



## Hill International bags PMC contract in Saudi Arabia

**RIYADH:** Hill International has signed an agreement with Damman Airports Company (DACO) to provide project management consultancy (PMC) services for multiple improvement projects at King Fahd International Airport (KFIA), Al Ahsa International (HOF) and Al Qaisumah International (AQI) airports.

The majority of Hill's PMC work will support operations at KFIA. Located in Dammam, KFIA is one of the Kingdom's four primary international airports, accommodating more than 10 million passengers annually and hosting 37 airlines.

Under the three-year award, Hill will oversee ongoing and upcoming projects at the airport, including asset replacements and upgrades, IT enhancements and other landside and airside assignments.

Hill's PMC scope encompasses working with DACO on project management, construction

management, project development and planning, quality management, digital transformation, IT operations, and design review services for 105 ongoing and upcoming projects. These projects include new construction, rehabilitation and asset replacements, upgrades, design studies and asset assessments, and asset management. The award, signed during a ceremony at the Future Aviation Forum, demonstrates Hill's continuing success in KSA specifically and in the aviation market in general.

Waleed Abdel-Fattah, Hill Regional President, said "King Fahd International and Dammam's international airports are undergoing significant developments to enhance operations and improve the passenger experience. Our work will help make certain the work DACO contracts for is work received and that KFIA is able to serve its customers and passengers well into the future."

## Emirates bans walkie-talkies, pagers on all flights

**DUBAI:** Emirates Airline has banned pagers and walkie-talkies being carried on all of its flights

The Dubai-based airline said the decision applied to checked-in and cabin baggage. It told passengers that the prohibited items would be confiscated by Dubai Police if found in hand luggage or checked baggage.

The move comes after dozens of people were killed and thousands more injured after handheld communications devices rigged with explosives used by Hezbollah blew up across Lebanon in a series of incidents in

September.

The simultaneous explosions of pagers, commonly used by members of the Iran-backed group to avoid surveillance, has been blamed on Israel by Hezbollah and Lebanese politicians.

Lebanon's Civil Aviation Authority announced that travellers are no longer permitted to take these devices on flights.

Qatar Airways also confirmed a ban on pagers and walkie-talkies on all of its flights between Doha and Beirut last month.

"The ban applies to

## VS Abdulkareem re-elected president of IPEPCIL

**MUMBAI:** VS Abdulkareem, chairman and managing director of Creative Enterprises, has been re-elected as the president of Indian Personnel Export Promotion Council (IPEPCIL) for 2024-2027.

**Other office-bearers are:** Gulamali Gheewala, vice president (G Gheewala), Albert Joseph, vice-president (Multilink Management Consultants), Fahad Haroon Memon, general secretary (Cosmos International Human Resource LLP),



**VS Abdulkareem**

Qureshi Athar Salim, working/executive secretary (International Travel services), Adham Ali, joint secretary (Swaidan

Manpower Consultants), Ayaz Hassanally Nasser, jt secretary (Nasser Overseas Consultants), Gulam Dastgeer Syed, treasurer (Sahil Travel Service), Ashfaq Ahmed Shaikh, committee member (Bombay Travel Service), Farhan Aashiq Alikhan, committee member (Ali Bin Habib Travel Agency), Abdul Rahim Khan, committee member (Ocean Manpower) and Zaid Nazeem Shaikh, committee member (Hafiz Travel Service).

## Air India appoints Oscar Travel as general sales agent in Malaysia

**MUMBAI:** Air India has selected Oscar Travel Services, a wholly-owned subsidiary of Oscar Holidays, to serve as its passenger general sales agent (GSA) in Malaysia.

As part of the partnership, Oscar Travel Services will facilitate reservations and ticketing, support marketing efforts and provide comprehensive passenger sales support in Malaysia on be-

half of Air India, thus strengthening the airline's presence in the market and supporting its global expansion.

a daily non-stop service between Delhi and Kuala Lumpur on Sept 15, using its two-class configured Airbus



Oscar Travel harnesses the extensive expertise and resources of Oscar Holidays Group. This joint venture brings together their diverse strengths, market knowledge, and industry experience to deliver exceptional services to Air India.

