



# OVERSEAS NEWS AND EMPLOYMENT

## PASSPORT TO GLOBAL JOB OPPORTUNITIES



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### JAISHANKAR MEETS US SECRETARY OF STATE MARCO RUBIO



External Affairs Minister S Jaishankar with US Secretary of state Marco Rubio at the Department of State in Washington. The US-India COMPACT, a multifaceted programme for co-operation between the two countries, was the centrepiece of the meeting between them.

### One month campaign to promote Norka Pravasi ID cards

THIRUVANANTHAPURAM:

The identity cards for the non-resident Keralites, issued by the government of Kerala, will be distributed from the Norka cell at the Kannur collectorate. The Pravasi cards are now being distributed to the people of Kannur and Kasargod districts, who have applied for it in the Norka Roots offices in Kannur and Kozhikode between Jan 2011 and Feb 2012. the cards are for those who have been



working for a minimum of six months in a foreign country. The NoRKA-Roots, a field agency under the state government's Department of Non-Resident (Cont. on page-2)

# India, Saudi, China to lead leisure travel

**LONDON:** You don't quickly the travel industry need statistics to know is growing. triple to US\$15 trillion in 2040 from US\$5 trillion in 2024. That catapults the industry ahead of both pharma and fashion. That momentum isn't coming from the US or Europe, the report suggests.

The company's global review of leisure travel, based on a survey of nearly 5,000 travellers, estimates annual consumer expenditure on travel will

"Emerging markets are really going to drive significant growth, countries like China, India and Saudi Arabia," says Lara Koslow, senior partner at BCG and one of the authors of the report. Discussing the findings with Bloomberg, Koslow says the growth of the middle class in these places is giving rise to consumers who are newly interested in leisure travel – just as the

(Cont. on page-2)

## June services PMI touches 10-month high at 60.4

**NEW DELHI:** The Indian services sector growth touched a 10-month high in June aided by robust expansion in international sales and job creation, amid positive demand trends and ongoing improvement in sales, a monthly survey said.

The seasonally adjusted HSBC India Services Purchasing Managers' Index(PMI) rose from 58.8 in May to 60.4 in June, driven by sharp upturn in new business orders. In the PMI parlance, a print above 50 means expansion, while a score below 50 denotes contraction.

"The Services PMI business activity index was up to a 10-month high, led by a sharp rise in new domestic orders. New export orders also expanded, albeit at a softer pace. Margins improved, as the rise in input costs was below that seen for output charges," Pranjul Bhandari, Chief India Economist at HSBC, said.

New orders expanded at the quickest rate since Aug 2024. Services companies benefited most from the continued strength of the domestic market, alongside a marked increase in new export business.

Private sector business activity rises to 13-month high in May. Overseas demand particularly improved from the Asian, Middle Eastern and US markets, according to panel members. The ongoing expansion of the Indian service sector had a positive impact on recruitment. Employment rose for the 37th consecutive month in June, with the rate of job growth outpacing its long-run average despite slowing from May's record. On the price front, the survey said, cost pressures were most intense in the consumer services category, while the fastest upturn in output charges was noted in the finance and insurance segment.



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## Congrats, diaspora!

The shortage of foreign exchange is a thing of the past. Old timers will remember that before the reforms started in 1991 (thanks to Dr Manmohan Singh), our forex reserve was just enough for 21 days' essential imports. Needless to say, India was on the verge of an economic collapse. This situation was made worse by the weakening of the Soviet Union which had been a source of cheap oil and raw materials and a market for Indian products. India had also been able to trade without US dollars because of this relationship.

Dr Singh openly admitted that the situation was grave. After political instability, worsening fiscal issues and the Gulf crisis, international confidence weakened significantly. This led to a sharp decline in capital inflows from commercial borrowing and non-resident deposits. Despite borrowing large amounts from IMF in 1990 and 1991, India's foreign exchange reserves dropped drastically. In a single day, Dr Singh devalued the rupee three times to boost exports. The Indian rupee was devalued by 19pc and India's trade policy was changed from its highly protective form to a system of freely tradable EXIM scrips, which allowed exporters to import 30pc of the value of their exports. The rupee was made fully convertible in 1994. Successive governments, particularly the Modi government, introduced further far reaching reforms to boost the economy. The Indian economy has beaten many economies and is one of the largest and strongest economies in the world today.

