



OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES



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Unlocking opportunities: Indian workforce eyeing global employment markets, says IPEPCIL

MUMBAI: General Secretary of Indian Personnel Export Promotion Council (IPEPCIL) Fahad Haroon Memon has cautioned job aspirants about the dangers of approaching unregistered and fake recruitment agents for overseas placements. The benefits of overseas job opportunities may lure innocent job aspirants to illegal recruitment agents who may give false promises and fleece the job seekers.

Memon pointed out that applying for jobs through government-approved recruitment agents ensures transparency, legality and protection of workers' rights. These agents adhere to

strict regulations, providing job seekers with authentic opportunities, fair contracts and support throughout the employment process. In this connection, it is worth mentioning the services of IPEPCIL president VS Abdulkaem and other office-bearers in championing the cause of the Indian labour's safe entry into countries across the Middle East, Europe and the Far East.

OPPORTUNITIES IN THE MIDDLE EAST: The Middle East has long been a beacon of employment prospects for Indian workers, offering avenues in construction, healthcare, hospitality and beyond. With burgeoning infrastructural

projects and a demand for skilled labour, countries like the UAE, Qatar and Saudi Arabia provide lucrative opportunities for Indian professionals seeking growth and stability.

EUROPE: Renowned for its technological advancements and progressive work environments, Europe attracts Indian talents in fields ranging from IT to healthcare. Countries like Germany, UK, France along with Eastern European Nations present avenues for career advancement, cultural enrichment and a higher quality of life for Indian expatriates.

SOUTH EAST ASIA (FAR EAST): Encompassing nations like

Singapore, Japan, Malaysia and South Korea, Far East offers a blend of tradition and modernity, attracting Indian workers with its dynamic job opportunities and emphasis on innovation. Openings in engineering, finance and technology abound, promising growth and cultural immersion.

As the Indian workforce ventures into global employment hubs, guided by reputed entities like the Indian Personnel Export Promotion Council (IPEPCIL), it embarks on a journey of growth, opportunity and prosperity, enriching both individual lives and the nation's success, Memon remarked.

Air India to restart Tel Aviv flights

MUMBAI: Air India will resume flight services between Delhi and Tel Aviv on May 16. The airline has temporarily suspended flights to and from Tel Aviv amid tensions in the Middle East. In a post on X, Air India said it will resume "services between Delhi and Tel Aviv with five weekly flights from 16 May, 2024".

On April 19, the airline said Tel Aviv flights will remain suspended till April 30. The suspension was later extended till May 15. After nearly five months, the Tata group-owned carrier had recommenced services to the Israeli city on March 3. Tensions remain high in the Middle East due to the conflict between Israel and Hamas.



HOSPITALITY INDUSTRY

Hotel/Hospitality Industries: a vast sea of job options

The hotel industry jobs are often quite demanding and offers a wide variety of career options and jobs. Most jobs in Hotel / Food Service Industry do not require a degree and can be acquired through short-term training programmes or through practical experience or starting the career as an assistant or support staff. A hotel job is an exciting career field that is fulfilling, enjoyable and rewarding to be achieved in a short period of time at a low cost. Relatively tension-free working environment is unique to this profession. Guests in a hotel may only interact with a handful of people, but behind the scenes there are many different hotel job positions.

Is a college degree or a training programme necessary to work in the hospitality industry? Definitely, necessary for certain Jobs. Not

necessary for some Jobs.

Although this is a field that many people enter without a college degree or training programme, earning these qualifications will help you excel in the hotel and food industry. It is also a career field where experience and skills are more important than training or degree. There are many different certifications you can earn in this industry, all of which will give you the skills you need. If you don't have a hospitality degree, you will find it difficult to advance in the field of hospitality management because you need one.

Is it possible to enter any job in this industry without any specific work experiences?

Many low level positions in the hotel / hospitality industry do not require experience. In course of time,

(Cont. on page-6)

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Air India reduces cabin baggage to 15kg

MUMBAI: Air India has reduced its free cabin baggage allowance from 20kg to 15 kg for the lowest economy fare segment on domestic flights.

lies, passengers on Air India's domestic flights were entitled to carry 25 kg of cabin baggage free of any additional charge.

