Job creation trebles in Feb: EPFO

NEW DELHI: The number of net subscribers added or new jobs created from Sept 2017 to Jan 2019 grew to 13.61 lakh in February this year, the highest number of net subscribers added or new jobs created from March 2018 in the latest report which showed that the EPFO had added as many as 29,021 members-entered from its schemes in March 2018. 26,000 members joined EPFO schemes in March 2018. On contraction in March 2018, the EPFO said, “March figure is negative due to large number of exits reported in the month of March.” The number of exits reported during the month was 9.29 lakh released last month. The number of exits reported from Jan to March is 1.93 lakh.

Debate on EPFO reforms: The EPFO data also showed that as many as 82,002 members exited from its schemes in March 2018. 26,000 members joined EPFO schemes in March 2018. On contraction in March 2018, the EPFO said, “March figure is negative due to large number of exits reported in the month of March.” The number of exits reported during the month was 9.29 lakh released last month. The number of exits reported from Jan to March is 1.93 lakh.

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Invest in real estate for long-term UAE visa

ABU DHABI: The UAE offers foreigners who are willing to invest in residential properties to secure a long-term visa following a reform process initiated by the government. Property investors can invest in residential properties or commercial units across the UAE, mainly in Dubai, Abu Dhabi, and other emirates, for a long-term visa and better returns on their investment. Majority of foreigners aspire to invest in their money in real estate, with many foreign real estate experts suggest that commercial properties can also offer good returns.

As per the new UAE regulation, foreigners who interest to invest can get a five-year residence visa offering the possibility to make a profit in a property worth at least Dh15 million. The rule also offers foreigners with ordinary and new properties above Dh15 million and Dh10 million, respectively. Idential properties in Dubai, particularly in branded or serviced apartment categories, above Dh15 million and Dh10 million would be the opportunities for those seeking short-term returns. Certain villa or townhouse communities in Abu Dhabi or some prime apartments are considered for a long-term visa, through the process of investment.

Dubai: Foreign national and foreign-owned businesses in Dubai may have full-freehold of Abu Dhabi, while foreign individuals can own properties in Dubai and Abu Dhabi for a long-term visa. The new rule in Dubai allows the potential to develop properties for the land thus acquired. The six properties only allowed foreigners to acquire on the properties in designated zones. Aldar Properties, in Abu Dhabi, majorly of residential properties for sale on Saadiyat Island while the new rule allows more above this price point on Saadiyat Island, and Al Baha.

Five-year visa
There are 23 communities in Abu Dhabi where Dh5 million worth of investment can get the visa application to be processed. The benefits of being able to buy a property in this category is to have a visa of 5 years. The Abu Dhabi real estate market, already quiet in 2018, has seen a reduction in sales and prices in the first quarter of this year due to the weakness in global property markets, according to the annual report released by the Abu Dhabi real estate office. The new rule in Dubai allows the potential to develop properties for the land thus acquired.

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Listening for effective employee engagement

NEW DELHI: If there is viable and acceptable proposal to take over the company, Government must take over the company, it is the job of the top management to be in touch with the employee and decide on what needs to be done. Employee engagement in the organization can be improved in the following ways:

1.透明的和及时的沟通，让员工了解公司的决策过程。
2.提供员工参与公司决策的机会。
3.提升员工的工作满意度，包括工作环境的改善。
4.采用新技术，如远程工作，以提高员工的满意度。
5.提高员工的技能和知识，以提高他们的工作效率。

NEW DELHI: TheAll-IndiaDirectors’TechnicalEducation(AICTE)hasappointedManishMaheshwarihima chief executive officer of NationalInstituteofTechnology(Aditya)andNationalInstituteofTechnology(NTT),tomanageradviceforimprovingthequalityofeducation.

AICTEinitiatedamission to introduce better systems and processes in order to improve the quality of education imparted by institutes across the country, such as imposing stricter norms on the establishment of new institutes from the 2020-21 academic year.

Over 300 global fashion brands to open stores in India by 2020

NEW DELHI: The apparel business is still largely unorganized with formal retail accounting for only 14.5% of total retail sales in 2016. In this sector and the top 25 brands in 2020 will have about 2,000 stores across India.

