



OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES



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ADVISORY

On the issue of Indian Nurses coming to New Zealand

It has come to the notice of the High Commission of India that a number of Indian Nurses are facing difficulties in securing jobs in New Zealand, even though they may have successfully completed the Competency Assessment Programme (CAP) and registration with New Zealand Nursing Council.

2. High Commission of India would like to advise the Indian Nurses that they should not travel to New Zealand unless they have a genuine job offer. It is also advisable to get the genuineness of the employer checked by the High Commission (Email: pol.wellington@mea.gov.in)

3. High Commission of India would also advise against paying to agents who promise “guaranteed” jobs. Indian Nurses and their spouses are requested not to leave their current jobs until the job process with the prospective employer in New Zealand are formalized.

Dated: 9th September 2024

MODI-ABU DHABI CROWN PRINCE MEET



Prime Minister Narendra Modi with the Crown Prince of Abu Dhabi HE Sheikh Khaled bin Mohamed bin Zayed Al Nahyan at Hyderabad House in New Delhi on Monday.

UAE-based DMC reveals Vision 2030 Bin Ali Tourism founder Jeetu Frantz drives ambitious growth plan for India

DUBAI: Bin Ali Tourism LLC, a UAE based Destination Management Company (DMC) with over 14 years of experience operating in Dubai, has revealed a high-octane plan as part of its VISION2030 growth strategy.

The company has announced a strategic shift away from its India inbound focus centrality to a DMC capable of managing inbound and outbound from UAE. The company aims to now become a forerunner in the bespoke

space of DMC’s operating in the UAE capable of managing multi-country inbound and outbound travel.

Furthermore, the plan envisages a deeper dive into tier-2 cities pan India by leveraging strengths built from tier-1 cities over the last decade. The company has announced its 2024 H2 (second half-yearly) activities that include a VIP FAM tour for its best performing trade partners from India into Dubai during



JEETU FRANTZ

Sept, followed immediately with participation at the upcoming three-city India road show of Abu Dhabi Tourism, exhibiting at the maiden edition

of Melange Expo (Mumbai) and running concurrently with the induction of a senior well known tourism professional as a member of the board of directors.

Speaking on the occasion, Jeetu Frantz, founder and Managing Director, said: “India is a vibrant and resilient market that has a deep connect with UAE for business and leisure. Our deeper dive into Tier-2 cities is based on a robust strategy, built on the tested experience of

over 14 years across tier-1 cities. This is matched with our brand equity built locally in the UAE amongst hotels and attractions. In short, we are now capable of handling traffic from many tier-2 cities with our well heeled team of B2B sales and operations.”

VIP FAM trip

Further commenting on the VIP FAM, Jeetu Frantz added: “It was time to honour our top performing heroes of Bin Ali’s India

(Cont. on page-2)

Nearly 20,000 Dubai illegal expats seek amnesty in first week

DUBAI: Dubai received close to 20,000 applications in the first week after the UAE amnesty scheme was rolled out.

The General Directorate of Residency and Foreigners Affairs (GDRFA) said over 98pc of the applications were handled within 48 hours. Over 90pc of the applications were made online. Under the initiative, launched on Sept 1, and running until Oct 30, vio-

lators can either regularise their status or leave the country without bans, fines or exit fees.

A steady stream of amnesty seekers have been visiting the Al Awir Service Centre, which according to authorities received 2,393 individuals — about 10.15pc of the total applications. To accommodate this demand, 60 service platforms were established

at the centre to expedite processing.

Additionally, 17,391 status modification requests were managed through 86 Amer centres and various digital platforms.

GDRFA has also collaborated with various foreign missions in Dubai. Specialised teams were assigned to engage with different communities and assist residents of various nationalities in regularising their status.

Indian embassy holds trade promotion event



India's Ambassador to Kuwait Dr Adarsh Swaika inaugurated the buyer-seller meet in food & beverages sector organised by Trade Promotion Council of India in collaboration with the Indian embassy at Grand Majestic Hotel, Kuwait. Leading companies from different verticals of F&B sector showcased innovative products.

Maharashtra nod for \$10b Adani semiconductor unit

NEW DELHI: The Maharashtra government approved a US\$10 billion semiconductor investment proposal from a joint venture between Tower Semiconductor and the Adani Group.

