



# OVERSEAS NEWS AND EMPLOYMENT

## PASSPORT TO GLOBAL JOB OPPORTUNITIES



MUMBAI: TUESDAY, JUNE 17, 2025 • VOL. NO. 2 • Issue No. 38 DIV OF FLYCREATIVE ONLINE LIMITED (A unit of Creative Group) • 8 PAGES

### Indian embassy in Kuwait, Forum of Doctors organise blood donation camp

**KUWAIT CITY:** The embassy of India in Kuwait, in collaboration with the Forum of Indian Doctors, organised a blood donation camp at Adan Hospital on June 14, 2025, to commemorate the World Blood Donors Day. The event was inaugurated by His Excellency Dr. Ahmad Abdulwahab Al



A blood donation camp, organized by Indian embassy in Kuwait in association with Forum of Indian doctors, was inaugurated by His Excellency Dr. Ahmad Abdulwahab Al Awadhi, Minister of Health of the State of Kuwait in the presence of His Excellency Dr. Adarsh Swaika, the Ambassador of India to Kuwait and senior Kuwaiti officials Dr. Reem al Radwan and Dr Hanan al Awadhi along with senior members of the Forum of Indian Doctors.

Awadhi, Minister of Health of the State of Kuwait in the presence of His Excellency Dr. Adarsh Swaika, the Ambassador of India to Kuwait and senior Kuwaiti officials Dr. Reem al Radwan and Dr Hanan al Awadhi along with senior members of the Forum of Indian Doctors. A large number of Indian community members as well as some from other expatriate communities enthusiastically participated in the blood donation drive, underscoring the tra-

(Cont. on page-2)

### Ahmedabad air crash affects Dubai gold trade

**DUBAI:** Sentiments at the Dubai Gold Souq are muted – and it's not just about the record price of gold and the possibility the Dubai gold rate will inch closer to Dh390 a gram for 22K in the coming days. Even go all the way to Dh400. The downbeat mood at the Souq is more from the

devastating crash of an Air India flight minutes after it took off from Ahmedabad airport on Thursday last. For a majority of gold and diamond traders in the Dubai Gold Souq, Ahmedabad plays a central role in their sourcing operations. "While a major part of our

(Cont. on page-2)

### No Umrah visa without hotel booking

**RIYADH:** Saudi Arabia's Ministry of Haj and Umrah announced that beginning with the new Umrah season, no international pilgrim will be granted Umrah visa without first documenting their housing contracts through the "Nusuk Masar" digital platform. The new requirement, which came into effect on June 10, 2025 (14 Dhu al-Hijjah 1446 AH), mandates that all Umrah service provider companies, establishments and foreign agents, first secure accommodation for pilgrims exclusively in hotels licensed by the Ministry of Tourism. All contracts must be electronically documented on the Nusuk Masar platform before visa issuance. The move aims to pro-

tect pilgrims' rights, ensure high-quality accommodation and streamline the overall journey. "The new decision aims to enhance the professionalism of service delivery, improve the experience for both visitors and Umrah performers and guarantee that pilgrims stay in licensed, compliant facilities," the ministry said in a statement. The policy also introduces a layer of regulatory oversight intended to prevent housing fraud and address longstanding concerns about accommodation quality and overbooking. Service providers are urged to document contracts promptly, with the ministry warning that failure to comply could result in visa

(Cont. on page-2)



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## GUJARAT GLOBAL HUB FOR CUTTING, POLISHING DIAMONDS

## Ahmedabad air crash affects Dubai gold trade

(Cont. from page-1) jewellery is sourced from Surat, it's in Ahmedabad that most of the suppliers we deal have their head-quarter operations," said Abdul Salam KP, Vice-Chairman of Malabar Gold & Diamonds. "Since the crash on Thursday, the gold trade here could feel the weight of the tragedy."

