



DEMAND RANGES FROM IT ENGINEERS TO BUS DRIVERS Germany raises skilled visas for Indians to 90,000

NEW DELHI: Germany plans to raise the number of skilled labour visas granted to Indian workers to 90,000 annually, up from the current limit of 20,000.

The benefits for Indian workers are notable. The average gross monthly salary for Indian employees in full-time positions in Germany is about €5,400, which amounts to around Rs 4.92 lakh—41pc higher than the national median wage. Furthermore, the unemployment rate for Indians in Germany stands at just 3.7pc

much lower than the 7.1pc rate for the general population.

Philipp Ackermann, German Ambassador to India, said: “With Germany facing a worsening worker shortage, these visas will help fill gaps in sectors such as information technology, nursing, and caregiving.”

Germany’s decision comes as a response to its growing labour crisis, with an estimated 5.7 lakh job vacancies across the country, according to the German Economic Institute. Ambassador Ackermann pointed out that Germany has already seen positive ex-

periences with Indian legal migrants and is keen on

increasing this migration to address the labour shortfall.

“One thing which is also very important for our strategic partnership is the skilled labour migration to Germany. We need skilled workers in many areas, from IT engineers to bus drivers and caregivers,” said Ackermann. He added that the country is working closely with India to facilitate more migration and plans to support this in the coming months and years.



Prime Minister Narendra Modi held a cordial meeting with United Arab Emirates President Sheikh Mohamed bin Zayed Al Nahyan on the sidelines of the 16th BRICS Summit in Kazan, Russia.

Indian tourists through Oman

MUSCAT: Oman has seen a surge in popularity among Indian travellers, with a 70pc increase in tourist arrivals compared with 2023. The country welcomed over six lakh Indian tourists last year, making India Oman’s largest tourism market beyond the GCC.

Azzan Qassim Al Busaidi, Undersecretary of Oman’s Ministry of Heritage and Tourism, expressed optimism about surpassing this number in 2024. He attributed the growing interest to the “closeness and proximity between Oman and India” and the minimal travel restrictions between the two countries.

Adventure sports are gaining popularity among tourists in Oman, and the country has identified tourism as one of the five focus areas in its Vision 2040 plan. Al Busaidi noted a growing diversity in the segments of travellers visiting Oman and emphasised the ministry’s plans to engage continuously with Indian travel agents to drive further growth.

The regulatory framework between India and Oman is flexible and open, making it easier for travellers to explore the country. Oman offers visa on arrival for Indian citizens holding US or Schengen visas, further simplifying the travel process.

New law on anvil to punish hoaxers who disturb flight schedules

NEW DELHI: The Union government plans a new law to punish those making hoax bomb threats against flights, which disrupt the schedules of airlines and cause massive inconvenience to thousands of passengers.

In less than two weeks, more than 120 flights operated by Indian carriers have received bomb threats. Aviation Min-

ister K Rammohan said that the government is planning to introduce legislation that would put offenders on a no-fly list and amend the 1982 Civil Aviation Act so that they can be arrested and investigated without a court order. On Tuesday, IndiGo said nine of its flights destined for Jeddah and Dammam in Saudi Arabia and some

flights from Turkiye had received such hoax calls. The flights were diverted to the nearest airports for security checks. “We worked closely with the relevant authorities and followed standard operating procedures,” the airline said in a statement.

The hoaxers have largely gone untraced

(Cont. on page-2)

Air India-Singapore Airlines expand code-share accord to 51 destinations

MUMBAI: Air India and Singapore Airlines (SIA) have agreed to significantly expand their code-share agreement, adding 11 Indian cities and another 40 international destinations to their network. This marks the first extensive expansion of code-share arrangements between the airlines since 2010, offering customers enhanced travel options between Singapore and India, as well as beyond.

From Oct 27, Air India and SIA will code-share

on each other’s flights, between Singapore and the Indian cities of Ben-

galuru and Chennai, increasing their total flights between Delhi and Amritsar, Bengaluru, Coimbatore, Luc-

know and Varanasi, between Mumbai and Ahmedabad, Amritsar,

know and Varanasi, between Mumbai and Ahmedabad, Amritsar,

Ahmedabad, Amritsar,

between Kolkata and Guwahati.

