



OVERSEAS NEWS AND EMPLOYMENT



PASSPORT TO GLOBAL JOB OPPORTUNITIES

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UAE's hiring grows faster now

DUBAI: UAE businesses returned to a higher growth path last month after a slight slowing down during January, recording "uplifts" in activity and of sales, according to the latest PMI numbers from S&P Global.

"Firms again secured greater volumes of new orders as market demand and client activity remained on upwards paths," the S&P Global report notes. This then set off the "sharpest rise" in output levels since mid-2019, even though there are "further signs that competitive pressures remained present".

One issue that businesses did face was the disruption brought on to shipping line activity in the Red Sea, and which then started to show up in local supply chains. "Vendor performance improved to the least extent for seven months, while volumes of backlogged work rose at the

sharpest rate for almost four years," the report finds.

"Concurrently, input prices rose solidly for the second month in a row, though this did not discourage firms from offering price cuts in an effort to beat competitors - in fact, charge discounting was the greatest seen since Sept 2020."

According to David Owen, Senior Economist at S&P Global Market, "Capacity pressures were apparent, with backlogs of work rising at their fastest pace in nearly four years, as Red Sea shipping disruption fed through into transport delays.

Job numbers

As workloads piled up as well as to offset backlog growth, hiring by UAE businesses picked up during Feb. In fact, employment levels was expanding at the "fastest degree since last May". "Business expectations suggest that companies

are positive about the year, although concerns of a crowded market remain and appeared to dampen sales growth further," said Owen. "New orders rose at their softest rate for six months, suggesting output growth could also begin to slow."

Pressures were apparent, with backlogs of work rising at their fastest pace in nearly four years, as Red Sea shipping disruption fed through into transport delays.

"Overall supply chain performance improved at the weakest rate since last July, but nonetheless still improved, suggesting that the impact on vendors is so far limited."

The Feb's reading of the purchasing managers Index was 57.1 and up from 56.6 in Jan. This is a score that reflects strong business activity, whether that's based on orders, capex spending, job creation, or other parameters.

Visit visa holders should be allowed to work: official

DUBAI: A top official has highlighted the benefits of allowing visit visa holders to work legally in the UAE. A work permit in this regard and other legal conditions could be established to allow employers to hire visitors legally.

As per current rules, working while in the UAE on a visit visa is illegal. Hefty fines and other penalties apply on companies that hire visitors. Companies have to get an employment visa and work permit issued before an employee starts working for them.

Dr Ali Humaid bin Khatem, advocate-general, head of Naturalisation and Residency Prosecution, said allowing companies to hire visitors legally would help create a mutually beneficial relationship. "Business owners need a start and our country has a lot of tourists looking for jobs. This way, both parties can bene-

fit." He made the suggestion at the Entrepreneurship Makers Forum hosted by the General Directorate of Residency and Foreigners Affairs (GDRFA) Dubai.

The official, however, cautioned business owners against employing visitors as the current laws don't allow it. "[A] visit or tourist entry permit/visa does not give you the right to work in the UAE. A Dh50,000 fine per individual is levied against any enterprise found employing a person on a visit visa," he said. "Never start off wrong, these regulations and laws were designed to protect business owner and employees."

During a panel discussion at the forum, Dr Ali Humaid also expressed concerns about bogus Emiratisation. Emiratisation is considered fake when a UAE national works in a nominal job without real tasks; it's

(Cont. on page-3)

FOREX RATES		
As on 8th Mar, 2024 (In rupees)		
Currency	Buying	Selling
US Dollar	83.64	82.59
Euro	91.27	90.07
Australian Dollar	55.51	54.31
Japanese Yen	0.60	0.54
Canadian Dollar	62.30	61.10
Singapore Dollar	62.92	61.72
Swedish krona	9.05	7.26
UAE Dirham	23.04	22.39
Swiss Franc	95.03	93.23
British Pound	106.46	105.26
New Zealand Dollar	51.90	49.90
Thai Baht	2.43	2.23
Hong Kong Dollar	11.55	10.19
Saudi Arabian Riyal	22.79	21.84
Bahraini Dinar	226.01	212.01
Chinese Yuan	12.41	10.61
Danish Krone	12.61	11.61
Kuwaiti Dinar	274.80	258.80
Malaysian Ringgit	18.59	17.24
Omani Rial	221.04	209.04
Qatari Riyal	23.74	21.24
South African Rand	4.90	3.90

UAE's new labour law in force

DUBAI: From Jan 1, 2024, workers in the UAE's private sector are able to resolve their labour disputes faster and more easily, as an amendment to the UAE's Labour Law comes into effect.

