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OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES

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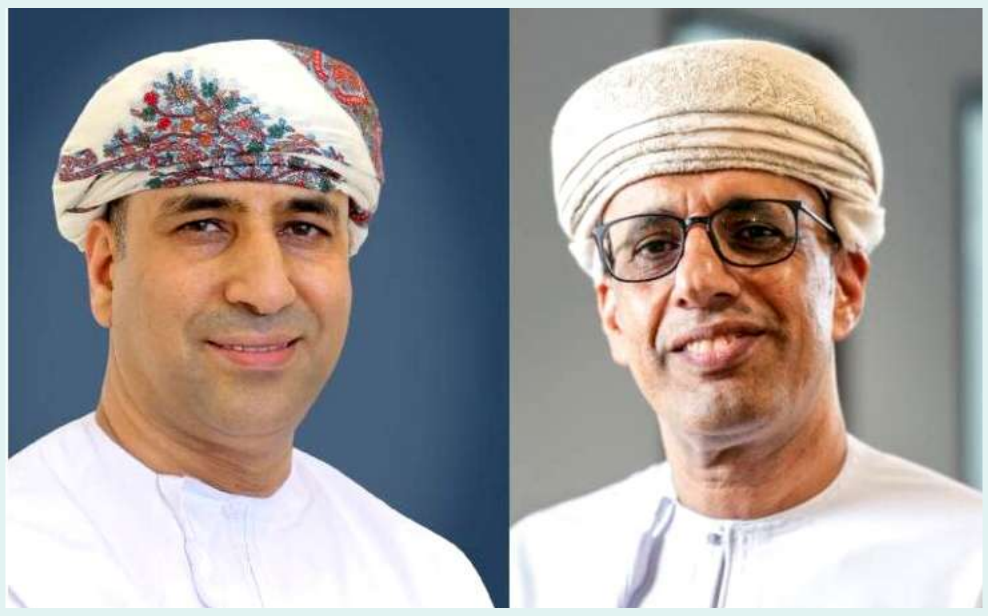
Nasser Al Sharji CEO of Oman Air, SalamAir names Yaqoob bin Saif bin Hamoud Al Kiyumi as CEO

MUSCAT: Nasser Al Sharji will take charge as CEO of Oman Air from Sept 1 and Yaqoob Al Kiyumi takes over as CEO of SalamAir from Oct 1. Both the airlines are entering a new phase of growth and transformation.

The leadership changes come as Oman Air continues to implement a multi-year transformation programme focused on financial sustainability, operational efficiency and strengthening direct tourism traffic to Oman. SalamAir, meanwhile, said its new leadership will focus on sustainable growth, operational excellence, customer experience and expanding Oman's global connectivity.

With more than 25 years of executive leadership, operational excellence and business transformation experience,



Oman Air has appointed Nasser Al Sharji as CEO and (right) SalamAir names Yaqoob bin Saif bin Hamoud Al Kiyumi as CEO.

Nasser brings extensive expertise across key sectors including aviation, logistics and oil and gas government services. He has held senior leadership positions at ASYAD Group and Nama Water Services, where he led major national projects and organisational transformation initiatives. Most recently, Nasser served as CEO

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IPEPCIL urges regulation of ECNR workforce mobility

MUMBAI: India's growing global workforce mobility presents enormous opportunities for employment, remittances and economic development. The government of India has entered into several bilateral agreements and Memoranda of Understanding with countries classified under the ECNR (Emigration Check Not Required) category, with the objective of strengthening safe, orderly, legal and mutually beneficial workforce mobility.

However, while significant emphasis has been placed on facilitating mobility to these destinations, an important regulatory gap needs urgent attention.

ECNR should not mean an unregulated recruitment ecosystem:

At present, workforce mobilisation to several ECNR destinations is largely outside the regulatory framework applicable to recruitment for ECR countries. This has created space for unlicensed intermediaries, informal agents and unscrupulous operators to enter the recruitment and mobilisation chain.

