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PASSPORT TO GLOBAL JOB OPPORTUNITIES

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Russia - India workforce mobility in focus as TIME business forum opens in Kazan

VS Abdulkareem-led IPEPCIL delegation explores skilled workforce opportunities in Russia

KAZAN (RUSSIA): Russia's plan to engage approximately 70,000 Indian skilled workers this year, particularly in construction and logistics, took centre stage as the forum, titled Tatarstan Initiative Mutual Efficiency –TIME Russia - India mutual efficiency business forum opened today in Kazan, bringing together business leaders and stakeholders to advance bilateral co-operation.

The employment initiative was highlighted by External Affairs Minister S Jaishankar during a parliamentary consultative committee meeting on India - Russia relations. The forum's focus on workforce mobility underscores its significance for expanding India - Russia economic ties and creating structured pathways for Indian talent to access emerging opportunities in the Russian labour market.

The IPEPCIL delegation, led by VS Abdulkareem, is participating in workforce mobility sessions at the forum, focusing on strengthening India - Russia labour mobility and exploring avenues to connect Indian talent with emerging employment opportunities in Russia.

The discussions are significant at a time when Russia is seeking skilled manpower to address labour shortages across several industries. For India,

(Cont. on page - 6)

India-Russia Business Forum in Kazan to strengthen bilateral economic ties, says Consul General JeysundharDeviprasadh

KAZAN: The India-Russia Business Forum in Kazan is expected to provide fresh momentum to bilateral economic co-operation, bringing together business leaders and industry representatives to explore new avenues for trade, investment and strategic partnerships, says Indian Consul General JeysundharDeviprasadh. The forum also provides an important platform to strengthen business relations and identify opportunities for greater collaboration between Indian and Russian enterprises.

It aims to expand business-to-business (B2B) engagement, encourage joint ventures and translate strong diplomatic relations into tangible economic partnerships. Bilateral trade between India and Russia is estimated at around US$60 billion, underlining the potential for further co-operation.

FLY91's Navi Mumbai ticket sales go live



NAVI MUMBAI: Goa-headquartered pure-play regional airline FLY91 has opened bookings for its new Navi Mumbai services. The airline will operate double -- daily flights to Goa from Navi Mumbai -- the country's financial capital - with a seamless onward connection to Agatti.

Navi Mumbai is the airline's 14th destination and fifth in Maharashtra. The opening of ticket sales marks the next phase of FLY91's expansion in Maharashtra. The new services strengthen the airline's growing connectivity within the two states.

Passengers travelling from Navi Mumbai will now have access to Agatti

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UAE NRIs hope for lower taxes on investments in India

DUBAI: UAE-based Indians investing in Indian shares could keep more of their profits if New Delhi reduces investment taxes, after Finance Minister Nirmala Sitharaman signalled willingness to hear investors' concerns. Her remarks raised hopes of a tax review ahead of the Feb Budget. Indian shares rallied on Tuesday, with the Nifty 50 closing 1.6p higher, its biggest advance in more than two months, according to Bloomberg.

"It's healthy to have this debate, and I will be keenly hearing them," Nirmala said at the Bloomberg New Economy Forum in New Delhi.

Even though she did not promise to cut or scrap either securities transaction tax or long-term capital gains tax, for NRIs, the difference between them

(Cont. on page - 6)

India poised to attract global tech investments amid US manpower, visa curbs: INMECC

MUMBAI: Dr NM Sharafudeen Chairman Indo Gulf and Middle East Chamber of Commerce (INMECC), calls for proactive government action to capitalise on emerging opportunities:

India has a significant opportunity to attract global technology investments, industrial establishments and corporate operations as the US tightens manpower regulations affecting certain global companies.

This changing international business environment presents India with an opportunity to position itself as a preferred destination for foreign investments, technology development, research and innovation and the establishment of fully equipped operational and technology centres.

With its skilled manpower, expanding industrial infrastructure, growing domestic market and improving business ecosystem, India is well positioned to attract companies seeking to diversify their global operations and establish a stronger presence in the country.

