage of completion of the off-plan property sold to a purchaser. Thereafter, based on the percentage of completion of the off-plan property the developer (seller) may initiate relevant legal actions against

the purchaser without approaching the courts or arbitration authority which has jurisdiction in the emirate of Dubai.

The actions which may be initiated by a developer (seller) in case of default by a purchaser on grounds of non-payment of the purchase price may include (1) retaining the amount paid by a purchaser by not terminating the SPA and claiming from a purchaser to pay the balance amount of purchase price, (2) sale of property by auction through DLD, refund of excess money to the purchaser (if any) upon sale of the auction within the stipulated time, (3) unilaterally terminate the SPA and retain a certain percentage of the purchase price based on a percentage of completion of the off-plan property and refund the balance amount to a purchaser within stipulated time as mentioned in Article 11 of Dubai Law No. 19 of 2017 on Interim Property Register.

Therefore, based on the aforementioned provisions of law and procedures laid down by DLD, your developer (seller) may initiate legal actions (execution proceedings) against you for non-payment of purchase price.

Over Dh4b valued inheritance cases settled by Dubai Courts

Can you please explain the role of Dubai Courts/Inheritance Court and settlement of cases?

More than Dh4 billion worth of inheritance cases were settled by the Special Court of Inheritance in Dubai last year. The Dubai Inheritance Court,

established in September 2022, settled a total of 580 cases, including 512 Muslim estates, 38 non-Muslim estates and 30 private estates. The value of these inheritance cases reached a total of Dh4,115,917,861.

According to Dubai Courts, the

success rate of inheritance settlements reached 92.6pc, surpassing the target of 90pc. "This high performance highlights the efficiency and success in managing the distribution of assets according to legal wills and personal revenues," noted the court.

Necessary procedures were also taken to distribute properties and assets based on the deceased's will. Additionally, 19 other files were prepared for the arrangement of private inheritance.

Inheritance settlement is a crucial legal process to ensure fair distribution of assets based on legal and Sharia principles. According to the court, "relevant authorities in Dubai are continually developing procedures to improve efficiency and accuracy in managing the processes, contributing to successful and fair settlements that meet the needs of individuals and families."

The average duration from the date of case registration to judgment was 81 days, while the average duration from the first hearing

to judgment was 52 days. The average waiting time for the first hearing was 28 days.



The report also revealed that in 2023, Dubai Courts saw an increase in the use of smart applications for handling various cases. A total of 872,414 online applications were submitted across the courts. The Court of Appeals processed 32,005 smart applications; the Commercial Court of First Instance processed 51,132; the Labour Court of First Instance processed 33,316. Last year also saw a remarkable number of cases in civil and criminal courts across all three levels completed. In civil courts, the Court of First Instance resolved 36,468 cases. The Court of Appeals completed 13,483 cases and the Court of Cassation finalised 4,919 cases.

Is it possible to suspend partner or manager in loss-making firm?

We are three partners in a limited liability company. The company is currently going through a financial problem and is exposed to major losses. It has become clear to us through the annual budgets that the cause of these losses is the director. Is it possible to suspend the manager from work and appoint another manager from outside the company and not a partner, knowing that the current manager is partner in the company? Is it possible to file a criminal lawsuit against the manager, and can he also be prosecuted in a civil case to demand compensation and return the money to the company?

You have the right to remove the manager and appoint a new one from outside the company. Article 85 of Federal Decree Law No. (32) Of 2021 on Commercial Companies states that unless the Memorandum of Association (MOA) of the company or the appointment contract of the manager provides otherwise, the manager shall be removed by a resolution of the General Assembly, whether the manager is a

partner or not.

The court may also order that the manager be removed based upon the request of one or more partners of the company, if the court is convinced that such removal is well-justified.

You have the right to file a criminal and compensation case against the manager because according to Article 84 of the same law, every manager of the Limited Liability Company shall be held liable vis-a-vis the company, the partners and third parties for any fraudulent acts committed by such manager.

He shall also be liable for any losses or expenses incurred by the company due to improper exercise of the powers or violation of the provisions of any law in force, the MOA of the company or the appointment contract of the manager or for any gross error committed by the manager.

Any provision in the MOA or the appointment contract of the manager in conflict with the provisions of this clause shall be null and void.

BEST WORKPLACE CULTURE & BEST PRACTICES

Creating a positive workplace culture is more important than ever. Whether employees are in an office, working from home or a hybrid approach, creating a safe, engaging, and productive work environment is the responsibility of every employee. The reason workplace culture is important is that it directly affects everything else. The well-being of employees supports their performance and productivity of the organization. Likewise, communication and transparency help build trust in the workplace. All these factors directly affect the reputation of a company or institution.