According to an announcement by the Ministry of HR and Emiratisation (MOHRE), the new legislation - Federal Decree-Law No. 20 of 2023, will replace Article 54 of the UAE's Labour Law - Federal Decree Law No. 33 of 2021. Under the new law, the ministry will issue the final executive

decisions on labour disputes with claims of less than Dh50,000 for companies and workers in the private sector.

Previously, if an employee or employer reached out to MOHRE with a complaint, the ministry would first attempt an amicable resolution between the two parties. In case an amicable resolution was not reached, the case would be referred to a competent court. Now, with the amendment, MOHRE has the authority to render a final judgement on any dispute:

If the claim amount is under Dh50,000; or on disputes related to non-commitment to amicable settlement decisions previously resolved by MOHRE, regardless of the claimed amount.

The following text shall replace Article (54) of Federal Decree Law No. (33) of 2021 Regarding the Regulation of Employment Relationships:

1. In accordance with this Decree Law, employers, employees, and their beneficiaries are entitled to dispute any rights arising from the em-

ployment relationship. Following receipt of the request, MOHRE will review it and take the necessary steps to facilitate an amicable resolution.

2. MOHRE will render a final judgment on any dispute submitted to it in accordance with the provisions set forth in paragraphs (1) and (2) of this document if the value of the claim is not more than Dh50,000 or if neither party complies with an amicable settlement decision relating to the subject matter, regardless of the value of the claim.

(Cont. on page-3)



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Good news from Moody's

Global rating agency Moody's has raised India's growth forecast for 2024 calendar year to 6.8pc from 6.1pc estimated earlier on the back of strong economic data. This comes after India reported its real GDP growth at 8.4pc on-year in the December quarter, resulting in a 7.6pc for 2023-24. Moody's is not alone. Earlier, Barclays revised its forecast by a 110 basis points to 7.8pc for 2023-24 after the December quarter figures. It said that with the fading of global headwinds, the Indian economy should comfortably register 6-7pc real GDP growth. India is likely to remain the fastest growing among G-20 economies.



This is a slur on the face of blind critics of the Union government and anti-India easy-chair economists. These critics do not believe RBI economic reports. "Considering print and strong momentum put up by growth numbers across Q1-Q3 of 2023-24, we raise our 2023-24 GDP growth forecast to 7.8pc with upside risks given Q1-Q3 2023-24 growth is currently averaging at 8.2pc", Rahul Bajoria, managing director and head of EM Asia (ex-China) Economics at Barclays, said in a note.

The agency also highlighted the implications of the elections that could go beyond borders and economic and public policy. Several G20 countries including India, Indonesia, Mexico, South Africa (Ba2 stable), the UK and the US are going to the polls this year. Moody's believes that the leaders elected will influence both domestic and foreign policies for the next five years, leading to evolving geopolitical dynamics and reorganised supply chains.

"India's economy has performed well and stronger-than-expected data in 2023 has caused us to raise our 2024 growth estimate to 6.8pc from 6.1pc. It predicted 2025 growth to be 6.4pc. Moody's said that capital spending by the government and strong manufacturing activity have meaningfully contributed to the robust growth outcomes in 2023. The agency said that the strong momentum of the December quarter carried into the March quarter of 2024 as well. It listed robust GST collections, auto sales, consumer optimism, double-digit credit growth, resilient urban consumption, expanding manufacturing and services PMIs as drivers of the solid economic momentum. "Robust goods and services tax collections, rising auto sales, consumer optimism and double-digit credit growth suggest urban consumption demand remains resilient. On the supply side, expanding manufacturing and services PMIs add to evidence of solid economic momentum," Moody's said. Moody's also expects policy continuity after the general election and a continued focus on infrastructure development. While private industrial capital spending has been slow to pick up, it is expected to pick up with ongoing supply chain diversification benefits and investors' response to the Production Linked Incentive scheme to boost key targeted manufacturing industries.

