



OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES



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IPL TO TRIGGER TEMPORARY JOB CREATION

Demand for seasonal jobs hits record

Flipkart, Amazon, Swiggy, Zomato, Zepto, Samsung, Whirlpool, Voltas and Panasonic are among companies looking to ramp up seasonal hiring

MUMBAI: Seasonal demand for manpower is expected to scale fresh highs this summer. There is immediate demand for one lakh jobs. Staffing firms such as Quess, CIEL HR Services, TeamLease Services and ManpowerGroup told a TV channel that demand for temporary workers is soaring, led by sectors such as quick commerce, e-commerce, consumer durables and electronics, hospitality, FMCG & re-

tail, logistics and manufacturing. These firms, along with others like Randstad, are expecting the industry to grow by 10 to 20pc in summer 2025 over last year, and at individual company levels, between 10pc and 65pc, say TV channel surveys. The June quarter is expected to see demand for more than one lakh temporary and gig workers for summer-specific roles, according to esti-

mates"Overall, temp hiring across sectors this summer is expected to reach 35,000-40,000 between March and June 2025," said Aditya Narayan Mishra, CEO of CIEL HR.

"These estimates are for temp jobs on fixed-term contracts; besides these, we anticipate the creation of gig jobs which could be up to three times these numbers," said CIEL HR's Mishra. "Temp hiring across sectors for the summer season has seen a remarkable increase, rising by approximately 65pc for us compared with last year," said

(Cont. on page-7)



Indian-origin man, daughter shot dead

VIRGINIA: The fatal shooting of a Gujarati father and daughter inside their store in Virginia has sent shockwaves through the Indian community in the US. The victims, Pradeepkumar Ratilal Patel (56) and his 24-year-old daughter, were attacked by a gunman in Accomack County, leaving the community reeling from yet another violent

tragedy. Pradeepkumar, originally from Kanoda village in Mehsana, Gujarat, was killed instantly when the assailant stormed into their shop and opened fire. His daughter succumbed to her injuries while receiving medical treatment. A swift police response led to the immediate arrest of the suspect, identified as (Cont. on page-2)

Gang offering fake Haj, Umrah visa busted

DUBAI: Dubai Police have arrested a gang that used social media to promote fraudulent Haj and Umrah visa services, deceiving victims with low prices and easy bank transfers. Posing as authorised agents, the scammers claimed to offer swift visa approvals, convincing individuals to transfer money before vanishing with the funds. Once payments were made, victims were blocked and left stranded. Authorities urged residents to obtain pilgrimage visas only through licensed UAE agencies and to beware of online ads offering unrealistically cheap services. Reaffirming their commitment to tackling fraud, Dubai Police warned against

schemes that exploit religious aspirations, particularly during peak pilgrimage seasons. Officials confirmed the gang misled victims with false promises before disappearing. They urged the public to report suspicious ads or activities via official channels, including the e-crime platform www.ecrime.ae, to help prevent further scams.

TCS on remittances: changes from April 1

NEW DELHI: From April 1, 2025, new TCS rules on foreign remittances under LRS take effect. Exemption limits were revised and rates adjusted across travel, education and more. TCS on Foreign Remittances: What changes from April 1 for education and travel? What is Tax Collected at Source (TCS)? New TCS Rates on various categories of remittances: Abolishment of TCS on the sale of goods.

The government of India has notified changes to the Tax Collected at Source (TCS) framework under the Liberalised Remittance Scheme (LRS), which will come into effect from April 1, 2025. These updates aim to simplify taxation while ensuring compliance on high-value foreign transactions. Here's a detailed look at what has changed and how it may impact different types of remittances. What is Tax Collect-

ed at Source (TCS)? TCS is a mechanism through which tax is collected by sellers or authorised entities (like banks or financial institutions) at the time of transaction. The idea is to ensure advance tax collection on significant transactions such as high-value purchases or overseas transfers. Under the LRS, Indian residents are allowed to remit up to US\$ 2,5 lakh per financial year for permissible transactions such as travel, ed-

ucation, gifts or investments abroad. Revised TCS Exemption Threshold: One of the key changes is the increase in the TCS exemption threshold. Earlier, foreign remittances up to Rs 7 lakh in a financial year were exempt from TCS. From April 2025, this limit has been raised to Rs 10 lakh. This means any remittances below Rs 10 lakh will not attract TCS, offering relief to individuals remitting smaller amounts.