As per Deputy Chief Minister Devendra Fadnavis, the unit will be established in Taloja, near Panvel. While the government has approved the proposal, it has not yet received approval from the Union Ministry of Electronics and Information Technology, which has allocated \$1 billion for semiconductor projects in the country.

As per the reports, the joint

application by Tower Semiconductor and Adani Group is still under consideration by the India Semiconductor Mission (ISM) and the IT ministry. According to the reports, the unit will have an initial overall capacity of 40,000 wafer starts per month (WSPM) and a capacity of 80,000 WSPM. Of the total investment, Rs 58,763 crore will be allocated to the first phase and Rs 25,184 crore to the second phase, the deputy chief minister said.

If approved, this project will be the country's second chip manufacturing facility and the sixth semiconductor plant for manu-

facturing or testing and packaging silicon chips. Earlier this week, the government had approved a Rs 3,307 crore outsourced assembly and testing (OSAT) unit proposal by Mysore-based Kaynes Semicon.

The OSAT unit will be set up in Sanand, Gujarat, with a capacity of 6.3 million chips a day. So far, the government has approved several semiconductor projects, including a chip fabrication unit in Dholera, Gujarat, and four chip packaging units: three in Sanand, Gujarat, and one in Morigaon, Assam. The cumulative investment in these projects is Rs 1.50-lakh-crore.

Saudi scraps hotel licence fees

RIYADH: Saudi Arabia announces the elimination of fees for issuing commercial activity licenses for hotels, hotel apartments and residential resorts. The change, effective Sept 4, is part of the tourism investment enabler programme introduced in March.



This programme aims to transform Saudi Arabia into a global tourism hub. "This decision comes in line with the goals of the Kingdom's [Saudi Arabia] Vision 2030 to make Saudi one of the most prominent tourist destinations in the world," SPA. Saudi Vision 2030 is a programme launched in 2016, with a main aim of diversifying the economy away from oil.

SPA noted that the initiative is designed to attract more investment into the tourism sector, thereby boosting its contribution to the country's gross domestic product.



Minister for External Affairs Dr S Jaishankar called on FM HE Abdullah Ali Al-Yahya in Kuwait City and discussed bilateral ties through an early meeting of joint commission.

Bin Ali Tourism founder....

(Cont. from page-1)

B2B trade channel. Accordingly, we have invited 10 of our best performers on an exclusive FAM that include indulging with a stay at Atlantis The Royal and One and Only One Zabeel, two iconic luxury properties in Dubai. The members of the FAM educational visit will further experience curated visits to Sea World, Qasr Al Watan and Museum of Dubai. They will also have an opportunity to network with other Dubai stakeholder partners.

Kyp Charalambous, Vice President Sales, Atlantis

Dubai, comments: "Bin Ali Tourism LLC has consistently demonstrated exceptional performance and we value our continued partnership with them. Their VIP trade FAM visit showcases their dedication to fostering stronger ties with Atlantis Dubai, and we look forward to playing a key role in their ambitious expansion plans. We are excited to welcome an even greater influx of inbound visitors from India and other markets, further solidifying our shared commitment to excellence and growth."

Jeetu Frantz further

added "Our 2030 strategic direction will be driven with the induction of a seasoned tourism professional onto the board of directors and fuelled by expanding our business footprint not only within the UAE but to include GCC and beyond. We have made a major investment into our visa capacity which is now being geared to cater to the growth that we anticipate. Further we will be looking closer at bilateral movement of passengers from East Africa and North America." (For further information: email: Jeetu@Bin-Ali.com)



India's Ambassador to Kuwait Dr Adarsh Swaika called on HE Aziz Al-Dehani, Assistant Foreign Minister for Consular Affairs of Kuwait. They discussed various bilateral consular and labour issues, including the next meeting of the Joint working on labour, employment and manpower development.

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FOREX RATES
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Currency	Buying	Selling
US Dollar	84.89	83.74
Euro	93.90	92.75
Australian Dollar	56.94	55.69
Japanese Yen	0.61	0.58
Canadian Dollar	62.84	61.69
Singapore Dollar	65.36	64.21
Swedish krona	9.12	7.33
UAE Dirham	23.26	22.71
Swiss Franc (CHF)	100.24	98.74
British Pound	111.04	109.89
New Zealand Dollar	52.69	51.24
Thai Baht	2.58	2.45
Hong Kong Dollar	11.73	10.42
Saudi Arabian Riyal	23.08	22.12
Bahraini Dinar	229.61	214.61
Chinese Yuan	12.71	10.31
Danish Krone	12.96	11.96
Kuwaiti Dinar	281.23	266.23
Malaysian Ringgit	19.81	18.96
Omani Rial	224.03	212.03
Qatari Riyal	23.81	22.06
South African Rand	5.15	4.21

