



OVERSEAS NEWS AND EMPLOYMENT

PASSPORT TO GLOBAL JOB OPPORTUNITIES



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“Marking 102 glorious years of Republic of Turkey— renewing bonds of friendship, culture and tourism between India & Turkey”

MUMBAI: The Consulate General of Turkey in Mumbai, celebrated the 102nd Anniversary of the Republic of Turkey, commemorated with great enthusiasm and warmth. The event witnessed the gracious presence of distinguished dignitaries, diplomats, members of the Indian business and tourism community and friends of Turkey. In his inspiring address, the Consul General, His Excellency Mustafa Kemalettin Eryugur highlighted the long-standing friendship and co-operation between India and Turkey emphasizing the shared values, historic connections and mutual aspirations that bind the two nations. He reiterated the significance of strengthening bilateral relations, expanding collaboration across trade, industry, education, culture and tourism and en-



Consul General His Excellency Mustafa Kemalettin Eryugur

hancing people-to-people connect to bring the societies even closer. The Consul General also underlined the growing interest and initiative aimed at promoting tourism collaboration, cultural exchange programmes and business partnerships reflecting the vibrant synergy that continues to evolve between the two nations. Guests at the celebration appreciated the Consulate’s efforts in nurturing friendship, co-operation and understanding between India and Turkey, envisioning a future of deeper engagements and enduring partnership across multiple spheres. The evening stood a testament to the bond of goodwill, mutual respect and shared progress that both nations cherish and continue to strengthen with each passing year. (Glimpses on page - 7)

FIMCA calls for strengthened and inclusive Overseas Mobility Bill, 2025

MUMBAI: The Federation of Indian Emigrants Management Councils & Associations (FIMCA) — representing over 1,500 licensed overseas recruitment agencies across Mumbai and Maharashtra — has urged Members of Parliament to support critical reforms in the draft Overseas Mobility (Facilitation & Welfare) Bill, 2025, introduced by the Ministry of External Affairs (MEA). The proposed Bill is a significant and progressive step towards modernising India’s overseas

employment architecture, promoting safe, legal and ethical migration while enhancing the protection of Indian workers abroad. FIMCA has submitted a comprehensive set of recommendations to the MEA to strengthen implementation and ensure balanced

regulation that benefits both workers and legitimate recruitment.

Key Recommendations by FIMCA

1. Continuity of Licensed Recruiting Agents: Provide for the automatic transition of valid Recruiting Agent (RA) licences under the Emigration Act, 1983, into the new Overseas Placement Agency (OPA) regime, allowing a 12–18 month transition period to safeguard legitimate agencies and prevent disruption.

2. Mandatory eMigrate Registration: Extend eMigrate registration to all Indian citizens travelling overseas for employment, paid internships, and training — including to newer destination regions such as Eastern Europe, CIS countries, and Israel — to improve transparency and worker protection.

3. Non-Monopolistic Implementation: Amend Section 15 of the draft Bill to prevent any monopolistic control over government-to-government (G2G) programmes. Em-



panelment for overseas recruitment should be open, competitive, and transparent under MEA supervision.

4. Proportionate Penalty Framework: Rationalize the proposed penalties (Rs. 5–20 lakh) by distinguishing between administrative and criminal offences, ensuring due process, prior notice, and appeal mechanisms.

5. Recognizing Mumbai as India’s Global Mobility Hub: Establish a Regional Overseas Mobility & Welfare Centre in Mumbai to serve as the western headquarters for safe migration, employer facilitation, and inter-state coordination.

Statement by FIMCA “India’s overseas recruitment industry is a cornerstone of our nation’s employment and remittance ecosystem. With over 1,500 licensed agencies based in Mumbai alone, this city is uniquely (Cont. on page - 6)

Oman eases work permit rules

MUSCAT: The Ministry of Labour has issued a new ministerial resolution introducing a comprehensive package of facilitations, fee reductions and exemptions aimed at improving the work permit system in the Sultanate of Oman. Ministerial Resolution No. 602/2025 governs the issuance of work permits and practising work permits and is designed to simplify administrative procedures for employers while ensuring workers’ rights are fully protected.

The decision extends the validity of work permits for non-Omani employees from 15 to 24 months, addressing long-standing

employer requests to align permits with the worker’s residency period. This change is expected to reduce administrative burdens, save costs, and provide greater workforce stability for businesses operating in the Sultanate.

