



OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES



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JAL signs code-share pact with IndiGo

TOKYO: Japan's private carrier Japan Airlines (JAL) has inked a new code-share partnership with budget airline Indi-



Go, offering more travel options between the two countries. The two airlines will commence the pact on India's domestic routes which connect to JAL-operated flights to and from Delhi and Bengaluru.

"The co-operation will allow Japan Airlines to strengthen its connec-

tivity into India initially, while enabling more travel options for IndiGo customers on JAL's extensive domestic and

international network in later phases," a press release read. Code-sharing allows an airline to book its passengers on its partner carriers and provide seamless travel to destinations where it has no presence. In total, the partnership is adding about 14 destinations to its existing

about the new pact, Senior Vice President of IndiGo's Network Planning & Revenue Management Abhijit DasGupta said: "Japan has been increasing in popularity amongst Indian travellers, as both countries are working to strengthen bilateral relation-

portfolio, JAL said in the statement. Currently, it operates daily services between Tokyo Haneda – Delhi and from Tokyo's Narita to Bengaluru three times a week.

The planned code-share routes which are subject to government approval are eyeing a schedule of winter 2024. Talking

about the new pact, Senior Vice President of IndiGo's Network Planning & Revenue Management Abhijit DasGupta said: "Japan has been increasing in popularity amongst Indian travellers, as both countries are working to strengthen bilateral relation-

(Cont. on page-2)

Flights to get costlier as airlines face higher input costs

DUBAI: Air travel could soon become more expensive and consumers will have to absorb some of the rising costs, experts said at a conference in Dubai. With the aviation sector shifting focus to Sustainable Aviation Fuel (SAF) and aiming for net zero by 2050, travellers will bear the brunt and see a price hike.

"The transition to net zero will require customers to pay," said Willie Walsh, Director General of IATA. "Fuel is our single biggest cost. Sustainable Aviation Fuel will cost at least three times more than regular fuel. We are doing everything possible as an industry to keep our prices down, but ultimately, the costs will have to be recovered."

"unrealistic" to expect airlines to continue absorbing "all" the costs. "It is not something we like to do but it is something we have to do in order to have a sustainable financial model," he said. Walshe was speaking at the three-day International Air Transport Association (IATA) conference underway in Dubai. However, Sir Tim Clark, President of Emirates, seemed more optimistic about the transition. He said that although prices may rise in the short-term, it would fall eventually. "It is the beginning of a long journey to SAF and decarbonisation. The trick in all of this is to get to the levels that you want to and which allow you to get more investment. Eventually,

when you scale, the price will fall."

He also said that there is a chance that airlines could absorb "some, if not all" of the costs. IATA has announced that its projection to triple the production of SAF this year to 1.9 billion litres are on track. Close to 140 renewable fuel projects with the capability to produce SAF have been announced to be in production by 2030. Through the International Civil Aviation Organisation (ICAO), governments set an ambition to achieve a five per cent reduction in carbon emissions for international aviation by 2030. Currently, the SAF production equals to just 0.5pc of fuel needs of the world's airlines.

IndiGo to host IATA annual meeting in Delhi next year

MUMBAI: IndiGo will host the annual general meeting (AGM) of the trade association of airlines — International Air Transport Association (IATA) — on June 8 to 10, 2025 in Delhi. India had last hosted the IATA AGM, a marquee global annual aviation event, over four decades ago in 1983.

"With record aircraft orders, impressive growth, and world-class infrastructure developments, India is firmly on the trajectory to become the world's third largest aviation market within this decade. With such bright prospects, it's the perfect time for the IATA AGM to return to India and witness these exciting developments first hand," said Willie Walsh, IATA's Director General.

At the 80th AGM of the 330-airline strong association in Dubai, which concluded on Monday, IndiGo's CEO

Pieter Elbers took charge as the chair of IATA's board of governors, succeeding RwandAir CEO Yvonne Manzi Makolo. Elbers' one-year term is expected to conclude with the 81st IATA AGM in Delhi next year.