New TCS Rates on Various Categories of Remittances: Let's examine how the new TCS rates will apply based on the purpose of the remittance: 1. Foreign travel up to Rs 10 lakh: No TCS will be applicable. Above Rs 10 lakh: A reduced five per cent TCS will apply. This adjustment comes as a relief to travellers, especially after the earlier proposed 20pc TCS had raised concerns (Cont. on page-2)

Summer travellers prefer visa-free destinations

MUMBAI: Indian travellers are opting for destinations that provide an escape from rising temperatures — from cool hill locations and coastal regions in India to international locations with visa-free options and phenomenon-based travel this summer season.

Domestic destinations such as Kashmir, Himachal Pradesh, North-east India and Kerala remain top favourites for Indian travellers, as per Thomas Cook. But Europe's Switzerland, Italy, France, Spain, Hungary, Austria and Czech Republic continue to be top choices for international summer destinations,



according to SOTC Travel. Rajeev Kale, president and country head, holidays, MICE, visa, Thomas Cook India, said that visa-free destinations are fuelling outbound travel demand and growth on a year-on-year (Y-o-Y) basis, with desti-

nations like Nepal, Bhutan, Thailand, Maldives and Mauritius seeing robust growth due to ease of access. "Interestingly, visa-free destinations allow travellers to channel cost savings towards luxury upgrades, such as learning Muay Thai (art

of kickboxing) from a professional, detox programmes in luxury resorts in Thailand, snorkelling in Mauritius or Michelin-star underwater dining in Maldives," said SD Nandakumar, president and country head, holidays and corporate tours, SOTC Travel.

On the other hand, Kale noted that phenomenon-based travel has emerged as a key trend, with travellers seeking premium experiences such as Antarctica's icebreaker cruises and Northern Lights experiences in Finland and Murmansk, with stays in glass-domed igloos, Arctic suites and Arctic treehouses. He

further added that self-drive adventures across South Africa's vineyards in convertibles or on Harley-Davidsons are also gaining popularity.

At the same time, hotels and alternate accommodations across India are observing a rise in room rates and occupancy driven by corporate and leisure travel, weddings and summer vacations. According to Rajiv Mehra, general secretary, FAITH (Federation of Associations in Indian Tourism and Hospitality), hotel room rates have increased by 10 to 12pc across luxury, mid-scale and budget segments compared to last summer.

Indian-origin man...

(Cont. from page-1) tified as George Frazier Devon Wharton. However, authorities have yet to determine the motive behind the brutal attack. "The father and daughter were members of our family," said store owner Patesh Patel, struggling to process the tragedy. "My cousin's wife and her father were working at the store in the morning when a man suddenly entered and opened fire. I don't know what to do."

The Gujarati community in the US remains on edge as violent incidents continue to rise. Just seven months ago, Vadodara native Mainank Patel was gunned down in a random shooting by a minor in Celebrity, US. His wife attempted to save him.

Air India seeks lower landing charges for long haul flights

MUMBAI: Air India has sought incentives for increasing the international to international traffic at the Delhi airport as well as lower landing charges for long-haul and ultra long-haul flights. The suggestions have been made by the Tata Group-owned airline to the Airports Economic Regulatory Authority (AERA) on the tariff proposal for the Delhi airport for the 2024-29 control period. The airline is slowly expanding its wide-body operations as well as network to cater to rising air traffic demand.

When asked about the airline's suggestions, Air India CEO Campbell Wilson told a TV channel that economic structure of the market



should be supportive of the efforts to make India an aviation hub. DIAL, the operator of the Indira Gandhi International Airport (IGIA) in the national capital, has proposed different user fees for economy and business class passengers as well as for peak and off-peak hours. According to Air India, the variable tariff proposal needs to include incentive for increasing I2I (International to International) traffic at the Delhi airport, which may be introduced by the

regulator.

