



OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES



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UP INDUSTRY CONNECT IN MUMBAI ON MARCH 13

IPEPCIL collaborates with UP Govt's Industry Connect initiatives

MUMBAI: The Uttar Pradesh Industry Connect is being organised on March 13, 2026, at Hotel Grand Hyatt, Mumbai. The event will witness the presence of a high-level delegation headed by Minister Anil Rajbhar and senior officials of the department.

Indian Personnel Export Promotion Council (IPEPCIL) is collaborating with the UP government's labour and employment department to support this initiative.

PURPOSE OF THE INITIATIVE: Explore recruitment partnerships for UP's youth.

*Facilitate dialogue on workforce needs and skilling requirements.

*Create pathways for domestic and international employment.

*Promote UP's skilled workforce to national and global markets.

*Strengthen a future-ready employment ecosystem.

*Career Counselling

*College Placement

EVENT HIGHLIGHTS: Interaction with 20+ senior government delegates, B2B meetings with industry leaders, Presentations on

UP's manpower capabilities, discussions on sector-wise workforce opportunities, direct recruitment, training MoUs and overseas placement partnerships

UTTAR PRADESH INDIA'S EMERGING TALENT CAPITAL:

As much as 56pc population under 30, major labour reforms, large-scale skilling programmes, central strategic location and emerging global manpower supplier.

DEPARTMENTAL ACHIEVEMENTS:

Uttar Pradesh Rozgar Mission, overseas placement target: 25,000-30,000 youth

annually, domestic employment target: one lakh youth annually, includes language training, job fairs and skill programmes.

Chaired by the chief minister, statewide career counselling ecosystem, continuous camps across 75 districts, guiding youth in career planning and skill development, overseas employment facilitation, international recruiter partnerships, skill certification and opportunities in the Gulf, Europe and East Asia.



Rahul Bhatia (Left) and Pieter Elbers

Rahul Bhatia IndiGo's interim CEO

MUMBAI: IndiGo CEO Pieter Elbers has resigned, more than three months after the country's largest airline experienced its worst-ever operational meltdown in December last. The company further stated that Rahul Bhatia, the MD, will shoulder Elbers' responsibilities on an interim basis

The development comes a little over three months after IndiGo faced its worst-ever operational crisis. The airline's failure to comply with the Civil Aviation Ministry's stricter pilot fatigue regulations led to a crew shortage, resulting in the cancellation of more than 4,000 flights in the first half of December.

In a regulatory filing, In-

terGlobe Aviation, which operates IndiGo, said that the Board of Directors of the Company took note of the Elbers' resignation at a meeting held on Tuesday, March 10. "We wish to inform you

(Cont. on page - 2)

UK upgrades its visa application process

LONDON: UK Visas and Immigration (UKVI) has introduced a major upgrade to its visa application process with the continued rollout of eVisas. From Feb 25, most UK visa customers benefit from this digital transformation.

The eVisa system replaces traditional visa vignette stickers in passports, meaning customers

will no longer need to part with their passport while a decision is being made on their application. It also means customers will only need to visit the Visa Application Centre once to confirm their identity and submit documents if required. This innovation provides travellers with greater flexibility for international travel plans.

Over 10 million people are already using secure and convenient eVisas, which are replacing physical immigration status documents such as biometric residence permits (BRPs) and visa vignette stickers in passports. "We are now in the final phases of implementation, with eVisas becoming the default evidence of status for most

immigration routes to the UK," said UK Visas and Immigration.

"The move to eVisas will significantly enhance the customer process for travellers, providing them with the ease and flexibility of retaining their passports, allowing for applications to other countries in the interim. As the

(Cont. on page - 2)

TO STOP MISUSE OF EMIGRATION LAWS

Haryana assembly passes amended travel agents bill

CHANDIGARH: The Haryana assembly has passed the Haryana Registration and Regulation of Travel Agents (amendment) Bill, 2026.

Having received intimation from the Union Ministry of Home Affairs (MHA), the Haryana govt introduced the Haryana Registration and Regulation of Travel Agents (Amendment) Bill, 2026, in the state legislative assembly to strengthen oversight of travel agents and prevent misuse of migration-related services.

