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OVERSEAS JOBS ON PAGE 3
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# OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES

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# IndiGo to expand international operations

**NEW DELHI:** IndiGo has plans to expand its overseas network with a fleet of 14 long-range A321 XLR aircraft by Dec 2027, while keeping short-haul operations at the core of its business, CEO Willie Walsh has said. Currently, the airline has four A321 XLRs and another one will be added by year-end. These planes have a longer range that will help the carrier connect more overseas destinations. Walsh was speaking at the Aviation India and South Asia 2026 conference in the national capital.

The airline, which has discontinued operations with leased wide-body Boeing 787 planes, expects to start getting its A350-900 aircraft from the second quarter of 2028. He mentioned that there is a lot of work that needs to be done before starting operations with A350 planes.




The airline expects to have a fleet of 600 aircraft by 2030. At present, IndiGo has more than 440 planes in its fleet.

"We (need) to make sure that we don't get distracted from the excitement of the induction of the A350 and take our eye off the ball in terms of the work that we need to continue to do on the short haul narrow body operation, which is very efficient today," he said.

IndiGo CEO says high airport charges, taxes squeeze Indian airlines as they battle costs, losses. About airports, he said there was a need to have effective partnerships with airports.

# Indian ships free to pass through Strait of Hormuz

**NEW DELHI:** Iran has exempted merchant vessels from India, China, Iraq and Qatar from restrictions on using the Strait of Hormuz.

Amir Hayat-Moghaddam, deputy chairman of the Iranian parliament's national security and foreign policy committee, said ships from these four countries can "pass freely" through the strategic waterway and the US too is not stopping them either.



"We have currently exempted India, China, Iraq and Qatar from transit restrictions in the Strait of Hormuz. Ships from these countries pass freely and the Americans do not intercept them either," Hayat-Moghaddam said in an interview with the Iranian Students' News Agency on Tuesday.

India imports almost 90pc of its crude oil needs

( Cont. on page - 2 )

## Win for Democrats, what impact on Indian H-1B visa holders?

**WASHINGTON:** Several Indian professionals in the US remain on H-1B status — a temporary visa — even as they wait for employment-based green cards, which offer permanent residence.

A Democratic Party-controlled Congress could, however, yield dividends in terms of creating pressure for reducing the backlog for green card applications. This backlog is owing to statutory limits on employment-based green cards, the country-wise cap and an unusually high number of Indian applicants in two categories: EB-2 (for advanced degrees or exceptional ability) and EB-3 (for professionals and skilled workers).

Since the US can issue only a limited number of such green cards annually and no single country can ordinarily receive more than seven per cent of the combined employment-based and family-sponsored preference limits,

( Cont. on page - 2 )

# TAFI Western India holds bi-monthly meeting on technology, AI, industry collaboration

**MUMBAI:** The Travel Agents Federation of India (TAFI), Western India Chapter, held its bi-monthly meeting on Nov 3, 2026 at the Cricket Club of India, Mumbai, bringing together over 80 members and industry partners for an afternoon of knowledge sharing, technology updates and networking.

The meeting featured three key initiatives aimed at keeping members abreast of developments in the travel industry.



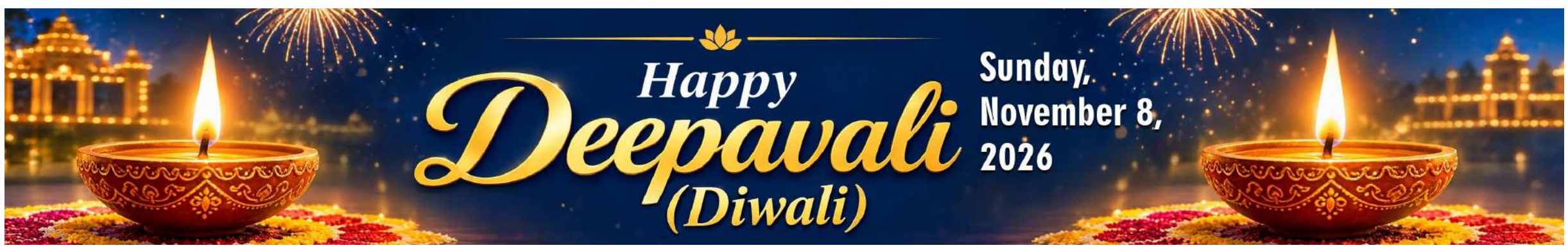

Members were briefed on the "TAFI Convention 2026 in Rhodes, Greece", official convention video with key insights into the convention programme and a screening of the "TAFI Mobile App" was also unveiled, marking an important step towards digital transformation within the organisation. Members were encouraged to adopt the platform, with