Employers are now allowed to upgrade a worker’s profession in the work permit from a lower to a higher category by paying only the difference in fees, without having to issue a new licence. This measure offers greater flexibility for businesses and streamlines human resource planning, helping employers manage their workforce efficiently while maintaining compliance with Omani labour regulations. The resolution also introduces targeted social exemptions. People with special needs, elderly individuals unable to care for themselves, those receiving family income benefits, and individuals with health conditions requiring special attention will be exempt from paying licensing fees when recruiting domestic workers, private nurses, nannies, private drivers or home health aides. This ensures that vulnerable groups can access essential services without incurring financial hardship.

In recognition of the important role played by civil (Cont. on page - 6)



End of Kafala system

Saudi Arabia, the largest labour market in West Asia, has at last abolished the Kafala system (similar to bonded labour), enhancing the rights of over 10 million migrant workers, including 2.5 million Indians. Though this was in the air from June itself, Saudi Arabia has now officially scrapped the decades old Kafala (sponsorship) system that tied foreign workers' employment and residency to their employers. The move is part of the kingdom's broader Vision 2030 reforms and aligns with pro-labour measures being implemented by the Kingdom under the guidance of His Excellency Saudi Crown Prince Mohammed bin Salman.

The word Kafala, derived from Arabic for "sponsorship," came to represent an entire way of life in the Kingdom --- one where employers had near-total control over their employees, deciding whether they could change jobs, leave the country or even seek legal help. Introduced in the 1950s, the Kafala system was originally designed to manage the flow of cheap foreign labour needed to build oil-rich Arab economies. According to the system, every migrant worker was tied to a local sponsor, known as a Kafael, who held authority over their residency, employment and legal status.

The Kafala system required foreign workers to have a Saudi sponsor, usually their employer, who controlled their visa and legal status. This meant that workers couldn't change jobs, leave the country or even renew their residence permits without the sponsor's consent.

Under the new labour reform initiative, foreign workers in Saudi Arabia can: change jobs without the employer's approval after completing their contract or giving due notice. Workers can travel abroad without requiring an exit or re-entry permit from their sponsor. Easier movement between companies may lead to more competitive pay and working conditions. With less employer control over exit visas and transfers, cases of passport confiscation or unpaid wages may decline. Easier movement between companies may lead to more competitive pay and working conditions.

Human rights bodies long argued that the Kafala system often led to worker exploitation and abuse, as employees were left with little legal recourse if their employers withheld salaries or passports. It may be recalled that the Kafala system drew global attention prior to the 2022 FIFA World Cup in Qatar, as thousands of migrant labourers, mainly from South Asian nations such as India, lost their lives while enduring extremely harsh working conditions during stadium and infrastructure construction.

The crown prince aims to modernise the economy, attract foreign investment and reduce the kingdom's reliance on oil. Ending the Kafala system is definitely seen as a move to improve Saudi's human rights image and meet international labour standards, particularly those set by the International Labour Organization (ILO).

Saudi Arabia currently has an estimated 1.34 crore foreign workers. They account for close to 42pc of the Kingdom's population, as it depends on migrants for construction work, agriculture, domestic work and more. A majority of the estimated 1.34 crore workers hail from Bangladesh, India, Nepal and the Philippines. For the Indian community the move could bring significant benefits. Nevertheless, implementation remains the key. Experts say that enforcement and digital systems must be transparent to ensure workers truly benefit from the reforms.

LIPSYNCH

"A single conversation with a wise man is worth a month's study of books". ---A Chinese proverb



**ON THE OCCASION OF THE 102nd ANNIVERSARY
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Heartfelt greetings and best wishes on the
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MESSAGE

On the occasion of the 102nd Anniversary celebrations of the Republic of Turkey, on behalf of The Indo-Arab Society, I extend my warm greetings and heartfelt congratulations to His Excellency Mr. Mustafa Kemalettin Eruygur, Government of Turkey and the people of the Republic of Turkey on the joyous occasion of their National Day.

The Republic of Turkey stands as a beacon of cultural richness, historical depth and progressive vision. Over the years, India and Turkey have shared a deep rooted bond built on mutual respect, cultural affinity and people-to-people friendship.