The bill aims to amend

provisions of the Registration and Regulation of Travel Agents Act, 2025, to remove inconsistencies with the central Emigration Act, 1983.

According to the statement of objects and reasons accompanying the bill, the MHA flagged overlaps between the state law and the central legislation governing overseas employment migration. "MHA has intimated that the provisions of the recently introduced "Haryana Registration and Regulation of Travel Agents Act, 2025", which aims to regulate

travel agents operating within the state, and there are certain provisions in this statute which appear to be inconsistent with the Emigration Act, 1983, which governs the emigration of Indian citizens for employment abroad.

Chief Minister Saini said that amendment bill was required to amend the Haryana Act to remove inconsistencies and harmonise the provisions of the state law and Emigration Act, 1983, for strengthening the regulatory framework governing the recruiting agents.



Doing business with China

India always viewed investment from China with suspicion. But, six years after India curbed investments from companies based in China and other countries that share a land border with it in local entities, the Union cabinet has now allowed the same to boost specific sectors (such as electronic components and capital goods manufacturing) and attract more foreign direct investment in start-ups, especially in emerging deep tech areas.

The cabinet's decision came about six years after New Delhi regulated FDI from China through the Press Note 3 (PN3), in April 2020 as a safeguard from hostile Chinese takeover of vulnerable Indian firms even as relations between Asia's two largest economies dipped following a major clash between the Indian and Chinese armies along the Line of Actual Control in the Galwan Valley in 2020, in which 20 Indian soldiers were killed.

The changes were made after the government realised that re-stricting non-strategic, non-controlling interests could be adversely affecting investment flows from investors including global PE and VC funds. No doubt, the new policy provides for time-bound expedited clearance -- within 60 days -- of investments in specific sectors, manufacturing of capital goods, electronic components and polysilicon and ingot-wafers. The changes are measured and calibrated as detailed by the statement: the investments cannot exceed 10pc beneficial ownership, but will be allowed automatically, albeit with applicable sectoral caps and other rules and the investee entity has to report relevant information to DPIIT.

Committee of Secretaries under the Cabinet Secretary may also revise the list of specified sectors and the majority shareholding and control of the investee entity will be with resident Indian citizen(s) and/or resident Indian entity(ies) owned and controlled by resident Indian citizen(s), at all times. The government started reviewing restrictions on FDI from China after the Economic Survey released last year spoke of how such investments could boost India's growth and were better than imports of Chinese merchandise.

The statement said the new guidelines will provide clarity and boost ease of doing business in India and facilitate investments which can contribute towards greater FDI inflows, access to new technologies, domestic value addition, expansion of domestic firms and integration with global supply chain.

"This would help in leveraging and enhancing India's competitiveness as a preferred investment and manufacturing destination. Increased FDI inflows would supplement domestic capital, support the objectives of Atmanirbhar Bharat (self-reliant India) and accelerate overall economic growth," the press note added. Pursuant to PN3, an entity of a country, which shares land border with India or where the beneficial owner of an investment into India is situated in or is a citizen of any such country, could invest only under the government route. Additionally, any transfer of ownership of any existing or future FDI in an entity in India resulting in the beneficial ownership falling within the aforesaid jurisdictions also required the government's approval. By providing clarity on beneficial ownership and introducing faster approval timelines, the government has created an enabling environment for attracting global capita. Official data show that China's share in India's FDI inflows remains small. Between April 2000 and Dec 2025, China accounted for \$2.51 billion of FDI equity inflows into India, representing 0.32pc of total inflows. China ranks 23rd among sources of FDI into India.

LIPSYNCH

"Change how you see and see how you change"
----- A Chinese proverb

Air India fuel surcharge makes UAE tickets costly

MUMBAI: Following the announcement of a phased fuel surcharge hike by the Air India group, air passengers on the UAE-India sector will see a fixed increase in their flight ticket prices starting tomorrow, March 12.

As per the announcement, passengers flying between the UAE and India on Air India or Air India Express will pay \$10 more per ticket on new bookings made from March 12. The surcharge, which currently does not apply to the Middle East region, is being introduced in the region in direct response to surging aviation turbine fuel (ATF)



costs driven by the ongoing geopolitical tensions due to the US-Israel-Iran war. Bookings made before March 12 will not attract the new surcharge, unless passengers make changes to their travel dates or itinerary.

