



OVERSEAS NEWS AND EMPLOYMENT

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New E-visa System Drives Significant Rise in Pilgrimage Tourism to Iraq

MUMBAI: In a significant step toward strengthening India-Iraq travel and cultural ties, Mr. V.S. Abdulkareem, Chairman and Managing Director of FlyCreative Online Ltd., met with the Consul General of the Republic of Iraq, H.E. Zuhayr Saad Abbas, at the Iraq Consulate in Mumbai. The meeting centered on the rapidly rising interest in Ziyarat travel and the renewed enthusiasm among Indian pilgrims and tourists heading to Iraq—the land of ancient civilization, deep-rooted culture, and profound spiritual legacy.

During the discussion, Mr. Abdulkareem and the Consul General exchanged insights on the

steady increase in Indian visitors seeking to explore Iraq's revered shrines and historic sites. Both emphasised that the growing momentum in religious and cultural tourism is emerging as a strong bridge between the people of the two nations.

A key development driving this surge is Iraq's newly launched E-visa system, which has streamlined the entry process and made travel significantly more accessible for Indian pilgrims. The simplified digital process is expected to widen travel opportunities, encourage more frequent visits, and further enhance people-to-people connections.

The conversation also high-



Chairman and Managing Director of FlyCreative Online Limited Mr VS Abdulkareem had a meeting with Consul General of the Republic of Iraq His Excellency Zuhayr Saad Abbas in Mumbai.

lighted the potential for deeper collaboration to improve pilgrimage logistics, promote key heritage destinations, and strengthen institutional cooperation in tourism facilitation. Mr. Abdulkareem expressed FlyCreative's commitment to supporting this growth by working closely with Iraqi authorities to ensure smooth, reliable travel experiences for Indian visitors.

With both sides sharing a forward-looking vision, the meeting marked a positive step toward expanding religious and cultural tourism, reinforcing the historic bonds between India and Iraq, and paving the way for a new chapter of mutual engagement.

Now, foreigners have to complete Arrival Card Online system prior to entering China

BEIJING: Effective Nov 20, 2025, foreigners have to fill in the relevant entry information online before coming to China through NIA's official website, Government Service Platform, "NIA 12367" APP and WeChat (Alipay) mini programme or by scanning the QR code with mobile phones. Foreigners who cannot fill in the information online in advance may complete the process upon arriving at the immigra-

tion inspection site in the ports of China by scanning the QR code with mobile phones or using the smart devices at the port to fill in the entry information online or filling in the paper Arrival Card. The follow-

Adani's Rs 136-cr airport hotel in Thiruvananthapuram okayed

THIRUVANTHAPPUAM: The Union ministry of environment has granted clearance for Adani Airport Holdings' Rs 136

ing seven types of foreigners may be exempted from filling in the Arrival Card:

- *Holding a People's republic of china foreign Foreign Permanent Resident ID Card: *Holding a Mainland Travel Permit for Hong Kong and Macao Residents (Non-Chinese Citizens);
- *Holding a group visa or eligible for group visa-free entry;
- *Transiting directly within 24 hours without leaving the restricted area of the port;
- *Entering and exiting with the same cruise ship;
- *Entering through fast lanes;
- *Foreign employees of exit-entry transport vehicles. The passenger

declaration form within this application is intended for all international flight passengers prior to arrival in China. The application can be accessed via: <https://s.nia.gov.cn/ArrivalCardFillingPC/>



National Immigration Administration QR code to submit information.

UAE Announces 'United' Theme for 54th National Day Celebrations

The UAE has unveiled "United" as the official theme for its 54th Eid Al Etihad celebrations, inviting residents across all seven emirates to take part in a nationwide expression of unity and pride. This year's National Day festivities will fea-

ture cultural events, public and online screenings, and community activities designed to showcase the country's heritage and collective spirit. Observed annually on December 2, Eid Al Etihad commemorates the historic union

(Cont. on page - 2)



Officially said the approval followed a detailed examination by the Expert Appraisal Committee Infra-2 during its August meeting. The land was handed over to the Adani Group's airport subsidiary under a long term concession agreement signed with the Airports Authority of India in Jan 2021. The ministry recorded that the proposed hotel will be a five-storey structure with a height of 23 metres.