Among other suggestions, Air India has said AERA may consider reducing the landing charges for long-haul and ultra long-haul flights by at least 30pc on a per MT (Metric Tonne) basis. Generally, long-haul flights have a duration of more than nine hours while ultra long-haul flights are those having a duration of 16 hours or more. Air India operates ultra long-haul flights to North America.

"AERA may consider a waiver of landing charges and reduce the UDF charges by 20pc to promote utilisation of wide-body on domestic flights," the submission signed by P Balaji, Group Head of GRC (Governance, Regulatory, Compliance) & Corporate Affairs at Air India, said.

Noting that Delhi and Mumbai would be important hubs for both I2I and D2I (Domestic to International) passenger flows, the airline also said the current consultation and determination

of tariffs on IGIA would have impact on the creation of aviation hub. Earlier this week, Wilson had said that the ambition of the government is to build India as an aviation hub and to use that as a catalyst for the economic activities that aviation brings. "Presently, a lot of that benefits accrue to foreign countries where they have a lot of traffic from India... more wide-body services, building a hub out of Delhi or Mumbai will increase the transit traffic."

BSE stocks surge

MUMBAI: Benchmark indices continued their rally for the sixth consecutive session driven by foreign capital inflows and gains in banking and energy stocks. The Sensex surged over 1,000 points and the Nifty50 closed above 23,650, supported by improving domestic economic fundamentals and declining US Treasury yields.

The BSE Sensex surged 1,079 points or 1.4pc to settle at 77,984, while the Nifty50 advanced 308 points or 1.32pc, to close at 23,658.

TCS on remittances...

(Cont. from page-1) about excessive upfront tax costs.

2. Education Remittances : Through Loans from Financial Institutions: No TCS will apply, continuing the earlier exemption. Self-funded Education: A five per cent TCS will be applicable for remittances exceeding Rs10 lakh.

The distinction aims to encourage education fi-

nancing through formal channels while moderating the TCS burden on self-funded students.

3. Medical Expenses : Up to Rs 10 lakh: No TCS applicable. Above Rs 10 lakh: A five per cent TCS will be levied.

This move provides relief for those needing to travel abroad for medical treatment by maintaining a higher exemption limit.

4. Investments, gifts

and other remittances: A 20pc TCS will continue to apply for remittances above Rs10 lakh, if made for: Investing in foreign stocks, mutual funds, or real estate. Gifting money to relatives: Other personal transactions not classified as education, travel, or medical. This remains unchanged from earlier proposals and targets high-net-worth or discretionary spending.

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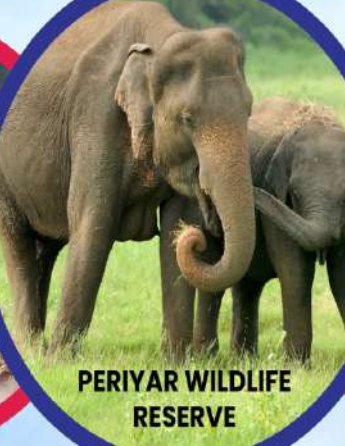
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ADVISORY TO OVERSEAS JOB

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FOREX RATES

As on 24th March 2025 (In rupees)

Currency	Buying	Selling
US Dollar	86.36	86.53
British Pound	111.72	111.94
Euro	93.94	94.13
Japanese Yen	0.57	0.58
Swiss Franc (CHF)	98.19	98.39
Canadian Dollar	60.49	60.61
Australian Dollar	54.54	54.65
Norwegian Krone	8.23	8.25
Swedish Krona	8.57	8.59
New Zealand Dollar	49.65	49.75
Hong Kong Dollar	11.16	11.18
Kuwaiti Dinar	281.98	273.86
Singapore Dollar	64.94	65.07
Saudi Arabian Riyal	23.14	23.18
United Arab Emirates	23.62	23.67

Rupee gains against \$

MUMBAI: The Indian rupee opens at 86.23/\$, climbs to highest level in eight weeks and ends at 86.37/\$, logs best winning streak in over nine months,

If the dollar remains below 104 and foreign institutional investors (FII) inflow continues, the rupee could inch towards the 85zone this week, Trivedi said. "The next resistance levels are at 85.10-85.25, while support is seen at 85.85-86.00." FIIs remained net buyers of Rs7,470 crore from Indian equities on Friday. Global funds have pulled out Rs1.44 trillion from domestic stocks so far this year.