Why fares are rising? Aviation turbine fuel costs account for nearly 40pc of an airline's operating expenses. In India, these

costs are further amplified by high Excise Duty and VAT levied in major cities such as Delhi and Mumbai. Air India has stated the surcharge is essential to cover operating costs and avoid flight cancellations and that it will review the charges periodically as the situation evolves.

This is not the first time airlines have turned to fuel surcharges to stay afloat. Most recently, airlines globally reintroduced or raised fuel surcharges across several sectors from around 2022. This followed rebounding travel after the Covid-19 pandemic and a surge in fuel prices.

Travel agents in the UAE say the move was not unexpected. TP Sudheesh, General Manager of Deira Travels, said the development was very much on the radar for those in the industry. "It is a reality, and it was already anticipated," he told a TV channel. "Operating costs are a big overhead for airlines and

LPG shortage puts 10,000 Punjab weddings at risk

CHANDIGARH: The ongoing war in West Asia has not only disrupted cooking gas supplies, but has also cast a shadow over the peak wedding season in the region.

Amid last-minute wedding preparations — shopping, inviting guests and decorating homes — families of brides and grooms are now scrambling to arrange cooking gas cylinders. Many are shuttling between gas agencies and relatives to ensure an uninterrupted fuel supply.

Rahul Bhatia IndiGo's...

(Cont. from page - 1) that the board at its meeting held today, i.e., March 10, 2026, inter-alia, took note of the resignation tendered by CEO Pieter Elbers. He will be relieved from the service of the company effective close of business hours on March 10, 2026," the airline said in the statement. The company further stated that Rahul Bhatia, the MD, will shoulder Elbers' responsibilities on an interim basis. According to reports, Elbers cited personal reasons in the resignation.

The supply of commercial LPG cylinders has reportedly been snapped following government instructions, catching marriage palace owners and caterers off guard.

With over 10,000 weddings booked, LPG in short supply could dent the lavish food menu. Sukhdev Singh Sidhu of the Punjab Marriage Palace and Resort Association said that the industry was taken by surprise.

UK upgrades its visa...

(Cont. from page - 1) global visa service providers for UK Visas and Immigration, we are excited to support them in this step towards visa digitisation across our operational network," said Srinarayan Sankaran, CEO, Global Operations, VFS Global.

How the eVisa process works: Step 1: Begin your application on gov.uk and complete the online form. Step 2: Schedule an appointment with VFS Global. Step 3: Visit the VFS Global Visa Application Centre to submit documents and enroll in biometrics. Step 4: Leave the centre with your passport

and await your decision. If successful, instructions on accessing your eVisa will be sent to your registered email address.

Benefits of the new system: No passport retention. Customers can submit applications from their country of residence and depart for the UK from anywhere in the world once the eVisa is received. Eliminates waiting for document delivery via domestic or international courier services.

Customers must create their UKVI account, access their eVisa and check details are correct before travelling to the UK.

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FOREX RATES
 As on 12th March 2026 (In rupees)

Currency	Bill Buy	Bill Sell
US Dollar	91.48	92.72
British Pound	122.37	124.17
Euro	105.3	107.57
Japanese Yen	57.39	58.66
Swiss Franc (CHF)	116.49	119.12
Canadian Dollar	67.03	68.56
Australian Dollar	65.06	66.5
Norwegian Krone	9.35	9.63
Swedish Krona	9.77	10.05
New Zealand Dollar	53.7	54.93
Hong Kong Dollar	11.54	11.9
Kuwaiti Dinar	297.05	307.74
Singapore Dollar	71.41	73.03
Saudi Arabian Riyal	24.06	24.83
U A E Dirham	24.64	25.36

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India's active tech job openings rise nine per cent in March to 1.19 lakh