"IndiGo is proud to host airline for the 81st IATA AGM and looks forward to welcoming the global aviation community to Delhi in 2025. India, becoming the third largest economy within the next few years and leading the fourth industrial revolution with the use of AI, is a nation on the move. India's rise in the global aviation landscape over the last years has been nothing short of remarkable," the IndiGo CEO said.

Civil Aviation Minister Jotiraditya Scindia termed IATA's decision to hold its next AGM in Delhi as a "proud moment for Indian aviation".

Blood money paid for release of NRI



Abdul Rahim

RIYADH: The legal team of Abdul Rahim, the Kozhikode native imprisoned in Saudi Arabia, has signed a reconciliation agreement with the opposing party, marking a major step towards expediting his release.

Rahim was imprisoned around 18 years ago for the accidental murder of

Anas, the disabled son of his sponsor. Anas' heirs signed the agreement after receiving a cheque for SR1.5 million (Rs 332 crore), which was handed over to the Saudi governorate. The agreement includes a pardon for Rahim in exchange for the blood money payment.

With the agreement signed, the necessary documents, including the original cheque, will be submitted to the governorate or the court as required, concluding all formal transactions. The Abdul Rahim Assistance Committee in Riyadh has indicated that further steps for his release will follow court instructions.



India wins

Government comes and goes, but democracy is here to stay in India. Democracy is thriving and flourishing in India and it remains the largest democratic country in the world. Holding such a mammoth general election is itself a commendable job. We always criticise the bureaucracy for everything, but it is the very same bureaucracy which manages and conducts such a huge, lengthy multi-phase democratic exercise. Criticism against Electronic Voting Machines (EVMs) is as usual rhetoric and the results have once again proved that it is not possible to rig these machines. If it was possible, then the BJP would have won with a thumping majority. We are not new to EVMs. These machines were first introduced in the Parur assembly constituency in Kerala way back in 1982. It was the legendary TN Seshan, the Chief Election Commissioner of India, who cleaned up the whole system for a fool-proof election. It was under Seshan's leadership that the model code of conduct for parties and candidates was penned down.



"There were initial concerns over the electoral process in India and these concerns have now been overcome by the results that we've seen – that there is a thriving and flourishing electoral democratic process in India," says Rahul Roy-Chaudhury, Senior Fellow for South and Central Asian Defence, Strategy and Diplomacy at the London-based think tank International Institute for Strategic Studies (IISS).

World leaders, strategic experts and poll watchers have praised India's democratic process. Changing the government is as easy as just pressing a button or rather that power is at the fingertips of the people. Once in five years—or even before if there is a mid-term election --- you can choose your own government at your own sweet will. Governments are humbled and thrown out without a bloodshed in India.

Is it possible to convert India into an autocratic state? This is a premature suggestion because of the rivalry that the Union government has consistently faced, especially at the state level. Even the dreaded Emergency proved that India cannot be converted into an autocratic state.

Ours is the Westminster model of democracy where the number counts and not the percentage. With a single vote margin, a candidate can win. Religion, caste, creed, regionalism, language, money power etc play a major role in our elections.

At the end of the day, Indians have decided what they want. The mandate of 2024 election is a reflection of the changing aspirations and dynamics of the Indian electorate. The stock market has crashed fearing a change in the country's economic policy. Continuity and stability are necessary for economic growth. Our ambition of a \$5 trillion economy should continue unabated. We will definitely achieve the goal of \$ 5 trillion economy in another five years. In order to achieve this, the GDP of the Indian economy has to grow at the rate of eight per cent per annum. In fact, we are already at the cusp of this growth rate.

Finally, who won the 2024 election? Of course, India has won, our democracy has won.

LIPSYNCH

"No government can be long secure without a formidable opposition."

— Benjamin Disraeli

Visa to integrate debit, credit options into one card

Visa, the payments company, is hoping it will be so by combining debit and credit features into the same issued card. And even adding the option to pay through limited instalments, much like how the BNPL (buy now pay later) platforms operate. And even switch between currencies.

Visa calls the whole process a "togglng", where the cardholder can decide how best to make a payment on a particular transaction and then use another payment option for a second one. All while using the same card.

