



OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES



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TICKET PRICES MAY COME DOWN

India, Kuwait sign air treaty to hike weekly seat capacity to 18,000

NEW DELHI: India and Kuwait have agreed to liberalise their air treaty, increasing weekly seat capacity to 18,000 after 18 years. This decision, prompted by Prime Minister Modi's visit and high demand from Indian workers in the Gulf, aims to lower ticket prices. The agreement prioritises landing slots for Indian airlines and reflects a case-by-case approach to foreign carrier access.

India has agreed to liberalise the air treaty with Kuwait which will allow carriers from both countries to operate 18,000 seats per week. The step comes 18 years after weekly capacity entitlements of each side were hiked from 8,320 to 12,000 seats. Indian and Kuwaiti carriers like Air India Express, Akasa Air, IndiGo, Jazeera Airways and Kuwait Airways operate nearly 40 flights daily between the

two countries. Kuwait Airways with 54 and IndiGo with 36 weekly flights are the two largest carriers from both sides. The new agreement was signed at New Delhi between the delegations of two countries led by civil aviation secretary Samir Kumar Sinha and Sheikh Hamoud Al-Mubarak, president of Kuwait's Directorate General of Civil Aviation. There has been a long demand to enhance seats between the two countries as airlines of both sides had exhausted their quota. They were unable to launch more flights despite significant increase in demand as a large share of Indian workers in the Gulf have been drawn from Kerala. This led to a significant increase in ticket prices.

Over 70 new job titles approved in hospitality sector

MUSCAT: The Ministry of Heritage and Tourism (MHT), in co-operation with the Ministry of Labour (MoL), has approved 73 new job titles specific to the hotel and tourism resort sector. The initiative is part of broader efforts to organ-

ise and develop the tourism industry and enhance the readiness of the labour market to accommodate qualified and skilled national talent. The new titles have been incorporated into the Unified Gulf Manual (Cont. on page-2)

Closing ceremony of OTOAI convention event at Saint Petersburg



Addressing the closing session, First Secretary Mr EP Daas of the consulate general at St Petersburg, appreciated OTOAI for taking the initiative to conduct such a convention in Moscow and St Petersburg to promote tourism and assured all support from the mission. (down) OTOAI President Himanshu Patel with delegates at the closing session. (Editorial on p-2)



INDIA, RUSSIA TO EXPLORE TOURISM, HR AVENUES



From left 1) Chairman and Managing Director of Fly Creative Online Limited MR VS Abdulkareem had a meeting with India's Consul General at St Petersburg Her Excellency Mrs Neelam Rani and discussed matters related to HR mobility from India to Russia in a safe, secured and legal channel to protect the emigrants and to explore opportunities in Russia. The meeting also ephasised the potential to strengthen bilateral tourist flows between India and Russia, along with fostering people-to-people connections to deepen cultural and economic ties between the two great nations. 2) Mr VS Abdulkareem with First Secretary Mr EP Dass (left), Consul (Commerce) at the consulate general of India in St Petersburg Mr Kalrav Misha (right). 3) PR Officer MS Yana with First Secretary EP Dass and Mr Abdulkareem. (and 4) Mr VS Abdulkareem with Mr Aleksey Zimin, Dy Director of Leningrad Region chamber of Commerce and Ms Kristina Saakian, dy director of the Chamber.



OTOAI convention

The much-awaited sixth annual convention of the Outbound Tour Operators Association of India (OTOAI) held in the historic city of Moscow marked a significant step in strengthening tourism ties between India and Russia. The event brought together 250 delegates to explore new opportunities for bilateral tourism growth and collaboration. No doubt, by hosting a high-profile event like the OTOAI convention will only help promote Moscow and Delhi as partner cities and foster long-term tourism and cultural exchanges.

This milestone convention is particularly notable as it is the first time Indian delegates are collectively exploring Russia as an outbound destination, showcasing the country's emerging potential in the Indian travel market. India and Russia have long enjoyed friendly diplomatic relations, and the recent visit by Prime Minister Modi has further deepened bilateral co-operation—including in the tourism sector.

