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IPEPCIL seeks diplomatic intervention to rectify pre-medical check-up policy of disqualifying candidates based on X-ray scars

MUMBAI: Indian Personnel Export Promotion Council (IPEPCIL) has put up a significant issue to Minister of State for MEA and Overseas Employment Division affecting a huge volume of emigrants seeking employment abroad, particularly in GCC countries, which disqualifies the intended emigrants based on small, benign scars visible on chest X-rays.

This long standing-regulation, which dates back over few decades, continues to negatively impact the livelihood

of many individuals despite advances in medical knowledge that deem such conditions are medically irrelevant except only a few extremely vulnerable cases. Many emigrants are being declared medically UNFIT to proceed for employment solely due to the presence of small scars or marks on their X-ray results. In most cases these scars are residual from minor infections or childhood illness like jaundice, cough, cold pneumonia or more recently in the post-COVID environment, such cases are common, but

no longer pose a health risk. However, these individuals are still being denied employment opportunities while undergoing the pre-medical check-up, despite being otherwise healthy and FIT for work. This policy not only causes immense personal and financial hard-



ship but also deprives the labour markets abroad for skilled workers.

It is important to note that, contemporary medical science has clearly established that minor scar on an X-ray, particularly if it result from a non-contagious or resolved condition, does not necessarily indicate a health risk. Many countries including the destination nations in question, no longer consider such findings relevant for disqualifying workers from employment. Yet, the outdated policy continues to be en-

forced by certain Medical Boards and Panel Doctors, causing undue rejection of emigrants, says VS Abdulkareem, President-IPEPCIL.

According to the Medical Science and Medical Advisory Board, it has been defined and diagnosed that, its not a disease at all and no treatment for it. These “scars” are irreversible, non-contagious and do not affect the candidates’ fitness to work. The policy specification to be updated with the recommended con-

(Cont. on page-2)

Promoting peace through tourism with Thailand, IPT event celebrated in Mumbai



H.E. Donnawit Poolsawat
Consul General of Thailand

MUMBAI: The “Promoting Peace Through Tourism with Thailand and IPT” event in Mumbai was held on International World Peace Day (UN) on Sept 21, 2024.

Organised by the Royal Thai Consulate-General (Mumbai), Tourism Authority of Thailand and International Institute for Peace through Tourism (IPT), it highlighted tourism’s vital role in fostering global peace and understanding.

Distinguished speakers emphasised the po-

tential of tourism to promote harmony among diverse cultures, races and religions. Guests participated in the “Peaceful Messages” campaign, sharing their thoughts on unity across borders. Responsible tourism practices and sus-

tainability were also stressed upon.

Amidst the sea of Thai cuisine and irresistible bubble tea, the lucky draw featured exciting prizes-including round-trip tickets to Bangkok with luxury stays included. The Consul General of Thailand, **Donnawit Poolsawat** praised the event, saying, “Travelling is a mutual exchange to learn and understand different cultures and create friendships.”

Semi conductor units to create 50,000 jobs

MUMBAI: Under the first package announced by the government, an incentive of Rs760 billion was given, which has encouraged several Indian and foreign companies to set up facilities in India for manufacturing and design of semiconductor chips. Two units have been set up by the Tata Group in Gujarat and Assam with a total investment of around Rs1.2 trillion.

It is expected that sophisticated chips will

be manufactured and 50,000 jobs will be created. Generally, every semiconductor job leads to 10 additional jobs in the ecosystem. A Dutch company has set up R&D facilities to boost semiconductor production in India with an investment of around \$1 billion. A Japanese company has also availed of incentives offered by the Indian government, undertaking value added semiconductor design activities for the global market.

Denmark fixes salary limits for residence, work permit for foreigners from Oct

COPENHAGEN: Denmark has released an updated version of the income statistics which contains information from the second quarter of 2024. The updated income statistics will be used in the case processing of applications submitted from Oct 1, 2024.

The income statistics are updated every quarter, and the next update

is expected to be effective Janu 1, 2025.

