



OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES



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Reviving India's inbound tourism – missions abroad must take the lead

MUMBAI: As Global Travel & Tourism rebounds, India's inbound tourism sector stands at a crucial juncture. With the closure of Department of Tourism Offices (DoT) abroad, stake-holders are urging that Indian Missions step in as the new face of "Brand India" to promote and facilitate promotional activities.

Indian embassies, high commissions and consulates can no longer remain-

passive. They must actively project India's tourism strengths and serve as Tourism information Centres in their respective host countries.

Inbound traffic depends not only on advertising but also on real linkages. Missions can partner with Local outbound tour operators and airlines to design India-focused package and also extend the promotional activities to tier 2 and tier 3 cities of respec-

tive countries other than popular circles, engaging a PR agency and launch localised digital campaigns in hostcountry languages and take confidence of the tourism fraternity.

Indian diaspora also can play a potential role in prompting India-Inbound missions, can also host roadshows B2B buyer-seller meets and familiarisation trips giving State Tourism Boards and Private stakeholders direct

exposure to foreign markets. India's inbound tourism is a major driver of jobs and foreign exchange earnings, with DoT Offices abroad no longer active, our missions must now take charge of showcasing "Brand India". This is not about numbers; it is about connecting cultures and economies, said Mr VS Abdulkareem, CMD, Flycreative Online Limited, a stalwart in Travel and Tourism Industry.



Mr VS Abdulkareem.

Travel and Tourism bodies and industry players with a co-ordination and collaboration between the ministry of tourism, ministry of external affairs, state tourism boards and Indian missions abroad can revive and scale up inbound tourist traffic to India, Mr Abdulkareem observed.

Good response to Malabar Tourism Meet (MTM-2025)

KOZHIKODE: Organised by the Malabar Tourism Council, a consortium of passionate tourism entrepreneurs, Malabar Tourism Meet (MTM) was held on August 30 In Kozhikode. The event was designed as a high-impact B2B platform to showcase Malabar's untapped potential to the world. The aim was to bring Northern Kerala to the forefront of the global travel industry. The response from the industry has been enthusiastic, with high demand for exhibition space and accommodations from both established and emerging travel agencies

Speaking at the event, Mr VS Abdulkareem, CMD of Flycreative Online Limited, stressed the

(Cont. on page-2)

Red Sea Global, Riyadh Air to elevate Saudi tourism

RIYADH: Red Sea Global (RSG), the developer behind regenerative tourism destinations The Red Sea and AMAALA, is collaborating with Riyadh Air, Saudi Arabia's new national carrier, on a new strategic partnership. The MoU between the two travel and tourism powerhouses was signed during a ceremony at Red Sea International Airport (RSI), attended by John Pagano, Group CEO of Red Sea

Global and Tony Douglas, CEO of Riyadh Air.

The agreement will see the companies supporting one another on brand and marketing activations leading to greater visibility and recognition for each, showcasing The Red Sea as a premier global destination for sustainable luxury, while positioning the Riyadh Air as the preferred choice for travellers coming to the Kingdom and from global destinations around the world. The agreement also paves the way for future cooperation, including improved connectivity to RSG's world-class destinations. As part of this partnership, Riyadh Air guests will enjoy exclusive offers and packages at The Red Sea resorts.

"This collaboration with Riyadh Air is first and foremost about storytelling, combining our brands to amplify Saudi Arabia's emergence as a renowned destination on the world stage. By sharing compelling content and campaigns, we're not only increasing visibility but

(Cont. on page-2)

Kuwait KMCC accords grand welcome to Sadiqali Thangal

KUWAIT CITY: Sayyid Sadiqali Shihab Thangal of Panakkad was accorded a grand welcome by the Kuwait Kerala Muslim Cultural Centre (KMCC). This is his first visit to Kuwait after taking over as the

state president of the Muslim League. KPCC general secretary Advocate Abdul Muttalib inaugurated the reception held under the chairmanship of KMCC president Sayyid Nasser Al Mashhoor Thangal.

Activists escorted them to the reception venue at the Abbasiya Integrated Indian School ground. The security cordon provided by the White Guard for them to pass through was remarkable because of the

large crowd. Thangal and KMCC state office-bearers received the salute from the whiteguard members.