OTOAI has been formed with the sole mission of bridging the gap between the stakeholders, such as International Tourism Boards, DMCs etc and the travel agents selling outbound, so that the two can work in harmony towards the common goal of increasing outbound from India. The Association aims to foster an environment of collaboration with various stakeholders through its ideology of collective ambition. All members of the association are in serious business of selling outbound and any educational insight or lucrative deal that can help them boost their business is an added bonus.

OTOAI President Himanshu Patil shared his optimism about the growing tourism potential between the two nations. "India is a sleeping giant for Russia and we expect explosive growth in Indian tourists visiting the country in the coming years," said Patil.

Welcoming the Indian delegation, Evgeny Kozlov, Chairman of the Moscow City Tourism Committee, emphasised Moscow's strengths as a destination for leisure, business tourism and MICE events. "We are excited to collaborate with OTOAI to showcase Moscow's rich cultural heritage and strengthen tourism exchange between our nations," Kozlov stated.

The convention led dialogue between Indian tour operators and Russian tourism stakeholders, laying the groundwork for increased outbound travel from India. Kozlov further noted that hosting a high-profile event like the OTOAI convention in Russia will help promote Moscow and Delhi as partner cities and foster long-term tourism and cultural exchanges. With India rapidly emerging as a vital outbound travel market, the OTOAI convention in Moscow was expected to play a pivotal role in shaping the future of tourism co-operation between India and Russia.

What was significant is the fact that for the first time, Indian delegates met to collectively explore Russia as an outbound destination. Shravan Bhalla, Vice President of OTOAI, emphasised the importance of "intelligent travel" in today's rapidly evolving industry, aligning with the convention's theme, "Fast Forward Future: The Intelligent Travel".

The sessions focused on the theme of the convention – Future Fast Forward which talked about various opportunities in the travel tourism market globally to tourism growth, market strategies and destination promotion. Another important event was the signing of a MoU between OTOAI and VFS Global. This agreement will provide OTOAI members with exclusive discounts and commissions on visa booking services. The event not only highlights Moscow's appeal as a top travel destination but also marks a significant step forward in India-- Russian travel relations, promising a bright future for tourism between the two nations.

LIPSYNCH

"He who conquers himself is the mightiest warrior."

--- Confucius

Sholay turns 50 and Iran still remembers the film

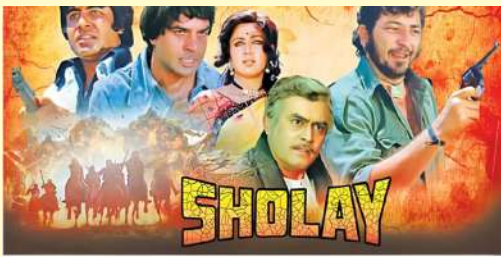
A month ahead of newspapers.

Sholay's 50th release anniversary, Iran honoured the popular 1975 film and its team with a full-page tribute in one of its

Featuring an ensemble cast of Amitabh Bachchan, Dharmendra, Hemamalini, Sanjeev Kumar, Jaya Bachchan and

Amjad Khan, Sholay was directed by Ramesh Sippy and co-written by Salim Khan and Javed Akhtar.

According to the official X page of the Consulate General of the Islamic Republic of Iran in Mumbai, Sholay enjoys a massive fan following in Iran even today. On Wednesday, the page shared a cutting from the Iranian newspaper which carried a story on the 50th release anniversary of Sholay. In an accompanying post, the Consulate General of the Islamic Republic of Iran in Mumbai said Iranian actor Navid Mamza played a villain in an Iranian film modelled on Amjad Khan's iconic antagonist Gabbar Singh.



Sholay Turns 50 And Iran Still Remembers



Madhya Pradesh offers airlines Rs 1.5mn per trip incentive for direct Dubai flight

DUBAI: Indian expats — the central Indian state disheartened by the discontinuation of the lone direct flight to Madhya Pradesh from Dubai last year could soon be in luck

Over 70 new job titles approved in hospitality sector

(Cont. from page-1)

for Occupational Classification and Description. They have been categorised according to the officially recognised economic activities within the tourism sector, covering hotels, resorts, hotel facilities, rest houses, chalets, heritage inns, and guest-houses.