The currency has decisively broken below the 86-mark, with the potential to test strong support at 85.80 in the near term. However, sustained liquidity deficits and RBI 's interventions aimed at bolstering forex reserves could trigger a rebound towards 86.50-86.60 levels, he said.



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01

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Tanjore | Kumbhakonam |
Chidambaram | Palani | Rameswaram |
Kanyakumari | Coimbatore Isha Centre



02

PONDICHERY :

Paradise Beach | Aurobindo Ahram |
Auroville | White Promenade Beach |
Serenity Beach | Manakula Vinayagar
Temple | Chunnambar Boat House |
Basilica of Sacred Heart Jesus |
Botanical Garden Bharathi Park



03

KERALA :

Munnar | Thekkady | Vagamon | Kottayam
Alleppey | Kochi | Kollam | Varkala |
Trivandrum | Kovalam | Poovar Island |
Palakkad | Wayanad | Kozhikode | Kannur
Kasargod

04

ANDHRA PRADESH :

Tirupathi | Visakhapatanam | Araku
Valley | Srisaillam Papikondalu | Ahobilam
Vijayawada | Mantralayam Srikalahasthi |
Amaravathi, Etc...



05

KARNATAKA :

Bangalore | Mysore | Bandipur National
Park | Nagarhole National Park |
Sakleshpur | Dandeli | Sringeri | Coorg |
Chikmagalur | Hampi | Murudeshwar |
Gokarna | Udupi | Kukke | Manglore



GULF FAQs

UAE's 13 work permit options

Can you please give a breakdown of the 13 work permit options available in UAE?

STANDARD WORK PERMIT: This allows UAE-based companies to recruit employees from abroad. Employers are responsible for obtaining visas, work permits and residence documentation.

TRANSFER WORK PERMIT: This allows expat workers to switch jobs within the UAE without leaving the country — a work permit to transfer from one establishment to another.

WORK PERMIT FOR RESIDENTS VISA BY FAMILY: This permit allows individuals on family sponsorship to work in the UAE without requiring visa sponsorship from an employer.

TEMPORARY WORK PERMITS: These are granted for short-term projects or specific tasks, offering companies flexibility to hire workers for limited periods without committing to long-term contracts.

ONE-MISSION PERMIT: This permit is given to recruit a worker from abroad to complete a temporary job or a particular project for a short-term period.

PART-TIME WORK PERMIT: This



permit is issued to recruit a worker under a part-time contract where his working hours or days are less than his full-time contract. The worker can work for more than one employer after obtaining permission from the ministry.

JUVENILE WORK PERMIT: Available for teenagers aged 15-18, with restrictions on working hours and job types to ensure safety.

STUDENT TRAINING, EMPLOYMENT PERMIT: Designed to employ a 15-year old student who is already in the UAE, according to specific regulations and conditions that ensure a suitable training and work environment.

UAE, GCC NATIONAL WORK PERMIT: Facilitates employment for Emirati and Gulf Co-operation Council (GCC) citizens.

GOLDEN VISA WORK PERMIT: This permit is required for Golden Visa holders looking for a job with a UAE-based company.

NATIONAL TRAINEE PERMIT: A trainee national work permit is granted to companies registered with the Mohre that wishes to train citizens with approved scientific qualifications.

FREELANCE PERMIT: A freelance permit in the UAE is issued to self-sponsored foreigners who provide services or perform tasks for individuals or companies without being tied to a specific employer or having an employment contract.

PRIVATE TEACHER WORK PERMIT: Allows qualified professionals to offer private tuition legally in the UAE. The two-year permit is issued free of charge to applicants.