Both the Central and State Governments, along with private-sector stakeholders, should proactively explore this emerging opportunity by facilitating foreign investments, simplifying approval procedures, providing suitable infrastructure and creating a supportive environment for large-scale industrial and technology projects.

The Indo Gulf and Middle East Chamber of Commerce (INMECC) is actively engaged in co-ordinating international business interests and facilitating investment opportunities in India. Through its network of business leaders, international organisations and industry stakeholders, INMECC aims to

(Cont. on page - 2)

Trump's duplicity

US president Trumps' recent actions stem from his acute desperation and foolishness. He has lost complete balance and is doing exactly opposite to what he professes. His decision to buy Russian diesel while threatening to impose hefty tariffs on India and China for purchasing oil from Russia marks Trump's latest shameless act of deceitful behaviour. Trump's disastrous war on Iran has damaged the US economy and the soaring oil prices have led to back-breaking inflation in the US. This unnecessary war has caused world energy crisis.

Nevertheless, the US president needs a scapegoat and he appears to have settled on Ukraine President Zelensky. Earlier, Trump had blamed high global oil prices on Ukraine's attacks on Russian oil refineries. But the fact is that the global crisis is largely driven by the Iran war and the resulting constraints on oil traffic through the Strait of Hormuz.

Editorial By EL Vaidyanathan

The US action to buy Russian diesel until at least April after targeting India and others for doing the same is a shameless act of hypocrisy. After threatening India with punitive tariffs for purchasing Russian crude, Trump has announced a deal with Russian President Vladimir Putin to bring Russian diesel to the US. The timing could hardly be more striking. On Oct 9, Trump announced that Russia would supply more than three lakh tonnes of diesel immediately, followed by further shipments in the coming months. Another five lakh tonnes would be released in November and a further one million tonnes some time after that. Trump added that based on the current condition of its diesel refineries, Russia would then deliver another three million tonnes of diesel. Trump claimed that this move, along with what he described as "total control" by the US of the Strait of Hormuz, would bring down diesel prices in the US and the rest of the world.

In 2025, Trump had imposed an additional 25pc tariff on Indian goods, explicitly linking the penalty to India's purchases of Russian oil. The White House argued that the imports supported Russia's economy and by extension, its war effort in Ukraine. The additional duty came on top of tariffs already imposed under Trump's broader trade policy.

The contradiction becomes even more pronounced when viewed against the latest American legislation targeting buyers of Russian energy. On Oct 2, the US passed the Lindsey O Graham Sanctioning Russia and Iran Act of 2026, giving his administration the authority to impose tariffs of up to 100pc on countries that continue purchasing Russian oil and gas.

Until now, India has moulded its energy import policies in line with Trump's demands — be it over Venezuela, Iran or Russia. For the other lesson from Washington's diesel deal with Russia is that the US under Trump only respects strength and transactionalism. After an intensifying tit-for-tat tariff war with China in 2025, Trump backed off when the costs to the US economy became prohibitive. He chose to punish India, but not China, with tariffs for the purchase of Russian oil even though Beijing buys much more. And he has repeatedly sought better ties with Russia despite its refusal to accept Trump's demands to end the Ukraine war. Those who compromise under his threats are treated with disdain. Good lesson in duplicity.

LIPSYNCH

"Always forgive your enemies; nothing annoys them so much." - **Oscar Wilde**

Airfares skyrocket due to festive rush



KOLKATA: Festival airfares have soared on some domestic and international routes from Kolkata as uncertainty over travel through West Asia added to the pressure of peak-season demand and rising fuel costs.

Some airlines have deployed larger aircraft on domestic routes to accommodate the rush. Yet passenger footfall at the Kolkata airport remains below last year's Durga Puja levels, airport officials said.

Airlines and airport officials attributed the high fares to strong demand and rising aviation turbine fuel (ATF) costs. Indian carriers have raised fuel surcharges this month amid a sharp increase in ATF prices linked to the war in West Asia and pressure on global energy markets.

Among domestic destinations, Goa, Chandigarh and Bagdogra are seeing strong demand. IndiGo, which typically operates 190-seat aircraft on some of these routes,has introduced 230-seat Airbus A321neo aircraft for the festive season, airport sources said.

