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PUBLISHED ON TUESDAYS AND FRIDAYS

OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES

MUMBAI: FRIDAY, OCTOBER 10, 2025 • VOL. NO. 2 • Issue No. 70 • DIV. OF FLYCREATIVE ONLINE LIMITED (A unit of Creative Group) • 8 PAGES

NORKA / MEA CONCLAVE ON GLOBAL MOBILITY RECEIVES GOOD RESPONSE

THIRUVANANTHAPURAM: Kerala Chief Minister Mr Pinarayi Vijayan inaugurated a one-day Global Mobility Conclave, organised by the Protector of Emigrants, (Thiruvananthapuram and Kochi) jointly with Non Resident Keralites Affairs Department (NORKA) on Oct 7.

In his inaugural address, the Hon'ble Chief Minister emphasised the importance of valuable suggestions from the stakeholders of HR Mobility and Emigrants Seeking Employment abroad toward the upcoming Bill on "Overseas Mobility" (Facilitation and Welfare) Bill, 2025, by MEA, Government of India and to ensure that the scope is well defined in the Bill for strengthening the fair and transparent eco-system in the Global Mobility for the emigrants seeking employment abroad and to protect the interest of the stake holders as well.

The Protector of Emigrants functions under the Ministry of External Affairs.

Mr Arun Kumar Chatterjee (IFS), Secretary, Overseas Indian Affairs, addressed the conclave, which got underway at Hotel Hycinth, in the Kerala's capital . The Union Government is committed on setting up Passport Seva Kendras across all parliamentary constituencies in the country. Mr Chatterjee said that a Passport Seva Kendra will soon be established in Tavanur, in the Ponnani Lok Sabha constituency.

With the establishment of the Tavanur centre, Kerala will have either a Passport Seva Kendra or a Post Office Passport Seva Kendra in every Lok Sabha constitu-

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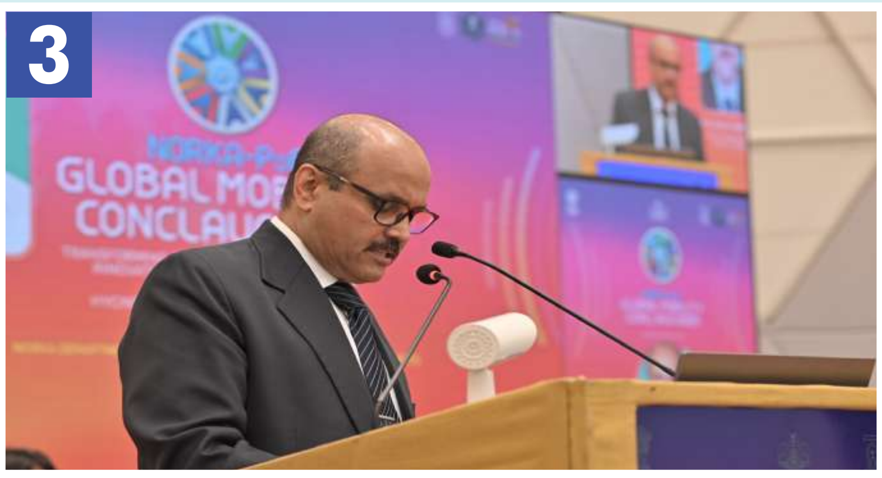