The president handed over the gift of Kuwait KMCC state committee to them. The office bearers garlanded them on behalf of the district committees of Kasargod, Kannur, Wayanad, Kozhikode, Malappuram, Palakkad, Thrissur, Ernakulam, South Zone and Thiruvananthapuram. Sadiq Ali Thangal also released the annual edition of "Darshana".



Sayyid Sadiqali Shihab Thangal of Panakkad was accorded a grand welcome by The Kuwait KMCC.

India tightens passport photo rules for expats

DUBAI: Applying for or renewing an Indian passport? Be prepared for stricter photo rules as India updates its passport photo standards in line with International Civil Aviation Organisation (ICAO) guidelines.

From Sept 1, Indian expats in the UAE must comply with these updated requirements, with the Indian Consulate in Dubai set to enforce ICAO-compliant standards.

The change follows a directive from India's Ministry of External Affairs (MEA) and means most applicants will need to submit fresh photographs with their passport applications. The consulate confirmed that only photos meeting ICAO biometric specifications

will be accepted, in line with international travel regulations. The update shifts requirements from printed photos to digital, high-resolution images designed for global biometric compatibility. The MEA has advised applicants to carefully follow the new specifications to avoid delays.

New US visa rule for Indians: Collect passports in person or pay for delivery

Digital format: Photos must be uploaded in colour, not as printed copies. Size: 630 x 810 pixels in digital format (or 2x2 inch if printed).

Background: Plain white only. Head position: Head should occupy 80–85pc of the frame, with both edges of the face

clearly visible.

Expression: Neutral, with eyes open and mouth closed.

Clarity: No shadows, glare, red-eye, or digital alterations allowed.

How these differ from older rules: From prints to pixels: Earlier, physical photos were accepted; now only sharp digital uploads are allowed.

Stricter visibility: Hair or eyeglass frames covering the eyes are no longer acceptable. ICAO compliance: Ensures global

recognition for biometric passports.

No edits allowed: Retouched or digitally altered photos will be rejected.

General do's and don'ts: Do: Use a recent (within six months) colour photo, wear a dark outfit against a white background and ensure balanced lighting. Don't: Submit black-and-white photos, selfies or images with filters. Head coverings are permitted only for medical or religious rea-

sons, and the face must remain fully visible.

The updated requirements aim to speed up processing and enhance security. Applicants are urged to use professional photography services rather than home-printed images to ensure compliance. The rule has been communicated to BLS International, the outsourced passport service provider, though its website was still displaying the older standards at the time of reporting.

US to limit student visa duration to four years

WASHINGTON: The US Department of Homeland Security has said the Trump administration had proposed changes to the student visa rules.

"The federal government would set the authorised admission and extension periods for foreign students and exchange visitors. This would be up to the duration of the programme they are participating in, not to exceed a four -year period," the DHS said. In July, the min-

istry of external affairs informed parliament that 3,72,424 Indian nationals are pursuing various educational programmes. The MEA had cited the DHS data.

As per the MEA, students are enrolled in study programmes for primary, secondary, vocational, high school, language training, flight school, associate, bachelors, masters and doctorate, among others. These programmes are for different time duration.

Red Sea Global, Riyadh Air...

(Cont. from page-1) creating deeper emotional connections with global audiences. This is just the beginning. Today we welcomed Riyadh Air's aircraft named Jamila. In the future we look forward to receiving a regular schedule of Riyadh Air flights to our destinations," said John Pagano, Group CEO of Red Sea Global.

Tony Douglas, CEO of Riyadh Air, said: "We're thrilled to be putting ink to our partnership with Red Sea Global, where the two Saudi brands are creating

impact in the travel sector. We're elevating awareness of both Riyadh Air and The Red Sea and over time, this foundation opens the door for deeper collaboration, including integrated travel experiences that bring the promise of regenerative tourism closer to global travellers. Set to launch services in 2025, Riyadh Air is committed to providing a world-class travel experience that greatly enhances connectivity to and from Riyadh with over 100 destinations globally by 2030.

Indian students worried about their career

WASHINGTON: On August 26, US commerce secretary Howard Lutnick posted on X that the current H-1B visa system was a "scam" that let foreign workers usurp US jobs. "Hiring American workers should be the priority of all great American businesses. Now is the time to hire American," he wrote.

"I am involved in changing the H-1B programme. We are going to change that programme because that is terrible. We are going to change the Green Card. An average American makes \$75,000 a year and the average Green Card recipient makes \$66,000. So we have taken the bottom quartile. Why are we doing that? That is why Donald is going to change it.