International routes are also drawing travellers despite steep fares. A return ticket between Kolkata and Hanoi on IndiGo costs around Rs65,000-Rs 75,000 during the festive period, travel industry sources said. The route did not have direct connectivity from here last year, when IndiGo operated flights to Ho Chi Minh City before discontinuing the service.

IndiGo is operating a 220-seat aircraft to Hanoi. Airport sources said the flight had 180 passengers booked for October 15 and 190 for October 16, as of Wednesday.

India Inc to raise salaries in 2027

MUMBAI: India Inc is projected to increase salaries by 9.1pc in 2027, with NBFCs, energy and real estate leading salary growth. Non-banking financial companies are projected to lead salary growth in 2027 at 10.1pc , followed by energy at 9.9pc t and real estate and infrastructure at 9.8pc.

Aon's Annual Salary Increase and Turnover Survey projects salaries in India, analysing data from more than 1,200 organisations across 45 industries. Salary hikes expected to rise across key sectors. "Strong

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FLY91's Navi Mumbai ticket...

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in Lakshadweep, creating a new travel connection between the Mumbai region and the island destination. Meanwhile, FLY91's Winter Schedule 2026-27, will witness an increase in weekly flights from 280 to 350+. The Winter Schedule represents a significant expansion of FLY91's network, with higher frequencies across its network supporting improved connectivity and aircraft utilisation. The expansion comes as the airline continues to build a regional network connecting emerging cities with important economic, tourism and pilgrimage centres across India, says Manoj Chacko, Founder, MD and CEO, FLY91

India poised to attract global tech...

(**Cont. from page - 1**)

connect potential investors with relevant government departments and private-sector partners.

INMECC also seeks the active support and co-operation of government authorities to facilitate investor engagement, promote viable investment proposals and accelerate the establishment of international business and industrial operations in India.

Speaking on the emerging opportunity, Dr. NM Sharafudeen, Chairman of the Indo Gulf and Middle East Chamber of Commerce, stated: "Changes in global manpower policies and business operations can create new opportunities for India. We must recognise this moment and act strategically to attract international technology companies, industrial investments and global operational centres. With proactive government support and effective co-ordination between the public and private sectors, India can convert these developments into substantial investment, employment generation, technology transfer and long-term economic growth."

INMECC believes that a coordinated national and state-level approach can help India strengthen its position in the global investment landscape. The Chamber is committed to working with government authorities, international investors and industry leaders to translate these opportunities into tangible projects that contribute to India's industrial development and economic progress.

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Meet Ranjeev Puri, lawmaker eyeing Michigan Speaker post

LANSING: Ranjeev Puri, a 42-year-old Indian-origin lawmaker, is seeking to make history in Michigan politics, with an eye on becoming the first Indian-American Speaker of the state House of Representatives.

Born to Punjabi immigrants, Puri became the first Sikh American to be elected to the Michigan House of Representatives in 2020. He is now serving his third term in the state legislature and was appointed Democratic Party leader in the House in 2025.

Puri has worked on President Barack Obama's campaigns in 2008 and 2012. He later earned his MBA from the University of Chicago Booth School of Business and returned to Michigan, where he worked in the automotive industry.

His rise in the legislature has coincided with a period of divided political control in Michigan. Democratic Governor



Gretchen Whitmer heads the state government, while Republicans control the 110-member House, with Matt Hall serving as Speaker.

Democrats are seeking to regain control of the House in the Nov 3 elections. If they succeed, Puri could be in contention for the Speaker's post. "Michigan Dems are on the move. We are about to flip the state house and make Ranjeev Puri the first Indian American State House Speaker in the country," said Haley Stevens, the US Congresswoman from the state, while campaigning for the elections.

Stevens is set to retire from the US Congress this year after an unsuccessful bid to win the Democratic nomination for US Senate elections. In the Nov 3 elections, Puri is pitted against Allison Kay Fuller of the Republican party. Michigan has a sizeable Indian-origin community.

