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satishj@mcciapune.com



Editorial



Dear Readers,

I am pleased to present the Diwali 2020 Issue of Sampada.

You are all aware that we had to suspend the publication of our magazine during April – October 2020 due to the Covid-19 Pandemic. We are using the auspicious occasion of Diwali to resume publication.

This issue contains a write up on MCCIA's 86th Annual General Meeting held on 25th September 2020 and the transition of Presidentship from Mr Pradeep Bhargava (President, MCCIA for 2018-20) to Mr Sudhir Mehta (President, MCCIA for 2020-22). As the new board, new EC and new Committees take shape, we have also published the names of these important stakeholders.

Committee Chairs with the support of the Officers-in-Charge, play a critical role in connecting with MCCIA members from their respective domains. Hence, we are publishing their names and contact details for you to stay in touch with them.

During the last few months, we have been at your service with increased intensity despite the challenges posed by Covid-19. In fact, under the leadership of Mr Pradeep Bhargava and Mr Sudhir Mehta, we have anchored the Pune Platform for Covid-19 Response (PPCR). PPCR supplemented the Emergency Response System of the Government by working towards additional healthcare infrastructure. It also contributed to meeting urgent needs for medical and food supplies. You will find a detailed account of its activities in this issue.

During this pandemic, we used the crisis as an opportunity and enhanced the speed of our digital journey. More than 18000 participants benefited from the 187 programmes we organised digitally over the past seven months. These programmes included many interactive sessions with Ministries and Government officials on the journey through the multiple phases of lockdowns and unlocking. This Diwali Issue also contains perspectives on the economy, healthcare, and exponential technology, among other domains.

Before I conclude, on behalf of us all at the MCCIA Office, I wish you and your loved ones a Very Happy Diwali.

As always, we look forward to your feedback. Please send your impressions about the issue over email: sampada@mcciapune.com

Prashant Girbane

Director General, MCCIA and Editor, Sampada
sampada@mcciapune.com



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1358A, Shukrawar Peth,
Bajirao Road, Pune 411002.
Ph. : 020-24471034

Printer/Publisher

Printed and Published by
Prashant Girbane
Director General
Maharatta Chamber of Commerce,
Industries and Agriculture
Senapati Bapat Road, Pune 411016.
Tel. : 020-25709000

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CIN : U01409MH1974PLC017803

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86th Annual General Meeting of the MCCIA



The 86th Annual General Meeting of the Chamber was held on 25th September 2020. The meeting began with the regular business of the Chamber. **Mr. Pradeep Bhargava, President, MCCIA for 2018-20 welcomed the members and addressed the meeting giving an overview of the activities of the Chamber and conducted the Statutory part of the Annual General Meeting in accordance with the provisions applicable.**

Mr. Pradeep Bhargava announced the name of Mr. Sudhir Mehta as the new President of the MCCIA as well as the appointment of new Board of Directors.

Mr. Pradeep Bhargava (President 2018-20) welcomed the special guests Mr. K. V. Kamath- former President, New Development Bank and Dr. Naushad Forbes-Co Chairman, Forbes Marshall.

He spoke about the key milestones and achievements of MCCIA over the past two years. He also gave advice to industry members about how they can improve themselves and believe in themselves while being socially responsible. He also addressed industry associations saying that they have a responsibility to support the law and be a bridge between the industry and the government. He concluded by saying that he is leaving its future in capable hands.

Mr. Pradeep Bhargava handed over the baton to the new President of the MCCIA, Mr. Sudhir Mehta.

Mr. Sudhir Mehta – President, MCCIA (2020-22) then addressed the meeting. He thanked Mr. Pradeep Bhargava for his words and expressed his honour at being able to take up this responsibility. He spoke about the importance of the industry leaders working together in this challenging

period. He said that the goal would be rebuilding for the longer term. He spoke about the dedication of the Chamber to its members, having conducted more than 160 programmes where more than 5693 organisations participated from April 2020 to September 2020.

He said that the agenda for the Chamber for the next two years will be, helping our members, increasing organisational capacity in terms of human resources, enhancing networking opportunities for our member companies, strengthening institutions supported by the Chamber like the Auto Cluster and MECF, finding ways to enable new or modified enterprises, support small and mid-sized member companies, strengthen the role of the agricultural sector, re-establish philanthropic vitality, Play a crucial role in protecting People's health, bolstering the economy, and developing both practical solutions and game changing innovations along with



the government. He specifically mentioned PPCR as an example of stakeholders coming together to the aid of society in challenging times and being a part of the solution. He concluded by saying, “businesses can be the force for change, national wealth creation and positive development, and the Chamber can be a magnet that brings together all stakeholders.

After this Mr. Prashant Girbane- Director General, MCCIA introduced, special guest, Mr. K V Kamath, Former President, New Development Bank of BRICS Countries.

In his address, Mr. Kamath spoke about the effects of the lockdown on the economy. He said that the economy has recovered to a greater extent than he had expected. He reassured the participants that growth at higher rates for a long period of time will continue for India; “once we are back to pre-Covid levels, we will be back to normal growth, we need to have patience.” He believes that the glass is more than half full and expects growth to start by the end of the year with second quarter numbers indicating where we stand more clearly. He also said that the large domestic market will ensure that India will stay comfortable. Going forward he said that India will rely on the banking sector to provide funding, for which the banks are prepared as a result of their

strengthening through capital infusion over the past few years. He added that a hand holding plan will bring the economy back to normal at speed with improvements already visible in the second quarter numbers. He also spoke about China's sequenced approach to growth. According to him the same sequencing need not be followed by India. A new equation needs to be found. He said, “With some hand holding we should be able to go back. We will become a part of the global chain and we will proceed on our growth path with a gap of a year.” Then, Mr. Prashant Girbane- Director General introduced the Second Special Guest for the evening -Dr. Naushad Forbes, Co-Chairman, Forbes Marshall Ltd.

In his address, Dr. Naushad Forbes said that the strength of the Indian economy rests on the private individuals and private enterprises. He added that the diversity of opinion in Indian industry, as opposed to China, is its strength. He said that he is optimistic about the potential of the country and double-digit growth in the coming years. He spoke about opportunities for industry to contribute to the national agenda and gave examples of such enterprises. He suggested that the industry can have a dramatic effect on national growth by making growth more inclusive. This can be done by focusing on education. He spoke specifically

about primary education. An important task for the industry members is to ensure that every child in second standard is able to read and do arithmetic. His second task for the industry was equalising workforce participation. Female participation in the labour force has declined from 35% to 27% over the last decade. The industry should strive to include more women taking advantage of the work from home trend. He expects these social interventions to wash away the effects of COVID-19. He also spoke about examples of industry contribution. He praised the way that Pune industry avoided load shedding by implementing a cess under the leadership of Mr Pradeep Bhargava. He also appreciated the PPCR for procuring adequate health supplies during the COVID-19 crisis. According to him this has fundamentally contributed to the health infrastructure in the city. He spoke about the new labour laws being the first major step forward in balancing the need for flexibility which are a result of the advocacy of industry members. He highlighted the need for self discipline and the following of social distancing, wearing of masks and hand washing protocols for our own safety and coordinating with the authorities to reduce infection rates in Pune. Mr. Prashant Girbane-Director General, MCCIA concluded the event with a vote of thanks.



Pune Platform for COVID-19 RESPONSE (PPCR)

MCCIA's Efforts to Support Emergency Response System of Government of Maharashtra during Covid-19

Prashant Girbane

Covid-19 Pandemic brought the nation and world almost at a standstill. In these challenging times, Mahratta Chamber of Commerce, Industries and Agriculture, Pune remained very active throughout the Lock Down phase. Mr. Pradeep Bhargava, President-MCCIA (2018-20) and Mr. Sudhir Mehta, Vice President-MCCIA (2018-20) and President (2020-22) spearheaded these efforts not only as office bearers of MCCIA but more as concerned Citizens of Pune in the form of a unique initiative – Pune Platform for Covid#19 Response.

Pune Platform for Covid#19 Response (PPCR)

The PPCR Platform envisaged the procurement of Life saving ventilators, defibrillators, Oximeters, Sanitisers,

Monitors, and PPEs (Personal Protection Equipments) like N95 Masks, Goggles, Face shields and medical gowns for doctors and frontline medical staff in the Hospitals authorised to treat Covid-19 cases.

A group of over 100 members of civil society came together to minimize the impact of COVID-19 outbreak in Pune city and surroundings. Through coordinated action, the multi-stakeholder group, aptly named, Pune Platform for COVID-19 Response (PPCR), exemplified meta-leadership abilities to cope up with the crisis.

Mahratta Chamber of Commerce, Industries and Agriculture anchored the platform. This platform worked to assess potential gaps in the demand

and supply chain in Pune in the healthcare segment for treating the Covid-19 patients. The Strategy involved reaching out to potential donors and mapping the needs of hospitals designated to deal with Covid-19 cases.

Over Rs. 11 crores worth of direct contributions came in from Industry and philanthropic organisations as well as individuals to supplement the activities undertaken by PPCR. Several others contributed to this noble cause through their own Foundations, Trusts and other organizations directly. These resources were utilised towards supplementing big steps being taken by the Government in its response to contain the spread of COVID-19 and to extend humanitarian assistance to those in need.

PPCR has so far provided various Government and Private Hospitals in Pune with -

						
250	75	49,375	6,00,000	3,11,750	51,350	43,310
Ventilators	HNFO	PPE Kits	HCQ Tablets	masks	face shields	disinfectants



CORONAVIRUS (COVID-19)

During this period, MCCIA also initiated a Series of Awareness Sessions by Experts regarding concerns of businesses and their human capital, several interactions with government officials for the benefit of our members and other segments of business community.

Reverberating ethos of the city

It is rightly said that people trust leaders before their vision. The current executive board of MCCIA, the 86-year old nonprofit industrial chamber, carries forward its proud legacy of helping the city when it is ailing. Many would remember the phenomenal work done by MCCIA to rebuild the city after the devastating 1961-Panshet floods. Corporate Social Responsibility (CSR) has been added to the vocabulary of business as per statute now. My humble propositions that in CSR, the corporates are not really 'giving' but 'paying back' to the society and the city what is their due.

Pradeep Bhargava
President, MCCIA 2018-2020

Leading Pune through crisis

People may get united more than ever after COVID-19. But it was a colossal task to unite them during the outbreak and lead the city through crisis. MCCIA envisaged the need of a common platform to bring helping hands

together and supplement the system. In my view a lot can happen if people have a dialogue. Most of us avoid having a dialogue leading to personal as well as societal issues. Dialogue or samvād is at the core of PPCR. Everything from conceptualisation to procurement and donation to implementation was completely based on direct communication. The entire team of PPCR was active 24 x 7. PPCR has been a classic example of reestablishment of philanthropic vitality.

PPCR is a need-based, time-bound, pro bono activity. Whoever wants to replicate this model must understand the crux – it is all about supplementing the government's efforts. PPCR was able to bring individuals and organization on a single platform and push them to work collectively for a cause.

The last few months have taught us that our values are what defines us and not our valuation.

Sudhir Mehta
President, MCCIA (2020-22)
Lead and Coordinator, Pune
Platform for COVID-19 Response
(PPCR)

Vibrant Support Unit to deal with Healthcare Infrastructure needs

I worked in more than a dozen

countries before coming to Pune. But I must admit that I haven't seen this kind of vibe anywhere across the world. For PPCR, people from diverse backgrounds came together, put not just their money but also experiences and networks in the collective pot as their own little contribution to deal with this pandemic. We are all thankful to Mr. Sudhir Mehta for ideating this unique initiative and then championing it through the execution phase.

At MCCIA, we had a small but dedicated team which worked on the PPCR right from day one. We had to ensure that someone would be at the Chamber to receive the donations, maintain the accounts, issue procurement orders, fulfil documentation part, release vendor payments, coordinate with administration, distribute medical essentials (in case of emergencies) etc. I must thank all my colleagues at MCCIA, especially, Ms. Geeta Hosmane, Ms. Satavisha Natu, Mr. Shrikrishna Gadgil, Mr. Chintamani Shrotri, Mr. Sudhanwa Kopardekar, Mr. Amol Joshi, Mr. Nilesh Patil, Mr. Sunil Salunke and Mr. Yogesh Shinde.

Prashant Girbane
Director General, MCCIA

MCCIA GOVERNANCE

BOARD OF DIRECTORS (2020-22)

PRESIDENT



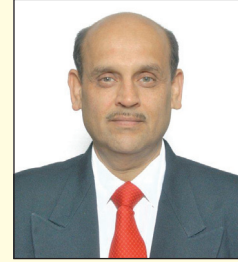
Mr. Sudhir Mehta
CMD
Pinnacle Industries Ltd

VICE PRESIDENT



Dr. Anand Deshpande
Founder & Chairman
Persistent Systems Ltd.

VICE PRESIDENT



Mr. Deepak Karandikar
Director
Praditi Press Parts Pvt. Ltd.

DIRECTORS



Mr. Abhijit Pawar
Managing Director
Sakal Papers Ltd.



Mr. Arvind Goel
MD & CEO
Tata Auto Comp System Ltd



Ms. Meher Pudumjee
Chairperson
Thermax Ltd.



Ms. Rujuta Jagtap
Executive Director
SAJ Test Plant Pvt. Ltd



Dr. Vidya Yeravdekar
Principal Director
Symbiosis Society



Air Marshal Bhushan Gokhale (Retd)



Ambassador Gautam Bambwale (Retd.)



Mr. Milind Kamble
Chairman
Dalit Indian Chamber of Commerce



Mr. Prashant Girbane
Director General
MCCIA

EXECUTIVE COMMITTEE

The Executive Committee comprises of representatives of MCCIA Members. It also includes special invitees who are distinguished persons from the field of Public Services, Commerce, Industry, Finance, Agriculture and Agricultural Business.

Name	Designation	Company
ELECTED MEMBERS		
Mr. Bharat Agarwal	Executive Director	Vishwakarma University
Mr. Prabhakar Rao Bantwal	CMD	Suprabha Protective Products Pvt. Ltd.
Mr. Prakash Chhabria	Executive Chairman	Finolex Industries Ltd.
CA Chandrashekhar Chitale	Senior Partner	C. V. Chitale & Co.,
C.A.Mr. Anand Chordia	Director	Pravin Masalewale
Mr. Ranjitsinh Deshmukh	Chairman	Sangamner Taluka Sahakari Dudh Utpadak & Prakirya Sangh Ltd.
Ms. Uma Ganesh	CEO	Global Talent Track Pvt. Ltd.
Mr. Anil Govind Ganu	Consultant	
Mr. Satish Gokhale	Director-Industrial Design	Design Directions Pvt. Ltd.
Mr. Anand Jadhav	Director	J Square Exim Pvt. Ltd.
Mr. Ashok Jain	CEO	First Policy Insurance Brokers Pvt. Ltd.
Mr. Babulal Jain	Director	Berzelius Chemicals Pvt. Ltd.
Mr. Ram Jogdand	CMD	M/s Ramelex Pvt. Ltd.
CA. Milind Kale	Chairman & Director	The Cosmos Co-operative Bank Ltd.
Mr. Ajay Mehta	MD	Deepak Nitrite Ltd.
Mr. P.C. Nambiar	Director-Group Exim	Serum Institute of India Pvt. Ltd.
Mr. Bharat Phatak	Director	Wealth Managers (I) Pvt. Ltd.
Mr. Vilas Potdar	Partner	V.S. Potdar & Co.
CA Mr. Vikram Puri	CEO	Natasha Consultants Pvt. Ltd.
Mr. Sandesh Salian	Director	Dali & Samir Engg. (P) Ltd.
Mr. Sunil Sapre	CFO	Persistent Systems Ltd.
Mr. M. A. Tejani	MD	Gits Food Products Pvt. Ltd.
Mr. Suhas Tuljapurkar	Director	Legasis Services Pvt. Ltd.
NOMINATED MEMBERS		
Mr. Gurpratap Boparai	Managing Director	Skoda Auto India Pvt. Ltd.
Mr. Monish Darda	Co-Founder & CTO	Icertis Solutions Pvt. Ltd.
Mr. Aspi Kolah	Director	Forbes Marshall Ltd.
Mr. Vishwas Mahajan	Director	Lifeline Systech Pvt. Ltd.
Mr. Suhas Mantri	Advisory Chairman	Mantri Constructions Pvt Ltd.
Mr. Abhay Paranjape	CEO	DEMECH
Mr. Amit Paranjape		
Mr. A. P. Pargaonkar	Jt. General Manager (Mfg. Electrical Standard Products)	Schneider Electric India Pvt. Ltd. (SEIPL)
Mr. J. K. Saraf		
Dr. Deepak Shikarpur		
Mr. Girish Wagh	President-CVD	Tata Motors

MCCIA's Committees

Defence Committee

Chairman : **BK Kalra**
Captain (Indian Navy) Retd
VP & Head – L&T Defence, Talegaon

- Updates on defence sector
- Representations to Defence Secretary & MoD on issues faced by the industry
- Vendor Development Meets with large corporates into defence supplies
- Vendor Development Meets with Defence Estb. (9BRD, IN, DGQA, DRDO, etc)
- Defence Procurement Assistance Programme (Second Edition)
 - ♦ **Procurement Procedures-Awareness, Guidance, Group Follow up Sessions**
 - ♦ **Emerging Trends, Upcoming Technologies,**
 - ♦ **Exhibition–Start ups and MSME's &**
 - ♦ **Networking Opportunities (both Overseas Cos and Tier1: Supply Chain)**
- MCCIA-Defence Directory (Second Edition)
- Industry Capability Matching Exercise for items indicated for Imports embargo.
- Defence Indigenisation Seminar (3rd Edition)

Officer In Charge :
Mr. Prashant V. Jogalekar
Tel# 020-25709121 / 9822425268
prashantj@mcciapune.com

Electronics Committee

Chairman : **Mr. Narayan K Bedarkar**
Director, SBEM Pvt. Ltd.

- Updates on electronics sector
- Electric Mobility – activities related to Indian transition towards eMobility
- Seminar on **Emerging Trends in e-Mobility: Opportunities and Challenges for MSMEs (Second Edition)** is being planned in Feb / March '21.
- Industry Capability Matching Exercise for items indicated for Defence Imports embargo
- MCCIA Electronic Cluster Foundation (MECF)
- ♦ 67 Crore worth equipment and infrastructure at your service...
 - ♦ Located conveniently at MCCIA, Bhosari Industrial area...
 - ♦ Funded jointly by Government and Industry...
 - ♦ Designed by top industry experts & MCCIA to address industry needs
 - ♦ World class equipment available as shared resources
 - ♦ Develop New Value Added Products...
 - ♦ Drive Innovation in electronics
 - ♦ Meet International Product Requirements...
 - ♦ World class companies to certify your products
 - ♦ World class training services to train your engineers

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Officer In Charge:
Mr. Prashant V. Jogalekar
Tel# 020-25709121 / 9822425268
prashantj@mcciapune.com

Direct Tax Committee

Chairman: CA Chandrashekhar V Chitale

Functions of the Committee :

- To act as a bridge between Government and Trade/ Industry to resolve issues/ concerns emerging from industry and to project MCCIA as a leading Chamber of Commerce in the State and National Level.
- To examine the Goods and Service Tax related laws, rules, regulations, circulars, notifications etc. issued by the Government and to send suitable memoranda containing suggestions for improvement.
- To enhance the awareness/ knowledge of the members of the MCCIA relating to GST by organising workshops, certificate courses, seminars, E- Session and interactive programme independently and also with other relevant organisations.
- To publish important GST related articles, circular sand notifications in MCCIA publications (SAMPADA and World of Business).

Activities during 2019-20

- 5 Income Tax Representation were sent to Ministry of Finance, CBDT and Shri. Girish Bapat, Members of Parliament.

Activities during 2020-21

- Two representation were sent to Ministry of Finance and CBDT.
- To conduct 4 webinars on topic viz. Tax Audit, Faceless Assessment, Tax Deducted at Source (TDS), Salary Taxation and TDS.
- Suitable representations will be sent to the Government comprising issues from members and the probable solutions thereto.
- Four meetings of the Committee will be conducted.

Officer in Charge: CA Chandrashekhar Shah
Email id: shekhs@mcciapune.com
Mobile No: 9673844486

Foreign Trade Committee

Chairman : Mr. P. C. Nambiar

- Meetings with officials from Ministry of Commerce and Industry as well as Finance concerned with Exports and Imports
- Advisory Services on :
 - ♦ Regulatory aspects relating to Foreign Trade Policy, Customs Law and GST, Incentives and Promotional schemes available for exports, Registrations required and precautions to be taken before executing export orders
 - ♦ Possible ways to reach out to potential importers/exporters abroad and marketing strategies international markets
 - ♦ Foreign Exchange related issues for exports and imports
 - ♦ Legal Aspects of International Business (how to safeguard your legal and commercial interest, jurisdiction issues, IPR issues etc.)
- Representations to concerned Government authorities about various issues faced by Exporters and Importers
- Certificate of Origin (Non Preferential) for the benefit of Exporters
- Certificate Course in International Trade
- Pune International Business Summit
- Support to Sector Specific Committees in structuring programmes /initiatives concerning exports and imports

Officer In charge :

Mr. Sudhanwa Kopardekar-Director, MCCIA

Tel : 020-25709211 email : Sudhanwak@mcciapune.com

HR and IR Committee

- Organising Interactive Meetings with the Ministers / Government Officers related to Industrial Relations and Human Resource Development about regulations, compliances, issues faced by industry etc.
- Sessions to disseminate information about changes in Regulations, Policies and Schemes of the Government
- Meetings with Officials from Central and State Government to discuss issues relating to Rules and Regulations of existing and new laws
- Representations to Government about Issues concerning HR and IR based on inputs from Industry
- Capacity Development Programmes by Indian and Global Experts for the Human Resource Professionals for best practices, knowledge sharing and skill enhancement
- Monthly meetings to support networking and business development opportunities for member companies.

Key Tracks for 2020 – 2022

IR

- **Meetings**
 1. Discussions with State Government and Central Government about the Rules for new Labour Codes
 2. Discussions with State and Central Government about issues that could improve Ease of Doing Business

Rankings through simpler administrative regime

3. Workshops and Awareness Sessions on Labour Codes and other relevant matters
 4. Interactive Sessions with members to understand their concerns which can be taken up with concerned authorities
- **IR Conclave**

HR

- **Awareness Sessions on**

1. Training prospects for reskilling/ upskilling of employees
2. Evolving Employee Relations Scenario and Best Practices in HR, Policy structure for Work From Home / Remote Working, HR Data Analytics, HR culture, Business continuity / resilience
3. Digital marketing/ social media promotion

- **HR Innovators Meet**

Some of the key focus areas for this event will be:

- ♦ Experience technology enabled human resource management solutions that automate rudimentary HR functions.
- ♦ Virtual & physical training and development support systems.
- ♦ Technology enabled Compliance Management
- ♦ Innovative rewards & recognition ideas
- ♦ Innovations in the sphere of Employee engagement and Team building.

Indirect Tax Committee

Chairman: Dr. Waman Parkhi

Functions of the Committee :

- To create and build a profile for MCCIA as a one-stop resource for GST issues of industry and trade especially MSME in Maharashtra.
- To examine the Goods and Service Tax related laws, rules, regulations, circulars, notifications etc. issued by the Government and to send suitable memoranda containing suggestions for improvement.
- To enhance the awareness/ knowledge of the members of the MCCIA relating to GST by organizing workshops, certificate courses, seminars, E- Session and interactive programs independently and also with other relevant organizations.
- To publish important GST related articles, circular sand notifications in MCCIA publications (SAMPADA and World of Business).
- To assist, advise and interact with Government of India & State Governments, Goods and Services Tax Network (GSTN) & other authority and /or its committees/ groups formed in policy matters and those relating to functioning and administration of taxes

Activities during 2019-20

- Four representations were sent to the Ministry of Finance, CBIC and Maha RERA.
- 10 paid and 9 free Seminars were organized and which were attended by 675 participants.

- A Certificate Course on GST was organized and which were attended by 21 participants.
- Four Committee meetings were held.

Activities during 2020-21

- One GST Representation was sent to the Ministry of Finance, CBIC.
- 3 paid and 5 free webinars were organized and which were attended by 845 participants.
- Two online committee meetings were organized.
- Master Class on GST and Advance Certificate Course on GST are planned in Nov 2020 and Jan 2021 respectively.
- Suitable representations will be sent to the Government comprising issues from members and the probable solutions thereto.
- Meetings of the Committee will be conducted every month on 3rd Saturday.

Officer in Charge: CA Chandrashekhar Shah

Email id: shekhars@mcciapune.com

Mobile No: 9673844486

IT/ITES Committee

Chairman : Mr. Amit Paranjape

- Interactive Sessions with concerned Government officials for addressing the issues relating to IT and ITES
- Undertaking initiatives to project the potential for adoption of technology in the manufacturing sector, particularly MSMEs around Pune
- Representations to concerned Government authorities about various issues faced by the IT and ITES sector
- Organising events on topics like cyber-security, artificial intelligence, Industry 4.0
- Compiling a directory comprising of the capabilities of the IT and ITES companies in the Pune region

Officer In charge : Gitanjali Gode

Email : gitanjalig@mcciapune.com

Education and Skill Development

Chairman: Mr. Bharat Agarwal,
President - Vishwakarma University

Overview of the Committee

- Bridge the gap between Industry and Academia
- Assist Institutes to improve Employability Quotient
- Predictions of Job / Skill requirements

Education and Skill Development – activities in 2019-20

- Soft Skill Training Programmes to strengthen the existing work force
- Innovation Conclave- reformed version of Skill Conclave
- Live project on establishing industry – Academia linkages by connecting educational institutes with MSMEs

Proposed plan for 2020-21

- One round table with Government Engagement
- Continuation of the live project of Industry- Academia Linkages – create scalable model

- Industry Academia Summit - to discuss various engagement models
- Innovation Conclave
- Further plans to be framed with inputs of the core group committee

Officer In charge : Ms. Manjari Desai, Director-MCCIA

email : manjarid@mcciapune.com

MSME Committee

Chairman : Mr. Deepak Karandikar

MSME Committee works with following Vision and Mission.