Johnson Francis, director of Oscar Travels, said: "We are fully committed to utilising Air India's extensive network, our profound industry knowledge and our customer-centric approach to showcase Air India's offerings and enhance its presence in the Malaysian market.

Air India commenced

A320neo aircraft.

The new route between Delhi and Kuala Lumpur will further strengthen Air India's network of destinations in South-east Asia, offering a new flight option to an increasing number of travellers between India and Kuala Lumpur and opening new connections for Malaysian travellers to access Air India's global route network.

The new service will also enable convenient one-stop connections for travellers between Malaysia and the UK, multiple points in Europe, and the Middle East via Air India's hub at Delhi.

## CII launches Centre For Skills in Mumbai



CII vice president, R Mukundan

**MUMBAI:** The Confederation of Indian Industry (CII) has launched a new Skills Centre at Kandivali.

Union Commerce Minister Piyush Goyal launched the centre in the presence of BMC Commissioner Bhushan

Gagrani.

According to CII vice-president R Mukundan, spread across 37,000 sq ft of area over five floors, the CII Centre will house key initiatives such as the CII Centre of Excellence on Skills, including the Multi

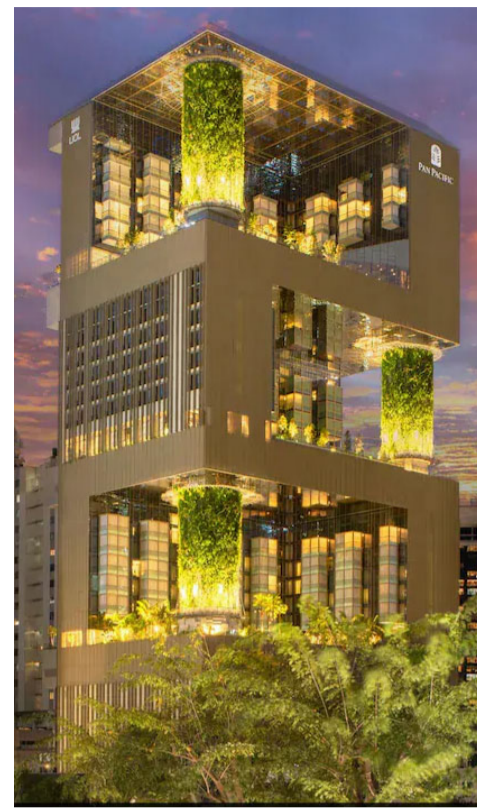
Skill Training Institute, the CII Model Career Centre (MCC), the International Language Cell and Mobility, the CII Centre of Excellence on Employment and Livelihood and the CII Centre for Green.

## Singapore's Pan Pacific Orchard hotel crowned world's best skyscraper

**SINGAPORE:** The 23-storey Pan Pacific Orchard hotel in Singapore's iconic shopping district has been recognised as the world's best new skyscraper.

The award was part of a slew dished out by The Council on Tall Buildings and Urban Habitat (CTBUH), a non-profit organisation founded in the US. It is recognised as the leading authority on skyscrapers globally.

The 140m-high Pan Pacific Orchard, which opened its doors in June 2023, also won three other awards, including the best tall building between 100m and 199m tall. The awards were announced at a conference in London



and Paris.

The council's chief executive Javier Quintana de Una said the hotel "represents the best of responsible vertical urban-

ism today".

Vertical urbanism refers to an approach that emphasises the vertical development of urban spaces such as skyscrapers and multi-level structures that maximise land use, according to education platform Fiveable.

"By holistically incorporating greenery into its design, Pan Pacific Orchard honours Singapore's heritage while pushing the envelope of sustainable urban development in a dense, urban setting," the council said. The council also commended the hotel's commitment to minimising energy consumption, water usage and waste.