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SR FOREMAN (CONTRACTS CIVIL)

The applicant should be Diploma (Civil Engineering) with 5 years' experience in Supervise various civil maintenance/refurbishment works on daily basis observing HSE, QC and departmental procedures, monitoring the site personnel, works of contractors, provide inter discipline support, and liaising & coordination with various end users, estimating schedules and reports of civil maint works, troubleshooting the various civil works. Knowledge of AutoCAD/SAP MS Office, and good communication in English are desirable. **Basic: QR.6400/-, QR.800/- Food Allowance, OT after 8 hrs of duty, 5 days' work in a week**

FOREMAN - HOUSING

The applicant should be Graduate or Diploma holder with 7 years' experience in ensuring efficient and effective delivery of housing services to all tenants, identifying the requirements, inspections, evaluations, report the damages, receive the requisition for maintenance, ensuring the facilities management to all tenants, maintain the daily, weekly and monthly reports. Applicants must be computer literate in MS Office (Word, Excel & Internet) with general knowledge of building repair and maintenance. **Basic Salary: QR.3000/-, QR.800/- Food Allowance, OT after 8 hrs of duty, 5 days' work in a week**

DRAFTSMAN (CAD OPERATOR)

The applicant should be Diploma in CAD Drafting / Mechanical Engineering with 5 years' experience in drafting, construction, surveying works, and must have general experience in Mechanical, HVAC and Electrical Services Drawing with excellent computer skills in engineering design software, AutoCAD and 3D Max and the knowledge of ISO 9001:2000 with command over English speaking and writing will be an advantage. **Basic Salary: QR.6400/-, QR.800/- Food Allowance, OT after 8 hours of duty, 5 days' work in a week**

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23 SEPTEMBER

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We are very pleased to announce that, **one** is coming out with a special Saudi National Day supplement on 23rd September, 2024.

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GULF FAQs

Can I carry forward my annual leave?

I work for a mainland company and I'm curious about the rules regarding annual leave. Is there a requirement that a certain number of leave days must be used each year? If I don't use all my leave, will the remaining days expire or can they be con-

verted into payment? Could you explain how annual leave works and what the regulations are?

ee becomes due on completion of each year of service. If an employee has not taken his/her annual leave, as per the aforementioned provision of Article 19 (1) of the Cabinet Resolution No. 1 of 2022, he/she may request and agree with his/her employer to receive cash



verted into payment? Could you explain how annual leave works and what the regulations are?

An employee is entitled to 30 days of annual leave for each completed year of service with an employer. This is in accordance with Article 29(1)(a) of the Federal Decree Law No. 33 of 2021 on the Regulation of Employment Relations, which states, "Without prejudice to the rights accruing to the employee prior to the entry into force of this Decree-Law, the employee shall be entitled to a paid annual leave of not less than 30 days a year for each year of service."

Additionally, an employee may only carry forward 15 days of annual leave to the following year. This is in accordance with Article 19 of Cabinet Resolution No. 1 of 2022 on the Implementation of Federal Decree Law No. 33 of 2021 Regarding the Regulation of Employment Relations which states: "Subject to the provisions of clauses (8) and (9) of Article 29 of the Employment Law.

1. The employee may carry forward not more than half of the annual leave to the following year or he may agree with the employer to receive a cash allowance thereof, according to the salary he receives at the time of his entitlement to leave.

2. If the employee's service ends, he shall be paid a cash allowance for the balance of his legally due annual leave, according to the basic salary."

An annual leave of an employ-

compensation instead. Therefore, the employer may pay in lieu of annual leave not availed may be paid by an employer to an employee on completion of each year of service or as agreed between employer and employee.

The approval of annual leave is at the employer's discretion. The employer can decide whether an employee can take all 30 calendar days of annual leave at once or split it into different intervals depending on the company's HR policy.