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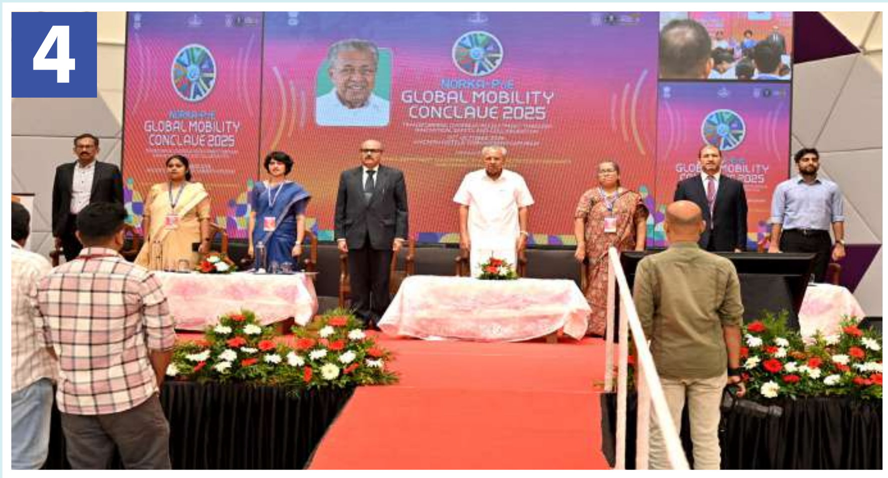

1) Kerala chief Minister Pinarayi Vijayan presenting his inaugural speech at the Global Mobility Conclave in Thiruvananthapuram.
2) Mr Surinder Bhagat IFS, Jt Secretary, MEA-OE and Protector General of Emigrants, Mr VS Abdulkareem, CMD of FlyCreative Online Limited and president of IPEPCIL and Mr Ajit Kolassery, Resident vice chairman Norka Roots addressing the session for Fair and Transparent mobility of emigrants seeking employment abroad.
3) Mr Arun Kumar Chatterjee, Secretary, Overseas Indian Affairs,addressed the conclave.
4) Kerala chief Minister Pinarayi Vijayan and other dignataries.

IPEPCIL, FIMCA urge for legal, safe mobility of job emigrants

MUMBAI: Indian Personnel Export Promotion Council (IPEPCIL) and FIMCA, the two leading trade associations of overseas recruitment fraternity jointly represented the recruitment agencies conclave organized by the Protector of Emigrants (POE) Mumbai under the aegis of the Protector General of Emigrants (PGE–MEA–OE).

The conclave was graced by Mr Surinder Bhagat- IFS jt. secretary-pge (mea-oe) who addressed the participants on the ministry's continued commitment towards ensuring fair, legal, safe and transparent global mobility for the emigrants seeking employment opportunities abroad.

During his address, the PGE emphasised the importance of ethical recruitment practices, adherence to emigration laws and the collective responsibility of all stake holders for a

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During the conclave, IPEPCIL president VS Abdulkareem together with MC team members honoured Mr Surinder Bhagat IFS, Jt Secretary MEA-OE and Mr Barhat Rahul Manhardan IPS Director and POE, Mumbai, for their outstanding contributions towards the betterment of global mobility in a safe, seured and legal channel.

Navi Mumbai Airport, Metro Line-3 Opened

Prime Minister Narendra Modi during the inauguration of Phase-1 of the Navi Mumbai International Airport and a view of metro trains ahead of the inauguration of the Phase 2B of Mumbai Metro Line-3 by the PM.

Well done! middle class

Editorial By EL Vaidyanathan

Here is some very good news. The Indian middle class has done it again. India has emerged as one of the fastest-growing wealth markets, according to the Allianz Global Wealth Report 2025. The study, covering about 60 countries, revealed that financial assets of Indian households rose 14.5pc in 2024, the strongest expansion in eight years, underscoring the rising power of India's middle class. What's more, the Indians trust their banks---bank deposits grew by 8.7pc and account for 54pc of household portfolios placing it among the most impressive wealth trajectories of any emerging economy. Securities led growth last year, jumped 28.7pc while insurance and pensions rose 19.7pc.

With India's middle class expanding and financial literacy rising, Allianz expects continued strong growth in household wealth, especially as more investors move from traditional savings to securities and pensions. "India's expanding middle class continues to reshape global wealth dynamics, contributing significantly to the rise of emerging markets in the global middle wealth segment," the report itself says. India's net financial assets per capita grew 13x over the past two decades, outpacing China's 12x growth. In real terms, financial assets climbed 9.4pc after inflation, lifting purchasing power 40pc above pre-pandemic levels. This contrasts sharply with Western Europe, where purchasing power remains 2.4pc below 2019. Net financial assets per Indian stood at US$ 2,818 per capita in 2024, up 15.6pc from the previous year. It advanced 15.6pc to $2,818, with liabilities rising at a moderate 12.1pc, keeping household debt at 41pc of GDP.

