



OVERSEAS NEWS AND EMPLOYMENT



PASSPORT TO GLOBAL JOB OPPORTUNITIES

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INTERNATIONAL MOBILITY CONCLAVE HELD IN VARANASI UP charts roadmap for safe, ethical, future-ready global workforce



INTERNATIONAL MOBILITY CONCLAVE HELD IN VARANASI was organised by UP Labour and Employment ministry. (1) From left Pramod Kumar Kundy, Director, Dept of Labour & Employment, Govt of UP, Dr. M K Shanmuga Sundaram IAS, Principal Secratery, Dept of Labour & Employment, M H Khan, UP Chapter Chairman IPEPCIL, Lucknow, VS Abdulkareem, President, IPEPCIL, Anil Rajbhar, Hon'ble Cabinet Minister for Labour & Employment, Govt of UP, Pradeep Mishra and Satendra Kumar IAS, District Magistrate, Varanasi. (2) IPEPCIL president VS Abdulkareem presenting a bouquet to Anil Rajbhar, Hon'ble Cabinet Minister for Labour and Employment, Govt of UP.

VARANASI: The Department of Labour & Employment Ministry, Govt. of Uttar Pradesh, successfully organised the International Mobility Conclave-2025, a landmark initiative aimed at strengthening international employment mobility while preparing the state's youth to meet global workforce standards. The conclave underscored the government's vision of transforming the state into a top youth-driven economy with a long-term aspiration of contributing to a one trillion-dollar economy to the state. The conclave was formally inaugurated by the UP's Hon'ble cabinet Minister for Labour & Employment Anil Rajbhar in the presence of senior officials from the ministry, policy makers and key stakeholders from the Overseas (Cont. on page - 2)

MORE PICS ON PAGE -7

Special team to follow-up India-Oman CEPA

MUSCAT: The Ministry of Commerce confirmed that a national rapid intervention team will be formed to follow up on the implementation of CEPA agreement and address any challenges that may face the affected sectors or companies, noting its aspiration to complete the necessary legislative and legal procedures to ratify the agreement in preparation for its entry into force. & Touche commissioned by the ministry, which addressed the expected effects of liberalising customs duties, export growth and investment expansion and proved the feasibility of the agreement and its ability to maximise added value within the national economy and enhance the competitiveness of Omani exports in foreign markets.

Over 15mn tourists spend SR33bn in Riyadh until end of 3Q 2025

RIYADH: The Riyadh region recorded a remarkable tourism performance during the current winter season, receiving more than 15.1 million tourists from inside and outside the country until the end of the third quarter. This reflects the growing attractiveness of the capital as a major destination for business and entertainment. Data from the Ministry of Tourism showed that total tourist spending reached approximately SR33 billion during the same period, including both domestic and international tourists. This shows the direct economic impact of the tourism boom in the region. The ministry's data also indicated an 18pc increase in total tourist spending compared with the previous period, driven by the diversification of events and tourism activities, along with the development of infrastructure (Cont. on page - 6)

HOLIDAY NOTICE
As Thursday, December 25, is Christmas, the **one** offices will remain closed. Hence, there will be no e-newspaper published on Friday (26th December).



UP charts roadmap for safe, ethical, future-ready global workforce

(Cont. from page - 1) Employment and Skill Development Eco-system. The event served as a high-level platform to deliberate an emerging global labour market trends, international skill requirements and the need to bridge existing skill mismatches through targeted upskilling and re-skilling initiatives.

Addressing the gathering, the Hon'ble Minister emphasised that International Mobility while passed through legal and ethical pathways, can become a powerful engine for employment generation, skill advancement and economic growth. He highlighted the importance of

aligning domestic skill development programs with international benchmarks to ensure that the youth are globally competitive, industry ready and resilient to changing ecosystem of expatriate labour.

Key sessions at the conclave focused on:

- ♦Addressing skill gaps and mismatches through globally aligned training frame works.

- ♦Strengthening collaboration, between government, industry, training institutions based on national apprenticeship training schemes and national apprenticeship promotional schemes etc and to collaborate with govt. approved

RA fraternity.

- ♦Promoting ethical recruitment practices and worker welfare.

- ♦Leveraging international mobility as a tool for economic contribution, inward remittances and knowledge transfer.

Senior officials from Department of Labour & Employment reiterated the government's commitments to building robust institutional mechanism that facilitate transparent, compliant and worker-centric overseas employment.

The conclave also highlighted the need for

date-driven planning, bilateral co-operation and adherence to International labour standards, to protect migrant workers' rights and dignity.