(Cont. on page - 2)

Tuesday, 2nd December 2025

We are very pleased to announce that, one is coming out with a special 54th UAE National Day supplement along with the regular issue on 2nd December 2025.

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Codes of dignity

In a dramatic and bold move, the Union government last week brought all four Labour Codes into effect, replacing decade-old laws with a uniform structure that reaches every Code, Code on Social Security and Occupational Safety, Health and Working Conditions Code now stand in place of 29 separate laws.

Together, they redraw how wages are paid, how workers are protected and how businesses operate. In short, every worker gets dignity. The Codes secure minimum wages for all, formal appointment letters for youth, equal pay for women, social security for 40 crore workers, gratuity for fixed-term employees after one year and double wages for overtime. Prime Minister Modi called the Codes “one of the most comprehensive and progressive labour-oriented reforms since Independence. It greatly empowers our workers. It also significantly simplifies compliance and promotes ease of doing business. These codes are to serve



as a strong foundation for universal social security, minimum and timely payment of wages, safe workplaces and remunerative opportunities for our people, especially Nari Shakti and Yuva Shakti.”

The new framework brings casual and platform workers into the social security net for the first time, mandates appointment letters for all employees, introduces a national floor wage and pushes gender-neutral provisions across workplaces. For women, the Codes allow night shifts with safety conditions. What’s more, workers above 40 will get free annual health check-ups. ESIC coverage expands across India, with hazardous units brought in even if they have a single worker. For export-oriented industries, the codes provide flexibility, simplification and predictability essential to compete in volatile global markets while meeting international compliance expectations.

A National Occupational Safety and Health Board will push uniform safety standards, while an Inspector-cum-Facilitator model aims to move inspections away from punitive practices. Raising the threshold for government approval for lay-offs, retrenchment or closure from 100 to 300 workers is also expected to boost operational flexibility.

Nevertheless, trade unions have strongly opposed the changes, organising multiple nationwide protests. As many as 10 large Indian trade unions condemned the government’s rollout of new labour codes, the biggest such overhaul in decades, as a “deceptive fraud” against workers. While the new rules offer social security and minimum-wage benefits, they also allow companies to hire and fire workers more easily. The opposition questioned the effectiveness of the four new labour codes, saying the government has merely repackaged the existing 29 labour laws and is portraying it as revolutionary reforms even though the rules for their implementation have not yet been notified. The main opposition congress party listed the demands as follows: National minimum wage of Rs 400 per day, including MGNREGA; Right to Health Act under which universal health coverage of Rs 25 lakh will be provided, Employment Guarantee Act for urban areas and comprehensive social security for all unorganised workers—including life insurance and accident insurance.

All said and done, the implementation of the Labour Codes signifies the arrival of a new phase in India’s development journey. These reforms elevate the dignity of labour, strengthen MSME Shakti, empower women, support migrant workers and consolidate a welfare-oriented labour system.



AI Express to link NMIA with Bengaluru, Delhi

MUMBAI: Air India Express will begin flights from the Navi Mumbai International Airport (NMIA) from the first day of commercial operations. The airline will operate daily flights to Bengaluru and five weekly flights to Delhi, with both routes set to expand to twice-daily services from Jan 2026.

After Akasa Air and IndiGo released their NMIA schedules, Air India Express among the earliest airlines to confirm operations from the new airport announced its flight schedule. The airline said it will ramp up operations in phases as the airport becomes operational and

(Cont. on page - 6)

Air India to induct 26 aircraft

Air India Group plans to induct 26 wide-body and narrow-body planes, with 81pc of international flights operated using upgraded aircraft by end-2026. Campbell Wilson, CEO, Air India, said, “2026 will be a year of very visible change for Air India, despite recent challenges, and we are continuing our capital expenditure commitments.”