If you apply for a residence and work permit after Sept 30, your application will be assessed based on the income statistics for the second quarter of 2024. If you have applied between July 1 and Sept 30, your application will be assessed based on the salary statistics for the first

quarter of 2024. To be granted a residence and work permit your salary and terms of employment must correspond to Danish standards. This means that you must receive a remuneration, which corresponds to the standards of the type of employment in question in Denmark.

This condition applies to both first-time appli-

cations and applications for extension. If you are applying for a work permit for sideline employment or a separate work permit as an accompanying family member, it is also a condition that your salary corresponds to Danish standards. In most cases filed after Jan1, 2025, the salary must be paid to a Danish bank account.



Ban bogus litigation

The proposed National Litigation Policy, if it sees the light of the day, one hopes will reduce the average case duration from 15 years to three years, by prohibiting delaying tactics by government agencies as well as by lawyers. It will also prioritise “conciliation over confrontation”, which means using more out-of-court methods to resolve cases. It may be recalled that in June, Law Minister Arjun Ram Meghwal finalised a long-awaited National Litigation Policy to “unclog the wheels of justice” and prevent the government from being “a compulsive litigant”, as the previous law minister Ashwini Kumar had called it. Though details of the policy is not public, legal analysts say this is the only way forward for past justice.

According to published reports, there are over 4.5 crore pending cases across all courts and India desperately needs more courtrooms and technological upgradation as well as 50 judges per million people to cope with the current case volume. It has only 21 judges per million as of now. Our respected Supreme Court itself has expressed its displeasure over the slow progress of cases. There is a backlog of 83,000 cases as of August 2024 in the Supreme Court itself. The government, including ministries, agencies and the bureaucracy at the central, state and district levels, is a litigant in 73pc of all cases in the Supreme Court.

A majority of litigation involving the government is filed by citizens challenging state inaction on issues such as pension, salaries or land acquisition or police excesses. But analysts said that habitual and unnecessary challenges by state agencies against court orders all the way up to the Supreme Court are adding to the drain on the system in the world’s largest democracy.

Recently, the Supreme Court ordered a fine of Rs 1 lakh on a litigant for wasting the court’s time. In another instance of delay, It took 42 years of struggle for some women to get their unpaid wages of Rs 30 lakh each from the Karnataka government.

According to unofficial data, the government has spent over Rs 500 crore as litigation expense over the last decade. Legal scholars say it is the bureaucrats’ aversion to taking any risk and lack of limits on court fees that make government officials so litigious by habit. A lot of cases that get filed in the Supreme Court ought not have been filed at all at the first place had the lower courts or the governments had taken immediate remedial measures. Also, some lawyers advise their clients to move courts on frivolous instances so that they get legal fees. Of course, there are five-star lawyers who mint money on VVIP cases.

Another organised racket is the so-called “Public Interest Litigation (PIL)” which in most cases is not public at all, but private interest litigation. Rival companies, contractors or political parties use this method to either delay some projects or to get the contract or to settle personal enmity. There are jobless lawyers who practise PIL cases to make easy money.

The govt should computerise all courts down to the district level to cut down further delays. Also, the demand for a Supreme Court bench in Chennai should be considered seriously.

LIPSYNCH

“At his best, man is the noblest of all animals; separated from law and justice, he is the worst.”

— Aristotle

IPEPCIL seeks diplomatic intervention...

(Cont. from page-1)

sultation of international and local medical experts to provide updated guidelines based on current medical understanding, this would ensure that only health conditions posing genuine risks are grounds for UNFITNESS, aligning the screening process with a global health standards.

By updating such outdated policy, large number of healthy individuals who are otherwise fit for work

would have the opportunity to pursue employment abroad. The current practice not only wastes human potential but also causes unnecessary suffering due to the emotional and financial toll on emigrants who are unjustly denied medical fitness leading to denied employment. Given the serious and far reaching implications of this outdated policy, IPEPCIL urges MEA to take diplomatic steps to advocate for its rectification.