## IBPC Kuwait elects new office-bearers



Office-bearers of IBPC Kuwait.

**KUWAIT:** The Indian Business and Professional Council (IBPC) Kuwait held its AGM and Elections at Marina Hotel, Salmiya. The meeting witnessed the election of new office bearers and a review of the Council's activities over the past two years.

Outgoing Chairman Gurvinder Singh Lamba delivered a heartfelt farewell speech, reflecting on his tenure and thanking the IBPC members for their support. He praised the collective efforts that

have strengthened the Council's mission to foster business and professional ties between India and Kuwait.

The AGM proceedings were conducted by Secretary Soly Mathew, who provided a comprehensive report of the Council's activities and achievements during the past two years. Treasurer Sunit Arora presented the audited financials, which were prepared by CA Deepak Bindal. The members unanimously accepted the financial report.

As per IBPC protocol, the current vice chair-



man Kaizar Shakir and Joint Secretary Suresh KP, were automatically

elevated to the positions of Chairman and secretary, respectively, for the upcoming term.

Following the tabling of financials, the Election Officers were invited to announce the nominations for the positions of vice chairman, joint secretary and treasurer. The following

members were nominated and elected unopposed, Gaurav Oberoi

as vice chairman, Sunit Arora as joint secretary, Krishen Suryakant, treasurer.

In his address, the newly elected chairman revealed the committee's future plans, focusing on initiatives to expand IBPC's influence and reach. Shakir reaffirmed IBPC's commitment to continuing its strong relationship with the Indian embassy in Kuwait and other organisations, with the goal of further strengthening trade and cultural ties between India and Kuwait.

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BENDING MACHINE	1700 SR-2500 SR
LASER CUTTING MACHINE	1700 SR-2000 SR
POWDER PAINTING LINE	1600 SR-1900 SR
SHOTBLASTING MACHINE	1600 SR-1900 SR
BUSBAR BENDING MACHINE	1600 SR-2200 SR
BUSBAR PUNCHING MACHINE	1600 SR-1900 SR
TOOLS / DIES GRINDING MACHINE	1600 SR-1900 SR
FIN-FOLDING MACHINE OPERATOR	1600 SR-1900 SR
DRYING OVEN OPERATOR	1600 SR-1900 SR
FOAM SEALING/GASKET MAKING MACHINE	1600 SR-1900 SR
<b>TECHNICIANS</b>	
MAINTANANCE TECHNICIAN	1700 SR-2000 SR
ELECTRICAL TECHNICIAN	1600 SR-1900 SR
TESTING TECHNICIAN	1900 SR-2200 SR
AFTER SALES & SERVICE TECH	1600 SR-1900 SR
FACTORY MAINTANANCE ELECTCT TECH	1800 SR-2000 SR
FACTORY MECHANICAL TECHNICIAN	1800 SR-2000 SR
<b>OTHERS</b>	
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LV WINDER	1900 SR-2200 SR
FORK LIFT DRIVERS	1600 SR-1900 SR
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MIG WELDER (TRANSFORMER EXP)	1600 SR-1900 SR
QUALITY CONTROLLER	2500SR-3000SR
BUSBAR FABRICATOR	2000-2500SR
ASSEMBLER FOR PANNEL BOARD	1500-2000SR
WIREMAN	1800-2200SR
MIG WELDER	1800-2000SR
DRILLING MACHINE	2000-2200SR
BEAM SAW	2000-2200SR
EDGE BENDING MACHINE	2000-2200SR
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**Marine Engineers**