Air India customers will be able to access 29 destinations across SIA’s network. These are Adelaide, Brisbane, Cairns, Darwin, Melbourne, Perth, and Sydney (Australia), Bandar Seri Begawan (Brunei), Phnom Penh and Siem Reap (Cambodia), Denpasar, Jakarta, Medan, and Surabaya (Indonesia), Fukuoka, Nagoya, Osaka, Tokyo-Haneda, and Tokyo-Narita (Japan),

(Cont. on page-2)



galuru and Chennai, increasing their total flights between Delhi and Amritsar, Bengaluru, Coimbatore, Luc-

Air India’s domestic flights between Delhi and Amritsar, Bengaluru, Coimbatore, Luc-

Bengaluru, Coimbatore, Goa, Jaipur, Kolkata, Lucknow and Thiruvananthapuram, as well as



UAE's visa on arrival

The new visa liberalisation policy for Indians announced by the United Arab Emirates (UAE) will have the option to obtain a visa on arrival (VOA) for 14 days, extendable for a similar period or obtaining a visa on arrival for 60 days, which will be non-extendable, after paying the prescribed fees. These passports should have a residual life of at least six months. But there is a rider! The visa-on-arrival policy is only applicable to individuals holding permanent resident cards, green cards or valid visas from the US, UK or any European Union nation or Schengen visa. This much tom-tommed visa is effectively not applicable for ordinary Indians. This visa is better than a transit visa but aimed at high net worth Indians who will splurge on shopping and hotels.



This latest visa-on-arrival announcement is part of ongoing efforts to simplify travel for Indian nationals. Back in Feb 2023, Emirates Airlines, in collaboration with VFS Global, had launched a pre-approved visa-on-arrival service for Indian passport holders. "We've partnered with VFS Global to introduce a pre-approved visa on arrival facility for Indian passport holders who have booked their travel with us. The new process will help customers skip queues when arriving in Dubai," they said in a posting.

In the same month, Dubai had introduced a five-year multiple-entry visa for Indian nationals. This was aimed at enhancing business, tourism and economic ties between India and the UAE. "The UAE has always been a top international destination for Indians, particularly for Meetings, Incentives, Conferences and Exhibitions (MICE). With these improved visa conditions, we expect to see more Indians travelling for Bleisure (business and leisure)," says Nishant Pitti, CEO and Co-Founder of EaseMyTrip.

Despite its limitations, no doubt, this development is likely to have a positive impact on the Indian travel industry. A key benefit of this visa policy is that more people can now apply for on-arrival visas to the UAE, allowing them to take unplanned trips.

India continues to be a major source of tourists for Dubai. In 2023, the city recorded a 25pc increase in Indian visitors compared with pre-pandemic levels, with 2.46 million overnight stays. This surge reinforced India's position as Dubai's leading tourism market, according to Dubai's department of economy and tourism.

According to the Henley Passport Index report, over 60 countries offer visa on arrival for Indian travellers. All one has to do is submit the necessary documents, pay the fees and obtain a travel and health insurance policy for your safety on the exciting trip ahead. The visa on arrival requires minimal paperwork and offers flexibility to travel. Nevertheless, not all visa free countries offer this and some provide it only for businesses. Visa on arrival offers travellers the convenience of obtaining a visa upon arrival at select countries, bypassing the often time-consuming visa approval process. Many countries with visa on arrival for Indians encourage them to explore their destinations freely. To secure this visa, applicants must submit the required documents, a completed application form, and applicable fees. It's advisable to purchase a travel insurance policy for added safety and security during your travel.

LIPSYNCH

"Don't let yesterday take up too much of today"

— Will Rogers

Air India-Singapore Airlines expand code-share....

(Cont. from page-1)

Busan and Seoul (South Korea), Kuala Lumpur and Penang (Malaysia), Auckland (New Zealand), Cebu and Manila (the Philippines), as well as Danang, Hanoi, and Ho Chi Minh City (Vietnam). This includes existing code-share arrangements to Kuala Lumpur.

Both airlines plan to progressively include

other destinations in their network to the code-share arrangements. Subject to regulatory approvals, the code-share flights will be progressively made available for sale through the airlines' respective booking channels.

Nipun Aggarwal, Chief Commercial Officer, Air India, said: "This is a continuation of our ef-

fort to offer our guests more choice and an extended global network. Air India and Singapore Airlines have been long-time partners, and with this expanded scope of our codeshare agreement, we are excited to offer our guests greater connectivity to destinations across South East Asia, the Far East, and Australasia.