On the whole, this Moody's forecast has come at an opportune time to the Modi government. With India all set to go for the election, this positive report will be a great push to the government's policies.

LIPSYNCH

"Gold glitters even in the mud"

— A Russian proverb

Dh5 lakh fine in UAE for false advertisements

DUBAI: A stern warning has been issued against misleading consumers through false advertisements and promotions in the UAE. Offenders violating the law could face imprisonment and fines of up to Dh5 lakh under Article 48 of Federal Decree-Law No.

34 of 2021 on Combating Rumours and Cybercrimes.

The law states that individuals who use information networks, Information Technology solutions or online platforms to disseminate misleading information regarding commodity or

services may be subject to imprisonment and fines ranging from Dh20,000 to Dh5 lakh or both.

According to the authority, the punitive measure is also applicable to anybody promoting goods or services through misleading advertisement or using false data.

Maintain in-flight decorum

Air travel has become a necessity for transacting business across the globe. However, some of the biggest faux pas are committed by business travellers. Following are simple steps to make your flight easy for everyone, including yourself:

Boarding: Board quickly, avoiding traffic backing up on the extremely busy runways of India. However, refrain from using this early entry into the plane to stuff the overhead compartments, leaving little space for fellow passengers. Carry your bag in front of you, instead of over-the-shoulder, to prevent knocking the seated passengers. Sit in your assigned seat until everyone has boarded, switching seats only after determining the empty ones.

In-flight behavior: Keep your chair upright until you are told it can be reclined and then recline it slowly, avoiding bumping the head/knees of the unsuspecting passenger behind you. Keep your conversation to a low whisper. Do not hold business meetings while flight attendants are explaining safety rules or when walking in the aisles. This is not your office, where you spread out newspapers and laptops, imprisoning your fellow passenger.

In his/her seat: Mind your own business: Chatting with fellow passengers is entertaining but peeping into their documents and laptop screens isn't! Some passengers look forward to making friends but some don't.



By Shital Kakkar Mehra

Shital Kakkar Mehra is Executive Presence Coach for CEOs. With over 20 years' of experience, Shital has personally trained over one lakh professionals across Asia, including CEOs. Shital has conducted workshops for a diverse set of organisations in Asia. These include Aditya Birla Group, Accenture, BASF, Bayer, Colgate, Deloitte, Dr. Reddy's, EY India, GSK India, JCB, Johnson & Johnson, Kotak Bank, L & T, Mahindra, Tata Steel, PWC etc.

So get the hint, from their body language and monosyllabic answers.

- Despite all the advertisements saying "more leg room" personal space is still at a premium and should be respected. There are three seats, four armrests and six arms! So, be considerate and allow the person in the middle seat to use both the armrests, as the window and aisle passengers have more space on their sides.
- **Aisles:** Be swift and alert when putting things away in overhead bins, walking to the lavatory or standing in front of the in-flight movie.

- **Dining:** Airline napkins have buttonholes, to prevent accidents due to air turbulence. Eat using the cutlery provided and end the meal by organising your litter neatly.

- **Lavatory:** Is not your personal dressing room, be quick and leave it in a usable condition.

- **In-flight attendants:** Treat them with respect. They are not your personal staff but are assigned to take care of all passengers and save lives in an emergency.

- **In-flight activities:** Keeping yourself occupied on long flights is a challenge but behavior like filing fingernails, combing hair, removing shoes without wearing slip-on socks and putting your feet up is offensive.

- **Deplane:** Resist the urge to be the first or clog up the aisle by chatting on your cell phone. Wait your turn, move quickly and take care when retrieving luggage. At the baggage claim, stand away from the carousel till you can spot your bag approaching.

- **Corporate Jet:** Bearly, holding up departure will lead to the plane needing fresh clearance which can take much longer. Take the seat shown to you by your host. Eat whatever is offered and refrain from asking for special treatment from the crew. Carry your own baggage and before you deplane, thank the pilot and the crew.