Vision

“A Strong and Enterprising MSMEs in Manufacturing Sector in Pune District”

Mission

1. To provide relevant and implementable support to MSMEs in Manufacturing Sector in enhancing their capabilities and in overcoming their problems.
2. To study and make use of the opportunities arising out of Govt. Schemes/Policies and/or fluctuations/changes in the market conditions.
3. To act as a catalytic agent by making appropriate efforts in bringing out suitable changes in the Government policies and/or in forming new policies for facilitating the growth of the MSMEs.

Some of the activities handled by the Committee in FY 2019-20 and FY 2020-21 as listed below

- Providing support the SMEs in their journey towards achieving the manufacturing excellence through the Lean Manufacturing Scheme of the Ministry of MSME, Govt. of India. The committee has formed 14 lean clusters and thus provided support to 130 SMEs.
- Organized webinars and training programs to provide training & development opportunities to the owners and employees of MSMEs (32 and 12 programs in 2019-20 and 2020-21 respectively)
- Organized 6 interactive meetings with Government officials on different topics
- Sent 6 and 15 representations in FY 2019-20 and 2020-21, respectively, comprising members problems/issues and solutions thereto.
- The committee also provides guidance to the members as well as new entrepreneurs on various topics

Officer In charge : Mr. Parag Kulkarni, Director, MCCIA

Tel : 020-25709241 **email :** paragk@mcciapune.com

Agriculture Committee

Chairman: Mr. Umesh Chandra Sarangi

- Advisory Services on:
 - ♦ Hi-tech Agriculture.
 - ♦ Value addition through processing.
 - ♦ Commercial Agriculture
 - ♦ Agri- Export
 - ♦ Schemes
- National Summit on Agriculture Export.

- Capacity Building Programme

Upcoming Initiative

- Agriculture Export Facilitation Centre.

Officer In charge:

Mr. Shantanu Jagtap

Associate Director, MCCIA

Tel : 020- 26877010/11 email : shantanuj@mcciapune.com

Food Processing Committee

Chairman : Mr. Anand Chordia

- Advisory Services on:
 - ♦ Food Processing Modern Technologies.
 - ♦ Food and Nutrition Testing.
 - ♦ Business Development
- Cold Chain India Summit
- Capacity Building Programme

Upcoming Initiative

- Learning Series under various Domains like- Food की पाठशाला, National Conferences/ Summits: Food पे चर्चा, Leaders Speech- विजयगाथा, संज्ञान, दिशा, Governance & Legal- सरकार से संवाद, Factory Visits- factOURy, Social Initiatives- SATH-I/ साथी (Social Actions to Help, Initiatives).

Officer In charge:

Mr. Shantanu Jagtap -Associate Director, MCCIA

Tel: 020- 26877010/11 email : shantanuj@mcciapune.com

Civil Aviation Committee

Chairman – Air Marshan B. N. Gokhale (Retd.)

The Civil Aviation Committee is engaged in the following main activities

- Follow up for upgrading facilities and additional infrastructure at the Present Airport
- Efforts to increase the domestic and air connectivity at the present airport to more destinations in India and abroad
- Dialogue with concerned authorities about extension of runway to facilitate the movement of bigger aircrafts
- Follow up about setting up Air Cargo Terminal for domestic and international air cargo movement
- Dialogue with Airports Authority of India to minimise the disruption in air connectivity during the resurfacing of runway
- Communication with concerned authorities to improve the road accessibility to the airport
- Efforts for early decisions relating to an Independent Airport in Pune region

Officer in Charge : Mr. Sudhanwa Kopardekar Email : sudhanwak@mcciapune.com

Corporate Legislation Committee

Adv. Suhas Tuljapurkar

Objective:

- To inform and make the members aware of the latest amendments to the various law and regulations in the country.
- To highlight the latest legal updates in the form of new enactments, rules, guidelines, amendments, circulars, notifications etc along with a detailed explanation on the applicability of such updates to members.
- To arrange or conduct seminars, workshops, presentations, discussions etc. on various laws, regulations and their amendments.

Legal Services

1. MCCIA Mediation & Conciliation Center
2. "Corporate Legal Developments" fortnightly updates
3. "Digital Legal Library" for the members
4. Legal Clinics every quarter
5. online e-mail "Your Legal Assistance" that can address legal queries from the members.
6. Institute Legal Experts Speak (again quarterly sessions)

Officer in charge :

Geeta Hosmane,

geetah@mcciapune.com , 9881098445

Sustainability Desk

We have prepared an outline for MCCIA's Exclusive Programme 'Empowering MSMEs and Industries through Sustainability'. The approach for this program is Clustering MSMEs and Industries to help them on their Sustainability Actions. The programme will deliver suitable tools for their sustainability practices and will help to build capabilities of their core teams.

We help our members in preparing Sustainability Actions plans to provide tangible benefits in terms of cost savings, brand building and positive impact on the environment. We also organise online capacity building sessions, awareness sessions, discussion meetings covering Sustainability in the context of lockdown, post lockdown, and business as usual scenario.

We organised the following sessions on different aspects of Sustainability :

1. Global Crisis of Covid19 Pandemic and Sustainability for Industries by Mr. Anirban Ghosh, Chief Sustainability Officer (CSO) of Mahindra Group, Mumbai
2. Case Study of MSME Overcoming Sustainability Challenges due to Global outbreak of Corona by Mr. Hirendra Divgi, Executive Director (ED) of Divgi-TTS
3. Cost management of compressed air system " by Mr. Padmanabh Nagarkar.
4. "Global Crisis and Collaborative Steps for Sustainable Future" by Mr. Ashok Pandey, GM-Direct Credit and Operations, Nodal Officer for COVID19, HO SIDBI, Lucknow

5. **"Developing sustainable leadership for tomorrow's vVUCA world" by**
Mr. Raju Venkataraman, Global Coach for Business Leadership, Singapore
6. Session on 'Empowering Business Entities through Sustainability' jointly by MCCIA, GIZ, and UNDP.

Officer-in-Charge –
Mr. Chetankumar Sangole
Email : chetankumars@mcciapune.com

Innovation and Technology Transfer Cell

Chairperson: Dr. Anil Kakodkar,
Chairman, RGSTC

MCCIA has set up the first of its kind **Innovation and Technology Transfer Cell in Pune, supported by the Rajiv Gandhi Science & Technology Commission** to identify technology/processes that are ripe for commercial exploitation and make it available to the end user. This helps budding entrepreneurs to connect with financial institutions for Ease of Finance and also assists in the preparation and making available Detailed Project Reports (DPR).

Objectives:

- Efficient transfer of Technology
- Encouraging and developing Entrepreneurship
- Encouraging R&D and Innovation
- Catalyzing Growth of SMEs through Technology Transfer
- Packaging the same for Commercial Utilization
- Identification of financial institutions to support the project
- Establish linkage with research establishments involved in research and development of technologies.

Officer In charge :
Ms. Manjari Desai
email : manjarid@mcciapune.com

Incubation and Start Ups

Chairman : Mr. Vishwas Mahajan

Vision : To become a glue to connect all the stakeholders of Pune's Startup, Innovation and Incubation ecosystem to enable them to pull together and leverage each other. Use MCCIA's unique attributes, (Infra, Government Connects, Membership Base - for POC, Mentoring, etc.) to catalyse these.

- Promotion of Incubation and Start Up Ecosystem – particularly Pimpri Chinchwad Smart City Incubator housed in Auto Cluster
- Report on Start ups in Pune – could be joint Publication with other relevant organisations
- Showcase relevant start ups at some of our flagship events
- Interactive Sessions with Experts for the benefit of start-ups and incubatees

- To explore possibilities of working with organisations which are part of Start-Up ecosystem in India and abroad

Officer In Charge :
Mr. Sudhanwa Kopardekar
email : sudhanwak@mcciapune.com

Infrastructure Committee

Chairman : Mr. Suhas Mantri

The Committee would like to work on Infrastructure related Issues of medium to long term which would supplement the growth of Pune region. The action plan would be :

- Engage with concerned authorities on important issues connected with Infrastructure
- Represent to concerned Government authorities about the infrastructure related issues
- Online Sessions with Industry and Government authorities connected with Infrastructure
- Online Exhibition of smart technologies/products on the portal along side a flagship event
- Session on Infrastructure in Pune at Pune International Business

Officer in charge :
Mr. Sudhanwa Kopardekar
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Codes of Conduct emerging from New Labour Codes

Pradeep Bhargava



In the last few months, when the nation's entire focus and energy was on grappling with the COVID-19 pandemic, and positioning, post the intrusion at the LAC by China, three major legislations were introduced and passed in Parliament, quietly but efficiently.

These historic laws will certainly propel the country into a new trajectory and help determine how we will govern the key activities in our society. The laws I am referring to are the **New Educational Policy**, the **Farm Bill** and the three **Labour Codes**. In some way, while GST was a “*path breaking legislation*”, these three are “*path making moves*” for our country. While these reforms have been in the “works” for a long time, and have gone through elaborate consultations with multistake



holders, many of us have yet to comprehend the importance and impact of these laws and policies across the social and economic spectrum.

Unfortunately, the noise and deadlock associated with the Farm Bill in the Parliament took away the deserved “sheen” from the legislations which will be influencing the way social

equity, human resource development and conduct of workflow in the farm and factories will be governed.

With this backdrop, I will only focus on the three Labour Codes relating to Industrial Relations – the Code on Wages (which was passed last year), the Code on Social Security and the Code on Occupational Safety, Health and Working Conditions and their impact. Interestingly all the Codes were first formulated by the Ministry of Labour and Employment (MOLE), Government of India, soon after the NDA-1 came to power in 2014. They were debated and deliberated, within and outside the Parliament over the last five years.

Only a vibrant democracy like ours had the patience and commitment to

this kind of massive stakeholder consultation, which included setting up of four Parliamentary Committees, nine Tripartite discussions, 10 Inter-Ministerial Committees and multiple road shows across the nation. A complete consensus is never possible or expected on issues like Labour Laws or even GST, but the process of capturing viewpoints is significant. These four Acts subsume 44 earlier laws and even some of the legislations dating back to 1926! These Laws have since received the consent of the President of India and have been “notified”.

I won't even attempt to summarize the 500-plus pages of these legislation. I however would, without hesitation, opine that these are not just “labour laws and labour reforms” but a historic move which will determine how the three stakeholders - employers, employees and the government will conduct business with each other. A few takeaways—

- For the first time, the laws will comprehensively cover the unorganised, gig, platform, and migrant worker as a constituent. For decades, the labour laws had focused only on the organised (often unionised) category who were barely 10% of the total work force. Nearly 50 crore of the working population now has something for them in the new laws, starting with getting an appointment letter.
- The scope has gone far beyond conventional items like wage settlement, dispute addressal, strikes, standing orders, union recognition to basic conditions of work covering hygiene, health, safety, old age and maternity benefits, gender equality, accident relief, social security for ALL categories of engagement. It is not just the permanent work force on the payrolls of the employer.
- Emerging sectors like new services, digital media and the gig economy have been covered in the legislation.
- Industry's compulsion to get flexibility in employee engagement

has been recognized and provisions have been so made. There is a boost to being agile and competitive.

- Interface of employers as well as employees with the government/ regulators has come under greater scrutiny. Ease of Doing Business, Make in India and Atmanirbhar Bharat schemes are reflected across the legislations where the government has to move towards simplification/ rationalization / digitization / deemed approvals etc.

All in all, there is an attempt to bring in dignity, equity, security, safety, flexibility, agility and accountability for the larger ecosystem. There are benefits as well as responsibilities for all the stakeholders, including the government itself.

My limited attempt in this paper is to touch upon the major impact these Labour Codes will have on the 3 key stakeholders - **Governments, Employer Organizations and Employees Bodies.**





A) Governments: The New Role: I commend them for acknowledging the need to change the following -

1. Minimum Government and Maximum Governance is seriously attempted to be implemented in the Statute. The approval list is to be shortened, consent is to be taken online, time limits set (beyond which deemed approval kicks in), approvals to be valid for longer duration rather than annual renewals, third party inspection/self Inspection to be encouraged, returns filing to be minimized in numbers / frequency, etc. Interestingly and ironically, these are called 'labour reforms', yet notice how most of them have nothing to do with labour. It is mainly about the ease of doing business which was made "difficult" under the garb of protection against abuse of labour by industry. This will pose a major challenge for bureaucracy across all levels, which had got very used to the crippling controls/powers they exercised (and even abused).

2. Moving from the primary role of a **Regulator** to that of a **Facilitator**. The government is moving from 'control' to 'promote' mode. They need to ensure that support systems such as ESIC, PF,

expert help, social security support is strengthened. Schemes provided by governments covering insurance, benefits, old age support, identity (Aadhar cards etc.) need to be done proactively.

3. Third and most importantly, accept and help the **unorganised work force** (migrant/gig/platform included) as part of its charter and responsibility. Neither the employers nor the trade unions had ever paid attention to the vast number of unorganised / informal work force. Governments also looked the other way and continued to allow this category of work force go through exploitation for decades. The recent pandemic brought out their miseries and vulnerabilities vividly.

B) Employer Organizations: What they get, and what they need to give

1. Technology / competition / changing demands/global dynamics are some of the business realities which require agility and flexibility on part of the enterprise to respond and even sometimes survive. In this backdrop the "permanence" of a category of work force has been a major issue. The new laws have brought in **flexibility** of hiring

through Fixed Term Employment as well as changed the threshold under which companies can seek rationalization. This is one of the major breakthroughs for employers.

We need to remind ourselves that employers don't hire and train employees only to fire them. Discontinuation of employment is the last measure. When suppliers, customers, financial partners, white collar work force don't have permanence, how can this be justified only for one category of work force?

2. On the flip side, while employers struggled with 0% flexibility on engagement with permanent work force (who had 100% security and acquired higher entitlements as per the existing laws and practices), they were using the temporary work force (with 100% flexibility) and short-changed them on all compensations and facilities since the law had loopholes. These workers had 0% security. In the new dispensation, while the flexibility to hire is being given, no such flexibility (abuse) will be permitted since every worker working for the enterprise (irrespective of the payroll status) will become the responsibility of the **principal employer**. This way, with flexibility will come **account-**



ability, which will be the right mix. This will apply to all categories of the unorganised work force.

3. Ease of Doing Business comprising of minimizing government interface, simplified procedures, online returns, self-certification, quicker response time, portability of consents, minimizing inspection regime etc, have been the long standing demands of the industry. They seem to be reflected in the intent and content of the laws.

C) Employees / Representatives: Changing Complexion / Representation

1. As shared earlier, the demand for “**permanance**” / life time employment by a category of workforce will increasingly become **untenable**. Changing the law/undoing what is already ensured will be politically difficult. But majority of future employee engagement may emerge in the non-permanent category. Outsourcing, fixed term employment, part time work, employees multitasking and platform workforce are modes which are already

in vogue, and will get more prevalent since enterprises will not be in a position to give lifetime post dated cheques, when they are not sure of the life of the business itself. The employees, and more importantly, the trade union leaders need to acknowledge this as a direction of where employment is heading in the future.

2. Rewards will be driven by productivity, efficiency, value addition, ability to upskill, agility etc. It will not be the conventional mode of time based wage settlements. This will be a major issue in wage settlements going forward. How the new rules and procedures address this needs to be watched.

3. Finally, the huge **disparity** in the compensation / facilities / benefits / security / retirals that a permanent employee gets as compared to the hugely discounted payouts to the unorganised / contract / temporary worker is getting too alarming and **heading for an explosion**. Some normalization needs to set in for which employers, government and employee organisations need to converge.

In my understanding, this is a unique emergence of the new ecosystem which will focus on:

- Flexibility, competitiveness, agility, ease of doing business for the **employers**
- Dignity, equality, safety, social security, mobility, identity to all classes of **employees**
- The **Government**, while ensuring compliances, will play the role of a facilitator and promoter for equitable development, leading to growth and employment.

As my good friend, Dr. Naushad Forbes, wisely opined, “the challenge now is to convert **Rhetoric into Reality.**”

New Labour Codes – Background and Highlights

Adv Shriniwas Inamati



Background

At present, there are over 100 central and state labour laws to deal with various issues such as resolution of industrial disputes, working conditions, social security and wages. The Second National Commission on Labour (2002) found the existing legislations to be too complex, with archaic provisions and inconsistent definitions. To improve ease of compliance and ensure uniformity in various important terms in labour laws, the National Commission recommended that existing labour laws should be consolidated into broader groups such as (i) industrial relations, (ii) wages, (iii) social security, (iv) safety and (v) welfare and working conditions.

In this context, the Central Government initiated the process of consolidation of the Central Laws their codification. Resultantly, 29 Central Laws have been merged into four different codes namely i) industrial

relations code, (ii) Code on wages, (iii) social security code, (iv) Code on Occupational health, safety, and working conditions

Code on Wages was passed in July 2019 and it received the Assent from the President of India on 8th August, 2019. Other codes were tabled in Parliament in 2019. They were sent to the Standing Committee on Labour for further consideration. After the receipt of the report from the Committee, the remaining three codes were presented again and passed on 22nd September and 23rd September, 2020 in the Lok Sabha. All these codes received the Presidential Assent on 28th September, 2020. Now, the rules under these codes are awaited.

Hon'ble Mr. Santosh Gangwar, Minister for Labour, Government of India has announced that these codes would be brought into effect from the

upcoming financial year i.e. April 2021.

These Codes provide basic broad legislative frameworks with enabling provisions for framing rules, regulations. Both central and state governments will be required to frame rules for effective implementation of these codes. The respective governments have been entrusted with the task of implementation.

HIGHLIGHTS OF KEY CHANGES

1) Code on Wages

Four existing Acts have been merged in this Code, which will stand repealed from the date this Code comes into effect. These Acts are:

- Minimum Wages, 1948
- Payment of Wages Act, 1936
- Payment of Bonus, 1965
- Equal Remuneration Act, 1976

These Codes contain more or less uniform definitions of the following

common terms – Appropriate government, employer, employee, establishment, wages and workers etc. The term 'employer' includes contractor, thus obligations and responsibilities, such as payment of minimum wages, contributions to social security (ESI, PF) cast on principal employer under various existing labour laws are diluted. The employee will have to chase the contractor for his legitimate rights. The term 'establishment' is defined to include any place where any industry, trade, business, manufacture or occupation is carried on and includes government establishments.

One of the stated objectives of the introduction of the four new labour codes is simplification, rationalization and amalgamation of the existing laws, facilitation of the ease of compliance, and removal of inconsistencies. This seems to have been forgotten by including two terms- 'employee' and 'worker' in all codes, except the Code on social security. This has been done without any justification or explanation anywhere as to why the two terms are used. This has led to confusion. In order to remove ambiguity/confusion, only one of these properly worded terms could have been included as 'employee'.

The term 'wages' includes only basic pay, dearness allowance and retaining allowance. It excludes various allowances, provided it does not exceed one-half or such other percent as notified by the central government. The amounts which exceed one-half or the percent so notified is deemed to be remuneration. Therefore, 50% of the total remuneration (CTC) would be now considered for various benefits, such as Gratuity, Bonus, Retrenchment Compensation etc.

Since the term 'employee' has been given very wide meaning now, it includes the persons engaged in supervisory, managerial & administrative work as well. In addition to the workmen category, only in the chapter related to payment of bonus, coverage limit has been provided. It also includes domestic and agriculture workers. Only MNREGA workers will not come under it. Due to exhaustive

meaning given to the term 'employee' now, two-fifths of the population of the country i.e. 50 crore employees would be benefitted.

Other highlights of the Code includes –

- i) The Code prohibits gender discrimination, even in recruitment and conditions of employment.
- ii) Schedule Employments under Minimum Wages now are abolished. The Code applies practically to all establishments.
- iii) Central government shall fix national floor wage for different geographical areas, dividing them in three categories such as metropolitan area, non-metropolitan area and the rural area. No State Government can fix the minimum wage below the floor wage.
- iv) Wages to be paid on expiry of 7th day of month, irrespective of wage period other than the calendar month.
- v) Inspector becomes Inspector-cum-Facilitator, obligated to give advice to employers and workers relating to compliance.
- vi) Time limit for preservation of records, which was 3 years earlier, is done away with.
- vii) The obligation is cast under the rules on the principal employer to make the payment of contractor's bill amount before the due date of payment of wages.
- viii) Similarly the responsibility is cast on the principal employer to pay minimum bonus to employees employed through contractor in the event of failure to pay bonus by the contractor.

2) Code on Industrial Relations, 2020

The Code replaces the following three laws:

- The Trade Unions Act
- The Industrial Employment (Standing Orders) Act
- The Industrial Disputes Act

New definition of term **Industry** in Section 2 (m), principle from the judgment of Bangalore Water supply case has been adopted. That is - "industry" means, any systematic activity carried on by co-operation between an employer and worker for the production, supply or distribution of

goods or services with a view to satisfy human wants or wishes – not being spiritual or religious in nature, whether or not, —

- (i) any capital has been invested for the purpose of carrying on such activity; or
- (ii) such activity is carried on with a motive to make any gain or profit

However the definition excludes –

- Charitable,
- Social, or philanthropic service,
- Domestic service
- and any other activity notified by the Central Government

* Similar definition was included in the amendment made in 1984, but was not given effect

i. Fixed Term Employment: New category of employment has been created as **Fixed term employment** it is defined in Section 2(l) – it provides for engagement for a fixed period but ensuring hours of work, wages, allowances and other benefits not less than that of a permanent workman doing same or similar work. Also eligible for proportionate statutory benefits without applying qualifying period of employment required in the statute.

iv. Provision has been made for the recognition of the Union to promote bipartite approach to resolve the disputes

a) Negotiating union – If there is only one registered trade union of workers functioning in an industrial establishment, it shall be recognized as a sole negotiating union.

However, if more than one trade union is functioning, the trade union having 51% or more workers support that trade union, it shall be recognised as the sole negotiating union.

b) Negotiating council – In the event of more than one trade union, and no trade union has 51% of workers, negotiating council shall be constituted by the employer, consisting representatives of such trade union having the support of not less than 20 per cent of the total workers shall have one representative for each 20 per cent.

c) Recognition granted to the trade union or to the negotiating council is valid for three years.



v. Code stipulates - Bi Partite Forum for resolution of disputes

a) Work Committee: Similar provision as earlier That is the appropriate Government by special order may direct the Industrial Establishment employing 100 or more workers to constitute Works Committee.

b) Grievance Redressal Committee: Industrial Establishment employing 20 or more workers shall be required to constitute **Grievance Redressal Committee. In existing provision under Industrial Disputes Act, the Industrial Establishment employing 50 or more workers is required to constitute GRC**

In GRC the number of members have been increased from 6 to 10
The Grievance has to be raised within one year from cause of action Aggrieved by the decision of GRC, workman can approach Conciliation Officer within 60 days

vi. A new provision is introduced in the chapter related to Trade Union

A registered trade union should at all times have not less than **10** percent of the workers or **100** workers, whichever is less

vii. Standing Orders

The threshold limit for Applicability of Standing Orders has been increased to 300 from existing 100 workmen (In Central Act)

Suspension of employment—**50%** of wages preceding the date of suspension and **75%** for the remaining period if the delay is not directly attributable to the conduct of the worker

viii. Notice of change Minor addition as under in earlier section 9A, now section 40

Flexibility is provided in case of change in service condition by inserting new proviso—no notice shall be required for effecting change in case of emergent situation requiring change of shift or shift working otherwise than (except) in accordance with standing orders, in consultation with Grievance Redressal Committee.

ix. Authorities under the Code Conciliation Officer

Industrial Tribunal—It shall consist of two members a Judicial member and an Administrative member.

Labour Court will not exist

Conciliation Proceeding shall commence on the first meeting held by conciliation officer after receipt of notice of strike or lock-out. (Thus now pre-conciliation stage will not exist).

Conciliation proceedings deemed to have concluded on failure of conciliation recorded by conciliation officer.

Two years' Time limit has been introduced for raising dispute before conciliation officer, earlier there was no time limit. The Conciliation Officer in the event of failure of settlement has to send a report within **45** days to the appropriate government. The concerned party may approach the Tribunal within **90** days from the date of failure report given by the Conciliation Officer. Thus now party can directly approach the Industrial Tribunal, without waiting for reference.

x. Strikes and lockouts will be difficult under the code, since as per Section 62 - Provisions related to strikes and lockout

No person can go on strike, in breach of contract

- (a) Without giving employer notice of strike within sixty days before striking.
- (b) Within fourteen days of giving such notice.
- (d) During pendency of conciliation proceedings and seven days after its conclusion.
- (e) During the pendency of proceedings before a Tribunal and 60 days after its conclusion.

Upon receipt of notice of strike or lockout, the conciliation Officer is required to initiate proceeding. Pending conciliation the strike or lockout would be illegal.

xi. The threshold limit for applicability of provision for prior permission in case of Lay off, retrenchment, Closure has been increased to 300 from existing 100.

In case of retrenchment the employer will have to contribute to "Workers Re-skilling Fund to be constituted by the Government.

- The management will have to contribute to the Workers Re-skilling Fund, an amount equivalent to fifteen days' wages last drawn of every retrenched worker before retrenchment
- Section 83 (3) – The fund shall be utilised by crediting the amount to the account of retrenched worker within 45 days of retrenchment, as may be prescribed by the Government

xii. Unfair Labour Practices

In the complaint against Unfair Labour Practices (ULP), the Inquiry has to be conducted by the officer not below the rank of Under Secretary, to be appointed by the Inquiry Office.

Person guilty of committing ULP shall be punished with fine of Rs.10000/-, which may extend to Rs.2 Lakh.

xiii. Penalty

Punishment has been substantially enhanced with fine ranging from Rs.10000 to 10 lac.