"There are staff at the various shops who hail from Gujarat, there are regular suppliers who come to visit the Gold Souq from Gujarat. The Dubai Gold Souq –



**Prime Minister Narendra Modi met Vishwash Kumar Ramesh, the lone survivor of Air India plane crash.**

and the entire UAE jewellery trade – is feeling the pain." Gujarat is a global hub for the cutting and polishing of diamonds and as such has been a key supplier of jewellery that show up in the dis-

plays at gold retailers' stores across the UAE.

## Goa not to allow Uber, Ola cabs

**PANAJI:** Following pressure from coastal belt MLAs, chief minister Pramod Sawant said that cab aggregators like Ola and Uber would not be allowed in Goa, even as state govt notified the draft Goa Transport Aggregator Guidelines, 2025, seeking objections and suggestions.

Coastal belt MLAs said that state govt should keep the guidelines in abeyance and put a system in place for taxi operators. The MLAs said that govt should establish a system for equal taxi fares.

Sawant said that all stakeholders will be taken into confidence before making any decision on cab aggregators. He held a meeting with coastal belt MLAs, including Michael Lobo, Jit Arolkar and taxi operators.

"There should be no confusion among the people as it is just a guideline for aggregators. Ola and Uber will not come here. We will take all stakeholders, including hotels, taxis and MLAs, into confidence to put a system in place. We will resolve this issue. All should remain calm," the CM said.

Arolkar said that the

purpose of the meeting was to address the fear among taxi operators that cab aggregators like Ola and Uber will come to Goa. "During the meeting, it was decided to have equal taxi fares across the state," he said.

Lobo said: "We have demanded that the guidelines should be kept in abeyance. We want taxi operators' issues to be addressed systematically. There should be no bargaining while hiring a taxi. Tourists should leave with good memories. Customers should know the exact rate. We want the taxi business to remain with locals only."

## Indian embassy in Kuwait, Forum of Doctors organise blood donation camp

(Cont. from page-1) dependently by various Indian community associations in Kuwait. Apart from blood donation camps, the Indian embassy with the support of the large and vibrant Indian community in Kuwait, has been organising various events and camps for environmental protection and sustainability in Kuwait, including tree-plantation, beach cleaning etc.

crash is a personal tragedy."

Regular visitors to the Dubai Gold Souq will also have come across tourists who are on group tours and walking in and out of the jewellery shops in the market. A good number of them typically are from Gujarat, and known to spend handsomely on gold during these visits.

## AI, IndiGo flight delay due to Iranian airspace closure

**MUMBAI:** Air India and IndiGo have issued alerts to the flyers regarding delays and rerouting after the closure of Iranian airspace amid the tensions in the Middle East.

Air India took to the social media platform X to announce changes

in its international flight routes. "Due to the emerging situation in Iran and parts of the Middle East, the subsequent closure of airspace, and in view of the safety of our passengers, some of our flights are operating on alternative extend-

(Cont. on page-8)

## No Umrah visa without...

(Cont. from page-1) delays or regulatory penalties. The Ministry of Haj and Umrah, in partnership with the Ministry of Tourism, emphasised that this directive supports Saudi Arabia's Vision 2030 goal of transforming the Kingdom's religious hospitality sector. From leveraging digital technology to setting higher standards for service, the government aims to provide a more secure, seamless and integrated pilgrimage experience.

The Nusuk Masar

platform, which has become the Kingdom's centralised digital gateway for pilgrimage services, enables pilgrims to book, confirm and manage their permits, while also offering educational resources in multiple languages. Technical and operational preparations for the new Umrah season, which officially launched last week, were completed in co-ordination with other government entities to ensure a smooth start and minimise disruptions.



