



# OVERSEAS NEWS AND EMPLOYMENT

## PASSPORT TO GLOBAL JOB OPPORTUNITIES



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# WhatsApp channel for safe migration launched

## Minister Kirti Vardhan Singh praises role of MEA-recognised recruitment agents



Union Minister of State in the Ministry of External Affairs Mr KirtiVardhan Singh inaugurated the conclave of MEA-recognised recruitment agencies in New Delhi. At the function, Mr Arun Kumar Chatterjee, Secretary (CPV & OIA), Ministry of External Affairs (MEA), Mr Surinder Bhagat, Jt secretary, MEA-OE & PGE, Mr VS Abdulkareem, president, IPEPCIL and Sundeep Kapoor, president, ASSORA, Delh, Mr Ashit Mehta, Chairman, FIMCA and other association heads across the country.

Secretary (CPV & OIA)MrArun Kumar Chatterjee, Minister Mr Kirti Vardhan Singh, PGE Mr Surendra Bhagat ( JtSecretary, MEA) and IPEPCIL president MrVS Abdulkareem and Mr D. Srinivasa Reddy at the inaugural session.

**NEW DELHI:** Minister of State for External Affairs Kirti Vardhan Singh presided over the inaugural session of one-day conclave with the representatives of the MEA registered Recruiting Agents Associations at SushmaSwara-jBhawan in New Delhi. Singh also launched a social media channel to provide information related to safe migration.

In his keynote address, the minister ac-

knowledge the important role played by the RAs in the emigration process and highlighted various initiatives including skilling of human resource and use of the cutting-edge information technology to streamline emigration. He urged the RA fraternity to do more towards promoting safe and legal mobility of migrant workers abroad.

Mr Singh addressed a dialogue programme with recruitment agents. Recruitment agents play an import-

ant role in safe and legal migration, he said. In his address, Singh emphasised on the need for skill-based and safe migration. He outlined the policies of the gov-



ernment to increase the efficiency of workers in the direction of the prime minister's vision of Developed India 2047.

### Diplomatic intervention sought

Earlier, in an interactive session, overseas recruitment fraternity, headed by their respective presidents and office-bearers, demanded for urgent diplomatic interventions to resolve the burning issues related to the pre-employment medical check-ups compliances of GCC, the monopolistic nature of their distribution systemand the outdated specifications of medical check system and

irrelevant skill verification process for the categorieswhich does not require a skill verification for many unskilled labours etc.

The recruitment fraternity demanded for simplified process for the Foreign Employ-

**More Pictures on P-7**

er (FE) Registration through the emmigrate portal, proposed to scrap CSO (Country specific Order) for the Recruitment of nurses (Cont. on page-7)

# HAPPY HOLI

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## SA Tourism road-show

All eyes are now on the proposed South Africa tourism event to take place from March 18 to 20 across three key cities of India -- Delhi, Chennai and Mumbai. This road-show will feature over 40 exhibitors, including nine small and medium-sized enterprises presenting unique boutique travel experiences, sustainable tourism solutions and luxury vacation packages designed for Indian travelers.

This shows that South African Tourism is ready for 2025 India road-show aimed at promoting travel and tourism to the Rainbow Nation. The initiative continues to serve as a pivotal platform for engaging with Indian trade partners and strengthening tourism ties between the two nations. As one of South Africa's top priority markets, with India remaining a key focus for tourism growth, this year's road-show will offer stakeholders valuable business opportunities, immersive experiences and direct engagement with the country's tourism industry leaders. In its 21st edition, the event will introduce a strategic vision for the Indian market, highlighting key trends and emerging opportunities..

India is not only a vital source market for South African Tourism but also a key partner in long-term bilateral travel and trade collaborations. Addressing accessibility, Tourism Minister Patricia de Lille announced the introduction of the Electronic Travel Authorisation (ETA) system, set to streamline visa applications for Indian travellers. Additionally, the Trusted Tour Operator Scheme (TTOS) portal now live will expedite group visa applications, facilitating a smoother travel process. Discussions are also ongoing to establish direct flight routes between India and South Africa, enhancing connectivity and boosting inbound tourism.