These diverse permits make it easier for companies to bring in specialised talent or to adjust their workforce based on demand, thus supporting the UAE's status.

Overtime work during Ramadan, is it legal?

During Ramadan, work hours for private sector employees are reduced by two hours, correct? Are there any exceptions to this? If my employer doesn't comply, can I file a complaint? How are overtime hours calculated during the holy month, especially for employees working in mainland companies in Dubai?

In the UAE, employees are entitled to two hours less work per day during the holy month of Ramadan. This reduction is mandated by Article 17(4) of Federal Decree Law No. 33 of 2021 on the Employment Relations, and is further supported by Article 15(2) of Cabinet Resolution No. 1 of 2022 on the Implementation of Federal Decree Law No. 33 of 2021 Regarding the Regulations of Employment Relations.

The law specifically states: "Subject to the provisions of Article 17

of the Decree Law:

The regular working hours shall be reduced by two hours during the holy month of Ramadan."

Furthermore, an employee may be entitled to overtime payment, if his/her employer calls upon an employee to work overtime. This is in accordance with Article 19 of the Employment Law, which states:

"1. The employer may employ the employee for additional working hours, provided that they do not exceed two hours a day, and the employee may not work more than such hours unless according to the procedures and conditions specified by the Executive Regulations of this Decree-Law. In any event, the total working hours shall not exceed 144 hours in three weeks.

2. If the work circumstances require that the employee be employed for hours exceeding the



ordinary working hours, such extended time shall be deemed overtime for which the employee shall be paid his basic salary for his normal hours of work plus a supplement of at least 25pc of that salary.

3. If the work circumstances require that the employee be employed for extra hours between 10pm and 4am, the employee shall be paid his basic salary for his normal hours of work plus a supplement of at least

50pc of that salary. This paragraph shall not apply to employees by shifts.

4. If the work circumstances require that the employee be employed on the rest day specified in the employment contract or the internal work regulations, he shall be compensated with a substitute rest day, or be paid his basic salary for his normal hours of work plus a supplement of at least 50pc of the salary.

5. The employee may not be employed more than two consecutive rest days, except for the daily employees."

Moreover, if an employee is in a managerial or supervisory position, he/she may not be entitled to any overtime pay. This is in accordance with Article 15(4) (b) of Cabinet Resolution No. 1 of 2022, which states,

"The following categories shall be exempted from the provisions relating to the maximum working hours"---

The persons occupying supervisory positions if such positions vest in them the powers of the employer."

Based on the aforementioned provisions of law, you as an employee may be entitled to overtime payment if you work for additional hours other than the regular Ramadan period working hours. Furthermore, if you are in a managerial or supervisory position, you may not be entitled to overtime payment. If your employer does not reduce working hours during the holy month of Ramadan or does not agree to pay you for the overtime, you may file a complaint against your employer with the Ministry of Human Resources and Emiratization (MoHRE). Following your complaint, MoHRE may contact your employer to ensure compliance with labour regulations during the month of Ramadan.

INSIDER-VS-OUTSIDER WAR HOTS UP UAE fastest growing Govt shuts down 23 beach shacks in Goa entrepreneurial hub

PANAJI: The Goa tourism department has ordered the closure of 23 beach shacks for illegally subletting shacks to non-allottees, including people from outside the state, and violating provisions of the state's shack policy.

The department said an inspection was conducted after several reports of illegal subletting across beach shacks. "Based on reports of the inspection drive, 110 show-cause notices were issued, out of which 54 proceedings have been concluded. As many as 31 notices were disposed of as no violations were noticed, while 23 operators were directed to close their shacks. Among those required to shut down, six were non-Goans," a spokesperson for the department said.

Beach shacks, typically built from eco-friendly



Beach shacks in Goa

ly materials such as bamboo, wooden poles and thatched palm leaves, are a popular attraction for domestic and international tourists visiting Goa. The shack policy allows unemployed persons of Goan domicile to operate "temporary" shacks on the beachfront during the peak tourist season from Sept 1 to May 31.