While India recorded rapid gains, the US accounted for half of global financial asset growth in 2024. Over the past decade, US households have generated 47pc of worldwide wealth growth, compared with China's 20pc and Western Europe's 12pc.

"Financial asset growth in the US is simply amazing," said Ludovic Subran, Chief Economist at Allianz. "In 2024 alone, half of the global increase came from American households. Contrary to popular belief, the US has not been losing ground but driving global wealth expansion." Japan and Western Europe, meanwhile, lagged behind the global average, reflecting slower asset growth and limited securities exposure.

The report highlights that securities ownership is the key driver of household wealth. Globally, securities grew nearly 12pc in 2024, double the pace of bank deposits and insurance/pension assets. But disparities in portfolio structures mean households benefit unevenly. North Americans hold 59 pc of their portfolios in securities, compared with 35pc in Western Europe and just 13pc in India. "You have to work for your money in India," said Kathrin Stoffel, co-author of the report. "But it's smarter to let the money work for you — like in the US, where stock market gains drive wealth growth."

Globally, wealth concentration has grown sharply, with the richest 10pc holding 65pc of household wealth in 2024, up from 58pc two decades earlier. The average-to-median wealth ratio also worsened from 2.6 to 3.1. Yet, India's extraordinary wealth creation puts these numbers into context: net financial assets per capita are now 13 times higher than in 2004, surpassing even China's twelve-fold increase. Household financial assets worldwide grew 8.7pc in 2024, reaching $315.9 trillion, a new record.

This shows that given the proper policy encouragements, IndianS can create new wealth records.

LIPSYNCH

"An inch of time is worth an inch of gold, but an inch of gold cannot buy an inch of time."

--------A Chinese proverb

IPEPCIL, FIMCA urge for legal, safe mobility of job emigrants

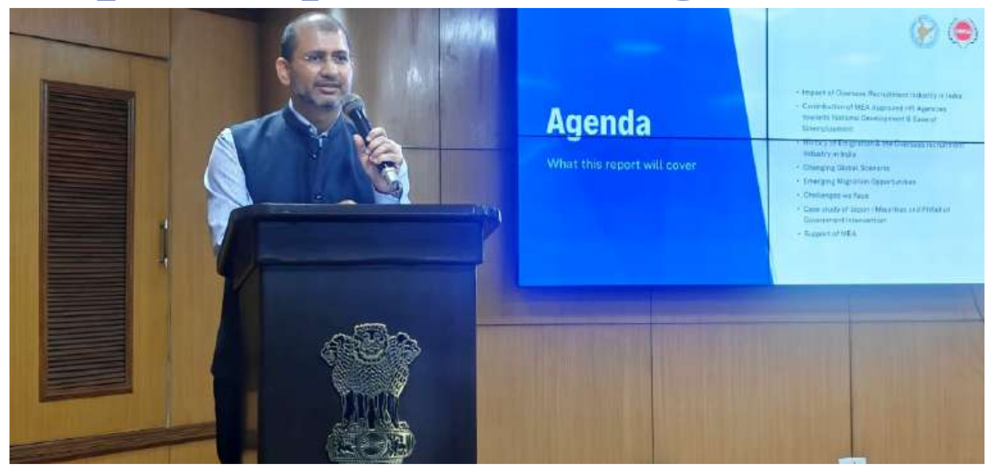
(Cont. from page - 1)

fair, legal and transparent mobility of our emigrants. He also shared the latest guidelines, advisories and upcoming policy reforms, aimed at strengthening the emigration governance framework and ensuring migrant welfare through a regulated and transparent recruitment ecosystem.