Diwali bonanza for rail staff, 78-day salary as bonus

NEW DELHI: The Union Cabinet has approved a Productivity Linked Bonus (PLB) of 78 days' wages worth Rs 2,009.61 crore for around 11.41 lakh eligible railway employees, recognising the Railways' performance in 2025-26.

The maximum bonus payable to each eligible employee is Rs 17,951. The bonus will cover non-gazetted employees across categories, including track maintainers, loco pilots, train managers, station masters, supervisors, technicians and other Group C staff.

FOREX RATES

As on 15th October 2026 (In rupees)

Currency	Bill Buy	Bill Sell
US Dollar	94.19	95.5
British Pound	124.81	126.66
Euro	105.45	107.75
Japanese Yen	59.74	60.74
Swiss Franc (CHF)	113.23	115.87
Canadian Dollar	66.03	67.58
Australian Dollar	65.34	66.81
Norwegian Krone	9.82	10.12
Swedish Krona	9.36	9.64
New Zealand Dollar	52.73	53.93
Hong Kong Dollar	11.85	12.22
Kuwaiti Dinar	310.9968	298.7694
Singapore Dollar	73.16	74.88
Saudi Arabian Riyal	24.76	25.56
U A E Dirham	25.38	26.12



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GULF FAQs

Salary getting delayed; what to do?

I am an NRI and working in a private company in UAE. Of late, my salary is getting delayed causing financial problems for me and my family, What to do?

Your salary eventually reaches your bank account, but there is a problem – it arrives late every month or your employer pays you on different dates without a consistent schedule.

For UAE private-sector employees, repeated salary delays can create serious problems, particularly when monthly payments for rent, school fees, loans and other expenses depend on wages arriving on time.

Salaries are monitored through the UAE's Wage Protection System (WPS), an electronic salary transfer system that allows authorities to track whether eligible private-sector employees are being paid correctly and on time. So, when does a late salary become a violation, and what can you do if your employer eventually pays you but repeatedly misses the due date?

When is a salary considered late in the UAE? Late payment can constitute a breach of the employment contract once the agreed pay date has passed. The employer's obligation to pay wages on their due dates is set out under Article 22(2) of Federal Decree-Law No. 33 of 2021. "Under the WPS framework, wages are due on the first day of the following Gregorian month and MOHRE's monitoring starts on that date," Salam Pappinissery, CEO of Yab Legal Services, says. According to Pappinissery, administrative action against the employer can then escalate: From day 2: System alerts are issued requesting payment. Day 5: Issuance of new work permits may be suspended. Day 11: In the case of a repeat breach within six months, a fine and adverse reclassification of the establishment may apply. Day 16: In relevant cases, a labour dispute may be registered automatically.

However, employees do not have to wait for these enforcement stages before raising the issue. Salary repeatedly late--put your complaint in writing. If your salary has not arrived when expected, your first step should be to create a written record of the problem.



"First, put it in writing. Email HR and payroll with the pay date, the month and amount outstanding, a request for a specific payment date, and a reservation of your rights. Ask for a date, not just reassurance, and keep the replies," Pappinissery said.

Keeping these communications can become particularly important if late payments continue. Late payment is a breach of the employment contract once the agreed pay date passes. Your employer's duty to pay wages on their due dates comes from Federal Decree-Law No. 33 of 2021. Under the WPS framework in your reference material, wages are due on the first day of the following Gregorian month and MOHRE's monitoring starts on that date.

How can I complain about a late salary to MOHRE? Employees covered by the Ministry of Human Resources and Emiratisation (MOHRE) have several routes available if the problem continues. These include: Calling the MOHRE call centre on 80084 for guidance. Filing a "My Salary Complaint" , a confidential complaint that does not disclose the employee's identity to the employer and may lead to a labour inspection. MOHRE initially seeks an amicable settlement and may decide the dispute or refer it to the competent court, depending on the case. Employees working for companies in free zones outside MOHRE's jurisdiction should instead approach the relevant free-zone authority. DIFC and ADGM have separate employment regimes.