Etihad celebrates two decades of flying to india

MUMBAI: Etihad Airways, the national airline of the UAE, is celebrating 20 years of flying to India this month. Etihad launched flights to the commercial capital of India, Mumbai, on the Sept 26, 2004, quickly followed by New Delhi on Dec 1, 2004.

Etihad’s network sig-

ed seat capacity between Abu Dhabi and India this year with additional flight frequencies to Ahmedabad, Bengaluru and Kolkata.

Etihad is now operating more than 50 extra flights per week to India, compared with last summer, providing more convenient departure timings and therefore more flexi-

flying to this incredible country.

“When the young and ambitious Etihad launched flights to Mumbai in 2004, it was Etihad’s eighth global destination and since then we’ve expanded to 80 destinations with a vision to offer 125 destinations by 2030.

“This year, we are proud



nificantly expanded over the subsequent decades, and following the addition of flights to Thiruvananthapuram, Kozhikode and Jaipur earlier this year, Etihad now flies to 11 gateways in India.

Etihad has also expand-

bility with onward connections.

Antonoaldo Neves, chief executive officer, Etihad Airways, said: “India is a strategically important market for Etihad and we’re extremely proud to be celebrating 20 years of

to offer Indian travellers a greater number of flight options from 11 gateways across India making Etihad the leading airline for connectivity for Indian travellers to the MidEast, Europe and North America.”

UAE exit pass validity extended till Oct 31

ABU DABI: Authorities in the UAE have extended the exit pass validity for those seeking amnesty for their expired visas, giving them until Oct 31 to leave the country.

Earlier, amnesty seekers had 14 days from when an exit pass was issued to put their papers in order and leave the Emirates. “We have extended the exit pass validity until the end of the amnesty ... that’s the end of Oct,” a senior General Directorate of Residence, T-Vy and Foreigners Affairs in Dubai (GDRFA) official told a TV channel.

The exit pass gives visa overstayers enough time to plan their departure without incurring an overstay fine or ban during the amnesty programme. Anyone who has obtained an exit pass must leave the country before the end of Oct without facing penalties and can later re-enter the country if they find a job.

“You won’t face any ban and can come back anytime,” said Lt Col Salem Bin Ali, GDRFA director of customer happiness department.

Those wishing to stay and look for employment

have two months from when they legalise their status to do so. “When you change the status you are in the clear,” Lt Col Ali said.

Looming deadline

As the number of people granted amnesty at Dubai’s Amer centres touched 27,173, GDRFA officials urged those planning to make their stay in the UAE legal to “hurry” before the October-end deadline. “Today we are at day 26. Time is running out so we are asking people to hurry up,” Lt Col Ali said.

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Canadian Dollar	63.05	62.00
Singapore Dollar	65.96	64.91
Swedish krona	9.27	7.48
UAE Dirham	23.20	22.60
Swiss Franc (CHF)	100.19	98.14
British Pound	112.91	111.49
New Zealand Dollar	53.76	52.01
Thai Baht	2.66	2.53
Hong Kong Dollar	11.69	10.38
Saudi Arabian Riyal	22.82	22.04
Bahraini Dinar	229.28	213.89
Chinese Yuan	12.83	10.41
Danish Krone	13.04	12.01
Kuwaiti Dinar	280.35	265.07
Malaysian Ringgit	21.28	20.07
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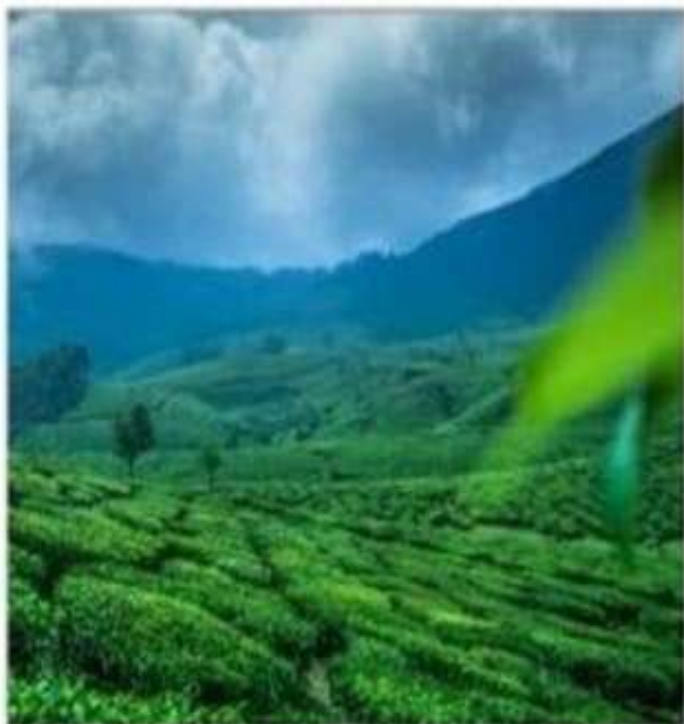