NEW DELHI: Active tech job openings in India rose nine per cent month-on-month to 1.19 lakh in March 2026, the highest in over three quarters, though still 19pc lower than a year earlier. Contract roles, internships and part-time positions together make up a smaller share but also showed month-on-month growth. Mid-senior level professionals remain the most sought after. These roles account for around 63,000 openings or more than half of the total tech job demand. Entry-level roles saw a modest increase to about 15,000 positions, though they remain lower than last year. Among industry segments, IT services firms continue to be the biggest recruiters, with around 46,000 active openings. Software product companies and global capability centres (GCCs) also showed steady demand, while hiring from funded startups remained comparatively smaller. The demand for technology skills is also spreading beyond traditional tech firms. The report shows that non-tech sectors now account for a larger share of tech and engineering hiring, signalling a shift in how companies across industries are building digital capabilities. Geographically, hiring remains concentrated in major technology hubs. Bengaluru leads with around 28,000 openings, followed by Hyderabad, Delhi NCR and Pune. At the same time, smaller cities are seeing a gradual rise in opportunities, reflecting wider adoption of remote and hybrid work models. Overall, while the rise in March signals improving momentum, hiring levels remain below last year, suggesting the sector is still in a cautious recovery phase.

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Singapore Visa Update – AVA Closure (Mumbai)
 Singapore AVA will remain closed from 16-18 March | 19 March - Holiday

Please note that the Singapore AVA in Mumbai will remain closed on 16th, 17th, and 18th March. Additionally, 19th March will be observed as a holiday. During this period, Singapore visa applications will not be accepted, and urgent cases will also not be entertained.

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GULF FAQs

Ramadan: are employees eligible for overtime while working remotely in UAE?

The UAE recommended working from home last week for private sector workers. My company gave us the option too. However, we were made to work beyond the Ramadan work hours. Am I eligible for overtime in this scenario?

It is understood that the UAE recommended work from home last week for private sector workers. Your company gave you the option too. However, you were made to work beyond the Ramadan work hours. You intend to know whether you are eligible for overtime in this scenario.

Pursuant to your queries, the provisions of the UAE employment law and the Cabinet Resolution are applicable. In the UAE, an employee is entitled to two hours of reduced working hours per day during the month of Ramadan.

This is in accordance with

Article 17(4) of Federal Decree Law No. 33 of 2021 on the Regulation of Employment Relations (the "Employment Law") read with Article 15(2) of the Cabinet Resolution No. 1 of 2022 on the Implementation of Federal Decree Law No. 33 of 2021. Regarding the Regulations of Employment Relations (the "Cabinet Resolution No. 1 of 2022"), which states:

"Subject to the provisions of Article 17 of the Decree Law: The regular working hours shall be reduced by two hours during the holy month of Ramadan." Further, an employee may be entitled to overtime payment if his or her employer calls upon an employee to work beyond the normal hours of work. This is in accordance with Article 19 of the Employment Law, which states: "The employer may employ the employee for additional working

hours, provided that they do not exceed two hours a day, and the employee may not work more than such hours unless according to the procedures and conditions specified by the executive regulations of this decree-law. In any event, the total working hours shall not exceed 144 hours in three weeks.

If the work circumstances require that the employee be employed for hours exceeding the ordinary working hours, such extended time shall be deemed overtime for which the employee shall be paid his basic salary for his normal hours of work plus a supplement of at least 25 per cent of that salary.

If the work circumstances require that the employee be employed for extra hours between 10 PM and 4 AM, the employee shall be paid his basic salary for his normal hours of work plus

a supplement of at least 55pc of that salary. This paragraph shall not apply to employees by shifts.

If the work circumstances require that the employee be employed on the rest day specified in the employment contract or the internal work regulations, he shall be compensated with a substitute rest day or be paid his basic salary for his normal hours of work plus a supplement of at least 50pc of the salary.

The employee may not be employed for more than two consecutive rest days, except for the daily employees." Moreover, if an employee is in a managerial or supervisory position, he or she may not be entitled to any overtime pay. This is in accordance with Article 15(4) (b) of Cabinet Resolution No. 1 of 2022, which states: "The following categories shall be exempted from the provisions relating

to the maximum working hours."

b. The persons occupying supervisory positions if such positions vest in them the powers of the employer."

However, due to the ongoing state of conflict in the region, the UAE government has introduced certain precautionary measures to keep its citizens, residents and visitors safe in the UAE, including recommendations for remote working in certain sectors. Such arrangements do not alter the statutory provisions governing working hours in accordance with the Employment Law in the UAE.