"We surveyed seven countries – including the UAE – as part of our 2024 Global Shopping Index and found that three

in four consumers want the ability to use their preferred payment method when transacting," said Godfrey Sullivan, Visa's Senior Vice-President for Solutions & Digital Partnerships for CEMEA markets. "That's a substantial percentage of people who want to have choice and flexibility at their fingertips."

This card feature will be introduced in the UAE and Gulf markets within the coming months. Once the toggle payment process goes big, consumers will end up having to carry fewer cards around.

"The 'Visa Flex Credential' simplifies the checkout experience by putting the power of choice in each person's hands, enabling

you to pay in credit, debit, installments, or even multi-currency at point-of-sale," said Sullivan. "Cardholders can also pre-set their preferences so that every time they make a payment that's above a certain amount – say Dh500 – it's automatically paid in credit. The same can be said for specific types of purchases; for instance, airline tickets can be set to always be paid in installments."

That new ways – or reworking of existing ways - of payments will be rolled out by the global payments industry is a given. Much of the focus has been on easing the digital payment experiences for users, as less of cash becomes the norm to settle transactions.

IPEPCIL - ADVISORY

BEWARE OF UNSCRUPULOUS AGENTS FOR OVERSEAS JOBS

Seeking employment abroad can be an exiting opportunity, but it also comes with risks if the intended job-seekers go through unauthorised agencies / personnel.

Unscrupulous agents / persons may exploit these job-seekers through social media advertisements and channels, leading to financial losses, unsafe working conditions, fraudulent activities or even human trafficking. Therefore, it is crucial to stay informed and CAUTIOUS – among the overseas job aspirants. Job-seekers are advised to protect themselves by following means:

- 1) Verify credentials of the recruitment agency / persons. Ensure that, the recruitment agency / persons are licensed by the Ministry of External Affairs, OE, PROTECTOR GENERAL OF EMIGRANTS, Government of India.
- 2) Avoid any upfront payment in case asked for.
- 3) Seek legal advice through trusted advisors or Regional Protector of Emigrants Offices.
- 4) Do not enter any dealings with lack of physical office or any credibility of the advertisers without referring their websites.
- 5) Do not deal with the unscrupulous agencies who are inconsistent or give evasive answers to your questions.
- 6) Reporting Fraud:

If you suspect that an agent / person is doing fraudulent activities related to overseas recruitment / employment, report it to the nearest POE Office, police station etc. etc; your report can help to prevent others from falling victims to scams.

Your safety and well-being are paramount, by staying vigilant and informed, you can avoid falling prey to unscrupulous agents and ensure a secure legitimate path towards overseas employment.----- VS Abdulkareem (President, Indian Personnel Export Promotion Council – IPEPCIL).

JAL signs code-share pact with IndiGo

(Cont. from page-1)

ships and ease the visa norms. This phase of the partnership expands the choices available to Japan Airlines customers for journeys to/from Japan, using IndiGo's extensive network in India. This step to provide seamless connectivity to

support trade, commerce, and tourism between the two countries."

"In recent years, India has achieved remarkable economic growth, and the air travel demand between Japan and India are increasing more than ever before. Both partners are delighted

to enter in partnership and hope to contribute further to the market by providing customers with more options and a great customer experience," said Ross Leggett, JAL's Managing Executive Officer and Senior Vice President of Route Marketing.

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Australian Dollar	56.35	55.38
Japanese Yen	0.58	0.53
Canadian Dollar	61.73	60.81
Singapore Dollar	62.73	61.79
Swedish krona	9.04	7.25
UAE Dirham	23.13	22.58
Swiss Franc	94.76	92.96
British Pound	107.60	106.58
New Zealand Dollar	52.49	51.19
Thai Baht	2.39	2.19
Hong Kong Dollar	11.65	10.34
Saudi Arabian Riyal	22.97	22.02
Bahraini Dinar	228.43	214.43
Chinese Yuan	12.43	10.63
Danish Krone	12.68	11.68
Kuwaiti Dinar	278.84	262.84
Malaysian Ringgit	18.89	17.44
Omani Rial	223.36	211.36
Qatari Riyal	23.68	21.43
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Mechanical Engineers

Applicant should be B E / B Tech in Mechanical Engineering with minimum 10 years' experience in Plant, Machineries and Equipment inspection, must have international codes of ASME Sec I, V, VIII and IX, ANSI B31.3/4/8, NACE, and API 620/650 and AWS D1.1) or has valid certifications in API-510 and ASNT Level II in MT, PT, UT & VT and must be valid Driving license

Electrical Protection Engineers

Applicant should be B E / B Tech in Electrical Engineering with minimum 10 years' experience in Testing and commissioning of substation, DC Systems (battery charger, battery bank and UPS if possible) and reply to protection systems, review setting, implement new setting, perform maintenance activities and verify the performance of the relay. Download and verify the replay operations and Obtain certifications from relay manufacturers and good aware in all testing equipment.