TAFI meeting was held in Mumbai on Nov 3

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# Between two airports

Editorial By EL Vaidyanathan

It seems there is no end to the simmering differences between airlines and the Adani group, which owns both the airports in Mumbai, over the shifting of some of their operations to the Navi Mumbai International Airport (NMIA) to facilitate the repair at T1. The latest missile is the email sent by Airline Operators' Committee (AOC) to the Civil Aviation Ministry seeking its intervention. In its email to the Ministry of Civil Aviation (MoCA) Secretary Sameer Sinha, highlighting the proposed capacity reduction at the Chhatrapati Shivaji Maharaj International Airport (CSMIA) and the allocation of slots for the Summer 2027 schedule and the airlines warned that the move could affect existing airline operations.

While after spending a fortune for the construction of NMIA, it cannot remain underutilised is justified, airlines term the Adani decision as unilateral. While India's largest airlines IndiGo and Air India have already announced that it will fix final dates for the transition of services to NMIA and the introduction of new services to CSMIA after completion of final project co-ordination and relevant operating approvals are secured, foreign airlines have by and large opposed the shifting move. About 265 international slots will shift to NMIA.

Air France, Lufthansa, Singapore Airlines, Emirates and KLM are not interested in shifting their operations to the new airport. They are openly opposing the move, even as the demolition of CSMIA's Terminal 1 is scheduled to begin in April next. Lufthansa Group said its Lufthansa and SWISS services from Frankfurt, Munich and Zurich would continue from CSMIA during the 2026-27 winter schedule. "The necessary slots have been approved," a spokesperson said. The group is in dialogue with the government and airport authorities, along with the International Air Transport Association, on further planning at Mumbai airport.

Emirates has raised more direct concerns about NMIA's supporting infrastructure. Essa Sulaiman Ahmad, the airline's senior vice-president for commercial operations for West Asia and the Indian Ocean, said that the airport would need a complete ecosystem, including catering facilities and cargo warehousing, before international carriers could shift operations.

After initial hesitation, domestic airlines have made firmer commitments. IndiGo plans to progressively transfer 12 daily international departures from Mumbai airport to Navi Mumbai between February and July 2027, including a planned Kathmandu service. Air India Express is scheduled to begin four daily domestic flights from Navi Mumbai in Dec 2026, followed by international services to Oman and Kuwait from Jan 2027, subject to regulatory approval for Kuwait. IndiGo, Air India Express and Akasa Air had agreed to move 18 international flights, adding about three million passengers a year of capacity at Navi Mumbai. MIAL has proposed shifting five million passengers annually during the redevelopment and asked airlines to submit transition plans for the Summer 2027 schedule.

The transition plan has faced resistance over consultation, slot allocation, cost and the operational implications of shifting services between two airports serving the same metropolitan region. Lack of rapid inter connectivity between the two airports is a major problem. The Ministry of Civil Aviation earlier this month asked MIAL to defer its original plan and work with airlines on an agreed roadmap. The shifting plan should not hit a roadblock and the civil aviation ministry should intervene and settle the matter amicably.

**LIPSYNCH**

*" Whatever you are, be a good one."*

**— Abraham Lincoln**

# Win for Democrats, what impact on Indian H-1B visa holders?

( Cont. from page - 1 )

applicants — especially those from India, which is a disproportionately large number — have to wait for a considerable amount of time. If this backlog remains unaddressed, workers would have to depend on H-1B extensions for many years.

Reducing this backlog would need reforms such as increasing annual green card limits, removing or modifying the country-wise cap or exempt certain categories from numerical limits — all of which would require legislation. Although a Democrat-controlled Congress is largely expected to scrutinise the Trump administration's current restrictive immigration policies, there is no guarantee that reforms relaxing such policies are definitely on the horizon. For now, the midterm results are unlikely to bring immediate relief to workers waiting for stamping of their H-1B visa or their extensions and petition approvals. Much of the operational process will continue to be controlled by the Trump administration and authorities such as the State Department and the US Citizenship and Immigration Services (USCIS).

Indian-American candidates who won ?