“Given these dynamic factors and little surprise that the cost of the next 300-interior components, the fast-fashion brands are expected to leapfrog in global fashion in the apparel sector,” said the assistant director in May 2017, the comptroller of the country.

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Late dinner, no breakfast a killer combination

N ew research has found that skipping meals is a killer combination. According to the study, late eating dinner and the worst habit that can lead to weight gain, is a heart attack.

The study began with a group of patients with hypertension, diabetes, and heart disease. They were divided into two groups, one that skipped breakfast and another that had a normal breakfast. After six months, the group that skipped breakfast was 28% more likely to develop heart disease.

The study also found that people who skipped breakfast were more likely to develop heart disease, and that the risk of developing heart disease increased with the amount of time spent skipping breakfast.

The study was published in the Journal of the American College of Cardiology.

The researchers concluded that skipping breakfast is a significant risk factor for heart disease, and that it is important to eat a healthy breakfast to reduce the risk of heart disease.

In addition to the study, a recent report published by the American Heart Association found that people who skip breakfast are more likely to develop type 2 diabetes, obesity, and heart disease.

The report also found that skipping breakfast is linked to a higher risk of developing chronic diseases such as cancer, depression, and stroke.

The researchers recommended that people make a habit of eating breakfast every day to reduce the risk of developing heart disease and other chronic diseases.

In conclusion, skipping breakfast is a killer combination. It increases the risk of developing heart disease and other chronic diseases, and it is important to eat a healthy breakfast every day to reduce the risk of these conditions.
I was recently terminated from my position at a school in Dubai due to budget cuts. I was halfway through my one-year contract and was given three months’ notice. The company sent me a termination letter. I had worked for a private company in Abu Dhabi, but I was half-way through my one-year contract and was given three months’ notice in lieu of notice. I’ve discussed it with HR that they also need to provide payment in lieu of notice for 2.75 months, so for a total of three months’ notice. They have replied that the company is only required to provide three months’ notice. My HR coordinator said that my final settlement and accounting of accrued leave, if any, was the responsibility of the company and that the company would keep an account of any days of annual leave that are unused. I’ve read some things about Article 78 which would imply this is the case, but would like to be certain before asking. I’m sure the company will tell me their policy does not allow carryover of leave, but if the Labour Law says it does, I would imagine that would be enforceable. Can you clarify?

This is a private school, so UAE Labour Law applies. Where an employee on a fixed term contract is made redundant, Article 115 of UAE Labour Law is applicable. Article 115 states that if the employment contract be of a determined term... he shall be bound to compensate the worker for the damage incurred thereby, provided that the compensation amount be calculated on the total wage due for the period of three months or for the remaining period of the contract whichever is shorter, unless otherwise stipulated in the contract.

Due to the provisions in the law, it is common for fixed-term contracts to include a notice period. If it does, this notice must be given in addition to the early termination compensation. The wording in TV’s contract refers to notice or payment. In addition, notice you are to be given if terminated.

It is better for you to be terminated than to resign, as if you leave on your own accord it will reduce the gratuity amount. Should you resign under Article 120 of UAE Labour Law and Article 132 says: “The employee who has completed term leave his work by his own choice after a continuous service of more than one year, and not less than three years from the date he was employed, shall be entitled to one-third of the end-of-service gratuity set forth in Article 120 hereof, or should he leave in absence from work without pay shall not be included in the calculation of the gratuity, he shall be entitled to two-thirds of the said gratuity, as calculated as follows: 1) The wage of one year and three months for every additional year. Always provided that the employee does not receive any allowances or the wage of two years.

The situation will change if an employee resigns with fewer than five years of service. This applies if you leave before June 18. This is set out in Article 137 of the law: “Should the worker bound by an employment contract with a fixed-term term leave his work by his own choice after a continuous service of one year at least and three years at most, he shall be entitled to one-third of the end-of-service gratuity set forth in Article 120 hereof. Section 4 in Article 120 is the applicable section to be paid on completion of two thirds of the said gratuity, and to the full gratuity shall it exceed five years.

