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Fast track immigration clearance for Indians, OCI cardholders

NEW DELHI: In a first-of-its-kind initiative in India to facilitate more amenities for Indian nationals and OCI passengers coming from other countries, Union Home Minister Amit Shah inaugurated the Fast Track Immigration — Trusted Traveller Programme (FTI-TTP) at Terminal-3 of Indira Gandhi International Airport in New Delhi.

The programme will be implemented in two phases. In the first phase, Indian citizens and OCI cardholders will be covered and in the second

phase, foreign travellers will be covered.

The objective of the programme is to make international travel easy and secure by developing world-class immigration facilities through an accelerated immigration pathway for international travellers screened through automated gates (e-Gates).

The home minister said: "This facility will be available smoother and safer im-



migration clearance for automated border gates, which will minimise hu-

man intervention in the immigration clearance process.

FTI-TTP will be launched at 21 major airports in the country. In the first phase, along with Delhi airport, it will be launched at seven major airports: Mumbai, Chennai, Kolkata, Bengaluru, Hyderabad, Kochi and Ahmedabad.

The FTI-TTP will be implemented through an online portal and the Bureau of Immigration will be the nodal agency for fast track immigration for various categories

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(Cont. on page-2)

Qatar Airways shifts operations to Manohar Airport in Goa Etihad's new flight to Jaipur

DOHA: Qatar Airways has shifted its operations to the new Manohar International Airport (GOX) located in the North Goa district from the current Dabolim Airport (GOI) in South Goa



har International Airport (GOX) located in the North Goa district from the current Dabolim Airport (GOI) in South Goa

effective June 20. This route will be served with the same schedule of a

direct daily flight operated on a mix of Airbus 320 and Boeing 787. Qatar Airways is joining a list of airlines

Qatar Airways first launched its operations in Goa in 2009, marking a list of airlines

ready to be served by GOX, including strategic partners IndiGo and Oman Air. With its state-of-the-art infrastructure and close proximity to hotels and public transportation, the new airport is set to deliver an enhanced passenger experience.

Qatar Airways first launched its operations in Goa in 2009, marking a list of airlines

(Cont. on page-2)

ABU DHABI: Etihad Airways, the national carrier of the UAE, has added a new route to India in what will be the airline's 11th destination in the South Asian country. As many as four non-stop services a week has been launched between Jaipur and the rest of the world, via Abu Dhabi. Travellers flying from Jaipur to the US can take advantage of the US Customs and Border Protection (CBP) facility at Abu Dhabi, streamlining the immigration process and ensuring a hassle-free journey.

The flights will be operated with aircraft from the Airbus A320 family

Jaipur is famous for its historic forts and palaces as well as its vibrant culture and culinary delights/ Likewise, the new route will enable more visitors to explore the emirate's rich history and culture.

Antonoaldo Neves, CEO of Etihad Airways, said: "With the resurgence of outbound travel from India, we are thrilled to start four weekly flights to Jaipur, a significant cultural and commercial centre."

Trump promises Green Cards to foreign students on graduation

WASHINGTON: Former US President Donald Trump has said if he is re-elected, his administration will pursue a programme to grant Green Cards to foreign students automatically upon graduation from American colleges and universities.

Students from India, which is the second largest source country for foreign students, stand to be the largest beneficiaries if Trump is indeed re-elected and delivers on his promise. Together with students from China, which is the top source country, they account for 53pc of all foreign students enrolled in 2023.

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The Trump campaign has already rolled back the former President's comments, saying shortly after that the programme will use an "ag-

gressive vetting process" to keep out "all communists, radical Islamists, Hamas supporters, America haters and public charges (poor foreigners who are unable to fend for themselves and need government)".

Trump's remarks came in a podcast with two Silicon Valley investors.

When asked to promise he will bring the best and the brightest from

around the world to America, he said: "I do promise, but I happen to agree." "What I will do is - you graduate from a college, I think you should get automatically, as part of your diploma, a Green Card to be able to stay in this country, and that includes junior colleges." A Green Card allows the holder to stay and work in the US permanently - Permanent

Residency - and it is a step away from full citizenship. The US grants an estimated one million Green Cards every year and it also receives one million foreign students every year, mostly from China and India.