RBI's announcement was much more than expected. The remittances sent back home by Indians abroad (diaspora) have registered a 14pc rise in the financial year 2024-25 to a record US\$135.46 billion, according to data compiled by the RBI. Indians working abroad sent home a record 129.4 billion dollars in 2024. RBI said the inflows, classified under "private transfers", accounted for more than 10pc.

India tops the list of recipient countries for remittances in 2024 and is way ahead of second-placed Mexico with \$68 billion. China (\$48 billion) is in the third spot, followed by the Philippines (\$40 billion) and Pakistan (\$33 billion). The number of Indians working overseas has tripled from 6.6 million in 1990 to 18.5 million in 2024, with its share in global migrants rising from 4.3pc to over six per cent during the same period. Indian migrants in the Gulf countries account for around half of the total Indian migrants in the world.

Meanwhile, in a great relief to Indian professionals working in the US and NRIs sending money to India, the updated draft of the "One Big Beautiful Bill Act" proposed by President Trump has reduced the tax rate on remittances to just one per cent, down from the five per cent proposed initially. This is more than asked for.

Remittances now constitute a substantial portion of India's current account inflows, helping to balance the trade deficit and providing a stable source of foreign currency. The increasing number of skilled Indian workers migrating to developed countries like the US, UK and Singapore is a key driver of this growth. These remittances are crucial for offsetting India's trade deficit, which stood at \$287 billion in FY25.

Congratulations, Indian diaspora!

### LIPSYNCH

"A strong economy begins with a strong leadership and well-educated and disciplined workforce."---A Japanese quote

## KERALA TOURISM TROLLS STRANDED BOMBER

Making fun of the stranded UK's F-35B bomber aircraft at the busy Thiruvananthapuram International Airport, the Kerala Tourism has put out this advertisement. God's Own Country is a favourite tourist destination and this aircraft landed at the airport on June 14 following a technical snag. Till today, the technical snag is not rectified and it seems that the bomber is quite comfortable to remain there.



## IT hiring in tier-2 cities up 53pc

**BENGALURU:** IT firms are now looking beyond metro cities as tier-2 cities have emerged as key hubs for hiring.

The country's tier-2 cities continue to emerge as key engines driving the nation's employment growth, according to the latest foundit insights Tracker. It said Coimbatore (26pc), Nagpur (24pc) and Nasik (24pc) are leading this

growth, driven by sectors such as IT, BFSI, Manufacturing and FMCG.

The IT industry has seen exceptional growth in tier-2 cities, jumping 53pc y-o-y, far ahead of the national average of 30pc. "The hiring momentum shift towards tier-2 cities, especially in IT and Entry level roles, is notable. Job seekers now have diverse opportunities closer to home,

reflecting India's rich and varied talent landscape. For employers, these cities offer strategic opportunities for sustained growth, driven by improved infrastructure, targeted investments, and the strategic intent to diversify geographically," said Pranay Kale, Chief Revenue and Growth Officer (CRGO) of foundit insights Tracker.

"This growth, the strongest we've seen in recent years, clearly underlines tier-2 cities' increasing importance in India's employment landscape," he added. Fresher hiring rose 11pc y-o-y in June, driven by non-IT sectors like hospitality (40pc), oil and gas (29pc), real estate (25pc), and strong demand in healthcare.

Naukri too in its report points out that after nearly a year of subdued hiring activity, the IT sector posted a five per cent y-o-y growth in June 2025.

## India, Saudi, China to...

(Cont. from page-1) rise of the middle class in the US

China is on course to become the country with the highest spending on leisure, which is predicted to increase more than 10pc a year.

"We all know that leisure travel is on the rise and that trend has been going on for a while," says Koslow. But she says she was surprised to find that 70pc of emerging market travellers add a leisure component to their work trips, a practice that's much less common in the US.

Domestic trips within a traveller's home country represent a majority of the demand. But international leisure travel is growing at a faster clip. BCG forecast that it will more than triple, from US\$424 billion in 2024 to US\$1.4 trillion in 2040.

Of course, the travel industry is difficult to

quantify. Most estimates, like those from the World Travel & Tourism Council (WTTC), include things such as restaurant expenditures or the knock-on effects of hospitality workers contributing to their local economies; in April, the WTTC estimated that the industry would reach US\$11.7 trillion or 10.3pc of the world's gross domestic product, by the end of 2025.

## One month campaign to promote...

(Cont. from page-1) Keralites Affairs (NoRKA), will be organising a month-long special campaign from July 1 to 31, 2025 to create awareness on various ID cards and services provided to expatriate Keralites around the world. The campaign is aimed at creating awareness about services like Pravasi ID Card, Student ID Card, NRK ID Card and Norka Pravasi Raksha In-

surance (NPRI), a health insurance scheme for critical illnesses.