Travelling to UK without a visa?

LONDON: Visitors from 85 countries, including the US, Canada and France, who do not require a visa, will be unable to legally enter the UK without an

Electronic Travel Authorization (ETA) beginning Feb 25, 2026.

British and Irish citizens, including dual citizens, are exempt from

needing an ETA. The UK government strongly advises dual British citizens to make sure they have a valid British passport or certificate of entitlement, to avoid problems like being denied boarding when travelling to the UK from Feb 25, 2026.

Everyone who wants to come to the UK must have digital permission through either an ETA or an eVisa. Carriers will be checking people before they travel. All eligible non-European visitors can apply for an ETA and already need

(Cont. on page - 6)

Manufacturers not getting right talent to hire

NEW DELHI: Manufacturing companies are finding it increasingly difficult to hire the right talent even as hiring intent in the sector remains strong. The demand for talent is expected to rise by 10–12pc in FY27, according to estimates by HR and

staffing firms. TeamLease Edtech notes that while overall hiring demand could grow by about 12pc, companies are struggling to source skilled mid-level candidates with the right domain expertise and capabilities.

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Adani’s Rs 136-cr airport hotel...

(Cont. from page - 1)

It will include two base-ment levels for parking, a ground floor and four upper floors, with a total built up area estimated at nearly 34,000 sqm. Authorities have been informed that the project intends to meet about half of its daily water requirement through recycling, using treated water generated by an on site sewage treatment plant.

Solid waste is slated to

be managed through organic waste converters and authorised recyclers. Around 40 trees currently standing at the project site will be transplanted within the airport premises. Space has been earmarked for a green belt and the developer has committed to energy saving measures expected to reduce overall consumption by up to 20pc. The ministry noted that the site does not fall

within any eco-sensitive or forest areas and that the project faces no pending court cases. It added that the clearance was processed at the central level due to the temporary absence of the State Environment Impact Assessment Authority in Kerala. According to officials, the Rs 136 crore development is expected to take around three years to complete. The project is projected to generate about 300 direct jobs and nearly 900 indirect employment opportunities and is positioned to enhance passenger amenities and support Thiruvananthapuram’s tourism economy.

The facility will cater to air travellers and also foreign crew arriving on large cargo vessels docking at the Vizhinjam port.

UAE Announces ‘United’ Theme for...

(Cont. from page - 1)

of the emirates in 1971, with Ras Al Khaimah joining the federation in early 1972. The 2025 celebrations aim to engage the UAE’s diverse population of more than 200 nationalities, strengthening the shared sense of belonging that defines the nation.

An official playlist reflecting the joy and spirit of the occasion has been released on the Eid Al Etihad YouTube channel, while the full schedule of events—spanning late November through early December—will be available on : <https://www.eidaletihead.ae>

LIPSYNCH

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Japanese Yen	56.89	57.78
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Canadian Dollar	62.71	64.14
Australian Dollar	57.46	58.75
Norwegian Krone	8.59	8.85
Swedish Krona	9.23	9.49
New Zealand Dollar	50.21	51.31
Hong Kong Dollar	11.25	11.6
Kuwaiti Dinar	296.99	287.6
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Canada to amend citizenship law; likely to benefit Indian families

OTTAWA: Canada has moved closer toward modernising citizenship-by-descent law, after a bill to amend the act received royal assent, in a move that is likely to affect thousands of Indian-origin families.

Bill C-3, an Act to amend the Citizenship Act (2025), has received royal assent. This represents an important milestone in making the Citizenship Act more inclusive, while maintaining the value of Canadian citizenship, said a news release issued by the Canadian government.

"Once the new law comes into force, Canadian citizenship will be provided to people born before the bill comes into force, who would have been citizens if not for the first-generation limit or other outdated rules of past legislation", the news release said. The first-generation limit to Canadian citizenship by descent was introduced in 2009. It means that a child born or adopted outside Canada is not a Canadian citizen by descent if their Canadian parent was also born or adopted outside Canada.