C - Highlights on Code on Occupational Health Safety and Working Conditions, 2020

The Code repeals and replaces 13 labour laws relating to safety, health and working conditions. These include the

- a) The Factories Act, 1948;
- b) The Plantations Labour Act, 1951;
- c) The Mines Act, 1952;
- d) The Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955;
- e) The Working Journalists (Fixation of Rates of Wages) Act, 1958;
- f) The Motor Transport Workers Act, 1961;
- g) The Beedi and Cigar Workers (Conditions of Employment) Act, 1966;
- h) The Contract Labour (Regulation and Abolition) Act, 1970;
- i) The Sales Promotion Employees (Conditions of Service) Act, 1976;



CODE on WAGES



- j) The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979;
- k) The Cine-Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981;
- l) The Dock Workers (Safety, Health and Welfare) Act, 1986;
- m) The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

For the first time in Central Act core activities has been defined

ii) Section 2 (p) defines "core activity of an establishment". It means any activity for which the establishment is set up and includes any activity which is essential or necessary to such activity: Provided that the following shall not be considered as essential or necessary activity, if the establishment is not set up for such activity, namely:—

- i) sanitation works, including sweeping, cleaning, dusting and collection and disposal of all kinds of waste;
- ii) watch and ward services including security services;
- iii) canteen and catering services;
- iv) loading and unloading operations;
- v) running of hospitals, educational and training Institutions, guest houses, clubs and the like where

- they are in the nature of support services of an establishment;
- vi) courier services which are in nature of support services of an establishment;
- vii) civil and other constructional works, including maintenance;
- viii) gardening and maintenance of lawns and other like activities;
- ix) housekeeping and laundry services, and other like activities, where these are in nature of support services of an establishment;
- x) transport services including, ambulance services;
- xi) any activity of intermittent nature even if that constitutes a core activity of an establishment;

It means that now Contract Labour System in non-core activities cannot be prohibited/abolished.

i. New term - Industrial Premises has been introduced and defined in section 2 (zc) to include any place or premises (not being a private dwelling house), including the precincts thereof, in which or in any part of which any industry, trade, business, occupation or manufacturing is being ordinarily carried on with or without the aid of power and includes a godown attached thereto;

The term **inter-State migrant** has been given wider meaning to include worker the workers who has come on his own from one State and obtained employment in an establishment of another State (hereinafter called destination State) or has subsequently changed the establishment within the destination State, under an agreement or other arrangement for such employment and draws wages not exceeding the amount of rupees eighteen thousand per month or such higher amount as may be notified by the Central Government from time to time;

ii. Applicability: The Code applies to establishments employing at least 10 workers, and to all mines and docks. It does not apply to apprentices. Further, certain provisions of the Code such as health and working conditions, apply to all employees. Employees include workers and all other persons employed in a managerial, administrative, or supervisory role (with monthly wage of at least Rs.15, 000).

However, for factories, having nonhazardous processes, the threshold limit for coverage has been enhanced to 20 with power and 40 without the aid of the power.

Employer will have to provide free

annual health check up to employees in notified establishments, Employer will have to issue appointment letters to employees,

Overtime : Consent of the worker is a must for Overtime.

iii. National Occupational Safety and Health Advisory Board

The multiple committees under five labour Acts have been substituted by one National Occupational Safety and Health Advisory Board. The National Board is of tripartite nature and has representation from trade unions, employer associations, and State governments. This will result in reduction in multiplicity of bodies / committees in various Acts and simplified and coordinated policy-making.

iv. Annual Leave with wages:

Eligibility period for leave with wages has been reduced from 240 days to 180 days. Quantum is same that is 1 day per 20 days actually worked.

v. Social Security Fund for the welfare of unorganized workers shall be constitute. The amount collected from certain penalties under the Code (including the amount collected through compounding) will be credited to the Fund. The government may prescribe other sources as well for transferring money to the Fund.

vi. The provision of one license and one return in place of multiple licenses and returns in existing 13 labour laws subsumed in this Code to save time, resources and efforts of establishments.

vii. Penalties:

Penalties have been enhanced in case of death of employees to imprisonment of up to two years, or fine up to five lakh rupees, or both. Further, courts may direct that at least 50% of such fine be given as compensation to the heirs of the victim. For any other violation where the penalty is not specified, the employer will be punished with a fine between two and three lakh rupees.

D - Highlights of Code on Social Security 2020

This Code replaces the following Eight

Laws -

- 1) *The Employees Compensation Act. 1923.*
- 2) *The Employees State Insurance Act. 1948.*
- 3) *The Employees Provident Fund Act. 1952.*
- 4) *The Maternity Benefit Act. 1961.*
- 5) *The Payment of Gratuity Act. 1972*
- 6) *The Cine Workers Welfare Fund Act. 1981*
- 7) *The Building And Other Construction Workers Act. 1996.*
- 8) *The Unorganised Workers Social Security Act, 2008.*

i. Coverage and applicability :

Threshold limit on no. of workers for applicability of different provisions of the code is given in schedule I to the code. It is same as it exists now for ESI, PF, and Gratuity.

However the Central Government may by notification can extend the provisions of ESI to also be applicable to an establishment, which carries on such hazardous or life threatening occupation as notified by the Central Government, in which even a single employee is employed:

ii. Following definitions have been modified / added –

i) Definition of employee in section 2 (26) brings excludes only apprentices under Apprentices Act. Thus apprentice/trainees under Standing Orders will come within the ambit of the term employee. This position exists in ESI now. Once the Code, comes into effect, it will be applicable for PF as well.

ii) New terms are introduced to define terms such as , 'career center', 'aggregator', 'wage ceiling', 'gig worker', 'platform worker

iii) Career Center seems to have been introduced to replace present employment exchange with broader object. It is defined in section 2 (9) as under,

"career center" means any office (including employment exchange, place or portal) established and maintained in the manner prescribed by the Central Government for providing such career

services (including registration, collection and furnishing of information, either by the keeping of registers or otherwise, manually, digitally, virtually or through any other mode) as may be prescribed by the Central Government, which may, *inter alia*, relate generally or specifically to—

- i) persons who seek to employ employees;
- ii) persons who seek employment;
- iii) occurrence of vacancies; and
- iv) persons who seek vocational guidance and career counselling or guidance to start self-employment;
- iv) Considering the present trend of self-employment, freelance working, use of digital systems/programs, the term such as Gig worker, Platform worker, Aggregator, home based worker are introduced in the code.
- v) Sec.2 (2), Aggregator means a digital intermediary or a market place for a buyer or user of a service to connect with the seller or the service provider.
- vi) Sec.2 (60) "platform work" means a work arrangement outside of a traditional employer employee relationship in which organisations or individuals use an online platform to access other organisations or individuals to solve specific problems or to provide specific services or any such other activities which may be notified by the Central Government, in exchange for payment; Independent employees, home workers, will now come in the ambit of this code. The code proposes to provide social security coverage to such category of persons.
- vii) The new class of employee introduced in Code on Industrial Relations exists in this code to enable such employees to get benefit of Gratuity irrespective of competing eligibility period of 5 years. They shall be entitled to Gratuity on prorata basis.

iii. Social Security Scheme - Social Security Schemes may be framed to provide benefits to workers. Existing benefit of ESI, PF, Gratuity to continue.

iv. Scheme for unorganized sector may be introduced to provide benefit to the



workers employed in unorganised sector. (Enterprise or person employing less than 10 workers in their employment.)

v. "Social Security Organization: As per Section (79), the Central Government may establish any of the following organizations:—

- a) The Central Board of Trustees of Employees' Provident Fund constituted under section 4;
- b) The Employees' State Insurance Corporation constituted under section 5;
- c) The National Social Security Board for Unorganised Workers constituted under section 6;
- d) the State Unorganised Workers' Social Security Board constituted under section 6;
- e) the State Building and other Construction Workers' Welfare Boards constituted under section 7; and
- f) any other organisation or special purpose vehicle declared to be the social security organisation by the Central Government;

As per section 45 of code, the Central Govt. can frame the scheme for unorganized workers, such as, gig

workers, platform workers, and members of their families.

vi. Employment Injury:

To remove the uncertainty to the meaning of term employment injury, the injury caused due to accident happening while commuting to / from his place of employment shall now be treated as accident out of and in the course of employment, if nexus between circumstances, time and place in which the accident occurred and his employment is established.

vii. Funeral Expenses reimbursement amount to be payable by employer has been enhanced to Rs.15000/- as per section 76 (7).

viii. Time limit: In section 125 days' time limit for recovery or initiation of proceedings has been stipulated for ESI and PF dues. (at present limit of 5 years exist only under ESI Act. Once the Code comes into effect, it will apply in case of EPF as well.)

ix. Ongoing inquiries at the time of applicability of this code, shall be settled within the period of two years.

x. Employer will have to notify the vacancies

x. Penalty –

Penalty has been enhanced as per section 133 now, the fine can go up to Rs. 50,000/- or one lakh and there is also provision of imprisonment which may extend to the term of 3 years. For subsequent offence fine can be up to Rs. 2,00,000/- and imprisonment, up to further 2 years.

There is a provision for compounding of the offences which are punishable only with fine and or with imprisonment up to one year. Rules for same shall be prescribed by the Government.

E - IMPACT OF NEW CODES

1. Since the minimum wages to be fixed by the State Government shall not be less than national floor wage fixed by Central Government, the burden on account of wages (direct and indirect) is bound to increase. Contract Labour, who are paid minimum wages will become costly.

2. Now all employees including managerial and supervisory irrespective of salary will have to be paid wages on or before 7th day of the month.

3. As per section 18 and 19 of the code, only authorised deduction from salary of any employee are permissible. Total amount of deduction shall not exceed 50% of total wages per month.

4. The State Government is empowered to fix the salary limit for coverage and calculation under Bonus Act, therefore, the present limit of Rs. 21000/- is likely to go up. In view of minimum wages to be fixed by state government should be above national floor wages, burden on account of bonus is bound to be increased. The principal employer will have to pay the contractors bill before the due date of payment of wages.

5. Similarly ensure that Contractor pays minimum bonus and in case of failure to pay by the contractor, same shall be paid by the principal employer.

6. Reduction in quantum of retrenchment compensation - The definition of “wages” in all codes is uniform. In the definition of wages in Codes, **the proviso to the definition reads as under, Provided that, for calculating the wages under this clause, if payments made by the employer to the employee under clauses (a) to (i) exceeds one-half, or such other per cent, as may be notified by the Central Government,**

of the all remuneration calculated under this clause, the amount which exceeds such one-half, or the per cent, so notified, shall be deemed as remuneration and shall be accordingly added in wages under this clause;.

Due to which workers/employees would stand to lose on quantum of retrenchment compensation by 50 %. Since as per the revised definition in section 2 (zq) the retrenchment compensation to be calculated will on 50% of the remuneration, as against the compensation payable under existing Industrial Disputes Act, wherein the compensation is calculated on gross salary inclusive of allowances due to definition of wage in section 2(rr) in the Act Whereas the code excludes the allowances. This can lead to discontent and Industrial Relations Problem.

On one hand the quantum of compensation will get reduced and on the other hand Industrial units employing up to 300 workers will have liberty/freedom to lay-off, retrench or close.

7) There is neither a cap nor any restriction on maximum duration and number of periods of employment of Fixed Term Employee and similarly how much percentage of such categories of

employees should be allowed to be engaged is not mentioned. This can lead to gross misuse and consequent threat industrial peace.

8) Code on Industrial Relations vests discretionary powers in the government to exempt start-ups from the application as well as other classes of establishments from the provisions of the Code. Any exercise of such power of exemption would obviously deprive workers in such industrial establishments of the rights guaranteed under the Code including the fundamental right of freedom of association. This would also mean that they will not have the access to dispute redressal mechanism under the code and the right of access to justice. This also is potential threat to good industrial Relations.

9) Standing Orders law was legislated to ensure parity in service conditions. Now in the Code on Industrial Relations, the threshold limit for applicability of standing orders to the establishments is enhanced from current 50/100 to 300. Due to this provision, workers in more than 75% of Industry in India may lose the present protection of standing orders, since they employ less than 300 workers. This can also create grey area for the establishments, while initiating disciplinary action. Therefore,





appointment letters and service rules will have to have provision for suspension and process for disciplinary action.

10) Standing Orders provide many rights to the employees and it also ensures parity in service conditions across various Industries. It stipulates various categories of employment with precise definition, which creates the right of permanency, now this will not be available to large majority of employees.

11) Similarly the threshold limit of prior permission for lay-off, retrenchment or closure has been enhanced to 300 from existing 100, in addition the Government also is empowered to change this number. This coupled with the right to employ Fix term employees would literally mean that the employer can easily remain within the threshold limit

12) The codes are merely a broad framework; much has been left to the rules to be framed by the Government. The teeth to the code will be provided by rules. Therefore, it is essential to ensure that the powers are not arbitrarily used; a tri partite board should be constituted

to advise government in framing rules and implementing the rules and ensure that they are not misused or overused.

13) There is every likelihood of stringent norms for safety and health being incorporated in rules to be framed under the codes by Central and State Government. There is already a provision for providing free annual health check up by the employer. It can increase the cost.

14) There will be additional cost for the employers on account of contribution to social security fund for unorganised sector, to extend social security to the persons, who are contributing to the work of the establishment through non-conventional work arrangement without having any employer-employee relationship, such as platform workers, gig workers etc.

CONCLUSION

In my opinion, if the main objective is consolidation of old laws, has it been achieved? It does not appear to be fully achieved. The new codes are employer friendly as the provisions appear in the codes, but we need to wait for the rules to be passed. If the labour related laws

are tilted in any one of the parties either Industries or employees, would create more IR issues than creating conducive atmosphere for the growth of the Industries and consequently the prosperity for working population. Many provisions will be put to judicial scrutiny. May get struck down, since what should have been part of the main code is left to the rule making powers of the Government.

Still looking at it, I would say that good beginning is made the Government and therefore, it needs to be complimented. In due course of time necessary changes may follow to create proper balance between the conflicting interest of the employers and employees, since both need each other.



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Supporting eco friendly society with safety

Revival of Economy : Views by Experts

Mr. Ravi Pandit, Past President-MCCIA and Group Chairman-KPIT Group in conversation with Mr. Sudhanwa Kopardekar about the Emerging Business and Economic Prospects

Q: What is your take on the State of the World Economy ?

A: There are two things in the play, one being Covid Pandemic and the second thing is that the long term secular change. Some of these changes are expedited by Covid, while few have resulted only because of Covid. So what we see around is a combination of both of these. Clearly because of Covid there is a lot of beating of the global production and global demand and we kind of see that.

We also see changes also on account of secular change. For example, looking at our area of work which is automotive : In the case of Personal cars, there is a general reduction in production because of reduced demand. But there is also the whole trend towards shared mobility and electric mobility globally which will make a difference.

For me it is the phase of transition that even after Covid goes away, I do not think world would be just the same. I think the demand for residential areas will increase. The demand for offices and shops is going to go down but that will be like all time to come.

Q: What do you feel about the state of Indian Economy ?

A: Clearly the Indian economy has taken a bad beating. Again I think some of that it was because of Covid and immediate factors and some of that is on account of our long term problems eg. high cost of energy : is a long term problem because of the way in which we have managed the electricity or the blockage of funds from the banks is a long term problem because of the way loans have been given over the years after nationalisation of banks many years ago. Our response to Covid is an answer to some of the problems.

There has been a lot of criticism about the way in which we responded to Covid-19. But the fact is nobody knows,



no country in the world knows what is the best way to actually act with Covid 19. There was a time when everybody talked about the way Sweden responded to Covid, but now there the policy makers have apologised because they took Covid very lightly. We are at one end of the spectrum somebody like the US which is really badly hit by Covid and at the other end of spectrum is New Zealand which is not that badly hit.

I believe that here also Covid has accelerated some of the long term changes in India, which is good and we have to treat it as an opportunity.

Q: What would be the opportunities going forward?

A : In this whole time of Covid what the Government has done for example, it has changed the Policies relating to agriculture. At some time of point in the future this would be regarded as a "1991" kind of moment for Agriculture. The government has changed the whole policy of procurement and the Government's monopoly in certain sectors, which is also like a 1991 moment. The government has also changed the labour laws. So some of these things that the Government has rightly done is that it has used this opportunity to address some of the long term issues and unlike what some others have to say, the Government has poured a lot of cash to solve this problem in a condition where cash is not easily available to the Government.

I think that using these long term policies for making changes is very useful. I still feel that they should sell off

some more banks, denationalise them. They should completely change the urban governance in the country. Today most of the urban governments run on the public services such as transport, water, sewage etc. if they were to have State Regulatory Authority and give out delivery these services the urban areas could be completely reformed.

So just there is work to be done on the rural/ agriculture reforms, there is work to be done on urban reforms. If the Government were to do that it can make a big difference to the future of this Country,

Look at the way public transport is managed in most of the cities, why should there be PMPML ? if you were just to have Pune metro transport authority, why worry about workers, job of spares and the absenteeism of drivers etc. ?

Q: What kind of Policy interventions are needed on the Fiscal and Monetary fronts in India to achieve higher levels of economic activity?

A: I think the interventions required are not those for only for additional resources in the form of raising taxes. Even from a monetary perspective, I don't think to put more money into the system. I think what is required is the better use of the funds that are currently in use. There is a need for governance of expenditure rather than anything else. I strongly believe that there is a strong case for GST rationalisation. I think the government has learnt the lesson so far. There can be much more rationalisation. I am not in favour of either raising the taxes or cutting the taxes. If we check, learn to manage our expenses well for economic policies like eg. I talked about urban reforms or the agriculture sector reforms such as ending the monopoly of APMCs is a phenomenal development.

Q: What are the learnings for the future from the ongoing pandemic

for entrepreneurs?

A: There are certain things where you draw your learning from and then are certain things where you should not draw your learning from. So for example if something like this is happening in 100 years, last time the Spanish flu struck in 1918-there is a drop in the revenue of the Companies by 50%- 60% and if my entrepreneurial learning from this is to variabilise the cost and make 50% of your cost variable then, I feel, this is not the right learning. Because if you make 50% of the cost variable you actually increase your cost, so I would not take this as learning. Learning in this case is more for the Policy Makers-When such an unforeseen event happens, what should the Policy Makers do ? eg : Many countries have implemented certain measures –How do you ensure that you that the employees' income is guaranteed, like in Germany -if somebody is working 20 days a month and if he is wanting to work for 5 days in a month, the government will pay salary for the rest 15 days for the next 6 months. Or for example, in our case we can see that the Government is essentially saying that if you have a loan, we will give you zero cost moratorium for two years. So these are the kind of lessons that a Government can learn which have a major impact for an individual entrepreneur.

If an individual entrepreneur was to plan his business that at any point of time his 25%-30% business will go, then we know in which he can beat. So learning, in my opinion, when it comes to management of enterprises it is for Government. The way I look for it as learning for a business is actually seeing opportunities that have come. So, look at it like this, how much of the new opportunities which have been created for Indian educational firms to give tuitions for students in US-what a big opportunity !. I know a young man who sells exotic plants and his business has shot up as people sitting at home would like to have new plants. Business of eCommerce companies has increased substantially. So these are the opportunities that have come up and is a good thing. I wouldn't draw a lesson-Anyway the world is coming to an end, so let me not do anything.

Q: In your opinion how the Indian/Pune industry has responded to the recent challenges and opportunities due to Covid 19?

A: Any problem that you come across, you should look at it as an opportunity. If you want to run a business this has to be your mantra. eg For an IT Company like ours : Our problem was that because of Covid, people may not come to office, our opportunity was that – People need not come to work. So 98% of our people are working from home and are working by and large okay. Our concern is that they are is that people working for longer hours and it may not be sustainable and good for their health. So the problem to solve is it still happens in a disciplined way. Another problem is that when people are working from home there is a lot of disturbance because you cannot be doing your work from time to time. Then how will you give them an opportunity via facility or equipment where they can work from home like they worked in office. I have seen many companies who are really facing difficulty but I have also seen companies who have done very good in the current conditions. And what has also happened is that because of this China scare etc. clearly it has given boost to Indian companies saying that we can do import substitution and the customer is willing to pay 10%-20% more for getting something done in India. So I think people could take good benefit out of this.

Q: What can be done by SMEs to achieve business growth in the short to medium term?

A: I think the first thing that we all have to realise is that the world is changing and a change actually give opportunities rather than trouble, we have to start with that mind set and apply it applies to everyone. eg: I used to go to Yoga classes twice a week, now that institution has started giving Yoga lectures at home and they have done this so beautifully I am sure they are growing during these times. Likewise hotels and restaurants have started delivering food at home. Can a Hotel or a Restaurant look at his business not as a provision of place for eating but a place for provision of food for eating. In business, generally it is always like this :

Out of 100 people in business probably 10 of them are agile, they completely change. In the new business, they will take the lead, the other 90% of the people keep on ruing the fact that their earlier business has been ruined. My request to our members : look at the Problem as an Opportunity. They have to think what can be done ?

Q: What can be done by the government to stimulate economy?

A: The Government should look at these problems as an opportunity and make basic broad policy changes in way which run our life. They have done good work for labour, they have to good work for banking which have they have not done yet, they have not done good work for the distribution of public services in urban areas, management of electricity. There is so more work which needs to be done. I think we should go out and do it fast.

As soon as Covid goes away it is possible that people will protest for any strong change that you make. Can you imagine Govt making change in labour laws and seeing not having a single morcha before ?. Why cant they change the urban transportation, urban solid waste management, all of that they can do now. There is nothing different to be done for "demand Stimulation", you just need to investments in roads etc. and just do it fast. Supposing investment has to be done by the Government in Irrigation-let there be a Reverse Auction. Suppose we are able to make people to show the acres that would come under irrigation. So that would give a pointer to the Government : Suppose Government puts in Rs. 1 crore-and people commit another Rs. 50 lac by their efforts, and the highest traction (in terms of acres) is applicable. If we do something like this – Government's expenditure can be managed.

The whole thing about Defence – Government has come up with the Defence Procurement Policy-giving opening to Private Sector. What is the harm in giving orders to Indian Private parties where quality of the domestic manufacturer is good, particularly in areas where we have been importing from international private parties. So I

think these are the changes we should do just now.

I think that at this moment Public health and the insurance have to be more efficient. But the direction is right.

Q: What are your thoughts about Pune's economy over last few years and its potential?

A: Pune's automotive industry has tremendous potential because of the new automotive segment-Electric Vehicles, Fuel Cells. In the seat of knowledge there is huge potential because now that we know that a student does not have to be in person in the class, the whole world is a

classroom. How can we improve our offering when there are global universities - It is a very tough question. We have to increase our standards and if we increase that, then 10% of the people can do 90% of the work. The third area where we can do a lot of work is food processing and combined food processing with agriculture with eCommerce especially in the context of new APMC Law. Pune has a lot of industries and I think this is a very smart time to rethink.

Q: Any thoughts for MCCIA's activities and initiatives for the industry over the past few months

and in the months ahead?

A: We should see that in these areas (digital events organised by MCCIA) – we should see that not only industry in Pune - but the whole industry is our customer. So certainly our scope changes. Now that we know that our members are suffering - this is the time to do more for them. – How do you digitise your business, how do you expand your business, how do you look at markets outside. You could organise 15-20 minute talks on “**How I have beat Covid**” (in terms of business). Something on the lines of TED Talks could be very inspiring for our stakeholders.

Mr. Mukesh Malhotra, Past President-MCCIA

1. What is your take on the State of the World and Indian Economy?

A: There is hardly any argument that the Covid-19 pandemic has created a disastrous situation for the World Economy and particularly so for the Indian Economy, which was already showing a marked downward trend for more than 3 years till the Covid-19 pandemic precipitated matters even further. The shock of complete lockdowns and shutdowns of almost the entire spectrum of economic activities was an unprecedented one, not seen for many generations or perhaps ever before.

India, in particular seems to have suffered much worse than most of the emerging economies, due to certain inherent structural issues in the economy. The continuing reduction of demand in both the rural and urban sectors has applied a massive brake on economic growth, which somehow does not seem to have been fully appreciated by the powers that be. Most of the Government's corrective actions have been on the supply side whereas the demand side has not received the attention it deserves.

2. What kind of Policy interventions are needed on the Fiscal and Monetary fronts in India to achieve higher levels of economic activity? What can be done by Government to stimulate growth in Indian economy?



A: Given the continuing downward trend in India's GDP growth for almost 10 quarters or more and the perilous state of the World Economy caused by Covid-19, in spite of a massive injection of liquidity by the developed countries, has more or less eliminated any cushion for the government in the fiscal space. The over-hang of the NPA situation with the Banking sector has also reduced any possible flexibility on the monetary front. The Government seems to be caught between a rock and a hard place on both fiscal and monetary fronts.

However, without Government action to stimulate demand on both the rural and urban fronts, the state of the Economy will remain moribund, with little chance of the much-desired spurt in growth. Monetization of the extremely comfortable Foreign Exchange reserves which exceed \$550 billion today, and exceeding the F.R.B.M. limits on the fiscal side to provide the necessary kick-start the economy, is absolutely essential at this stage. The fear that international investors will respond

negatively to a higher fiscal deficit are overblown, in my opinion, given the deficit financing almost every other economy is resorting to and justifiably so.

Also, the Government must focus, motivate and facilitate the Export Sector without which it would be extremely difficult to revive the Economy. We only need to look at our neighbouring country – Bangladesh, which is managing to grow even in the Covid-19 era due to its pro active export-oriented policies and focus. Encouraging and enhancing exports requires policy interventions and actions in several areas including “true-ease-of-doing-business”, especially at the state and local levels; and an opening of the economy, particularly in view of the anti-globalisation environment that is raising its head in these tough economic times. No economy in recent times has achieved sustained high growth without higher than normal export growth. If proper policy measures are put in place and suitable incentives given, there is no reason why India cannot achieve sustained double-digit export growth.

3. What are the learnings for the future from the ongoing pandemic for entrepreneurs?

A: I think the answers are quite obvious. Learnings are that entrepreneurs must factor in totally unexpected events in their Business Plan and have

some kind of a well-thought out strategic "Plan B" to tackle and go through such periods of crisis. Obviously, over leveraged businesses would be the worst affected during the crisis times when economic activity crashes and hence the need for companies to have a conservative debt and leverage policy, as far as possible.

Furthermore, Entrepreneurs need to employ agile and innovative thinking to explore and find niches of economic activity that they can address very quickly, e.g. fashion garment manufacturers quickly retooling to make PPE kits which were in huge demand during the pandemic.

