



OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES



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INDIAN ENVOY MEETS CGS OF KUWAIT



Ambassador of India to Kuwait Dr Adarsh Swaika called on Lt Gen Bandar Salem Al Muzayan, Chief of General Staff of Kuwait. The ambassador appraised the CGS of the state and prospects of bilateral relations between India and Kuwait, including defence co-operation.

SKILLS GURU

By Sajan MS

May Day – a brief history

May 1st was designated as “May Day” or “Labour Day” or “International Labour Day” to commemorate the Haymarket Affair in Chicago on May 4, 1886 during protests for workers’ rights. It was the labour movement that emerged in the late 19th century that led to May Day’s vibrant beginnings. On May 1, 1886, hundreds of thousands of workers across the US went on strike demand-



ing better working conditions and shorter working hours. The strike was initially peaceful, but on

(Cont. on page-6)

Job seekers to Cambodia cautioned about fake jobs

MUMBAI: Embassy of India in Phnom Penh (Cambodia) has cautioned about fake jobs involving cyber crimes.

1. All Indian nationals who are travelling for jobs in Cambodia and the Southeast Asian region, are advised that there are many fake agents operating in the region, who along with agents in India, are luring people to scam companies, involved especially in cyber crimes.

2. Anybody who takes up a job in Cambodia should do so only through authorised agents approved by the Ministry of External Affairs of India.

3. Such jobs seekers can also approach the Embassy of India, Phnom Penh through e-mail id cons.phnompenh@mea.gov.in and visa.phnompenh@mea.gov.in

India-Oman to sign trade deals

NEW DELHI: India and Oman will sign a trade deal in the coming months as New Delhi seeks to expand its ties in the Middle East, where rising tensions are putting major shipping routes at risk. “It will help India with a strategic partner and access to key trade routes in a volatile region,” an official told a TV channel. India and Oman have annual trade of about \$13 billion, but the relationship is important for New Delhi as the Gulf nation is a gateway to the narrow Strait of Hormuz between Oman and Iran, a major transit point for global oil shipments. Israel’s war against Hamas in Gaza has spread to hostilities with Iran and Yemen. Iran-aligned Houthi militants have launched repeated drone and mis-

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INDIA-KUWAIT INVESTMENT MEET



India's Ambassador to Kuwait Dr Adarsh Swaika with HE Ghanem Al Ghenaiman, Managing Director, Kuwait Investment Authority (KIA), Saleh Al-Selmi, Chairman, Union of Investment Companies (UIC), Rabah A. Al-Rabah, Director General, KCCI, K Rajaraman, Chairperson of International Financial Services Centres Authority - Gift City, Sanjiv Aggarwal, MD and CEO of National Investment and Infrastructure Fund of India and Gurvinder Singh Lamba, Chairman, IBPC and co-partner for the event.

India offers diverse range of investment opportunities

KUWAIT CITY: "India's economic resilience and growth are the two factors which nobody can deny and other countries should take advantage of this" observed India's ambassador to Kuwait Dr Adarsh Swaika. He was addressing the second edition of the India-Kuwait Investment Conference here.

"The basic historical edifice of India-Kuwait relations has been trade and commerce. And this remains pertinent even in contemporary times when both our countries are at the cusp of transformation - India, the world's fifth largest economy and with a goal to become Viksit Bharat - a developed country by 2047 and Kuwait with its ambitious Vision 2035. And the challenge for us is, how do we translate this into an opportunity, how do we actually find the connects, the viability and the business case, to make the best of it", said Dr Swaika.

India has consistently attracted foreign direct investment, reflecting investor confidence in the country's economic fun-

damentals and growth prospects. A National Single Window Clearance system has been put in place at both Central and state government levels. The FDI inflow during last 10 years was US\$ 596 billion and annual FDI doubled in a span of eight years from \$35 billion to \$ 84 billion last year, Dr Swaika said.