If the former President does indeed deliver on this promise if elected, it would mark a major expansion of the programme

(Cont. on page-2)

Pvt sector hiring at 18-year high

MUMBAI: According to a S&P Global industry survey released here, the private sector created jobs in June at the fastest rate in the last 18 years as a result of businesses expanding their capacities in response to strong sales and increased business activity.

The final reading of the S&P Global-compiled HSBC flash India Composite Purchasing Managers' Index (PMI) increased to 60.9 in June from 60.5 in the previous month.

The growth of the manufacturing sector accelerated better. While the services PMI business activity index increased slightly to 60.4 in June from 60.2 in May, the flash manufacturing PMI increased from 57.5 in May to 58.5 in June. A PMI reading above 50 denotes sector expansion, while one below 50 denotes contraction. It is based on a survey that was given to about 400 service providers and 400 manufacturers.

In terms of exports, new export orders increased in June for the 22nd consecutive month and stayed strong, albeit at a slightly slower rate than the growth that was record-

ed last month. Due to the strong demand, businesses were forced to increase staffing, resulting in the fastest growth in employment generation since April 2006. Compared with the services sector, manufacturing saw a greater increase in job creation.

Manufacturers bought more inputs for use in production processes as a result of the strong demand trends, as the rate of growth in buying levels was higher than in May and more rapid. Addition-

ally, a slight improvement in vendor performance indicates that suppliers were able to deliver materials on time even with the increase in purchase quantities.

According to Maitreyi Das, Global Economist at HSBC, "the composite flash PMI ticked up in June, supported by rises in both the manufacturing and service sectors

Both sectors' growth momentum increased with new orders, with manufacturers experiencing a faster upturn, dDs added

Trump promises Green....

(Cont. from page-1)

Indian students in US schools and colleges go on to work for American companies on H-1B visas and then go on to Green Cards and citizenship. Google CEO Sundar Pichai and Adobe CEO Shantanu Narayen are prominent examples. Foreign students have to go through the stage of H-1B or other work visas to get to Green Cards. Former President Trump is promising to remove that stage and grant foreign students Green Cards along with their degrees.

When in office from 2017 to 2021, his administration had tried to restrict the intake of immigrants and, in fact, targeted Indians coming to the US on H-1B short-term non-immigrant work visas. Before taking office, he had supported the H-1B programme.

A large majority of

Fast track immigration....

(Cont. from page-1)

of travellers under this programme.

The applicant has to register online on the portal with her or his details and required documents. After necessary verification, a White List of "Trusted Travellers" will be generated and fed for implementation through e-Gates. Biometrics of the Trusted Traveller passing through e-Gates will be captured at the FRRO office or at the time of passage of the registered traveller through the airport

The TTP registration will be valid till the validity of the passport

or five years, whichever is earlier and will be renewed thereafter. As soon as the "registered passenger" reaches the e-gates, he or she will scan his or her boarding pass issued by the airlines at the e-gates to get the details of his/her flight. The passport will also be scanned and the biometrics of the passenger will be authenticated at the e-gates. Once the genuine identity of the passenger is established and biometric authentication is done, the e-gate will open automatically and immigration clearance will be deemed to have been granted

Qatar Airways shifts.....

(Cont. from page-1)

ing the start of the long-standing partnership between Doha and Goa. The transition from GOI and GOX heralds a superior airport experience for travellers on Qatar Airways' network to over 170 destinations. GOX's expansive airport experience is designed to reflect the exuberant nature of the local culture with its blend of contemporary and Goan architecture. Its cargo

facilities, comprising 25,000 metric tonnes of temperature-controlled handling capacity, has the potential to make GOX the ideal export hub in the region.

Currently, Qatar Airways flies to 13 destinations in India including: Ahmedabad, Amritsar, Bengaluru, Kozhikode, Chennai, Delhi, Goa, Hyderabad, Kochi, Kolkata, Mumbai, Nagpur, and Thiruvananthapuram.

MANY ITEMS BANNED ON FLIGHTS

Flight baggage rules changed

DUBAI: Now these items cannot be taken in the plane during travel, otherwise fine will be imposed

Often people are not aware of what things are not allowed in flight. But, it is important for you to know this before traveling by flight, especially the passengers traveling to Dubai. If you are planning to go to Dubai, then this news is very useful for you.