Design & Drafting Engineer

Applicant should be B E / B Tech in Electrical Engineering with minimum 10 years' experience in develop a design for electrical systems and aware of best practices and how to develop the single ling diagram and must have experience in primavera software and designing tools.

Welding Inspectors (CSWIP 3.1)

Applicant should be B E / B Tech in Mechanical Engineering with minimum 10 years' experience in welding inspection of the construction of Petrochemical or hydrocarbon facilities. The applicant must have AWS or CSWIP 3.1 certification and must be valid Driving license.

Coating Inspectors (NACE)

Applicant should be B E / B Tech / Diploma in Mechanical Engineering with minimum 10 years' experience in Painting / Coating inspections with specifications of API 510, API 570 and API 650 in the construction of Petrochemical or hydrocarbon facilities. The applicant must be NACE Level II certified and must be valid Driving license.

HVAC Inspectors

Applicant should be B E / B Tech in Mechanical Engineering with minimum 10 years' experience in HVAC inspection in construction projects with industry codes and standards (e.g. SMACNA, Uniform Mechanical Code, NFPA 90A &

Transformer Specialists

Applicant should be B E / Diploma (Electrical Engineering) with minimum 10 years' experience in performing electrical testing, using test equipment, analysis results and provide recommendations and must have in transformer failure troubleshooting and pre-commissioning activities for transformer including installation.

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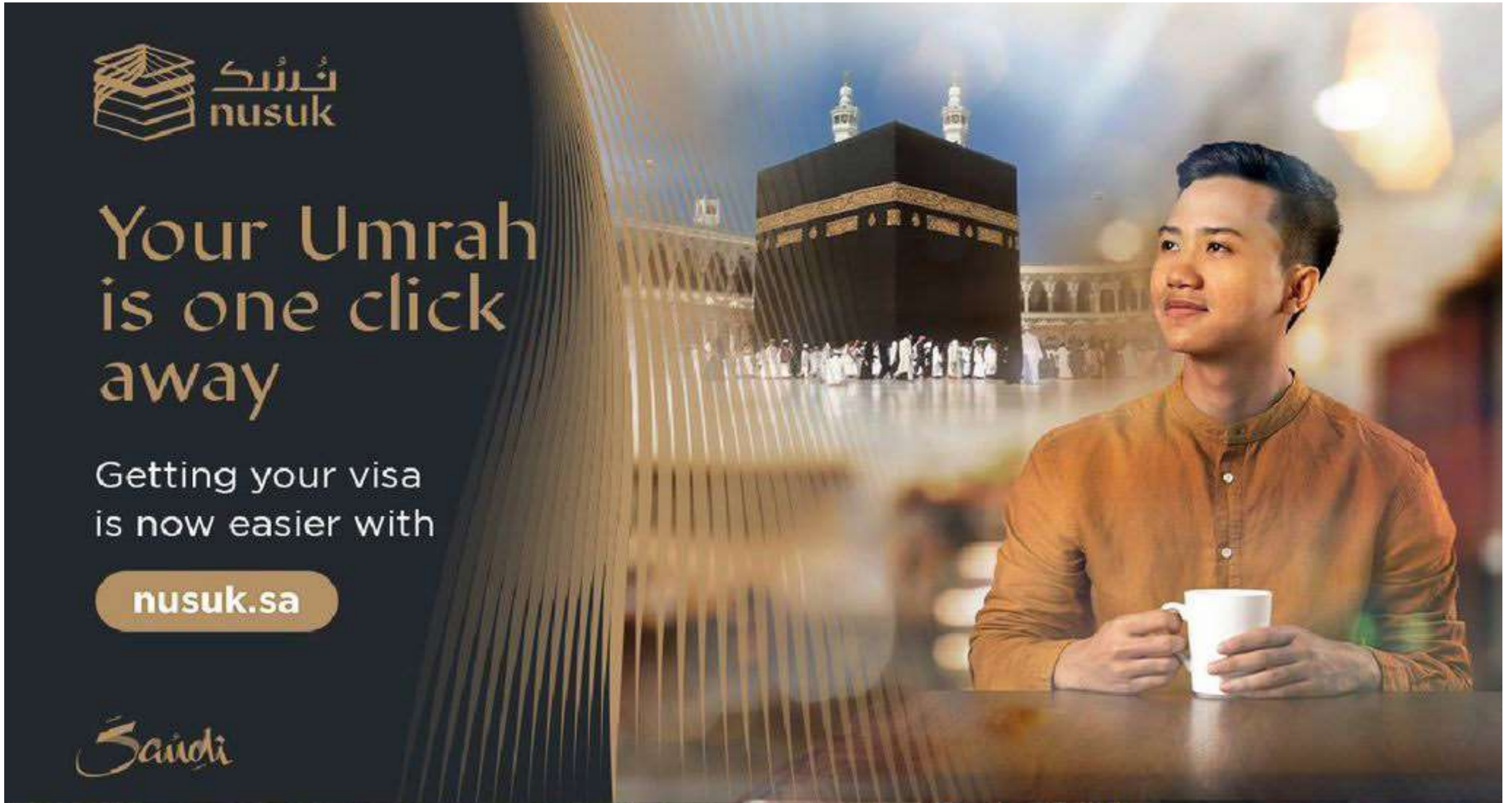