As we celebrate this significant milestone, we look forward to further strengthening our collaboration in arts, culture, tourism and education, enhancing the bridge of understanding between our nations.

May the friendship between India and Turkey continue to grow and flourish, fostering peace, prosperity and shared progress for both our people.



With Warm Regards

Dr. Mohammed Ali Patanakar
PRESIDENT –
THE INDO ARAB SOCIETY

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Euro	101.62	103.8
Japanese Yen	57.41	58.34
Swiss Franc (CHF)	109.4	111.79
Canadian Dollar	62.73	64.17
Australian Dollar	57.68	58.94
Norwegian Krone	8.67	8.93
Swedish Krona	9.24	9.51
New Zealand Dollar	50.46	51.6
Hong Kong Dollar	11.16	11.5
Kuwaiti Dinar	293.5286	282.3455
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Saudi Arabian Riyal	23.12	23.85
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AI Express to buy 24 aircraft

MUMBAI: Air India's low-cost arm Air India Express is expecting to induct 20 to 24 aircraft in the fleet in the next calendar year, a top airline executive said.

Air India currently has a fleet of 110 planes comprising Airbus 320/ 321, Boeing 737 and 737 Max. "We are looking at about 20 to 24 aircraft in the next calendar year," Air India MD Aloe Singh said here at an event to showcase the first retrofitted aircraft of Air India Express.

AI Express is focusing on the leisure markets, the BFR, the best reference and revenues market, the SME market, the value-conscious market,

which is primarily metro-to non-metro, as well as the short-haul regional international," he said.

He, however, said that these deliveries would depend upon the supply chain and how the production line at the Boeing manufacturing facility progresses. He said that AI Express is now looking to strengthen its presence in the domestic market, with this segment expected to grow faster than the international network.

"About two years ago, as much as 60pc of the network was short-haul international network and the remaining 40pc domestic. Today, it is about 50-50pc. We have been growing in-

ternational short-haul as well. But we have been growing faster in the domestic Indian market," Singh said.

Over the course of the next couple of years, he said, Air India Express will be continuing on this trajectory. "So, the domestic network will be growing faster than the short-haul international network. On the domestic network, the strategy broadly is depth before spread," he said.

"Air India focuses on the metro-to-metro routes and the routes which have a greater composition of business traffic and, of course, long-haul international (routes)," Singh said.

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GOLD (CHILD)	RS.23,000	RS.7,000	RS.30,000

VOYAGE DATES	
02 Oct	06 Oct 2025 (Advanced Schedule)
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23 Oct	27 Oct 2025
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GULF FAQs



What should buyers verify before purchasing property?

What are the things that must be verified before purchasing a property from an off-plan developer? How can I

verify the credibility of the developer and its ability to complete the project? Also, is there a maximum period for completing the project?

layed beyond the mutually agreed period.

The credibility of the developer can be checked only by the DLD, registered escrow account and RERA.

There is no maximum period to complete the project. The completion date should be stated by both parties in the purchase agreement, but the developer doesn't have forever to complete if the sales contract did not contain a specific date for completion and delivery. The time of completion should be reasonable and the court has the right to estimate such appropriate period of time, as per what is decided by the Higher Courts of Dubai in Cassation No. 328/2023 of Real Estate. In an off-plan sale, the developer must complete the project in order to deliver the units to the buyer at an appropriate time, even if the sales contract did not contain a specific date for completion and delivery, as this does not justify the seller's endless laxity in completing the project and delivering the units.

Some of the requirements to buy such a property are:

a) Ensure that the property is free from any debts (mortgage, charges etc) and that the developer has all the required approvals from the competent authorities (DLD, RERA, registered escrow account) to start building.

b) Research about the developer before buying off-plan property and make sure it is established and reliable. Look at their track record with previous developments.

c) Have the proper clauses in your sale and purchase agreement, which should outline the terms and conditions, govern the relationship between the parties and provide their respective rights and obligations in order to understand your duties, your rights and, most importantly, if the project is de-

How to attest your education certificates?

I've just been offered a job at a mainland Dubai company. The HR department contacted me and mentioned that I need to submit attested education certificates. I'm not familiar with this process. Could you please help me understand it?

In the UAE, employees must submit attested educational certificates or qualifications as part of the employment visa and work permit process. This is mainly to verify that your qualifications are authentic.