The campaign period can also be utilised to clear doubts for those who have taken ID cards and to renew the cards for those who have delayed renewal. The various ID cards are helpful for the government in locating expatriate Keralites around the world and intervening in times of need.



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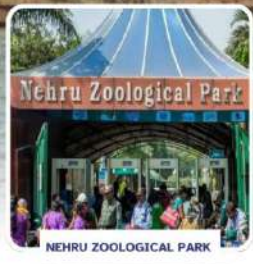
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**FACTORY WORKING HOURS RAISED TO 12 HRS**

**Women can work on night shift in Gujarat**

**AHMEDABAD:** The Gujarat government has promulgated an ordinance amending key provisions of the Factories Act, 1948, allowing an increase in the daily working hours of factory workers from nine to 12 , while capping the weekly working limit at 48 hours. The ordinance also permits employment of women in night shifts under a set of conditions.

The Factories (Gujarat Amendment) Ordinance, 2025, issued on July 1 by the Labour, Skill Development and Employment department, comes into effect while the state Assembly is not in session. It seeks to provide "relaxation to the factories to boost economic activities, attract investment in national importance to new projects and generate employment."

The ordinance amends Section 54 of the Act to allow the state government to notify an increase in daily working hours up to 12 hours, including rest intervals, subject to a maximum of 48 hours in any week. It clarifies that increased hours is contingent on the written consent of the worker.

The revised Section 54 also allows the state to extend, through notification, the number of continuous working hours without interval from five to six. Workers will receive overtime wages at twice the ordinary rate. Additionally, the ordinance raises the quarterly cap on overtime hours from the existing 75 to 125, again subject to the worker's written consent.

Another key amendment permits employment of women in night shifts from 7 pm to 6 am-subject to 16 specified conditions. These include mandatory preventive measures against sexual harassment, provision of proper lighting and CCTV coverage in and around the workplace, minimum batch size of 10 women workers per shift, deployment of female security personnel, and provision of safe transportation.

**FOREX RATES**  
As on 3rd July 2025 (In rupees)

Currency	BillBuy	BillSell
US Dollar	85.05	86.18
British Pound	116.92	118.57
Euro	100.06	102.2
Japanese Yen	59.25	60.2
Swiss Franc (CHF)	107.04	109.41
Canadian Dollar	62.06	63.46
Australian Dollar	55.75	56.96
Norwegian Krone	8.35	8.59
Swedish Krona	8.88	9.14
New Zealand Dollar	51.6	52.77
Hong Kong Dollar	10.7	11.03
Kuwaiti Dinar	287.0421	267.6089
Singapore Dollar	66.54	68.06
Saudi Arabian Riyal	22.39	23.09
United Arab Emirates	22.91	23.58





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- Visit Lagoon Beach, Eastern & Western Jetties
- Explore Lakshadweep Historical Museum



Agatti Island

## Day 02 Snorkelling Adventures

- Morning snorkelling excursion
- Afternoon at Coral Garden & Sapphire Sanctuary (Bodhi Point)



Lagoon Beach

## Day 03 Kalpitti Trek or Water Thrills

- Trek Kalpitti Island & visit BeekkunjiPaara
- Optional glass-bottom boat ride or water sports (SCUBA, kayaking)
- Lagoon walk or beachcombing



Historical Museum

## Day 04 Departure

- Breakfast & transfer to Agatti Airport for return journey



Snorkelling Adventures



# GULF FAQs

## How can I confirm my appointment letter issued from Dubai?

**I live in India and have received a job offer for an accounting position at an SME in mainland Dubai. How can I verify that the job offer is legitimate and legally compliant?**

In the UAE, an offer letter signed between a prospective employer and its prospective employee may be considered an agreement but not a contract. In general, an agreement (offer letter) may be an informal agreement, whereas a contract is an agreement which is enforceable by law. Therefore, all contracts are agreements, but all agreements need not be contracts. Generally, when recruiting a prospective employee in the UAE, an employer needs to issue an offer letter that outlines the terms and conditions of employment. Thereafter, the same terms and conditions must be included in the employment contract of a prospective employee. Both parties may consider including additional terms and conditions, provided that these

are advantageous to the employee. This is by Article 2(1) of the Ministerial Decree No. 46 of 2022 regarding Work Permits, Job Offers and Employment Contract Forms, which states, "Utilise the approved standard employment contract that conforms with the job offer when requesting the issuance of the work permit. It is permissible to