What evidence should you keep if your salary is always late? If salary delays are becoming a pattern, Pappinissery recommends keeping a dated record, preferably somewhere other than your work email. Important documents can include: Employment contract and offer letter, bank statements showing when each salary was actually credited, payslips and WPS records, a record of the salary due date, payment date, amount due and amount received, emails, WhatsApp messages and HR correspondence, written explanations provided by the employer, MOHRE complaint references and correspondence and evidence of financial losses caused by the delay.

Pappinissery also warned employees to be cautious when signing settlement documents. "Do not sign a document saying you have received 'all dues' unless it is accurate and you understand its scope. Under Article 65(3), a waiver of rights that violates the law is void, but disputing a signed paper later is harder than not signing it carelessly," he said.

What if my employer eventually pays the salary? Receiving the money does not necessarily make a repeated pattern of late payments irrelevant. "Yes, payment clears the unpaid principal for that month, but it does not erase a pattern of late payment. You can still report the pattern through the confidential salary complaint," Pappinissery said. However, employees should not assume that receiving their salary late automatically entitles them to additional compensation. "You do not automatically get extra compensation just because your salary was paid late. If the late payment caused you an actual financial loss – for example, bank charges or penalties because you could not make a payment on time – you may be able to claim that, but you would need evidence," he said.

Can you claim compensation when your photos are shared?

I received a verdict from the criminal court confirming a violation of my privacy by a man who took a photo of me while photographing himself and then used it for advertising without my permission. My question is: How much compensation can I claim, and is there a maximum limit for the claim?

You are entitled to compensation for the harm you suffered based on the verdict from the Criminal Court, which serves as proof of the case.

The verdict clearly shows that the man was convicted of violating your privacy and the unlawful act cited in the verdict forms the basis for your current lawsuit.

The man's liability, the harm you suffered and the causal link between the act and the harm have all been established by the verdict. However, there is no specific amount or maximum limit for compensation.

You have the right to request an amount based on the harm and damages you have incurred and the Court will assess the appropriate compensation accordingly. It is important to submit any supporting documents you have to strengthen your claim.

In all cases, compensation is determined based on the extent of harm suffered by the victim, along with any loss of profit, provided that such loss is a natural consequence of the harmful act, in accordance with Article 292 of the Civil Transactions Law.

MAJOR BOOST FOR INDIA'S TOURISM SECTOR

India to host WTTC Global Summit 2027 in New Delhi

NEW DELHI: India has won the bid to host the World Travel & Tourism Council (WTTC) Global Summit 2027 in New Delhi, marking a significant milestone in the country's efforts to strengthen its position as a leading global tourism destination.

The prestigious international summit is expected to attract around 5,000 global travel and tourism industry leaders, policymakers and other key stakeholders, providing India with a major platform to showcase its tourism potential, investment opportunities and growing hospitality sector.

The event is expected to facilitate discussions on the future of global tourism, sustainable travel, infrastructure development, investment and emerging trends shaping the industry. It will also offer opportunities to strengthen international partnerships and promote India as a preferred destination for leisure, business and cultural tourism.

According to projections by theWTTC, India's travel and tourism economy is expected to reach US$286.1 billion in 2026, highlighting the sector's growing economic significance.

Hosting the WTTC Global Summit is expected to further enhance India's international tourism profile, encourage investment and strengthen collaboration between Indian stakeholders and global industry leaders.

With its rich cultural heritage, diverse landscapes, expanding aviation connectivity and growing hospitality infrastructure, India is well positioned to benefit from the global attention generated by the summit.

The 2027 event is expected to reinforce India's ambition to emerge as a major force in the global travel and tourism industry while creating fresh opportunities for tourism businesses, airlines, hotels, travel companies and destination management organisations.

Now, nursing route to Germany

CHANDIGARH: From Haryana to Germany, eight young people have begun a journey that could open doors to careers in one of Europe's essential professions, as a new nursing institute seeks to connect the state's youth with vocational training abroad.

The first cohort at the newly established Goethe Care Institute in Rüsselsheim began nursing training on Oct 1, bringing Haryana into a cross-border initiative that combines healthcare education, language training and international career opportunities.