The rapid expansion of social media and digital platforms has further intensified the problem. Job offers, recruitment adver-

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Festivals send airfares soaring

MUMBAI: Festivals such as Raksha Bandhan, Onam, Ganpathi and Janmashtami and long weekends have driven airfares sky high. Fares have gone up depending on the destination. While the addition of Navi Mumbai airport has brought some relief on popular routes such as Goa while travellers flying to destinations with fewer frequencies, including pilgrimage centres, are facing steep fares.

For instance, return airfare to Ayodhya for travel midweek starts at Rs 15,000, but for Raksha Bandhan weekend, the cheapest return fare is Rs 24,000 on flights via Delhi. Airfares to Agra are sky

(Cont. on page - 2)

Oman stops renewing work permits for expats above 60

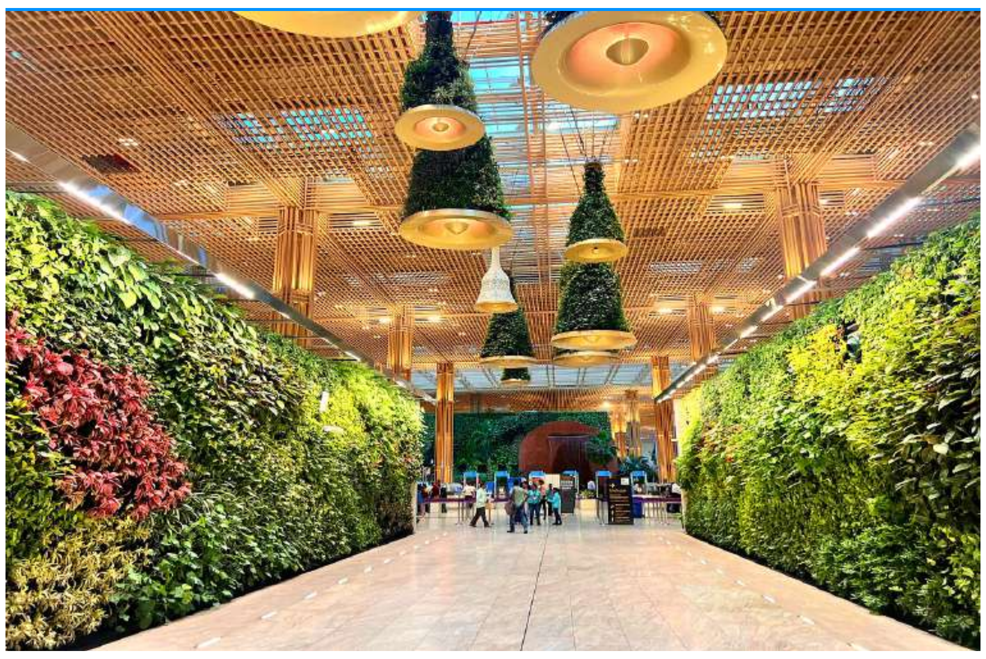
MUSCAT: Oman has stopped issuing and renewing work permits for expatriate workers above the age of 60, reversing a policy introduced more than four years ago that allowed older foreign employees to remain in the private sector. Several expatriates said that renewal applications submitted by their employers had been rejected in recent weeks. A senior official familiar with the matter also confirmed that permits for expatriate workers over 60 were currently not being issued.

(Cont. on page - 2)

Bengaluru airport to levy UDF on arrivals, cut fee for departures

BENGALURU: Passengers flying out of Bengaluru's Kempegowda International Airport will pay a lower User Development Fee (UDF) from Sept 1, 2026, while those arriving at the airport will have to pay the fee for the first time, under a new aeronautical tariff structure approved by the Airports Economic Regulatory Authority of India (AERA).

The UDF for a domestic departing passenger has been fixed at Rs 300, down from the existing Rs 550, while the fee for an international departing passenger will be Rs 997, compared with Rs 1,500 currently.



At the same time, AERA has introduced a UDF for arriving passengers. Domestic arriving passengers will be charged Rs 125, while international arriving passengers will pay Rs 426.