And finally, the pandemic has clearly shown how important it is for entrepreneurs and businesses to develop and have a healthy, "win-win" relationship with ALL their stakeholders, especially - vendors, staff & workers, and financial institutions.

4. What are your thoughts about Pune's Economy over the last few years and its potential ?

A : While I do not have any data or Statistics to back-up my opinion, my impression is that the diversity of the make-up of Pune's economic structure has helped Pune's economy to perform at better than average levels, over the past few years, though perhaps not driving to its full potential.

One of the important pillars of Pune's industrial sector, i.e. Automobile and Allied industry has been seeing

fairly stressed times due to drop in demand nationwide. As such, all those industries related to this sector have been suffering disproportionately. Although there are many bright stars in Pune which have managed to negotiate the downturn and come out rather successful even in this sector.

The IT sector, on the other hand, which also enjoys the advantage of its workforce being able to effectively "Work from Home", has not seen very tough times and done fairly well during this period.

The FMCG, Food and Pharmaceutical sectors have, of course, been the least effected, and in fact to some extent have been boosted, by the fallout of the pandemic and have done quite well, getting back to pre-Covid levels very quickly.

Given the very positive and fertile ecosystem that exists in Pune, I have no doubt that Pune's Entrepreneurs will lead the country with speed, skill and innovative action and continue to grow at a higher rate than the national economy, as Pune has been doing for the last decade or two.

5. Any thoughts for MCCIA's activities and initiatives for Industry over the past few months and in the months ahead ?

A : I am justifiably proud of the MCCIA, its Secretariat and its Board and Executive Committee members for their foresight and ability to take proactive measures in every aspect of the social and economic systems, by

providing services not only to its members but to the business and industrial community and the city at large.

The level of dedicated professionalism and focussed action that the Chamber has exhibited all through its existence is remarkable.

Nothing validates the above statement more than the Chamber's pro-active role in putting together "Pune Platform for Covid-19 Response" (PPCR) spearheaded by the Chamber's leadership under Past President Pradeep Bhargava and President Sudhir Mehta, and so effectively executed by its staff led by Director General Prashant Girbane, who went above and beyond the call of duty to ensure that almost every aspect of desired response and action to mitigate the effects of the unprecedented Covid-19 pandemic were successfully carried out. I dare say that without this proactive initiative, PUNE would not have been able to tackle the crisis as well as it has.

Building bridges of co-operation with the Senior local authorities also played a great role in assisting Pune's industry to spring back into production and economic activity much faster than the other cities.

I am sure that these activities will continue and the Chamber will provide much comfort and assistance to the economy of the city in the months and years ahead.

Mr. A. P. Pargaonkar, Chairman - Ahmednagar Committee, MCCIA and Joint General Manager - Schneider Electric India Pvt. Ltd.

1. What is your take on the State of the World Economy ?

World economy is badly affected due to Pandemic situation. Those countries not having stricter lockdowns are little down in their GDP. Surprising China is showing positive GDP growth for the period of first half yearly of 2020-21. Due to restrictions like international travel, different methods of lockdowns in different countries, the international trade is also affected badly.



2. What do you feel about the state of Indian Economy ?

Indian economy is suffered very badly in the first qtr of 2020-21 due to stricter lockdown in the country. It was minus 29%. But overall yearly GDP for the financial year 2020-21, it is predicted as minus 10.21%. This is world's worst figure. But India has potential to bring it to normal growth rate by January 2022.

3. What can be done by Industry to achieve higher levels of growth in the next three to six months ?

Industry will have to build confidence

amongst working people so that they can give 100% output. Secondly, there should provision of proper medical help in the society. Adequate insurance coverage to all employees will boost their efficiency. With the use of digitalisation & IT platform, businesses should adopt new methods of working.

4. What kind of Policy interventions are needed on the Fiscal and Monetary fronts in India to achieve higher levels of economic activity ?

There should be continuous dialogue of policy makers & industry. Policy makers should study ground reality while formulating policies. There should motivation to the investors for FDI. Industrial reforms which are long pending should be implemented. Govt should bring in policies to attract industry in China to get relocated in India.

5. What are the learnings for the future from the ongoing pandemic for entrepreneurs ?

Entrepreneurs should be now alert for pandemic kind of threats in future.

Measures should be planned for protection of the businesses in such situations. New opportunities seen during current pandemic can be explored as a diversification.

6. In your opinion how the Indian / Pune Industry has responded to the recent challenges and opportunities due to Covid-19 ?

Indian / Pune industry responded partially good as industry could not take care of migrant labours in this situation. This affected badly when partial normalcy came. There is acute labourer shortage.

7. What can be done by SMEs to achieve business growth in the short to medium term ?

SME should become more flexible & deliver mother industry thinking out of box. SMEs to manage finance properly as it is costly in current situation.

8. What can be done by Government to stimulate growth in Indian economy ?

There should be frequent dialogue

with various business forums to understand the need of the industry. There should be certain concessions given in laws related to industry.

9. What are your thoughts about Pune's Economy over the last few years and its potential ?

Pune economy is shifting its centre of gravity from manufacturing industry to IT industry. IT based economy is bit more volatile as compared to manufacturing industry. There should be proper balancing.

10. Which sectors are likely to achieve sound growth in the next few years ?

Health industry will grow in next few years. Industry 4.0 related business will also grow.

11. Any thoughts for MCCIA's activities and initiatives for Industry over the past few months and in the months ahead ?

MCCIA is doing excellent work & should continue the same.

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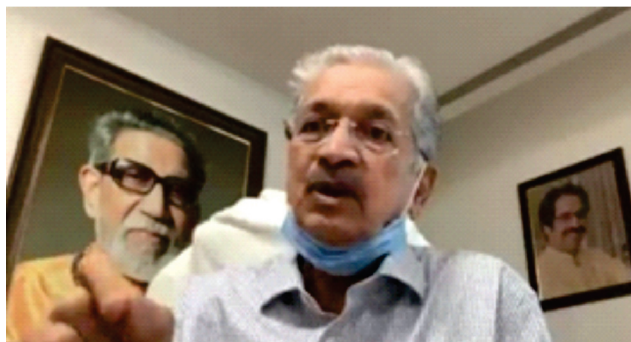
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MCCIA Activities in Recent Months

Interactions with Ministers

Interaction with Hon'ble Mr. Subhash Desai- Minister for Industries, Government of Maharashtra – 11th May 2020

We organised an interactive session with Hon'ble Mr. Subhash Desai, Minister for Industries, Government of Maharashtra on 11th May 2020. The discussions revolved around the challenges faced by the industry due to the pandemic, the government's take on it and the way forward to cope with the current situation.



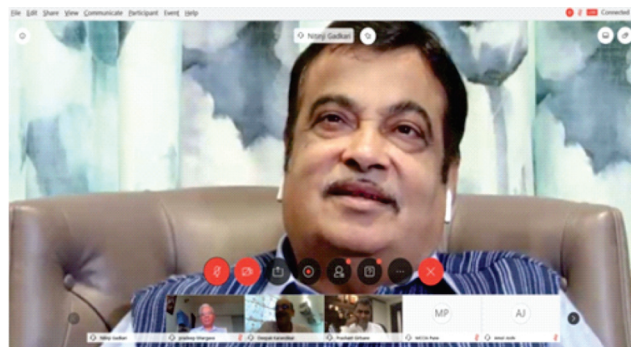
Mr. Subhash Desai said some six lakh people employed in various sectors had resumed work, amid easing of restrictions of the lockdown in place for the novel coronavirus outbreak. Interacting with industry representatives, Desai said "around six lakh people working in these 25,000 firms have got back to work. In western Maharashtra alone, 9,147 industries have been given permission to restart work. Of these, a total of 5,774 have already resumed operations", he said. These figures are till the first week of May 2020.

Mr. B Venugopal Reddy, IAS Principal Secretary, Industries Department and Dr. P Anbalagan, IAS Chief Executive Officer, MIDC, Government of Maharashtra also addressed the participants on this occasion. 494 industry representatives participated in the Session.



Interactive session with Mr. Nitin Gadkari, Hon'ble Minister for Road, Transport and Highways; Micro, Small and Medium Enterprises, Government of India - 31st May 2020

Mr. Gadkari addressed the representatives of Micro, Small and Medium enterprises (MSMEs) and spoke about issues faced by these units due to the COVID-19 pandemic. While touching upon the schemes and offers from the ministry, he encouraged the audience to keep doing their best during the trying times.



The minister told a gathering of over 300 entrepreneurs that a Scheme of disbursing Rs. 3 Lac Crores worth of collateral free loans to MSMEs has been prepared. Mr. Pradeep Bhargava, President (2018-20), MCCIA urged the Minister to help reduce the credit cycle of dues to MSMEs 30 days from 45 days for at least six months. The MCCIA survey found that the average amount owed by big companies to an MSME is Rs 2-3 crore. Gadkari said his ministry was considering the same. "The MSMEs can complain on Samadhaan, a portal, against big companies for delayed payments," he said.

On labour shortage, Mr. Gadkari said, "It is not true that the industry is totally dependent on migrant labourers. They constitute only 20% of the labourers on an average for the industry. When the labourers return, industries also have to make sure that they take care of the workers." 411 industry representatives participated in the Session.

Meetings with Government Officials

Interactive Session with Joint Director of Industries (Pune Region) and MIDC Regional Officers-19 April 2020

We organised a meeting with Mr. Sadashiv Survase, Mr. Avinash Hadgal, Regional Officer, Pune-1, and Mr. Sanjiv Deshmukh-Regional Officer, Pune-2, Maharashtra Industrial Development Corporation to discuss the approval process for Industries to operate in areas outside Municipal Corporation Limits through a separate portal developed by MIDC and to inform the industry about the restrictions and activities allowed during the lockdown period.

Interactive Session with Mr. Atul Kotkar- Regional Provident Fund Commissioner-20th April 2020

Mr. Atul Kotkar presented the updates regarding the provisions during the COVID-19 pandemic for Employees-Nonrefundable PF Advance to EPFO members. Additionally, he explained the scheme to implement the PMGKY package (Pradhan Mantri Garib Kalyan Yojna) for credit of employees and employers share of EPF and EPS contributions (24% of the wages for three months) by Government of India. Mr. Kotkar also informed about the grace period till 15th May, 2020 for filing of ECR for employers. 82 participants attended the meeting.

Interactive Session with Mr. Lokesh H. D. –Joint Director General of Foreign Trade, Pune and Mr. Rupesh Kumar Sharma-Regional Head- EXIM Bank, Pune-28th April 2020

The Interaction focused on the Government's facilitation for Exporters and Policy and Procedural changes designed to support exporters in these challenging times. The Senior officials discussed **amendments in Foreign Trade Policy and Procedural simplifications as well as Current Issues faced by exporters**. During the Session we also displayed the Presentation from Export Credit Guarantee Corporation which gave information about the relaxations and reduced premium for the benefit of exporters.

Session on “MSME Schemes Useful post Lockdown for Enhancing Manufacturing Competitiveness” -28th April 2020

We organised this Webinar about various Schemes of the Government MSME Schemes for enhancing Manufacturing competitiveness of MSMEs on 28th April 2020. Mr. Abhay Daptardar, Asst. Director, MSME-DI, Mumbai provided information on the various schemes. 220 members participants attended the Session.

Session on Technological support for Entrepreneurial Enhancement with Ms. Mandeep Kaur , (IAS), Joint Development Commissioner, DC, MSME-Government of India -29th April 2020

Ms. Mandeep Kaur elaborated on the schemes such as Business incubation Scheme, Design Centres scheme, IPR scheme etc. Ms. Kaur also briefed on innovative schemes such as ASPIRE and SFURTI for artisans and those engaged in making handicrafts.

Interaction with Joint Director of Industries and Regional Officers of MIDC -3rd May 2020

We organised an Interactive Session with Mr. Sadashiv Survase- Joint Director of Industries, Mr. Avinash Hadgal-Regional Officer, Pune-1 and Mr. Sanjiv Deshmukh-Regional Officer, Pune-2-Maharashtra Industrial Development Corporation to inform the representatives of various units in Pune district about the permitted Industrial activities and Private Offices at reduced strength in Urban areas except limits of PMC and PCMC. All industrial units were permitted to operate in rural areas such as MIDCs in Chakan, Talegaon, Pirangut, Lonavla, Hinjawadi, Sanaswadi, Shikrapur etc.

Interactive Session with Dr. Ajay Kumar (IAS)- Defence Secretary-Government of India –6th May 2020

We organised an interactive **E-Session with Dr. Ajay Kumar IAS, Defence Secretary**, Department of Defence, Govt. of India on 6th May 2020 – to discuss the current scenario and the opportunities for industries in supplying to defence. Mr. Pradeep Bhargava, President, MCCIA, Air Marshal Bhushan Gokhale (Retd.) participated in the interaction which was also attended by 383 industry representatives. The session was moderated by Mr. Prashant Girbane, Director General-MCCIA.

Interactive Sessions with Mr. Atul Kotkar, Regional PF Commissioner-Pune -10th May 2020

In this interactive Session on Mr. Atul Kotkar interacted with the participants to inform them about new provisions of EPF regarding the PMGKY benefit for EPF. He explained the process to apply for the benefit and seek support considering the eligibility of their organisations during this interaction with Mr. Kotkar. 225 industry representatives participated in the Session.

Meeting with Mr. Suhas Diwase-the then Commissioner (Agriculture)-Government of Maharashtra-11th May 2020

We organised an Interaction with **Mr. Suhas Diwase, the then Commissioner(Agriculture)-Government of Maharashtra** on 11th May 2020 on “**Agriculture: Issues and Solution During Pandemic Covid-19 and Way Forward**”. Mr. Umesh Chandra Sarangi, Chairman, Agriculture Committee, MCCIA chaired the Session.

Session on the Schemes to Meet the Post Covid-19 Challenges for MSMEs with Mr. Parlewar Director, MSME- Development Institute , Nagpur-12th May 2020

Mr. Parlewar summarised the schemes such as market-assistance, cluster development, ZED Certification, Assistance for Export Promotion, Entrepreneurship/ Skill development etc. Mr. Parlewar also showed a video clip to the participants which showcased the manufacturing of PPE kits which have been distributed in the Vidarbha region free of cost.

Meeting with Divisional Commissioner to discuss issues relating reopening of industry in Pune region-13th May 2020

We organised meeting a Meeting with Mr. Deepak Mhaisekar, the then Divisional Commissioner, Pune Division and other senior officials from Pune to discuss issues relating to reopening of manufacturing units with certain conditions in areas outside Pune and Pimpri Chinchwad city limits. We had invited all the industry and associations from Pune region to participate. The Government officials answered all the queries from industry.

Meeting with Mr. Shravan Hardikar (IAS), Municipal Commissioner, Pimpri Chinchwad Municipal Corporation to discuss process of reopening of manufacturing units – 15th May 2020

We had organised a meeting with Mr. Shravan

Hardikar(IAS), Municipal Commissioner, Pimpri Chinchwad Municipal Commissioner, Pimpri Chinchwad Municipal Corporation to discuss the process of reopening of manufacturing units in PCMC limits with certain limits and Standard Operating Procedures as well as restrictions on movement of people.

Interactive Session with Joint Directors of Industrial Safety and Health – 20th May 2020

We had organised a Meeting with Mr. V.M. Yadav and Mr. H.R. Dhend - Joint Directors of Industrial Safety & Health-Government of Maharashtra- Joint Directors of Industrial Safety and Health on Safety Precautions for Manufacturing Industry while restarting the operations. This Session was designed to bring updated information about the Guidelines and Standard Operating Procedures to the business units before restarting the manufacturing operations after first two phases of lockdown. During the Session we also displayed some of the best practices followed by business units which had restarted after lock down.

Interactive Sessions with Mr. Atul Kotkar, Regional PF Commissioner-Pune -22nd May 2020

We organised this Meeting for grievance redressal. In this meeting, Mr. Atul Kotkar clarified the doubts and resolutions regarding the PMGKY benefit for eligible EPF subscribers during the COVID-19 lockdown period. 162 representatives of various industry segments participated in the meeting.

Meeting with Divisional Commissioner and other Senior Officials Pune to discuss industry related measures to be taken in the Lockdown phass-12th July 2020

We organised an important meeting with Dr. Deepak Mhaisekar – the then Divisional Commissioner, Pune Division and other senior officials to discuss the issues relating to stringent lockdown measures in the next phase. We conveyed the concerns of the industry and urged the Government officials to put in place a clear framework which will allow the industry to function smoothly and take the necessary precautions to prevent the spread of Corona virus among the employees and society at large. Based on these deliberations the industry in Municipal limits of PCMC and in the industrial areas started functioning to a great extent. A mechanism to allow employees to attend to work with the authorization letter from their respective companies subject to the limitations in the orders issued by competent authorities was designed and implemented.

Meeting with Senior Officials from Government of India for the benefit of Exporters - Tuesday, 28th July 2020

Mahratta Chamber of Commerce, Industries and Agriculture had organised an important meeting with Senior Officials from the Ministry of Commerce and Industry, Ministry of Finance and Ministry of Civil Aviation – Government of India for the benefit of Exporters.

Mr. Pradeep Bhargava, President, MCCIA presided over the Meeting. In his Welcome Address, he stated “It is important to ensure that the Indian Exports remains in the

reckoning in the Post Covid era where we have a set of measures such as financial support and liquidity infusion being taken by several countries or groups of countries which could potentially erode the cost competitiveness of our exports. He added that there is a need to spread more awareness about the Atmanirbhar Bharat initiative aimed at ensuring the augmentation of domestic capacities and also promote international trade with increasing intensity.

Shri S. Kishore, Additional Secretary, Shri Arun Goel and Shri Diwakar Nath Mishra-Joint Secretaries, Ministry of Commerce and Industry, Shri Kevin Boban – Officer on Special Duty at the Central Board of Indirect Taxes and Customs, Shri Dinesh Kumar-Director, Ministry of Civil Aviation, Shri Senthil Nathan, Deputy Secretary – Ministry of Commerce and Industry, Shri Anil Aggarwal – Joint Director General of Foreign Trade at the Directorate General of Foreign Trade and other senior officials participated in the interaction. They assured the participants that the issues presented at the meeting will be considered suitably within the Ministries represented and even other concerned Ministries of Government of India.

Mr. P. C. Nambiar- Chairman, Foreign Trade Committee, MCCIA steered the Interactive Session which focused on :

1. Issues related to simplification of Customs Procedures for clearance of imports and exports
2. Issues relating to procedural simplification for Units in Special Economic Zones and Export Oriented Units
3. Issues related to delays in clearance of Export / Import Cargo, Movement of cargo and heavy charges levied by Shipping Lines and facility providers on exporters or importers
4. Hurdles in Domestic transport movement to and from Ports during Covid-19 phase
5. Request to allow Passenger flights to operate for Cargo Operations
6. Import of Fertilisers and Issues relating to Plant Quarantine of samples
7. Issues relating to Risk Management for Import/Export Documentation and inability to obtain export benefits for the classified exporters
8. Issues relating to level playing field against imported products and enhancing the Global Competitiveness of Indian Industry
9. Request to relax the time limit for Payment of Duty due to the Covid-19 Crisis
10. Extension of time lines for fulfilling export obligations and achieving Net Foreign Exchange earnings, validity of import licenses should be automatically extended by one year.
11. Requirement of fulfilling Average export obligation requirement under Export Promotion Capital Goods under Foreign Trade Policy should be waived for one year in view of Covid-19
12. Sunset clause for developers to operationalise the SEZs to be extended upto 31st March 2022 and for the units to be extended upto 31st March 2023.

Webinar on Udyam Registration-12th August 2020

We organised this event to provide Guidance to MSMEs on Udyam Registration Process. Mr. Abhay Daptardar, Asst. Director, MSME-DI, Mumbai provided information to the participation. 161 participants attended the session.

Meeting with Government Officials to discuss issues relating to Implementation of SOPs by Industry-3rd September, 2020

We had organised a Meeting with Senior Officials from the Collectorate, Pune and Department of Industries-Government of Maharashtra to discuss the Standard Operating Procedures to be followed by Industry while continuing manufacturing operations in the wake of Covid-19. Ms. Jayashree Katare, Resident Deputy Collector-Pune District, Mr. Sadashiv Survase, Joint Director of Industries, Pune Region, Mr. Avinash Hadgal, Regional Officer(1)-MIDC, Mr. Sanjiv Deshmukh-Regional Officer(2)-MIDC, Mr. Santosh Kumar Deshmukh, SDO-Pune, Mr. Sanjay Teli, SDO-Shirur addressed the participants and answered their queries about the SOPs to be followed by Industry.

Mr. Deepak Karandikar-Vice President, MCCIA delivered the Welcome Address.

Overview of Points discussed :

- The industry has to implement the SOPs in force strictly.
- Utmost care should be taken by employees while coming out from micro-containment zones and attending to factory/office duty
- Instead of doing medical tests in bulk, they should be done in a phased manner or group manner. This helps in proper data collection and the postpositive scenario can also be carried in a steady manner.
- A system should be placed wherein all the details of a positive case and the high risk and sent to the three main email ids issued by the government.
- An industry or a company should always keep contact with ground teams like "Asha workers", and information regarding the pandemic and the regulations should be proactively shared with the employees.
- As per the new guidelines the industry or a company can work with full efficiency and with full strength by strictly following the SOP.
- If any employee have any kind of mild symptoms that employee should not come to the plant. The employee requires a minimum of 14 days of quarantine.
- Multiple reporting (the incident commander, THO, the DISH) is taking place to collect data more efficiently.
- Ranjangaon MIDC is trying to set up a 100-bed covid care facility.

Session on Government eMarket Place – GeM on 23rd October 2020

MCCIA had organised a Session on Government eMarket Place – GeM to sensitise the MSMEs about the registration process and benefits of registering on that portal to generate business enquiries from Government entities. Mr. Prashant Girbane, Director General-MCCIA welcomed the speakers from GeM and made the Opening Remarks. He hoped that this important Session will benefit the MSMEs participating today and those who would read about this later.

Ms. Manasi Bidkar-Chairperson of Women Entrepreneurs Committee set the tone of the session by sharing her experience about registration on GeM Portal. Mr. Nikhil Patil-Business Facilitator-Maharashtra for GeM made a detailed presentation about pre-requisites and registration formalities and operations of GeM portal.

What is GeM? (www.gem.gov.in)

It is a one stop online procurement portal for all Government Buyers including Central/State ministries, Departments, Bodies & PSUs. It was launched in 2016. Even new products can be uploaded on the portal. After due process, these will be added as separate products. Start-Ups and MSMEs are highly encouraged to register themselves on the platform.

Advantages of GeM for Seller:

- Direct supply to Government
- One-stop shop for bids/ reverse auctions on products/ services
- Dynamic pricing: Prices can be changed based on market conditions
- New product suggestion facility available to sellers
- Seller friendly dashboard for selling, and monitoring of supplies and payments

Mr. Patil also presented the user friendly features of GeM 4.0 with enhanced technology interface. Mr. Patil added that GeM 4.0, launched a few weeks ago is a new technology roadmap to make GeM powerful marketplace well in steps with the times. It is a technology platform involving Analytics, Hyper Ledger with smart contracts using block chain technology, Artificial Intelligence, Machine Learning and Deep Learning. Advanced analytics, Ease of payments and timely payments, Seller incentivisation, etc. are some of the highlights of GeM 4.0.

Mr. Ajay Rai, Deputy CEO-GeM addressed the participants and shared his insights about how GeM is embracing technology to move towards a fully automated system free from any manual interference. This is a platform where new products can be uploaded. He also informed that a lot of sectors have been added over time since the introduction of GeM in 2016, latest being Railways and Defence in GeM 4.0 which was unveiled a few weeks ago. He also urged participants to come forward and let the GeM team know if they want any changes or updation in the portal, they would be happy to consider the suggestions. He addressed the queries of session participants.

Mr. Sudhanwa Kopardekar-Director, MCCIA made the Concluding Remarks and offered support to GeM in reaching out to Start-Ups and MSMEs which can address some of the technology solutions that GeM may need. Ms. Anuja Deshpande-Deputy Director, MCCIA moderated the deliberations.

Interactive Sessions with Officials from Banks

Meeting with Mr. Manish Kumar, DGM, SIDBI-15th June 2020

We organised this event to inform the MSMEs about the various schemes and relief measures instituted by Government and SIDBI to help MSMEs and businesses cope with

the current pandemic COVID-19. He also explained about the schemes and promotion activities such as TREDS, SPEED scheme, STAR scheme, TWARIT, CRISIDEX, Swavalamban mela etc. that are offered by SIDBI.

Interactive session with SBI Officials-22nd June 2020

We organised a Session with Mr. Abhay Patil, AGM, SBI to inform the participants about the various schemes and relief measures initiated by SBI to help MSMEs and busi-

nesses cope with the current pandemic COVID-19. Mr. Abhay Patil briefly explained about the schemes such as Liberalized Working Capital Assessment Scheme for MSME borrowers, Easing of working Capital Financing etc. Some of the questions that Mr. Patil addressed were on the issues like schemes available for newly registered MSMEs or startups, repayment conditions for new MSMEs, loan requirements for design software etc.



Capacity Building Activities by Committees and Functional Areas

MCCIA organised a wide variety of programmes through its different committees, functional areas and branches for the benefit of business community during April to October 2020. This was our effort to engage with the stakeholders in trying times and help them to expand their knowledge base. We present to you some of these events in a nutshell.

Agriculture and Agribusiness

1. Webinar on 'Steps Taken by Government of Maharashtra and APEDA to support exporters from agriculture sector during these Rough Times and the Way Forward'
2. Webinar on 'How to Improve the Shelf Life of Perishable Vegetables during Current Crisis' by Mr. Prashant Chaudhari.
3. Session on 'Impact of COVID-19 Pandemic on Agri-Input Industry and the Upcoming Challenges for Kharif Season' by Mr. Dharmesh Gupta
4. A panel discussion on 'Understanding Agri Reforms: Has the Government Crossed the Rubicon? The panelists were Mr. Uday Borawake, Mr. Mukesh Malhotra, Mr. Anand Chordia. Adv. Suhas Tuljapurkar moderated the discussions.
5. Course on 'Protected Cultivation of Flowers: A Solution to Commercial Farming' by experts from KF Bioplants
6. Session on 'Indian Agriculture: Future of Organic Farming' by Mr. Indranil Das
7. Webinar on Hydroponics: Emerging Trend in Agriculture by Ms. Gouri Jadhav

Ahmednagar Branch

1. Webinar on the importance of online Business by Dr. Prashant Khande
2. Webinar on Employees State Insurance Act (ESI) by Mr. Nikhil Kothawade – Branch Officer, ESIC,

Nasik

3. Sessions by EPFO District Office-Ahmednagar - Mr. Abhishek Kumar Mishra - Assistant PF about various compliances for PF.