This limit caused problems for many Indian-origin Canadians whose children were born out of the country, people who know the matter say. The new law will also allow a Canadian parent born or adopted abroad to pass citizenship on to their child born or adopted outside Canada on or after the date the bill comes into force, provided they have a substantial connection to Canada.

"Bill C-3 will fix long-standing issues in our citizenship laws and bring fairness to families with children born or adopted abroad. It will provide citizenship to people who were excluded by previous laws, and it will set clear rules for the future that reflect how modern families live. These changes will strengthen and protect Canadian citizenship," Canada's Minister of Immigration, Refugees and Citizenship Lena Metlege Diab said.



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Bangaram Island is a serene, turquoise-ringed paradise in Lakshadweep, perfect for a tranquil escape.

Kavaratti Island

Kavaratti Island is the serene capital of Lakshadweep, known for its turquoise lagoons, white sandy beaches, and rich marine life.

GULF FAQs

Verbal abuse at workplace, what to do?

I have a peculiar complaint — my boss shouts at me, often in front of other colleagues. He does the same with others as well. He also makes calls beyond office hours, asking us to do work. We are desperate to keep our jobs, so we don't really say anything back. I would like to know if we can file a complaint anonymously. We work in a mainland Dubai company. But is there a legal option for us to pursue that will help us keep our jobs while also ensuring our dignity?

In the UAE, it is an obligation of an employer to provide a safe and appropriate working environment to an employee. This is in accordance with Article 13(13) of the Federal Decree Law No. 33

of 2021 on the Regulation of Employment Relations, which states, "The Employer shall provide a safe and appropriate working environment."

Article 14(2) of the Employment Law explicitly prohibits various forms of harassment, including sexual, verbal, physical and psychological harassment. These forms of harassment may come from employers, superiors, colleagues or anyone with whom the affected employee works. The said provision reads as: "It shall be prohibited to exercise sexual harassment, bullying or any verbal, physical or mental violence against the employee by his employer, manager, or colleagues."

Furthermore, if your employer is being disrespectful and is using demeaning language or shouting

at you in the presence of others, he is liable for the punishment of imprisonment for at least six months or a fine of up to Dh5,000. This is in accordance with Article 427 of the Federal Law No. 31 of 2021, On the Issuance of



the Crimes and Penalties Law, which states: Article 427: "A penalty of punished imprisonment for a period not exceeding six months or a fine not exceeding Dh5,000 shall be imposed if the libel or

slander is committed on the telephone or directly against the victim in the presence of others."

Additionally, an employee may consider terminating his or her employment relations without serving a notice period upon filing

notice and reserve all his entitlements at the end of the service if the employee is subject to assault, violence or harassment at the workplace by the employer, or his legal representative, provided that the employee reports such act to the concerned authorities and the Ministry within five working days from the date on which he is able to report." Based on the aforementioned provisions of law, if your employer verbally abuses you or shouts at you, you may consider filing a complaint against your employer with the Ministry of Human Resources & Emiratization (Mohre) and, thereafter, may consider resigning from your employment without serving notice within five days after registering the complaint with MoHRE.

I am an NRI working and living in the UAE and wonder what will happen to my bank account after my death?

Thinking about what happens after death is never pleasant but what's far worse is the emotional and financial stress your family may face if you pass away without a plan in place. Many expats don't realise that their UAE bank accounts do not automatically transfer to a spouse or family member, and this can quickly lead to complications, delayed access to funds and frozen accounts.

All of this can be prevented with proper planning and a locally recognised will. What really happens to your UAE bank accounts when you pass away? According to Lara Barbary, Partner at BSA Law, it is standard practice in the UAE for banks to freeze an individual's accounts as soon as they are notified of the account

holder's death.