South African Tourism is heavily investing in visa reforms, MICE expansion and luxury tourism. These initiatives indicate that 2025 could be a transformative year for travel relations between India and South Africa. After a pause following the cessation of non-stop flights between the two nations, the 2025 South African Tourism India Road-show aims to reinforce partnerships, unlock new travel opportunities and catalyse a significant growth in tourism arrivals. The MICE segment remains a key priority, MICE and business travellers contributing to nearly 49.6pc of Indian arrivals, out of which MICE alone attracts 20.2pc of Indian visitors to SA and 29.4pc business travellers.

As South Africa intensifies its presence in India, it is clear that the nation is not just welcoming Indian travellers but is also rolling out the red carpet for a new era of travel, trade and tourism collaboration. What's more, the growing Bollywood footprint in SA with the country serving as a backdrop for numerous Indian films, has strengthened the emotional and aspirational bonds between the people.

Led by Gcobani Mancotywa, Regional GM for Asia, Australasia and the MidEast, SA Tourism, the road-show aims to build on past successes and further accelerate Indian tourist arrivals. Mancotywa said: "Our 2024 roadshow led to over 12,000 trade meetings, generating more than 1.6 lakh immediate leads—a testament to the strong demand for SA. In 2024, India recorded 75,541 tourist arrivals to SA, marking a 79pc recovery from pre-COVID levels. With strong momentum, we are setting our sights on a 16pc increase in arrivals in 2025. Through this road-show, we aim to deepen engagement with Indian travel trade partners, equipping them with the insights and tools needed to accelerate tourism growth".

### LIPSYNCH

"However long the night, the dawn will break."

---An African proverb

## Riyadh Air to launch India operations, Bird Travels to be exclusive sales partner

**RIYADH:** Riyadh Air CEO Tony Douglas is leading a delegation to India for a series of discussions that will explore potential partnerships in a key market for the airline.

Riyadh Air, which will launch operations later this year, is poised to significantly enhance connectivity and growth opportunities between the two nations, with India expected to become Saudi Arabia's top tourism source market by 2030.

The Saudi Tourism Authority aims to welcome 7.5 million visitors from India per annum by the close of the decade. Statistics show that the number of Indians travelling to Saudi Arabia increased by 50pc in 2023 to more than 1.5 million following a series of strategic initiatives.

Riyadh Air is set to fly to more than 100 destinations by 2030, increase Saudi Arabia's non-oil GDP growth by \$20 billion, and directly and indirectly create more than two lakh new jobs globally and locally.

As part of the Riyadh Air trip, the delegation will meet the officials at the Directorate General of Civil Aviation (DGCA) as well as the embassy of the Kingdom of Saudi Arabia for requisite permissions and support to launch India operations.

Douglas will also meet IndiGo and Air India—India's two largest airlines to discuss possible partnerships.

Douglas said: "India has long been a crucial part of Riyadh Air's network planning ahead of the launch of our operations. India is a beautiful nation which will play a big part in the success story of our airline, as travel and business opportunities mul-

tiplied with the expanded offerings we are set to provide.

relationship that delivers exceptional travel experiences." The trip comes as Riyadh Air has officially appointed Bird Travels as its exclusive distribution and sales partner in India. Bird Travels, renowned for its extensive connectivity and deep understanding of the Indian travel landscape, will play a crucial role in enhancing Riyadh Air's brand visibility and promoting its range of flight services across the country.

Gaurav Bhatia, Executive Director of Bird Group, said: "We are honoured to be Riyadh Air's exclusive distribution and sales partner in India. We are confident that Indian travellers will embrace Riyadh Air's innovative services and exceptional onboard experience."