"On domestic routes in



These alterations come as part of the menu-based pricing model fare families introduced by the Tata Group-owned Air India with the airline asserting that a one-size-fits-all approach is no longer feasible.

Effective May 2, the free cabin baggage allowance for Comfort and Comfort Plus categories has been revised to 15kg and 25 kg respectively. Before the introduction of fare fami-

Economy Class, both "Comfort" and "Comfort Plus" fare families now provide 15 kg baggage allowance, while "Flex" provides 25 kg allowance....The Business Class baggage allowance on domestic routes ranges from 25 kg to 35 kg. The free baggage allowance on international flights varies from market to market," the spokesperson said.

Similarly, in other domestic airlines, passengers

are permitted to carry 15 kg of cabin baggage without additional charge. The spokesperson emphasised that fare families are designed to allow passengers to select fares and services that best fit their needs, considering the diverse preferences of travellers.

For instance, the price difference between Comfort Plus and Flex fares would typically be around Rs 1,000 in a domestic sector like Delhi-Mumbai, with the Flex fare providing additional value of nearly Rs 9,000, including 10 kg extra baggage and zero change or cancellation fees.

The introduction of fare families is a response to customer feedback and Air India's comprehensive study, benchmarked against the offerings of relevant competition in each market it has been introduced in, the spokesperson added. The Tata Group has embarked on an ambitious plan to revive the fortunes of Air India since acquiring it from the government in 2022.

Air India launches Airbus A350 service on Delhi to Dubai route

MUMBAI: India's flag carrier, Air India, has launched flights on the Delhi-Dubai route with its new Airbus A350-900 aircraft, marking the international debut of the airline's recently acquired aircraft.

Air India guests flying between Delhi and Dubai can book tickets to experience the A350 in its new livery. With this, Air India becomes the only carrier to operate the A350 aircraft between India and Dubai.

The Indian carrier, which was acquired by Tata Group in 2022, currently operates a total of 72 flights a week to Dubai from five Indian cities, of which 32 flights are from Delhi. Last year, Air India firmed up its order for 250 Airbus aircraft and 220 new Boeing jets worth \$70 billion at list prices. Tata has been investing billions of dollars in new investments to upgrade Air India's fleet,

improve its service and expand its domestic and international network to regain lost market share.

The Airbus A350-900, a long-range passenger aircraft, accommodates 300-350 passengers in a three-class setup and boasts a range of 15,000 km. Air India's A350 aircraft houses 28 private suites with full-flat beds in Business, 24 seats in a dedicated Premium Economy cabin offering extra legroom and other enhancements, and 264 seats in Economy. All seats on the A350 come with the Panasonic eX3 in-flight entertainment system and HD screens that offer more than 2,200 hours of entertainment content.

Air India started inducting the A350s earlier this year, which have since operated flights within India for crew familiarisation and regulatory compliance purposes.

New Zealand tightens work visa rules

WELLINGTON: The New Zealand job market is witnessing significant changes as a result of the government's new immigration regulations. After gaining a job in New Zealand, staying in the country will be determined by a variety of circumstances. One can stay for up to five years depending on their salary, the Australian and New Zealand Standard Classification of Occupations (ANZSCO) level of their job and when they applied for their first another Accredited Employer Work Visa (AEWV).

The new immigration rules of New Zealand has made way for shorter "visa length and stay" in New Zealand for some jobs.

For ANZSCO level-4 and 5 jobs paying at or above the required AEWV wage rate, the maximum visa length for an AEWV is reduced to two years, with the ability to apply for one more year with a new job check.

The total time you can

stay in New Zealand (also called a maximum continuous stay) on one or more AEWVs is reduced to three years. When you get to the end of your maximum continuous stay you will need to leave New Zealand for a specified amount of time — normally 12 months — before you can apply for another AEWV. These changes will apply to anyone who applied for their first AEWV on or after April 7, 2024 or before June 21, 2023.

Some ANZSCO level 4 and 5 jobs will not be affected by these changes, including those: On the New Zealand Green List

Transport and care sector agreements and on a pathway to residence, earning 1.5 times the median wage.

The total period of time you are permitted to spend in New Zealand while holding one or more Accredited Employer Work Visas (AEWVs) is known as the maximum continuous stay.