This freeze applies even to joint accounts, and it remains in place until the bank receives a court order to release or distribute the funds. Having a valid, locally recognised



will makes the court process more predictable and often faster. Without one, families can face long delays before gaining access to essential funds. "If there is no will, the court applies the default inheritance rules, which can lead to outcomes that differ from family expectations, delays in access to funds and

potential hardship for dependents while probate or succession proceedings are completed," Barbary said.

If there is a valid, locally recognised will, the court process to identify heirs

and release funds is usually more predictable and can be faster. If there is no will, the court applies the default inheritance rules, which can lead to outcomes that differ from family expectations, delays in access to funds and potential hardship for dependents while probate or succession proceed-

ings are completed. In the absence of a legally recognised will or other formal legal election, UAE courts apply the default succession regime. How your assets are distributed depends on your background:

For Muslims: Inheritance is generally governed by Sharia-based rules.

For non-Muslims: The process varies by emirate. Some frameworks allow estates to be distributed under home-country laws — but only if the correct steps have been taken in advance and recognised by the court. Barbary added that recent regulations suggest the Abu Dhabi Judicial Department (ADJD) may allow Muslims to register wills, but eligibility and scope differ case by case. Without clear planning, the default rules

may apply, often producing outcomes that families did not expect. Thousands of expats have built lives in the UAE — buying property, growing businesses and securing financial assets. But without a will, those assets may not pass to the people you intended, creating unnecessary stress during an already difficult time.

"For expats, a locally recognised will is one of the most effective tools to ensure assets, including UAE bank accounts, real estate and personal property, are transferred according to their wishes and with fewer procedural hurdles," Barbary said. Non-Muslim expats often choose to register a will with an approved UAE registry to minimise uncertainty and protect their family.

Spain Tourism's campaign to attract Indian women travellers

MUMBAI: Elena Orland, Director of the Tourism Office of Spain in India, described her initiative as her "dream project". She recalled that upon learning of her new role while in Madrid, her first thought was to champion the growing segment of Indian women travellers. "The event is very special

to me. Women in India are becoming increasingly empowered and are ready to explore both within the country and overseas. I think they enjoy travelling with other women or as solo travellers," Orland said.

Highlighting the ethos behind the campaign, she noted that travel is "much

more than visiting a destination; it is also a treat to yourself". This sentiment, she added, is reflected in the programme's title. Over the next four years, Spain Tourism aims to promote both solo and group women travel, encouraging exploration beyond Spain's popular hotspots to include its lesser-known

regions. For now, efforts will focus on key Indian metros such as Mumbai, Delhi and Bengaluru.

Reassuring potential visitors, Orland emphasised Spain's strong safety record and robust infrastructure. "Whatever women want to enjoy—city life, nature, shopping, gastronomy—Spain offers everything," she said. When asked about numerical targets for 2026, Orland stressed that the initiative is not driven by volume. "This is not about numbers. It is a meaningful project. I want Indian women travelling to Spain with a purpose and learning something. Spain and India share similarities



Elena Orland

such as a love for family and festival celebrations," she explained.

Commenting on visa procedures, she noted that the Spanish consulate is "doing an excellent job", adding that travellers need only ensure they meet the requirements.

Orland also announced that India and Spain will mark 2026 as a "dual year" dedicated to culture and tourism—an initiative designed to strengthen bilateral ties and enhance mutual understanding between the two nations.

Manufacturers not getting right...

(Cont. from page - 2)

According to TeamLease's Employment Outlook Report for HY2 FY25, manufacturing, engineering and infrastructure together show an 8.7pc net increase in employment for FY25. Translating this sentiment into annual demand, FY25 is likely to see 0.9–1.1 million roles, driven by industrial corridors, EV supply chains, construction and capex-led expansion.