The process of certificate attestation means legalising your academic documents in your home country and in the UAE. Here is how this usually

works:

1. Notarisation: First, a relevant authority in your country must notarise your degree or diploma.

2. Attestation by the Foreign Ministry: The notarised certificate must then be attested by the Ministry of Foreign Affairs (or equivalent) in your home country.

3. UAE embassy attestation: Next, the document must be submitted to the UAE embassy or consulate in your home country for attestation.

4. MoFA attestation in the UAE: Once in the UAE, the final step is to have the document attested by the UAE Ministry of Foreign Affairs (MoFA). This process validates your certificate as genu-

ine for official use in the UAE. The requirement stems from general regulatory standards. Additionally, in a few certain professions, your employer may call upon you to provide an equivalency certificate from the UAE Ministry of Education (MoE), wherein, through its web portal, you may have to apply for an equivalency certificate.

While applying, certain procedures need to be followed, so that the MoE shall seek authenticity of your educational qualification from the university/professional board from where you have obtained such educational/professional qualification, which is outside the UAE.

Can cos delay salary due to late payments from external vendors?

Can salary payment be dependent on a company getting its external payments? My Dubai-based company often delays our salaries, citing pending payments from vendors. Is that legal? If not, what action can I take?

In the UAE, an employer is obligated to pay employee's salary/wages on the due date as per the country's employment law. This is in accordance with Article 22 of the Federal Decree Law No. 33 of 2021 on the Regulation of

Employment Relations and Article 1 (1) of the Ministerial Resolution No. (598) Of 2022 Concerning the Wages Protection System.

"The employer shall pay the salaries or wages to its employees on their due dates in accordance with the regulations approved by the ministry, as well as the conditions, rules and procedures specified by the Implementing Regulation hereof."

"Employees shall receive their wages on the first day of the month following the registered payday specified in the Em-

ployment Contract"

Further, if an employer delays the salary for more than 15 days from the due date, then it is considered a delay. This is in accordance with the Article 1 (2) of Ministerial Resolu-

tion No. (598) Of 2022. "Employers who fail to pay wages to their employees within 15 days of the due date will be considered late, unless the Employment Contract provides otherwise." Further, Ar-

ticle 2 of the Ministerial Resolution No. (598) Of 2022 lists the actions that can be taken against an employer who fails to pay salary on time. Based on the aforementioned provisions of law, your employer cannot legally justify delaying salary payments on the basis of delay in receiving external payments from its customers. You can discuss this with your employer and if your salary is delayed beyond 15 days, you may escalate the matter with the Ministry of Human Resources and Emiratization.





FlyCreative Online Ltd CMD meets Turkish Consul General; highlights success of 'India Days in Türkiye' During a meeting with the Consul General of Turkey in Mumbai, H.E. Mustafa Kemalettin Eruygur, Mr. V.S. Abdulkareem, discussed ways to further boost India-Turkey tourism ties. He noted that the recently concluded 'India Days in Türkiye' event successfully showcased cultural exchange, strengthened people-to-people ties, and deepened bilateral cooperation between the two nations.

India to set up 350-400 airports

NEW DELHI: Union Civil Aviation Minister Kinjarapu Rammohan Naidu has said India aims to establish between 350 and 400 airports by 2047, underscoring that the infrastructure push reflects the country's commitment to enhancing opportunities, growth and connectivity while maintaining the highest standards of air safety.

In a message read out on his behalf at the inaugural session of the first Asia Pacific Region Accident Investigation Group (APAC-AIG) meeting at Vigyan Bhawan, Naidu said the Asia-Pacific region has been setting benchmarks in safety oversight and accident prevention through collaboration among member states. "The region's accident

rate has consistently remained lower than the global average over the past decade," he said.

Naidu noted that India has made "remarkable progress" in implementing the International Civil Aviation Organisation's (ICAO) Standards and Recommended Practices, with its compliance score rising to 85pc from 70pc in 2018. India's global ranking has also improved sharply from 112 to 55.

AAIB Director General GVG Yugandhar urged investigators to work towards reducing global aviation accidents by conducting thorough probes and offering concrete recommendations. He also offered Indian aviation laboratory facilities to member states for defect investigations.