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**FOREX RATES**  
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Currency	Buying	Selling
US Dollar	84.82	83.77
Euro	92.94	91.89
Australian Dollar	57.98	56.83
Japanese Yen	0.59	0.56
Canadian Dollar	62.66	61.61
Singapore Dollar	65.23	64.18
Swedish krona	9.09	7.30
UAE Dirham	23.36	22.71
Swiss Franc	98.88	97.38
British Pound	110.99	109.94
New Zealand Dollar	52.59	51.24
Thai Baht	2.61	2.48
Hong Kong Dollar	11.77	10.46
Saudi Arabian Riyal	22.86	22.11
Bahraini Dinar	229.96	214.96
Chinese Yuan	12.75	10.35
Danish Krone	12.85	11.85
Kuwaiti Dinar	280.55	265.55
Malaysian Ringgit	20.66	19.46
Omani Rial	224.22	212.22
Qatari Riyal	23.82	22.07
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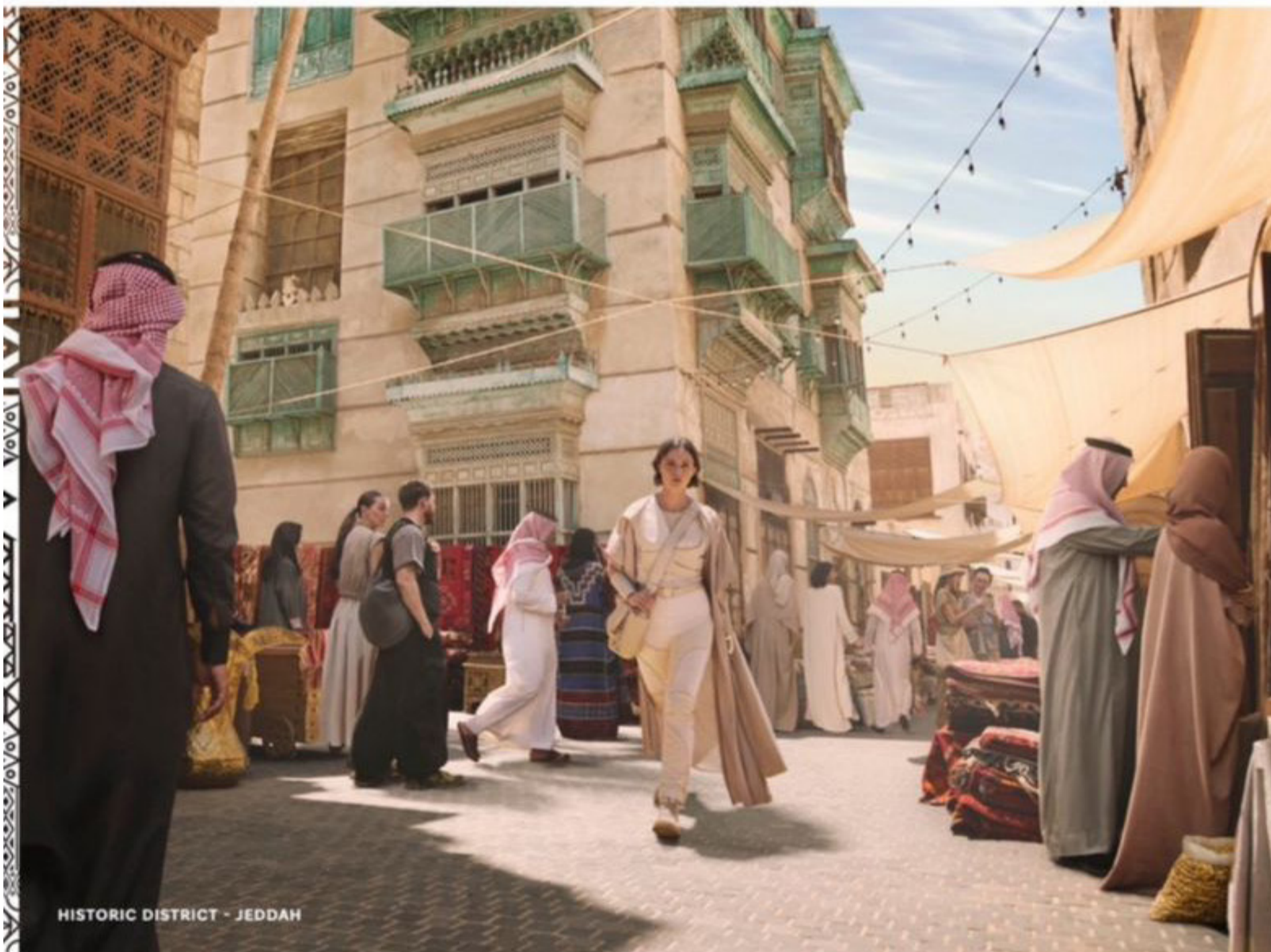
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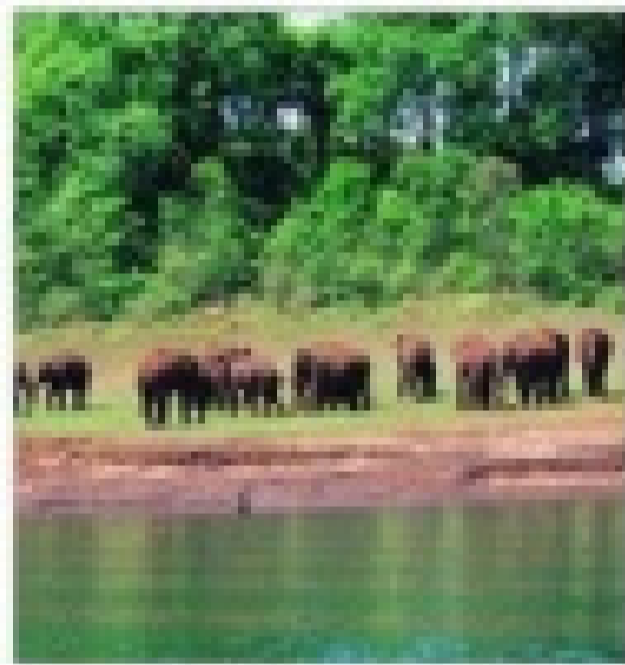