Keeping in mind the safe flight, the airport has made some changes in its rules. These special changes are for Dubai flight passengers. Generally, people can carry essential items like medication, especially medicines, in the cabin bag. But now this will not be possible in the flight going

to Dubai. You cannot carry all types of medicines. According to the new rules, you will have to carry only permitted items.

If you are planning to go to UAE i.e. Dubai then this is useful news for you. You have to follow many rules while traveling to

dizziness. Betel leaves and some herbs etc. also cannot be taken. The transportation of ivory and rhinoceros horn, gambling tools, three-layer fishing nets and goods imported from boycotted countries will also be considered a crime.

Printed material, oil paintings, photographs, books and stone sculptures also cannot be taken. Fake currency, home cooked food and even non-veg food cannot be carried. If any passenger is found carrying prohibited items, legal action can be taken against him.

YOU CAN TAKE THESE PRODUCTS WITH PAYMENT:

During your trip to Dubai, there are many

products which need to be paid for in advance. This list includes plants, fertilizers, medicines, medical equipment, books, cosmetics, transmission and wireless devices, alcoholic drinks, personal care products, e-cigarettes and electronic hookahs.

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- Codoxime
- Fentanyl
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- Methadone
- Opium
- Oxycodone
- Trimeperidine
- Phenoperidine
- Cathinone
- Codeine
- Amphetamine



Many times people unknowingly carry such things with them, which can be considered a legal offense to carry in a flight. What you can and cannot pack in cabin baggage along with check-in luggage on your Dubai flight.

Dubai. You have to be careful about the kind of stuff they are carrying in their bags.

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IndiGo ties up with Garuda to train fresh pilots

Leading low-cost carrier IndiGo has partnered with Garuda Aviation Academy to train fresh pilots as future junior first officers, under the airline's Cadet Pilot Programme. This is the eighth part-



nership for cadet pilot program me by IndiGo in the last 13 years.

The 21-month course also includes three-month ground schooling at Garuda Aviation Academy training centre in Gurugram, followed by 12-months of training at 43 Air School in South Africa, which has a track record of training 6,000 plus ab-initio pilots over the years, according to

an IndiGo statement. Over the past 13 years, IndiGo has inducted over 1,000 pilots through these full training programmes, which include commercial pilot license and A320 type rating, the statement added.

Capt Ashim Mitra, IndiGo's senior vice president-flight operations, said: "This initiative also aligns with the government of India's UDAN (Ude Desh ka Aam Nagrik) mission, fortifying our commitment to connecting with smaller and medium-sized towns and cities. At IndiGo, we focus on the personal and professional growth of our pilots."

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Sr Project Engineers

Applicant should be Bachelor Degree in Engineering with minimum 8 years in on large brownfield projects with multiple EPC Contracts, project execution related environment within the oil and gas industry with knowledge of project management, engineering including cost control, work planning and activity scheduling, experience on large brownfield projects with multiple EPC Contracts. Experience in Qatar or the Middle East is must.

Superintendents - Steel Fabrication

Applicant should be B E / B Tech (Mechanical Engineering) with minimum 10 years in in fabrication, construction, Pre commissioning within the offshore oil and gas industry, Offshore Top sides and similar construction work at supervisory level and exhaustive experience for the preparation, fabrication, and construction of offshore structures with EPCI contractors. He must have in-depth knowledge of stakeholder specifications and a working knowledge of Industry standards.

Shift Supervisors - Inlet Receiver

Applicant should be B E / B Tech / Diploma in Chemical Engineering with minimum 8 years of relevant experience in shift activities work area wise, to achieve and maintain production levels, through safe supervising of Panel Officers, Panels Operators, Field Staffs involved in monitoring and controlling the process flows

Sr. System & Control Technicians

Applicant should be Diploma/ITI in Instrument Engineering with min 10 years of experience in conducting regular inspection and implementing scheduled Cyber security support activities as Instructed by Sr. Control System Engineer. Plan and Ensure Control Systems Upgrades to have continued performance with highest reliability and system security.