Protector of Emigrants (POE), Indian Personnel Export Promotion Council (IPEPCIL), ILO, ICM, NSDC Intl, Skilling institutions, policy makers and stakeholder industry partners actively participated, sharing insights and best practices to enhance employability and global placement outcomes. The collaborative approach adapted at the conclave was widely ap-

preciated as a model for sustainable and inclusive international workforce mobility.

The international mobility conclave 2025 concluded with a strong consensus on developing a comprehensive roadmap to position Uttar Pradesh as a leading hub of future-ready, globally skilled talent, empowering youth to become significant contributors to the economy while reinforcing the State's leadership in safe and ethical international workforce mobility, said VSA Abdulkareem, President, IPEPCIL.



Star Air to be first regional carrier to take off from Navi Mumbai airport

NEW DELHI: Bengaluru - headquartered Star Air will launch operations from the Navi Mumbai International Airport (NMI). Starting Dec 25, the regional carrier will introduce new flights from NMI to Ahmedabad, Goa (Mopa), Bengaluru and Nanded.

The new schedule includes services such as Navi Mumbai-Ahmedabad, Navi Mumbai-Nanded via Ahmedabad, Navi Mumbai-Goa (Mopa) and Navi Mumbai-Bengaluru via Goa (Mopa). Star Air will use Embraer 175 aircraft to fly between these sectors. Capt.

Simran Singh Tiwana, Chief Executive Officer, Star Air, said that they are the only regional airline launching from NMI, which is an extension of their commitment to connect real India with convenient and time-saving options.

"These new routes will give travellers from Navi

Mumbai and the wider Mumbai Metropolitan Region easy access to important regional cities through Star Air's ever-growing network, while also opening new opportunities for trade, tourism and investment," he added.

ElH to develop The Oberoi, Darjeeling

KOLKATA: ElH, the flagship company of the Oberoi Group, has announced the signing of a management agreement to develop The Oberoi, Makaibari Tea Estate (resort), Darjeeling, marking a landmark addition to its luxury portfolio and a significant step in its long-term expansion strategy.

Set within the legendary, established in 1859, the upcoming resort will be located amid 1,236 acres of pristine Himalayan landscape known for its rich biodiversity, ancient forests and panoramic mountain views. Makaibari is globally recognised as the world's

first fully certified organic tea estate and is widely regarded as a pioneer of biodynamic and sustainable farming practices. The resort will feature 25 luxury keys and is scheduled to open in 2030. Designed by Nava Design Studios, Bangkok, and developed in partnership with Luxmi Tea Co, the project has been master-planned to allow for future expansion while maintaining ecological balance. Despite its secluded setting, the property will enjoy convenient access, located approximately 35 km from Bagdogra International Airport.

Makaibari is also home

to one of the world's oldest functioning tea factories, constructed entirely from wood, bamboo and cast iron—an enduring symbol of living industrial heritage. Equally notable is the estate's deep-rooted commitment to community development, fair labour practices and long-term livelihood support, values that closely align with The Oberoi Group's philosophy of responsible luxury.

Commenting on the partnership, Rudra Chatterjee, MD, Luxmi Tea, said the collaboration would bring a new dimension of experiential luxury to Darjeeling.

UAE tourism records robust growth on back of reforms, innovation

ABU DHABI: The UAE continues to make strong gains in the tourism sector, strengthening its position as one of the world's leading travel destinations while attracting steady investment backed by high returns and a competitive business environment. These achievements are part of a long-term national strategy aimed at diversifying the economy and reinforcing tourism as a key growth pillar.

Tourism and hospitality recorded solid growth in the first-half of the

year, with hotels welcoming more than 16 million guests. By mid-year, the UAE had 1,243 hotel establishments offering over 216,000 rooms. A total of 16 new hotels entered the market in 2024, reflecting continued confidence from investors.

With rising visitor numbers, expanding hotel capacity and sustained investor interest, the UAE's tourism model is increasingly seen as both resilient and future-focused. Natural advantages and year-round appeal. The

country's success is driven by a unique mix of natural, social and legislative strengths. Its strategic location connecting East and West, combined with political and economic stability, has helped position the UAE as a safe and attractive destination for travellers throughout the year.

Tourism benefits from the country's diverse landscapes, including deserts, mountains, oases, beaches and coastal plains. Mild winter weather, especially appealing to global travellers, adds to its year-round

appeal. This is supported by a culture of tolerance and coexistence, modern infrastructure, international events and a wide range of accommodation options suited to all budgets. Dubai welcomes over 51,100 international visitors per day over the past nine months.