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# GULF FAQs

## Can employer fire employee for asking commission?

I have been working in a private company for five years in Dubai. For the last two years, I have not received the commission according to my agreement with the company, and I have also not received the annual leave allowance. According to the employer, I do not have the legal right to claim them after two years, and therefore I filed a labour complaint against the employer, but after filing the complaint, the employer dismissed me from

the work. My question: What are the rights that I must claim according to the labour law?

Salaries or any part of the salaries for the last year of your service according to Article 54/9 of the Federal Decree Law No. (20) of 2023 Amending Certain Provisions of Federal Decree Law No. (33) of 2021 ("After one year from the maturity date of the right subject to a lawsuit, the lawsuit cannot be heard with regards to any of the rights protected by this Decree-Law"), any agreed

upon commissions, bonuses or etc. for the last year of your service as per Article 54 mentioned above. Gratuity based on Article 51 of the law ("The foreign full-time Worker, who has completed one or more years of continuous service, is entitled to an end-of-service gratuity upon the end of his service, calculated according to the basic wage, as follows: a. The wage of 21 days for each year of the first five years of service. b. The wage of 30 days for each year in excess of that.")

Arbitrary dismissal based on Article 47 of the law ("1. The termination of the Worker's service by the Employer shall be unlawful if the termination of the Worker's service is due to his filing a serious complaint to the ministry or filing a case against the employer that has been proven to be true. 2. The Employer is obligated to pay a fair compensation to the worker estimated by the competent court, must not exceed the wage of the worker for a period of three months, cal-

culated according to the last wage received thereby.")

Warning period as per agreed in the contract based on Article 43 of the law ("The party who does not abide by the warning period must pay the other party a compensation called a warning allowance, even if the failure to warn does not result in harm to the other party. Such compensation shall be equal to the worker's wage for the entire warning period or the remaining part of it").