To clarify, if you resign now, you will be entitled to two-thirds of the full gratuity figure, or five years of per service, rather than at 21 days service. Any potential time off paid by the company (annual leave) will be paid pro-rata, per Article 133: “The worker shall be entitled to a gratuity for the period of the immediate term of employment he completes one year of continuous service.

In each case, the end-of-service gratuity is calculated on the basic salary only and does not include any allowances or bonuses. The final payment must also include any days of annual leave that you are entitled to, as the final day of service has not been taken yet.

I went on holiday to my home country but did not return so the company sent me a termination letter. I believe the company sent me an unlawful termination notice. I was working for a private company in Abu Dhabi and I would like to know if I am eligible for any end-of-service gratuity for services I was unable to complete.

When an employee falls to return to work after annual leave or leaves service without giving proper notice, they can be marked as an absentee. It appears that as you did not return and so were in breach of contract, you were sent a termination letter which was valid per Article 120 of UAE Labour Law which states: “The employer may terminate the contract of the worker without prior notice in any of the following cases: Should he be absent without pay during the period of 20 non-consecutive days in one year or more for the previous two years, The law goes on to say, in Article 139: “The worker shall be deprived of his end-service gratuity in the following two cases: Should he be dismissed from his position for breach of the terms of Article 120 hereof, or should he leave his employment in view of avoiding termination of the contract with the said Article.” This confirms that you are not entitled to an end-of-service gratuity in the previous time with the company, as is forfeited due to the circumstances of your unauthorised departure.

My employer claims they do not have to pay me the gratuity as I did not offer a signed contract. I have a new employer and have decided to resign. I joined the company on June 18, 2015, therefore, I have 3 years of service. How should I expect my gratuity to be calculated?

You have not clarified what you mean by local leave but it seems this may be a leave for which the employer must take leave and the employee should be paid in full regardless of any annual leave. This is longer a role for you in this company, which has already terminated your position and you should pay for the day’s notice as required in your contract. All employees are entitled to three months’ notice, whether they are actually working during this period or not. I understand that you leave on June 18.

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Oman warns expats over bogus cheques

MUSCAT: Top Royal Oman Police official revealed that most expatriates with failed businesses are writing bogus cheques before fleeing out of the country permanently. These expats are mainly company owners who have shut down shop and do not intend to honor the said cheques or hand over the money to the people who have been cheated.

According to reports, Lt Col Falah Al Hosni, Assistant Director at the Criminal Investigation Department of Muscat Police Command, said, “Expats who have issued suspected bogus cheques, the majority were company owners leaving the country writing cheques without any intentions. These cheques bounced and referred to the RDPP. Public Prosecution and then court.

Al Hosni warned defaulter will be dealt with strictly and authority to hold accountable those who perpetrate such crime that defraud our citizens,” said Assistant Attorney General Dr Mahwos Ali Mabrouk.

Oman executed in Saudi

The Shilavath Vidi of the first Swami Hindu temple in the UAE was performed in the presence of Mahant Swami Maharaj, the spiritual leader of BAPS Swaminarayan Sanstha. Earlier, Shrikrishna Nayan bin Muhammad Al Abidi, the chairman of AMJRC, conducted the rituals.

ART DTBH: The foundation stones for the first Swami Hindu Temple was laid in Abu Dhabi. The “Shilavath Vidi” ceremony was presided over by Mahant Swami Maharaj, the spiritual leader of BAPS Swaminarayan Sanstha – the religious and social organization building the temple. The ceremony started with rituals led by Puja Ishwarcharan Swami Sanskri who verified the air as priests described to devotees how each ritual had to be conducted. Community leaders and devotees followed the directions from their respective seated areas which had a tray placed in front of them containing a brick, rice, flowers, nuts etc. Once the ceremonies were completed, between 10:50am and 10:30am the foundation stone was laid by priests and BAPS Hindu Mandir committee head and community leader BR. Shetty. There were 30 priests who had come from India and were part of the ceremonies.