Kerala records 2.18cr domestic tourists

THIRUVANANTHAPURAM: Kerala has set a new record in domestic tourist arrivals in 2023 with 2.18 crore tourist footfalls, a 15.92pc increase from the previous year, Minister for Tourism PA Mohamed Riyas said.

In 2022, Kerala witnessed 1,88,67,414 domestic tourist footfalls. Significantly, domestic tourist arrivals recorded an increase of 18.97pc compared with 2019, the minister told a press conference here.

In 2023, Ernakulam district witnessed the highest influx of domestic tourists with 44,87,930 visitors, followed by Idukki (36,33,584), Thiruvananthapuram (35,89,932), Thirissur (24,78,573), and Wayanad (17,50,267).

The state also witnessed a healthy increase in international tourist arrivals with 6,49,057 visitors in 2023, compared with 3,45,549 tourists in 2022, indicating a remarkable growth of 87.83pc. Ernakulam district was visited by 2,79,904 tourists from abroad, followed by Thiruvananthapuram (1,48,462), Idukki (1,03,644), Alappuzha (31,403), and Kottayam (28,458).

“This is a testament to Kerala Tourism’s vigorous efforts based on well-crafted policy initiatives and meticulously implemented promotional strategies within and outside the country,” Riyas said.

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Client Interview Schedule

- 14 March - Mumbai
- 18 March - Chennai
- 20 March - Jamshedpur

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Singapore raises minimum qualifying salary for foreign workers

SINGAPORE: Singapore is raising the minimum qualifying monthly salary to SG\$5,600 from Jan 1, 2025, for the Employment Pass (EP) that is issued to foreigners working in the city state. It is currently SG\$5,000 a month for EP holders employed in professional positions.

Those working in financial services will need to earn SG\$6,200 a month, up from SG\$5,500 now, in view of the sector's higher wage norms. The minimum salary for candidates in their mid-40s to qualify will also increase to SG\$10,700, and to SG\$11,800 for those working in financial services.

The new salary scale

will also be applied to EP holders when they renew the pass a year after. A raft of changes to the foreign work pass system is to keep up the skills bar of Singapore's foreign workforce at all levels, while ensuring Singaporeans can get good jobs and enterprises here pursue innovation.

“The EP qualifying salary will also continue to increase progressively with age,” Minister for Manpower Tan See Leng said on March 4, during the debate on the Ministry of Manpower's (MOM) budget.

The changes were made to ensure the cost of hiring an EP holder remains in line with what

the top one-third of local professionals, managers, executives and technicians minimally earn, which was a benchmark unveiled during budget 2022. The EP qualifying salary is reviewed annually against the benchmark, the Ministry of Manpower said in a statement on March 4.

The timing of the moves means that firms with existing EP holders have a longer runway, potentially up to 2028, to manage the impact of these changes and prepare their hiring plans. The EP is valid for up to two years for first-time pass holders, and up to three years for those whose passes are renewed. Dr Tan said

the dates were set in response to concerns from trade associations and chambers on the rising costs of manpower and constraints in hiring.

However, he added: “Even as we continue to attract top talent to grow our economy, our work pass framework needs to be strengthened to ensure that firms develop their local workforce and treat locals fairly.” Still, there will be no adjustment to the S Pass (S Pass is lower than EP) qualifying salary and levy in 2024, which will both be increased in 2025 as part of a series of stepped increases already announced in Budget 2022, he noted

Visit visa holders should.....

(Cont. from page-1) done solely to meet a company's Emiratisation targets. It is also deemed fake if a UAE national is rehired in the same company to circumvent Emiratisation targets.

In November last, the Ministry of HR and Emiratisation said it referred 113 private companies to the Public Prosecution for violating Emirati-

sation decisions. These included 98 private companies that appointed citizens in bogus Emiratisation posts.

The second edition of the Entrepreneurship Makers Forum discussed the most prominent challenges faced by young businesspeople and ways to address them. Lt-Ge Mohammed Ahmed Al Marri, director-general

of the GDRFA, highlighted how content creators “bear a significant responsibility to bolster entrepreneurial innovators, amplify their influence and empower them”. Essam Lootah, CEO of Imti-az Service, discussed the crucial role of legislation and legal frameworks in supporting youth initiatives and strengthening sustainable development.