Additionally, the maximum number of annual leave days an employee can take depends on different situations. Typically, an employee is entitled to 30 calendar days of annual leave per year, which can be taken either all at once or in intervals. In some cases, the employer may allow an employee to take their annual leave once every two years instead. This is in accordance with Article 29(8) of the Employment Law. Furthermore, an employee may be entitled to payment of annual leave not availed on the basis of basic salary. This is in accordance with Article 29 (9) of the Employment Law, which states: "An employee shall be entitled to be paid for his days of leave if he leaves the work before the use thereof, irrespective of the length thereof, for the period for which he did not use his leave. The employee shall be entitled to the leave pay for the fractions of the year in proportion to the period of service, and the same is calculated on the basis of the basic wage."

Can employee be forced to do different work?

I work in a mainland company in Dubai and was hired to do a particular job. However, my company asked me to upskill and perform something entirely different. Is this legal? If not, can I file a case against the company?

In the UAE, an employer may not assign a nature of work different from those mentioned in the employment contract to an employee without the employee's written consent. This is in accordance with Article 12 of Federal Decree Law no 33 of 2021 Regarding the Regulation of Employment Relationships and its amendments, which states:

"1. An employee may not be assigned another work which is substantially different from the work agreed upon in the employment contract, unless such an assignment is necessary or aims to avoid an accident or rectify the consequences thereof, provided that the assignment is temporary as specified by the Executive Regulations of this Decree-Law.

2. An employer may, in cases other than those stated in paragraph (1) above, entrust the employee with work that is not agreed upon in the employment contract, with the employee's written consent.

3. Where the employee is required to perform a work not agreed upon in the employment contract or to change his residence, all resulting costs, including the relocation and accommodation costs, shall be borne by the employer."

The provision above of law is also read with Article 13 of the Cabinet Resolution No. 1 of 2022 on the Implementation of Federal Decree Law No. 33 of 2021 Regarding the Regulation of Employment Relations, which states:

1. Subject to the provisions of Article 12 of the Decree Law, the employee may be assigned to alternative work that is fundamentally different from the contractually agreed work as an exception that is considered necessary to prevent an accident or to repair damage caused by the employee. The maximum limit for assigning the employee to such work shall 90 days per year.

2. In application of clause (1) of this Article, "fundamental difference" shall mean the work to which the employee is assigned is completely different from the nature of his profession or his academic qualification."

It may be an employer's obligation to invest in developing the existing skills of its employees by providing them with relevant training and conducting programmes and tools that are helpful (if any) in upgrading their existing skills. This is in

accordance with the Article 13(5) of the Employment Law, which states,

"Investing in the development of the skills of employees working for its service and providing the minimum amount of training, qualification and empowerment tools and programmes as per the provisions of this Decree-Law and it's Implementing Regulation;"

However, an employer may not force or threaten an employee to perform a work. This is in accordance with Article 14(1) of the Employment Law, which states: "An employer may not use any means susceptible of obliging or forcing the employee or threatening him with any penalty to work for him or forcing him to do a work or deliver a service against his will."

If an employer asks an employee to perform any other work, without the consent of an employee, other than those mentioned in the contract based on the employee's designation, then an employee may terminate the employment contract without serving the notice period required to terminate the employment contract. This is under Article 45(4) of the Employment Law, which states: "The employee may quit work without notice and reserve all his entitlements at the end of service if the employer entrusts the employee with a work that is substantially different from the work agreed upon in the employment contract, without the written consent of the employee, except in cases stated in Article 12 hereof."

Based on the aforementioned provisions of law, if your employer is calling upon you to take up work which is significantly different from the work stated in your employment contract, the employer should obtain your written consent for taking up such change in work. However, your employer may call upon you to take up work fundamentally different from your designated work only in an emergency, and such assignments should be at most 90 days. However, your employer must invest in the development of your skills through training. However, an employer cannot force you to undertake new tasks without your consent. If you feel pressured by your employer to perform tasks outside the scope of your original contract, including threats or coercion, you may resign immediately.

Furthermore, if your employer is compelling you to do a different nature of work without your consent, you may approach the Ministry of Human Resources and Emiratisation and register a complaint against your employer.