The revised tariffs will apply for the fourth control period till March 31, 2031. The new UDF rates will apply to tickets issued on or after Sept 1, 2026, with the fee determined based on the passenger's date of travel, according to the tariff order.

India to end boarding pass stamping at immigration

NEW DELHI: International passengers flying out of India will no longer have to get their boarding passes stamped at immigration counters from Sept 1. The Bureau of Immigration (BOI), under the Ministry of Home Affairs, has decided to end the practice at all international airports in the country.

Passengers will still be able to use both digital and printed boarding passes. The main change is that immigration officers will no longer stamp either type of boarding pass. Under the new system, travellers can simply show their e-boarding passes on their smart phones while going through immigration. Those carrying printed boarding passes can also continue to use them.

"The matter has been examined by the Bureau of Immigration and it has now been decided to do away with the mandatory requirement of physical boarding passes and the stamping of boarding passes at Immigration counters, at all international airports in the country," an internal communication said.

WHY IS THE RULE BEING CHANGED?: The decision follows concerns that the old system was causing unnecessary trouble for passengers and slowing down the immigration process.

Officials said physical stamping had also led to problems when boarding passes were not stamped properly. Ink could sometimes smear or cover important parts of the boarding pass, including barcodes. This could then create problems when the boarding pass was scanned at the boarding gate. The move is expected to reduce such errors, cut paperwork and help passengers move through immigration more smoothly. Passengers who prefer a printed boarding pass will still be allowed to carry and show it at immigration after Sept 1.

Commercial flights to Ladakh by Dec

NEW DELHI: Air travel to some of Ladakh's remote border areas could become easier with the Union Territory administration targeting civil flight operations from Thoise Airport in Nubra Valley by Dec 2026 and preparing to access Kargil Airport for civilian services.

Ladakh Lieutenant Governor Vinai Kumar Saxena reviewed preparations for the two airports at a meeting at Ladakh Bhawan in New Delhi. Senior officials from the Ministry of Defence, the IAF , the Ministry of Civil Aviation and the UT administration were involved in the discussions.

In a post on X, Saxena stated the meeting reviewed measures for "commencing civil operation at Thoise airport in Nubra Valley and Kargil Airport" with the aim of boosting regional connectivity and tourism in Ladakh. The discussions also focused on addressing the infrastructure, operational requirements and regulations for starting civilian services, with the LG emphasising time-bound action.

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Oman stops renewing work permits...

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The change could affect long-serving foreign workers who had continued working in Oman after reaching 60 and expected to remain eligible for further renewals under rules introduced in Jan 2022. That policy removed a previous age ceiling preventing expatriates from renewing work permits after turning 60. At the time, Oman's Ministry of Labour said companies were repeatedly seeking exemptions to retain experienced employees beyond the age threshold.

Labour Minister Dr Mahad bin Said Ba'owain later said the change was intended to give employers greater flexibility to retain productive and experienced workers, particularly where companies had met Omanisation requirements and the jobs concerned were not reserved for Omani citizens.

The latest development effectively reverses that position, with employers now facing rejection when seeking permits for expatriate workers who have passed the age of 60. Several affected residents told the publication that this change had created uncertainty over their employment and residency status, particularly among expatriates who had remained in Oman on the understanding that their permits could continue to be renewed. Oman's Ministry of Labour continues to list work-permit renewal services for non-Omani workers on its website, but the current service page does not publicly set out an age threshold.

Nasser Al Sharji CEO of Oman Air...

(Cont. from page - 1)

of Transom Handling and Acting CEO of Oman Airports Management Company.

He holds an Executive MBA and has also served as a board member and chairman of various committees across multiple sectors.

Commenting on the appointment, His Excellency Saeed Al Mawali, Chairman of Oman Air and Oman's Minister of Transformation , said: "Nasser brings extensive leadership experience, a strong understanding of the aviation sector and a proven track record of leading organisations through transformation and change.

We are confident that, under his leadership, Oman Air will continue to build on the significant progress achieved in recent years and further strengthen its position as Oman's national carrier."`

Festivals send airfares soaring...