The participating associations reiterated their commitment to collaborate closely with the MEA-OE, POE offices and Overseas Missions to further enhance safe migration channels, promote capacity building initiatives and support government led reforms for the empowerment and protection of emigrants and for the interest ofoverseas recruitment fraternity as well.

The conclave concluded with a Q&A and interactive session between the PGE/POE and the members of the recruitment associations, addressing their operational challenges, excessive compliances measures in visa processing and future roadmaps for sustainable overseas employment.

IPEPCIL president Mr VSAbdulkareememphasised for a diplomatic intervention to ease-out the hardship faced by the emigrants for their pre-medical check, SVP & QVP compliance process etc. which is an irrelevant addition cost on emigrants



Mr Surinder Bhagat IFS, Jt Secretary MEA-OE addressing the conclave organised by POE-MEA-OE.

Mr Barhat Rahul Manhardan IPS, Director and POE, Mumbai MEA-OE addressing the conclave organised by POE-MEA-OE.

NORKA / MEA CONCLAVE ON GLOBAL MOBILITY...

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ency, he reaffirmed.

Mr. SURINDER BHAGAT, IFS, Joint Secretary, MEA-OE and Protector General of Emigrants assured the ongoing streamlining process to strengthen for a fair and transparent Eco-System in the Global Mobility of the Emigrants seeking Employment abroad.

The floor had applauded his initiative of taking a RA delegation to Russia with the coordination of Indian Embassy, Moscow and the Consulate at St. Petersburg.

The RA Fraternity appreciated his initiative to scrap the CSO compliance for the Nurses Recruitment and also to control the menace of social media fake Recruitment Advertisements and introduced the legitimate process of interview permission for the ECNR countries Recruitments.

Ms. GINA UIKA, IFS Joint Secretary (Emigration Policy & Welfare) actively participated in the knowledge sessions and briefed the Policy reforms to strengthen the system.

Major Shashank Tripathi, Protector of Emigrants (Thiruvananthapuram & Kochi), delivered a `vote of thanks. He assured that his office would continue to collaborate with NORKA and recruitment agencies to strengthen Kerala's position as a global workforce hub.

Mr. V.S. Abdulkareem CMD of Flycreative Online Limited and President of IPEPCIL, addressed the knowledge session for strengthening a FAIR and Transparent Global Mobility Eco-systems, endorsing the statement and views of the Hon'ble Chief Minister Mr Pinarayi Vijayan and further emphasized that a transparent and fair policy in place with the upcoming Bill 2025 on Overseas Mobility (Facilitation and Welfare), to protect the interest of the RA fraternity and the emigrants as well. Mr. Abdulkareem sought for an urgent diplomatic intervention to ease out excessive compliances which is not relevant in the current scenario for the visa processing procedures in some of the GCC sectors which became a big challenge for the RA fraternity and the prospective emigrants in respect of the pre-medical check, SVP, QVP process etc. etc.

The event was also attended by Foreigners Regional Registration Officer (FRRO) Aravind Menon (IPS), Regional Passport Officer Jeeva Maria Joy (IFS), World Kerala Sabha Secretariat Director Asif K Yusuf (IAS), K-DISC chairman Dr. Thomas Issac, (Ex-FM Kerla), K-Disc, PV Unnikrishnan Mrs. Surbhi Singh-ICM, Delhi, Mr. Sanjay Aswathi-IOM, Delhi, , NORKA Roots CEO Ajith Kolassery, NORKA Roots Resident Vice-Chairman, P Srirama Krishnan and NORKA Department Secretary Anupama TV.