Make in India

India offers a diverse range of investment opportunities across various sectors, including but not limited to manufacturing, infrastructure, renewable energy, technology, healthcare and agriculture. Initiatives such as Make in India and Digital India further enhances the attractiveness of investing in India. The Productivity-linked Investment scheme with financial incentives worth \$44 billion to promote domestic production in 14 priority sectors is a major step in this regard. To give an example, Apple's Made in India iPhone exports under PLI doubled from \$5 billion to \$10 billion this year, the Indian ambassador pointed out.

"Not only does India provide a market-size of over 1.4 billion people, it serves as a strategic gateway to the vast markets of South Asia, South-east Asia and the Middle East. The Indian exports totaled \$770 billion last year," Dr Swaika said quoting statistics. And there would be many in the audience who may like to take advantage of the opportunities in "Incredible India" - a global hot-spot for investments and "Make in India", the ambassador said.

Earlier, HEMr. Ghanem Al Ghenaiman, Managing Director, Kuwait Investment Authority (KIA), welcomed the gathering. Others who were present included Saleh Al-Selmi, Chairman, Union of Investment Companies (UIC), Rabah A. Al-Rabah, Director General, KCCI, K Rajaraman, Chairperson of International Financial Services Centres Authority - Gift City, Sanjiv Aggarwal, MD and CEO of National Investment and Infrastructure Fund of India, Gurvinder Singh Lamba, Chairman, IBPC and co-partner for this event.

Haj permit made mandatory

RIYADH: The Council of Senior Scholars in Saudi Arabia has mandated obtaining a Haj permit, in accordance with Sharia law. This measure aims to streamline the Haj process and ensure the sanctity of the Holy sites.

According to Saudi Press Agency (SPA), the council emphasised that those who do so are committing a sin.

The council's statement was issued following a presentation by representatives of the Ministry of Interior, the Ministry of Haj and Umrah, and the General Authority for the Care of the Affairs of the Grand Mosque and the Prophet's Mosque. They highlighted the challenges and risks associated with failing to comply with the permit require-

ment. The council noted that government agencies responsible for organising the Haj season develop a comprehensive plan based on authorised numbers that cover all aspects, including security, health, accommodation, catering, and other services. The more the number of pil-



grims is consistent with the authorised figures, the better the service quality and the lower the risk of harm, it said. This includes preventing situations such as sleeping on the road, which can impede their movement and transportation and may lead to casualties due to overcrowding.

Haj registration deadline ends on June 13

RIYADH: Saudi Arabia has said that registering for upcoming Islamic Haj pilgrimage runs until the 7th of the Islamic lunar month of Dhul Hajjah corresponding to June 13.

This registration is available to first-time pilgrims hinging on available places, according to the kingdom's Ministry of Haj and Umrah. In Feb, Saudi Arabia opened e-registration for its citizens and Muslim expatriates who wish to perform Haj due this year in June. The kingdom started issuing Haj permits for domestic pilgrims on Wednesday. The Ministry of Haj

launched four pilgrimage packages with their prices ranging from SR 4,099 to SR 13,265 depending on accommodation level. The ministry also said prices of these packages can be paid in three instalments. In the first, 20pc of the overall cost was to be paid until the first day of the Islamic month of Ramadan that started on March 11; the second instalment stands at 40pc with the deadline set at the 20th of Ramadan corresponding to March 31; and the third has to be paid by the 20th of the current Islamic month of Shawwal corresponding to April 29.

India-Oman to sign...

(Cont. from page-1)

to win a rare third term. Making little progress on a deal with the GCC, India has pivoted to seeking bilateral deals with GCC member nations such as Oman and UAE. The planned deal with Oman" also gives a competitive edge as GCC is negotiating trade agreements with Pakistan and China" the official said.

India has consistently attracted foreign direct investment, reflecting investor confidence in the country's economic fun-

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Watch of Titanic passenger sells for £1.17 mn



LONDON - A gold watch found on the body of the richest passenger on the Titanic was auctioned in England for £1.17 million (\$1.46 million) on Saturday.