(Cont. from page - 1)

high already though from Navi Mumbai airport fares are a few thousand rupees cheaper than those from Mumbai airport.

For Onam too, the Navi Mumbai airport has added capacity on Kerala routes, helping keep fares from rising as sharply as in previous years. Pallavi Saxena of Cleartrip said that Bengaluru is the laragest source market for Kerala for both bus and air travel, followed by Delhi, Mumbai, Chennai and Hyderabad.

Within Kerala, Kochi and Thiruvananthapuram were the most booked destinations via flights.

As for Raksha Bandhan, Lucknow recorded a 96pc YoY rise in air bookings, followed by Bhopal at 86pc, Indore at 82pc, Raipur at 75pc and Patna at 58pc , said Saxena.

Patels control US motel industry

NEW YORK: Before Indians became a force in Silicon Valley, before engineers from Bengaluru and Hyderabad began reshaping America's technology industry, another Indian community was building an empire of its own that is one motel room at a time, along America's interstates and highway exits.

They came from Gujarat, carrying little more than savings, family networks and an extraordinary willingness to work. Many were Patels. They bought roadside motels that others overlooked, cleaned the rooms themselves, fixed what broke, ran the front desk and lived where they worked. Then they bought another motel. And another.

Mahendra K Doshi, author of "From Surat to San Francisco," in an interview with a TV channel says Gujarati Patels today number more than 36,000 hoteliers, owning upwards of 22,000 hotels across the US. Their properties represent an estimated $51 billion in spending, contribute nearly $371 billion to the US economy and support 4.1 million jobs.

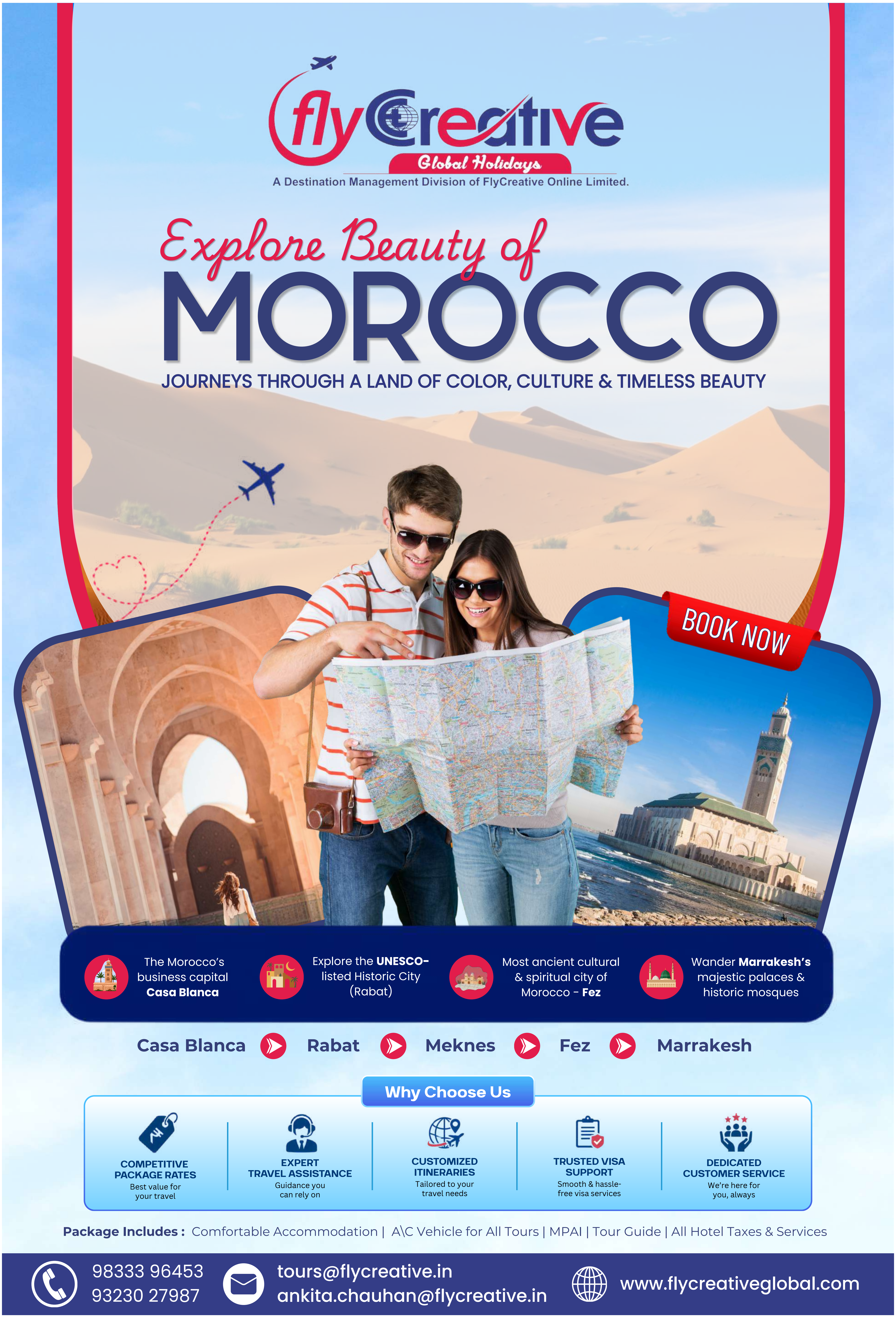
The wealth created by that journey is enormous, even if the people who created it rarely speak about it. Men such as HP Rama of the Carolinas and Chandrakant Patel of Houston may proudly recount the properties they built, but their personal fortunes often remain closely guarded. The numbers, however, tell the story more loudly than any individual networth figure ever could.