GOPIO honours Hina Trivedi with Global Community Service Award



Hina Trivedi, President of the GOPIO Chicago Chapter, was bestowed with the esteemed Global Community Service Award for her outstanding contributions to society.

NEW JERSEY: The Global Organisation of People of Indian Origin (GOPIO) celebrated its 35th Anniversary with a global convention held at the Royal Albert Palace in Fords, New Jersey, from April 26 to 28.

Amidst a gathering of distinguished personalities and community leaders, Hina Trivedi, President of the GOPIO Chicago Chapter, was bestowed with the esteemed Global Community Service Award for her outstanding contributions

to society.

As President of the GOPIO Chicago Chapter, Trivedi has demonstrated exemplary leadership and dedication in advancing the organisation's mission of promoting the welfare and interests of people of Indian origin. Her unwavering commitment to community service and advocacy has earned her widespread recognition and admiration.

Trivedi's tireless efforts have led to significant positive impacts within the Indian dias-

pora in Chicago and beyond. Through various initiatives and projects, she has worked tirelessly to uplift and empower individuals, fostering a sense of unity and solidarity among community members.

The Global Community Service Award is a testament to Trivedi's exceptional leadership and selfless service.

FOREX RATES

As on 7th May, 2024 (In rupees)

Currency	Buying	Selling
US Dollar	84.17	83.27
Euro	90.55	89.64
Australian Dollar	55.92	55.01
Japanese Yen	0.58	0.53
Canadian Dollar	61.72	60.80
Singapore Dollar	62.48	61.56
Swedish krona	8.70	6.91
UAE Dirham	23.20	22.58
Swiss Franc	93.23	91.43
British Pound	105.51	104.51
New Zealand Dollar	50.88	49.58
Thai Baht	2.37	2.17
Hong Kong Dollar	11.64	10.33
Saudi Arabian Riyal	22.96	22.01
Bahraini Dinar	227.41	213.41
Chinese Yuan	12.47	10.67
Danish Krone	12.55	11.55
Kuwaiti Dinar	277.87	261.87
Malaysian Ringgit	18.71	17.26
Omani Rial	222.86	210.86
Qatari Riyal	23.68	21.43
South African Rand	4.95	4.11

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- Electro-Mech. Engr. Graduate with min 3 yrs exp. in Residential, Commercial & Industrial projects.
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- Building Electricians Diploma/ITI with Min. 8 yrs experience.
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GROUP OF COMPANY IN SAUDI ARABIA (IN LARGE NO'S)

- *Procurement /Safety /Electrical Estimation Engineer**Safety Officer*Admin Clerk [Aramco Exp]*
- * Janitorial Supervisor**Housekeeping Trainer *Store /Admin Coordinator * Senior Accountant*
- *Project Accountant **Cost Control & Budget Specialist *Project Procurement & Logistic Coordinator*
- *Industrial /Building Electrician **Gypsum Carpenter *Trailer Driver (Indian License) (10 No's)*
- *Van Salesman (Indian License/English speaking /SSC passed)(10 No's) **CCTV Technician*
- *Gas Chemical Technician**Logistic Transport Supervisor*Sales Supervisor* Sales Engineer * Marketing Representative [Medical Equipment Exp] *Family Cook * Clothes Cutting Machine Operator*

QATAR: **Facility Supervisor *SR Hvac / Vrf/Chiller Technician (10 No's)*Real Estate Coordinator*
**Jewellery Purchaser/Designer/Salesman*Maintenance Foreman*All Rounder Painter* Carpenter*
**Auto Electrician (Computer Diagnosis Exp) *Auto Painter /Denter (10 No's)*

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STRUCTURAL FABRICATORS

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GULF FAQs

Can employer cancel my annual leave?

I work in a mainland company in the UAE. What should I do if my approved annual vacation is cancelled without informing me? What are my rights in this regard?

It is assumed that your employment is subject to the provisions of the UAE's Federal Decree-Law No. (33) of 2021 on the Regulation of Employment Relations and the Cabinet Resolution No (1) of 2022 on the Executive Regulations of Federal Decree Law No (33/2021) on the Regulation of Employment Relations.