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TAP ON THE YELLOW BANNER BELOW THE REQUIREMENT ADVT TO CONNECT WITH THE RECRUITMENT AGENCY

## FOREX RATES

As on 167th June 2025 (In rupees)

Currency	Buying	Selling
US Dollar	85.69	86.8
British Pound	115.96	117.63
Euro	98.5	100.59
Japanese Yen	59.34	60.27
Swiss Franc (CHF)	105	107.26
Canadian Dollar	62.72	64.12
Australian Dollar	55.26	56.49
Norwegian Krone	8.54	8.79
Swedish Krona	8.9	9.16
New Zealand Dollar	51.21	52.34
Hong Kong Dollar	10.78	11.11
Kuwaiti Dinar	286.9855	276.075
Singapore Dollar	66.5	67.97
Saudi Arabian Riyal	22.53	23.24
United Arab Emirates	23.08	23.74

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## QATAR

### One of the Leading Company Requires urgently the following Positions

#### Long-term Offshore Project

#### QC MANAGER

B E / B Tech (Mechanical) with 10 years' of experience in QC experience specific to the contract's scope of work and minimum 3 years offshore exp is must. Basic Salary: QR 18750/-

#### PROJECT ENGINEERS

B E / B Tech (Mechanical) with 5 years of overseas project experience specific to the contract's scope of work and minimum 2 years offshore exp is must. Basic Salary: QR 17250/-

#### QUALITY CONTROL (ELECTRICAL)

B E / Diploma (Electrical) with 2 years of electrical operation experience for offshore construction. **BOSIET + H2S certifications are must.** Basic Salary: QR 8000/-

#### QUALITY CONTROL (COATING)

B E / Diploma (Mechanical) with 3 years of coating QC operation experience for offshore construction. **NACE-2 certification is must** Basic Salary: QR 7500/-

#### QUALITY CONTROL (PIPELINE)

B E / Diploma (Electrical) with 3 years of pipeline QC operation experience for offshore construction. He must read the drawings. Basic Salary: QR 7500/-

#### QUALITY CONTROL (PIPING)

B E / Diploma (Electrical) with 2 years of pipe operation experience for offshore construction. **BOSIET + H2S certifications are must.** Basic Salary: QR 8000/-

#### QUALITY CONTROL (STRUCTURE)

B E / Diploma (Electrical) with 2 years of structure operation experience for offshore construction. **BOSIET + H2S certifications are must.** Basic Salary: QR 8000/-

#### WELDING INSPECTORS (CSWIP)

B E / B Tech (Mechanical) & CBT exam passed with at least 5 years working experience, 3 years experience as welding, 3 years experience for offshore, Oil & Gas Industry. **CWI or CSWIP, BOSIET and H2S certifications are must.** Basic Salary: QR 15000/-

#### SCAFFOLDER INSPECTORS

B E / Diploma (Mech) with minimum 5 years scaffolding inspection experience. The applicant must be Certified as a Scaffolding Inspector with BOSIET + H2S certification. Basic Salary: QR 5000/-

#### HSE OFFICERS - NEBOSH IGC Certified

Diploma in Engineering, Health & Safety with 5 years of HSE management experience in execution of offshore construction projects. he applicant must have **certifications of NEBOSH IGC, ISO 45001, BOSIET and H2S etc.** Basic Salary: QR 8500/-

#### SHIFT SUPERVISORS (CONSTRCT. VESSEL)

B E / B Tech (Mech) with at least 20 years of offshore experience with 7 years in a supervisory role, specifically in subsea operations, diving, or ROV activities. He must have BOSIET and H2S certification and **In-depth knowledge of DSV or construction vessel operations, subsea equipment and offshore safety protocols.** Basic Salary: QR 21000/-

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## QATAR

### One of the Leading Company Requires urgently the following Positions

#### Long-term Offshore Project

#### RIGGING SUPERVISORS

B E / Diploma (Mech) with min 8 years rigging experience and 3 years supervisory experience. The applicant must be **BOSIET + H2S certification.** Basic Salary: QR 4500/-