## Dispute over unpaid rent, what to do?

Three years ago, I purchased a property from one of the developers and the agreement was that the developer would rent the property for 12 years. I signed a lease contract with the developer, but until this moment I have not received anything of the rental value, as I contacted the developer and he reported that he was unable to rent the property. I asked him to return the property to me, but he refuses and clings to the rental contract. My question: what is the appropriate action to take against this developer to recover the property and also claim

the rental value for three years?

You have to file a case to cancel and terminate the contract as well as to request for the three-year rental amount because ac-



ording to Article (267) of the Civil Transactions Law, "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."

By terminating the contract, you will return back your property as per what

to their former position, prior to contracting and in case this is impossible, the Court may award damages.

Such case shall be filed in front of the Civil Courts, not the Rental Dispute Center, because the subject of rental is considered as a long-term lease, which is excluded from the jurisdiction of the Rental Dispute Centre according to Article (6) of the Decree No. (26) Of 2013 Concerning the Rental Disputes Settlement Centre in the Emirate of Dubai ("The RDSC shall have no jurisdiction to hear the following

### RENTAL DISPUTES:

1. Rental Disputes that arise within the free zones

which have tribunals or special courts having jurisdiction to determine the rental disputes that arise within their boundaries;

2. Rental Disputes that arise from a lease finance contract; and

3. Disputes that arise from long-term Lease Contracts governed by the Law No. (7) Of 2006.)

To prove this case, you have to request to transfer the matter to an expert to prove whether the developer rented the property within these years or not, and in the first case, to calculate the rental amount you deserve as per the contract signed.

## SBI to recruit 10,000 employees

MUMBAI: The country's largest lender State Bank of India (SBI) intends to recruit about 10,000 new employees during the current financial year to meet its general banking requirement and foster its technical prowess.

The bank has invested significantly in technology to provide seamless customer service as well as to strengthen the resilience of its digital channels. "We are strengthening our workforce, both on the tech-

nology side as well as on the general banking side. We have recently announced around 1,500 technology people recruitment both at the entry level and slightly at the higher level," SBI Chairman CS Setty said.

"Our technology recruitment is also on specialised jobs like data scientists, data architects, network operators etc. We are recruiting them for a variety of jobs in the technology side. So, in all, our current year re-

quirement will be around 8,000 to 10,000 people. Head count will be added to both specialised and general sides," he said.

The total staff strength of the bank stood at 2,32,296 as of March 2024. Of this, 1,10,116 officers were on the rolls of the bank at the end of last fiscal. Asked about capacity building, Setty said, it is a continuous exercise and the bank undertakes reskilling and up-skilling of the existing employees to meet

the emerging needs of customers.

"Customer expectations are changing, technology is changing, digitisation is widely adopted. So, we are constantly reskilling our employees at all levels," he said. Besides, he said, the bank provides specialised upskilling in certain niche areas to meet the growing need of customers and provide superior banking experience.

As far as network expansion is concerned,

Setty said, SBI is planning to open 600 branches across the country in the current financial year. SBI has a network of 22,542 branches across the country as of March 2024.

"We have strong branch expansion plans... this would be mainly focused on emerging areas. A lot of residential colonies are not covered by us. Around 600 branches is something we are planning in the current year," he said.

# The importance of SOFT SKILLS

“SKILLS GURU” reminders: Passion for work is the energy to work. Never make excuses about this passion for work. You need to find meaning and purpose in your work. Those who are passionate about their work get out of bed every morning feeling energised and alive. You are fully engaged and lost in your work. You should always be thinking about how you can do more, be more and contribute more – and work hard to achieve those goals. You must be committed to your projects and your company. You must constantly learn and grow. Only then can you truly say, “I am passionate about my work.”)

SOFT SKILLS: Part-II  
(Continued from Part-I,  
Issue 66 dated 01-10-2024)

Why communication is the most important soft skill?