It may be noted that your employer may not cancel your annual leave unilaterally. Your employer may determine the dates of your annual leave, in consideration of factors like work requirements and rotation of leave among employees.

However, that should be done in agreement with you. Furthermore, once the leave dates are determined, your employer must notify you of your annual leave days, at least one month prior to the commencement of the same. This is in accordance with the provisions of clause-4 of Article (29) of the Employment Law, which reads as follows:

“The employee shall use his leave in the year of entitlement. The employer may fix the dates of leave according to the work requirements and in agreement with the employee, or rotate leaves among employees for the smooth progress of work and shall notify the employee of the date of his leave at least one month before the same.”

If you are unable to avail of annual leave in a year, you may either seek to carry forward the leave entitlement to the next year or seek leave pay in lieu of that. The provisions of clause (8) and clause (9) of Article (29) of the Employment Law may be referred to in this regard which state that:

“8. The employer may not prevent the employee from benefiting from his annual leave accrued for more than two years, unless the employee 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.”

“9. The employee shall be entitled to a wage for the accrued leave days if he quits the work before using them, regardless of the leave duration, with respect to the period for which he did not obtain his leave. He shall also be

entitled to receive leave wage for parts of the year in proportion to the period he spent in work and it shall be calculated according to the basic wage.”

Therefore, as to the first part of your question, if your employer cancels your pre-approved leave without informing you, then you should first request your employer to revoke such cancellation. However, if such revocation is not possible due to exigencies at work, then you should request your employer to allow you to carry forward the entire leave entitlement to the next year or give you a cash payment in lieu of such leave entitlement. The cash payment in lieu of such leave entitlement shall be in proportion to the number of days of leave for which you shall be working and shall be calculated in accordance with your basic salary.

As to the second part of your question, note that you have the right to carry forward the entire leave entitlement of the current year to the next year or seek cash payment for the entire period, because the leave entitlement in the current year is being cancelled by your employer unilaterally, and is not waived by you.

Note that if you voluntarily do not avail your annual leave entitlement in the current year, then you may be allowed to carry forward only 50pc of your annual leave entitlements in the current year to the next year and upon agreement with your employer. This follows clause 1 of Article (19) of the Executive Regulations, which reads as follows:

“Subject to the provisions of paragraphs (8) and (9), Article 29, of the Decree-law:

1. A worker may carry over no more than half of his annual leave to the next year or agree with his employer to be paid in lieu thereof based on his wage received at the time of leave entitlement.”

Thus, it would also be prudent on your part to inform your employer that your leave in the current year is being cancelled by your employer and not waived by you voluntarily, and accordingly you may reserve your rights with respect to your annual leave entitlements. If your employer still deprives you of your rights as an employee in violation of the applicable laws, then you may approach the UAE's Ministry of Human Resources and Emiratization to report the matter.

Unpaid extra fuel cost? What to do?

I am employed by a mainland Dubai company. My job involves a lot of travel, for which the company has given me a car with fuel allowance. However, I end up paying much more on fuel than what's allotted to me. I have raised this with the company many times but to no avail. Do I have a recourse legally?

Since you are employed by a mainland company in Dubai, the provisions of

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Federal Decree Law No. 33 of 2021 on the Regulation of Employment Relations and the provisions of 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, allowances provided to an employee may be included in the employment contract of an employee under Article 8 of the Employment read with Article 10 (1) of the Cabinet Resolution No. 1 of 2022, which states, “Subject to the provisions of Article 8 of the Decree Law:

1. The employment contract should include the name and address of the employer, the name, nationality and date of birth of the employee, proof of his identity, his qualification, the job or occupation, the date of work commencement, the workplace, the working hours, the rest days, the probation period, if any, the term of the contract, the salary agreed upon including the benefits and allowances, the annual leave entitlements, the notice period, the procedures for terminating the employment contract and any other data determined by the ministry in order to regulate the relationship between both parties.”

Based on the aforementioned provision of law, it is assumed that your contract states that the employer shall bear the fuel expenses of the car you drive which is provided by your employer and is used for the business of the company. In this case, an employer is to provide the fuel expense.