That is the Gold Card that is coming. That is how we are going to start picking the best people coming to this country," Lutnick told Fox News.

He was trying to drive home the point that workers coming through the H-1B route were not highly skilled. Florida governor Ron DeSantis has also expressed similar sentiments about H-1B visas.

"The H-1B system is a total scam. Most of them are from India. Why should we be importing foreign workers when we have our own people to take care of? Putting Americans first should apply to these visa programmes as well," DeSantis had told Fox News on Aug 27.

Sudhanshu Kaushik, founder of the North America Association for Indian Students which works for the welfare of Indian students in the US, said the US decision to change student and H-1B visa policies had sent ripples of anxiety among Indian students and workers.

Kaushik said a more stringent H-1B visa regime

would lead to job losses for Indians. "So far, nothing has come in black and white. But the tightening of H-1B visa rules would affect Indian workers more than citizens of any other country. This will affect the American industry, too," Kaushik said. He said repeated diatribes against immigrants had created resentment among a section of the US population against Indians. "We see some hatred among a section of the local population who feel that immigrants have taken away their job opportunities.

A lot of Indians have illegally migrated to the US, too. Hence, there are some sentiments against Indians. We have advised Indian students and workers to be careful," Kaushik said. He said the recent US action on visas for foreign students was driven by the Republican Party's agenda to make America as homogenous as possible.

Good response to Malabar Tourism...

(Cont. from page-1) importance of building relationship in business. Business runs on relationship and trust and this can only bring you repeat customers, he opined. While technology will keep changing, the relationship will outlive all challenges in the business.

Malabar, a region rich in cultural heritage, natural beauty, and authentic experiences, has remained

a largely uncharted territory on India's tourism map. MTM- 025 was to change that by bringing together over 200 local stakeholders and a wide spectrum of global travel professionals. Building on the success of its inaugural edition in 2022 and the remarkable resilience shown during the 2023 Nipah pandemic, the event continues to evolve, with a strong focus on familiar-

isation initiatives and curated travel opportunities across the region. Accessibility is a major advantage. With five international airports—Mangalore, Kannur, Kozhikode, Coimbatore, and Kochi—located within close range, and a robust railway network connecting all major destinations, travel through the region is seamless to explore tourism in central-north Kerala.

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Canadian Dollar	63.57	65
Australian Dollar	57.22	58.46
Norwegian Krone	8.63	8.88
Swedish Krona	9.18	9.44
New Zealand Dollar	51.48	52.63
Hong Kong Dollar	11.11	11.45
Kuwaiti Dinar	249.502	283.4299
Singapore Dollar	68.05	69.57
Saudi Arabian Riyal	23.08	23.8
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Day 2 Agatti – Water Sports & Sightseeing

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.



Day 5 Bangaram – Water Sports & Optional Island Tour

Indulge in water sports. Optional day trip to Thinnakara & Parali Islands (INR 1200 extra).



Day 6 Departure

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

GULF FAQs

How UAE residents can apply for entry permit after six months abroad?

Can you please explain the 180 days rule for expats to return to UAE?

Expatriates can apply through ICP for an entry permit to return to the UAE after staying outside the country for more than 180 days, with exemptions for certain categories. UAE residents must not remain outside the country for more than six months to keep their residency permit valid. However, expatriates who have stayed abroad longer due to medical treatment or personal reasons can apply for an entry permit to return after six months. Approval for this permit is subject to the Federal Authority for Identity, Citizenship, Customs and Ports Security (ICP).

In 2023, the ICP introduced entry permits for residents who had stayed outside the UAE for more than six months. According to ICP, this permit allows residents with valid residence visas, who were forced to remain abroad for study, work or treatment beyond six

months, to reactivate their residency and re-enter the UAE. Legally, remaining outside the country for more than six months results in the cancellation of residency, but this permit offers a way to activate the residency and use it to enter the country, subject to ICP approval.

REQUIREMENTS TO APPLY FOR THE ENTRY PERMIT: The application must be submitted from outside the UAE. The residency permit must have at least 30 days' validity remaining at the time of application. Applications can only be made after 180 days of staying abroad.

If the resident is sponsored by an establishment, the application can be submitted either by the establishment or the resident. A justification for staying abroad for more than 180 days must be provided. A fine of Dh100 applies for every 30 days or less spent outside the UAE.