As per the Goa State Shack Policy 2023-2026, about 361 shacks – 263 in North Goa and 98 in South Goa – were allotted on nominated beach

stretches in 2023 for the next three tourist seasons. The licences for operating these shacks are allotted based on categories of experience by draw of lots. The department said that during the inspection, it found that the point of sale or UPI payments at the beach shacks had been conducted under the names of individuals who were not the original allottees and had no blood relation with them. "Additionally, deck beds had been placed without license numbers painted on them, and no GST registration was found," the statement said. "The department issued an order terminating the shack license allotted to the concerned operators, directing immediate cessation of all activities conducted by the allottee under the Goa State Shack Policy 2023-2026, forfeiting the security deposit.

Demand for seasonal...

(Cont. from page-1)

Mishra. "This surge is setting a new benchmark for summer-driven demand." Companies noted intensified hiring across sectors.

While consumer durables and electronics, e-commerce and quick-commerce, logistics, retail and FMCG sectors are preparing for increased consumer activity, education and ed-tech firms are gearing up for peak enrolment periods. Tourism is expected to sustain its strong post-pandemic demand momentum.

Overlap of the TATA IPL with peak summer demand will also significantly boost quick commerce delivery volumes, fuelling the need for delivery executives, warehouse associates, and customer support representatives.

The summer of 2025 is set to witness one of the highest seasonal hiring spikes in recent years, said Balasubramanian,

senior vice president at TeamLease. "Industries such as logistics, e-commerce, Q-commerce, manufacturing and retail are leading in aggressive hiring efforts. This trend is driven by increased consumer demand, technological advancements and the need for efficient supply chain management," he said.

India's exports of goods, services rise 6.24pc to cross \$750.5b in April-Feb

NEW DELHI: India's cumulative exports of both merchandise and services registered a 6.24pc increase during April-Feb 2024-25 to \$750.53 billion, compared with \$706.43 billion in the same period of the previous year, according to data released by the ministry of commerce and industry on Monday.

The cumulative value of merchandise exports during April-Feb 2024-

25 was \$395.63 billion compared with \$395.38 billion during the same period of the previous year, registering a growth of 0.06 pc.

The estimated value of service exports during April-Feb of the current financial year is \$354.90 billion, up from \$311.05 billion in the same period of 2023-24. India's total exports of both merchandise and services during Feb this year was estimated at \$71.95 billion,

ABU DHABI: The UAE has rapidly emerged as one of the fastest-growing entrepreneurial hubs in the GCC, thanks to a combination of supportive government policies and a dynamic business environment. These policies include tax incentives, free zones, 100p foreign ownership and attractive programmes like golden visas, all of which provide a solid foundation for both local and international startups to overcome entrepreneurial challenges. Maryam Hassani, acting head of Trends & Innovation at the Abu Dhabi Early Childhood Authority (ECA), emphasised the critical role these initiatives play. "The UAE's infrastructure, advanced technology and efficient logistics networks create an ideal environment for startups," she explained. These efforts not only streamline the startup process but also attract foreign investment, which is crucial for their growth and sustainability. One of the standout examples of this supportive environment is the ECA's initiatives, which focus on fostering startups in the early childhood development (ECD) sector. The ECA works closely with various government

agencies to help startups tailor their solutions to meet the unique needs of the UAE market. This collaborative approach enhances the local startup scene by providing essential resources and guidance. Among the notable programmes is the ECA's flagship Anjal Z Program. Launched in 2020 and funded by the Abu Dhabi Investment Office (ADIO), the programme aims to attract global ECD startups and help them localise their solutions within Abu Dhabi. "The Anjal Z Program is designed to bridge critical gaps in early childhood development while also contributing to Abu Dhabi's economic diversification," Maryam explained. "The program has supported more than 45 early and growth-stage startups, helping them establish a presence in the UAE and tackle critical challenges in ECD." Another key initiative is the Abu Dhabi Youth Challenge (ADYC), a 54-hour bootcamp designed for aspiring entrepreneurs aged 18 to 26. The programme allows participants to explore the intersection of ECD and entrepreneurship, while also offering opportunities to intern with startups from the Anjal Z Program.