Rahul Kumar, a Haryana-born German politician and healthcare entrepreneur, established the institute, with Saurabh Bhagat serving as its CEO. Its founders describe it as Germany's first state-recognised nursing school established by an entrepreneur with an Indian migration background.

For Kumar, the initiative has a personal connection to his roots in Haryana. He said a delegation visit from Frankfurt to the state last year, during which Chief Minister Nayab Singh Saini encouraged efforts to connect Haryana's youth with educational opportunities in Germany, helped shape his vision for the institute.

"My roots in Haryana have given me a strong personal commitment to creating opportunities for its young people," Kumar told a TV channel, adding that the idea was to connect their aspirations with structured education, practical healthcare training and sustained support.

"Haryana has talented and determined young people. We want to help them develop the language skills, professional competence and confidence needed to build a healthcare career," he said. Kumar said the eight trainees joining the first cohort marked an important beginning, with the institute aiming to build trust through quality education, clear information for families and support throughout the training process.

He said the initiative could contribute to India-Germany co-operation through education, skills development and people-to-people connections. Those who eventually return to India could bring back professional experience and knowledge, he added, arguing that permanent migration should not be the only measure of success.

The institute's launch comes amid continued demand for skilled care professionals in Germany.

Russia - India workforce...

(**Cont. from page - 1**)
this presents an opportunity to expand overseas employment prospects for its skilled workforce while strengthening bilateral economic and people-to-people ties.

The forum provides a platform for Indian and Russian stakeholders to exchange perspectives, explore partnerships and work towards a more structured framework for cross-border employment. Transparent recruitment practices, appropriate skills matching, regulatory compliance and the protection and welfare of Indian workers will be important to ensuring that workforce mobility benefits both countries. IPEPCIL's participation underscores the importance of industry engagement in translating bilateral co-operation into practical employment opportunities and promoting responsible, sustainable international workforce mobility.

UAE NRIs hope for lower taxes...

(**Cont. from page - 1**)
matters.

One tax applies when you buy or sell certain investments. The other applies to taxable profits when you sell. Removing either could reduce your bill, but in different ways.

Investors welcomed the possibility that the government could reconsider taxes affecting their returns. Nirmala kept that discussion open while remaining cautious about announcing changes before the budget. The rally reflected hopes of relief. It did not mean a tax cut had been agreed, and other developments, including gains in technology shares, also supported the market.

SBI Research has separately proposed scrapping tax on long-term equity profits while requiring investors to hold their investments for two or three years. That remains a recommendation, rather than government policy. Securities transaction tax, commonly called STT, applies to specified purchases and sales. For ordinary purchases of listed Indian shares that enter your demat account, the rate is currently 0.1 pc of the purchase value. You also pay 0.1 pc when selling.

Buy shares worth Rs 1,000,000 and the purchase tax is Rs 1,000. Sell them later for Rs 1,500,000 and the sale tax is Rs 1,500. Together, that is Rs 2,500, separate from brokerage and other charges.

Tax on investment profits works differently. It applies to the taxable gain when you sell or redeem an investment. Simply holding shares that have risen in value does not trigger this tax.

For qualifying listed shares and equity-oriented mutual funds, holding an investment for more than 12 months generally makes the profit long-term. Sell after holding for 12 months or less and the profit is generally short-term.

Qualifying short-term profits currently attract a 20pc base tax rate. Long-term profits attract 12.5pc on the amount exceeding Rs125,000 in a tax year.

India Inc to raise salaries...

(**Cont. from page - 2**)
domestic consumption, sustained investment and export growth continue to support business confidence, allowing employers to invest in talent while maintaining cost discipline. Stable salary budgets are enabling a more targeted approach to pay.

A modest rise in non-merit adjustments, particularly in manufacturing and technology, reflects greater focus on market alignment, scarce skills and critical talent. Employers are increasingly focused not only on how much they spend, but where that investment can deliver the greatest workforce and business value," said Roopank Chaudhary, Partner & Rewards Consulting Leader, Talent Solutions, India, Aon.

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