The move offers employers and tourism establishments a broader and more precise set of options to define their workforce needs, contributing to improved institutional performance and the development of human resources in this vital sector.

The approved list includes a variety of administrative and technical positions such as: GM of Hotel, General Manager of Resort, Resort Manager, Procurement Director, Safety and Security Director, IT Director, Security

Director, Finance Director, Events Coordinator, Reservations Supervisor, Airport Services Representative, Guest Relations Clerk, and Audit Supervisor.

Director, Finance Director, Events Coordinator, Reservations Supervisor, Airport Services Representative, Guest Relations Clerk, and Audit Supervisor.

Director, Finance Director, Events Coordinator, Reservations Supervisor, Airport Services Representative, Guest Relations Clerk, and Audit Supervisor.

Dh66,000) per flight to airlines operating direct international services from the state to destinations currently without such connectivity, Chief Minister Mohan Yadav said during his Dubai visit.

The plan is part of the state's forthcoming Civil Aviation Policy, which aims to boost global access from MP, home to cities like Indore, Bhopal, and Gwalior.

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Currency	BillBuy	BillSell
US Dollar	85.41	86.52
British Pound	114.3	115.94
Euro	98.9	101
Japanese Yen	57.49	58.4
Swiss Franc (CHF)	105.91	108.26
Canadian Dollar	62	63.38
Australian Dollar	55.19	56.38
Norwegian Krone	8.22	8.46
Swedish Krona	8.67	8.92
New Zealand Dollar	50.3	51.42
Hong Kong Dollar	10.74	11.07
Kuwaiti Dinar	286.7812	275.8763
Singapore Dollar	66.14	67.64
Saudi Arabian Riyal	22.48	23.18
United Arab Emirates	23.01	23.67



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Enjoy water activities followed by island sightseeing – visit the jetty, desalination plant, Lagoon Beach, and Archaeological Museum.



Day 3 Kalpitti Island Excursion

Morning boat trip to Kalpitti Island and return. Overnight at Agatti.



Day 4 Agatti to Bangaram

After breakfast, transfer to Bangaram by speedboat (1 hour). Welcome drink and check-in at resort.



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Day 6 Departure

Transfer to Agatti by boat (45 mins) and board flight to Cochin.

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GULF FAQs

Can full-time employees legally start their own business?

I work in a private firm in the UAE. What does the law say about starting a business while being employed full-time? Will it be a legal problem if the business I started and my current job are similar? I work in the HR department in my firm, and the company I plan to start is an HR consultancy.

An employee may establish a new entity or become a partner or shareholder in an existing entity in the UAE, provided that the employer issues a NOC permitting the employee to do so. Accordingly, if you intend to establish a new human resource consultancy firm while still being employed with your current employ-

er, it is advisable first to obtain an NOC from your current employer.

Furthermore, if you establish a human resource consultancy and the nature of the work is similar

al Decree Law No. 33 of 2021 on the Regulation of Employment Relations, which states: "Where the employee performs a work which gives him access to employer's cus-

in the same sector after the expiry of the contract.

Such a clause shall specify the place, time, and type of work to the extent necessary to protect the legitimate business interests and the non-competition period shall not exceed two years after the expiration of the contract."

employer have agreed in writing that non-competition between you and your employer does not apply upon the end of your current employment contract. This is under Article 12 (4) of the Cabinet Resolution No. 1 of 2022 Concerning the Executive Regulations of Federal Decree Law No. 33 of

2021 on the Regulation of Employment Relations, which states: "It shall be permissible to agree in writing on the non-performance of the non-competition clause after the end of the employment contract."

In addition, the provisions of non-competition may be exempted as mentioned in Article 12 (5) of the Cabinet Resolution No. 1 of 2022 on Employment Relations, which states: "An employee shall be exempted from the non-compete clause provided for in Article (10) of the Employment Law under the following conditions:

a) If the employee or the new employer pays compensation not exceeding three months of the employee's wage agreed upon in the last contract to the former employer, and the former employer's written consent thereto is required.

b) If the contract is terminated during the probationary period.

c) Any professional categories according to the needs of the employment market in the UAE, as determined by the decision of the ministry under the employment classification approved by the cabinet."