add more benefits to the employee in the contract than those mentioned in the job offer; it is also permissible to add annexure to the contract provided that it does not conflict with the provisions of the decree-law and its executive regulations." Furthermore, an offer letter issued by an employer should be in the format

prescribed by the Ministry of Human Resources and Emiratization (Mohre). This is under Article 1 of Administrative Resolution No. 38 of 2022 Concerning the Guidelines for Implementing Ministerial Resolution No. 46 of 2022 Regarding Work Permits, Offer Letters and Employment Contract Forms, which states: "By the guidelines attached

herein, electronic forms (e-forms) provided in Mohre system for work permits, offer letters, and employment contracts shall be adopted and implemented." When an employer applies for a new work permit for an employee, they are required to submit a signed offer letter between the employer and the prospective

employee. This is in accordance with the Guidelines to Work Permits, Offer Letters and Employment Contracts Procedures of the Administrative Resolution No. 38 of 2022. Once an employer submits all other required documents, along with the signed offer letter and payment of the relevant Mohre fees, an employment contract is signed between the employer and the prospective employee. Based on the aforementioned provisions of law, you should initially contact the Mohre to verify the authenticity of the offer letter issued by your prospective employer. In the event your prospective employer rescinds the offer letter issued to you, the Mohre may not accept your complaint related to such rescind of the offer as you have not signed an employment contract with your prospective employer, and Mohre has not issued you with a work permit. An employer or employee may be considered contractual parties to the employment only if a valid employment contract

is registered with MoHRE. Therefore, without a work permit, an employer and an employee may not fall under the ambit of Mohre. You may also request that your prospective employer issue the offer letter to you in the Mohre-prescribed format if the offer letter already issued to you is not in the Mohre-prescribed format. Alternatively, you may contact the Embassy of the UAE in Delhi and seek its assistance (if they offer such a service) to verify the authenticity of the offer letter issued to you by your prospective employer. Therefore, in the event your prospective employer rescinds the offer letter issued to you, you may consider filing a civil case against the prospective employer in the court which has jurisdiction in the UAE to hear the matter for the monetary loss and other damages caused to you due to the rescinding of the employment offer letter issued to you. You may obtain further legal advice from Mohre or a legal practitioner in the UAE on this matter.

## How to apply work permit for overseas workers?

**Can you please explain the process to get work permit for overseas workers in the UAE?**

The labour ministry has simplified the process of obtaining permits for hiring overseas employees. Companies can apply for a new work permit by logging into the Mohre website using a username and password or a digital identity, filling in the required information and submitting the application electronically.

Once approved, an entry permit is issued by the Federal Authority for Identity, Citizenship, Customs and Port Security (ICP) to allow the worker to enter the UAE.

After arrival, the worker must undergo medical tests and apply for an Emirates ID before the process returns to mohre, where the employment contract is issued. The ministry stresses that working on a visit visa is illegal and can result in fines ranging from Dh1 lakh to

Dh1 million. It also reaffirmed its commitment to improving smart services to enhance the flexibility and competitiveness of the UAE labour market.

The UAE offers a 13 types of work permits for private sector companies to recruit workers, each curated to accommodate different employment schemes. This guide outlines the key steps, required documents, and essential regulations for employers in the UAE who intend to recruit tal-

ent from abroad.

Employers must log in using their UAE Pass through the online channels. Complete the application through one of the service delivery platforms available.

The application is sent to the ministry for compliance verification. If any documents are missing, the establishment will be notified to provide the necessary information. Once all requirements are met, the work permit will be issued. It's

crucial to attach a signed job offer from the employer to the application. Upon approval, federal fees and a bank guarantee or insurance must be paid. To ensure a smooth application process, the following documents are necessary:

Clear coloured photo: Must have a white background.

Passport copy: Valid for at least six months.

Official job offer: Signed by both the employer and the employee.



# IndiGo's Mumbai-Manchester flight launched

**MUMBAI:** IndiGo inaugurated its first ever direct long-haul service connecting Mumbai and Manchester in the UK.

The service, operated on Boeing 787-8 Dreamliner aircraft, makes IndiGo the only airline to offer direct connectivity between India and Manchester.

After announcing its first-ever long-haul route in May, IndiGo commenced its operations for the Mumbai-Manchester route on Tuesday, becoming the only airline to offer connectivity between the two cities. It will operate three flights a week on Tuesdays, Thursdays and Saturdays with flight no. 6E-0031 departing from Mumbai at 4.25am and reaching Manchester at 10.05am. The return flight will depart at 12.05pm and reach Mumbai at 1.55am.