Corporate Legislation

1. A webinar on the legal implications of COVID-19 by Mr. Suhas Tuljapurkar and Mr. Apurv Sardeshmukh
2. Session on '10 Cyber Frauds SMEs should know about during COVID times' by Adv. Vaishali Bhagwat
3. A panel discussion on the topic 'The takeaways from Supreme Court orders on Payment of Wages: Simplifying Complexities' by Mr. Rajesh Bagga, Mr. Suhas Tuljapurkar, and Mr. Apurv Sardeshmukh
4. A webinar on 'Corporate Governance in Challenging Times' by Mr. Suhas Tuljapurkar
5. New Compliances under income tax and GST. Mr. Sudin Sabnis and Mr. Nikhil Thobde.

Defence

1. Session on 'Technology Development Fund Scheme by DRDO' by Mr. Abhishek Jain
2. A webinar on **Defence Imports Embargo: Opportunities For Indian Industry** – Speakers : Mr. B. K. Kalra, Cmde Mukesh Bhargava, Cdr Gautam Nanda from KPMG (Defence and Aerospace), Mr. Harish Reddy and Mr. NK Bedarkar.

Other initiatives

Defence Committee provided backend support and coordination for the Naval Golden Quality e-Conclave (NGQeCON) conducted by the Indian Navy QA, New Delhi and Bangalore. Lt. Gen. Sanjay Chauhan, Director General Quality Assurance and Rear Admiral Atul Khanna presided over the Conclave, which saw over 800 participants

from the industry.

Food Processing

1. Session on 'Food Processing Industry: Discussion amid COVID-19' by Mr. Subodh Jindal, President, AIFPAdelhi
2. A webinar on 'Changing the Landscape of Business and Importance of Innovation Post COVID -19' by Dr. Apoorva Palkar, Director – Innovation, Incubation, and Linkage, Pune University.
3. Managing COVID-19 risks in MSME Food Processing Industry' by Ms. Smita
4. Finance Planning and Management amid COVID-19' with Dr. Anil Lamba, CA
5. Mixing in the Food Industry by Mr. Jayesh Tekchandani
6. Fostering Innovations and Scaling Up : A Success story in Covid-19 times by My Labs Discovery Solutions Team
7. A webinar on Mixing in the Food Industry- Application, Equipment Selection, and Design with faculty Mr. Jayesh Teckchandaney

Foreign Trade

1. A special session on 'Recent Changes in Foreign Trade Policy and International Business post COVID-19'. The Session focused on A comprehensive analysis of the changes made in Foreign Trade Policy and the handbook of procedures, trade barriers and free trade agreements impacting international trade by Mr. Satish Sangameshwaran and Mr. Aditya S. from DAA Consulting
2. Certificate Course in International Trade from 20th June, 2020 to 19th September 2020. The Course comprised of twelve full day Training Programmes on a digital platform. The Programmes focused on

Regulatory Issues involved in Exports and Imports, Issues relating to Legal Aspects and IPR, Finance, Foreign Exchange, Logistics and International Marketing, Free Trade Agreements and role of institutions supporting exporters. Several Experts addressed the participants at these training programmes.

Higher Education and Skill Development

1. A webinar on 'Chanakya for Business Success at All Times' by Mr. Rajesh Kamath
2. 'Advanced Concepts of Chanakya for Business Success at all Times' by Mr. Rajesh Kamath.
3. A webinar on 'Effective Negotiation Skills' by Mr. Charudatta Bhawe.'
4. Effective Marketing Communication' Ms. Nandita Khaire.
5. Three Sessions to identify human capital requirements with Speakers from Manufacturing and IT Industry due the Pandemic.
6. A webinar on The Strategies of Chanakya for Modern Times by Mr. Rajesh Kamath.
7. A webinar on 'The Art of Delegation' by Colonel Sarang Kashikar (Retd.).
8. A webinar on Mantras for Personal Effectiveness by Mr. Charudatta Bhawe

Human Resources

1. An interactive session on 'Managing Virtual Teams: The Future of Work' by Ms. Anjali Bhole Desai and Mr. Sanjay Devudu
2. A webinar on 'Ergonomics Of Working-From-Home And Maintaining Physical Wellness' by Dr. Sourabh Sane
3. Session on 'Getting Back to Work; Keeping Employees Healthy & Safe' by Dr. Priyadarshani Jagtap from LoopHealth
4. Session on 'COVID-19 and Compliances-Substantive and Procedural' by Adv. Shriniwas Inamati and Adv. Vijay Jagtap
5. Session on 'Transformation @ MSME: COVID-19 to Success 2020' by Mr. Dattatray Ambulkar

6. Session on 'Concept of 'Work from Home' and its Practical and Legal Aspects' Adv. Darshana Sawant and Mr. Vivek Vibhute from Deccan Management Consultants, Pune.
7. Workshop on 'Basics of Effective Digital Marketing: Strengthen Your Virtual Presence' by Ms. Madhura Nanivadekar, Marketing and Digital Media Consultant.
8. Workshop on Improving Business Competitiveness with HR Analytics by Ms. Trupti Pansare, CHRO Rubiscape & Intelimint and team.

IT/ITES

1. Panel Discussion on 'Future of IT Industry Post COVID-19'. The speakers included Dr. Anand Deshpande –Mr. KS Prashant and Mr. Gireendra Kasmalkar and Mr. Amit Paranjape - Chairman of IT and ITES Committee, MCCA moderated this panel discussion.
2. 'Work from Home and Employee Well-being-Experience Sharing by TCS' by Mr. Dinanath Kholkar and Mr. Sacheen Ratnaparkhi.'
3. Cyber-Security for MSMEs' by Mr. Rohit Shrivastava
4. Sessions on 'Preparing SMEs for Industry 4.0', 'Digitally Transforming my Organisation' and Cloud Enablement of SMEs by Mr. Mahesh Kulkarni, Mr. Abhijit Nadgonda and Prof. Sudhir Agashe'
5. Simple IT Tools to Control your Costs' by Mr Pankaj Bhandari and Mr Santosh Awasarkar

Indirect Taxes

1. Session on "Compliances and Procedure under Customs MOOWR Scheme 2019 and Impact on GST"

Innovation & Technology Transfer Cell

1. Webinar on Exploring the New Business Opportunities- Technology available for Transfer, focusing on showcasing Technology "Value added fish products" jointly with UNDP and GIZ
2. Webinar on Exploring the New

Business Opportunities- Technology available for Transfer, focusing on showcasing Technology: Processing technology for Turmeric, Onion, Garlic & Ginger was organized jointly with UNDP and GIZ on 15th October 2020.

3. Webinar on Exploring the New Business Opportunities- Technology available for Transfer, focusing on showcasing Technology : "Hatchery Technology for quality seed of Mud Crab"-Presentation by Dr. S. D. Naik, College of Fisheries, Ratnagiri jointly with UNDP and GIZ

Micro Small and Medium and Enterprises

1. 'Supply Chain and Operations Challenges and Solutions Post lockdown'
2. Getting Ready to Resume Operations Post COVID-19 for Manufacturing MSMEs'
3. Leveraging Evolving the New Normal to Drive Profitability by Creating an Innovative and Decisive Competitive Edge for MSMEs'
4. 'How to Maximize your Marketing Impact with Minimum Budget'
5. Best Practices in Supply Chain Management for Survival and Growth'
6. 'Five S – A Mantra for Workplace Improvement', 'Kaizen – A Tool for improving Efficiency' and 'Poka Yoke – A Gateway to World Class Manufacturing'
7. The New Normal of Stress Management'
8. 'Advanced MS Excel and 'Advanced MS Outlook'
9. 'Project Management Fundamentals'
10. 'Improving Productivity through Cost Reduction'
11. 'Operational Excellence through QCD Improvements'
12. 'Important Aspects of Cutting Tools'
13. Workshop on 'World-Class Maintenance Techniques'
14. An Online Workshop on 'Strategic Purchasing for Sustainability and Profitability'

Membership Division

1. Psychology of a crisis'
2. Surviving and thriving in current crises'
3. Spine, Joint health during work from home'
4. Challenges of the World—An opportunity for India'
5. Family Business-Time to Rise and Shine'
6. COVID 19 –A new normal, implications for business leaders
7. 'Introduction to Program on Assessing the Impact of COVID-19 on Your Business and Preparing to Respond Effectively'
8. Enhancing Microsoft Excel skills with hands-on training
9. Power Point Presentation
10. Cash flow planning and optimisation for MSME and Aatmanirbhar Abhiyan package
11. Re Strategise to Re Start
12. 'Continuous Personal Development-the Key Mantras'
13. Material Flow Cost Accounting (MFCA) MFCA
14. 5 Ways to Achieve Massive Profits
15. Leading teams through difficult times
16. Design Your Own Software

Taxation

1. Latest Amendments in Goods & Service Tax
2. How to handle Various Reconciliations under GST
3. How Taxpayers can leverage on GST
4. Understanding of Balance sheet Finalization points from GST perspective
5. 'Key Advance Rulings and Judgments in GST'

6. 'Procedural and practical aspects of GSTR - 9 and 9C of FY 2018-19'

Women Entrepreneurs

1. 'Reinventing Ourselves''
2. Journey of Quality Excellence'
3. 'Basics of Successful Branding'
4. A 'Employee Engagement post COVID-19'
5. ZED Certification Scheme- ZERO Defect ZERO Effect with WASH (Workplace Assessment of Safety and Health) and Business continuity
6. Knowledge sharing session on Semiotics and its Commercial applications

Hadapsar Branch

1. Tranquil Pillars of Digital Marketing in Turbulent Times.
2. Top 3 Techniques to be An Ace at Sales
3. Leadership Lessons from Ancient Masters for Challenging Times
4. World Class Proposals
5. Sales & Marketing 2.0 for fastrack business growth
6. Equity Funding for Business Growth & Financial turnaround
7. Competitor Analysis
8. Operation Excellence: Re-define your productivity and profitability
9. Elevating Digital Marketing in turbulent times
10. 'Persuasive selling'
11. 'Reaching agreement (The art of negotiation)' by Mr. Chaitanya Kulkarni
12. SME Funding Strategy by Mr. Arun Joshi
13. Session on “**AIAG-VDA-Process FMEA (New Edition June 2019)**” by Mr. Prashant Marathe

Tilak Road Branch

1. Session on 'Digital Tools to Run Your Business during Lockdown'
2. Session on 'Importance of Value Proposition for your Business'
3. Session on 'Achieving Success with IT Projects'
4. Session on 'How to handle Objection during the Process of Sales'
5. Session on 'Investigating Customer Needs'
6. Session on 'Precautions, Do's & Don'ts towards End of and Post Lockdown'
7. Session on 'Faster Conversion of Accounts Receivable to Cash'
8. Session on 'Strategic or Business Planning Immediately after Normalcy Resumes'
9. Session on 'User Experience (UX) Approach and Methodologies'
10. Session on 'Stress Management during Lockdown'
11. Session on 'Managing Remote Working Teams'
12. Session on 'The Rising Cyber Risks: How to Secure Your Business in the Era of Remote Working'
13. A webinar in 'Business Transformation through Effective Data Analytics'
14. A webinar on 'Art of Efficient Managing'
15. A webinar on Listening Skills

Bhosari Branch

1. Decoding MSEDCL Tariff Order and Government Decisions on Power Tariff for the Lockdown Period
2. Role of Innovation in Current Pandemic Situation
3. Optimisation of MSEDCL Bill and Economics of Corrective Actions

We request you to send your feedback on this Issue and suggestions for forthcoming issues to :

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Session on Government eMarket Place (GeM) - 23rd October 2020

MCCIA had organised a Session on Government eMarket Place – GeM to sensitise the MSMEs about the registration process and benefits of registering on that portal to generate business enquiries from Government entities. Mr. Prashant Girbane, Director General-MCCIA welcomes the speakers from GeM and made the Opening Remarks. He hoped that this important Session will benefit the MSMEs participating today and those who would read about this later.

Ms. Manasi Bidkar-Chairperson of Women Entrepreneurs Committee set the tone of the session by sharing her experience about registration on GeM Portal. Mr. Nikhil Patil- Business Facilitator-Maharashtra for GeM made a detailed presentation about pre-requisites and registration formalities and operations of GeM portal.

What is GeM? (www.gem.gov.in)

It is a one stop online procurement portal for all Government Buyers including Central/State ministries, Departments, Bodies & PSUs. It was launched in 2016. Even new products can be uploaded on the portal. After due

process, these will be added as separate products. Start-Ups and MSMEs are highly encouraged to register themselves on the platform.

Advantages of GeM for Seller:

- Direct supply to Government
- One-stop shop for bids/ reverse auctions on products/services
- Dynamic pricing: Prices can be changed based on market conditions
- New product suggestion facility available to sellers
- Seller friendly dashboard for selling, and monitoring of supplies and payments

Mr. Patil also presented the user friendly features of GeM 4.0 with enhanced technology interface. Mr. Patil added that GeM 4.0, launched a few weeks ago is a new technology roadmap to make GeM powerful marketplace well in steps with the times. It is a technology platform involving Analytics, Hyper Ledger with smart contracts using block chain technology, Artificial Intelligence, Machine Learning and Deep Learning. Advanced analytics, Ease of payments and timely

payments, Seller incentivisation, etc. are some of the highlights of GeM 4.0.

Mr. Ajay Rai, Deputy CEO-GeM addressed the participants and shared his insights about how GeM is embracing technology to move towards a fully automated system free from any manual interference. This is a platform where new products can be uploaded. He also informed that a lot of sectors have been added over time since the introduction of GeM in 2016, latest being Railways and Defence in GeM 4.0 which was unveiled a few weeks ago. He also urged participants to come forward and let the GeM team know if they want any changes or updation in the portal, they would be happy to consider the suggestions. He addressed the queries of session participants.

Mr. Sudhanwa Kopardekar-Director, MCCIA made the Concluding Remarks and offered support to GeM in reaching out to Start-Ups and MSMEs which can address some of the technology solutions that GeM may need. Ms. Anuja Deshpande-Deputy Director, MCCIA steered the deliberations.

MCCIA Special Initiatives with International Organisations for MSMEs

1. MCCIA and UNDP Help Desk

Maharashtra Chamber of Commerce, Industries and Agriculture (MCCIA) has partnered with United Nations Development Programme (UNDP) to set up Covid 19 helpdesk to facilitate MSMEs in dispersal of information on government safety guidelines, regulatory norms and government Covid-19 response schemes and welfare measures. The sole objective of establishing the help desk is to expand advisory services to provide aid to micro and small enterprises on business continuity support. The desk will be supported by experts in different verticals. The verticals are MSME, Banking and Finance, Defence, Food Processing, Agriculture, Taxation and Import-Export.

The helpdesk has been operational since **August 2020 and will continue till January 2021**. We will attend queries with respect to Udyam registration, relevant jobs, and apprenticeship

opportunities available with the industries with specific skill requirements, location, qualification experience, issue and challenges faced by MSMEs etc.

2. MCCIA and GIZ Joint Programme for Capacity building of SMEs in Pune Region for effective handling of Challenges posed during COVID-19

MCCIA and Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH joined hand to help SMEs cope with the Covid-19 situation. Ministry of Micro, Small & Medium Enterprises; Government of India & Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH are implementing a bilateral cooperation project- "Programme for Modernisation and Innovation Promotion in MSMEs in India (MSME INNO)". MCCIA is implementing this programme in the Pune Region. This project aims to improve the local innovation ecosystem through fostering cooperation between

different stakeholders and strengthening the innovation management capacity and sustainability of MSMEs in India.

The project seeks to strengthen the innovation system by systematically fostering cooperation among companies, research institutions, government, service providers and larger enterprises for introduction and dissemination of new technologies, products, processes and/or business model innovation. The project interventions are geared towards enabling MSMEs to have improved access to research and other related institutions. This will focus on developing the capacities of MSMEs employees in order to establish innovation skills, leading to enhanced innovation capacity.

Officer in charge: Ms. Manjari Desai, Director-MCCIA Email : manjarid@mcciapune.com



Dr. Bhagyashree Patil
Chairperson & Managing Director

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MCCIA's Flagship Events

National Trade Fair cum Vendor Development Programme - 24th to 26th February 2020



The MSME Committee organised this key event jointly with the MSME Development Institute, Mumbai and the Ministry of MSME, Government of India from 24th to 26th February 2020 at the Auto Cluster Development and Research Institute. The exhibition was based on the five broad themes viz. Advanced Manufacturing, Electric Vehicles and E-Mobility, Innovative Products and Start ups and Vendor Development (Private Sector and CPSUs / CPSEs). About 120 MSMEs showcased their capabilities at the exhibition. Over 1500 business visitors visited the exhibition.

During the event, we organised five concurrent Sessions for the benefit of the MSMEs :

- Vendor Development Opportunities with Private Sector and Defence
- Electrical Vehicles and E-Mobility
- Cyber Security and Software Licensing
- Advanced Manufacturing and
- Vendor Development Opportunities with Public Sector Undertakings

In addition, we organised an inspirational address by Dr. Abhay Firodia, Past President-MCCIA and Chairman, Force Motors Ltd. Dr. Firodia provided vital inputs and guidance to MSMEs on aspects like 'How MSMEs could survive and grow in the changing Global Dynamics' and 'How to imbibe the culture of innovation amongst MSMEs'. He also interacted with participants from the MSME sector.

Pune International Business Summit -2nd and 3rd March 2020

As part of its efforts to promote Pune as an attractive destination for investments, a major global source for products and services and as a premier marketing centre, the Chamber had organised first Pune International Business Summit on 2nd and 3rd March 2020 at S. L. Kirloskar International Convention Centre, J. W. Marriott-Pune.

In his Opening Remarks, Mr. Prashant Girbane - Director General, MCCIA presented the outline of the event and also briefed the dignitaries and participants about MCCIA's special efforts in promoting Pune on the global horizon. He added that participants at this First Pune International Business Summit have the opportunity to interact with an

elite group of Consul Generals and Trade Commissioners as well as delegates from various countries at this summit.

Mr. Pradeep Bhargava, President-MCCIA (2018-20) delivered the Welcome Address on this occasion. He stated that no country can pretend to be self-reliant and needs investment for growth and hence such summits are a need of the hour where the business community could get to know regions and their investment and trade potential. He portrayed strengths of Pune and its place as an important hub of investments by prominent Multinational Companies.

We played the Video Messages of Hon'ble Mr. Hardeep Singh Puri-Minister of State for Commerce and Industry as well as Housing and Urban Development and Civil Aviation-Government of India and Mr. Anup Wadhawan-Secretary, Ministry of Commerce and Industry-Government of India.

Hon'ble Mr. Hardeep Singh Puri, said : *"I am very pleased to learn that Mahratta Chamber of Commerce, Industries and Agriculture, Pune is organising a two day event in Pune to focus on international trade, to deal with issues which are relevant to different sectors such as civil aviation, infrastructure etc. Pune has an important role to play not only in the economy of Maharashtra but I think in the economy of India. And with connectivity issues, now getting priority attention, I am confident that Pune will emerge as a major centre for commerce and industry for international trade in the years to come."*

Mr. Anup Wadhawan, stated : *"There is a tremendous growth and progress made by Pune as a city and as a manufacturing hub both for goods and services. Let me recognise the contribution made by Mahratta Chamber of Commerce, Industries and Agriculture, Pune. I am happy to note that they have organised the Pune International Business Summit."*

Hon'ble Mr. Aditya Thackeray, Minister for Protocol, Tourism and Environment, Government of

Maharashtra was the Chief Guest at the Inaugural Session of the Summit. He also lauded the efforts of MCCIA in organising the Pune International Business Summit which is important for Maharashtra. He addressed Pune as a **'City of Dreams'** and highlighted Pune's connection to the world. He stressed that Maharashtra is open for trade and investments. He made an investment pitch based on Maharashtra's industrial and infrastructure base and added that key reforms would be carried out. He stated that Maharashtra is a natural accelerator when it comes to innovation. He urged the delegates - **'You want to grow, Be in Maharashtra'**. He also appealed that **'Ease of doing Agriculture'** on the lines of Ease doing business needs to be explored and offered.

Success Stories of Select Companies from Pune

This session featured five success stories of Pune based companies which have exemplified the quality consciousness and leadership in their respective areas in international market.

Serum Institute of India Ltd.

Mr. P. C. Nambiar, Director (Group EXIM), Serum Institute of India Ltd. and Chairman , Foreign Trade Committee-MCCIA presented the success story in field of pharmaceutical sector. In his capacity as the Chairman of Foreign Trade Committee, MCCIA Mr. Nambiar steered the summit. He stated that the objective of the summit is to showcase Pune's strengths and to attract international investment.

He narrated the journey of Serum Institute as the leader in pharmaceutical sector. He shared the story from a humble beginning in 1968 to being recognised by WHO in 1993 for manufacture and supply of vaccines around the world. Exports began in 1995. The insistence of Dr. Cyrus Poonawalla, the founder of Serum Institute for making available a dose of vaccine at the cost of a cup of tea helped Serum to be competitive in the global markets he said. He narrated various stages of expanding manufacturing capacity over the years and its journey to setting up of Two

Special Economic Zones at Hadapsar and Manjari.

Serum Institute is manufacturing 1 million doses a day and exporting to 170 countries and it exported vaccines worth Rs. 5000 crore last year (2018-19). He mentioned that every 5 persons out of 10 in the world are immunised by vaccines made by Serum. He explained how Serum has upgraded from injectible vaccines to oral and nasal sprays and how combo vaccines have been developed by the Company. Mr. Nambiar assured that Serum would be able to develop Corona Vaccine in the near future. An informative short film about the Serum Institute highlighted the uncompromising attitude towards quality and hygiene in the pharmaceutical sector and the zeal to remain at the forefront by ensuring global standard work practices.

Weikfield Products : Food Processing

Mr. Mukesh Malhotra, Past President, MCCIA and Managing Director, Weikfield Products LLP presented the success story of Weikfield Products. He informed the audience about MCCIA's role on Foreign Trade front especially in giving inputs for designing the Foreign Trade Policies and how MCCIA has achieved its credibility as an impartial body. He lauded Chamber's contribution in convincing MNCs for setting up their businesses in Pune and the Vision of Past Presidents in making Pune a preferred destination for investment.

He also elucidated how Chamber was instrumental in bringing DGFT office, Inland Container Depot and Customs Commissionerate, business delegations from different countries to Pune and how the International Convention Centre was established as an MCCIA initiative. He recalled Chamber's efforts for conceptualising the Certificate Course in International Trade for imparting professional knowledge to the entrepreneurs and employees which is recognised by the business community even after three decades.

Mr. Malhotra portrayed the journey of Weikfield as a passion for excellence for becoming a trusted food brand. It

started with his exploratory tour to Middle East in 1975 when the image of Indian products was not very positive in the international market. He expressed that selling food products was a challenge then, as Selling India first was required. He narrated the story of Pokhran 1974 anecdote and Tata Buses in Kuwait to imbibe trust in Indian products. Weikfield started a collaboration in UAE in 1995. He narrated certain obstacles along the international business journey of Weikfield and observed that the company was forced to improve and innovate to cater to certain markets such as countries in the middle east. Now Weikfield has a basket of 35 different food products starting from bakery products, mushrooms, flavoured tea to a whole range of western style desserts. These products go to USA, Europe, CIS and other countries.

He advised the young entrepreneurs who would like to venture in exports and imports to keep abreast of contemporary economic and political situation and said that one needs to gear up capacity in terms of quality, packaging and hygiene standards. He observed that improving quality standard pays rich dividends. He asserted that Exports is the only way to reach \$ 5 trillion economy target for India.

Praj Industries : Bio-fuels/Bio-energy/ bio-engineering

Dr. Pramod Chaudhari - Past President, MCCIA and Executive Chairman, Praj Industries Ltd.

Dr. Chaudhari shared the story of Praj over the decades. He explained how the nature of business changed from a plant and machinery manufacturer to a system and project exporter and then to an end to end customised solution provider. In its offerings, Industrial biotechnology, mechanical and chemical engineering are bundled together where all the bioprocesses are integrated.

As a start-up Praj received venture capital in the beginning. But 1991 was a turning point as Praj had to look at international markets. Considering the continuous availability of food stalks, the company focused on tropical and subtropical countries. In 1993-94, Praj

explored countries in South East Asia and opened a base in Singapore. This was a strategic step, as Singapore was an acceptable solution as India's image was not good in international market.

1997 currency crisis made Praj look around and then the 'Equator +/- 25' was decided as the target region for exploring markets. Accordingly, Praj expanded its base to Africa and South America. This decision was the outcome of a realisation that the company can't remain dependent on a single region. After this it gradually started expanding its offerings in more markets. Colombia which, posed high risk at that time was next on the radar. The Company decided on it as there was no opportunity in US or in Europe. It required more efforts as the employees had to learn Spanish so as to connect with local industry. Problems such as hijacking of a cargo ship and material getting stuck on high seas resulting in liquidity crunch forced the Company to modify their future agreements. Also Colombia gave the realisation that the advocacy holds a key to understand the customer. Praj tried to persuade the cultivators that it is not advisable to sell surplus sugar at loss rather it is beneficial to convert it into ethanol and sell at higher rate. This going an extra mile helped the company and the year 2000 gave the company a desired push that resulted in 100% market share for Praj in Colombia. Success in Colombia was followed by good base in UK/USA and Europe market.

The decade of 2010-20 has been a demanding one in international business. As the capital build up has been a constraint, thrust was on improving efficiency of existing facilities and going for modernisation. The company had to focus more on after sales service performance.