It was a record sum for an object linked to the notorious 1912 shipwrecking disaster, said auctioneers Henry Aldridge & Son. A US buyer won the bidding war, smashing the auctioneer's pre-sale estimate of between £100,000 and £150,000.

The watch, engraved with the initials JJA, belonged to the US business magnate John Jacob Astor. Astor was

47 when he died as the Titanic sank in the early hours of April 15, 1912. He was reputed to be one of the richest men in the world at the time.

He died after having helped his wife, Madeleine, onboard one of the lifeboats.

She survived the disaster. Astor's body was found a week after the disaster, with the watch among his personal belongings. "The watch itself was completely restored after being returned to Colonel Astor's family and worn by his son," said a statement from the auction house.

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FOREX RATES
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Currency	Buying	Selling
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Euro	90.28	89.31
Australian Dollar	55.58	54.63
Japanese Yen	0.57	0.52
Canadian Dollar	61.88	60.95
Singapore Dollar	62.09	61.17
Swedish krona	8.65	6.86
UAE Dirham	23.21	22.57
Swiss Franc	92.68	90.88
British Pound	105.43	104.45
New Zealand Dollar	50.59	49.34
Thai Baht	2.36	2.16
Hong Kong Dollar	11.62	10.31
Saudi Arabian Riyal	22.95	22.00
Bahraini Dinar	228.20	214.20
Chinese Yuan	12.42	10.62
Danish Krone	12.50	11.50
Kuwaiti Dinar	277.09	261.09
Malaysian Ringgit	18.59	17.14
Omani Rial	222.69	210.69
Qatari Riyal	23.67	21.42
South African Rand	4.89	4.05

IndiGo places order for 30 Airbus A350 aircraft to enter long-haul markets

NEW DELHI: IndiGo has placed a firm order for 30 Airbus A350-900 aircraft as the country's largest airline is all set to enter the long-haul market (to and from India) which is currently dominated by global airlines such as Emirates and Qatar Airways. Among the Indian carriers, only Tata Group airlines (Air India and Vistara) operates long-haul flights from India.

IndiGo said this order will allow them to connect various Indian cities to the world as A350s have

the range to fly non-stop to destinations such as western Europe, Australia and possibly the US. IndiGo currently, has a fleet of narrow-body aircraft. It will become the second airline in the country, after Air India, to induct the A350 craft. The exact configuration of IndiGo's Airbus A350 will be decided at a later stage, and the deliveries are expected to start in 2027. In addition to the 30-plane order, IndiGo has purchased rights for an additional 70 Airbus A350 family aircraft, at its dis-

cretion, for possible future needs under certain conditions.

"For IndiGo, after pioneering the Indian skies with an unprecedented journey, its fleet of 30 Airbus A350-900 aircraft will allow IndiGo to embark on its next phase of becoming one of the leading global aviation players," said Pieter Elbers, CEO of IndiGo. The Gurugram-based airline was earlier reported to be in talks with Boeing to induct wide-body planes. Owing to troubles at Boeing, the discussions could

not materialise and IndiGo decided to extend its partnership with Airbus.

IndiGo's A350 aircraft will be powered by Rolls Royce's Trent XWB engine. Ewen McDonald, chief customer officer, Rolls-Royce plc, said, "This substantial order from IndiGo for our Trent XWB-84 engines is a great win for Rolls-Royce... India is an important market for Rolls-Royce. Future promises to be exciting, with major infrastructure developments and further growth expected in air travel."