UAE's new labour law....

(Cont. from page-1)

File an appeal within 15 days: As per Article 1 (3) of the new law, while MOHRE has the authority to issue a decision on the disputes as per Article 1 and 2, if either party is dissatisfied with the judgement, they can file a lawsuit through the Court of Appeals. This should be done within 15 working days of the decision.

If the application for labour disputes does not follow the procedures stated in Article 1 of Federal Decree-Law No. 20 of 2023, then the lawsuit will be rejected by the court.

The Court of Appeals will schedule a hearing within three days and the case will be resolved within 15 working days, as per Article 1 (3) of the new law.

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GULF FAQs

I was cheated with a defective car

A month ago, I bought a car and paid for it in full, and the car was registered under my name. However, now I have discovered that the car has a defect in the engine and that it has been completely repainted. I tried with the seller to return the car and refund its price, but he refused. My question is: Do I have the legal right, after a month of purchasing the car, to return it due to these defects that I mentioned? What legal procedures must be taken in this case?

As per Article 544 of the Civil Transactions Law ("If an old defect appears in the thing sold, the purchaser shall be at option either to retribute it, or accept it at the nominated price, but he may not retain it and claim the amount of the decrease in price due to the defect."). The purchaser may apply such right,

as per Article 555 of the same Law, within six months of its delivery, unless the seller binds himself for a longer period, ("The lawsuit in warrant of the defect is not receivable due to prescription occurring after the lapse of six months as of taking delivery of the thing sold, unless the vendor binds himself for a longer period. The vendor shall not adhere to this duration if it has been proved that hiding the defect was by fraud imputed to him."). You have to file a lawsuit against the seller to return the car and recover your money based on the fact that the defect was existing in the thing sold before sale while still under the control of the seller before delivery and that you couldn't discover this defect by normal look on the outward appearance of the thing sold, as an ordinary person because it needed an expert to detect it.

Shortened maternity leave

I have been working in a private company for two years. In the side contract that I signed with the company, it is stated that I am not entitled to maternity leave. I am about to give birth, so I applied for maternity leave, but the company allowed me leave for only a month and without any entitlements. My question is: What is the position of the law on this behaviour and on my signing of the side contract stating that I am not entitled to maternity leave? If I am entitled to maternity leave, what benefits must be paid to me and how long is the maternity leave?

The clause you signed regarding the discharge of your maternity right is considered null and void because each provision contradicting the provisions of the labour law, as per its Article 65 clause 3, even if it was existing prior to its enforcement, shall be deemed null and void, unless it is more beneficial to the worker. Each discharge, reconciliation or waiver of the rights arising for the worker hereunder shall be null and void if it violates its provisions. You are still entitled to maternity leave of 60 days, according to Article 30 of the law and the following:

- The first 45 days with full wage; and
- The following 15 days with half wage.

The female worker may, after using the maternity leave, be absent from work without a wage for a period not exceeding continuous or intermittent 45 days. If this absence is due to her sickness or her child's sickness resulting from pregnancy or childbirth, which does not allow her to return to her work. Such sickness shall be proven by a medical certificate issued by the medical entity. This period is not included within the service term, for which the female worker is entitled to end of service benefits or the period of contribution in the retirement scheme in accordance with the legislation in force in this regard. If the female worker gives birth to a sick child or a child of determination, whose health condition requires a constant companion, according to a medical report issued by the medical entity, she has the right to a leave of 30 days with full pay starting after the end of the maternity leave and she the right to extend the leave for a period of 30 days without pay.

After returning from maternity leave and for a period of not more than six months from the date of delivery, the female worker shall be entitled to one or two breaks per day to breastfeed her child, provided that the two breaks do not exceed an hour. Being on a maternity leave or absent from work as mentioned in this Article shall not prejudice the female worker's right to obtain the other leaves.

Hotels in Oman make surging revenues

MUSCAT: In a remarkable surge, the revenues of 3-5 star hotels in Oman experienced a substantial 23.4pc growth, reaching RO 229.2 million by the end of 2023.