He observed that New mantra is to ensure faster response time and take help of digital technology for remote and SCADA monitoring. It has started O&M recently to give constant connect with customers. The business model offers a Value for Money and service to consumers which has resulted into the Customer Satisfaction Index going pretty high.

During the 25 years of international business, Praj went through 3 major transformations. It now has spread from five countries to 75 countries i.e. having presence from 'Fiji to Peru'. Praj has not only expanded its market share and presence, but has taken more responsibility of bringing down the carbon footprint, decarbonisation through bio-fuels and mitigating climate change threat by working on water conservation, energy efficient water usage, bio-fuels, bio-energy and bio-mobility. Praj has a good R&D set up in Pune where feedstock samples from various countries have been fingerprinted. He expressed that the farmer should be at the centre of bio-mobility sector. He said that we need to discourage farmers from states like Punjab, Haryana, Odisha and UP from burning agro-waste as it could be converted into bio-ethanol and bio-CNG.

Praj is working on futuristic initiatives like renewable chemicals and materials, introduction of plant-based materials, wants to make the world a better place.

Pravin Masalewale : Food Processing Mr. Anand Chordia - Chairman, Food Processing Committee, MCCIA and Director- Pravin Masalewale

Mr. Anand Chordia shared the growth story of four brands viz. Suhana, Tufaan, Ambari and Pravin. Pravin Masalewale started in 1962 is now exporting its 180 products to 22 countries. It has reached from a husband-wife duo manufacturing small quantities of home-made Indian spice-mix like 5 kg a day to a huge company manufacturing 25,000 kg a day. The range includes authentic Maharashtrian spice mixes, traditional instant mixes, food sprinklers and pickles. It started with 3000 consumers now it has reached to 120 Million consumers worldwide.

He explained how the company has transformed from a perfect linear approach organisation (which was not sustainable) to a complete circular ecological approach value addition company. It has evolved from routine food products to novelties like Cuppa Pohas which is preferred by young generation due to its health value.

He shared that the company has shown rapid and consistent performance from 1962 to 2020. Mr. Chordia shared founding principles and ethics like **Best In, Best Out, value each buyer and value for each buyer, consumers wish- our command, endeavour to excel, growth through partnering, stay current with technology and always innovate for consumer delight.** While explaining the CSR activities, he introduced the concept of The Eco Factory Foundation that provides sustainable lifestyle solutions for Rural and Urban Citizens, Suhana- Academia Connect initiative for bridging Industry-Academia gap, motivation through scholarships, sponsored research projects, hands-on industrial work experience opportunities etc. Mr. Chordia also presented Maharashtra and Pune's strengths in food industry and investment potential for collaborative efforts with countries represented at the Summit.

Persistent Systems : Information Technology

Dr. Anand Deshpande- Founder, Chairman and Managing Director-Persistent Systems Ltd. presented the success of a Software Technology Company in Pune Unleashing the Future of Business. Persistent is leader of Pune's IT prowess. In its three decade journey Persistent has attained leadership in software engineering and digital transformation. Having global presence in providing diverse, open and innovative business partner ecosystem for maximum flexibility the company has 10,000 + manpower combined with enterprise scale in execution. It has over 1000 customers getting trusted security and dedication to data privacy across our enterprise. He explained the Persistent story in the form of 'S Curve' plotting the changes in four periods starting from 1990 till today. In 1990, Persistent started with database and R & D projects. It established its leadership in outsourced product development in 2001. In 2009 it became strategic partners for software business by focusing on cloud, analytics, collaboration and mobility. In 2017, it embarked became a Software 4.0 enterprise while shaping the digital transformation of its customers in diverse segments as every business is

becoming a software driven. He mentioned 5 trends to watch in the future:

1. The first one is about Software is eating the world. While citing an anecdote of Dominos he elaborated how software is eating the world. Over the next 10 years, many industries would be disrupted by software
2. The second is about Next Generation Data platform happening in India, revolution in micro transactions with more than billion people getting access to bank accounts through Jan Dhan scheme, Aadhaar (UID) and over a billion mobile phones, high internet connectivity enabled banking system
3. Third trend is about next generation data platform is happening in India with Aadhaar authentication, eKYCs, Digilocker, FasTag – a set of serendipitously developed Open Application Programming Interfaces (APIs)
4. Fourth trend would be about Artificial Intelligence which would drive the future insights. Data is a fuel for Artificial Intelligence which has become all pervasive.
5. Fifth trend would be about imagination that drive the entrepreneurship.

He lauded the strengths, attitude and culture of Pune as Pune is the centre of talent, it has shown leadership in research, has a strong base of technology industry and also like minded organizations viz. MCCIA, SEAP, TiE, Association for Computing Machinery (ACM) which work together for realising the plans and for promotion of business.

Mr. Ravi Pandit- Past President, MCCIA and Chairman & Group CEO-KPIT Technologies Ltd. shared his **insightful success story of building a export-oriented company.** Mr. Ravi Pandit presented the exciting journey of KPIT Technologies. He said- It is a technology-led company focused on automotive sector especially related to embedded software that goes inside the cars. Mobility in general is the most exciting field in the world today. We see a movement from petrol and diesel cars

to electric cars, from human driven to automated cars and owned cars to cars as a service just like Ola and Uber. In all these areas phenomenal action is happening and that's why automotive is the most exciting field. Major disruptions are happening in that field as most of them are driven by electronics and especially software; i.e. 90% of the changes in the car are happening in electronics and 80% of them are in software. That is the area of specialisation for KPIT.

KPIT has top ten global OEMs as its customers. Whenever new car development is happening, KPIT is there, he added. The Company has large operations in Munich which is the home for BMW. Also KPIT is serving Mercedes Benz and Volkswagen as well as Germany has been a leader in automotive technology for many decades. Detroit is other location for three American car manufacturers- KPIT serves them too. In addition, KPIT operates from Tokyo and Shanghai, from the UK and of course from India. KPIT is working as the first port of call for any company that wants to venture into new technology development in embedded software.

KPIT has 100 patents and contributes to the thought leadership in this area. It employs 7500 people. Its motto is **'Reimagining Mobility with You'** as KPIT's philosophy is 'Progress of humanity can be equated with mobility'.

Started as a small accounting firm, that was built on trust, a long relationship with clients, creating and fulfilling expectations, building teams, building a culture, a vision, an aspiration : These are the seeds that built a large tree of KPIT today. A cognate area to any accounting company is information systems. KPIT started doing consultancy in analytics. After building a team that delivers on the promise, started working with the collaborators of Indian customers. It then started working largely abroad. Today 90% of KPIT's revenue comes outside India. According to Mr. Pandit, **“building good processes and systems is important, that can be done by trying out in a small base first. If life is ability**

meeting opportunity, ability is what you build over years by doing good work in an area."

Opportunities emerged from the markets. In the late 1980s, IT came up as the computers became affordable. KPIT grabbed IT opportunity and moved to the US from India. It went public around the same time and also got private equity. With brand equity as Kirtane and Pandit CA firm, KPIT issue was oversubscribed 50 times. Those who got shares at that time still continue to be the shareholders. So building long term relations with investors as well as customers and own people is critical for any business. Around the time when KPIT was listed, it was working with two large banks in Europe that contributed to the 60% of revenue and 130% of the profits. Within two months of going public, those banks sold off their operations which was a big blow to the company. **Nothing makes a company tougher and better than a horrible experience early on.**

It took three years to rebuild the confidence of the investors. Experience taught KPIT that life is not a linear journey, there are ups and downs. **"When you fall down what matters is your ability to brush your clothes, get up and start running again."** KPIT started with a revenue less than Rs. 50 lac a year and has reached Rs. 3000 crore mark today. He shared an important lesson for everyone in the industry **"Every company has to work on its cash"**.

For the last ten years KPIT is into IT and embedded software. In the general IT area, KPIT was a me too player with good clients, long client relations, profitable business. Mr. Pandit said "Two years back, an extraordinary decision was taken to split the company. We wanted to be where the people would come to us. Today companies from all over the world come to KPIT." He cited one experience of Japanese Tier-I company which approached KPIT unannounced. It wanted to do business with KPIT as all the 4-5 major companies claimed that KPIT is their main competitor in this domain.

It is Important how do you build a

unique distinction when the market is cluttered. For building that distinction you should be willing to forgo something so that the company wins something. That was the tough call KPIT took. In this long journey, KPIT has learnt that business is only about those two things : **An Offering or a Product and Customer.** And to make this happen, you need a team, a certain set of processes and values. The most valuable asset which does not come on the balance sheet, is the customer. Customer relationship is built on trust alone.

He said that there is enough data to show that **more and more business with the same customer is far more profitable and far less costly than finding out a new customer every now and then.** So retention, relationship of a long term nature is important. Cutting out customers is a big thing. KPIT has done this strongly. KPIT decided to work with a few select customers. Top 25 in the segment are the only customers that KPIT works with. He also lamented on the need to keep the Customer happy by satisfying his rational and emotional needs. It is important to go that extra mile to stand with the customer even in times of his trouble and figure out how every decision of yours touches the heart of the customer.

The other thing is product. It can't remain same. The product should change as the technology changes, customers' requirements keeps on changing so one needs to innovate, you need to stand out from the rest. For that one needs good investment on innovation. More than any other IT company in India, KPIT does more investment on innovation, and is excited to be in an area which is full of new things.

Average age of the employees in the company is very low, so there are a lot of young people. At heart, the lot is very professional and nothing can give a greater joy to a professional than the respect he gets for the ideas he brings in. Other things are about people and processes. It calls for a culture. When one moves from a SME to a large company, the most important thing is an ability to make more people a part of your company. Giving credit to people

for the work that they are doing is important. One can build an institution if everybody other than you also feels that it is his company. Building that culture is very important. Value of integrity makes very big difference. But cost is attached to integrity but one should be willing to pay that cost all along. That integrity builds the foundation for long term sustainable growth.

Mr. Krishna Srinevasa Grihapathy, President, International Marketing-Bajaj Auto Ltd. presented on how Bajaj Auto achieved greater heights as the world's favourite Indian ie Bajaj Auto's foray in international business through the decades. Mr. Grihapathy stated that if SMEs and start-ups try to emulate a vision of a large company to reach out to that position; they would find a contradictory approach in Bajaj Auto. When it was embarking on international expansion, Bajaj Auto acted as a small company. Mr. Grihapathy stated that the founder –Jamnalal Bajaj followed the values of trusteeship given by Mahatma Gandhi towards wealth and industry. These drive the company even today. Bajaj Auto, founded in pre-independence era, now is the world's 3rd largest motorcycle manufacturer and number 1 three-wheeler manufacturer, India's 13th most valuable brand featured in Forbes' 100 most innovative companies of the world with \$ 4.79 billion turnover in 2019 with 5.03 million units of sales. International business of Bajaj Auto accounts for \$1.6 billion and 2 million units exported to 79 countries. While presenting the stages of growth, he said that it was a task to imagine about expansion, growth and dream big.

What worked behind the story was strategic decision-making that started at an early stage was about the regarding prioritisation on choice of market, integration, business model through own company or through distributor, pricing, generalised or specialised product portfolio and brand positioning in global vis a vis local market. He also shared different challenges faced and resolved by the company. The second stage of rapid growth was leap forward followed by the final stage is of consolidation. Bajaj Auto has a strong distribution network across the globe

with strong first-generation entrepreneurs. Bajaj Auto not only transferred technology, abilities and skills to the local partners but the values as well. That is the single largest success factor of the company. Global brand positioning was not easy so different options were tried out which needed cultural understanding for instance radio was the preferred medium in Africa while in Latin America, the digital way was explored to hit the market. It is not just about making the product but to market to the culture of the consumers.

Diplomats Presenting business relations with Pune and India

Pune has a large number of companies with international connections. Many countries share a warm relationship with Pune. Senior diplomats five countries and trade commissioners and officials from several countries reasserted that connect as well as tremendous trade and investment potential with their countries.

Federal Republic of Germany : Dr. Jürgen Morhard- Consul General for Federal Republic of Germany in Mumbai branded Pune as a young beautiful city. He asserted that there are 320 + German companies in Pune and have traditionally played an important role in development of manufacturing sector of Pune. This relation goes beyond trade and investment. It is about culture and sustainable development. Germany had long and strong economic and political relations with India. Such relations are based on deep faith and belief. 85% German companies are run by Indian management. Also he talked about Indian companies having investment in Germany. He said trade shows are good venues to find trading partners. He revealed the secret of German companies that is engineering and managerial spirit. Additionally their connections with reliable institutional partners in Pune like Mahratta Chamber of Commerce, Industries and Agriculture, Indo German Chamber of Commerce, Fraunhofer Institute, Frankfurt Rheinmain, scientific and ancillary institutions etc. He expressed the satisfaction over Pune-Germany relations such as MCCIA-Karlsruhe

partnership, Academic exchange through Maxmuller Bhavan, strategic relations for education, technology, climate change, vocational training and sustainable development efforts. He enumerated contemporary challenges like skilling the younger generation, mitigating the climate change and increasing role of the civil society in governance and infrastructure development etc. He complimented Pune for its strengths such as a competent centre, German speaking staff, open government and local administration. He added that Infrastructure facilities like better road and traffic systems, local level issues and outside interference needs to be tackled by the administration.

Ethiopia : Mr. Demeke Atnafu Ambulo- Consul General for Ethiopia in Mumbai gave an interesting presentation about Ethiopia. While focusing on Ethiopia, he said that whole of Africa is not the same, there are 54 different countries, hence, one should be having clear idea about the trading partner-country. He presented Ethiopia as a country which was never colonised and gave coffee as the best gift to the world. He talked about micro economic stability of the Ethiopian economy, commitment of the government, growing economy with double digit economic growth, its strengths such as huge market, a gateway that gives an access to Africa, the US and European market, free trade agreements, good connectivity, low cost of production, availability of cheap and young labour, electricity supply from hydropower at affordable rate. He highlighted the priority sectors of Ethiopia as pharmaceuticals, leather, textile, agro processing, farmer markets, cut flowers and textiles that provide a lot of scope for international trade. 600 Indian companies have registered in Ethiopia. While presenting the business and investment opportunities, he also talked about academic exchange and how classmates have become business partners. He said that there are huge opportunities for Indian SMEs.

Poland : Mr. Damian Irzyk- Consul General for Poland in Mumbai presented about strengths of Poland for doing business with Poland. Mr.

Damian Irzyk stated that One can initiate doing business with Poland that starts with tourism among other sectors as both the countries share very good cultural relations. He shared economic growth statistics of Poland. Poland is a development success story as per World Bank report as it has lowered the poverty index, has low inequality levels and GDP per capita is growing considerably. He also shared a pentagon of policies that helped Poland to achieve high-income status. Those five dimensions are governing, growing, connecting and sustaining. Poland has highest international connectivity. More than 150 Indian companies are operating in Poland. He also shared success stories of Polish companies in India in Pune, Nashik and Auranagabad.

Switzerland : Mr. Othmar Hardegger- Consul General for Switzerland in Mumbai presented India Switzerland friendship. He shared the data about India-Switzerland economic relations and how in recent years, Pune has welcomed Swiss Innovation like Givaudan which opened its Rs. 400 crore facility in Pune, Credit Suisse expanded its operations in Pune, Geberit India opened technology centre and a manufacturing plant in Chakan. Swiss investors are long-term investors and are interested in make-in-India programme and their CSR activities. He also shared activities of Swiss India Chamber of Commerce Pune Chapter and vocational training programmes run in Pune. Sustainability being the major focus of Swiss-India partnership, PMRDA recently signed an agreement with Switzerland for carbon-neutral township and tackling air pollution levels. He expressed his gratitude to government authorities and the Chamber for its assistance and goodwill extended to the Swiss businesses. He concluded by saying – **“Pune has a lot to offer to foreign investors and Pune remains the attractive location in the future”.**

Indonesia : Mr. Agus Prihatin Saptano-Consul General for Indonesia in Mumbai gave a presentation on strengths of Indonesia and for enhancing the relation between Indonesia and

Pune. His presented ecountry profile included facets like economic growth, investment climate, strong industrial sectors, potential of tourism, economic reforms rolled out by the Indonesian government.

He said that digital economy and education would be the main catalysts to accelerate these six promising sectors viz. infrastructure, maritime, manufacturing, agriculture, tourism and lifestyle industry towards Indonesia 4.0. He presented a snapshot of Indonesia's key digital statistics indicators. He said more private investment is welcome for infrastructure development in PPP projects. He also shared the innovative policy of Indonesia, Indonesian investment in India and in Pune. He also cited cultural and historical relation and strong bond shared by India and Indonesia. He presented opportunities and challenges available for India and Indonesia as giant markets in the global economy and hoped that knowledge gap would be bridged to ensure win-win situation for both the players.

Italy : Ms. Stefania Costanza -Consul General for Italy in Mumbai shared the overview of Italy. She presented the highlights of Italy in design and fashion sector, its industrial potential, research and development strength, environment concern, craftsmanship and knowledge. She added that EU remains major trading and investment partner and would remain so after BREXIT. Europe is going for a green deal with joint efforts of all European countries. Thanks to 633 Italian companies operating in India, 200 are manufacturing in India as part of Make-In-India and many of them are in Pune. She said the bilateral relations have become stronger because of the relations that the two countries share. Education is another area as Italy hosts thousands of students and there are two Italian private institutions in Mumbai. Against the backdrop of corona virus outbreak, she clarified that the Italy has one of the best health systems and Italy is trying to curb the spread. She concluded by saying-The future of business is more interaction, even more FDI and exports from both the sides.

Mr. Fabrizio Giustarini - Trade Commissioner for Italy in Mumbai shared the scenario of Italian trade and investment and about Italian Trade Agency (ITA). He shared a video about Italy as an extra ordinary commonplace. His presentation was about doing business with Italy and Italy-India trade, invest in Italy. He informed that the Italian Trade Agency helps businesses for international trade and investment. It has a worldwide network. He informed about 360 support service provided by ITA to the potential business partners.

Thuringia : Mr. Mike Batra- India Representative- Thuringia International presented on Thuringia and India relations. He thanked the Chamber for giving them opportunity to bring a business delegation on this occasion. Thuringia is one of the 16 German states having central and strategic location. It has one of the highest concentrations of 12 Universities and 26 Research Institutes which is comparable to Pune. These institutes have bagged many patents and innovations and also has a large number of Indian students studying there. Many industrial clusters are present in automotive, optics, optoelectronics, aerospace, life sciences, logistics, food industry, plastic industry etc. He mentioned that earlier two Thuringian delegations have visited Pune. Mr. Michael Petri representing GBneuhaus GmbH, a nanotechnology company from Thuringia gave a presentation about its collaboration with a Pune based company, and its products such as halogen lamps, toilet flushes, anti-fogged wind shields with anti-scratch coating for helmets and other functionalities. Mr. Tibor Pinter-representing, Gramme-Revit a company engaged in developing special food supplements for arthritis gave a brief presentation on its products.

Mr. Ajay Mehta, former Vice President, MCCIA and Senior Member of the Executive Committee of the Chamber and Director, Deepak Nitrite Ltd. presented his insights about international business trends as well as prospects and the importance of long term relationships. He stated that New

frame of reference is coming with the climate change, trade balance changing structure. He also put forth a concern of how to move forward against the changing environment, corona virus threat.

Invest in Pune

Senior government officials presented the infrastructure potential of Pune and some of the forthcoming projects and initiatives in their respective areas and assured the investors that Pune is a destination for investment.

Dr. Deepak Mhaisekar- the then Divisional Commissioner, Pune Division presented Pune region as the land of Opportunity. He made a special Presentation about the planned International Exhibition Centre. Mr. Vikram Kumar, (IAS)-Metropolitan Commissioner and the then Chief Executive Officer- Pune Metropolitan Region Development Authority made an elaborate presentation about the initiatives of PMRDA and Projects under implementation as well as at the planning stage. Mr. Shravan Hardikar (IAS)- Municipal Commissioner - Pimpri Chinchwad Municipal Corporation shared Pimpri Chinchwad City Strategy 2018-2030.

Mr. Rajesh Kumar Jaiswal- Managing Director, Maharashtra Rail Infrastructure Development Corporation gave a presentation on newly formed corporation (a joint venture of Ministry of Railways and Government of Maharashtra) and five Rail Infrastructure Projects in Maharashtra. Other related development initiatives like construction of Pune-Nashik semi high speed double railwayline.

During the networking Session we released a **special issue of 'Sampada Magazine'** at the hands of Dr. Cyrus Poonawalla, Chairman-Poonawalla Group.

Innovation led Global Business Prospects, Foreign Trade Regulatory Framework, Free Trade Agreements and Risk Management

Dr. Markus Wolperdinger-Director,

Fraunhofer Institute for Interfacial Engineering and Biotechnology made a comprehensive presentation on Innovation Led Manufacturing for Sustainable Global Business.

Mr. Lokesh H. D. – Joint Director General of Foreign Trade, Pune addressed the participants about the Benefits and Incentives available for International Business under Foreign Trade Policy and Procedures.

Mr. Satish Sangameshwaran- Managing Director- DAA Consulting Pvt. Ltd. and Mr. Adithya S. –Director made a detailed presentation on Leveraging India's Free Trade Agreements and optimising Supply Chains.

Mr. Vishnu Khanolkar- Branch Manager- Export Credit Guarantee Corporation of India Ltd. addressed the participants about ECGC Services for Indian Exporters. Mr. Siva Kumar T.D. General Manager(Corporate Banking Group)- EXIM Bank of India made a comprehensive presentation about EXIM Bank Services for Indian Exporters.

Trade Missions, Representative Offices and our International Partners

Ms. Anshika Khandelwal - Investment Advisor, Business France presented how France can be an effective partner for Indian companies. Ms. Aparajita Sen- Investment Counsellor, Regional Development Agency of Normandy presented the capabilities of Normandy region and prospects for cooperation with Pune Companies. Ms. Disha Shah, Director-India, FrankfurtRheinMain GmbH- International Marketing of the Region. Ms. Iris Becker and Ms. Jana Simone from the Representative Office of City of Karlsruhe and Baden Württemberg State presented the close cooperation with MCCIA and Pune. They highlighted the prospects for Pune companies in Germany.

Mr. Luciano Mantovani, Secretary General – Indian Chamber of Commerce in Italy presented the

opportunities for Indian Companies to work with Italian companies. Ms. Sushama Kanetkar –Pennsylvania State Representative Office in India presented the strengths of Pennsylvania and highlighted the prospects for cooperation between companies from Pune and that State. Mr. Dean Hoff-Consul(Economic)- Consulate General of South Africa in Mumbai presented the business environment in South Africa and presented a framework of opportunities. Ms. Dharmi Magdani-Bahrain Economic Development Board made a strong pitch for Bahrain as an investment destination in many sectors and as a gateway to several countries in the Gulf region.

Mr. Sameer Nawani – Head, Dubai Chamber of Commerce International Office addressed the participants about how Dubai can support the international aspirations of Indian companies. Mr. Udyen Jain – President, Indian Chamber in Italy and Founder Udyen Jain and Associates made a presentation about Internationalisation of SMEs. Mr. Atul Vir-President, Equator Advanced Appliances shared his Experiences as an Indian American Entrepreneur.

Over 250 participants attended this flagship event of the Chamber. Several Icons of Pune's Business Community such as Panchshil Group, Serum Institute of India, Chordia Food Products, Weikfeld Products and other prominent organisations such as DAA Consulting, Abu Dhabi Ports, FrankfurtRhine Main India Office, Pennsylvania State India Representative Office, Udyen Jain and Associates, Italian Trade Agency, Divgi TorqTransfer, Export Credit Guarantee Corporation of India patronised the Summit.

Mr. Sudhanwa Kopardekar, Director, MCCIA made the Concluding Remarks and proposed a Vote of Thanks to the Speakers, Sponsors, Invitees and participants.

Pune Healthcare eSummit and Virtual Expo - 28th September to 7th September 2020

Maharashtra Chamber of Commerce, Industries and Agriculture organised Pune Healthcare eSummit and Virtual Expo from 28th September 2020 to 7th October 2020. The event included Healthcare eSummit, an exclusive exhibition depicting the capabilities of Manufacturing companies, Service Providers and Hospitals. The event also included a series of Webinars. We hosted the virtual Exhibition of 16 participants on Abli Expo Platform.

Mr. Sudhir Mehta-President, MCCIA delivered the Welcome Address at the Inaugural Session of the event. He stated that the Industry is eager to work with Government Organisations to expand the Healthcare facilities. He informed the participants about the unique initiative – Pune Platform for Covid-19 Response set up to support the Emergency Response Mechanism of Government Agencies in Pune and parts of Maharashtra. He stated that Healthcare Sector offers promising opportunities for entrepreneurs.

In his special remarks, Dr. Anand Deshpande-Vice President, MCCIA as well as Founder-Chairman and Managing Director, Persistent Systems Ltd. described how IT Industry in India could work with Government to generate, process and store data relating to Healthcare.

Dr. Praveen Gedam, Additional Chief Executive Officer- National Health Authority – Government of India delivered the inaugural address on 28th September 2020. He focused on:

- Overview of Ayushman Bharat Scheme
- How Industry can integrate with Ayushman Bharat, possible opportunities for SMEs, Start Ups and Industry in general from Ayushman Bharat Scheme
- Convergence of Ayushman Bharat Scheme with other existing Schemes of Central and State

Governments for various segments of the Society

- Scope for IT and AI in Ayushman Bharat
- National Digital Health Mission

He invited industry to partner with Government to conceptualise and implement some of the Projects and out of the box ideas in ensuring Healthcare facilities to a much greater section of India's Population.

Mr. Satish Sangameshwaran, Managing Director-DAA Consulting and Ms. Sangeetha Karpore-General Manager(Ethics and Compliance) –Lupin Ltd. made a Presentation on Compliance Management for Healthcare Sector. Mr. Santosh Dalvi, Partner & Deputy Head - Indirect Tax, and Mr. Lalit Mistry -Sector Head : Healthcare,KPMG in India made Presentations on Business Opportunity for Healthcare and Life Sciences Sector.