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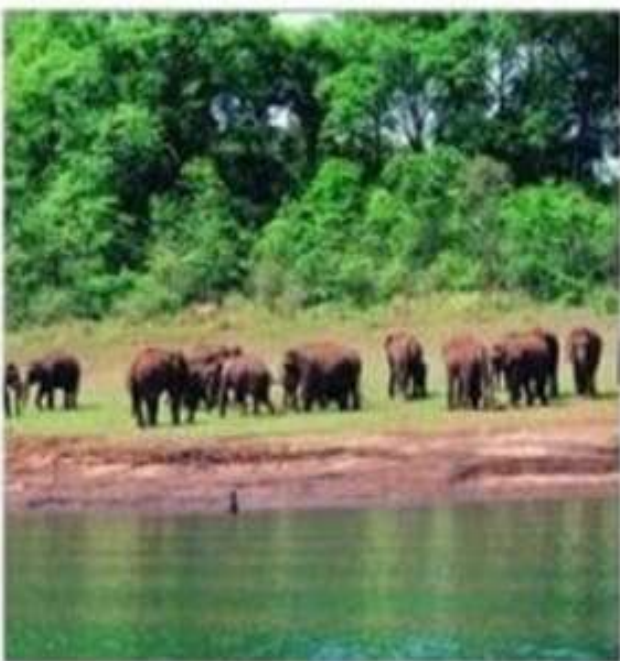


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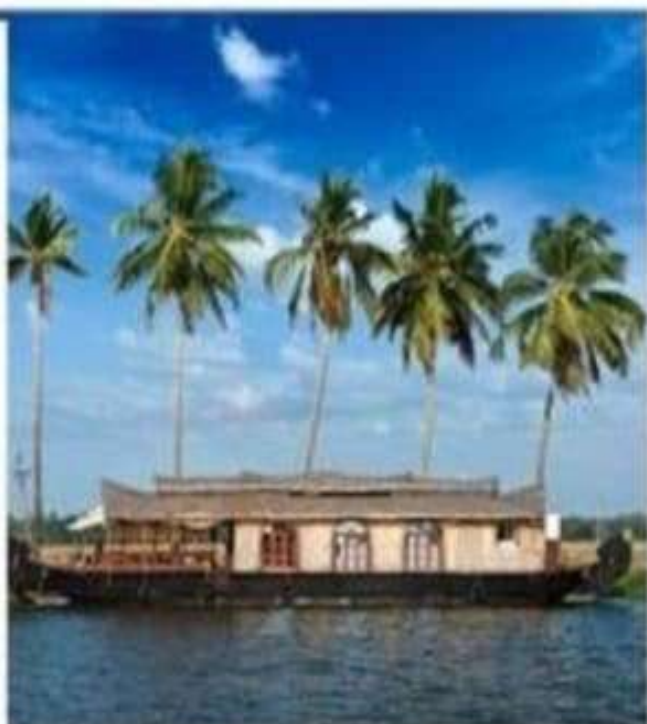
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GULF FAQs

Can an employer refuse to pay salary during court dispute with employee?