"If current investments continue, hiring demand

in manufacturing could rise to 1.1–1.3 million in FY26, and 1.3–1.5 million in FY27 as industrial capacity, logistics integration and large-scale infrastructure projects mature," says Shantanu Rooj, founder and CEO, TeamLease Edtech. Rooj adds that while hiring intent remains strong, the nature of demand is shifting. "Firms now seek hybrid engineers (automation, IoT, industrial analytics) rather than purely traditional hands-on roles. While

India's labour pool is sizable, there remains a gap in job-ready, specialised technicians. Firms often find entry-level candidates teachable but struggle to find mid-level candidates with both domain and digital skills out of the box," he said.

The TeamLease report also notes that across all businesses in the services sector, 4–4.5 million jobs are likely to be created in FY26 due to digital adoption, GCC expansion, financial inclusion and growing consumption. Sonal Arora, country head, Gi Group Holding, said: "By the next financial year, we expect hiring demand in manufacturing to be 8–10pc higher than this year, while demand for mid- and senior-level roles is expected to rise by 4–5pc." The challenge of finding the right talent is also echoed by industry leaders.

AI Express to link NMIA with Bengaluru, Delhi

(Cont. from page - 2)

The Bengaluru–NMIA flight will depart at 6 am and arrive at 8.10 am, with the return leg departing NMIA at 8.55 am and landing in Bengaluru at 10.50 am. The Delhi–NMIA service, operating five times a week, will depart Delhi at 11.15 am and reach NMIA at 1.25 pm. The return flight will leave NMIA at 2.05 pm, arriving in Delhi at 4.20 pm. With the addition of NMIA routes, Air India Express' presence in Maharashtra has grown to over 130 weekly flights from Mumbai and over 90 weekly flights from Pune. From Dec 1, the airline will also launch twice-daily services between Nagpur and Bengaluru.

Air India Express MD

Aloke Singh said: "We are happy to work with the airport as it opens capacity for Mumbai and its catchment area, putting one of India's largest transport hubs back on a rapid growth trajectory. We will offer direct connectivity to Bengaluru and New Delhi, and seamless onward connections across AIX and AI networks. "The new Navi Mumbai services complement the airline's expanding Bengaluru network. AI Express recently added flights from Bengaluru to Ahmedabad, Chandigarh, Dehradun, Jodhpur and Udaipur and now operates more than 530 weekly flights from the city. It also launched direct flights from Bengaluru to Bangkok, Jeddah, Kuwait and Riyadh.

India, Israel to launch FTA in two phases

NEW DELHI: India and Israel plan to implement the proposed free trade agreement (FTA) in two phases with the aim to offer early benefits to trade communities of both countries.

The development comes after a decline in the country's exports to Israel, which dropped by 52pc in 2024-25 to \$2.14 billion from \$4.52 billion in 2023-24. Imports also fell by 26.2pc amounting to \$1.48 billion during the

same period. Both countries recently finalised the terms of reference (ToR) to formally launch negotiations for the deal.

What does the India-Israel ToR comprise? The ToR include market access for goods by removing tariffs and non-tariff barriers, facilitating investment, simplifying customs procedures, increasing co-operation for innovation and technology transfer, and easing norms to promote trade in services.

Travelling to UK without a visa?

(Cont. from page - 2)

one to travel to the UK from Jan 8, 2025. From April 2025, all visitors to the UK who do not need a visa for short stays and who do not already have a UK immigration status are required to have an ETA.

Since the launch of ETA in October 2023, more than 13.3 million visitors have successfully applied and benefited from faster, smoother travel. ETA is

now a fundamental part of travel, including for visitors who take connecting flights and go through UK passport control. Applying for an ETA is quick and simple through the official UK ETA app and the cost is competitive at £16. While most people currently get a decision automatically in minutes, it is recommended to allow three working days to account for the small number of cases that

require additional review. UK Global Talent Visa: No job offer required, pathway to permanent settlement in Britain

Once granted, ETAs are digitally linked to a traveller's passport and allow for stays of up to six months at a time – including both short trips and more extended stays. An ETA is not a visa, it is a digital permission to travel dated Friday, Nov 28)