Saudi to build skyscraper 20 times taller than Empire State Building

RIYADH: Saudi Arabia has announced its aim to build a skyscraper larger and taller than any building in the world, in the latest development in the Kingdom's numerous mega-projects.

According to Bloomberg, Saudi authorities have updated aims for the planned New Murabba district in the capital Riyadh, with the "Mukaab" building set to be at the centre of the project.

Initially designed in

the structure of a cube, the building will reportedly measure 400 metres on each side and will be over 20 times taller than New York's Empire State building. On its site, the New Murabba project describes itself as "a technological marvel and cultural icon, offering immersive experiences", further stating that the "Mukaab combines modern Najdi architecture with immersive holographic experiences".

Michael Dyke, CEO of

New Murabba, was quoted as saying that the Mukaab is "masquerading as a building today, but it's so much more". He added that "We're trying to redefine Riyadh's skyline to leave a lasting mark for centuries to come."

The building will reportedly feature 10 attractions across two million square metres of floor space, and construction has already begun with over 10 million cubic metres of land having been excavated.

Dubai decks up for Diwali

DUBAI: This Diwali season, Dubai promises an exciting lineup of festiv-

of fireworks are scheduled for 9pm on Oct 25-26 at Al Seef, followed

a weeklong Diwali celebration at Global Village from Oct 28 to Nov 3. These festivities will feature colourful Rangoli art, lively performances and more stunning fireworks. Visitors can also enjoy shopping at the Festival of Lights Market at the India Pavilion and enjoy India's finest culinary delights, from traditional street food at the Indian Chat Bazaar to fine dining at several restaurants.

Al Seef will kick off its Noor - Festival of Lights from Oct 25-27, a (Cont. on page-3)



ities and entertainment for residents and visitors.

From Oct 25 to Nov 7, the city will come alive with celebrations of the Festival of Lights. Residents and visitors can look forward to fireworks displays, various cultural experiences, soulful musical tributes, thrilling theatre productions and free community events this coming Diwali season.

Fireworks will light up the skies over popular family destinations like Al Seef and Global Village. The first displays

by another round at 9pm on Nov 1-2 at Global Village.

Rangoli and fireworks

Residents and tourists alike can also enjoy

New law on anvil to punish...

(Cont. from page-1)

so far. The Mumbai police said they detained a 17-year-old boy from Chhattisgarh for allegedly posting bomb threat messages on the social media of various airlines.

Police officer Maneesh Kalwaniya said the boy's motive was to implicate another person involved in a business dispute

with him. As many as 30 domestic and international flights operated by Indian airlines, including IndiGo, Vistara and Air India, received bomb threats in a single day. "Even though bomb threats are hoaxes, things cannot be taken lightly," Rammohan said.

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US Dollar	84.50	83.99
Euro	92.65	91.84
Australian Dollar	57.42	56.61
Japanese Yen	61.87	61.06
Canadian Dollar	0.58	0.56
Singapore Dollar	65.11	64.30
Swedish krona	8.08	8.08
UAE Dirham	23.16	22.86
Swiss Franc (CHF)	97.98	97.98
British Pound	110.39	109.58
New Zealand Dollar	52.06	51.25
Thai Baht	2.59	2.52
Hong Kong Dollar	10.81	10.81
Saudi Arabian Riyal	22.39	22.39
Bahraini Dinar	224.12	224.12
Chinese Yuan	11.88	11.88
Danish Krone	12.31	12.31
Kuwaiti Dinar	274.03	274.03
Malaysian Ringgit	20.19	19.59
Omani Rial	218.33	218.33
Qatari Riyal	23.07	23.07
South African Rand	4.80	4.80

Dubai decks...
 (Cont. from page-2)

free cultural fair curated by TeamWork Arts. This three-day cultural fair will feature stunning lights, artistic performances, interactive experiences, and Diwali-themed décor. Events will include puppet processions, theatre shows, poetry recitals, musical performances, panting and design workshops, and traditional Indian delicacies. Spread across a 1.8-km e promenade, it's also a chance to explore Al Seef's traditional souk, restaurants, and boutiques.

Music and delicacies
 For music lovers, The Unforgettables concert series, a tribute to the legendary Jagjit Singh featuring his dis-

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ciple Tauseef Akhtar, will run at the Sheikh Rashid Auditorium, Indian High School until Oct 26.