Today, Gujarati families, many of them bearing the Patel surname, are estimated to control 60pc of America's motel industry. According to Doshi, a recent estimate puts the community at roughly 32,000 proprietors controlling more than 35,000 properties, generating hundreds of billions of dollars in economic activity and employing millions of Americans.

FOREX RATES

As on 24th August 2026 (In rupees)

Currency	Bill Buy	Bill Sell
US Dollar	95.05	96.29
British Pound	129.65	131.52
Euro	110.65	113.01
Japanese Yen	59.82	60.77
Swiss Franc (CHF)	118.27	120.86
Canadian Dollar	68.6	70.15
Australian Dollar	67.88	69.35
Norwegian Krone	10.1	10.39
Swedish Krona	9.93	10.21
New Zealand Dollar	56.48	57.72
Hong Kong Dollar	11.97	12.34
Kuwaiti Dinar	318.2266	300.2606
Singapore Dollar	74.57	76.23
Saudi Arabian Riyal	24.99	25.77
U A E Dirham	25.61	26.34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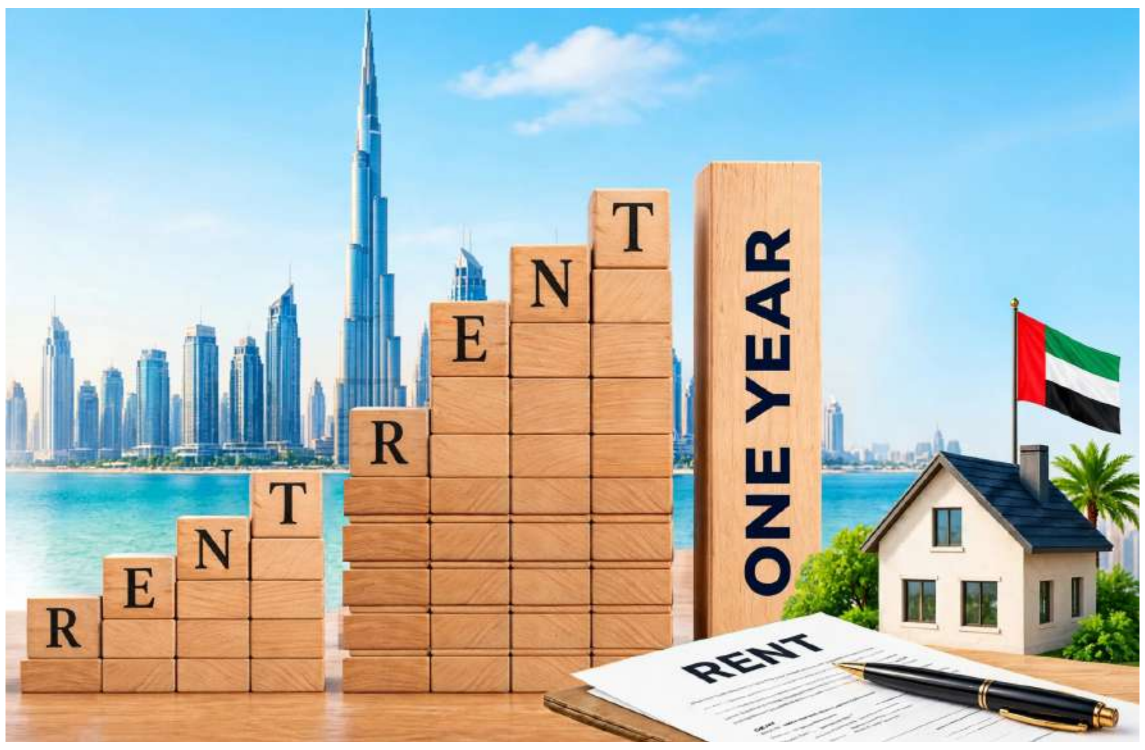
GULF FAQs