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GULF FAQs

Can bank seize disputed property?

A year ago, I purchased a property from a developer through 10-year bank financing. Two months ago, I was dismissed from work, and the bank forfeited all of my end-of-service entitlements in exchange for the property installments, noting that I did not stop paying the monthly installment, and the bank also asked to sell the property and pay the price to the bank. My question is: Does the bank have the legal right to take this procedure against me, given that I told the bank that I am able to pay the monthly instalments while I am without work. However, the bank refuses. What is the appropriate action to take against the bank?

The bank does not have the right to forfeit your end-of-service dues or sell the property without a previous agreement or a permission signed by you. You have to check the agreement signed with

the bank, in case such provisions are stated in the agreement, then the bank has the right. In case they are not, then regarding your end-of-service dues, you have to file a case in the civil court against the bank to return your end of service money.

Regarding the selling of the property, you have to wait for the next step from the bank, because the bank will not sell the property without filing a case in the court to do so, following Article (267) of the Civil Transactions Law which states that "If a contract is valid and binding, none of the contracting parties may revoke, modify or rescind it except by mutual consent, order of the court or a law provision."

In case the bank took the procedure of selling the property without attending the court, then you have to file a case against the bank to return the property back and compensate you for all the losses you suffered.

How to get UAE transit visa

How can I apply for UAE transit visa/ permit?

These days, travel scams are rampant and busy travellers are easy, susceptible targets. As a traveller, you have to remember that only the UAE-based airlines you're travelling with can arrange your transit visa before your trip. If you are thinking of getting a transit visa to the UAE, make sure to communicate this to your airline. If you booked your trip through a travel agency, the agency can help you get the visa. You have to remember, though, that all visas are routed through the airline. Your agency and airline agents will sort everything out for you, but it's always best to follow-up and verify with them.

Since only UAE-based airlines can apply for a transit visa on your behalf, make sure that you buy your plane tickets only from airlines that are based in

issued a 48-hour transit visa, you cannot request to have it extended to 96 hours. Transit visas for 48 hours are free, and valid for 48 hours from from entry into the UAE. Since the visa cannot be extended or renewed, you must leave the country within 48 hours from arrival. Meanwhile, for a 96-hour transit visa, you need to pay Dh50. This visa is valid for 96 hours from entry into the country, requiring you to leave the country within 96 hours from arrival. This visa is also not extendable, nor renewable.