But if an employer refuses to do so, then you may consider filing a complaint with the Ministry of Human Resources and Emiratization (MoHRE) in accordance with the provisions of Article 54 of the Employment Law read with Article 31 of the Cabinet Resolution No. 2022. Based on your complaint, the MoHRE will make efforts to resolve the matter between you and your employer related to the fuel expenses of your car which is used for the business of the company.

If there is a disagreement between you and your employer, the MoHRE will refer your complaint to the relevant court in the UAE which has jurisdiction to hear the matter and the said court shall decide on the matter in accordance with Article 22(1) of the Employment Law, which states, “Amount or type of salary shall be determined in the Employment Contract. If such amount or type is not determined in the Employment Contract, the competent court shall determine the same as a labour dispute.”

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It's time to start a career in hotel industry

(Cont. from page-1)

senior posts can be entered on the basis of work experience. Similarly, for many lower positions, only short-term training programme or practical training is enough to get the job. Industry experience is important. As you climb the career ladder, ultimately it's industry experience or sometimes training in hospitality that counts.

Without experience, your hospitality degree is just a piece of paper that doesn't allow you to grow in your career upwards. Rather than entering the hospitality industry seeing that it offers a lot of opportunities, it is better to enter with aptitude. If you are being considered for a high-profile job, your education may not matter much in the selection process. Instead, your most recent employment history will determine whether or not you'll get the job. A prospective employer wants to see what you have accomplished professionally and what you can do. A person who has attained training or practical experience in the service sector of this industry does not have to make any endless search for a job!!!

Entry-level jobs and on-the-job training are the cynosure of hotel sector jobs? **No Doubt. On-the-job training (widely known as OJT) is an important topic of human resource management.** It helps develop the career of the individual and the prosperous growth of the organisation. On-the-job training is a form of training provided at the workplace. During the training, employees are familiarised with the working environment they will become part of. Employees also get a hands-on experience using machinery, equipment, tools, materials etc. Part of on-the-job training is to face the challenges that occur during the performance of the job. An experienced employee or a manager is executing the role of the mentor who through written or verbal instructions and demonstrations passing on his/her knowledge and company-specific skills to the new employee. Executing the training on at the job location, rather than the classroom, creates a stress-free environment for the employ-

ees. On-the-job training is the most popular method of training not only in the US but in most of the developed countries, such as the UK, Canada, Australia etc. Its effectiveness is based on the use of existing workplace tools, machines, documents and equipment and the knowledge of specialists who are working in this field. On-the-job training is easy to arrange and manage and it simplifies the process of adapting to the new workplace. On-the-job training is highly used for practical tasks. It is inexpensive, and it doesn't require special equipment that is normally used for a specific job. Upon satisfaction of completion of the training, the employer is expected to retain participants as regular employees

An entry-level job is a job that is normally designed or designated for recent graduates of a given discipline and typically does not require prior experience in the field or profession. These roles may require some on-site training. Many entry-level jobs are part-time and do not include employee benefits. Recent graduates from high school or college usually take entry-level positions. Entry-level jobs targeted at college graduates often offer a higher salary than those targeted at high school graduates. These positions are more likely to require specific skills, knowledge or experience. Most entry-level jobs offered to college graduates are full-time permanent positions and some offer more extensive graduate training programmes. While entry-level jobs traditionally required no experience, the Great Recession produced a surplus of college graduates on the job market and eliminated many entry-level positions (Source: WIKIPEDIA).

The four major types of hospitality courses / programmes?
Bachelor Degree Programme (Hotel / Hospitality Management)

A programme of study lasting from three to six years is most important in this category. The duration of this degree is three years in most universities. Those who successfully complete this will be awarded a college or university degree. The specialty of this bachelor's degree is that the curriculum

is designed to cover almost all hospitality subjects. After studying you can enter for practical training in the subject of your choice. These Graduate programmes are designed to provide an in-depth knowledge and where ever appropriate, professional experience through direct industry exposure.