#### SCAFFOLDER SUPERVISORS

B E / Diploma (Mech) with min 5 years scaffolding supervisory experience. The applicant **must be Certified as a Scaffolding Supervisor with BOSIET + H2S certification.** Basic Salary: QR 4500/-

#### PIPING SUPERVISORS

Diploma / ITI (Mech) with minimum of 5 years of pipe operation experience for offshore construction. **C/W Grinding, BOSIET and H2S certifications are must.** Basic Salary: QR 6000/-

#### FITTER SUPERVISORS

Diploma / ITI (Mech) with minimum of 3 years of fitting operation experience for offshore construction. **C/W Grinding, BOSIET and H2S certifications are must.** Basic Salary: QR 6000/-

#### ELECTRICAL SUPERVISORS

Diploma / ITI (Electrical) with minimum of 3 years of electrical operation experience for offshore construction. **BOSIET and H2S certifications are must.** Basic Salary: QR 6000/-

#### INSTRUMENT SUPERVISORS

Diploma / ITI (Electrical) with minimum of 3 years of instrumentation operation experience for offshore construction. **BOSIET and H2S certifications are must.** Basic Salary: QR 6000/-

#### PAINTING FOREMEN

Diploma / ITI (Mech) with min 3 years of painting operation experience, familiar with offshore construction coating facilities. **BOSIET & H2S certifications are must.** Basic Salary: QR 5500/-

#### SCAFFOLDER FOREMEN

Diploma / ITI (Mech) with min 3 years of scaffolding operation experience for offshore installation. **Scaffolding, BOSIET and H2S certifications are must.** Basic Salary: QR 4000/-

#### CRAWLER CRANE OPERATORS

ITI / SSC Passed with min 3 years experience in operating crawler crane to lift heavy materials on derrick barge deck. He **must have T-BOSIET (OPITO approved), OPITO H2S.** Basic Salary: QR 4000/-

#### MULTI LIFTER OPERATORS

ITI / SSC Passed with min 3 years experience in operating of **Crane, Forklift, Telehandler, Bundle Puller and MEWP etc.** He **must have Qatar Driving License and approved by QP.** Basic Salary: QR 4000/-

#### BLASTERS (COATING)

ITI / SSC Passed with minimum 2 years of coating blasting operation experience for offshore jacket installation and must be familiar with blasting equipment. **BOSIET and H2S certifications are must.** Basic Salary: QR 5000/-

#### PAINTERS

ITI / SSC Passed with min 2 years of painting experience for offshore jacket installation & familiar with blasting equipment. **BOSIET & H2S certifications are must.** Basic Salary: QR 2500/-

#### SCAFFOLDERS

ITI / SSC Passed with minimum 2 years of scaffolding operation experience for offshore installation and must be familiar with blasting equipment. Scaffolding, **BOSIET and H2S certifications are must.** Basic Salary: QR 2000/-

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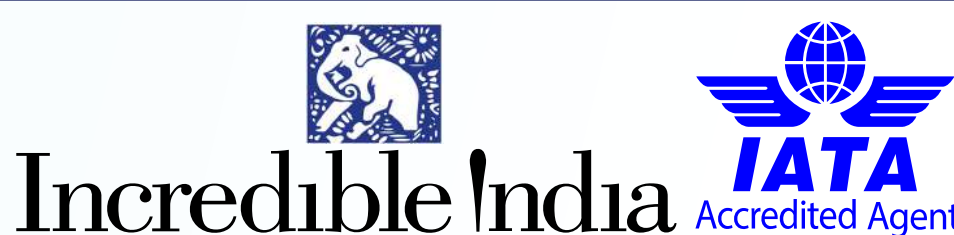
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# UAE

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The applicant must be a Graduate / Diploma in Engineering minimum 10 years' experience in Oil & Gas industries. The eligible candidates must be approved by recognized organizations i.e. ADNOC, ARAMCO, QATAR GAS, KOC. OMAN PETROLEUM

#### ELECTRICIANS (Industrial)

The applicant must be Diploma / ITI (Electrical Engineering) with minimum 5 years' experience in Oil & Gas industries.