FOREX RATES

As on 9th October 2025 (In rupees)

Currency	BillBuy	BillSell
US Dollar	88.22	89.36
British Pound	118.13	119.76
Euro	102.18	104.33
Japanese Yen	57.85	58.76
Swiss Franc (CHF)	109.67	112.08
Canadian Dollar	62.9	64.31
Australian Dollar	57.7	58.96
Norwegian Krone	8.73	8.98
Swedish Krona	9.24	9.51
New Zealand Dollar	50.42	51.52
Hong Kong Dollar	11.19	11.53
Kuwaiti Dinar	296.72	287.34
Singapore Dollar	67.82	69.32
Saudi Arabian Riyal	23.22	23.94
United Arab Emirates	23.77	24.45

IndiGo in route expansion spree

MUMBAI: India's largest airline IndiGo is expanding its operations at its North India hub at Indira Gandhi International Airport, New Delhi. As part of this expansion, it will launch three new international routes from Delhi to Denpasar, Bali (Indonesia) (daily service starting October 24), Krabi (Thailand) (four times weekly starting Oct 26) and Manchester (UK--four times weekly beginning Nov 15).

In addition, IndiGo will increase frequency on the Delhi–Bangkok route to double daily services effective Oct 26. The Manchester service marks the start of IndiGo's long-haul services from Delhi. On the domestic front, starting Oct 26, IndiGo is introducing additional daily, non-stop services on nine routes between Delhi and Rajkot, Vadodara (Gujarat), Patna (Bihar), Goa , Shirdi, Nagpur, Nashik , Jabalpur and Raipur (Chhattisgarh). IndiGo will also introduce Purnea (Bihar) as a brand-new, non-stop destination from Delhi, bringing the total domestic enhancement to 10 daily non-stop services.

IndiGo will operate its Boeing 787-9 Dreamliner aircraft between Manchester and Delhi. Flights to Denpasar and Krabi will be operated using IndiGo's Airbus A320 family aircraft, and enhanced services on the Delhi–Bangkok will be operated with IndiGo's A321 aircraft.

With this expansion, IndiGo will connect Delhi to 21 international and 74 domestic destinations, with over 1,700 weekly departures.

Pieter Elbers, Chief Executive Officer, IndiGo, said, "As we continue to grow internationally, developing globally competitive and locally connected aviation hubs in India will be a cornerstone of our growth strategy, accelerating our journey to become a global aviation leader by 2030."

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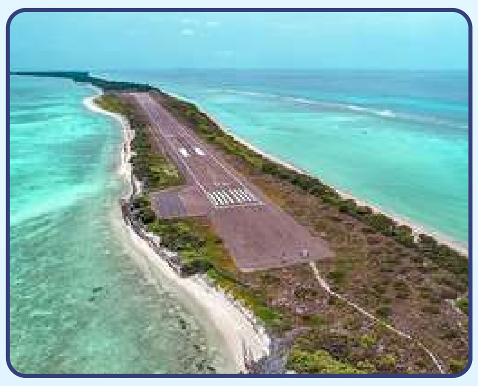


Day 1 Arrival at Agatti

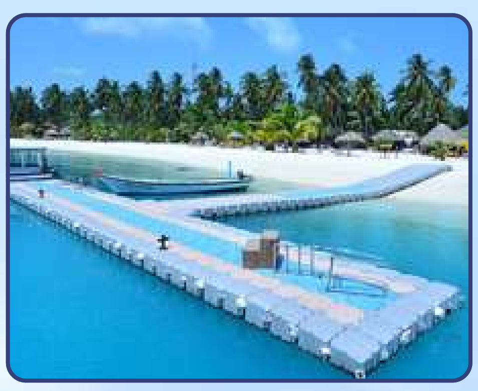
Arrival at Agatti Airport, transfer to the hotel. Enjoy a welcome drink, check-in, lunch, and relax on the beach or explore the island.

Day 2 Agatti – Water Sports & Sightseeing

Enjoy water activities followed by island sightseeing – visit the jetty, desalination plant, Lagoon Beach, and Archaeological Museum.

Day 3 Kalpitti Island Excursion

Morning boat trip to Kalpitti Island and return. Overnight at Agatti.