When and how Dubai landlords are legally allowed to hike rent?

Is it legal for a landlord in the Emirate of Dubai to increase the rent whenever they want? Is it legal for a landlord to increase the rent more than once in a year?

According to Decree No. (43) of 2013 Determining Rent Increase for Real Property in the Emirate of Dubai and Law No. (33) of 2008 Amending Law No. (26) of 2007 Regulating the Relationship between Landlords and Tenants in the Emirate of Dubai, a landlord has the right to



increase the rental price when the term of a lease contract expires, subject to the following conditions:

*The increase must not exceed 20pc.

*The increase must be in line with :

*Dubai Land Department (DLD) approved range for the relevant area and the average rental value of similar units, taking into account the criteria for determining the percentage of rent increase prescribed by the Real Estate Regulatory Agency (RERA);

*The prevailing economic situation in the Emirate; the condition of the real property; the prevailing rental value of similar properties in comparable markets within the same area; the provisions of any legislation in force in the Emirate regulating real property rent and any other factors the Tribunal deems appropriate.

*The landlord must notify the tenant of their intention to increase the rent no less than 90 days before the lease contract expires.

If the landlord and tenant fail to reach an agreement in this regard, the Tribunal may determine the fair rent. In cases where the lease contract term is one year, the landlord does not have the right to increase the rental amount more than once within that year.

What happens if you resign during probation?

I am an NRI just joined a company in the UAE. I am totally unhappy with my work and I want to leave. What are consequences?

Many employees in the UAE assume that a probationary period offers little protection and that leaving early is either impossible or automatically penalised. Neither is true.

The UAE Labour Law, Federal Decree-Law No. 33 of 2021, sets out a clear framework for resigning while on probation. Understanding the rules can help employees avoid unnecessary disputes, delays or even a labour ban.

An employee is fully entitled to resign during the probationary period, which under the law cannot exceed six months. However, employees must follow the required notice period when resigning during probation. The notice period depends on what the employee plans to do after leaving:

Moving to another job within the UAE: The employee must give their current employer at least one month's written notice. Leaving the UAE: The employee must give 14 days' written notice.

"Employees who resign during probation are paid up to their last working day but are not entitled to end-of-service gratuity, since that benefit only accrues after completing a full year of continuous service," Salam Pappinissery, CEO, YAB Legal Services, said.

Can a non-compete clause still apply? A non-compete clause can still apply if it was validly included in the original contract, provided it is reasonable in duration, geography and scope and is tied to protecting genuine business interests such as client relationships or trade secrets. "It's worth noting that such a clause becomes void if the employer is the one who ends the contract unlawfully," Pappinissery explained. Do you have to pay your employer if you resign?