On the second day ie 29th September 2020, Dr. Niti Dewan - Patent & Trade Mark Attorney and Head of Patents & Business Development at R. K. Dewan & Co. made a Presentation on Intellectual Property Rights and Healthcare Industry. It was followed by a Presentation by Dr. Suresh Jadhav – Executive Director- Serum Institute of India Ltd. on **Indian Vaccine Industry and Global Vaccine Needs**.The day included a Special Session on Industry, Academia and Research Possibilities of Collaborative Efforts. Speakers in the Session were : Mr. Shreekanth Joshi-Vice President, Persistent Systems Ltd., Prof Ajit Kembhavi-Principal Co-Investigator, Pune Knowledge Cluster, Dr. Sanjeev Galande-Professor and Dean (Research and Development)-IISER Pune, Dr. Santosh Dixit, Senior Scientist-Centre for Translational Cancer Research, Pune, Dr. Radha Chauhan, Faculty- National Centre for Cell Sciences, Dr. R. Priya Nagaraj – Manager, Bio Incubation-Venture Centre, Pune, Dr. Girish Tillu - Assistant Professor and Coordinator at AYUSH Centre of Excellence, at the School of Health Sciences, Savitribai Phule Pune University.

The Third Day of the Summit included a Presentation by Dr. Rajeev Dhere, Executive Director-Serum Institute of India Ltd. on **Covid-19 : A New Dimension**. This was followed by a Panel Discussion focusing on **Manufacture of APIs, Formulations and Medical devices, Quality standards, Funding and structuring, Policy and Regulatory as well as compliance framework, Supply Chain for Healthcare Sector**.

Mr. Ranga Iyer, Chairman-Cybernoid Healthcare Pvt. Ltd., Independent Director-Atul Biosciences Ltd., Senior Advisor-Lincoln International., Dr. Rajeev Dhere-Executive Director, Serum Institute of India Ltd., Mr. Himanshu Baid-Managing Director, Poly Medicure Ltd., Mr. S. Guruprasad-Vice President and Director, Robert Bosch Engineering and Business Solutions Pvt. Ltd., Mr. Sridhar Ramachandran, Chief Investment Officer-India Nivesh Fund, Dr. Vijay Natarajan-CEO, Symbiosis University Hospital & Research Centre, Ms. Sangeetha Karpore-General Manager (Ethics and Compliance), Lupin Ltd. were the Panelists at the Session. Mr. Satish Sangameshwaran, Managing Director-DAA Consulting Pvt. Ltd. moderated the Panel Discussion.

In addition to the Summit, we organised several concurrent webinars during the Expo :

1. Dr. Jitendra Oswal addressed the participants about **Everything You Want to Know About COVID 19, Symptoms, Precaution, Treatment** on 1st October 2020. He made a very informative presentation with all the dos and don'ts for Covid-19 prevention and quarantine.
2. Dr. Shailaja Kale – a well known Diabetologist made a **Presentation on How to Manage Diabetics Effectively During COVID** on 5th October 2020. The doctor gave tips to keep diabetes at bay and also exercises and food to keep oneself healthy.

3. Panel Discussion on **Emerging Career Opportunities in Healthcare Sector** on 6th October 2020. Panelists for the session were Mr. Bomi Bhote, CEO Ruby Hall Clinic, Ms. Neha Sinha, CEO Elder care, Mr. Aamodh Wagh Founder and CEO of TigerTech Labs & TigerTech Smart Living. The Panel Discussion focused on various opportunities in careers in Hospitals, Home Care and IT enabled solutions. Dr. Uma Ganesh, Chairperson of Global Talent Track moderated the Session.

4. Dr. Mrinal Saraf made a presentation on **Nutraceuticals a healthy way of life**. This session was on the healthy lifestyle and how nutraceuticals can keep a person healthy.
5. Mr. Subramanyum Brahmajoyula, of SBI General Insurance addressed the participants about **The future of health Insurance** on 7th October, 2020. He spoke on the new age products in healthcare products such as Covid centric products, top ups etc. and also on the preventive care offerings for healthy living.

Loop Health and Suprabha Healthcare were the Sponsors to the Pune Healthcare eSummit and Virtual Expo. Three Hundred and Seventy Eight participants attended the events organised during Pune Healthcare eSummit and Virtual Expo.











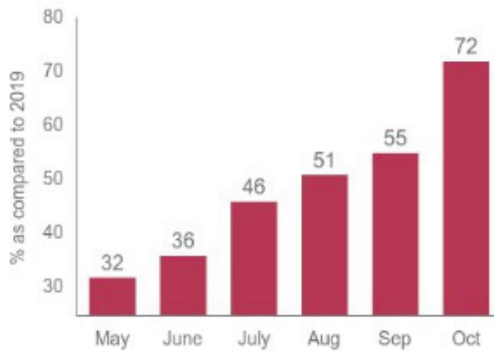


MCCIA Survey on Resumption of Economic Activity (Oct 2020)

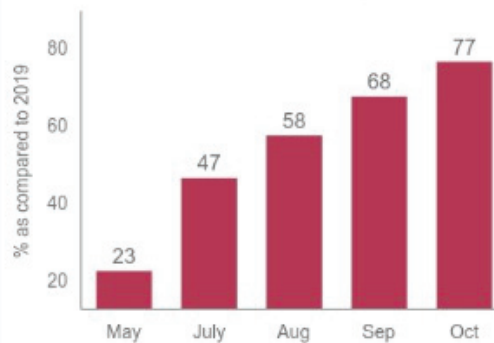


175+ Companies
Surveyed

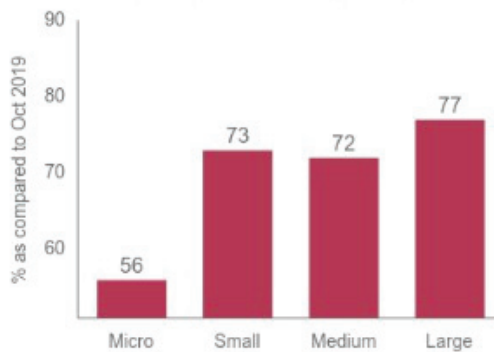
Current Level of Production



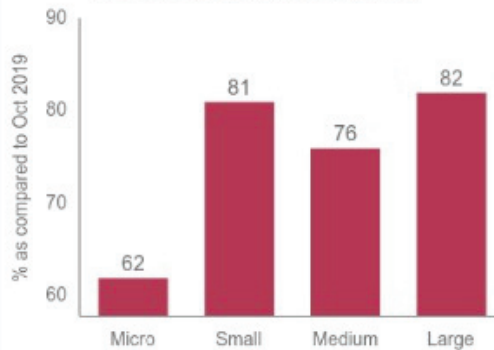
Current Employees Deployed



Current Level of Production



Current Employees Deployed



30% of the companies said that their production levels are already at pre-COVID levels, 11% said that it would take less than 3 months, 28% said it would take 3-6 months, 16% said it would take 6-9 months, 3% said it would take beyond 9 months and 11% were uncertain.

Surveys

1. MCCIA MSME Survey-Influencing Policy

The survey was undertaken to understand the impact of lockdown and the challenges faced by the MSMEs due to the current COVID-19 pandemic. 459 responses were recorded and an empirical study report was created based on the feedback and inputs received from the MSMEs. We made representations to the concerned

government authorities based on the inputs from the participants to this Survey.

2. Study of MSMEs who have resumed operations post Lockdown

The survey was initiated to pandemic Covid 19. The study aimed to understand the current labor situations and production levels of MSMEs for the month of July 2020.

5. **Dipstick Study of the Business (Revenue/ turnover) and Labour Operations of MSMEs** in August 2020 as compared to August 2019 was conducted in August 2020. 141 MSMEs participated in the Survey.

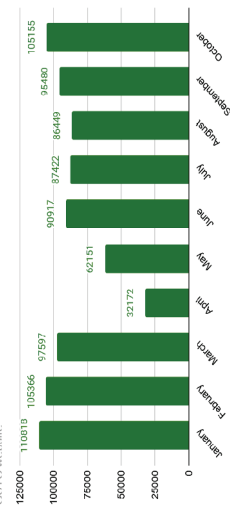
6. **A dipstick survey to understand the Business (Revenue/ Turnover) and Labour** operations was conducted in September 2020. 176 business entities participated in the Survey.

High Frequency Economic Indicators



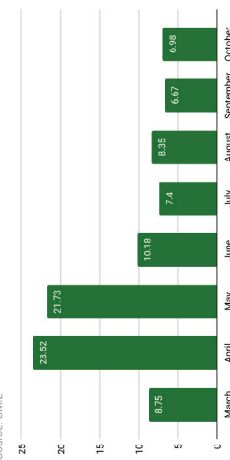
GST (Rs Crore)

Source: GSTC website



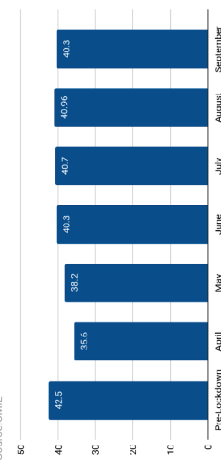
Unemployment rate (%)

Source: CMIE



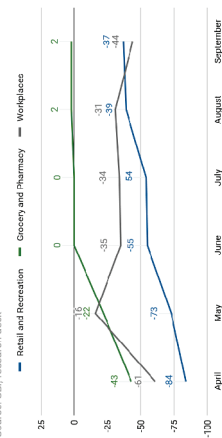
Labour force participation rate (%)

Source: CMIE



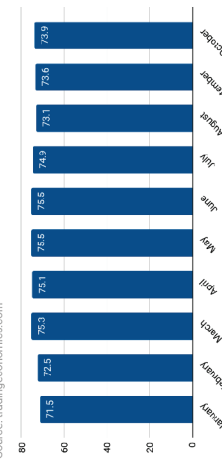
Google mobility index (% in comparison with Feb 20)

Source: SBI research desk



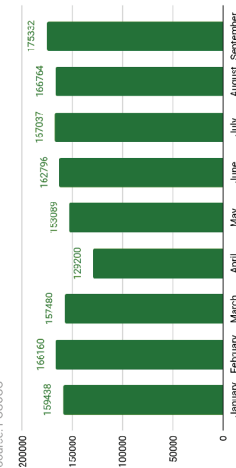
INR vs USD (INR per USD)

Source: tradingeconomics.com



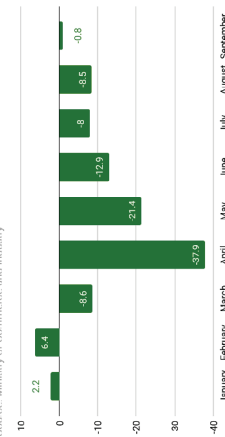
Electricity consumption (Peak demand met MW)

Source: POSOCO



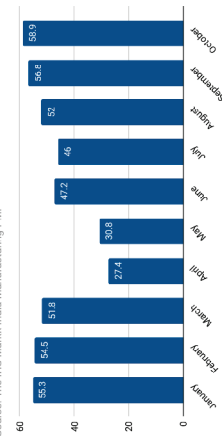
Index of Eight Core Industries (monthly growth rates %)

Source: Ministry of Commerce and Industry



Manufacturing PMI

Source: The IHS Markit India Manufacturing PMI



Services PMI

Source: The IHS Markit India Services PMI



Decoding Artificial Intelligence with Mayur Datar

Artificial Intelligence and machine learning continue to be a highly-discussed topic for elevating businesses and their operations the world over. In a freewheeling chat with Dr Mayur Datar, the Chief Data Scientist at Flipkart, Amit Paranjape, Chairman of the IT & ITES Committee at MCCIA sought to find out how important and essential data and its applications can be, how it is disrupting conventional business models and what we can expect to see in the coming years from the field.

(These are excerpts of the interview. You can watch the full video on MCCIA's YouTube Channel)

Could you briefly explain, in layman's terms, what is Artificial Intelligence (AI)?

AI is about making sense of the data and forming patterns to be able to make judgments or take decisions about various situations. This could be simple tasks like cognition where just like a baby, when presented with a bunch of examples, learns over time to distinguish between an apple and an orange, through data, machines that are better than humans at number-crunching can deal with lots of data and form patterns. Taking decisions on behalf of a product, i.e. automated decision making and optimisation is where these patterns or functions we have learnt are helpful and that is what AI or machine learning is about, to a large extent.

E-commerce has been a huge growth area, especially in the last few months with the lockdown worldwide. It creates an exciting set of problems. In terms of the area that you are working in at Flipkart – Where do you see AI at work? What are the interesting problems that you are solving today and that you hope to solve in the next few years?

To an outside person, e-commerce may look like an app or a website, where you can purchase products and have them delivered at home. Internally, when you look at what goes into making an e-commerce platform or e-commerce marketplace, I sincerely believe it is like having five or six industries under one roof. Each of these in itself are huge areas and could potentially become an industry itself, in my opinion. In short, it is a very rich domain in terms of problem statements and you have technical challenges or problems arising from so many things. At any given time, I can list 50 problem statements to you with very rich domains. To solve these problems,



you're going to be applying techniques right from deep learning, simple decision trees to logistic regression so you will probably span the entire spectrum of the various algorithms that are there today in machine learning and AI. I think this is a good segue into my personal categorisation of four big buckets of what AI and machine learning can do for us.

1. Cognition – making sense of what you see and hear. This includes Optical Character Recognition (OCR), image analysis and image and video as well. An example from the e-commerce space is sellers upload many thousands of images on our platforms, and it's not only sellers. When you write a review on Flipkart, you can even upload an image corresponding to the product. We cannot just blindly take that image and show it to our customers. It has to go through an entire pipeline of moderation, where we take a look at whether it meets certain quality criteria, the resolution, whether it is focused properly.

2. Language Understanding – This includes translation which is basically about understanding what I'm saying when I speak to you. The biggest application area for this is chatbots for taking care of customers' complaints or queries, post an order being placed.

3. Classical Predictive Analytics or Classification – Here, you're trying to classify things. You give examples of good or bad and when you provide a new example, seeing if it is being classified correctly. What are the typical examples of good or bad? For example, Every second, millions of credit card swipes happen across the world and depending on the context of the credit card transaction, what is the location, what is the amount being charged. You're trying to see if it is a fraudulent credit card transaction or not.

4. Optimisation – It is more like operations research, where you're trying to do route optimisation, supply to the whole supply chain or even how to stock and place your products in the warehouse so that you optimise the time you take to pick up products that constitute a certain basket or that your robots can do automatically.

Specifically from a supply chain management standpoint, how do you see this area evolving especially for the smaller players?

One aspect is the fact that the classical techniques like demand for costing, facility location etc. are still there and they are still being used very successfully by many small and large players. My advice to the small and medium industries would be to try and see whether you can use these techniques as long as you have the right data to try and optimise your processes because there is a lot of cost-savings to be made there if you can do it appropriately.

The other area which is not from this particular bucket but from different buckets where small and medium industries can benefit a lot are things like the Internet of Things (IoT). You can use predictive analytics to figure out whether

a piece of their machinery is performing well, whether it needs maintenance and thereby, reducing the downtime of it or reducing the servicing costs of it. It's not just for monitoring but also to learn which processes are giving a better output.

Data is the foundation of any analytics and especially in AI-ML when we are looking at large amounts of data. How do you see the focus of data science and data engineering in terms of the number of people working in it, and the kind of skills required? Can small and medium-size companies play a role in the data engineering aspect?

The short answer is the industry as a whole has underinvested in data engineering. In fact, in my opinion, the success of companies like Google, Facebook etc, is because they have invested early and adequately in the data engineering aspect of it. To quote the cliché, "Data is the new oil," and that is the fuel that runs all this data science magic. The biggest challenge is making sure that you properly collect your data,

store it in the right fashion, and if you can do that properly, more than half the battle is won as far as making data work for you is concerned. I might argue that to a large extent, some of the techniques and algorithms in data science have been democratised. It's a push of a button on many platforms like AWS, Azure, Google Cloud etc. which will let you do simple techniques like predictive analytics, even some of these cognition techniques etc. at little to no cost.

Traditionally, I've not seen companies invest a whole lot in terms of people. People hear a lot about data science, but I think what the industry needs is as much if not more, data architects and data engineers. That's where we are falling short today.

From a skills standpoint, what kind of skills do you think companies, especially IT companies that want to provide services around data engineering, should be looking at?

At a very high level, the skills that you need for data engineering are an extension of what people did with data-

based systems for old Relational Database Management Systems (RDBMS). If you're taking from there – how should data be organised? The new avatar of it in the modern world is the semi-structured or no sequel databases. Understanding the architecture of how data is stored there, how data is analysed, your computing paradigms like map reducing and so on, distributed systems architectures is essential. Big data means you cannot do things on a single machine. You need multiple computers coming together, so you're obviously in the realm of distributor computing. In distributor computing, you have your everyday challenges like fall intolerance, leader election and so on. Understanding SCALA, Hadoop, underlying computer architectures like TensorFlow and being able to deploy them are also some of the skillsets I can think of.

Malpani's



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Decoding Artificial Intelligence with Rohit Pandharkar

Artificial Intelligence (AI) and data science continue to lead innovation and technological advancements in today's world. In conversation with Rohit Pandharkar, Head of Data Science, Mahindra Group, Amit Paranjape, Co-Chairperson of the IT & ITES Committee at MCCIA gains insight into this exciting new world and what the next big game changer from this field could be.

(These are excerpts of the interview. You can watch the full video on MCCIA's YouTube Channel)

Given the vast experience that you bring in from AI applications in different types of domains, what was the driver to set up a dedicated enterprise level AI group?

According to what I was told, Trump getting elected President had something to do with me joining as the head of AI in 2016. As Trump got elected, there were a lot of stories around data being used by Cambridge Analytica and Facebook to target audiences for political benefits. What is amazing is people managed the massive victory using technology, AI and data from very little information gathering. Several people forwarded these articles to Anand Mahindra and the Mahindra management. This made people at the managerial level think that if the USA Presidential elections are driven by data, what could happen to businesses if they were the first ones to adopt such things? The need to use data as an asset by businesses was becoming clearer that time. Thus, there was a decision to set up a group wide Centre of Excellence in Data Science and AI. Since I was working with the group and given my background, I and the leadership were attracted to joining the centre and taking up this position.

A big change in management is needed in using AI-ML or even other advanced algorithms because you have to let go of some control. How did you deal with the change in management issue?

The first big challenge we addressed was using AI for marketing of Mahindra's cars. Luckily the leadership at Mahindra was very conducive to these kinds of changes and adoptions as it is driven from the top. In addition, Mr. Anand Mahindra is such a tech-savvy person that nobody would say that, "I don't want to use a robot for my marketing". Everybody wants AI to succeed at Mahindra. We sort of contribute through our own means to see how we can lead the robot to be better and actually allow the robot to succeed. I can share that



our cost for sale behind every car was significantly brought down using AI. In this competitive automotive world, it's a neck and neck competition and AI has become really crucial. That is the first place we used AI to influence things.

Inside the four walls of the factory, what are the kind of problems that you are solving using AI and data sciences?

There is a project on paint shop optimization which is a digital transformation project using AI. We found that a lot of rework has to be done on the paint if the paint coating is not done at an appropriate thickness and at appropriate speed at the paint shop. How do I solve this equation to arrive at the right speed, thickness and viscosity of paint that I should use for painting the car? There are AI algorithms that save a lot of rework and wastage of paint if done right the first time. That is where we are using AI and IoT in Industry 4.0 use case. Such optimisation will save hundreds of crores per year for a company like Mahindra.

Can you briefly talk about the Mahindra Finance side or financial and credit applications of AI, given that in India, we do not have a big history of credit score. In the absence of good data, how are you doing analysis and deciding who to offer credit to?

Mahindra Finance is one of the largest rural financiers, operating in almost four lakh villages out of 6.5 lakh villages in India. Now the problem here

is when you go to lend in rural areas, because there is no credit history, a lot of private lenders or PSU banks refrain from taking the risk. Mahindra Finance has been doing that by having a very interesting manual credit evaluation process. This is sort of an art that has developed over 25 years of the company's existence. We have gathered this data for the last 25 years and could build machine learning algorithms based credit evaluation systems as well and we're doing that. There are certain other parameters that you can use like the distance of the person's residence from the town centre (as it can affect the ability to collect money), periodicity the person is going for etc. This kind of data science and machine learning can be used to give credit to people without credit history as well. As of today, a significant chunk of our customers do not have the normal credit bureau scores but they have Mahindra Finance Score so through that, they can get better access to corporate credit through Mahindra Finance.

Where do you think AI is headed in the next 5-10 years in the kind of domains you are working in?

I would say the lens into the future is easy to have by looking at the world class research labs of the world today. What they are researching today would be a reality in 5-10 years. I think DeepFake identification is a big area of research because fake news has already been causing trouble for Facebook and Google. The second piece of research that is taking shape is privacy preserving AI at a massive level. Google and Facebook are fetching micro crumbs of data from your mobile phone all the time and it has become a point of contention now because it is hindering your privacy. Research is now studying is you can you actually preprocess the data on the mobile device itself and only pass on the extracted information without the privacy information of the customer.

Decoding Artificial Intelligence with Prof. Gaurav Sukhatme

(These are excerpts of the interview. You can watch the full video on MCCIA's YouTube Channel)

How has robotics and AI evolved through decades?

You know when I got my PhD in the 1990s, one of the things in the robotics lab, it was uncommon for robotic students to have access to different types of robots. Robots were not as commoditised as they are today. People mostly studied robotics theoretically. Now the situation is entirely different, most leading labs in the world have access to a fair number of robots, there is still some barrier to entry but its considerably low than it used to be. I think that is very powerful because students can quickly try out an idea. Things become a lot clearer, a lot sooner. The other thing is that certain kinds of simulation technologies and open source have taken off over the last two decades. While simulators are not a substitute for reality, very often as a student if you want to learn specific techniques, they're very useful, and they can get you introduced to a field. I think the creative impulse is the key in research. You can teach formalism, you can teach stylized ways of thinking, but creativity is essential. And now students have a chance to express creativity. Who would have imagined 30-40 years ago that you can see school students doing things with robotics? I am very excited by the fact that there is some democratisation happening, there is a lot more to be done.

Currently, your research focuses on the areas of autonomous robots, self-learning robots. What are the things that your team is working right now?

One of the family problems we've been working on for the past few years is 'How do you do development of techniques to train robots to do tasks which are built on top of tasks that they've already learnt?'. For example, you may want to execute an elementary skill like picking up an object and putting it up in a box. The challenge of this is you want to do it for any particular shape object with varying light conditions, different shapes of boxes, with distractions. So, if you want to do this in reality you have to handle all of these



kinds of situations, but you do not want to explicitly program for all these situations. What you really want to do is program some instances and have the machine automatically adapt new objects thrown at it. That is a very simplified example of the cues at my lab.

What are your thoughts to MSMEs adopting robotics and AI for their benefit?

I think one exciting area, particularly for medium and small enterprises is that there are now somewhat lower cost robotic solutions for material handling, particularly and in some cases also manufacturing that are flexible. One of the advantages of the AI technology applied to robotics in the manufacturing side is that you can retrain your robots with very little reprogramming. It's the flexibility that makes the robot useful over a much longer timespan as the tasks change. I think we are just on the cusp of those technologies being flexible enough that even a relatively smaller enterprise might benefit by having one such machine that can be retrained to do different tasks. The other thing is that it is possible to use some modern robots to teach them a sequence of functions. So not just to do one thing repetitively but to do A followed by B followed by C and to essentially have the same machine to do three things so that you can accomplish a more complicated task. For small manufacturers, this flexibility that AI will bring to robotics will be a game-changer.

What would your advice be for students aspiring to build a career in this field?

I think the nice thing about robotics is that it's an integrated technology. You know you can contribute to robotics by being a good programmer, by being good at math, by being good at physics, you can contribute to modern robotics by being good at thinking systemically and thinking about human interaction. There are many facets to the field, so one of the things I guess perhaps if somebody is passionate about robots, it may be interesting to ask what do you want to do with robots. Students get very professional at programming but building a solution in industry parlance to a task is often a good driver. Even if it is something simple, it allows people to focus on the area they care about. If you care about the environment, then you will drive your energy in building something geared for that, if you care about helping people who are in some way unable to do specific tasks then you gear your attention towards that. Being driven by an application helps a lot.

Where do you see AI and Robotics headed in the next 10-20 years?

I think one advance is going to be in the area of self-driving cars. One interesting fallout of that is that there are all kinds of autonomy technologies, there are small additions to the technologies that are in your car, which will give you more driver assistance. I think you are going to see more such technologies which people will buy in the next 20 years. I am certainly not predicting that cars will suddenly become self-driving however I'm suggesting that a large number of those technologies will infuse themselves. Earlier such technologies were cruise control, and now some high-end models park themselves, cars that warn when other cars come too close. People will still refer to their cars as cars, but they will be more functioning as robots, so that's one area. On the shop floor, flexible robots and easily customisable robots will be a reality. It will be possible to buy a robot that does a few things out of the box. You can teach it the things you want, deploy and then retrain it so that it has a long life cycle. I also think homes will be advanced. There will be



increased automation available for the house, mainly for better cleaning techniques, better security techniques. And there will be other advances on many different fronts like robots that will be able to talk with people more effectively, that allow people to interact with people for entertainment, for education. I am always intrigued when technologies like these infuse themselves into machines, whether machines call them robots or not is a very idiosyncratic choice. There are so

many such examples. When I ask a lot of people what do they want, they say, 'I hate to wash dishes after having lunch, I wish I had a robot to do that'. I say if you have a dishwasher at home, you do have a robot even though you do not call it so. What they mean is we want a robot that will load and unload the dishwasher which brings me to the problem where some of the most challenging tasks for robots is the task we find easy: picking up glasses and keeping it in the dishwasher without dropping it. I think

we are seeing some advances in technologies that we get good at handling physical objects which is I believe a frontier for robotics, and you'll see some advances in that coming as well. Robotic things are finding their way into life in just about every facet of life, and that's likely the way much progress will happen which is not with the grand arrival of robots but with the autonomy technologies that help people.