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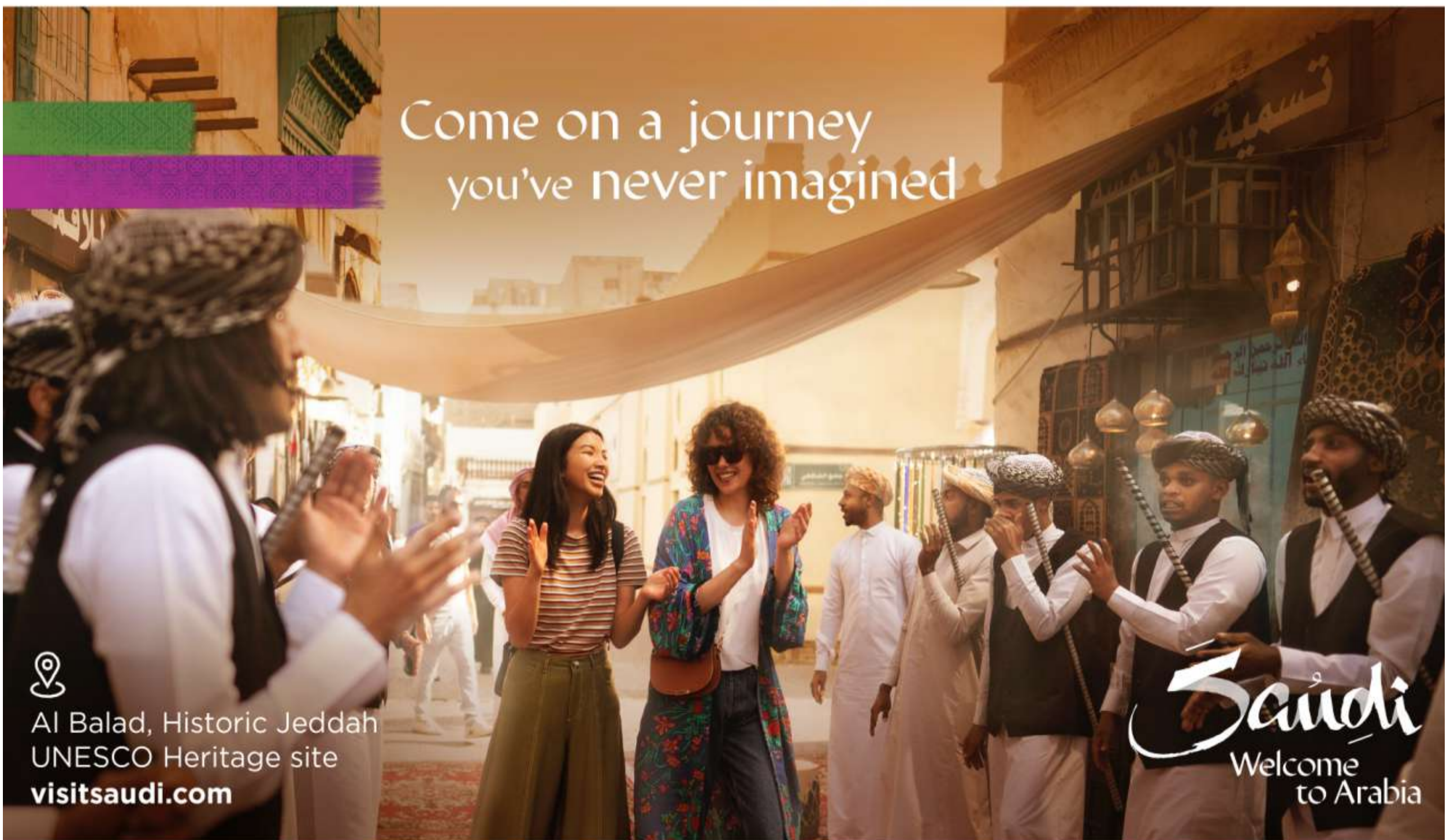


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GULF FAQs

Can employees start their own business?

I work in a mainland company in Dubai. I am planning to start a business that has nothing to do with my job. I am an accountant and the business I am eyeing is textiles-related. Will I be breaking any labour laws if I do this? What's the procedure I need to follow?

Pursuant to your queries, it is assumed that you intend to incorporate your own mainland entity in Dubai while you are employed with your employer. It is also assumed that your current employer's activity is not the same as your proposed entity's activity (textiles industry). As you are employed by a mainland company in the emirate of Dubai, the provisions of Federal Decree Law No. 33 of 2021 on the Regulation of Employment Relations and Cabinet Resolution No. 1 of 2022 on the Implementation of Federal Decree Law No. 33 of 2021 Regarding the Regulation of Employment Relations are applicable.