Before leaving the country, you only have to pay a departure fee of Dh300, and that's it. No additional fees will be collected from you. If any organisation or agency asks you to make extra payment, refuse and remember that it isn't allowed. If they insist on collecting an extra payment from you, you can report to airport authorities.

A transit visa is not for everyone. You can just get off your flight at Dubai International and proceed to immigration, and you'll be allowed to stay in the

UAE for 30 days, if you're a passport holder of the following countries:

Andorra, Australia, Brunei, Canada, China, Hong Kong, Japan, Kazakhstan, Macau, Malaysia, Mauritius, Monaco, Mongolia, New Zealand, Ireland, Singapore, Ukraine, UK and Northern Ireland, US and Vatican City

Hefty salary hike for Air India staff

MUMBAI: Air India a component of annual CHRO Ravindra Kumar target performance bonus for its pilots based on announced salary increments for employees, with company and individual performance, and it will be as well as performance bonus applicable from FY2024-



nus payouts for FY 2023-24 based on company and individual performance.

The airline has rolled out annual appraisals for all employees, who joined before Dec 31, 2023, including ground staff, cabin crew and pilots. The appraisals are based on the new Performance Management System (Rise.AI).

In addition to the increase in fixed pay for FY 2023-24, the sources said the airline has introduced

25. With the salary revision, the monthly fixed pay of first officers and captains will increase by Rs 5,000 each.

In the case of commanders and senior commanders, the monthly hike will be Rs 11,000 and Rs 15,000, respectively, the sources said. There will be no hike in the monthly fixed pay for junior first officers.

The annual target performance bonus will be paid

(Cont. on page-6)

Court grants overdue rights, but new salary dilemma emerges

Four months ago, I filed a labour case against my employer to claim my late salaries and incentives that I have not received for two years. Currently, the court has granted me these rights, but the problem is that the employer owes me new salaries during the court period, since he did not terminate my services. My question is: What action should I take against my employer to get my new salaries? Can I claim them before the Court of Appeal?

Article 167 of the Civil Procedure Law states that: "The appeal transfers the action in its state in which it has been before the issuing the appealed decision in relation to what the appeal has prosecuted only. The new requests shall not be accepted in the appeal, and the court shall decide on its own accord with the disapproval." The appeal, according to the above Article, shall be submitted to the Court of Appeal with the final requests submitted before the Court of First In-

stance, provided that new requests are not accepted before the Court of Appeal.

This is because the Court of Appeal's response to what the Court of First Instance has not decided upon is a violation of the principle of two-level litigation. So the Court of Appeal does not have the right to change the content of these requests or create new requests that were not presented to it by the opponents. The request is considered new if it increases or differs from the request previously presented before the Court of First Instance, in the matter or liabilities or amount.

Based on the above, you have to file a new case to request for your new salaries unless you clearly claimed in the Court of First Instance that the employer should the lawsuit and during the trial; therefore, the court will be obliged to check and decide about such request.

the country. If you wish to visit Dubai, for instance, you have to buy your tickets from either Emirates Airline or Fly Dubai. Meanwhile, if you wish to visit Abu Dhabi, get your tickets from either Etihad Airways or Air Arabia.

Your transit visa is valid for 48 hours or for 96 hours. However, if you've been

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CHEF VERSUS COOK: WHAT'S THE DIFFERENCE?

Although “chef” is often used interchangeably with “cook” and “cook” with “chef”, there are significant differences between the two.

CHEFs are high-ranking kitchen professionals in charge of managing their stations (the facilities where they are assigned). A chef is the person who actually runs the kitchen in a restaurant. In most environments, the chef performs fewer cu-



be combined in a person to become a perfect COOK or CHEF. As customer satisfaction solely depends on the quality of food in a restaurant, it is imperative that chefs and cooks constantly improve their skills. The following are some of the skills that

have to work on multiple projects simultaneously.

BE CREATIVE, BE BOLD, BE A CULINARIAN HOW TO START WITH?

A creative, challenging and a fulfilling career in culinary art can be acquired through on-the-job training, participating in cooking shows, talking to current or former chefs, working with an experienced chef or taking a course of your choice in a formal culinary school. You can have your entry in to this art through other means such working as an assistant with an experienced chef or culinary team or by practicing knife skills, kitchen safety, menu design, baking, etc on your own.