The airline believes that commencement of this route is a



**IndiGo's happy crew members and officials of the Mumbai-Manchester inaugural flight.**

significant move that paves the way for IndiGo to become a global airline. It claimed that this new direct connection will significantly enhance accessibility between India's financial capital Mumbai and Manchester, a major economic and cultural hub in Northern England.

The service is expected to benefit business travellers, tourists, students and the Indian diaspo-

ra residing in the UK, fostering stronger economic, educational and cultural ties.

The Mumbai-Manchester route will be operated by IndiGo's Boeing 787-9 Dreamliner aircraft, which has been procured on damp lease from Norse Atlantic Airways, featuring a two-class cabin configuration comprising 56 IndiGoStretch seats and 282 Economy

seats. All seats will feature seat-back screens for in-flight entertainment with around 300 hours of content with movies and TV shows. Celebrating India and its unique cuisines, specially curated complimentary hot meals and beverages, by iconic home-grown Indian brands, will be served to all customers on our long-haul routes.

Pieter Elbers, CEO at IndiGo, said: "This moment marks our transition from a successful regional carrier to one with growing global relevance. This milestone is also a reflection of IndiGo's growing global ambition and its contribution to India's emergence as a global aviation hub. We are confident that this route will not only serve the large diaspora but also strengthen the economic and cultural ties between the two countries."

## Tougher UK visa norms for foreign workers

**LONDON:** The British government has tabled the first set of tougher visa norms in the House of Commons to curb the recruitment of foreign skilled workers across different sectors, including the care industry, dubbing it a "complete reset" of the country's immigration system.

The new rules, proposed as part of an "Immigration White Paper" back

in May, will involve the skills and salary thresholds for foreign workers – including Indians – rise, overseas recruitment for care workers end and more than 100 occupations including chefs and plasterers being taken off the shortage list which allowed certain visa exemptions.

These changes, once approved by Parliament and effective July 22, are

designed to attract graduate level or above workers by making several low-paid jobs ineligible for visas. "We are delivering a complete reset of our immigration system to restore proper control and order, after the previous government allowed net migration to quadruple in four years," said UK Home Secretary Yvette Cooper.

"These new rules mean

stronger controls to bring migration down, to restore order to the immigration system and to ensure we focus on investing in skills and training here in the UK," she said. The minister said her department's tougher approach "values skills, tackles exploitation and ensures those who come to the UK make a genuine contribution".

According to a Commons statement tabled by Home Office minister Seema Malhotra, skilled workers already in the UK will be exempt from the increased skill level requirement which stipulate a Bachelor's degree or equivalent for applications from July 22 onwards when these changes come into force.

"Salary requirements for work visas are being raised in line with the latest Office for National Statistics data, ahead of an upcoming thorough review of salary requirements (including discounts) by the independent Migration Advisory

Committee (MAC)," reads Malhotra's parliamentary statement. Overseas recruitment for social care worker roles will close on July 22 and while new overseas applications will no longer be accepted, transitional provisions will allow "in-country switching" for care workers already in the UK for another three years until July 2028.

These changes restore order to the points-based system, focusing on higher skills, lower numbers and tighter controls, the UK Home Office said. They are an important step in ending the UK's reliance on overseas, lower skilled recruitment, it added. Only time-limited access below degree level will be allowed for certain professions on a "temporary" shortage list of so-called "critical roles", with the independent Migration Advisory Committee (MAC) commissioned to conduct a review of this time-limited list – including occupations, salaries and benefits.

## Oman issues service transfer rules for absent workers

**MUSCAT:** The Ministry of Labour has released an official notice outlining the mechanism for transferring the services of workers who have a work abandonment report registered against them, specifically during the grace period announced for rectifying employment statuses.

According to the notice, employers may transfer the services of such workers—regardless of whether the workers' cards are expired or still valid—pro-

vided there is no active labour violation report. The ministry confirmed that approvals for such transfer requests will be granted automatically under these conditions.

To utilise this facilitation measure, employers must submit a service transfer request via the ministry's electronic system. After receiving approval, they must approach the appropriate administrative division within the ministry (Directorate/Department/

Section) for Labour Welfare to obtain a notification letter. This letter is necessary for the cancellation of the worker's travel ban or alert associated with the work abandonment report. The final step is to complete the service transfer procedures with the Royal Oman Police.

The ministry emphasised that this service will only be available during the grace period and will expire once the period concludes.