These strengths have translated into strong global rankings. The UAE is among the world's top seven destinations for international tourist spending and ranks first globally in several aviation and travel.

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Canadian Dollar	64.2	65.65
Australian Dollar	58.76	60.03
Norwegian Krone	8.68	8.95
Swedish Krona	9.5	9.78
New Zealand Dollar	51.07	52.21
Hong Kong Dollar	11.29	11.64
Kuwaiti Dinar	298.95	288.38
Singapore Dollar	68.54	70.06
Saudi Arabian Riyal	23.42	24.15
U A E Dirham	23.97	24.66



OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES

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Saudi Arabia unites GCC
in heritage tourism

RIYADH: Heritage has become an important pillar of national identity and tourism across the GCC. Saudi Arabia, the UAE, Qatar, Oman, Bahrain and Kuwait are investing in museums, restored districts and conservation projects that foreground local history.

Saudi Arabia

Saudi Arabia's flagship heritage project is Diriyah Gate, which surrounds At-Turaif—the mud-brick citadel of the first Saudi state. A royal decree brought UNESCO recognition. The Diriyah Gate Development Authority is building Najdi-style hotels and a mixed-use square that opened in 2024, creating a neighbourhood where cafés, shops and cultural venues reinforce the historic character.

Further north, the Royal Commission for Al-Ula is executing the Journey Through Time masterplan, which divides the valley into heritage districts and pairs archaeological preservation with museums, eco-lodges and interpretive trails through 2035.

UAE

In Sharjah, the Heart of Sharjah project is revitalising the city's historic core. Led by

the government's Investment and Development Authority (Shurooq), the five-phase programme is preserving houses, souqs and mosques and repurposing them as museums, workshops and cafés. Completion is expected in 2025, with the restored district seeking UNESCO World Heritage nomination.

Abu Dhabi is building the Saadiyat Cultural District on Saadiyat Island. Its centrepiece, the Zayed National Museum, will open in Dec 2025 and celebrate the life of Sheikh Zayed and the UAE's heritage.

Qatar

Qatar Museums is developing Dadu, Children's Museum of Qatar, the nation's first children's museum. While construction continues, Dadu Gardens has opened as an outdoor space where children learn about gardening and sustainability through play. The broader museum will nurture creativity and support national education goals.

Oman

Oman's Ministry of Heritage and Tourism funds community-led restoration of forts, mosques and other traditional structures. In

2024 it supported more than 20 projects to preserve vernacular architecture and encourage tourism. The country is also completing the Oman Botanic Garden, a 500-hectare conservation site near Muscat.

Bahrain

Bahrain celebrates its pearling heritage through the Pearling Path, a three km route in Muharraq. Managed by the Bahrain Authority for Culture and Antiquities, it links offshore oyster beds with restored merchant houses and mosques and narrates how pearls were harvested and traded.

Kuwait

Kuwait is diversifying tourism with projects highlighting geology and modern history. The Kuwait Geopark will showcase desert landscapes and archaeological sites north of Kuwait City. A UNESCO-backed initiative in Al-Ahmadi (2024–2025) is documenting the town's souq, cinema and neighbourhoods and planning heritage-based regeneration. In Kuwait City the cabinet has revived a delayed Heritage Village that envisages a hotel, shops and villas inspired by traditional architecture.



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GULF FAQs

Can heavy rains a reason to abstain from work? Can employer deduct salary?

We work in a mainland Dubai company and stay in Sharjah. We were unable to report to the office last week because of the rains. Can my company deduct my salary for being unable to report to work during the heavy rains and subsequent floods that happened? If our boss does, can we complain?

Pursuant to your queries, it is assumed that the nature of your work requires your physical presence in the workplace/office of your employer.

Therefore, the provisions of Federal Decree Law No. 33 of 2021 Regulating Employment Relations in the UAE and Cabinet Resolution No. 1 of 2022 on the Implementation of Federal Decree Law No. 33 of

2021 Regarding the Regulation of Employment Relations are applicable.

In the UAE, during unstable weather or when a forecast is issued by the

leaves. This is in accordance to Article 36 of the Cabinet Resolution No. 1 of 2022, which states: "Subject to the provisions of the Employment Law and this

Furthermore, an employer may consider accommodating an employee if the latter reports late to work due to unstable weather. This is in accordance with Article 15(1)(a) of the Cabinet Resolution No. 1 of 2022, which states: "Subject to the provisions of Article 17 of the Employment Law: 1. The period spent by the employee commuting between his place of residence and the workplace shall be counted within the working hours in the following cases:

a) any delay to the employee in transit in case of bad weather and in response to the warning of the National Centre of Meteorology regarding weather changes and fluctuations."