I have a dispute with my employer and the court is hearing our case. But the employer has not paid my two-month salary even though I continue working full-time with the company. Is the employer liable to pay my salary during the dispute and court hearing? Can I file a case against the employer for not paying my two-month salary?

It is assumed that your claim amount with your employer is more than Dh50,000, therefore, the provisions of UAE employment law and its subsequent amendment are applicable.

In the UAE, an employer should pay the salary to an employee on the due dates and in accordance with the amount agreed in an employment contract and in accordance with the regulations approved by the Ministry of Human Resources and Emiratisation (MoHRE). This is in accordance with Article 22 of the Federal Decree Law no. 33 of 2021 'Regarding the Regulation of Employment Relationships' and its amendments: "The employer

shall pay the salaries or wages to its workers on their due dates in accordance with the regulations approved in the ministry, as well as the conditions, rules and procedures specified by the implementing regulation hereof".

Furthermore, in case of a dispute between an employer and an employee, upon receipt of the complaint, initially MoHRE may attempt to amicably settle the dispute. However, a dispute may be referred to the competent court if there is no amicable settlement within the time limit prescribed by MoHRE. This is in accordance with Article 1(4) of the Federal Decree Law no. (20) of 2023 "Amending certain Provisions of Federal Decree-Law no. (33) of 2021 Regarding the Regulation of Employment Relationships":

"The dispute shall be referred to the competent court if attempts to reach an amicable settlement within the time limit prescribed in the implementing regulation of this Decree-Law and in cases other than those described in paragraph (2) of this article do not succeed. This

should be accompanied by a memorandum which summarises the dispute, the parties' arguments, in addition to the ministry's recommendations."

Furthermore, during a dispute resolution process, if the employee's salary is withheld, the MoHRE may call upon an employer to pay the employee their salary for up to two months. This is in accordance with Article 1(5) of the Amendment to certain 'Provisions of Employment Law': "As part of the dispute resolution process, the ministry may order the employer to provide the employee's salary for a maximum of two months, if the dispute results in the employee's salary being withheld."

In conclusion, while there is an ongoing court case between you and your employer, you are entitled to receive your salary during the ongoing proceedings if you continue to be employed by your employer. Additionally, if the dispute remains unresolved and you continue working, you can claim two months' remuneration.

Australian varsity to start courses at Gujarat's GIFT City from Nov

AHMEDABAD: The University of Wollongong (UOW) will be one of the first Australian universities to start courses at GIFT City of Gujarat from Nov.

It will start post-graduate courses with intake of 50 students each in courses including Master of Computing (Data Analytics), Graduate Certificate in Computing, Master of Financial Technology, extended Master of Financial Technology and Graduate Certificate in Financial Technology, said Executive Director, Glob-

al Student Recruitment, UOW, Kath McCollim.

It has introduced "inaugural scholarship" offering financial benefits to students enrolling in Computing and Financial Technology programmes, he said.

UOW India has also partnered with IBM whereby students will gain access to IBM's Innovation Centre for Education (ICE). Gujarat International Finance Tec-City or GIFT City is a business district under development in Gandhinagar district.

US, Singapore lead FPI flows into India in 2024

WASHINGTON: The bulk of net inflows from foreign portfolio investors (FPIs) into India this year has come from the US and Singapore. The two countries have contributed nearly Rs2-lakh-crore, in terms of net investment in CY24, with flows from the former totalling Rs1.24-lakh-crore and the latter funnelling in Rs73,768 crore. Over 93pc of the investment from the US was into equities. For Singapore, on the other hand, 54pc of the flows was into debt and hybrid investments.

The figures include net investments in equity, debt and hybrid instruments and flows from top 10 regions from Jan to Aug this year.