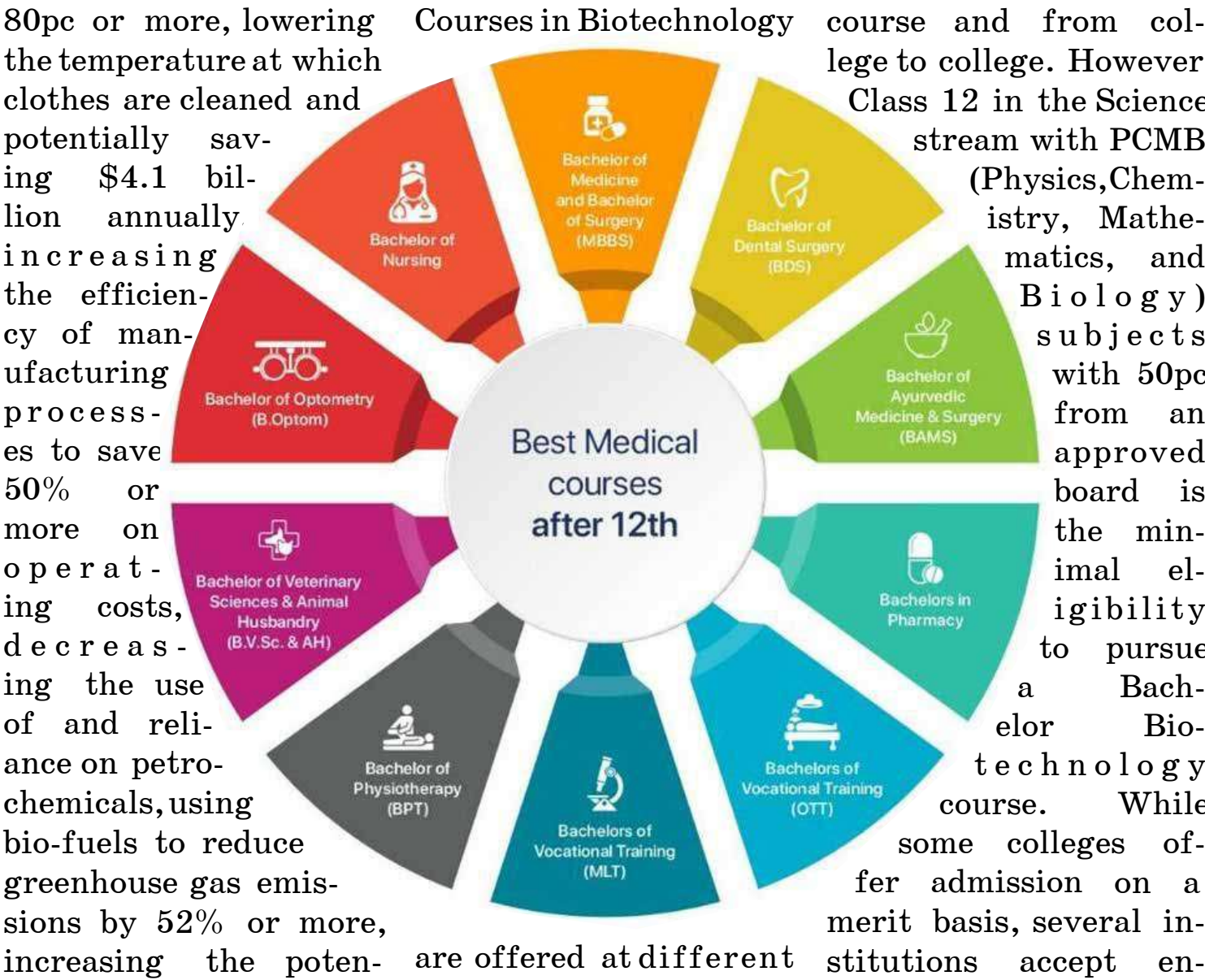
HIGH-PAYING MEDICAL COURSES without NEET SCORES!

(“SKILLS GURU” has been humbly striving to elevate the workplace, labour, workforce and work culture by emphasising the significance of different professions and learning how important they are. Due to constraints, a large portion of this work cannot be described in depth. Remember that a successful life is one in which you are able to reject what is useless, debilitating and retarding and accept what is inspiring. Without a passion for one’s work, professional success is unattainable. It will love you back in the form of “a contented and blessed life” if you are passionate about it. The reason you get out of bed in the morning is to enjoy every workday. If you are passionate about something, you can always find a way to follow your dream, no matter how many obstacles you face.)

PART-V (Continuing from Part IV of previous issue)

The Influence of Biotechnology in Healthcare / Medicine - By harnessing nature’s resources and our genetic makeup as a healing tool, biotechnology transforms the world. It lowers the incidence of infectious diseases, saves the lives of millions of children, alters the likelihood of serious, life-threatening conditions that affect millions globally, customises treatments to reduce side effects and health risks, develops more accurate instruments for disease detection and fights serious illnesses and common threats that the developing world faces.