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Currency	Buying	Selling
US Dollar	84.40	83.35
Euro	90.22	89.17
Australian Dollar	56.33	55.28
Japanese Yen	0.57	0.51
Canadian Dollar	61.86	60.81
Singapore Dollar	62.52	61.47
Swedish krona	8.94	7.15
UAE Dirham	23.21	22.60
Swiss Franc	94.61	92.81
British Pound	106.50	105.45
New Zealand Dollar	52.08	50.58
Thai Baht	2.39	2.18
Hong Kong Dollar	11.66	10.35
Saudi Arabian Riyal	22.98	22.03
Bahraini Dinar	228.62	214.62
Chinese Yuan	12.41	10.61
Danish Krone	12.48	11.48
Kuwaiti Dinar	278.61	262.61
Malaysian Ringgit	18.83	17.38
Omani Rial	223.06	211.06
Qatari Riyal	23.70	21.45
South African Rand	5.08	4.24

Indian shot dead during robbery in Texas

TEXAS: In a tragic incident, a 32-year-old Indian man, who came to the US less than a year ago, was fatally shot during a robbery at a convenience store here.

Dasari Gopikrishna sustained critical injuries during a robbery incident at a gas station convenience store in Pleasant Grove, Dallas. He was rushed to a nearby hospital, where he succumbed to his injuries while undergoing treatment. He hailed from the Yajali village of the Bapatla district in Andhra and came to

the US only eight months ago.

India's Consul General in Houston DC Manjunath, who was in Dallas for a Yoga Day event, confirmed that the incident was unrelated to a shooting in Arkansas, as previously reported by various sources.

Andhra CM Chandrababu Naidu promised to help bring back Gopikrishna's body. Expressing condolences to the victim's family, the chief minister promised every possible help from the state government to the family based in the Bapatla district.

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GULF FAQs

Can you explain Telemarketing rules?

Can you please explain the new telemarketing rules in the UAE?

Starting from mid-August 2024, gradual administrative penalties will be imposed on violators, ranging from warnings and fines up to Dh150,000. The violating company may face more severe measures such as partial or complete suspension of activity, licence cancellation, removal from the commercial registry, cutting off telecommunications services, and deprivation of telecommunications services in the country for up to one year.

The new regulations make it im-

perative for marketing companies

to obtain prior approval from the competent authority before engaging in telemarketing activities. Individuals are prohibited from making marketing calls using phones registered in their names. All marketing calls must originate from phones registered in the name of the licensed telemarketing company. Marketing calls are only permitted between 9am and 6pm and it is strictly prohibited to call numbers registered on the Do Not Call Registry (DNCR). According to the law, if a consumer refuses a service or product during the first call, a follow-up call is prohibited. A maximum of one call per day is allowed if the consumer does not answer or ends the call.

Protecting the consumer's rights, the law allows them to have the right to file complaints with the competent authority regarding any



violations of these marketing call regulations. In May, the Cabinet approved a decision to regulate cold calling. The latest measures by the Ministry of Economy and the TDRA aim to protect consumers from unwanted telemarketing practices and enhance the overall quality of marketing activities within the UAE.

The five per cent question?

I have been working for a private company for two years. Two months ago, the company gave me a five per cent share in the company, as a reward for me. This means that I am a five per cent partner in the company, but my name is not added in the articles of association. My question is: I am going to submit my resignation from work, so how is the end-of-service calculated and how do I get the five per cent? Will it be before the Labour Court or the civil court?

You might be an employee and a partner of five per cent shares at the same time, but it should be documented. Which means that you have to obtain the documents that proves your partnership. In case you have documents which proves that this five per cent constitutes a partnership share, then you have to file a civil case in front of the civil court to prove your part-

nership where you have to request the amendment of the Article of Association and the same time you request the five per cent amount since the date you have been granted such five per cent until the date you file your case.

Taking such amounts does not mean that your partnership ends. This might happen when you request from the court to authorise your retirement from the partnership if you give adequate reasons for your request or may apply to the court to appoint liquidators to carry out the liquidation and partition if you have an interest in such liquidation. In case the five per cent is considered as a bonus, then you have to file your case in front of the Labour Court where you shall request this five five per cent bonus alongside all the other labour dues. The labour dues in all cases shall be requested in front of the Labour Court.