Suhas Subramanyam (D): Virginia's 10th district,

Pia Dandiya (D): Florida's 22nd district,

Ro Khanna (D): California's 17th district,

Pramila Jayapal (D): Washington's 7th district,

Aruna Miller (D): Maryland lieutenant governor,

Josh Kaul (D): Wisconsin attorney general,

Aparna Raj (D): Washington, DC Council, Ward 1,

Jyot Singh (D): Georgia House, District 97.

# About 68pc of Indian professionals to look for new jobs; 51pc expect hike

**MUMBAI:** Amid broader employment uncertainty, Indian professionals are approaching 2027 with strong career ambitions, as 68.4pc are planning to actively look for a new job, according to Foundit's Career Reset Survey 2027.

Career growth emerged as the biggest motivation for switching jobs, cited by 40.3pc of respondents, ahead of higher salary (29.7pc) and better work-life balance (20.3pc). However, compensation remains a key consideration, with 51.5pc expecting a salary hike of 31pc or more to make a switch worthwhile.

While 18.1pc intend to stay in their current jobs but remain open to opportunities, only 3.7pc plan to stay and grow within their existing organisations.

Based on responses from 9,951 professionals across India, the sur-

( Cont. on page - 6 )

# Indian ships free to pass...

( Cont. from page - 1 )

and about 30pc of these imports currently pass through the Strait of Hormuz. In the past, the strait accounted for 70pc of India's crude imports, but the dependence has declined because New Delhi has begun diversifying imports with purchases from Russia, US, West Africa and Fujairah in the UAE since the start of the West Asia conflict.

The exemptions are aimed at shoring up Iran's interests related to these countries, he indicated. Iran is facilitating the passage of Indian ships to enable the import of medicines from India, while the exemption for Chinese shipping is aimed at securing China's political support, he said, speaking in Farsi.

Hayat-Moghaddam said Iran collects transit fees from Indian and Chinese vessels, and allows Qatari vessels to pass without charges. He didn't specify whether Iraqi vessels have to pay transit fees.

# TAFI Western India holds bi-monthly...

( Cont. from page - 1 )

TAFI announcing its intention to transition entirely to the app from 31 Dec, 2026. A major highlight was an engaging masterclass on Artificial Intelligence conducted by "Rushabh Vasa of Shivaami, a Google Cloud services partner". The session explored practical applications of Google's Gemini and emerging AI tools, including the potential of AI agents to streamline operations, enhance productivity and improve customer engagement for travel businesses.

The meeting also provided an opportunity for meaningful interaction between members and industry partners, including representatives from VFS Global, Minor Hotels and Global Destinations.

In keeping with the festive spirit of Diwali, members were presented with handcrafted Diwali lamps made by an NGO supporting children with special needs, adding a meaningful social dimension to the gathering.

The meeting reaffirmed TAFI Western India's commitment to promoting knowledge, embracing technology, strengthening industry partnerships and fostering a strong sense of camaraderie among its members. TAFI Western India continues to move forward with its vision of building a connected, progressive and future-ready travel trade community.

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| Currency | Bill Buy | Bill Sell |
|---|---|---|
| US Dollar | 94.61 | 95.87 |
| British Pound | 126.01 | 127.87 |
| Euro | 105.16 | 107.4 |
| Japanese Yen | 59.98 | 60.95 |
| Swiss Franc (CHF) | 113.72 | 116.25 |
| Canadian Dollar | 67.38 | 68.9 |
| Australian Dollar | 66.54 | 68 |
| Norwegian Krone | 10.1 | 10.42 |
| Swedish Krona | 9.44 | 9.72 |
| New Zealand Dollar | 52.91 | 54.09 |
| Hong Kong Dollar | 11.9 | 12.27 |
| Kuwaiti Dinar | 314.0068 | 300.7005 |
| Singapore Dollar | 73.57 | 75.26 |
| Saudi Arabian Riyal | 24.88 | 25.68 |
| U A E Dirham | 25.49 | 26.22 |




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# Stocks zoom on victory of Democrats




**MUMBAI:** It's a rally on DalalStreet from the word go. The stock market opened sharply higher and there was no looking back. The domestic benchmark indices, Sensex and Nifty 50, have surged over two per cent each and the small and midcaps too are seeing a brisk rally.

The US midterm election results have brought a major political shift, with Democrats securing control of both chambers of Congress. The outcome could make it difficult for President Donald Trump to push his policy agenda and give Democrats greater powers to investigate the administration. Markets will track the possible impact of the result on US policies and global trade.