You may contact the Ministry of Human Resources and Emiratization for further clarification.



to your role in your current employment, then this may be considered as joining a competitor of your employer only if your signed employment contract includes a non-competition clause. This is by Article 10(1) of the Feder-

tomers or business secrets, the employer may make a provision in the employment contract that the employee shall not compete with or be engaged in any business which competes with him

However, the non-competition clause in your employment may not be applicable once you leave the employment, provided you and your

Unused annual leave compensation after job termination in UAE

My gratuity has been paid for the term, as per the regulations of 20 days per year (for the period of five years). "My employer started paying my first annual leave salary after two years of work. So, I have only been paid three annual leave salaries. Please suggest whether I can ask for the fourth and final leave salary, which they have not paid?"

As per Article 29, the reader is entitled to an annual leave that is fully paid. This entitlement includes: Thirty days for each year of extended service. Pro-rata leaves for the last year of work, in case the service ends before availing the full annual leave balance. Payment for unused annual leave days upon

leaving work, regardless of the number of those days, calculated based on the basic wage.

Article 19 of the implementing regulations stipulates that at the end of the service, he should

lowance for it.

Mohamed Elmasry, an associate at Alsuwaidi and Company Advocates and Legal Consultants says: "Considering his employment term is that of four years and nine



receive a cash allowance for the balance of his legally due annual leaves, calculated on his basic wage. This means if he has not availed or been compensated for annual leave for the last part of his employment, he should receive a cash al-

months, he is entitled to an annual leave for each full year worked, as well as a pro-rata portion of leave for the final partial year. Since he mentioned having received only three annual leave salaries, it appears he may be owed leave salary for the part of

the fourth year worked." "Furthermore, Article 19 of the implementing regulations stipulates that at the end of the service, he should receive a cash allowance for the balance of his legally due annual leaves, calculated on his basic wage. This means if he has not availed or been compensated for annual leave for the last part of his employment, he should receive a cash allowance for it," he added.

However, Elmasry added that any claims should be filed within a year from the date that you become entitled to it.

"It is vital to remember that under Article 54(7), any legal claim regarding any employment rights must be made within one year from the date of entitlement. Therefore, timely action is essential."

Russia to hire one million skilled workforce from India

MOSCOW: Russia plans to hire one million Indian workers by year's end. This move addresses labour shortages in industrial regions like Sverdlovsk. The Ural Chamber of Commerce and Industry confirms this initiative. A new consulate in Yekaterinburg will manage the process. Other countries like Sri Lanka and North Korea are also being considered for labour.

Russia will deploy up to one million workforce by the end of this year to address labour shortage in the country's highly industrialised areas, a business leader said.

"As far as I know, by the end of the year, one million

specialists from India will come to Russia, including the Sverdlovsk region. A new Consulate General is opening in Yekaterinburg, which will deal with these issues," Andrey Besedin, the head of the Ural Chamber of Commerce and Industry, told the Ros-BusinessConsulting (RBC) news agency.

Besedin said the migration of Indians would fill the shortage of a highly qualified workforce in the Sverdlovsk region. Sverdlovsk, with the capital Yekaterinburg, is situated in the Ural mountains and is home to Russian heavy industry and military-industrial complex, including world-famous Ural-

mash and T-90 series tank maker Ural Wagon Zavod. Besedin stressed that industrial enterprises needed to increase production volumes, but the region faced a shortage of skilled workers.

Some workers are deployed in the military operation in Ukraine, and young people do not go to

factories, Besedin said. He said Russia was also considering inviting.

According to the RBC news agency, the Russian Ministry of Labour predicted a workforce shortage of 3.1 million people by 2030. It proposed an increase in the quota for inviting qualified foreign workers in 2025 by

1.5 times to 0.23 million people. According to the ministry's estimate, Russian industrial enterprises attracted 47,000 qualified migrants from non-CIS countries in 2024. The Ministry of Economic Development also called for expanding the geography of attracting workers from other countries.

Wizz Air's Abu Dhabi exit may see airfares skyrocket by 50pc

ABU DHABI: Budget airline Wizz Air Abu Dhabi has announced it will cease operations starting Sept 1, 2025. Travel agents warn the airline's departure could drive airfares up by more than 50pc as passengers scramble for alternative low-cost options. "If [passengers] want to divert themselves to other airlines, it'll be a huge cost, maybe more than 50pc" Bharat Aidasani, managing partner at travel agency Pluto Travel, said.