#### DUCTMAN / DUCT FITTERS

The applicant must be Diploma / ITI (Mechanical Engineering) with minimum 5 years' experience in Oil & Gas industries.

#### SCAFFOLDERS

The applicant must be ITI / SSC Passed with minimum 5 years' experience in Oil & Gas Industries. Preference will be given to CISRS / ITAC certified applicants

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## How expats can apply for govt jobs in Dubai

**DUBAI:** If you are an expatriate aiming to work in Dubai's government sector, several departments across the emirate are currently hiring skilled foreign professionals.

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To apply, Emiratis and expatriate jobseek-

ers can use the official Dubai government portal -- [www.dubai-careers.ae](http://www.dubai-careers.ae) - which lists vacancies from various government entities and allows direct online applications.

**UAE CAREERS:** 10 Dubai government jobs for expats with salaries up to Dh30,000

**UAE JOBS SURGE:** Businesses hiring surge at fastest pace.

**UAE JOBS:** Businesses were back

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**NOW HIRING:** There are nearly one million jobs in UAE's travel, tourism sector this year.

**WHAT IS DUBAI CAREERS?:**

The Dubai Careers platform, operated by the Digital Dubai Authority, is a centralised portal featuring job listings from over 45 government entities, including well-known departments such as the Roads and Transport Authority (RTA), Dubai Health Authority (DHA), Dubai Municipality and the Department of Economy and Tourism (DET).

Most of the positions listed are for highly skilled professionals and many of them are open to both Emiratis and expatriates.

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# GULF FAQs

## Former manager ordered to pay Dh83,220 for refusing to return company car

### What are implications of not returning the office car?

A former manager of a private firm has been ordered to pay back Dh83,220 to the employer after he refused to return the company's car -- Porsche Cayenne -- at the end of his services. The Abu Dhabi First Instance Court also told the man to pay the Dh14,650 traffic fines he had incurred while driving the car, registered under the name of the company. The company had filed a lawsuit against its former administrative manager and urged that he's obligated to pay Dh182,960, the value of the car he had seized, and Dh14,650 in traffic violations he committed.

The company owner had submitted a request to the bank to finance the purchase of the Porsche Cayenne at a total cost of Dh182,960 provided that the vehicle had to be registered in the name of the company. The plaintiff said he had paid an initial cash deposit of Dh49,500 to the bank for purchasing the car and the balance of Dh133,460 had to be paid in monthly installments of Dh2,781. The employer then handed over the vehicle to the defendant so as to facilitate his work for the company.

The plaintiff said the man was to hand over the car to the company at the end of his contract, but he didn't. And while driving the car,

whose annual registration licence also expired after the man left the company, he committed traffic fines amounting to Dh14,650. The defendant had denied refusing to hand over the car to his former employer stressing that he had paid part of the monthly installments

to the bank for purchasing the vehicle.

A report of the technical expert, assigned by the court to investigate into the matter, showed that the car, according to the statements from the parties to the lawsuit, was apparently in the possession of the defendant. The report also

indicated that the total amount that had been paid to the bank for the car installments had reached Dh160,740, out of which Dh77,520 was paid by the defendant, and Dh83,220 by the plaintiff. The remaining installments to be cleared in the bank was Dh22,220.

## Dubai tenant seeks action against eviction threat

**Two years ago, I rented a villa from a real estate office. Two months ago, the real estate office informed me that it did not want to renew the lease because the owner of the villa wants to use it for himself. I asked the real estate office to renew the lease contract**

**for this year on the condition that I vacate the villa when the contract expires next year, but he has refused. What action can I take against the real estate office to renew the lease contract? Does the landlord have the legal right to ask the tenant to vacate for the purpose of using the property for himself?**

der certain condition. One of them is where the owner of the property wishes to take possession of it for his personal use or for use by any of his first-degree relatives, provided that the owner proves that he does not own another property appropriate for such purpose.