The Impact of Biotechnology in Energy / Industry - Utilising biological processes like fermentation and biocatalysts like yeast, enzymes, and other microbes, biotechnology creates microscopic factories. Biotechnology powers the world by reducing the number of steps in chemical manufacturing processes by



Why choose only ACTIVE ENROLMENT PROGRAMMES for MLTs?

When contemplating an MLT programme of study, it is critical to balance all the benefits and drawbacks. If you are seeking rewarding employment abroad, state or central government jobs or self-licensed entrepreneurship, steer clear of e-learning, online learning, distance learning or off-campus study at all costs. Most foreign councils and state paramedical councils will not accept these certificates, degrees, or master’s degrees for registration and licensing, nor will they consider them for state and central government job vacancies. So, those intending to enrol in MLT programmes should limit their course selection to active enrolment programs only.

tial of traditional bio-mass waste products, and more.

Biotechnology’s Effect on Agriculture- Crop insect resistance is increased, crop herbicide tolerance is improved and the application of more ecologically friendly farming techniques is made easier by biotechnology. The world is fed by biotechnology because it produces food free of toxins and allergens increases crop yields with less input, reduces the amount of agricultural chemicals needed by crops and the amount of runoff of these products into the environment, using biotech crops that require fewer pesticide applications.

ELIGIBILITY / PROGRAMMES available-

80pc or more, lowering the temperature at which clothes are cleaned and potentially saving \$4.1 billion annually increasing the efficiency of manufacturing processes to save 50% or more on operating costs, decreasing the use of and reliance on petrochemicals, using bio-fuels to reduce greenhouse gas emissions by 52% or more, increasing the poten-

Courses in Biotechnology

course and from college to college. However, Class 12 in the Science stream with PCMB (Physics, Chemistry, Mathematics, and Biology) subjects with 50pc from an approved board is the minimal eligibility to pursue a Bachelor Biotechnology course. While some colleges offer admission on a merit basis, several institutions accept en-

levels, including PhD (Doctoral), Postgraduate (Master), and Undergraduate (Bachelor). Bachelor Programmes are Bachelor of Science in Biotechnology (BSc Biotechnology) & Bachelor of Technology in Biotechnology (BTech Biotechnology). The Masters Programmes are Master of Science in Biotechnology (MSc Biotechnology) & Master of Technology in Biotechnology (MTech Biotechnology). PhD Programmes in Biotechnology exclusively based on the performance or ranking in the Masters level along with an Entrance in most cases. The requirements for admission to Bachelor of Biotechnology programmes differ depending on the

trance exam scores. * Research Programs / Doctoral Degrees / M Phil programmes: The programme duration depends of which internship is mandatory. A person has to pass the Master Degree with highest marks and must satisfy the additional requisites set forth by the universities. A good number of PhD programmes are available in biotechnology-related fields to achieve a managerial position in an industrial or government laboratory. The PhD is also the route to a university professorship, which requires a biotechnologist to develop original research and obtain funding to conduct that research. Because the expertise of the

PhD is so highly valued in biotechnology, PhD holders may easily transition to non-research roles with their degrees. While the path to the PhD is long and rigorous, there is continuing and growing demand for PhDs in biotechnology-related fields.

Are careers in biotechnology good? ENDLESS CAREER OPPORTUNITIES - The field of biotechnology offers biotechnologists countless career options at all skill levels, including junior, middle, and senior positions in the * Pharmaceutical * Agricultural * Medical * Environmental conservation * Animal husbandry * Ecology * Textile * Food Safety, and Food Technology industries, among many others. Biotechnology allows professionals to work for a wide range of organisations, including government agencies, private companies, regulatory bodies or clinical laboratories, because of its numerous applications in many industries. The biotechnology industry comprises a diverse range of employers, ranging from small startups to multinational pharmaceutical giants, and includes federal agencies of national importance. In-demand biotechnology careers include: Biochemist, Medical scientist, Biological/clinical technician, Microbiologist, Process development scientist, Bio-manufacturing specialists, Business development manager, Director of product strategy/commercialization, Chemical operator, Microbiologist, DNA analyst, Business development manager, Pharmaceutical manufacturer, Scientist, Process engineer, Product manager, Bioprocess engineer, Environmental health and safety officer, Pharmaceutical consultant, Biostatistician and many more.

(To Be Continued)