Crude oil prices declined sharply amid uncertainty over Washington's next move in the Iran war. Brent crude futures dropped more than $9 a barrel, falling below $100 for the first time since Oct 7.

Wall Street ended Wednesday's session in positive territory. The Dow Jones, Nasdaq and S&P 500 closed higher after the US Midterm Election results.

# One in three taxpayers reports income above Rs 20 lakh

**NEW DELHI:** One in three Indian taxpayers now reports income above Rs 20 lakh. India's Rs 50 lakh-plus income club nearly doubles in three years, shows ClearTax report. Rising bond yields, rupee depreciation and uncertain foreign capital flows have renewed the debate over monetary policy, market-driven interest rates and tax reforms in India. Share of self-filers reporting annual gross income above Rs 50 lakh rises to eight per cent in AY 2026-27 from 4.5pc in AY 2023-24; proportion earning above Rs 20 lakh climbs to 30.5pc.

According to ClearTax's annual report, "How India Filed in 2026", eight per cent of self-filers reported gross income exceeding Rs 50 lakh in assessment year (AY) 2026-27, compared with 4.5pc in AY 2023-24. The proportion increased to 5.6pc in AY 2024-25 and 7.3pc in AY 2025-26 before reaching eight per cent in the latest assessment year.

The expansion is also visible in the broader upper-income segment. The share of taxpayers reporting annual gross income above Rs 20 lakh increased to 30.5pc in AY 2026-27 from 22.5pc in AY 2023-24. This means nearly one in three self-filers now reports annual income above Rs 20 lakh.

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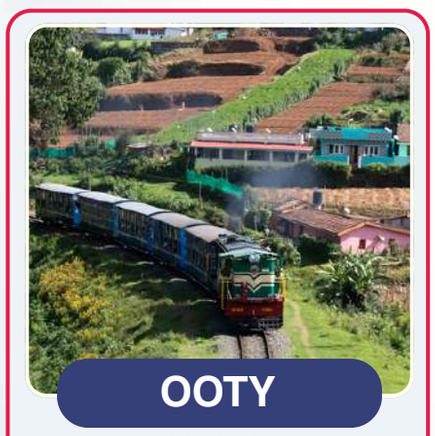
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# GULF FAQs

## Can you terminate maid's contract before it expires?

**I have hired a maid under my own sponsorship in the UAE. If I am unhappy with her performance, can I terminate her employment contract before it expires? What are my rights as an employer, what legal procedures must I follow, and what are my obligations towards the worker when terminating her services?**

Pursuant to the queries, the provisions of UAE domestic worker law and the subsequent cabinet resolution are applicable. In accordance with Article 20(1) of the Federal Decree-Law No. 9 of 2022 Concerning Domestic Workers, as amended (the "UAE Domestic Workers Law"), either party may terminate the employment contract unilaterally if the other party breaches the obligations specified in Articles 11 UAE Domestic Workers Law and Article 12 UAE Domestic Workers Law.

Article 11 of UAE Domestic Workers Law sets out an employer's obligations, including paying the agreed wages, providing appropriate accommodation and medical care and treating the worker with dignity. Article 12 of UAE Domestic Workers Law requires the worker to perform the agreed work with due care, comply with lawful instructions from the employer, and safeguard the employer's property.

Accordingly, if the domestic worker fails to perform the agreed duties with the necessary care or breaches other obligations under Article 12 UAE Domestic Workers Law, you may consider terminating the employment contract under Article 20(1) of the UAE Domestic Workers Law, subject to the facts and applicable procedures.

Further, Article 20(2) of the UAE Domestic Workers Law provides that where the employer terminates the agreement for a reason not attributable to the worker, the employer must provide a return ticket to the worker's home country and pay any other outstanding dues owed to the worker. Therefore, the circumstances and grounds for termination are relevant when determining your obligations towards the worker.



"If the Employment Agreement is terminated by the employer for a reason not attributed to the worker, then the employer shall be required to provide a ticket for the worker's return to the worker's country and the employer shall also pay any other dues to the worker owed by the employer."

If a dispute arises between an employer and a domestic worker, the matter may be referred to the Ministry of Human Resources and Emiratisation ("MOHRE") for resolution in accordance with the applicable procedures. This is in accordance with the Article 13 (1) of the Cabinet Resolution No. 106 of 2022 Concerning the Executive Regulations of Federal Decree-Law No. 9 of 2022 Concerning Domestic Workers "If a dispute arises out between the domestic worker and the employer and they fail to settle it amicably, they shall refer it to the ministry through the channels determined by the ministry."