Master Degree Programme (Master in Hotel / Hospitality, MBA (Hotel/ Hospitality)

Master degrees are for students who have earned bachelors. Masters usually consist of one or two years of study, offering more intensive and focused study around a specific topic. It culminates in a thesis or capstone project. This category also includes MBA (Hotel Management), MBA (Hospitality), MBA (Travel & Tourism), Master of Travel & Tourism, Master of Hotel Management etc

Diploma Programmes

Diploma is one of the shortest yet effective courses for someone who wants to make a career in the hospitality industry. The duration of Diploma in Hotel Management course is two-three . The Diploma in Hotel Management is designed to provide students with a comprehensive understanding of the hospitality industry with a special focus on the management and operation of hotels, resorts, restaurants and other related establishments. Most of the diploma courses in Hospitality or Hotel Industry are a stepping stone to a degree or Masters in the respective field. You can also find options for the same while go with the diploma programme.

Certificate Courses

Certificate courses in Hotel or Hospitality Management are short-term, specialised training programmes designed to give students a comprehensive understanding of the industry. The duration of these courses is one to 12 months. These certificate courses available as part-time courses and cover a wide range of subjects. Separate certificate programmes are available for each job in the industry. There is a good demand for certificate courses in the industry as they are short term and the training costs are relatively low. It's another advantage is that candidates who are studying or working can do these certificate

courses through part-time, weekend, or online mode.

What are the career options with a hospitality management degree?

A degree in Hospitality Management opens up a wide range of career opportunities for you in various fields including Hotel and Resort Management, Restaurant and Food Service Management, Event Planning and Management, Travel and Tourism, Catering and Banquet Management, Cruise Line Management, Casino and Entertainment Management, Spa and Wellness Management, Club Management, Airlines and Airport Hospitality, Hospitality Consulting, Theme Park Management, Convention and Conference Planning, Retail and Hospitality Merchandising, Destination Management Organisations (DMOs).

What is the difference between hotel industry and hospitality industry?

Although hospitality and hotel management are related fields and deal with the service sector, they are not the same. Hospitality management covers a wide range of industries and services, including hotels, restaurants, event planning, tourism, catering and more. Hotel management focuses on operations, administration and guest services in hotels and lodging establishments. Moreover, hotel industry is solely concerned with the provision of accommodation and related services for guests. The skills you will pick up working in one can frequently be applied to the other. There are multiple job profiles in hotel industry. Hospitality management can have wider career options than a hotel management.

Latest trends in the hotel / hospitality industry

It can be said that the COVID-19 crisis changed the hotel industry almost overnight. Even as it starts to recover from that, new trends have also arrived in this industry. These trends are particularly relevant in traveller's behavior, booking preferences etc. The number of guests who expect high standards has increased more than ever. Health and safety have become increasingly important determinants in ho-

tel selection. "Bucket list" trips are on the rise. Preferred trips to boutique or independent hotels, increased trend to combine leisure and business travel and take advantage of more remote work arrangements, Voice-activated check-ins, room service, entertainment, air conditioning or blinds, Smooth check-in and check-out experiences for guests through facial recognition or electronic fingerprint technology, marketing through social media, drone footage of hotels and surrounding areas, AI to provide customer services 24/7, chat bots etc are for unique experiences of guests in post Covid-19 times.

Biggest hotel companies having world-wide presence

In such a large and world-wide industry, it is not surprising that there are some international hotel groups. They are: Marriott International, Hilton Hotels & Resorts, Accor Hotels, InterContinental Hotels Group, Hyatt International, Holiday Inn, Wyndham Hotels & Resorts. With huge chains and have a presence in almost every country in the world, they are the biggest players in the global hotel industry. The following are the luxury hotels in the world: La Mamounia, Marrakech, Morocco*Four Seasons Resort Dubai at Jumeirah Beach, Dubai*Burj al Arab, Dubai* Mandarin Oriental, Hong Kong*Bulgari Hotel, Beijing, China*Le Bristol, Paris, France*The Connaught, London, UK*Hotel Bel-Air, Dorchester Collection, Los Angeles, US.

It is time to start a career in the hotel industry?

If you have the aptitude you can start your career in the hotel industry and take it forward successfully. Those who want to start a career as part of one of the leading brands in the industry should take a hotel management degree from a top institute as the first step towards it. They will teach you everything you need to know about running a hotel, combining real-world experience and business management education with practical elements and academic theory. So if you want to be a leader in the industry, a hotel management degree from a reputed institute is a must.