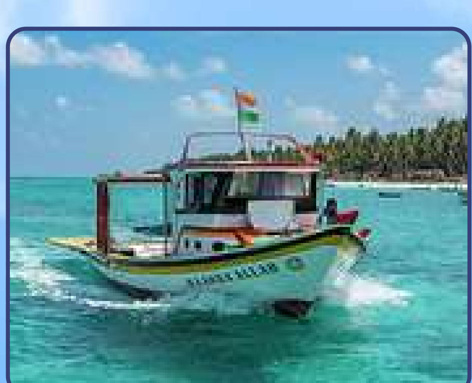


Day 4 Agatti to Bangaram

After breakfast, transfer to Bangaram by speedboat (1 hour). Welcome drink and check-in at resort.

Day 5 Bangaram – Water Sports & Optional Island Tour

Indulge in water sports. Optional day trip to Thinnakara & Parali Islands (INR 1200 extra).



Day 6 Departure

Transfer to Agatti by boat (45 mins) and board flight to Cochin.

Contact : 8828800805 | 022-22077955/56/57 | swati@flycreative.in
www.flycreative.in

GULF FAQs

Medical claim denied? What you can do?

If an insurer in Dubai denies a legitimate medical claim, can I dispute it? What would the legal process look like if they do not agree?

An insurance company is required to pay for health benefits, cover emergency treatment from out-of-network providers until the beneficiary's life is no longer at risk and ensure the beneficiary can access all rights granted under the health insurance policy. This is in accordance with Article 13 (1) (2) and (3) of Dubai Health Insurance Law No. 11 of 2013.

Pay the cost of the health benefits provided by a health service provider that is not part of the health service provider network in an emergency case until the beneficiary's life is no longer threatened;

Allow the beneficiary to obtain, by all means available, all his rights as determined in the health insurance policy.

Furthermore, the Dubai Health Authority (DHA) may establish a system for resolving disputes related to health insurance, requiring parties to utilise this system before seeking judicial or arbitral remedies. This is in accordance with Article 21 of the Dubai Health Insurance Law.

"The DHA may establish a system for the settlement of disputes arising out of health insurance, and may make it mandatory for health insurance parties, prior to recourse to the courts or arbitration." Furthermore, while filing a complaint with the Dubai Health Insurance Corporation affiliated to the DHA (DHIC), the complaint must include the personal

details of the complainant, clearly describe the details of the complaint and what the complainant is requesting, accompanied by all supporting documents, in Arabic, or both Arabic and English, and follow any additional requirements set by the DHIC. This is in accordance with Article 28 (b) of the Administrative Resolution No. (78) of 2022 Issuing the Implementing Bylaw of Law No. (11) of 2013 Concerning Health Insurance in the Emirate of Dubai.

"a. The DHIC will consider the complaints filed with it regarding the health services covered by the health insurance system or health insurance policies.

b. A complaint filed with the DHIC must:

1. Contain the personal details of the complainant;

2. Contain the details of the complaint, including a clear and precise description of the complainant's requests;

3. Be accompanied by all the documents that support the complaint;

4. Be written in Arabic or in both the Arabic and English languages; and

5. Meet any other requirements prescribed by the DHIC."

In accordance with the aforementioned provision, it is assumed that you hold a valid health insurance policy in Dubai, have submitted a legitimate claim and have approached the insurance company regarding the same, which has rejected your claim without providing a valid and acceptable explanation. Under these circumstances, you may dispute the insurer's decision by filing a complaint with the DHA, which may intervene if the refusal of the insurance company is unjustified and lacks merit

Insurance settlement delay – can I claim additional compensation

Three months ago, my car was involved in an accident in Dubai and was deemed a "total loss" by the insurance company. Two months ago, they offered me a compensation of Dh20,000, but I have not yet received the payment. Given this delay, can I claim additional compensation?

In response to your query, the provisions of insurance authority decision and the unified motor vehicle insurance policy against loss and damage issued by the Central Bank of UAE are applicable.