Another highlight is Meera: Echoes of Love, a production that celebrates women's strength and love, set to take place on Oct 26 at Dubai British School, Jumeirah Park, with 70 local artists involved. This production is an enchanting performance that combines dance, theatre and music. Deepavali Utsav 2024 will also take place on Oct 26 at Etisalat Academy in Dubai, offering traditional games, folk dances, funfair, and food stalls. Shoppers can also enjoy an exclusive Diwali shopping experience on Oct 26 at the Diwali Fiesta Exhibition at Pullman Dubai Jumeirah Lakes Towers - Hotel & Residence, and discover an exciting range of festive wear, jewellery, accessories and handbags, home decor, skincare, handicrafts and more.

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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 EMI-GRANTS, 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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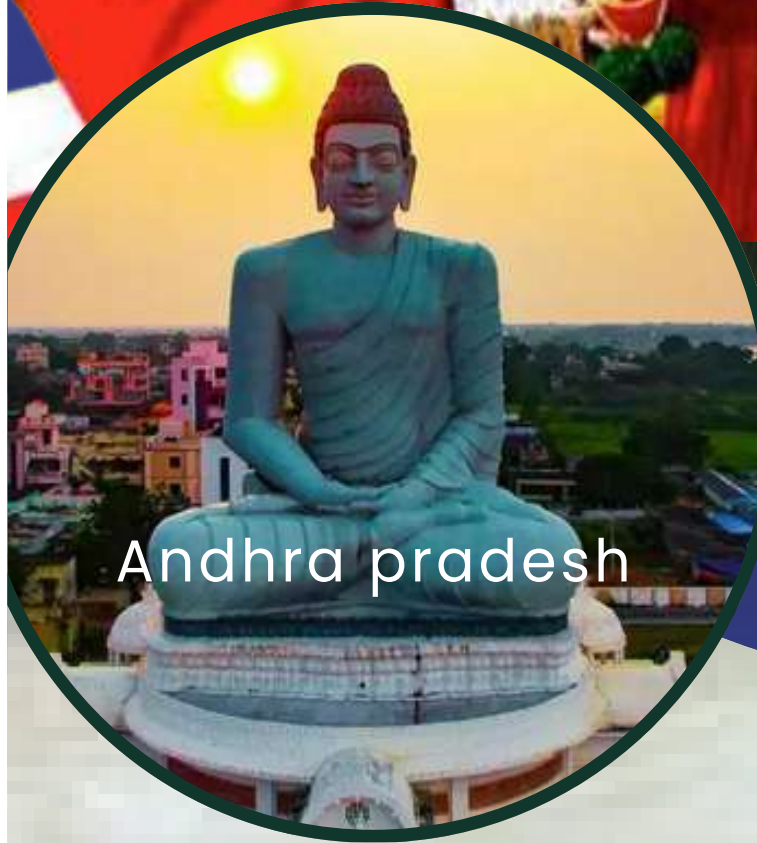
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GULF FAQs

Is it necessary to change my family's visa status after moving from Dubai to Abu Dhabi

I have been working in Dubai for the past five years. My family members are under my sponsorship. If I accept a job in Abu Dhabi and move there, do I have to change my family's visa immediately? Or can I use the "visa hold" option till I settle down in Abu Dhabi?

Upon termination of employment by your employer or resignation from employment, the

Employment relations, which reads as:

a) Submission of an application for cancellation of work permit via the channels specified by the ministry.

b) Completion of the required information and attachments.

c) Payment of fines for delay in issuance or non-renewal of work permits, if any.

d) Declaration by the Establishment that the

have the option to place their visas on hold while you transition to a new employment visa. This visa hold service allows you to keep the visas of your family members active for up to 60 days. If you prefer not to cancel the visas, you can inform the authorities of your intention to hold them until you obtain a new employment visa.

To initiate the aforesaid process, you may

"has no or insufficient balance" stipulated in Article 667 of the Federal Decree Law no. 50 of 2022 regarding the issuance of the Commercial Transactions Law. As a result, you have the right to file a direct execution case in front of the court to recover the amount of the cheque. With regard to filing a new complaint, if you

have signed a previous settlement before the Labour Office that resulted in the cheque you currently have, this means that you have signed a clause in the settlement stating that you have waived your rights, which means that you are not entitled to file a new complaint before the Labour Office.

Non-Muslim woman asks about child custody after remarriage

I am a non-Muslim and married to a non-Muslim man. I want to know the court requirements if I file a divorce lawsuit. In the event that I obtain a divorce and have custody of my children, will I lose the custody if I marry another man?