Violation fees are refundable only if the application is rejected. Once approved, entry into the

UAE must be completed within 30 days, including the date of approval. This service does not apply to residents of Dubai. Exempted categories. Certain expatriate residents can remain outside the UAE for more than six months without affecting the validity of their residence visa. The rule does not apply to: Fitness Studio, Celebration Lounge and Outdoor Recreation. Expatriate residents and



their companions sent abroad for treatment, provided a UAE-approved medical report is submitted.

Domestic helpers accompanying members of UAE diplomatic and con-

sular missions abroad, and employees of such missions holding UAE residence visas. Expatriate residents working in the public sector sent abroad for training, specialist courses, or work in overseas offices, along with their families. Expatriate students studying abroad (check with ICP for rules in your emirate). Domestic helpers of ruling family members working abroad who hold UAE residence

visas. Students enrolled in overseas educational institutions with valid UAE residence visas. Investors holding valid UAE residence visas. Residents sponsored by UAE diplomatic and consular rep-

resentatives, along with their dependents. Any other person exempted under an ICP decision, provided they hold a valid residence visa and pay the applicable fees.

APPLYING FOR AN ENTRY PERMIT: Residents whose visas expired because they stayed outside the UAE for more than six months for study, work or treatment can apply for an entry permit through the ICP smart services platform, smartservices.icp.gov.ae or through registered typing centres and ICP Customer Happiness Centres in their emirate. This service applies to residents of Abu Dhabi, Sharjah, Ajman, Ras Al Khaimah, Umm Al Quwain, and Fujairah. Dubai residents must contact the GDRFA-Dubai call centre - 8005111 or visit an Amer centre for guidance on the process and requirements.

HOW TO APPLY: Visit the ICP smart services platform (smartservices.icp.gov.ae). Select "Public Services", then "residents outside the UAE", and click "start service". Enter applicant details – full name (English and Arabic), mobile number, and email address.

Provide personal information – Emirates ID number, full name, gender, date of birth, and nationality. Enter the reason for staying abroad for more than six months. Provide passport details – issue date, expiry date, type, number, and country of issue. Indicate if you belong to an exempted category. Upload supporting documents as required. Review the application and pay the fees.

Fees: E-service fees: Dh28, ICP fees: Dh22, Smart service fee: Dh100

Can your employer claim compensation without evidence?

I worked as a sales manager in a company for three years. Two months ago, the company terminated my employment and filed a complaint against me, claiming that I breached the contract by contacting other customers and providing them with company work, which allegedly affected the company's competitiveness and reduced its revenue. Is the company entitled

to compensation, noting that there is no evidence against me?

According to Article 44(5) of the Labour Law, an employer has the right to terminate a worker if the latter discloses a work secret related to industrial or intellectual property, resulting in losses to the employer, missed opportunities or personal benefit to the worker. In accordance with the first paragraph of Article 1 of the Law of Evidence in Civil and Com-

mercial Transactions, Federal Decree-Law No. 35 of 2022, the claimant is obligated to provide evidence supporting their claims, and the defendant has the right to deny them. Such matters are decided by the court based on the evidence presented, taking into consideration that a worker's failure to fulfil contractual obligations by disclosing company secrets constitutes a contractual liability. This liability arises only if three

conditions are met: error, damage, and a causal link between them. If any one of these conditions is absent, the liability does not exist, and the case will be dismissed.

Based on the above, if the employer can prove that you disclosed confidential information to other customers and demonstrate the damages suffered as a result, they are entitled to compensation. Otherwise, they are not.

Adani Logistics Park to create over 50,000 jobs

KOCHI: Work on the Rs 600-crore logistics park to be established in Kalamassery formally began on Saturday. While inaugurating the work of Adani Logistics Park, chief minister Pinarayi Vijayan said the project will open new avenues for Kerala's industrial development and strengthen the state's global connectivity.

The project, coming up at a 70-acre site, is expected to create around 1,500 direct employment opportunities. "The park, with its integrated logistic capabilities, advanced technology and sustainable development model, will mark Kerala on the national and global industrial map. This project has the potential to raise the state's socio-economic stature through integrated development and industrial growth," Vijayan said. Over 50,360 employment opportunities will be created through these projects.

The logistics park, upon completion, will be a boost to e-commerce, FMCG, automobile and retail pharma, he noted. It can significantly reduce transportation costs and help develop more MSMEs in the region, he added.