Aidasani explained that this is because "Wizz Air's ultra-low-cost tickets are often booked two or three months in advance. Now, travellers will face significantly higher fares with other airlines," he said, adding that the move would erode trust among passengers who rely on early, budget-friendly bookings.

"People who are relying on low-budget carriers like Wizz Air will now have

low confidence," Aidasani said. "When they book in advance, they feel secure in their travel plans. This kind of disruption impacts not just travel costs, but

booked through third-party providers are advised to contact their travel agents. "Re-booking costs will depend on factors like the season, availability, and



travel confidence too."

Wizz Air CEO József Váradi said it was leaving Abu Dhabi, citing a combination of supply chain constraints, geopolitical instability and limited market access as key reasons for its withdrawal from the UAE capital.

Passengers with bookings after Aug 31, 2025, will be contacted by Wizz Air via email with options for refunds or alternative travel arrangements. Moreover, those who

specific routes," Aidasani said. "July and August are high travel seasons, so many had already booked for summer travel well in advance."

"For travellers, low-cost carriers like Wizz Air are very important," said Malou Prado, a travel agent. "We used to get a lot of clients requesting Wizz Air because it was the cheapest option available. Even those who were travelling specifically to Abu Dhabi chose Wizz because of the price."

Etihad to launch seven new routes

ABU DHABI: Etihad Airways has announced seven new destinations across the Gulf, Europe, the Caucasus and Central Asia regions to further expand its network as part of its strategy to bring more point-to-point traffic directly to Abu Dhabi.

The new destinations are Almaty, Kazakhstan; Baku, Azerbaijan; Bucharest, Romania; Madina, Saudi Arabia; Tbilisi, Georgia; Tashkent, Uzbekistan and Yerevan, Armenia.

The flight tickets are set to go on sale over the next few days and services will begin in March 2026, with Madina to start operating in Nov 2025. These latest additions bring Etihad's total number of new destinations for 2025 to 27, following earlier announcements of year-round routes and seasonal services.

"Our goal is clear: we want to bring more people directly to Abu Dhabi. These new routes connect us to fast-growing, culturally rich regions and will help stimulate demand for tourism and trade in the UAE's capital," said An-

tonaldo Neves, Etihad's chief executive officer.

"With these seven additions, Etihad will have launched 27 new routes in a single year – a remarkable milestone that reflects our ambition and commitment to Abu Dhabi's growth," he said. Etihad has launched inaugural flights to four new destinations this year – Prague, Warsaw, Sochi and Atlanta – and is set to add another 13 routes before the year closes.

The announcement comes just days after Etihad unveiled three new seasonal summer destinations for 2026.

Modi distributes over 51,000 job letters

NEW DELHI: "Today, more than 51,000 youths have been given appointment letters. Through such employment fairs, millions of young people have already secured permanent jobs in the government of India....now these young people are playing a significant role in nation-building," Prime Minister Modi said in a post on handle X.

Speaking at the event the

prime minister emphasised the unmatched strengths of India's demographic and democratic foundations. "India, with the world's largest youth population and the largest democracy, holds unique potential to shape the future both domestically and on the global stage," he said. Modi highlighted the government's commitment to empowering the youth, saying,

"We are determined to enhance the participation of young friends in building a developed and self-reliant India." The prime minister also elaborated on flagship programmes such as the PM Awas Yojana, Swachh Bharat, Ujjwala Yojana, PM Surya Ghar Muft Bijli Yojana, Lakhpati Didis, Bank Sakhi, Bima Sakhi, Krishi Sakhi, and Pashu Sakhi schemes, PM Svan Nidhi

scheme, and the PM Vishwakarma Scheme.

The Rozgar Mela has led to the issuance of over 10 lakh appointment letters across India since its inception in October 2022. The event aims to empower youth and increase their participation in nation-building by providing structured employment and growth opportunities in the public sector.

GLIMPSES OF OTOAI POST-CONVENTION TOUR AT ST PETERSBURG