Moreover, if there are reasons beyond the employer's control (force majeure circumstances such as heavy rain, emergency situations) that render them unable to have regular operations, the employer may inform the employee and assure payment of salary for such period and days. This is in accordance with Article 17(2) of the Cabinet

Resolution No. 1 of 2022, which states, "Subject to the provisions of Article 26 of the Employment Law

- If the failure to enable the employee to perform his work is due to circumstances beyond the employer's control, the employer shall inform the employee thereof along with guaranteeing the payment of his salary."

Based on the aforementioned provisions of law, as you are not able to travel to your office and work due to genuine reasons which were beyond your control, your employer should not deduct your salary.

However, as an employee, you must inform your employer about your situation by providing photos and document evidence to your employer, to show the reasons why you were not able to travel to work.

It may be due to heavy rains or water logging in the locality where you reside. If your employer deducts your salary for not coming to work due to the heavy rain and water-logging situation, you may file a complaint against your employer with the MoHRE.



National Meteorology Center (NCM), the Ministry of Human Resources and Emiratization (MoHRE) may advise employers to opt for remote working options or grant employees paid

Resolution: 1. In extraordinary emergency situations, as determined by a Cabinet Resolution, work measures that are commensurate with the circumstances of those cases may be applied, taking into account the interests of all the parties to the employment relationship. Such measures shall include without being limited to the following:

a.) Applying the remote work system. b) Granting the employee paid leave c) Granting the employee unpaid leave. d) Reducing the employee's salary.

After divorce, can I change our will?

My wife and I are parting ways on mutual terms. What changes am I legally permitted to make to my will in Dubai under these circumstances? What are the relevant rules and procedures I should be aware of?

Pursuant to your queries, the provision of the personal status for non-Muslims is applicable; it is assumed that you are not a Muslim by your faith and you already have a will. A testator has full freedom to dispose of their estate as they see fit, and such wills should be registered. Article 11 of the Federal Decree-Law No. 41 of 2022 on Civil Personal Status for Non-Muslims states: "The testator shall have the right to leave a will with the entire property he owns in the State

in favour of anybody he wants in accordance with the controls specified by the Executive Regulations of this Decree-Law." You may at any time change your beneficiaries, remove your spouse, or alter executor appointments at your sole and absolute discretion. The amended will must follow the required formalities, such as being in writing, signed before the competent authority, and, where necessary, witnessed so that it is legally enforceable in Dubai.

In conclusion, you may update or revoke your will at any time to reflect your mutual separation. It is advisable to complete the process through the proper registry to ensure your wishes are valid under UAE law. You may consult a legal practitioner in the UAE for further advice.

Can I claim compensation when someone shares my photos without permission?

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.

India's exports to US register rebound amid rising tariffs

NEW DELHI: In a year defined by significant trade volatility, India's exports to the US have undergone a remarkable two-step transformation. According to a new report from the Global Trade Research Initiative (GTRI), 85pc of India's US exports followed a distinct pattern of a sharp mid-year decline followed by a resilient partial recovery by Nov 2025.

The GTRI analysis highlights that total exports to the US fell 20.7pc dropping from \$8.8 billion in May to \$7.0 billion in November. The fall peaked in Sept, when shipments hit a trough of \$5.5 billion—a 37.7pc plunge from May levels. However, between Sept and Nov, exports rebounded by 27.3pc.

Over 15mn tourists spend SR 33bn...

(Cont. from page - 1)
and the hospitality and entertainment sectors.

This performance aligns with the objectives of promoting urban tourism as seasonal events and entertainment experiences contribute to solidifying Riyadh's position as a global destination. This also supports the local economy by stimulating various tourism-related sectors.

GTRI Founder Ajay Srivastava noted that this recovery occurred even as the US maintained a steep 50pc tariff on many Indian goods. "The drop between May and September likely reflected the shock and uncertainty created by impending tariff hikes," Srivastava explained. He added that once the higher tariffs became certain, exporters and US buyers adjusted by renegotiating prices, absorbing costs, and restocking for the holiday season.

The "fall-and-rebound" arc was visible across nearly all major product categories. As India's single largest export, smartphone shipments

crashed from \$2.29 billion in May to \$884.6 million in September before surging back to \$1.8 billion in November. The Gems and Jewellery sector saw one of the most powerful adjustments, plunging from \$500.2 million in May to \$202.8 million in Sept, then rebounding to \$406.2 million by Nov. Machinery and mechanical appliances neared a full recovery, ending Nov at \$614.6 million—just one per cent below May levels.