Plea to cut GST on health insurance policies

MUMBAI: The Confederation of General Insurance Agents' Associations of India, an umbrella body of non-life insurance agents, has urged the government to reduce the GST on individual health insurance policies from 18pc to five per cent in order to encourage people to avail these policies as a measure of social security.

The general insurance industry collected Rs 109,000 crore premium under the health portfolio in fiscal

cy factor in the share of health insurance was restricted to only five states in the entire country was also highlighted," it said. Vast areas of the remaining states remain underpenetrated, making the new tax regime aimed at offering the benefit of deduction under Section 80D of IT Act redundant. "Portfolio of health insurance in the general insurance industry is very significant for the benefit of masses. But



'GST ON HEALTH INSURANCE MAY BE REDUCED SOON'

2023-24. Though the gross premium during last five years had almost doubled, leading to the growth of health insurance business in the country, the virtual number of lives covered and number of policies issued remained meagre, the confederation said. Out-of-pocket expenses for health remain at 48.2pc, pushing the common man to pay a hefty medical bill and leaving the senior citizens who have taken health insurance to pay a premium of Rs 12,000 to Rs 15,000 per lakh out of their nominal income resources, it said.

"Further, the fact that stagnan-

sadly, the renewal rate of the policies is alarmingly declining due to frequent premium hikes and medical inflation," the confederation said.

GST levied on insurance in the country being highest in the world, needs to be addressed by the government to attain the goal of "Insurance for all by 2047" which was endorsed by the Standing Committee on Finance in its 66th report submitted to both the houses of Parliament in February 2024. This report had recommended rationalisation of GST on health insurance.

Will I get my maternity leave?

I have been working in a private company for two years on a commission basis without salary. My question: I have currently applied for maternity leave. Do I have the legal right to ask for this leave? How maternity leave allowance is calculated and how long is this leave? For two years, I have been taking my annual leave without pay. Do I have the right, according to the labour law, to claim annual leave allowance for a period of two years?

You have the right to request for maternity leave since you are working for the company with an official 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.

You shall be also entitled to the annual leave because the employer, according to Article 29 of the above

mentioned law, 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 and the Implementing Regulation hereof.

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.

The wage of both leaves will be calculated on 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 6 months preceding the request or claim regarding any issue related to the wage.")

MANPOWER SHORTAGE WORLDWIDE

A Blue-collar worker, White-collar worker & a Pink-collar...

A Blue-collar Worker is a working class person who performs manual labour or skilled trades. Blue-collar work may involve skilled or unskilled labour. The type of work may involve manufacturing, warehousing, mining, excavation, carpentry, electricity generation and power plant operations, electrical construction and maintenance, custodial work, farming, commercial fishing, logging, landscaping, pest control, food processing, oilfield work, waste collection and disposal, recycling, construction, maintenance, shipping, driving, trucking and many other types of physical work. Blue-collar work often involves something being physically built or maintained.

A White-collar Worker typically performs work in an



By Sajan MS

tion between Blue-collar and White-collar workers has become blurred with the increasing importance of skilled labour and the relative increase in low-paying white-collar jobs.

Since many blue-collar jobs consist of mainly manual labour, educational requirements for workers are typically lower than those of white-collar workers. Often, not even a high school diploma is required, and many of the skills required for blue-collar jobs are learned by the employee while working. In higher level blue collar jobs, such as becoming an electrician or plumber, vocational training or apprenticeships

struggling to find and retain skilled workers to meet operational needs.

Manpower shortage, also known as labour shortage or occupational shortage, refers to the situation where there are not enough workers to meet the demands of the labour market. This situation arises when the labour force is insufficient to meet the demands and expectations of employers or industries. It is a scenario where more jobs available than the workers or the demand for workers for a particular occupation is greater than the supply of workers who are qualified, available and willing to do that job. This manpower shortage can be seen in various sectors such as healthcare, hospitality industry, oil & gas industry, construction, technology, manufacturing and many more. Shortage of manpower manifests itself in different ways such as shortage of skilled workers, shortage of unskilled workers, shortage of workers in a particular geographical area and overall shortage of workers available in the labour market. This harms productivity and economic growth and slows down the overall functioning of industries.