Regarding divorce, Articles 7 & 8 of the Federal Decree Law No. 41 of 2022, concerning Civil Personal Status Law, mentions that the wife and husband are equal in rights and duties and either of them has the right to request separation by court order without prejudice to their rights related to divorce.

It is sufficient for one

choose his custodian.

After divorce, both parents bear joint responsibility for the child's raising and growth, providing that the child's best interest shall be their primary concern. Either the mother or the father may object to the joint custody ruling if justifications are available. However, either of them may request a waiver of the right to joint custody, whether legal custody or physical custody or both.

The court shall decide on the request to remove either the father or mother and forfeit their right to custody, whether temporarily or permanently in case of the other party's remarriage. Moreover, in the event that the father and mother do not agree on any decision related to the child after the divorce has taken place, either of them has the right to submit a request for court intervention to resolve the disputed question.

The court shall expeditiously decide on the request for intervention to settle the disputed joint custody matter and shall take what it deems appropriate in the best interests of the child.



employer should cancel your work permit after you sign the work permit cancellation document. This is in accordance with Article 7(3) of the Cabinet Resolution no. (1) of 2022 On the Implementation of Federal Decree-Law no. (33) Of 2021 Regarding the Regulation of

employee has received his entitlements.

e) Any other conditions specified by decision of the minister or his delegate."

Thereafter, your employer should cancel your residency visa in the UAE. As the sponsor of your family members' residency visas in the UAE, you

visit an Amer Centre.

You may also approach the General Directorate of Residency and Foreigners Affairs – Dubai or the Federal Authority for Identity, Citizenship, Customs & Port Security as your current visa is issued from Dubai and your new employer visa will be from Abu Dhabi.

My end-of-service cheque bounced, what to do?

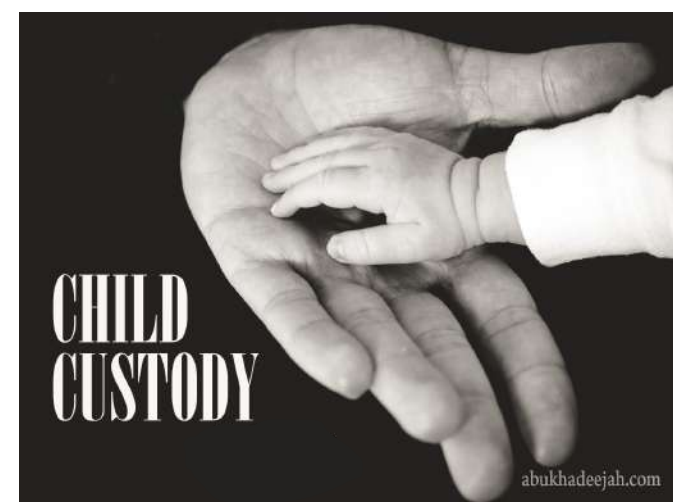
Two months ago, I submitted my resignation from work and received my end-of-service benefits through a cheque. The cheque was returned by the bank due to the account being closed. My question is: What is the appropriate measure to take against the employer to claim my rights? Do I have the legal right to file a new complaint before the Ministry of Labour?

To answer such question, I would advise the questioner that:

As a general rule, the cheque that bounces without being cashed from the drawee bank is considered an executive document pursuant to Article 667 of the Commercial Transactions Law no. 50 of 2022, which states that ("The cheque on which the drawee states that it has no or insufficient balance shall be an executive instrument. The bearer of cheque may request the execution thereof, in whole or in part, by force. The pro-

visions, procedures and rules set out in the Civil Procedures Law shall apply to the application for execution and contention therein.")

The Authority for the Unification of Federal and Local Judicial Principles decided on 21/12/2023 by majority rule, in Request No. (1) of 2023 submitted by the Attorney General of the Federation, to unify the legal principle, considering that the phrase "closing the account" is equivalent to the phrases



of the spouses to express before the court his/her desire to separate and not continue the marital relationship, without the need to justify that request or blame the other party or prove his / her fault. Regarding custody, the mother and father, as per Article 10 of the mentioned law, have equal right to joint custody of the child until he/she reaches the age of (18), after which the child has the right to

SOFT SKILLS—the Invisible Power

SOFT SKILLS:

Part-VII(Continued
from Part-VI, Issue 72
dated 22-10-2024)