In the UAE, in the event of an accident, the damaged vehicle must be replaced if it is deemed a total loss, unless a request is made by the insured to receive the equivalent amount in cash. In this case, the insured's request should be taken into consideration by the company. This is in accordance with the Chapter Two, Article 2 (c) of the Unified Motor Vehicle Insurance Policy Against Loss and Damage issued pursuant to the Regulation of Unified Motor Vehicle Insurance Policies according to Insurance Authority Board of Directors' Decision No. (25) of 2016:

Obligations of the Insurance Company: Upon the occurrence of an accident, the Company shall: Replace the damaged motor vehicle in case of a total loss, unless the insured requests the company to pay them the amount in cash. In this case, the company shall respond to the insured's request.

Furthermore, in case of the total loss of the motor vehicle, an insurance company should pay the compensation within 15 days from the date of completion of the claim documents. If an insurance company delays settling the claim for more than 15 days from receiving the required claim documents, without providing satisfactory reasons to both the injured party and the authority, the insurance company may compensate the beneficiary for any costs incurred due to such delay. This is in accordance with the Article-7 of the Insurance Authority Board of Directors' Decision No. 25 of 2016 Pertinent to Regulation of the Unified Motor Vehicle Insurance Policies.

"In case of total loss of the motor vehicle, the company shall: (1) Promptly pay the amount of compensation, as the case may be, according to the relevant policy within a period not exceeding 15 days from the date of completion of the claim documents.

(2) If the company delays settlement of the claim for more than 15 days from the date of receipt of the completed claim documents without giving convincing justifications to the injured party and the authority, the company shall compensate the beneficiary of the coverage stated in the insurance policy for any costs suffered by them as a result of deprivation from the damaged motor vehicle.

(3) Pay compensation for the value of the motor vehicle according to the agreement between the company and the insured in the insurance policy against loss and damage.

(4) Compensation will be made on the basis of calculation of the market value of the motor vehicle for the damage covered by the motor vehicle insurance policy against third party liability, by an expert or by setting the average value of three proposals from licensed motor vehicle showrooms in the state."

Based on the relevant provisions of law, an insurance company must settle compensation for a total loss within 15 days of receiving all required claim documents. However, since your compensation payment has been delayed for more than two months without a reasonable explanation, you may be entitled to additional compensation for any costs incurred due to this delay.

To address this issue, you can begin by contacting your insurance company to request an explanation for the delay. If you are not satisfied with the response, you may approach the Insurance Authority of the UAE to seek an amicable resolution. However, if there is no amicable settlement, you have the opton to take legal action by filing a case through the relevant court in the UAE that has jurisdiction to resolve the matter.

In Oman employees can switch jobs if contracts not renewed

MUSCAT: Ministry of Labour has announced that employees whose work permits are renewed without registering active employment contracts will have the right to transfer their services automatically 30 days after the renewal date.

The decision makes it mandatory for employers to e-register the work contracts of all employees. The new Labour Law emphasises the importance of formal employment contracts, the obligations of both employer and worker, and the conditions for termination. According to Article 33, a work contract must be in writing, prepared in Arabic and issued in two copies — one for each party. Contracts must be approved by the competent authority and workers' rights can be proven by all means of evidence.

Article 34 states that contracts may be for a fixed or indefinite term. Fixed-term contracts must not exceed five years but can be renewed by agreement. Renewals count toward the total length of service.

Each contract must include: * Employer and workplace details.

* Worker's personal information and nationality. *Job type, conditions, and duration (if fixed-term). *Basic wage, bonuses, allowances and payment schedule. *Notice period for non-renewal — at least one month if initiated by the employer. * Commitment to respect Oman's laws, customs and security.

Under Article 37, the probationary period must be stated in the contract — up to three months for monthly-paid workers and two months for others. A worker cannot be placed on probation more than once with the same employer. Either party may end the contract during probation with at least seven days' notice.

Salaries to rise by nine per cent next year

NEW DLEHI: Salaries in India are likely to rise by nine per cent next year, on the back of resilient consumption, investment and policy support despite global economic growth uncertainties, a survey said.