As for reimbursement, the employee themselves does not typically have to pay anything directly to the former employer simply for resigning properly and giving the required notice. "The obligation to compensate the original employer for recruitment-related costs falls on the new employer, not the employee. What the employee should avoid is leaving without giving the correct notice period, since that exposes them to a compensation claim equal to their wages for the unserved notice," he said.

Where a worker resigns during probation to join another UAE establishment, the new employer is required to compensate the original employer for the costs incurred in recruiting or contracting that worker, unless the two employers agree otherwise between themselves. "This is a business-to-business arrangement and employees should not accept demands from a previous employer to personally settle such costs, that liability does not rest with them under the law.

Can a co ask for car payments early after insolvency?

I purchased a car from a company under an agreement that payment of the instalments will commence six months after the date of purchase. One month after the purchase, I was adjudged insolvent. The company was informed of the insolvency and subsequently demanded payment of the instalments before the expiry of the agreed six-month. Does the company have the right to do so?

As a general rule, when an obligation is subject to a future term, the obligation is established, its enforcement is deferred until the agreed-upon term becomes due and the seller is required to wait until the expiry of the agreed period before demanding payment. This is stipulated in Article 361 of the Civil Transactions Law, "An obligation deferred to a term shall not be effective until the term falls due. The creditor may, before the term falls due, take such measures as are necessary to preserve their right, including requesting security if they fear the debtor's insolvency and base this on a reasonable cause."

However, the debtor's right to the term shall lapse If he is adjudged bankrupt, insolvent, or placed under interdiction or failed to provide the security, or when the agreed security is diminished. Article 366 provides (The debtor's right to the term shall lapse in the following cases:

1. If they are adjudged bankrupt, insolvent, or placed under interdiction.

2. If they fail to provide the agreed security for the debt.

3. If the agreed security for the debt is diminished by an act attributable thereto or by a cause beyond their control, unless they promptly complete it.)

So, the company would be entitled to demand payment before the expiry of the agreed six-month period.

IPEPCIL urges regulation of ECNR workforce mobility

tisements and overseas employment opportunities are being promoted through online channels by entities whose credentials, authorisation, employer relationships and recruitment practices may not always be verifiable.

The consequences are serious-misrepresentation of jobs, collection of excessive or unauthorised fees, fake employment offers, visa-related fraud, exploitation of workers and, in extreme cases, movements that could facilitate human trafficking.

Most importantly, when recruitment takes place outside an accountable regulatory framework, it becomes difficult to establish who is responsible for the worker's recruitment, documentation, employment contract and welfare.

Aregulatory gap that needs immediate correction: The objective of India's international workforce-mobility agreements cannot be fully achieved merely by signing MOUs. The entire ecosystem-from identification of genuine employers and recruitment to documentation, deployment and post-placement support-must operate on a platform of transparency, accountability, compliance and worker protection.

IPEPCIL, therefore, believes that the regulatory framework should not be determined solely by whether a destination country falls under ECR or ECNR classification.

The fundamental principle should be: wherever an Indian citizen is being professionally recruited and mobilised for overseas employment, the recruitment and mobilisation process must have an accountable and verifiable regulatory mechanism, observed **VS Abdulkareem, President, Indian Personnel Export Promotion Council (IPEPCIL).**

IPEPCIL proposes a regulated ECNR mobility framework: IPEPCIL urges the Ministry of External Affairs–Overseas Employment Division authorities to consider bringing recruitment and workforce mobilisation for ECNR destinations within an appropriate recognition, registration and compliance framework, without unnecessarily restricting genuine employers or skilled professionals.

Such a framework could include:

--Recognition/registration of agencies and entities undertaking overseas recruitment and

workforce mobilisation.

--Workforce-Mobility for employment abroad, should be routed only through the Government Recruitment Agencies regardless of ECR/ECNR country definition.

--Verification of foreign employers, job offers and employment contracts.

--Digital traceability of the recruitment and mobilisation process.