Resilience-Overcome Any Obstacle with Resilience! Resilience is a growth mindset that accepts the unpredictable nature of life, welcomes challenges, and relishes learning opportunities. It is the capacity to bounce back from adversity while retaining your happiness and self-assurance. Personal responsibility, self-awareness, refraining from complaining, asking for assistance when necessary, and creating a support network for oneself are all components of resilience. These endeavors



Soft skills are the invisible power that drives you forward and keeps you moving up and up. You cannot advance in your career without soft skills. Soft skills are essential in today's workplace because they help to foster a positive work atmosphere. The value of soft skills in the workplace, in the classroom, and in one's personal life is well established. Soft skills can be developed over the course of a lifetime, but the earlier we begin, the better. The sooner we recognise that knowledge is a process rather than a final destination, the better off we will be. To develop some soft skills in our personal lives can be useful in professional life too. Since all soft skills are interconnected, a person can only become a soft-skilled person after acquiring a set of them.

can be developed and strengthened through reframing your situation, nurture positive thoughts, laugh through hard times, making connections, avoiding crises, accepting change,

useful soft skill that can be developed via attitude and experience.

Remember that resilience is your secret weapon as you negotiate the whims and turns of life.Your capacity to

stantly shifting world. You cannot advance in your career without soft skills. When technical skills alone are insufficient, soft skills help you change your career path, keep your job, and

advance in your career. These soft skills extend beyond technical proficiency and encompass traits like leadership, teamwork, communication, problem-solving, flexibility, emotional



aim to accept challenges and eventually grow accustomed to change. Beyond being able to recover from a challenge, resilience strengthens your personal benefits, such as a longer life span, lower rates of depression, greater satisfaction with life, and so on.

The soft skill of resilience has become crucial in our world of excessive stress. In times of difficulty, we can be more productive and more composed if we have the capacity to bounce back from setbacks and stress and grow even stronger. Building resilience can also improve your health and life satisfaction, which will benefit your well-being. Resilience

setting goals, taking action, self-discovery, positive self-view, perspective, hope, self-care etc. **By cultivating resilience** as a soft skill, you can effectively address obstacles, overcome failures, and embrace personal development when times are tough. Resilience is the capacity to remain optimistic, learn from mistakes, and allow setbacks to drive your development. Resilience and mental toughness are developed by maintaining an optimistic attitude in the face of hardship. Resilience and personal development depend on learning from failures. Use setbacks as opportunities to grow and learn, and let them drive your progress. Resilience is a

overcome obstacles will only make you stronger, much like a strong tree that bends in the wind but never breaks. Accept failure as a chance to improve, and see how your ability to bounce back from setbacks develops into a useful soft skill that makes you stand out in both your personal and professional life. Continue to stand tall, grounded in your flexibility and strength.

Conclusion: Soft skills are the invisible power that drives you forward and keeps you moving up and up. The soft skills you are currently developing and the ones you have to improve serve you and can help you live more powerfully and at ease in our con-

intelligence, and more that were discussed in the earlier issues. Soft skills are essential in today's workplace because they help to foster a positive work atmosphere, are essential for establishing and maintaining relationships with clients and customers, and are essential for handling conflicts and resolving problems and have substantial influence on employee performance and overall business success. Individuals can improve their professional development, forge lasting bonds with others, and help their teams and organisations succeed by cultivating and refining soft skills.

The value of soft skills

in the workplace, in the classroom, and in one's personal life is well established. Soft skills can be developed over the course of a lifetime, but the earlier we begin, the better. The sooner we recognise that knowledge is a process rather than a final destination, the better off we will be. The mindset of continuous learning grows through our school years. We learn to be curious, ask questions and conduct research from a young age. They serve us well as lifelong learners until we lose sight of them. To develop some soft skills in our personal lives can be useful in professional life too. Honesty, openness and authenticity are internal values, and all relationships benefit from practicing these. These are as important to our personal lives as they are to our professional ones. Our ability to manage our emotions and relate to those of others is a crucial component of how we function in the world with empathy.

When we compare stagnation and growth, it is evident how important soft skills are in the workplace. It is never too late to improve and develop the necessary soft skills that are clearly and persuasively inevitable in the workplace as well as in the academic stage and professional life. Since all soft skills are interconnected, a person can only become a soft-skilled person after acquiring a set of them. In the rapidly evolving world of technology and innovations, it is important to pay attention to new definitions of soft skills. Keep in mind that any new skill that allows a person to interact with society and the situations around them in a way that is equally acceptable to the rest of the world is a soft skill in this day and age. **(CONCLUDED)**