Civil Aviation Secretary Samir Kumar Sinha said India has adopted ICAO's Annex 13 standards through the Aircraft (Investigation of Accidents and Incidents) Rules, 2017. He outlined ongoing capacity-building measures, including a proposed National Aviation Safety Centre at Jewar, USOAP auditor courses at RGNAU and strengthening of the DGCA and AAIB under the new Bharatiya Vayuyan dhiniyam, 2024.

ICAO APAC-AIG Chairman Stuart Godley and Secretary Anam also addressed the gathering, highlighting the importance of sharing expertise and implementing safety recommendations to enhance co-operation among regional accident investigation authorities.

Four Asian airlines to boost Amritsar connectivity

AMRITSAR: The Sri Guru Ram Dass Jee International Airport (SGRD-JI) in Amritsar is set for a major leap in global air connectivity this winter, as four prominent Asian airlines — Malaysia Airlines, AirAsia, Scoot and Thai Lion Air — expand their operations for the Winter 2025-26 travel season.

Running from Nov 2025

to March 2026, the new winterschedule marks one of the strongest phases of international connectivity for Amritsar in recent years. Collectively, these airlines will increase their total weekly flights from 36 to 40 (both ways), offering nearly 9,300 seats per week between Amritsar and their main hubs — Kuala Lumpur, Singa-

pore and Bangkok.

The expanded network will enable seamless one-stop travel from Punjab to major destinations across Southeast Asia — including Malaysia, Singapore, Thailand, Vietnam, Indonesia, Japan, the Philippines, and Hong Kong — along with convenient onward links to Australia and New Zealand. With multiple full-service and low-cost options now available, travellers can skip transits through Delhi and enjoy faster, more affordable journeys directly from Amritsar.

Sameep Singh Guntala, global convener of the FlyAmritsar Initiative, said: "The growing network from Kuala Lumpur, Singapore and Bangkok highlights Amritsar's increasing importance for travellers from Punjab, Himachal Pradesh, J&K and Haryana."

Malaysia Airlines will continue operating 14 weekly flights between Kuala Lumpur and Amrit-

sar. The carrier has recently expanded its international network with a new route to Brisbane (starting Nov 25) and added frequencies to Melbourne, Sydney, Perth, Adelaide and Auckland. Through its partnership with Qantas, passengers gain easy access to all major Australian cities.

AirAsia, Malaysia's leading low-cost carrier, has increased its Kuala Lumpur-Amritsar service from six to eight flights

weekly, offering greater flexibility. From Kuala Lumpur, passengers can connect across the AirAsia Group's extensive regional network and its long-haul partner AirAsia X to destinations throughout Asia and Australia, including Melbourne, Sydney and Perth.

On the Singapore route, Scoot, the low-cost arm of Singapore Airlines, will operate 10 weekly flights using Boeing 787 Dreamliner aircraft.

FIMCA calls for strengthened and inclusive Overseas Mobility Bill, 2025

(Cont. from page - 1) Members of Parliament positioned to serve as the hub of India's global mobility ecosystem. Our recommendations strike a fair balance between worker welfare and sustainable business continuity — aligning with the government's vision for ethical, transparent, and legal migration," said AlijanRajan, Director and spokesperson, FIMCA.

FIMCA has written to

Members of Parliament from Mumbai, Maharashtra, seeking their support to advocate these amendments during parliamentary deliberations on the Bill. The Federation reaffirmed its commitment to work closely with the MEA, IPEPCIL, SEPC and Indian Missions abroad to strengthen India's migration governance and ensure safe, dignified overseas employment.

Oman eases work permit...

(Cont. from page - 1) society and humanitarian organisations, the fees for recruiting non-Omani workers for these organisations have been reduced from RO 141 to RO 101. Business owners who meet the Omanisation targets will also benefit from a 30pc reduction in fees, while fees will double for establishments that fail to comply. This initiative underlines the government's commitment to promoting employment for Omani citizens and supporting social responsibility among businesses.

The resolution further introduces a ceiling of RO 500 for late renewal fines per worker, easing the financial burden on employers and encouraging timely compliance. It provides additional exemptions from fees and fines in specific circumstances, such as the death of a worker or employer, repatriation of workers, changes in visa status, or when a worker files a labour complaint after contract expiry. These measures help balance the rights and obligations of both employers and employees.

GLIMPSES OF TURKEY NATIONAL DAY CELEBRATIONS IN MUMBAI