--Mandatory disclosure of recruitment charges and other costs to workers.

--Strong action against unlicensed intermediaries and fraudulent digital recruiters.

--A mechanism for grievance redressal and worker protection.

--Greater co-ordination among MEA-OE, State Governments, diplomatic missions,

employers and recognised recruitment agencies.

--Monitoring of social-media recruitment advertisements and digital recruitment platforms.

--A transparent distinction between genuine professional recruitment and unauthorised intermediary activity.

--Appropriate compliance mechanisms for organisations facilitating Government-to-Government and bilateral workforce-mobility arrangements.

Regulation is not restriction—it is protection:

IPEPCIL emphasises that its proposal is not intended to create unnecessary barriers to international employment. On the contrary, a transparent regulatory framework would strengthen India's reputation as a reliable source of skilled and professional manpower.

Recognised and compliant recruitment agencies should be seen as partners in implementing India's workforce-mobility agreements rather than being bypassed by unregulated intermediaries.

A regulated ecosystem would protect the emigrant, employer, recruitment agency and Government alike. It would also help ensure that the benefits of India's bilateral agreements translate into genuine employment opportunities rather than becoming vulnerable to fraud and exploitation.

Time for a unified national approach: India is entering an era of unprecedented global workforce mobility. With millions of Indians seeking employment opportunities overseas, the country cannot afford a system in which one segment of overseas recruitment is regulated while another remains substantially outside an equivalent accountability framework.

IPEPCIL therefore strongly urges the Government of India, particularly the Ministry of External Affairs and Overseas Employment division authorities, to initiate consultations with recognised industry stakeholders and evolve a comprehensive regulatory framework for ECNR workforce mobilisation.

The message is clear:

"ECNR should mean ease of mobility—not absence of accountability."

A properly regulated, technology-enabled and ethical recruitment ecosystem will not only protect Indian workers but also strengthen India's international credibility, support the effective implementation of bilateral workforce agreements and ensure that India's global workforce mobility remains safe, legal, ethical, transparent and sustainable.

IPEPCIL stands ready to work with the Government and all stakeholders in developing such a framework in the larger interest of Indian emigrants and India's global workforce-mobility ambitions, said Abdulkareem.

L&T bags Rs 15,000cr EPCIC order from West Asia

MUMBAI: L&T Energy Hydrocarbon Offshore (LTEH Offshore) officially announced that it has secured an "ultra-mega order" to develop multiple offshore facilities from a prestigious client in West Asia. According to a company statement, LTEH Offshore will execute the project scope encompassing engineering, procurement, construction, installation and commissioning (EPCIC) of offshore facilities.

A significant portion of the fabrication activities will be carried out at L&T's integrated, world-class manufacturing and fabrication facilities. Bagging the contract reinforces LTEH Offshore's long-standing presence in the Middle East and reflects the confidence placed by customers in its ability to deliver large and complex offshore projects safely, on schedule and to the highest quality standards, according to the company statement.

Commenting on the development, L&T's Whole-time Director T Madhava Das said: "The order represents one of the most significant offshore developments currently underway in the MidEast and underscores the growing investments being made to meet future energy demand".

"The scale and complexity of the project call for deep engineering expertise, integrated project execution capabilities and flawless co-ordination across multiple work streams. We are proud to contribute to the development of critical energy infrastructure that will support the region's long-term growth ambitions," Madhava Das said.

"With multiple offshore facilities, subsea infrastructure and substantial fabrication requirements, this project exemplifies the scale and complexity of offshore developments that LTEH Offshore is uniquely positioned to deliver.

Commercial flights to Ladakh by Dec

(Cont. from page - 2)

As per the LG, the IAF has sanctioned the allotment of five acres of land for the construction of a new civil terminal in Nubra. Meanwhile, runway recarpeting is undergoing, with completion targeted for Nov 2026.

The current plan, however, is to use the airport's existing infrastructure. The administration is "targeting civil operations by December 2026" from the old chartered- flight terminal at Thoise after it is refurbished, Saxena added.