The textile sector faced intense pressure. Knitted apparel remains 33pc below May levels, while industrial textile fabrics collapsed by nearly 72pc.

H-1B visa chaos deepens with new social media vetting rules

NEW DELHI: Confusion and last-minute travel upheavals swept through US visa applicants this week as a new social-media vetting policy of the US State Department triggered widespread disruptions for H1-B visa applicants in India. Numerous appointments scheduled in Dec have now been postponed to next year.

The US embassy in India issued an advisory on X, saying: "If you have received an email advising

that your visa appointment has been rescheduled, Mission India looks forward to assisting you on your new appointment date."

"Arriving on your previously scheduled appointment date will result in your being denied admittance to the embassy or consulate," the embassy added. The disruption comes amid Washington's intensified social-media vetting policy, which requires applicants to make their social accounts public

and disclose all usernames used in the past five years.

The chaos deepened after the Trump administration announced an expanded security-screening protocol for H-1B visa applicants. An internal State Department cable instructed consular officers to examine applicants' resumes and LinkedIn profiles, and even those of family members, for any involvement in fields such as misinformation, disinformation, content moderation, fact-checking, compliance, or online safety. The chaos spilled over to Reddit, where anxious users shared stories of cancelled flights and sleepless nights.

"My flight was in nine hours. The agent told me I should attend biometrics on the 15th but wait to hear back about my Dec 23 interview. No way I'm taking that risk. This was my first trip in six years. Indigo issues back home were finally easing and then this came out of syllabus. I'm super frustrated" a user wrote.

Another user posted: "Given the cancellations happening, it's too big a risk. We cancelled our trip and will cancel our visa appointments too. Maybe the freed-up dates will help someone stuck in India."

Special team to follow-up...

(Cont. from page - 1)
non-oil exports, which include polyethylene, urea, gypsum, ethylene and several industrial products related to the petrochemical and metals sectors, and it is expected to witness greater expansion in light of what the agreement provided in terms of advanced preferential access to the Indian market.

The ministry noted that, under the agreement, Oman achieved a high

level of trade liberalisation, reaching 97.4pc of total Omani goods based on current export volumes, while overall market access to India reached approximately 77.8pc with special liberalisation for several goods of strategic importance to national industries. In return, the Sultanate of Oman granted India gradual customs liberalisation according to clear timetables, reaching a level of 99.22pc in line

with national economic objectives and policies to protect local industries.

The ministry added that the agreement is expected to contribute to enhancing food and drug security, and supporting co-operation in the fields of agriculture, health, and biotechnology, in addition to digital trade, logistics, mining industries, innovation, space, and tourism, in line with the objectives of "Oman Vision 2040".

TO BOOST INDIA'S EXPORTS, JOBS India, New Zealand FTA finalised

NEW DELHI: Prime Minister Narendra Modi held a telephonic conversation with his New Zealand counterpart Christopher Luxon on Monday and both leaders announced the successful conclusion of the "historic, ambitious and mutually beneficial" India-New Zealand Free Trade Agreement (FTA).

"With negotiations having been initiated during PM Luxon's visit to India in March 2025, the two leaders agreed that the conclusion of the FTA in a record time of nine months reflects the shared ambition and political will to further deepen ties between the two countries," the Prime

Minister's Office (PMO) said in a statement.

"The FTA would significantly deepen bilateral economic engagement, enhance market access, promote investment flows, strengthen strategic co-operation between the two countries and also open up new opportunities for innovators, entrepreneurs, farmers, MSMEs, students and youth of both countries across various sectors," the PMO added.

Both leaders expressed confidence in doubling bilateral trade over the next five years as well as an investment of US\$20 billion in India from New Zealand over the next 15 years.

For second time, Dubai Kerala expat wins Dh1 lakh

DUBAI: Sanil Kumar, a 40-year-old accountant from Kerala, is over the moon after winning Dh100,000 in the Big Ticket draw – for the second time. The long-time Dubai resident, who has called the city home with his family for 15 years, first got lucky last year in the weekly e-draw with

the same cash prize of Dh100,000. Now, luck has struck again through a consolation prize, making him a double winner in the popular promotion.

Sanil, who has been buying Big Ticket tickets consistently for the past five years, usually plays with a group of colleagues.

GLIMPSES OF INTERNATIONAL MOBILITY CONCLAVE HELD IN VARANASI