Inflows from Ireland and Japan have been the most consistent this year, with net investment amounting to Rs50,997 crore and Rs42,024 crore, respectively. In terms of assets under custody (AUC), the two countries ranked fourth and eight, as of Aug with assets of Rs4.7 lakh crore and Rs2.36 lakh crore, respectively. The US and Singapore were the top two with AUC of Rs32.57 lakh crore and Rs7.72 lakh crore, respectively.

"Increase of investments from Japan reflects the growing interest of Japanese investors in public market and private investments in India. Ireland is becoming an important jurisdiction for setting up pooling vehicles given its access to the EU market, lower cost as compared to Luxembourg and a well-developed fund ecosystem," said Rajesh Gandhi, Partner, Deloitte India.

Canada changes rules for Temporary Foreign Worker Programme

OTTAWA: Canada's Temporary Foreign Worker Programme is being modified to avoid misuse and fraud. The Temporary Foreign Worker (TFW) Programme allows Canadian employers to hire foreign workers to fill temporary jobs when qualified Canadians are not available.

However, the Canadian government says that the Temporary Foreign Worker (TFW) Programme has been misused to bypass hiring talented workers in Canada and

instead rely on foreign workers. Before using the Temporary Foreign Worker Programme, the employers must first obtain a Labour Market Impact Assessment (LMIA) to demonstrate that no Canadian labour is available to perform the same job.

The Canadian government has announced plans to reduce the reliance of Canadian employers on the Programme. Temporary Foreign Worker Programme New Rules (effective by Sept 26, 2024).

The Government of Canada will refuse to process Labour Market Impact Assessments (LMIAs) in the Low-Wage stream, applicable in census metropolitan areas with an unemployment rate of six per cent or higher. Exceptions will be granted for seasonal and non-seasonal jobs in food security sectors (primary agriculture, food processing and fish processing), as well as construction and healthcare;

Employers will be allowed to hire no more than 10pc of their total

workforce through the TFW Programme. This maximum employment percentage will be applied to the Low-Wage stream and is a further reduction from the March 2024 reduction. The maximum duration of employment for workers hired through the Low-Wage stream will be reduced to one year (from two years).

Over the next 90 days, the Canadian government will review the Programme, leading to changes to the High-Wage Stream and unfilled LMIA applica-

tions. Starting Oct 2023, adjustments have been made to the validity period of Labour Market Impact Assessments from 18 months to six months and the cap on temporary foreign workers from 30pc to 20pc,

On Aug 20, 2024, the government of Canada announced the approval of a proposal by the Government of Quebec for a temporary freeze on the approval of new Temporary Foreign Workers in the low-wage stream in Montreal.

HIGH-PAYING MEDICAL COURSES without NEET SCORES!

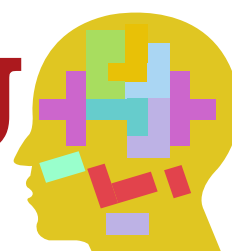
HIGH-PAYING MEDICAL COURSES without NEETSCORES!

("SKILLS GURU" has been humbly striving to elevate the workplace, labor, workforce, and work culture by emphasizing the significance of different professions and learning how important they



SKILLS GURU

By Sajan MS



sumption have changed significantly as a result of advances in food science and technology. Food science and technology have

university-to-university variations exist in course titles, but the length, curriculum and prerequisites are generally the same. The El-

PROGRAMME IN FOOD TECHNOLOGY: 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. These doctorate-level programmes in Food Technology could be pursued after completing the Master programmes in Food Technology. **Some of these programmes are:** Doctor of Philosophy in Food Science and Technology * Doctor of Philosophy in Food Technology * Doctor of Philosophy in Food Biotechnology * Doctor of Philosophy in Food and Dairy Technology etc. **Certification Courses in Food Technology after Bachelor Programmes in Food Technology:** * Certificate Course in Food and Nutrition * Certificate Course in Food Production and Patisserie * Diploma Course in Food Science and Quality Control * Certificate Course in Food Technology * Diploma in Food and Nutrition etc.