Based on the aforementioned provisions, you may consider terminating the domestic worker's employment before the contract expires for valid reason. Before terminating the employment, you should document the relevant performance concerns, review the employment contract, settle all outstanding wages and other entitlements and complete the applicable work permit and residence sponsorship cancellation procedures. The return travel costs should be addressed in accordance with Article 20 of the UAE Domestic Workers Law.

## Do you need your own Dubai tenancy contract for shared housing?

**According to the new law regulating the occupancy and management of shared housing in Dubai, am I required to have a separate tenancy agreement with the lessor for my allocated space in the shared accommodation? Does the law also apply to labour camps?**

According to Article (3) of the law No. (4) of 2026 regulating the occupancy and management of shared housing in the Emirate of Dubai, the law excludes collective labour accommodations from its scope. It is applied to all real estate units in the Emirate of Dubai, including special development areas and freehold zones.

Article (25) of the same law requires the lessor to enter into a tenancy agreement with each occupant, register the agreement in the shared housing record and provide the occupant with a copy of the agreement. Therefore, the occupant should have a tenancy agreement covering the space allocated to him unless he is in a labor camp.

According to the mentioned law, the lessor should ensure that the terms of the tenancy or management agreement comply with the conditions and requirements of the relevant permit, hand over the allocated space to the occupant on the date agreed in the tenancy agreement and allow the occupant to use the space throughout the agreed term and in accordance with the agreed conditions. The allocated space must also be suitable for its intended use and purpose. On the other hand, the occupant is prohibited from subleasing or otherwise leasing the allocated space to another person. Any tenancy agreement concluded in violation of this prohibition is null and void.

In conclusion, Dubai's new shared housing law requires each occupant to have an individual tenancy contract with the lessor, except for collective labour accommodations and bans sub-leasing of the allocated space.

## Can UAE employers set their own rules for penalties and rewards?

**What are the terms and conditions for internal workplace rules and regulations established by an employer pursuant to the labor law?.**

To answer such question, I would advise the questioner that: Subject to the provisions of Article (13) of the Decree-Law No. 33 of 2021, the employer may set rules related to work instructions, penalties, promotions, rewards, regulations on guidance and awareness and procedures for terminating the employment relationship.

Such rules are mainly set in the establishment that employs 50 or more workers and shall subject to the following:

1. The rules shall be set in a manner that does not contradict the provisions and rules set out in the

2. They shall include the regulation of penalties that may be imposed on violating workers and the terms and conditions for imposing these penalties.

3. The regulation of work instructions shall include the daily working hours, the weekly rest days, the official holidays and the necessary measures and precautions to be taken to avoid work injuries and fire hazards.

4. The regulation of promotions and rewards which shall include the criteria and rules related to them.

5. The employer shall inform the worker of the regulations stipulated by any available means, and shall make him aware thereof, in a language he understands.

# NRIs, PIOs need not come to India for KYC

**MUMBAI:** Effective Dec 3, NRIs and foreigners willing to invest in the country will have an easier know-your-customer (KYC) onboarding process as capital markets watchdog SEBI relaxes those norms for persons resident outside India (PIOs or NRIs). The market regulator also allowed those from the financial action task-force (FATF)-compliant countries to complete digital onboarding without being physically present here.

The revised framework will cover NRIs, overseas citizens of India (OCIs) and foreign nationals. However, clients residing in FATF-non-compliant countries will continue to follow existing KYC requirements.

Under the revised norms, intermediaries can accept digital submissions of KYC information and supporting documents. The regulator has also made KYC records portable, allowing them to be shared across intermediaries irrespective of whether all individual attributes have been validated.

Intermediaries can rely on KYC undertaken by another Sebi-registered intermediary or an entity regulated by another financial sector regulator, based on records obtained from KYC registration agencies or the Central KYC Records Registry.

The framework requires intermediaries to collect copies of passports and, where applicable, OCI cards. Overseas addresses will be accepted as proof of address. Clients can submit KYC forms digitally or physically, while specimen signatures can be submitted electronically, subject to verification during video-based in-person verification.