Saudi Arabia and India enjoy cordial and friendly relations that reflect the two nations' centuries-old economic and socio-cultural ties. Diplomatic relations were established between Saudi Arabia and India in 1947.

As well as being a catalyst for Saudi Arabia's National Transport and Logistics Strategy, Riyadh Air is playing a key role in achieving Vision 2030 goals by contributing to the nation's wider economic diversification and job creation aims.



Tony Douglas

## India will need 30,000 pilots in 15 to 20 years, says minister

**NEW DELHI:** India will need 30,000 pilots in the next 15 to 20 years as domestic airlines have more than 1,700 planes on order as they expand their network, Civil Aviation Minister K Ram-mohan Naidu said.

Asserting that the ministry is working with a collective approach for the aviation industry, he also said that officials are verifying vari-

ous aspects of 38 Flying Training Organisations (FTOs) and these organisations will be rated. The minister was speaking at a function to mark the signing of a MoU for an order for 200 trainer aircraft.

Indian airlines have placed orders for more than 1,700 aircraft and currently, there are over 800 planes, Naidu said. Presently, there are 6,000 to 7,000

working pilots and the country will need 30,000 pilots in the next 15 to 20 years, the minister said and also pitched for making India a training hub.

India is one of the world's fastest growing civil aviation markets. According to the minister, efforts are being made to categorise airports, including the possibility of having dedicated airports for cargo and FTOs.



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Euro	95.79	95.98
Japanese Yen	0.6	0.59
Swiss Franc (CHF)	99.76	99.96
Canadian Dollar	61.17	61.29
Australian Dollar	55.6	55.72
Norwegian Krone	8.27	8.29
Swedish Krona	8.73	8.75
New Zealand Dollar	50.38	50.48
Hong Kong Dollar	11.32	11.34
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# GULF FAQs

## After dismissal, employer cannot stop you from working with competitors

I have been employed at a private company for over eight years. Four years ago, my employer asked me to sign a document acknowledging that I had received my end-of-service gratuity, with the understanding that they would pay it to me at a later time. To date, I have not received this payment. Recently, my employer terminated my services and is now refusing to pay my outstanding dues, citing the signed document as proof that I had already received my gratuity for the previous five years. Additionally, my em-

ployer is invoking a clause in the employment contract prohibiting me from working with a competitor. What steps can I take to ensure I receive the end-of-service benefits I am owed, both for my previous and current service?

Under Article 65/3 of the labour law, any condition that violates the provisions of the law, even if established prior to its enactment, is considered null and void unless it is more beneficial to the employee. Additionally, any release, reconciliation

or waiver of rights stipulated by law will be considered invalid if it contradicts legal provisions.

The document you signed could be interpreted as a waiver of your rights, unless you were actually paid the gratuity at the time. To claim your end-of-service benefits, you should file a complaint with the labour office. This will allow you to formally request the full amount due to you from the time you joined the company until the termination of your employment.

The burden of proof will be on you to demonstrate that you

did not receive your gratuity, as indicated in the signed document. To strengthen your case, it may be helpful to consult an expert and request that your employer provide evidence of the payment, such as bank transfers or other documentation confirming the transaction.

Regarding the non-competition clause, this condition becomes invalid if the termination of your contract was initiated by the employer or due to a violation of their legal or contractual obligations. According to Article 10 of the labour law, the non-competition clause is rendered null and void if the employer terminates contract.



## Can employees be asked to serve three-month resignation notice?

I work in a mainland Dubai-based company and my question is about the mandatory notice period that employees have to serve after resigning. My company requires employees to give a three-month notice. Is this legal? What does the UAE Labour Law say about this? What happens if I tell my boss that I can serve only one month?

In the UAE, an employer or an employee who intends to terminate an employment contract must serve the stipulated notice period mentioned in an employment contract.