The Adani Logistics Park is the 97th project presented at the Invest Kerala Global Summit (IKGS), which is becoming a reality, said industries minister P Rajeeve in his presidential address. "So far, projects worth Rs 35,284.75 crore that came up at IKGS have had their foundation stones laid.



Efficient solution for Global Trade

the development of Air-port-Seaport Road. Land acquisition for this project is progressing swiftly.

The chief minister also announced on the occasion that the work on the second phase of Vizhinjam Port in Thiruvananthapuram will begin soon. Major projects in Kochi, such as Kochi Metro, international airport, Water Metro and Infopark, have refuted the propaganda that Kerala is not an industry-friendly state, he said.

Big companies like Nissan, Airbus, TCS, Tech Mahindra and Tata Elxsi have already started functioning in Kerala. The state's IT export has reached Rs 1-lakh-crore, he said.

On improving infrastructure in the Kalamassery region, he said Rs 580 crore has been allocated from KIIFB funds for

On improving infrastructure in the Kalamassery region, he said Rs 580 crore has been allocated from KIIFB funds for

Flipkart generates 2.2 lakh festival season jobs

MUMBAI : E-commerce giant Flipkart has created over 2.2 lakh seasonal employment opportunities to meet demands during the festive season.

The jobs will be created across various segments, such as supply chain, logistics and last-mile delivery roles. Additionally, Flipkart's logistics network will also witness 650 new festive-only delivery hubs in Tier 2 and 3 cities across the country.

For its Big Billion Days

shopping festival, Flipkart is also scaling up its infrastructure and tech deployment in 28 states, apart from employment opportunities. This, in turn, will lead to the creation of over 2.2 lakh job opportunities across the country, along with expanding last-mile reach and inclusive hiring across Tier 2 and 3 cities, the company said, adding, "Flipkart's ecosystem-first approach this festive season is built for scale." The creation of jobs will also

include a 10pc rise in female hiring, and a specified focus on creating more festive job opportunities for PWD (persons with disabilities) individuals. Earlier this month, Amazon India said that it had created over 1.5 lakh seasonal work opportunities.

These jobs were created in its different segments, such as operations network of fulfilment centres, sort centres, and last-mile del

What's the difference between digitisation and digitalisation?

LONDON: People mostly mix between digitisation and digitalisation. However, in business matters and services it would be very important to differentiate between digitisation and digitalisation.

Understanding the key differences between these two terms is essential when formulating business strategy. Also, there are some legal implications here regarding data protection, authenticity of the docs for evidence purposes and acceptance before Courts.

In brief, digitisation means to convert something into a digital format and usually refers to encoding of data and documents. While, digitalisation means to convert business processes to use digital technologies, instead of similar things or offline systems such as paper or whiteboards.

In a nutshell, digitisation refers to information, while digitalisation refers to processes.

Appreciating the difference is important because they are genuinely different things to business matters, each requiring different resources, approaches and tools.

Whether you are using the term digitise or digitalise, make sure you are referring to the right thing to avoid confusion, misunderstandings and could be legal repercussions. Digitisation is basically the process of taking analogue information, such as documents, sounds or photographs and converting into a digital format that can be stored and accessed on computers, mobile phones and other digital devices.

In business, digitisation may involve scanning old documents into PDFs, converting printed photographs into image files or transforming printed reports into meaningful data that can be manipulated and analysed.

Some digitisation projects may include going back over years of business records and information and converting them into a digital format for easy reference and other logistical purposes. The original content may be stored or destroyed, or may degrade over time, as in the case of magnetic tapes.

In other cases, it may be that any new information being captured in a business is now created and stored primarily in a digital format, with any physical forms being only secondary copies. We have to mention that, the law regulates this process of keeping the old data and storing them in magnetic tapes. This is sensitive work to be undertaken by experienced personnel and requires careful attention, as courts may ask for them.

For digitalisation, there is still some debate around the exact meaning, which means that people sometimes use it to describe digitisation. However, the general consensus is that digitalisation refers to the conversion of processes or interactions into their digital equivalents. And because all business processes and interactions involve people in some way, it would be more accurate to say that digitalisation is the reorganisation of these business activities around digital technologies.

Examples include moving from sending physical letters via the postal service to using email, or from having in-person meetings to using online video conferencing tools. The Zoom meetings were very helpful and useful during Covid-19 and sure will continue for practical reasons. Digitalisation of a business is also likely to be an ongoing exercise, as new technologies emerge that allow further digitalisation of processes and interactions in many times and for many purposes.