In the UAE, an employee may incorporate an entity, provided the employer of such employee issues an NOC (no objection certificate/letter). Normally, an NOC is required by Dubai Economy and Tourism. Moreover, an employer may refuse to provide NOC (no objection certificate/letter) to an employee if he or she intends to be a shareholder or a partner or a sole owner in a proposed new entity in Dubai if such new entity of an employee is a competitor.

Article 10(1) of the Employment Law states related to a non-competition clause in an employment contract. It read as: "Where the employee performs a work which gives him access to employer's customers or business secrets, the employer may make a provision in the employment contract that the employee shall not compete with or be engaged in any business which competes with him in the same sector after the expiry of the contract. Such clause shall specify the place, time, and type of work to the extent necessary to protect the legitimate business interests and the non-competition period shall not exceed two years after the expiration of the contract."

However, a non-competition clause may not apply to an employee if he or she agrees with an employer in writing that the non-competition clause in an employment contract does not apply to the termination of an employment contract. This is in accordance with Article 12 (4) of Cabinet Resolution No. 1 of 2022, which states: "It may be agreed in writing not to apply the non-competition clause after the termination of the employment contract."

Moreover, the provisions of non-competition may be exempted as mentioned in Article 12 (5) of Cabinet Resolution No. 1 of 2022 which states: "An employee shall be exempted from the non-compete clause provided for in Article (10) of the Employment Law under the following conditions:

a) If the employee or the new employer pays compensation not exceeding three months of the employee's wage agreed upon in the last contract to the former employer and the former employer's written consent thereto is required.

b) If the contract is terminated during the probationary period.

c) Any professional categories according to the needs of the employment market in the UAE, as determined by the decision of the ministry under the employment classification approved by the cabinet."

Based on the aforementioned provisions of law, as you intend to incorporate your own entity while you are employed, you may request your employer to provide you with an NOC which states that your employer has no objection to you being a shareholder or a partner or a sole owner in an entity in Dubai. However, it is at the discretion of your employer to grant you the said NOC.

Alternatively, you may consider resigning from your current employer by serving the stipulated notice period as mentioned in your employment contract. Thereafter, upon cancellation of your work permit and your UAE residency, you may commence the procedures of incorporating your own entity in Dubai.

The revamped bankruptcy law provides for three processes like the previous law — preventative settlement, restructuring, and bankruptcy/liquidation. Other enhancements to the bankruptcy framework include the establishment of a dedicated bankruptcy court, and increased liability for management.

The preventative settlement procedure, replacing the "preventative composition" procedure under the old law is aimed at lighter touch restructurings which can be completed within a short period of time. As per this procedure, there is no requirement that a debtor must file within a prescribed period unlike a feature of the preventative composition procedure, which provided that an application must be made within 30 days of a debtor ceasing to make payments.

As per the new law, the preventative settlement procedure, to be supervised by the bankruptcy court, only the debtor is entitled to make an application to enter into the preventative settlement procedure. The debtor will also remain in operational control, managing its business affairs throughout the proceedings.

The restructuring process is intended for more complex restructurings which will take time to implement. As per the new process, there is no requirement to file within a prescribed period. An application may be made within 60 days from the date of "cessation of payment". Failure to submit the application within the prescribed period, however, does not result in the rejection of the application. The term "cessation of payment" is now defined. While the debtor or any of its creditors may open restructuring proceedings supervised by a court-appointed trustee the debtor remains in control.

The proposed restructuring plan may include the sale of the entire business of the debtor as an "existing and practicing activity." According to legal consultants, unlike the previous law, upon the issuance of a final judgment pertaining to opening preventive composition plan, restructuring plan, or bankruptcy, the court should determine in the judgment a date of debtor's ceasing payments.