What's driving the current manpower shortage?

"Life is too short to stay in a job they weren't passionate about."

Many causes of labour shortages are easy to foresee. Limited availability of wages thought to be the main reason, at least in underdeveloped countries. As the workers want to get at least the wages they are entitled to, they see this issue as more important than any other. As limited wages are not sufficient to meet the increased cost of living, workers are forced to seek better paying positions. Labour shortages in these sectors are high as workers leave industries such as construction, mining etc. as wages are lower than in other sectors. Since the pan-

demically, employees have become more discerning about better career opportunities and are seeking more flexibility. Surveys indicate that employees want more flexibility and, if possible, space at work. As remote working is not an option for most industries, the lack of flexibility causes workers to seek employment in other segments. Also, majority ask the question of what is the point of staying in a job they are not interested in during their short life span. What's driving the current labour shortage? There are many reasons. Here are a few.

*Poor Compensation *Low Pay / Lack of Adequate Benefits *Lack of flexibility / Widespread Burnout *A question of purpose *Demographic Changes *Limited Childcare Options *Skills Mismatch *Education, Training and Experience Gaps *Immigration Policies / Limits on Immigration *Economic Factors *Skill Shortage / Less Enthusiasm for Skilled Work *Pandemic *An Aging Workforce *Early Retirement *Health Concerns / Health and Safety Concerns *Workers leaving the labour market *A decline of Blue-collar Workers *People opting for Self-employment *Workers quitting their jobs *Higher demand for Information Technology (IT) services *A Decline in Apprenticeship Programmes *Better Jobs and Better Pay Concept

Why are there so many vacancies?

Job openings and labour availability is not a local issue. It is a global issue. Business owners around the world are facing difficulties in filling vacancies. Manufacturing, hospitality, mining, transportation and healthcare, which require workers to be present during work hours, are the Industries most likely to be hit by labour shortages. Also, since most of these industries rely heavily on blue-collar workers to operate, even minor labour shortages are more likely to hit the day-to-day operations.

The man power shortage is based on supply and demand.

In many developed countries' aging population leading to shortage of

skilled workers. In these countries, the number of retirees exceeds the number of new entrants to the labour force, leading to a decline in the number of skilled workers. Skill mismatch is another critical factor behind manpower shortage. Rapid technological advancements and increased job requirements make certain skills obsolete and create demand for new and specialized skills. If the existing workforce does not have the necessary qualifications or skills to meet changing demands, it leads to a shortage of skilled workers.

If governments are unable to invest adequately in education and training programmes such as quality education, vocational training and skill development initiatives, the shortage of skilled workers will become more acute. The shortage of workers can only be solved by devising long-term policies and establishing training centers and providing quality vocational training to the youth who are interested in the vocational training programmes implemented there. Studies suggest that restrictive immigration policies cause labour shortages in industries that rely heavily on foreign workers. If the availability of international talent is limited, industries will struggle to find qualified individuals locally to fill said positions. Immigration policies that discourage or restrict skilled workers from entering the country can exacerbate manpower shortage problems. Studies show that political uncertainties and economic fluctuations affect labour shortages. It can be seen that economic growth leads to business growth which in turn leads to increased demand for labour. If growth exceeds the available labour supply, it will cause a labour shortage. Conversely, economic downturns can also lead to job cuts. If political uncertainty in a country leads to economic recession, it will lead to job cuts. (To Be Continued)



office environment and may involve sitting at a computer or desk.

Pink-collar is a third type of service worker whose labour is related to customer interaction, entertainment, sales or other service-oriented work historically been female dominated such as nurses, teachers, early childhood educators, florists, etc. Many occupations blend blue, white, or pink-collar work. The phrase Blue-collar stems from the image of manual workers wearing blue denim or chambray shirts as part of their uniforms. The distinc-

are required and state-certification is also necessary. For this reason, it is common to apply the label "blue collar" or "working class" to people without a college education, whether or not they work in a blue-collar job. (Source: WIKIPEDIA)

Jobs are plentiful while workers are scarce!!!

Manpower shortage issues have become a pressing issue in various industries across the globe. Lack of human resources has serious implications for productivity, growth and overall economic development and industries are