This substantial increase, as reported by the National Center for Statistics and Information, showcases a significant uptick compared with the RO 185.7 million recorded at the end of 2022. Accompanying this surge in revenue was a commendable rise in the occupancy rates of these upscale hotels, reaching an impressive 48.9pc. This surpasses the 44.9pc occupancy rate observed during the corresponding period in 2022, reflecting a robust performance in Oman's hospitality sector.

The statistics further reveal that the number of guests also experienced a notable upswing, surging to 2.07 million by the close of 2023. This marked an impressive 27.1pc increase compared with the 1.62 million guests recorded at the end of 2022. Note-

worthy among these guests were Omani citizens, who comprised the largest group with 7.69 lakh visitors. European guests followed closely with 5.17 lakh while Asian guests numbered 2.97 lakh. Additionally, Gulf guests contributed significantly, totaling 1.98 lakh.

December 2023 witnessed a specific uptick in hotel revenues, soaring to RO 26.7 million compared with RO 25.3 million in Oct 2023. However, the number of guests in December witnessed a slight decrease to 2.13 lakh down from 2.22 lakh in October. European guests took the lead during Dec with 7.1 lakh followed by Omani guests at 65,000 and Asian guests at 32.3 000. Gulf guests amounted to 1.6 lakh.

As Oman's hospitality sector continues to flourish, these statistics underscore the resilience and attractiveness of the country's 3-5 star hotels, providing a positive outlook for the industry in the coming years.

Who will be India's next envoy to US?

NEW DELHI: Speculation about potential candidates has been circulating for months, with the chief contender being Foreign Secretary Vinay Kwatra, set to conclude his term on April 30, 2024.

The post has been left vacant following the retirement of Taranjit Singh Sandhu, who concluded his distinguished 35-year career on Jan 31.

The government is yet to name a diplomat to take over the important post of Ambassador to the US. The customary period between ambassadors may see an extension this time, as India strategically refrains from naming Sandhu's successor immediately, a departure from past practices where announcements typically coincided with the conclusion of the incumbent's term.

Notably, the appointment of Harsh Vardhan Shringla as Indian Ambassador to the US was announced in December 2019, just a month before his predecessor's retirement. Speculation about potential candidates has been circulating for months, with the chief contender being. This delay is buttressed by the presence of Sripriya Ranganathan, a senior IFS officer in Washington DC serving as the Chargé d'Affaires and having prior ambassadorial experience.

Deputy National Security Advisor Vikram Misri, a 1989 batch IFS officer, is another name in contention, but the focus on his possible appointment as the next foreign secretary adds an additional layer of complexity to the decision-making process for the new government.

WORLD'S MOST POPULOUS COUNTRY

India: powerhouse of human resources

By Sajjan MS

Is it wrong to think that the beauty of population is the strength, diversity and wealth of a country?

No. It is absolutely right. We don't usually use the word "beauty" when we refer or talk about figuratively to population. This is because population is the biggest asset of a nation and has both negative and positive narratives. While too much population will eat up the fruits of development, it should be equally stressed that human beings are the vital instrument of production. I would like to add that my country has the largest population in the world and that is the beauty or beauty of this country. This flourishing young population is not only a valuable asset for India, but also holds immense significance for the global human resources deployment.

Why am I proud of the top one populous status of my country? Is this put India first in terms of human resources as well?

For me there is only one answer. It is nothing but the availability of its never ending and uncountable human resource enriched with abilities, skills and technical knowhow. According to Britannica, there are 195

countries in the world today which comprises 193 countries that are member states of the United Nations and two countries that are non-member observer states: the Holy See and the State of Palestine.

The beauty of population is relevant where the population of this country has reached such a level that it can provide the skilled and unskilled human resources required by all these countries of the world. Thanks to the central and state governments for introducing manpower planning for the developments of its human resources

Paradise of FEs

The population of India is projected at 1,441,719,852 or 1.44 billion or 1,441 million or 144 crores as of July 1, 2024. The total population in India is projected at 1,428,627,663 or 1.43 billion or 1,429 million or 143 crores people for the year 2023. A significant part of this population is those who want to engage in work in other countries of the world emulating those who have gone before them. In this way, it can be said without any doubt that this great country is a paradise for foreign employers (FEs) due to its populous status and abundance of human resources.