The new law extends potential liability from members of the board of directors and managers to also include any person responsible for the actual management of the company and those in charge of the liquidation. According to legal experts, if a company is declared bankrupt, the bankruptcy court may find the aforementioned persons liable for prescribed acts committed within two years before the company's cessation of payment. If proven, the individuals may be required to pay an amount proportional to their mistakes, which will be used to repay the company's debts.

All bankruptcy court's decisions and judgments will be considered as writ of execution and enforceable under the new law. Bankruptcy courts will have the power to issue precautionary decisions and issue decisions to suspend ongoing claims against the debtor(s) prior to the issuance of a final judgment opening preventive composition plan, restructuring plan, which was not the case under the previous law, they explained. All decisions and judgments issued from the bankruptcy court will be subject to appeal within 30 days from the date of issuance of the relevant decision or judgment, which was not the case under the previous law.

Before the enactment of the first bankruptcy law in 2016, business owners and managers could be criminally penalised, including possible jail terms, for business failure. It resulted in many people fleeing the country and leaving debts and unpaid loans in their wake, legal experts said. "In the past, there were in fact many articles of law that dealt with issues of insolvency but they were better suited to smaller companies. And other than liquidation, there were few other options for businesses facing bankruptcy. This in turn led to poor outcomes — for the business owner, the creditor and the economy in general," say the experts.

What's the new UAE bankruptcy law?

Can you please give some details about the new UAE bankruptcy law?

The new bankruptcy law coming into effect on May 1, 2024 in the UAE is expected to lead to more successful restructuring of insolvent businesses, ensuring a safer and more vibrant entrepreneurial ecosystem in the UAE. The latest law per Federal Decree-Law No. 51/2023 introduces important enhancements to the UAE's bankruptcy framework, including the establishment of a dedicated Bankruptcy Court, a new preventive settlement procedure, and increased liability for management.

The new law repeals an earlier law introduced in 2016 but all regulations and resolutions issued under the previous law remain in force until they are replaced with new regulations and resolutions.

Work itself is a dignity?

(Cont. from page-1)

May 4, a bomb exploded during a labour demonstration in Chicago's Haymarket Square, killing several people and injuring several others. This event put a damper on labour activism, but it spurred the labour movement and led to the establishment of May Day (May 1) as a day of labour solidarity and protest in May 4, 1886.

This demonstration for the legal establishment of the eight-hour duty day, later became an annual event. Some countries such as Canada, US etc celebrate Labour Day on other important dates, such as the first Monday of September. There are also countries that celebrate May Day with pagan traditions. It is celebrated in this way by tracing the roots of their history, tradition and struggle. In Europe, it is celebrated as a festival marking the beginning of summer while in Germany May 1 is celebrated as Mayfair. In Finland and Sweden, May Day is celebrated with picnics and outdoor activities. In the United Kingdom, the celebration includes Morris Dancing and other traditional folk rituals.

NOTES ON MAY 1

Why is it important to acknowledge and appreciate employees?

It is difficult to talk about labour struggles and the workforce by forgetting the history and ignoring the present because, the history of labour struggles and workforce is as old as history itself. The bottom line is

that employees deserve recognition and appreciation. Employees do their jobs and work hard every day to make the organisation successful. Without them there is no work field or the work field is nothing. They are the ones who make the success of a business or a company or an establishment or a work field possible, so they deserve recognition and appreciation for their contributions in every sense. Appreciating and acknowledging employees is also part of a positive work culture that benefits everyone from the owner to the employees. Fostering a good work culture will make people happier, more motivated, more productive and more engaged. Moreover, creating a positive work culture will enable them to come to work on time and do their best.

What Is Work Culture?

Work culture is the beliefs, customs and behavior of a group of people in a work environment, a team, department or organisation as a whole. It is created by the behavior of everyone working in an organisation, from the CEO to entry-level employees. The physical environment of an organisation also influences work culture. It is unique to each business and is shaped by interactions, attitudes, beliefs, traditions and values.

Are there Positive & Toxic Work Cultures? Of course there.

A positive workplace culture creates a resilient team of employees where as Toxic Work place cul-

ture negatively impact and steer an organisation in the opposite direction, making it difficult to hire and retain good employees.