Can someone become a suc-

cessful cook without professional training? Yes.

It is possible to become a SELF-TAUGHT COOK.

One can become a successful COOK without formal professional training.

While culinary schools / catering institutes can provide formal training and a solid foundation of skills and knowledge,

many cooks achieve success through self-taught methods, experience, and a passion for cooking.

There are many famous COOKS around us who have no formal training.

What are self-taught methods to become a cook?

You can become a cook practising the following self-taught methods.

- Gaining experience by

working as dishwasher or kitchen helper in various kitchens.

- One can develop one's cooking skills by reading cooking texts extensively, experimenting with the recipes mentioned in them
- Find a reputed chef or a good cook who has enough experience to teach you.
- Attend a cookery classes
- Search for recipes online and practice it
- Starting in one's own kitchen
- Through practical wisdom and hands-on experience.
- (While formal culinary education can provide valuable knowledge and skills, passion, dedication and hands-on experience are also essential factors that lead to success in the culinary world).

Do you need to go to a culinary school to become a chef? If you want to become a PROFESSIONAL CHEF then attending CULINARY SCHOOL or PROFESSIONAL CULINARY programme is definitely worth it. That

Culinary school will teach you everything you need to know about running a busy restaurant kitchen. It will teach you the basics of kitchen, staff management, how to prepare recipe, how to follow it, how to gather ingredients, how to follow recipes, Knife skills, a fundamental aspect of culinary excellence and many more. Being a successful CHEF involves much more than cooking. Although it may sound strange, Chef is responsible for the design of various components, menu, specials, setup of the line, plating and even the design of the kitchen in a new location. He has the responsibility to manage labour, food and maintenance of cooking equipment at his station. He is also responsible for delivering all the dishes on time in a appropriate quality and surprising combinations. No one can do this without proper training and practise from a culinary school or without attending a professional culinary programme.

(To be continued)

Hefty salary hike for Air.....

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on the basis of the company's and an individual's performance. Subject to

meeting the expectations, a junior first officer will get the annual bonus of Rs 42,000 and the amount

will be Rs 60,000 per annum for first officers as well as commanders.

For commanders, the annual bonus will be Rs 1.32 lakh and Rs 1.80 lakh for senior commanders.

This is the first appraisal of Air India staff after the takeover by the Tata Group in Jan 2022. Last year, only compensation and contract restructuring for legacy employees were done. Air India has around 18,000 employees.

They said that Air India, which is in the process of revamping itself under a five-year transformation

plan, is providing competitive salary increments to attract and retain talent as part of larger efforts to have a performance-driven and meritocratic culture among the employees.

While announcing the appraisals, CHRO Kumar said that in the last financial year, the airline achieved key milestones of laying strong foundations for growth and transformation. In late 2022, Air India announced the five-year transformation plan Vihaan.AI. Air India group has four airlines — Air India, Air India Express, AIX Connect (formerly AirAsia India) and Vistara. Air India Express is merging AIX Connect with itself and Vistara will be merging with Air India.

linery duties than those working under him. The chef comes up with new recipes, ensures the kitchen runs smoothly and provides guidance and vision to those in the kitchen.

COOKS, on the other hand, are entry-level employees whose primary job is to follow the food establishment's recipes. Simply, a cook is someone who prepares food. By improving skills and gaining experience, cooks usually later become CHEFs. In short, together they are called CULINARY PROFESSIONALS.

SKILLS, WORK ENVIRONMENT OF CULINARY PROFESSIONALS: Culinary and professional skills must

can help the cook achieve success in life. They are Knife Skills, Safety Skills, Meat Preparation, Presentation, Good memory and Multi-tasking.

They are supposed to work in restaurants, bars, hotels of various star standards, catering companies, snack bars, entertainment centers, pantries, cruise ships, private yachts, ski chalets, catering vehicles, event management companies and many. They may be hired to work on specific events or work in a specific location. The work environment can vary from a casual dinner to a five-star restaurant or a private party. Chefs often work weekends, evenings, and holidays. Chefs often

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