What makes Indian Human Resources first preference to most of the foreign countries? A foreign employer who comes to India in search of human resources will never be disappointed. On the other hand, he is likely to get confused by seeing better skilled people. Rich in expertise and efficiency, Indian Human Resources are stretched as hubs from Kanyakumari to Kashmir. If any foreign employer wants a choice in terms of human resourcing, they will have to come to India for that. Indian human resources are so abundant and efficient to challenge a choice.

Skilled, productive and qualified Indian manpower resources are available to any Foreign Employer (FE) in any part of the world at any time in any field of work. The answer to the question of how all this is possible for us is again the same India's own population of more than 143 crores. There are countless examples and incidents before us that validate this fact.

What are the unique features of Indian human resources?

India has one of the youngest populations in an aging world. With this staggering population, India has emerged as a veritable powerhouse of human resources representing

approximately 18pc of the world's total population, of which a significant portion of its populace comprising the youth demographic. Strikingly, over one billion of this population comprise working-age, showcasing the country's immense potential and human capital.

Challenges

Challenges and Advantages Associated with Indian Human Resources Most of the new jobs that will be created in the future will be highly skilled and lack of skill in Indian Resource is a major challenge. India may not be able to take advantage of the opportunities, due to this lack of skills. Therefore, country's health and education sectors need to be improved substantially to make the Indian Human Resource efficient and skilled. Investing in people through healthcare, quality education, training, jobs and skills development, governments help building our Human Resources a vibrant playground for Foreign Employers to choose from. The Indian workforce becomes massively significant in the Manufacturing, IT, BPO, Science, Technology, Engineering, Mathematics and services sectors worldwide. India's semi-skilled labour force also adds significantly to the global supply chain. The

Indian human resource is also set to be globally deployed in construction, public services, labour-intensive manufacturing and services like trade, transport, tourism and e-commerce. India's human resource is going to play a key role not only in India's own economic growth but will also aid in the development of the entire world by meeting the labour shortages faced by a number of countries in the world today.

To conclude, the flourishing young population of India is not only a valuable asset for this country but also holds immense significance for the global human resources deployment. The Indian human resource will evolve into a vital human capital, not only benefiting India but also catering to the diverse needs of the world. Statistics reveal that India is set to supply approximately 24.3pc of the global workforce over the next decade, solidifying its position as the foremost provider of human resources worldwide.

"Government approved HRAs' role in global migration of Indian workforce in a safe and secured manner is highly potential" observed VS Abdulkareem, president of Indian Personnel Export Promotion Council (IPEPCIL)

UAE announces reduced work hours for Ramadan

ABU DHABI: The UAE announced reduced work hours for private sector employees during the holy month of Ramadan. The Ministry of HR and Emiratisation (MoHRE) stated that the number of work hours would be reduced by two during the Islamic holy month.

Companies have the option to implement flexible or remote work schedules within the limits of daily working hours specified

during the holy month and in accordance with the nature of their work.

Private sector employees in the Emirates typically work eight to nine hours a day, and during Ramadan, this will be reduced by two hours daily. Any additional hours worked beyond the reduced schedule may be considered overtime, for which workers will be entitled to extra compensation.

According to the Hijri calendar published by the Dubai Islamic Affairs and Charitable Activities Department (IACAD), Ramadan will likely commence on Tuesday, March 12.

The working hours apply to both fasting and non-fasting employees, facilitating their participation in spiritual activities and cultural practices during this sacred month.

The Federal Authority

for Government Human Resources (FAHR) had issued a circular setting the official working hours during Ramadan for the employees of federal authorities. The Islamic holy month will see all ministries and federal agencies operating from 9am to 2.30pm from Monday to Thursday. On Fridays, working hours are from 9am until 12 noon, unless the nature of the work necessitates otherwise.

Re at 82.73 against \$

MUMBAI: The Indian rupee appreciated on Thursday on weak US dollar and positive domestic markets, while FII inflows also supported the rupee. The currency finally settled at 82.73 (provisional), up 10 paise from its previous close. Rising for the second straight session, the rupee climbed 10 paise to settle at 82.73 (provisional) against the US dollar on Thursday, tracking a