The nine per cent projection for 2026 marks a slight increase from the actual 8.9pc salary growth observed in 2025, even as global economic growth slows, according to global professional services firm AON's "Annual Salary Increase and Turnover Despite headwinds, India's economy remained resilient, supported by strong domestic consumption, investments and policy measures, it noted. The 30th edition of AON's "Annual Salary Increase and Turnover Survey 2024-25 India" is based on inputs from 1,060 organisations across 45 industries.

Further, its survey stated that salary increases are projected to vary across industries, with real estate/infrastructure (10.9pc) and non-banking financial companies (10pc) seeing the highest increases in 2026.

The automotive or vehicle manufacturing is expected to witness 9.6pc salary growth, followed by engineering design services (9.7pc), retail (9.6pc) and life sciences (9.6pc), reflecting continued investment in critical talent pools. "India's growth story remains strong, supported by infrastructure investments and policy measures. Our survey shows that key sectors like real estate and NBFCs are leading the way in talent investment and businesses are taking a strategic approach to compensation to ensure sustainable growth and workforce stability, even amid global uncertainty," said Roopank Chaudhary, partner and rewards consulting leader, Talent Solutions for India at Aon. Further, the survey revealed that overall attrition rates have declined to 17.1pc in 2025, down from 17.7pc in 2024 and 18.7pc in 2023.

Saudi to host 26th UN Tourism General Assembly in Nov

RIYADH: Saudi Arabia is all set to host the 26th session of the UN Tourism General Assembly from Nov 7 to 11. The session will take place under the theme "AI-Powered Tourism: Redefining the Future" and will mark the 50th anniversary of the UN's specialised agency for tourism.

Represented by its Ministry of Tourism, Saudi Arabia will welcome more than 160 member states, international organisations and global industry players to commemorate five decades of co-operation under UN Tourism and engage in dialogue aimed at securing a brighter, more sustainable future for the industry. Saudi Arabia's Minister of Tourism, H.E. Ahmed Al Khateeb, invited the world to Riyadh to take part in a momentous milestone for global tourism diplomacy. He said: "We look forward to hosting the world's leading organisation for tourism in a session that will redefine global action in this increasingly vital sector and beyond."

On being the first GCC country to host a UN agency's general assembly, Minister Al Khateeb said: "This adds to the significance of this session and underscores the global vote of confidence given to Saudi Arabia as a convener and a trusted platform for international dialogue on tourism.

World Bank raises India's GDP forecast to 6.5pc

WASHINGTON: World Bank has raised India's gross domestic product (GDP) forecast for 2025–26 (FY26) to 6.5pc from 6.3pc projected in June.

It further revised downwards the estimate for 2026–27 (FY27) by 20 basis points to 6.3pc due to higher-than-expected tariffs on India's exports to the US. In its South Asia Outlook, World Bank said India is expected to remain the world's fastest-growing major economy, supported by continued strength in consumption growth. The report further noted that almost one-fifth of India's goods exports went to the US in 2024, equivalent to about two per cent of GDP. The government's reforms to the GST, reducing the number of tax brackets and simplifying compliance, are expected to support activity. Forecast for FY26-/27 has been downgraded, however, as a result of the imposition of a 50pc tariff on about three-quarters of India's goods exports to the US,

"India is expected to be the world's fastest-growing source of energy demand in the medium term and will surpass China to become the single largest source of energy demand by 2050." Recently, Morgan Stanley said India's economy needs to expand at an extraordinary 12.2pc pace each year to solve its underemployment crisis. It underscored the risk that millions of young Indians may remain locked out of productive work, fuelling social strains at home. India's economy grew 7.8pc in the June quarter, outpacing expectations, but that pace still falls far short of what's needed to absorb the 84 million people set to join the workforce over the next decade, Morgan Stanley said. The report also pointed to poverty levels as a lingering drag on household consumption in the country. Without stronger industrial and export growth, accelerated infrastructure rollout, and sweeping reforms to upgrade skills and improve the business climate, India risks falling into a jobs trap, Morgan Stanley warned.

GLIMPSES OF

NORKA-PoE GLOBAL MOBILITY CONCLAVE 2025