For the purposes of this Article, the landlord must notify the tenant of the eviction reasons 12 months prior to the date set for eviction, provided that this notice is given through a Notary Public or registered post. So you have the right to stay in the property until the next year and the action to be taken against the rental office in case they don't renew the contract is to file an application for "Offer and Deposit" in the Rental Dispute Centre requesting the provisional and summary actions judge to issue an order to offer rent.

## Employee told to pay Dh3.10 lakh for not serving notice, paying company dues

**There was a recent judgment by the Abu Dhabi Labour Court that the employee should pay compensation for the company he worked with. Can you please explain in details?**

The Abu Dhabi Labour Court First Instance has ruled that a former employee must pay approximately Dh310,000 to a company he previously worked for. The company had filed a lawsuit claiming the employee owed them various amounts, ranging

from compensation for failure to give due notice before resigning to excess phone charges. The company also demanded nine per cent interest from the date of the claim until full payment, in addition to legal fees and court expenses.

The details of the lawsuit showed the company is seeking Dh1.80 lakh as compensation for the employee's failure to give proper notice before leaving, along with Dh23,225, which he was allegedly over-

paid during one month of work. It is also asking for the remaining balance of a loan, amounting to Dh105,325. In addition, it claims the former employee failed to return a company laptop worth Dh3,883, and made phone calls exceeding the allowed limit, costing Dh423. The company is requesting legal interest of nine per cent from the date of the claim until full repayment, along with court fees, legal expenses, and attorney's fees.

The landlord doesn't have the right to evict you on the pretext of using the property for himself unless he notifies you about this through a Notary Public 12 months prior to the date set for eviction. According to Article 25 of the Law No. (33) Of 2008 Amending Law No. (26) Of 2007 Regulating the Relationship between Landlords and Tenants in the Emirate of Dubai, upon expiry of the tenancy contract, the landlord may request eviction of the tenant from the property only un-

# AI, IndiGo flight delay due to Iranian airspace closure

(Cont. from page-2) sengers due to this ed routes," the air- line said.

"We are doing our best to minimise any inconvenience caused to our pas-

unforeseen airspace closure. We would like to reiterate that at Air India, the safety of our customers and crew remains top

priority," it added. IndiGo also issued a similar advisory stating: "Airspace over Iran and surrounding areas continues to be unavailable. Certain flight paths may need adjustments, leading to extended travel durations or delays."

The airline urged all passengers to

monitor flight up- dates via its official website or mobile app. IndiGo also as- sured that its cus- tomer service teams are proactively as- sisting travellers af- fected by the chang- ing flight schedules.

With Russian and Ukrainian airspace already closed due to war, the Middle

East region has be- come an even more important route for international flights between Europe and Asia. Flight Radar, an online flight track- ing website's data showed airspace over Iran, Iraq and Jordan was empty, with flights directed towards Saudi Arabia and Egypt instead.

## Land borders open, Iran assures India on stranded students

**NEW DELHI:** De- spite the ongoing hostilities and the closure of Iranian airspace, Iran has reportedly respond- ed favourably to In- dia's request for a safe evacuation.

Thousands of Indi- ans, including over 1,500 students—most of them from Jam- mu and Kashmir—

remain stuck across several Iranian cities as the region con- tinues to reel under air strikes. Accord- ing to Tehran's offi- cial communication, while aircraft are now banned owing to security concerns, all land crossings re- main accessible for evacuation purpos- es.

## Forex kitty swells by over \$5b to hit \$696b

**MUMBAI:** Despite the weakening rupee, the forex reserves rose over \$5 billion to \$696.66 billion in the week to June 6, inching closer to the record high of \$705 billion during the end of last Sept.