SEBI has mandated the presence of an authorised official during video verification and subjected the process to concurrent audit. Intermediaries will remain ultimately responsible for client KYC, including enhanced due diligence based on risk profiles. Intermediaries must provide completed KYC information to KRAs within three working days. The revised provisions will also apply to re-KYC of clients in FATF-compliant countries.

# NRI group takes Kerala govt to HC over NORKA Care premium hike

**KOCHI:** An Indian expat group has taken the government of Kerala to court over the steep rise in NORKA Care health insurance premia for Non-Resident Keralites (NRKs), saying the new rates are an unfair burden on NRK families.

The Kerala Chapter of the Pravasi Legal Cell (PLC) has approached the Kerala High Court with a writ petition, filed along with two existing NORKA Care beneficiaries. New Delhi-headquartered PLC has chapters in several countries, including the UAE, Oman, Bahrain, Qatar, Saudi Arabia, the UK and Australia.

The respondents are the State of Kerala, the NORKA Department, NORKA Roots and the insurer for the new policy period.

The petition mainly challenges the move from a single flat premium for all members to a new structure in which premia rise with age for 2026–27.

The numbers are stark. In 2025–26, a family made up of the NORKA ID holder, spouse and two dependent children could get Rs 5 lakh family health cover for Rs 13,411.

Under the new structure, the premium for the same Rs 5 lakh family cover is Rs 35,664 for the 51–60 age group and Rs 44,718 for the 61–70 age group. That is an increase of about 166pc and 233pc respectively.

PLC says this is not a routine annual revision but a major change to the basic pricing system of the scheme. PLC Dubai President TN Krishnakumar said that the petition has highlighted that the sharp increase hits middle-aged and senior expats hardest, as they depend more on continuous health insurance protection.

**Short notice**

The petition also points out that the basic Rs 5 lakh family cover remains unchanged despite the higher premium. Post-hospitalisation cover, which ran for 60 days under the earlier arrangement, has been cut to 30 days under the new terms.

Timing is another major issue. Krishnakumar said the earlier insurance arrangement required at least 45 days' prior notice before renewal. However, the revised premium structure was officially notified only on October 28, 2026, while the existing policy expired on Oct 31 and the new policy took effect on Nov 1.

The organisation has urged the Kerala High Court to protect the interests of existing beneficiaries, ensure uninterrupted coverage and direct a fair, transparent and reasonable review of the revised premium structure.

# About 68pc of Indian professionals...

( **Cont. from page - 2** )

vey revealed that career growth, higher compensation and future-ready skills are shaping career decisions, with 94.1pc confident of finding a good job if needed. "What stands out is that career growth is taking precedence over immediate financial gains, even as salary expectations remain high. At the same time, the growing emphasis on AI upskilling signals that professionals recognise the need to continuously evolve as job roles transform. For employers, the challenge is no longer just attracting talent, but creating meaningful growth opportunities, building future-ready capabilities and ensuring that hiring practices keep pace with changing workforce expectations," said Tarun Sinha, CEO, Foundit. Career growth takes priority, while salary expectations remain high. Career advancement remains the strongest factor influencing job changes in 2027, followed by compensation and work-life balance. Job security, despite broader employment concerns, ranks lower as a primary switching motivation. One in five professionals expect a hike exceeding 50pc, while 12.9pc say salary alone would not motivate a move. The findings indicate that career progression and financial advancement are both important considerations in job-switching decisions.

# Oil prices continue to decline

**LONDON:** Falling to their lowest levels in nearly two months, as the market sought signals on the direction of the US-Iran war after the Democrats resoundingly won in the US midterm elections, Brent, the benchmark for two thirds of the world's oil, slid 8.47pc to $94.83 a barrel.

West Texas Intermediate, the gauge that tracks US crude, shed 7.5pc to $88.88 per barrel. Both have now retreated more than 15pc this week.

The US held its midterm elections in which the Democratic Party took control of the House of Representatives and the Senate, throwing President Donald Trump's agenda into further uncertainty, not least regarding the direction of the conflict in Iran.

The results are seen as a message from American voters frustrated at high inflation and soaring gas prices as a result of the war.

Oil prices could stabilise if expectations of reduced US military engagement in Iran build, said AliasgarTambawala, co-chief investment officer at Dubai-based financial services firm Klay Group. "Sustained progress towards de-escalation and improved security around the Strait of Hormuz would reinforce this relief," he said.

He added that these developments could reduce the need for further tightening from the Federal Reserve.

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# GLIMPSES

## Travel Agents Federation of India (TAFI), Western India meet

