This is in accordance with Article

43(1) of the Federal Decree Law No. 33 of 2021 on the Regulation of Employment Relations, which states: "Party to an employment contract may terminate the contract for good cause, by giving the other a notice in writing. The employee shall perform his duties during the notice period agreed upon in the contract, provided the notice period is not less than 30 days and not in excess of 90 days."

Furthermore, both an employer and an employee, while terminating an employment contract may agree to reduce the notice period. However, the rights of

an employee including his or her salary pertaining to the notice period need to be paid by an employer. This is in accordance with Article 43(2) of the Employment Law, which states: "Employment Contract shall continue in force throughout the notice period and expires with the expiry of the notice period. The employee shall be entitled to his full salary for such period on the basis of his last salary and shall perform his work if the employer so requests. The parties may agree to waive the notice clause or shorten the notice period, provided that the employee reserves all his enti-

tlements due to the notice period agreed upon in the employment contract. The notice period shall be equal for both parties unless the same is in the interest of the employee."

If one of the parties fails to follow the required notice period before terminating an employment contract, then the defaulting party must pay the other party compensation which is known as "pay in lieu of notice".

This is in accordance with Article 43(3) of the Employment Law which states: "The party who did not abide by the notice period shall pay to the other

party compensation, which is called notice period as pay in lieu of notice, even if the absence of notification does not cause damage to the other party and the compensation shall be equal to the worker's wage for the full notice period or the remaining part thereof."

In accordance with the aforementioned provisions of the law, you have to verify your employment contract registered with the Ministry of Human Resources & Emiratization (MoHRE) related to your notice period to be served for terminating your employment with your employer.



# Govt wants safe, legal migration



Minister Mr Kirti Vardhan Singh addressing the meeting with RA association heads together with the top MEA officials.



IPEPCIL president Mr VS Abdulkareem and Mr Sandeep Kapoor, President of ASSORA, sharing issues and challenges with Hon Minister Mr Kirti Vardhan Singh with top officials of MEA-OE .



Welcome address by Mr Surinder Bhagat, jt secretary MEA-OE& PGE.

(Cont. from page-1) and to review the CPC for the Emigration clearances to be based on the respective POE Offices to smoothen the process speedily and increase the efficiency of PGE/POE platforms. RA Fraternity demanded for an industry status for the overseas placements services sector substantiated with the inward remittance flow.

The conclave concluded with a strong message of assurance and forward memorandums, as government officials reiterated their commitments to creating a safer, more simplified regulatory pathways for the government approved overseas recruitment fraternity and for the citizens pursuing international employment opportunities.

The conclave was organised by the Overseas Employment and Protector General of Emigrants (OE & PGE) Division, Ministry of External Affairs and was attended by representatives from 14 RA associations, 13 State-run RAs, 16 Protector of Emigrants, senior officers from the Min-

istry of Labour and Employment (MoLE), Ministry of Skill Development and Entrepreneurship (MSDE), Ministry of External Affairs and Resident Commissioners of State Governments/UTs.

As part of ministry's efforts to generate awareness about safe and legal migration, the minister launched a PravasiBharatiya Sahayata Kendra WhatsApp Channel which will be utilised to disseminate information about legal and safe mobility in form and content easily understood by the masses. The conclave provided a platform for discussion on various facets of emigration process.

The conclave was organised with an objective to forge greater synergies with the RA fraternity for effective implementation of the Emigration Act 1983. The conclave also provided an opportunity to discuss and deliberate upon various facets of emigration process, upcoming opportunities and work process related challenges on the e-Migrate portal.



POE Mumbai Mr Barhat Rahul Manhardan (IPS) and POE Delhi Rajesh Kumar Sharma and Mr VS Abdulkareem, president, IPEPCIL at FE Rationalisation panel discussion.



Mr M H Khan, Chapter Chairman, IPEPCIL, Lucknow, Mr Surinder Bhagat, Mr VS Abdulkareem, Mr Albert Josph (Vice-president), Mr Farhan Ashiq Ali Khan and Zaid Hafiz (MC members of IPEPCIL).



A section of the audience