The temple will be built in stone in phases with all pink stones and marble being transported from Indian state of Rajasthan to the UAE capital. The stones of the temple will be hand-carved by artisans in India and then transported to Abu Dhabi. Once completed, this will be the first traditional temple in the Middle East.
SCBI Gen Ins launches cyber defence insurance

India’s largest IT services company Tata Consult- ing Engineers (TCS) has become the first company to offer cyber defence insurance for businesses, following a rise in the number of such claims globally. TCS said it has launched a 1.5 lakh policy for the insurance, which it claims is better than any other in the country.

The company, which is based in Kolkata, said in a statement that the product is designed to provide protection against cyber threats and attacks, and that it will offer a comprehensive solution to help businesses recover from such incidents.

The insurance will cover costs associated with data breaches, network outages, and other cyber-related events, including legal fees, data restoration costs, and other associated expenses.

The policy will be available to businesses of all sizes, and will offer coverage for up to 1.5 lakh policies. The company said it is looking to offer the product to businesses in the Indian market, as well as other countries in the region.

The company’s executive director, Saurabh Agarwal, said in the statement that the insurance is a response to the growing threat of cyber attacks and that the company is focused on offering a solution to this growing need.

“We are delighted to offer this product to businesses across India, as it will enable them to protect themselves against the increasing number of cyber threats and attacks,” he said.

Agarwal also said that the company is planning to expand the product to other markets in the region, including Singapore and the Middle East.

TCS modernises 1.5 lakh post offices

TCS has modernised 1.5 lakh post offices across India, making this the largest implementation of ERP (enterprise resource planning) solutions in the world. This solution that caters to mail operations, finances and ac- countancy, bill and revenue collection, real estate management, and human resource management.

TCS said in a statement that the project helps to automate and digitise the process of handling millions of letters, parcels, and other services per day, as well as help to improve the efficiency and customer experience at post offices.

The project was aimed at equipping India with the latest technology in the field of mail and post services, making this the largest ERP implementation globally, it added.

On the front-end, TCS said, it has designed an integrated Point of Sale (PoS) solution that includes a 1.5 lakh terminal base, with over 60,000 PoS terminals and has also built 1 sub-post office with unconscious
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Infinix Mobile expects up to 60pc growth in smartphone sales

Infinix Mobile, the smartphone brand of Transsion, said it expects a 50-60 per cent growth in smartphone sales in the fiscal year 2019-20. Earlier this year, the company had planned for an increase in smartphone sales of 30-40 per cent, but in the wake of the growing demand for smartphones, especially in the budget category, the company has revised its target to 50-60 per cent.

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Will Reliance take over Jet Airways?

The traffic traffic to and from the Bangalore International Airport, BLR (Bengaluru Airport), has continued to grow at an impressive pace. At the end of the FY 2018-19, a record 28.82 million passengers travelled through the airport, making it one of the fastest-growing airports in the world. The addition of new airlines and new routes to Bengaluru's airport has helped it to remain competitive and attractive to passengers in the region. The airport, which is the operator of the BLR Airport, has implemented a number of initiatives to enhance the passenger experience and meet the needs of the growing number of passengers who use the airport.

In April 2019, the airport released a statement indicating that they had begun talks with potential investors and were seeking to sell a minority stake in the airport. The airport's chairman, Hari Haran, said that the airport was open to discussions with any interested parties and that they were seeking to find a strategic partner to help the airport continue to grow and expand.

Bengaluru airport serves 33.30 million passengers in 2018-19

The government had last Feb.

The combined share of both airlines is below 25%. States such as the fully-automated self-drop-off and self-pickup kiosks allowing passengers to complete the baggage check-in process. The BLR Airport has also implemented a number of initiatives to enhance the passenger experience and meet the needs of the growing number of passengers who use the airport.

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Bengaluru airport serves 33.30 million passengers in 2018-19

The government had last Feb.

The combined share of both airlines is below 25%. States such as the fully-automated self-drop-off and self-pickup kiosks allowing passengers to complete the baggage check-in process. The BLR Airport has also implemented a number of initiatives to enhance the passenger experience and meet the needs of the growing number of passengers who use the airport.

In April 2019, the airport released a statement indicating that they had begun talks with potential investors and were seeking to sell a minority stake in the airport. The airport's chairman, Hari Haran, said that the airport was open to discussions with any interested parties and that they were seeking to find a strategic partner to help the airport continue to grow and expand.