Effective communication is a vital life skill that impacts all aspects of our existence. Communication is the spark that enables individuals to form enduring relationships, collaborate, and resolve issues. It has an impact on resolving conflicts that affect the workplace and daily living. You can accelerate your personal and professional development and open doors to success by mastering this skill. Our interactions with strangers and our prospective friends, how we talk to family and friends, all depend on how we communicate.

To conclude, in every aspect of our lives, communication is the foundation of all our relationships. Making genuine connections, facilitating collaboration, and problem solving are all made possible by consistently practicing and improving our communication skills. Successful communication is essential for success in daily life, the workplace, and in handling challenging circum-



The great transferability of soft skills across industries is what makes them unique and beautiful. The need for soft skills will increase as businesses adjust to new technologies because they help them manage change. Soft skills are your liquid asset whether you are thinking of changing careers, wanting to advance quickly in your current position, or considering starting your own business. Because of their intangible characteristics that define how you work and interact, soft skills have emerged as the new currency in the workplace. Above all, soft skills are now a significant differentiator in every career field.



stances. Acknowledge the effectiveness of communication, employ action words and allow it to be the driving force behind your professional and personal success.

We frequently depend on other people to meet our needs and fulfill our desires because we are social animals. These are carried out either by asserting, negotiating, or influencing. You need to use your words more carefully. Keep your demeanor friendly and warm. Be likeable and approachable. If you find yourself in the middle of a misunderstanding, deal with that by clarifying, validating, and adapting to close gaps and help people understand. You can handle any complex situations or ideas or an arrogant person by giving

thoughts and suggestions in a clear and concise way. Giving thoughts and suggestions in a clear and concise manner will help you deal with any complex situations, ideas, or arrogant people.

**Critical Thinking:** Critical thinking is the process of carefully examining a subject or issue using pertinent data. Among the top five skills that employers in the technology sector and finance are looking for is critical thinking. Your ability to think critically enables you to comprehend and evaluate a situation in light of all the relevant facts and data. Here, you must first identify the problem or issue, comprehend its cause and solution, conduct research and gather data or information about it, sort and

arrange the data and findings, and then create and put into practice solutions. Success and failure must be subject to analysis. A successful critical thinker requires objectivity. This means analysing a problem only based on the facts rather than emotions. Every industry and career level requires the ability to think critically. Strong critical thinkers solve issues both individually and in groups. Among many other advantages, concentrating on your own critical thinking at work has the potential to boost your career because employers recognise its value and seek out applicants with such abilities to fill available position.

Your ability to think critically makes you a more successful, efficient worker. People with good critical thinking abilities can make informed decisions and come up with original solutions to challenging problems. In fact, critical thinking abilities are even more crucial than certain digital and technical hard skills. Critical thinking promotes organisational productivity and efficiency by enhancing problem-solving and de-

cision-making processes. **Teamwork:** A group of people with a shared objective and purpose is called a team. Working as a team involves collaborating with individuals who share a common interest and objective. Individual talents and helpful criticism will be used to work together and co-operate in this environment, where people will try to put aside past grudges and work together. The following are essential components of effective teamwork: interdependence, commitment to team success, communication, interpersonal skills, team structure, dedication to team leadership, and accountability. The importance of Teamwork: \*Teamwork is the driving force behind unity at work \*Working as a team brings diverse viewpoints and feedback \*Increased productivity and efficiency come from teamwork \*Working as a team offers fantastic learning opportunities \*Teamwork fosters synergy at work \*

**Time Management:** Using your time wisely to accomplish your objectives is time management, which is considered one of the major soft skills. Time management is a key skill for personal and professional success. You can use time management skills at work and at home, among other places in your life. They are transferable. Time management transcends organisational boundaries and finds relevance across diverse sectors and positions, in contrast to technical skills, which are frequently industry-specific or role-dependent. Time management skills are important for anyone who wants to be productive and successful. Top picks of time management skills: Goal setting, prioritising, scheduling, time blocking, delegation, Decision-making, Multitasking, Problem-solving, Strategic thinking, Record keeping and so on. (To Be Continued)