Political Activism and Social Justice-How close to May Day?

The historic struggles and achievements of workers and the labour movement are commemorated on this day and discussed in the context of the boom in science and technology. While discussing the circumstances that led to its rise, May 1 has become a day for workers to come together and advocate for better working conditions, fair wages, job stability, job security, mechanisation and other labour rights. With the collapse of the Soviet Union and the fall of communist governments in Eastern Europe in the late 20th century, large-scale

May Day celebrations in that region became less important. In many countries, labour unions and other labour organisations affiliated with various political parties hold parades, rallies, public meetings and other events to celebrate the achievements of the labour movement and for further improved working conditions. It is also a day for political activism and social justice. Protests and demonstrations on issues ranging from environmentalism to anti-war activism and human rights are raised and discussed in the forums of this celebration. May Day has become a day for people to come

together and demand a more just and equal society for all.

If we look at the history of labour struggles and strikes, it can be seen that the interventions of social justice and political activism have influenced the successes of these movements worldwide. The 2023 May Day events drew a bigger turnout than previous years as it was after three years of Covid-19 restrictions. The activists from many countries urged their governments to do more to improve the lives of workers. Trade Union Leaders joined with environmental activists and other groups to fight for economic justice. Also held are indoor events to demand better workers' rights.

The work itself is a dignity?

The dignity of labour or the dignity of work is the philosophical holding that all types of jobs are respected equally and no occupation is considered superior and none of the jobs should be discriminated on social perceptions. The toil of a sincere and dedicated worker is worthy of praise irrespective of the exact nature of the job.

It is important to maintain the dignity of labour at all times because it promotes equality, respect and appreciation of all individuals in society. By upholding the dignity of work, we help to create a more inclusive and harmonious society that values the work of all.

It does not seem right to label any work done for

society or for the betterment of society as small or big. No matter what kind of work people do, it should be respected. One of the main reasons behind unemployment in society is the lack of Dignity of Labour. Whether the job requires physical labour or intelligence, hard work or soft skills -- all should be respected. Approximately 10pct of government jobs are available in India. The rest other sectors together account for about 20pc of the jobs. No society in the world can create 100pc employment for its mass.

While we are proud that India is the largest human resources in the world, the fact that the highest lack in the dignity of labour, as per studies, is in India and that should be debated in the May Day celebrations across the nation in 2024. Similarly, it should be noted that our workforce, which does not show dignity of labour in front of its own society, shows dignity of labour when it reaches the labour sector of another country.

In India, there are certain jobs that are considered to be only for "certain Class". The British used this stigma to create a difference so that they could rule well here. Although these views have changed over the time, it still persists at least in some areas without any counter-narratives. But, in western countries, there is dignity of all types of work. Now all the occupations are considered with dignity and no one is made to feel inferior.

Kochi, Mumbai, Delhi top destination cities; Zayed International Airport posts 36pc jump in first-quarter passenger traffic

ABU DHABI : Abu Dhabi's Zayed International Airport's passenger traffic surged by 36pc on annual basis in the first quarter of 2024, recording a rise in travel demand after opening its new terminal in Nov and attracting more airlines.

The Abu Dhabi hub, which is home to Etihad Airways, handled more than 6.8 million passengers in the first three months of the year, state-owned operator Abu Dhabi Airports said. Passenger traffic across Abu Dhabi's five

airports collectively rose 35.6pc year-on-year to more than 6.9 million in the Jan to March period. Abu Dhabi Airports manages the emirate's Zayed International, Al Ain International, Al Bateen Executive, Delma Island and Sir Bani Yas Island

airports. The capital's airports "are increasingly attracting a growing number of airlines and passengers from around the world. Abu Dhabi Airports remains committed to investing in its facilities and services to en-

hance the passenger experience," Elena Sorlini, managing director and chief executive of Abu Dhabi Airports, said.

With these strong Q1 results, the airport group is well-positioned for further growth and success in the future.