Accordingly, if an employee were required to work beyond the reduced Ramadan working hours, such additional hours may qualify as overtime, provided the employee falls within the category of employees eligible for overtime under the Employment Law.

Flight grounded due to war: what law says about refunds?

I was supposed to travel this week, but due to conflict in West Asia, my flight was grounded. What are my legal rights in this situation when it comes to refunds?

Pursuant to your queries, the provisions of the UAE commercial transactions law and the Montreal Convention of 1999 are applicable. A traveller in the UAE, while he or she travels in an airline, needs to check the terms and conditions related to travel, baggage and other general matters related to an air ticket.

Once you book an air ticket, it is implied that an air traveller is governed by the terms and conditions mentioned in an air ticket. Further, an airline may be liable if there is a delay in scheduled flights. This is in accordance with Article 357 of the Federal Decree Law No. 50 of 2022 Issuing the Commercial Transactions Law,

which states: "The air carrier shall be responsible for the damage resulting from the late arrival of the passenger, checked luggage or cargo."

It is important to note that the UAE is a signatory to the Montreal Convention of 1999 and therefore the provisions of the said convention are applicable. This is in accordance with Article 354 of the Commercial Transactions Law, which states: "Without prejudice to the international conventions to which the state is a party, the provisions of this section shall apply to air transport, subject to the provisions set out in the following articles."

The aforementioned Montreal Convention of 1999 mentions that the airline may be liable for delays of the flights except for reasons which are beyond the control of the airline. This is in accordance with Article-19 of the Convention for the Unification of Certain Rules for



International Carriage by Air of 1999, signed at Montreal (the "Montreal Convention of 1999"), which states: "The carrier is liable for damage occasioned by delay in the carriage by air of passengers, baggage or cargo. Nevertheless, the carrier shall not be liable for the damage occasioned by delay if it proves that it and its servants and agents took all measures that could reasonably be required to avoid the damage or that it was impossible for it or them to take such measures."

Further, Article 18 (2) (c) of the Montreal Convention of 1999 recognises circumstances where the carrier may not be liable for damage where such damage arises due to events beyond the carrier's control. In particular, states that the carrier shall not be liable where the destruction, loss or damage results from certain specified causes, including: "However, the carrier is not liable if and to the extent it proves that the destruction, loss, or damage to the cargo resulted from

one or more of the following:

(a) inherent defect, quality or vice of that cargo; (b) defective packing of that cargo performed by a person other than the carrier or its servants or agents; (c) an act of war or an armed conflict."

Furthermore, for any delays the airline may have to compensate the passengers. This is in accordance with Article 22(1) of the Montreal Convention of 1999, which states: "In the case of damage caused by delay as specified in Article-19 in the carriage of persons, the liability of the carrier for each passenger is limited to 4150 Special Drawing Rights."

In view of the recent regional developments affecting aviation operations security measures or other government directives, such disruptions may fall within the category of extraordinary circumstances or force majeure events beyond the control of the airline.

Air India, AIExpress operate 58 West Asia flights

NEW DELHI: As travel between the UAE and India picks up, several airlines have resumed scheduled and non-scheduled flights to key destinations. On March 12, travellers enjoyed services from Indian carriers as well as UAE-based airlines, helping passengers reconnect with family and continue business and leisure travel.

UAE airlines flying today: Emirates, Etihad Airways,

flydubai and Air Arabia continue operating scheduled services between the UAE and India, including connections to Dubai, Abu Dhabi, Sharjah and Ras Al Khaimah.

Air India, Air India Express operate 58 flights: Air India and Air India Express operated a combined 58 scheduled and non-scheduled flights to and from West Asia connecting major cities in India with des-



tinations in the UAE, Saudi Arabia and Oman.

Air India: One round-trip from Delhi and two from Mumbai to Jeddah. Air In-

dia Express: One round-trip each from Bengaluru and Kozhikode to Jeddah, plus scheduled services to Muscat, including one round-trip each from Delhi and Mumbai, and two from Kozhikode.

Both carriers will operate

one non-scheduled round-trip each to Riyadh, from Mumbai and Kozhikode. Additional non-scheduled flights: The airlines will operate 40 extra flights to the UAE and Saudi Arabia, subject to slot availability and regulatory approvals.