Career Opportunities after Bachelor / Master Programmes in Food Technology- Those with a bachelor's or master's degree in food technology have a plethora of career options, both in India and internationally. Numerous government agencies and thousands of private businesses have opened their doors to accept applications for numerous positions in the food technology industry. Several sectors of the government, including both state and central governments, include: Public distribution shops in different parts of India, Department of Food and public distribution of Government of India, Central Warehousing Corporation, Food Corporation of India etc have thousands

of job opening in the Food Technology every year.

CAREER PROFILES: The graduates of Food Technology have a variety of career profiles, including:

* Manager (different levels) * Lecturer * Assistant Professor * Professor * Marketing Executive * Assistant General Manager * Food Technologist * Food & Beverage Associate * Sourcing & Procurement Contractor * Food Research Analyst * Food Inspector * Home Economists * Analytical Chemists * Toxicologists * Research Scientists * Food Processing Operator.

CONCLUSION: In addition to the medical courses covered in SKILLS GURU, the healthcare industry also offers courses in biochemistry, psychology, nutrition and dietetics and in other subjects that are highly employable. The relevance of the healthcare courses already included in SKILLS GURU is taken into consideration when ranking them in terms of importance for the worldwide labor market. Healthcare programmes open up a plethora of career advancement opportunities for professionals. Making the decision to enroll in healthcare courses and earn certification is a very personal one that requires careful consideration of one's financial situation, career aspirations, and current credentials.

In the end, the worth of healthcare degrees and certifications is extremely subjective and varies greatly from person to person. Certain courses and certifications may quickly become out of date due to the healthcare industry's rapid evolution. Acquiring and maintaining professional licensure in the healthcare industry requires completion of healthcare courses and certifications. Patients' confidence and trust are increased when they are aware that their healthcare providers are highly qualified and keep up to date on their skills. (Next : SOFTSKILLS)



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.)

CONCLUDING PART (PART-VII)

(Continuing from Part VII of previous issue)

FOOD TECHNOLOGY: Studying food science and technology opens the doors to a wide range of career options. Food processing, safety, preservation, and production are all included in the wide field of food technology. It is a field that merges food science with engineering to create new products, enhance processing techniques, and ensure food safety. Global food production and con-

tributed tremendously to it. The scientific field of food technology examines various aspects of food production, processing, labeling, distribution, quality assurance, and preservation.

A PLETHORA OF CAREER OPPORTUNITIES: are available with a degree in food technology. A few of the professional competencies needed are an interest in food science, health and nutrition, the capacity to solve problems, technical knowledge, excellent research skills, and consumer market awareness. In the following important domains, food technology is indispensable: Food Processing, Food Preservation, Food Safety and Quality Control, Nutritional Science, Sustainability, Food Engineering, Consumer Trends, Regulatory Compliance and Food Laws.

CAREER PROGRAMMES AVAILABLE FOR FOOD TECHNOLOGY-

(Diploma / Bachelor (UG) / Master (PG) & PhD (Doctoral) Programs) - THREE-Year Diploma Programme-Almost all Indian polytechnics and universities across the world offer a three-year diploma programme in food technology. Board-to-board and

eligibility for admission is a pass in 10th Standard (selection is based on Marks Level). Bachelor of Technology (B. Tech in Food Technology) & Bachelor of Science in Food Technology (B Sc in Food Technology) are the most sought after programmes in Food Science & Technology. The Eligibility for admission is 50pc and above marks in Plus Two Science Stream (any science subject combination). Master Programmes in Food Technology (Master of Science / Master of Technology / Master of Administration and many other programmes) after B Tech in Food Technology. For Eligibility, there need a score at least 50pc marks in graduation. **Here are a few higher studies options after graduation in Food Technology:** * Master of Business Administration * Master of Technology in Food and Nutrition * Master of Technology in Food Technology * Master of Technology in Food Biotechnology * Master of Technology in Processing and Food Engineering * Master of Technology in Food safety and Standards * Master of Engineering in Food Technology etc

PHD OR DOCTORAL