According to the weekly data from RBI, the foreign exchange reserves climbed by \$5.17 billion to reach \$696.66 billion for the week to June 6. This increase follows a previous dip of \$1.2 billion, bringing the reserves down from a nearly eight-month

high at \$691.5 bil- lion on May 30.

The reserves had peaked at \$704.885 billion in the week to Sept 27, 2024, and since then had de- clined by more than \$150 billion, before rising again, as the rupee came under significant stress fol- lowing the Trump in- auguration and his policy flip-flops.

For the latest week, foreign currency as- sets, a major compo- nent of the reserves, rose \$3.47 billion to \$587.69 billion. Expressed in green-

back terms, the for- eign currency assets include the effect of appreciation or de- preciation of non-US units like the euro, pound and yen held in the foreign ex- change reserves.

Reflecting the rally in gold prices, its re- serves rose \$1.5 mil- lion to \$85.88 billion during the week, RBI said, while the spe- cial drawing rights rose \$102 million to \$18.67 billion and the country's reserve position with the IMF also rose \$14 million to \$4.4 billion.

## UAE warns against fake job offers

**ABU DHABI:** The Ministry of Human Resources and Emira- tisation (MoHRE) has issued a stern warn- ing against fraudu- lent job offers circu- lating on social media platforms and suspi- cious, fake websites.

These scams primar- ily target young Emi- rati nationals seek- ing employment in the private sector.

According to the ministry, these plat- forms impersonate legitimate re- cruitment agencies and deceitfully re- quest payments in exchange for pro- cessing employment procedures. Victims often discover too late that these of- fers are fake, leaving them defrauded and jobless.

UAE authorities urge caution as scams target job seekers with misleading of- fers. MoHRE empha- sised that job seekers —whether residing in the UAE or abroad — must only accept job offers from verified employers using the ministry's official job offer template. This template is linked

to the ministry's ap- proved employment contract and includes a unique serial num- ber (barcode) that allows for verifica- tion of authenticity. MoHRE clarified on its official website that, before any employ- ment relationship is established, the job seeker must receive an official offer from the employer using the ministry's stan- dard contract tem- plate. The employ- ment contract must match the details of the job offer when applying for a work permit. The minis- try added that while employers may offer additional benefits beyond those stated in the job offer, any supplementary docu- ments must not con- flict with UAE labour laws, executive regu- lations, or ministeri- al resolutions.

## Toyo Japan, MODEC to hire 750 employees

**BENGALURU:** Many multinational compa- nies are now setting up Global Capabili- ty Centres (GCCs) in India and the recent one to join the list is Toyo Engineering Corporation (Toyo Japan) and MODEC. On Friday, they opened a GCC cen- tre in Bengaluru.

The centre will fo- cus on high-value ser-

vices including Front- End Engineering Design (FEED), Procurement and FPSO Project Sup- port. Officials said they are planning to increase the workforce from 200 professionals currently to 750 employees over the next three years. Hi- rohiko Miyata, President and CEO, MODEC, said: "Establishing a GCC in Bengaluru enables us to deliver smarter,

more efficient solutions at scale, aligned with the increasingly com- plex demands of global FPSO projects."

Nakane Tsutomu, Consul General of Ja- pan in Bengaluru, said Bengaluru continues to be a strategic hub for Japanese GCCs, driven by its digital excellence and engineering talent. With this GCC, the com- pany aims to enhance

operational agility and execution quality across global projects. Though GCCs are creating sev- eral job opportunities, attrition is also a grow- ing concern currently. Recently in its study, HR solutions provider CIEL HR revealed that 51pc of GCCs in India cite talent retention as their top challenge, amid a sharp rise in attrition, job-switching intent and

employee disengage- ment.

With demand for niche skills like AI, Ma- chine Learning, and Cloud Computing creat- ing a surge in the need for specialised talent, organisations are fac- ing intense competition to attract and retain top professionals, making it increasingly difficult for GCCs to hold on to their talent.