Flights to North America, Europe, Australia, Sri Lanka and the Maldives continue as scheduled, with 78 additional flights between 10-18 March 2026. March 12 update: Air India, Air India Express operated 58 West Asia flights; IndiGo resumes nine routes.

Trump announces new oil refinery in Texas with Reliance investment

WASHINGTON: US President Donald Trump announced the opening of a new oil refinery in Brownsville, Texas, the first such project in the US in 50 years, calling it part of a \$300 billion deal and thanking Reliance Industries for the investment.

Trump shared the development on his social media platform Truth Social, saying the refinery would help power American energy markets and strengthen the country's energy security. What Trump said about refinery project? In a post, Trump said the project marks a major milestone for the US energy sector. "America is returning to real energy dominance! Today I am proud to announce that America First Refining is opening the first new US oil refinery in 50 years in Brownsville, Texas. This is a historic \$300 billion deal,



the biggest in US history, a massive win for American workers, energy and the great people of South Texas," he said.

Trump also thanked India and Reliance for their role in the investment. "Thank you to our partners in India and their largest privately held energy company, Reliance, for this tremendous investment," he said. According to Trump, the refinery forms part of a \$300 billion deal. While Trump's post acknowledged Reliance for its investment in the project, details about the financial structure of the deal were

not immediately available.

Trump said the refinery would create thousands of jobs and play a significant role in improving America's energy security. "It is because of our America First agenda, streamlining permits, and lowering taxes that have attracted billions of dollars in deals coming back to our nation," he said. Trump added that the refinery at the Port of Brownsville would fuel US markets, strengthen national security, boost domestic energy production and generate billions of dollars in economic impact.

"A new refinery at the Port of Brownsville will fuel US markets, strengthen our national security, boost American energy production, deliver billions of dollars in economic impact and will be the cleanest refinery in the world. It will power global exports and bring thousands of long overdue jobs and growth to a region that deserves it. This is what American energy dominance looks like. America first, always!" Trump said.

Air India fuel surcharge...

(Cont. from page - 2) fuel charges are the biggest component of that. Most airlines are running into losses because of the energy crisis created by the war.

They need to overcome this situation. Post-Covid, surcharges were reintroduced globally and what we are seeing now is a continuation of that trend due to the war."

The low-cost arm Air

India Express is particularly significant for the large Indian expatriate community in the region, especially those from Kerala. "Middle-class people depend on these carriers, especially Air India Express. Around 75pc of its flights operate to and from the Middle East. Most airports in Kerala are served by Air India Express, and Kerala has millions of residents living across the GCC.

Govt to cap repatriation airfares from West Asia

PUNE: Union minister of state of civil aviation Murlidhar Moholhas said the department is considering capping exorbitant fares of flights meant for repatriation from West Asian countries.

Speaking on the sidelines of a corporate social responsibility event organised by Airports Authority of India, he said: "We are collecting information on the matter and a special section within the ministry is working on it. Whatever is happening is wrong

LPG shortage puts 10,000...

(Cont. from page - 2) some areas. Hotel and restaurant operators have also expressed concern. Over the years, most establishments have already shifted from conventional coal-based "Chulhas" to cleaner commercial LPG. Amarbir Singh, president of the Punjab Hotel and Restaurant Association, said the immediate impact may be limited but concerns remain. "Almost all hotels and restaurants maintain a stock for three to five days. The real impact will be felt after a week. We have advised members to temporarily shift back to conventional coal-based Chulhas if required," he said.

In the meantime, families preparing for weddings are feeling the heat. Ankur (name changed), a Patiala resident whose sister is getting married this week, said he had been running around arranging cylinders as cooks warned of a shortage. "Relatives are already at home and the caterers have asked us to arrange extra gas cylinders," he said. The situation has triggered panic buying and hoarding in

and will be rectified." The minister did not share a timeline, but said the same approach would be taken regarding Air India's announcement of a fuel surcharge of Rs 399 on domestic flights.

Citizens desperate to return to India have raised concerns over flight fares. On an airline's website, fare from Jeddah to Mumbai was Rs 1 lakh. AAI chairman Vipin Kumar said the authority would develop navigational systems in the country.