WORK TO BECOME A PART OF AND ESTABLISH THE WORK CULTURE: Creating a good work culture is essential for the survival of any company. A company's work culture is made up of the values, attitudes and traditions of its employees. Good behavior in others can be encouraged by rewarding the team members who have performed well. It is important to maintain morale in the workplace. It may be appropriate to provide resources, workshops and other professional development initiatives, wherever needed, to motivate and value team members. Here are some ways to create a better work culture:

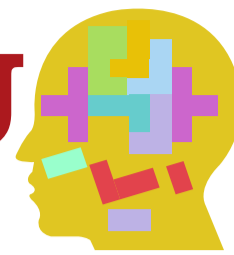
RECOGNISE ACHIEVEMENTS AND DEMONSTRATE GRATITUDE:

Don't shy away from publicly rewarding and appreciating employees. This will help everyone understand each other's contributions. Be sure to personalise the rewards. Think of it as an opportunity for employees to interact with each other to express their gratitude and share positive feedback. This can help motivate them to continue trying to achieve company goals. * **Prioritise learning-** Fostering innovation and ideas in a workplace should be rewarded and encouraged. When a teammate has curious and adventurous ideas about improving the workspace, their willingness to innovate should be recognised instead of shutting them down.



SKILLS GURU

By Sajan MS



Companies should prioritise learning. In industries where exploration and innovation are critical, employee engagement contributes greatly to company success. * **Practice active communication / Do not be afraid to speak** - Employees should be allowed to provide feedback on their own performance, offer ideas and ask questions. Being able to commu-

nicate honestly and provide feedback without fear of retaliation will increase employee trust. But be careful when you're talking about a potentially sensitive topic. A person with a positive mindset will be more open about what they have to say. Don't take too long to say. It should be ensured that criticism does not engage with negative intentions. * **Make yourself helpful-** Employees should practice self-help in ways that suit individual personalities and strengths. Employees should be able to focus on developing workplace friendships, organising social events, and facilitating interactions or introductions. Meanwhile more experienced personnel should be able to train a newcomer or work on a new project in their spare time. * **Make sure everyone is comfortable / Build a positive**

work environment- Workplaces should be a reflection of the company's culture. This means a situation where everyone is assured that everyone is emotionally and physically comfortable. Company culture should be positive and supportive to combat workplace stressors. And our peers should be our partners and allies, not our enemies. The workplace documentation. Good operating practice is a strategic management term. More specific uses of the term include good agricultural practices, good manufacturing practice, good laboratory practice, good clinical practice, and good distribution practice. (Source: WIKIPEDIA)

Best practices are a set of tasks and procedures that have been proven to lead

be used in all areas to maximise time, improve quality of work, and be more productive at work. Best practices change as new technology or ideas enter a business or industry. Best practices are thus regularly updated to ensure that emerging technology and ideas are used effectively. Best practices are legally binding for some industries. Industries, such as healthcare or construction, legally follow best practices to ensure everyone's safety and well-being. It is critical. Best practices are used to optimise time and effort. Best practices are important for streamlining work and protecting the people involved.

Major Application Areas of Best Practices

* **Project Management** * **Health Care** * **Education** * **Sales and marketing** * **Human Resources** * **IT and more**

STEPS TO CONSIDER WHILE INTRODUCING BEST PRACTICES- When introducing best practices in one's own company, the following steps can be considered: Conduct research and analysis of the Current Situation, Selection of Suitable Best Practices/ Adaptation to One's Own Needs, Share your findings with stakeholders, Involve everyone in the organisation, Implementation, Get feedback from customers, Constantly evaluate and improve etc

CONCLUSION- Once employees in key roles in an organisation are aware of Best Practices they must take responsibility for implementing them. There should be an accountability plan that is observable and measurable. It is important that everyone remains accountable for their roles. One way to ensure accountability is to follow up. There is nothing worse than creating a practice and not following to ensure it is implemented. Develop an effective plan to evaluate the success of activities and implement them. Because best practices evolve and change over time, an organisation must ensure that its best practices are sound and up-to-date. (See you again with: **Short Study, Short Experience & Big Reward**)



nicate honestly and provide feedback without fear of retaliation will increase employee trust. But be careful when you're talking about a potentially sensitive topic. A person with a positive mindset will be more open about what they have to say. Don't take too long to say. It should be ensured that criticism does not engage with negative intentions. * **Make yourself helpful-** Employees should practice self-help in ways that suit individual personalities and strengths. Employees should be able to focus on developing workplace friendships, organising social events, and facilitating interactions or introductions. Meanwhile more experienced personnel should be able to train a newcomer or work on a new project in their spare time. * **Make sure everyone is comfortable / Build a positive**

should never be a place of stress and competition. A passionate workplace can be created if everyone is committed to good communication, empathy, openness, and encouraging inclusion. The workplace needs to find spaces to build and maintain better relationships though staying with the same group of people for long periods of time can sometimes be rough. **A Best Practice-** is a method or technique that has been generally accepted as superior to alternatives because it tends to produce superior results. Best practices are used to achieve quality as an alternative to mandatory standards. Best practices can be based on self-assessment or benchmarking. Some consulting firms specialise in the area of best practice and offer ready-made templates to standardise business process

to optimal efficiency and results. Best practices are the most efficient and effective measures in specific situations. Various industry groups are developing and implementing best practices. Internally, they are created by an organisation's top management or best practices are created by regulatory organisations. They can also be industry standards. A highly successful organisation can share the practices that led to its success with other organisations in its field.

WHY ARE BEST PRACTICES IMPORTANT?/RELEVANCE OF BEST PRACTICES?

Best practices in the workplace are paramount as they help companies and organisations develop highly effective processes to streamline work. Implementing best practices can make companies and organisations more efficient. Best practices can