Government e-Marketplace : The National Public Procurement Portal

Talleen Kumar
(IAS) - CEO - GeM



The Government e-Marketplace is India's national public procurement portal, an effort to transform the legacy procurement system and revolutionize public procurement in the country. The flagship initiative, launched on 9th August 2016, serves as an end-to-end marketplace to facilitate online procurement of common use goods and services required by central and state government ministries, departments, public sector undertakings, etc. The platform has surpassed INR 68,000Cr in transaction value, working with over 6 Lakh registered sellers and covering about 49 Lakh transactions. Since its inception, GeM has achieved momentous scale in operations by leveraging a disruptive marketplace and the use of technology, analytics and digitization of processes. GeM has since taken many strides towards realizing inclusivity, transparency and efficiency on the platform and has

leveraged technology to bring about structural reforms.

GeM has brought in transparency in public procurement of goods and services. It is an example of how a digital platform created with a strategic and clear minded intent can bring about lasting change for the nation and the underserved. The government to business (G2B) platform offers products and services by several sellers wherein all the buyers (i.e. government agencies and departments) can then procure products and services through a transparent bidding process. This process thus enables competitive pricing and ensures that government procures more cost-efficiently. A report from the World Bank indicates an average savings of 9.75% for the period February 2019 to January 2020, with maximum savings in the top five categories ranging from 23.48% to

60.52%. This can be attributed largely to increased participation per bid and therefore, efficient price discovery.

An inclusive public procurement system not only improves government functioning but also helps promote economic activities among marginalized groups. In this regard, GeM has provided opportunities to small sellers such as MSMEs, Self-help-groups (SHGs), tribal artisans, craftsmen etc. For instance, in FY 2019-20, 61% of all procurement on GeM was sourced from MSMEs, women sellers and startups. MSMEs, who constitute about 27% of the vendor base, contribute over 58% to the cumulative Gross Merchandise Value on GeM, a testimony to the platform's commitment to inclusivity. Further, GeM is in consultation with the Ministry of MSME to onboard and to integrate as many of the 92 Lakh MSMEs registered in the

Udyog Aadhaar database as possible. GeM has also registered 1000+ SHGs by integrating the database from Ministry of Rural Development; GeM has listed on its platform over 4000+ products for the Tribal Cooperative Marketing Development Federation (TRIFED) categories. Currently, GeM has set in motion the process of on-boarding of 22 Lakh weavers and 18 Lakh craftsmen registered with the Textiles Ministry, onto its platform.

True to its commitment as an efficient marketplace, GeM has undertaken various initiatives, especially during the Covid-19 pandemic, to soften the blow to sellers on the platform. Procurement cycle shortened for COVID-19 related items: Bid Cycle for COVID-19 related categories has been reduced to 3 days from existing 10 days. Buyers would also be able to reduce the Delivery Period for such items to 2 days considering the time critical nature of the items. Similarly, GeM has also actively sought to make transparent to all sellers the reason for rejecting bids. It has extended offer validity and longer delivery periods, and integrated with banks/ERP systems to facilitate timely payments and bill discounting. These efforts have enabled wider seller participation; the number of product and service categories on the platform has

increased by 106% and 16% respectively. Similarly, the number of sellers has increased by 67% while that of MSME sellers by 83%. Overall, the cumulative Gross Merchandise Value (GMV) has seen a considerable increase of 75% from INR 32,942 Crore to INR 57,516 Crore.

In line with para 48 of the budget speech for FY 2020-21, steps were taken to create a Unified Public Procurement System for the country to provide a single user flow for government buyers, consolidating all government procurement onto a single platform leading to economies of scale, better price discovery and sharing of best practices. GeM 4.0 will be anchored in the Unified Procurement System. The functionality of other publishing portals such as the Central Public Procurement portal, the Indian Railway Electronic Procurement System and the Defence Public Procurement portal will be brought onto GeM in a phased manner to provide a uniform experience to all buyers. To begin with, Central Government buyers will be required to obtain a 'GeM Availability Report and Past Transaction Summary' to take informed procurement decisions. GeM will prompt buyers to publish a bid on GeM itself if the products or services that a buyer is looking for is not on the

platform. If a buyer decides to publish the bid outside of GeM on the Central Public Procurement Portal (CPPP) for example, the corresponding ID of GeM Availability Report will be required as a mandatory input before publishing of a bid can be allowed on platforms other than GeM. This ID will be validated in real time with GeM. After validation, a copy of the published tender will be returned to GeM for analysis. The integration of GeM with CPPP went live on July 1, 2020. Integration with other portals will be taken up in phases. GeM 4.0, thus, aims to offer a unified system that is smarter, better unified, more intelligent and inclusive. This involves a technology roadmap that enhances each and every step of the user experience on the portal – creating unified and seamless user journeys for buyers and sellers. GeM 4.0 represents one of the largest uses of advanced technology on any government platform in the world.

The technology roadmap envisages the implementation of (i) Advanced Analytics and Artificial Intelligence - Machine Learning and deep learning to improve user experiences and journeys on the portal (ii) Natural Language Processing (NLP) based Search Engine for effective and efficient search (iii) Hyper Ledger for smart contracts and bulk procurement of pharmaceuticals



for efficiency, traceability and distributed trust (iv) Crowd Sourcing of categories and sellers for fast-tracking category creation (v) Lightweight Directory Access Protocol (LDAP) integration with NIC to authenticate government buyers and (vi) Seller Invitation Module to invite sellers to GeM. In addition, bill discounting has enabled provision to increase working capital offered to MSME sellers through technology integration with TReDS. to provide ease of access , mobile App for buyers and sellers is scheduled to go soon. Technological process changes will be carried out by August 2020 to prevent unfair and unjust rejection during technical evaluation of bids. Buyers and sellers will find it easier to transact on GeM with the help of AI Chatbot/ Virtual Assistant which is already live. The usage of the Virtual Assistant has increased from 3000 clicks per day to 40,000-45,000 per day in the last 4-6 weeks because of the ongoing enhancement process.

GeM 4.0 will offer an array of process enhancements and features that large buyers such as Railways, Defense and CPSEs prefer. Various enhancements in Catalog Management System include adding new specifications in categories, adding special terms and conditions at category level and uploading engineering drawings during creation of bids. Software processes for ushering in GeM 4.0 include features such as item wise consignee wise bidding, demand aggregation, price variation clauses, installation, testing, commissioning and AMC/CMC bundled with product procurement, staggered delivery, timely payments to sellers, facility of publishing bids for goods and services on GeM in case of non-availability or partial availability of products and services, and one-time caution money deposit for sellers for purchase up to INR 5 Lakh. All these features are driven towards enhancing the experience of sellers and buyers on the portal.

For the first time, GeM can accurately provide information as to whether timely payments are being made to suppliers including MSMEs and startups. GeM is now moving towards deemed acceptance as timely payments to suppliers is a must for the successful development of a strong buyer-supplier ecosystem in an e-Marketplace. In order to promote greater discipline and timeliness in payment to vendors, it has been decided that whenever a Consignee Receipt and Acceptance Certificate (CRAC) is auto generated or issued by a buyer and payment is not made 10 days thereafter, the buyer organization will be required to pay penal interest @1% per month for the delayed payment beyond the prescribed timeline till the date of such payment. The amount collected in this regard shall be deposited in an account maintained by GeM. This interest will not be paid to the vendors and will be kept by GeM in a separate account which will be used only for the education of sellers/ buyers etc. or other purposes related to GeM or public procurement with the prior approval of the Department of Expenditure. This will be applicable for all procurements made from October 1, 2020.

GeM is also moving towards realizing the vision of Aatmanirbhar Bharat. Recently, GeM made it mandatory for all sellers to disclose the country of origin for the products



offered on the platform. This step of disclosing the country of origin in the marketplace flows directly from the implementation of the Public Procurement (Preference to Make in India) Order in line with the vision for GeM. Moreover, sellers who had already uploaded their products before the introduction of this new feature on GeM are being reminded regularly to update the country of origin. Work on this deployment had started in February 2020 and went live on 2 May 2020. GeM has also enabled a provision for indication of the percentage of local content in products. With this new feature now, the country of origin as well as the local content percentage will be visible in the marketplace for all items. GeM has taken a significant step towards 'Aatmanirbhar Bharat' and is committed to serving the nation by bringing in transparency, inclusion and efficiency in public procurement.

Corporate Governance

CA Chandrashekhar V. Chitale



FOREWORD

The advent of the corporate form of organisation has enabled global size enterprises to come into being. This became the only form of organisation that can augment large amount of capital, allowing specialist managers to propel the business vessel to a safe destination of slated stakeholder goals.

However, separation of ownership and management has thrown open certain challenges. Owners i.e. shareholders and management can have different interests. The shareholders desire enlargement of returns on their capital contribution through more profits and more dividends, while management may also be guided by other objectives like higher remuneration, conserving cash flows to minimise cost of borrowings or invest in securities to increase returns at a corporate level. Corporate governance aims at adoption of a set of practices

that harmonise interests of the management with those of the owners.

Stakeholders are saviours for business, as has been witnessed many times. Therefore, in this sense, the corporate governance has to include stakeholders' interests. Stakeholders are the people interested in your company, ranging from employees, loyal customers, investors, government, general public, communities, activist groups, business support groups, and the media and so on. They broaden the pool of people who care about the well-being of the company, making it less alone in its entrepreneurial work. In current day theory, an enterprise with an engaged community of stakeholders reaps financial benefits from these relationships. At its best, the relationship between a business and its stakeholders is symbiotic and healthy. This is the current state that encompasses corporate governance.

U.S. EXPERIENCE

The US Stock market took a beating on account of misreported annual accounts. The story of the Enron Corporation presents the case of a company that reached dramatic heights only to face a dizzying fall. The fated company's collapse affected thousands of employees and shook Wall Street to its core. At Enron's peak, its shares were worth \$90.75. Just prior to declaring bankruptcy on December 2, 2001, they were trading at \$0.26. Enron was able to keep hundreds of millions worth of debt off its books. The shell companies, run by Enron executives, recorded fictitious revenues, essentially recording one dollar of revenue, multiple times. This practice created the appearance of incredible earnings figures.

WorldCom was USA's second largest long-distance telephone company at the time. From 1999 to 2002, senior executives at WorldCom

orchestrated a scheme to inflate earnings in order to maintain WorldCom's stock price. The fraud was uncovered in June 2002. Eventually, WorldCom was forced to admit that it had overstated its assets by over \$11 billion. At the time, it was the largest accounting fraud in American history.

The reaction of the US to these events had been the Sarbanes-Oxley Act. It is said to have passed due to scandals such as WorldCom and Enron. This is a significant move towards embracing corporate governance, more emphatically and more visibly.

OTHER STORIES

1. Bre-X Minerals, the Canadian company was involved in one of the largest stock swindles in history. Its Indonesian gold property, which was reported to contain more than 200 million ounces, was considered as the richest gold mine. The stock price skyrocketed to a high of \$280 and at its peak, Bre-X had a market capitalization of \$4.4 billion. The party ended in 1997, when the gold mine proved to be fraudulent, and the stock tumbled to pennies shortly after.

2. HIH Insurance had been the second-largest insurance company in Australia. It was placed into provisional liquidation in March, 2001. Liquidation of HIH was the largest corporate

collapse in Australia, where liquidators estimated HIH's losses totalled up to AU\$ 5.3 billion. Investigations into the cause of the collapse resulted in the conviction and imprisonment of a handful of members of HIH management on various charges relating to fraud.

3. In the United Kingdom, wallpaper brand Coloroll was owned by CWV Ltd. Developed from a family-owned wallpaper company founded in the 1970s, during the 1980s, Coloroll Group became a dominant publicly listed home furnishings business, which collapsed in 1990 due to excessive debt.

4. Polly Peck International (PPI) was a small British textile company which expanded rapidly in the 1980s and became a constituent of the FTSE 100 Index before collapsing in 1991 with debts of £1.3bn, eventually leading to the flight of its CEO, Asil Nadir to Northern Cyprus in 1993.

5. Polly Peck was one of several corporate scandals that led to the reform of UK company law, resulting in the early versions of the UK Corporate Governance Code.

INDIAN DEVELOPMENTS

In India, dodging tax laws and underreporting revenue is noticed on various occasions and has been

brought to the surface by tax departments. This has impacted shareholders' wealth and stakeholders' interests.

The biggest ever corporate scandal in India took place from one of the then most respected corporate entities, Satyam. The Satyam founder and chairman confessed to the Securities and Exchange Board of India (SEBI) of the manipulation done by him in the accounts of the company. This corporate scam was carried on from 2003 till 2008. It is estimated that the fraud took place for around Rs. 5,000 crores of cash and bank balances as the company was falsifying revenues and margins. The stock price of Satyam fell drastically after this incident. Eventually, CBI took charge of conducting the investigations in this matter.

Earlier, there was a Bhansali scam. It resulted in a loss of over Rs 1,200 crore (Rs 12 billion). He first launched the finance company CRB Capital Markets, followed by CRB Mutual Fund and CRB Share Custodial Services. He ruled like a financial wizard from 1992 to 1996. The Group was collecting money from the public through Fixed Deposits, bonds and debentures. This money was then transferred to companies that never existed. CRB Capital Markets raised a whopping Rs 176 crore in three years. In 1994, CRB Mutual Funds



raised Rs 230 crore and Rs 180 crore came via fixed deposits. The Group also succeeded to raise about Rs 900 crore from the markets. However, his good days did not last long. After 1995, he received several jolts. Bhansali tried borrowing more money from the market. This led to a financial crisis. It became difficult for Bhansali to sustain himself. The Reserve Bank of India (RBI) refused banking status to CRB and he was in the dock.

There were other numerous scams in the securities market in India. As a consolidated effect of the same, the corporate governance model got evolved in India over the period. The celebrated crime novel, *The Godfather's* epigraph is: "Behind every great fortune there is a crime." In a similar manner, it is noticed that, "behind every development in corporate governance, there is a scam."

WHAT IS CORPORATE GOVERNANCE?

Corporate governance broadly refers to the mechanisms, processes and relations by which corporations are controlled and directed. The governance structure identifies the distribution of rights and responsibilities among different participants in the corporation such as the board of directors, managers, shareholders, creditors, auditors, regulators, and other stakeholders and includes the rules and procedures for making decisions in corporate affairs. Corporate

governance includes the processes through which corporations' objectives are set and pursued in the context of the social, regulatory and market environment. Governance mechanisms include monitoring the actions, policies and decisions of corporations and their agents. Corporate governance practices are affected by attempts to align the interests of stakeholders.

The report of various committees helped a lot to streamline the corporate governance throughout the world. Some important committees on governance is given below : **(Table 1)**

SEBI

Securities and Exchange Board of India (SEBI) was established in 1992 under an Act of Parliament. It monitors and regulates corporate governance of listed companies in India through Clause 49 of the Listing Agreement. This clause is incorporated in the listing agreement of stock exchanges and it is compulsory for them to comply with its provisions. It was first introduced in the financial year 2000-01, based on the recommendations of the Kumar Mangalam Birla committee.

As a major step towards codifying the corporate governance norms, SEBI enshrined the Clause 49 in the Equity Listing Agreement (2000). In India, this clause serves as a standard of corporate governance. The clause requires that half the directors on a listed company's board must be Independent

Directors. In the same clause, SEBI had also put forward the responsibilities of the Audit Committee, which was to have a majority Independent Directors.

Clause 49 of the Listing Agreement is applicable to companies which wish to get themselves listed in the stock exchanges. This clause has both mandatory and non-mandatory provisions. Key mandatory provisions are as follows :

- Composition of Board and its procedure – frequency of meeting, number of independent directors, code of conduct for Board of directors and senior management;
- Audit Committee, its composition, and role
- Provision relating to Subsidiary Companies
- Disclosure to Audit committee, Board and the Shareholders
- CEO/CFO certification
- Quarterly report on corporate governance
- Annual compliance certificate

In 2014, Clause 49 was amended to include whistle-blower policy as a mandatory provision.

Key non-mandatory provisions include the following:

- Constitution of Remuneration Committee
- Training of Board members
- Peer evaluation of Board members

After the Satyam scandal, SEBI

Table 1

S. No.	Committee	Country	Year
1	Cadbury	England	1992
2	King Committee	South Africa	1994 & 2002
3	CII	India	1996
4	Hampel	England	1998
5	Kumar Mangalam Birla	India	2000
6	SEBI	India	2000
7	Narayana Murty	India	2003
8	Uday Kotak	India	2017

became stricter towards disclosure norms and implementation of Clause 49 provisions to bring about sea changes in transparency and accountability in the country. The Companies Act gave these norms a proper statutory backing.

UDAY KOTAK COMMITTEE

One more committee on corporate governance was formed by SEBI in 2017 under the Chairmanship of Mr. Uday Kotak. Their aim was to improve standards of corporate governance of listed companies in India. A good number of recommendations have been accepted and implemented by SEBI.

Major suggestions can be summarised here. On composition and role of the board of directors, the Committee was of the view that the board of directors as a whole is responsible to all stakeholders for meeting the requisite standards of corporate governance in a company. Accordingly, the Committee sought to address the issues *inter alia* relating to strength of the board, its diversity, issues pertaining to independent

directors and disclosure of skills / expertise of the board members.

Other recommendations include:

- i) The institution of independent directors is essential to a good corporate governance framework as they are expected to bring objectivity into the functioning of the board and improve its effectiveness.
- ii) Delegation of responsibilities to committees of the board is necessary for the effective governance of listed entities given the broad range of roles and responsibilities of the board. Committee's recommendations addressed issues pertaining to representations in the board committees, setting minimum number of meetings and quorum for each such committee and increase in the number and nature of board committees.
- iii) Enhanced monitoring of group entities.

iv) To strengthen transparency on related party transactions, new regulations were suggested.

v) Increased and better participation by investors will enhance good governance. Removing the boundaries of physical meetings and adopting the use of technology.

The Kotak Committee recommendations addressed certain core issues in relation to corporate governance. These recommendations are in line with the global practices and amendments made to the SEBI LODR Regulations and are a step forward in terms of achieving transparency and credibility in the corporate environment altogether.

COMPANIES ACT

The Companies Act, 2013 also came up with a dedicated chapter on corporate governance. Under this law, various provisions have been enacted under at least eleven heads viz. Composition of the Board, Woman Director, Independent Directors,





Directors Training and Evaluation, Audit Committee, Nomination and Remuneration Committee, Subsidiary Companies, Internal Audit, SFIO, Risk Management Committee and Compliance to provide a rock-solid framework around Corporate Governance.

Making accounting standards for corporates and standards on auditing for company auditors issued by the ICAI mandatory is one singular step that has significantly contributed to the field of corporate governance. These provisions lead to transparent and comparable financial statements to be laid on the table.

There are the important provisions under the Companies Act, 2013 (the new Act) and the Rules framed thereunder to further strengthen corporate governance. These are:

i) Composition of the Board of Directors[Sections 149, 151]:

Minimum number of directors has been prescribed. Every company shall have maximum 15 directors, for appointment of more than 15 directors after passing a special resolution, requirement to have at least one director who has stayed in India for a total period of not less than 182 days in the previous calendar year.

Every listed company and large public companies are required to have at least one-third of total number of directors as Independent Directors. Any intermittent vacancy of an Independent Director is required to be filled up at the earliest.

Listed company and large public companies are required to appoint at least one whole-time director and a woman director.

ii) The Report of the Board of Directors is required to include a DRS on the aspects of applicable accounting standards compliance, accounting policies as selected are consistently applied and judgments and estimates are made in a reasonable and prudent manner to ensure true and fair view of the state of affairs at the end of financial year and of the profit or loss for that period, maintenance of adequate accounting records, annual accounts prepared on a Going Concern basis, ensure compliance with the provisions of all applicable laws, etc.

iii) In case of a listed company and every large public company the Board Report to include, inter alia, a statement indicating the manner in which formal annual evaluation has been made by the Board of its own performance and that of its committees and individual directors.

iv) The Act has codified duties of the directors as given below:

- a) To act in accordance with the articles of the company
- b) To act in good faith, promote the corporate objects and in the best interests of all stakeholders, community, environment
- c) Act with due and reasonable care, skill and diligence
- d) No direct or indirect conflict of interest
- e) Not to assign director's office

v) Code on independent directors, remuneration to directors, etc. And such other disclosure provisions have also been made.

6. It is evident from provisions of the Companies Act, 2013 that much emphasis has been placed on ensuring greater corporate governance and reporting thereon.

WAY FORWARD

The future of corporate governance hinges on stakeholder behaviour and regulatory responses. The managements will yield to stakeholder pressure only when non-compliant entities are ridiculed in business and compelled to trade the path of rectitude.

In this sense, corporate governance should become more a habit than regulatory compliance reaction. When this happens, the companies will strive for excellence in corporate governance. This will happen only when the market recognises value of good corporate behaviour and accord premium therefore, not as a cost, but as a contribution.

COVID-19 IMPACT

P. C. Nambiar



The outbreak of Covid-19 has impacted the developed and developing countries in a very big way, especially due to the Nation-wide Lockdown and tight control on the movement of men and material. The entire economy came to standstill during the lock down period. Now, it is slowly coming back to normalcy after phased relaxation made. Even now, we are not out of the crisis and we are patiently waiting for a magical remedy in the form of a Vaccine to be introduced early, so that normalcy can be restored faster.

Covid-19 has not spared any one; it has affected Manufacturing and Goods and Services Sectors in a very big way. Hospitality, Tours and Travels, Hotels, Real Estate, Education, Information and Technology, Recreation and Health Care Sectors have been impacted in a big way. Lock-down and Social

Distancing has resulted in sharp decline in demand for Goods and Services. However, Lock-down and Social Distancing was the only available tool to prevent the wide spread effect of Covid-19. It was an absolute necessity and we have to now to get out of the phase in the fastest possible time.

Covid-19 Impact - Government Revenues

There appears to be a non-sustainable impact on the Global economy, but the Revenue receipts of the Government of India indicates a different story. While GST collection was around Rs.1,00,004/-Crores, during the period prior to the pandemic it fell down to Rs.96,000 Crores, during the severest phase and today it has reached 1.05 lakh crore level. There is a quick bounce back for the Government.

In view of the size of the pandemic

and its effects this does not appear to be a very depressing situation for the economy. There have been some serious re-adjustments and the loss to some sectors has been made up by corresponding gains being made by some other sectors.

Today the economic effect of the epidemic is being measured through the economic cost derived from the disease, associated medical cost and forgone income due to disease. Morbidity and mortality rate being the other factors. As a nation we have been able to control the revenue loss and our mortality rate is far below the expected standard and hence, there is a little opportunity available for us to at least put up a smile as a nation.

Covid-19 Impact and the vaccine Project :

Being from the vaccine industry I am

rather happy to report that on the vaccine front, we have made good progress although we had to work through the pandemic facing all the adversities thrown by the lock down, we could walk through the pandemic period with very little impact to our employee health. I am happy to say that the pain we took is now resulted into tangible benefits and today we can see some strong light at the end of the tunnel. We are fully geared up with our AstraZeneca Vaccine, which is showing good result in the ongoing trials conducted by the Government and other Agencies in India and UK. It is ready for launch and we are awaiting formal permission from the Government for release of the Vaccine as an emergency measure. Vaccine from 'AstraZeneca' and 'Novavax' are in the final stages and can come out in the next few months. If the Government decides to clear it for emergency human use it can come in few weeks. We have been able to meet the International Standard and infact it has been reported that our Vaccine is far superior to the ones made elsewhere.

We have geared up our system and made it all ready to deliver at a high speed. Once the approval comes, we should be able to release about 400 Million Doses vaccine in the near future. This being the one positive signal everyone is looking forward to, will build the lost confidence in the population and will enable the economy to pick up faster. We are doing fairly well in the areas of development and marketing and we are getting our recognition as vaccine leader of the world, the entire manufacturing facility is now geared up and ready to match up with the Government objectives to ensure that normalcy returns faster.

COVID-19 IMPACT -BOUNCE BACK

On the economic front, the economy is getting back on track. Relaxation from the Lock-down is in place and movement of men and material has started as before masks have become standard apparel and hand sanitization is an accepted norm for all. Manufacturing is picking up. More focus is on Healthcare Sector mainly to control the impact caused by the disease.

Everyone is keen on securing their lives before venturing out to normal activities. The Government is also briefed about the status of industries and is doing its bit to ensure best recovery. Special emphasis is laid on the return of migrant laborers, who had moved back to villages from towns being unable to face the consequences of the pandemic. Once it is realised that the fear is unfounded, I believe the migrant labour will move back to work area and production should start as before. Export dependent industries are deeply impacted due to discontinuation of flights to different countries. Once the logistic support is restored, we should be able to pick up export sale also.

COVID-19 IMPACT -THE STRUGGLE FOR THE CHINESE BUSINESS:

China is big factor today and the industries which are planning to move out from China seeking to relocate should be necessarily helped to come to India and set up shop. The Government should adopt a policy that shows some signs of commitment and extend the helping hand to the new industries to



come to India from China. Unless we match the facilities available in China which was being enjoyed by these Companies moving out, countries, like Philippines, Malaysia, Bangladesh and Sri Lanka stand to gain and we will not be able to corner the sizable chunk of investments from such companies.

I urge upon the Government, to look at these industries as a top job creating and investment opportunity instead of looking at everything connected with the industries as a pure revenue augmenting device. It has to be appreciated that everyone who works in the industries are not out to evade taxes. With the advent of GST, the entire system has undergone a sea change. The Industry is prepared to comply with all the requirements as long as the requirements are legitimate and simple to comply. If special emphasis is placed on the idea of simplifying the tax compliance and has an effective lower rate of tax, number of people paying taxes would automatically increase and the revenue will be better.

It is really sad to note that on one side the Government has come out with a scheme for SVLDRs to reduce litigation pending for a long period of time and this special scheme is introduced to reduce the number of cases with the different adjudicating agencies and courts. While this is being done the same set of officers are issuing fresh Show Cause Notices (SCNs) to Assessors without any investigation and creating a deeper problem. In the last month, from Pune Commissionerate 5000 Show Cause Notices are issued to different Assessors on the ground of mismatching ITR, TDS Returns, and Service Tax Return the hard earned gains of SVLDRS is being thrown to the wind through this meaningless and indiscriminate issue of SCNs.

The power to issue SCN is an area which is being misused by the department because it is not answerable for failures. The power needs to be used judiciously before issue of any SCN properly scrutinised and evaluated before initiating any

action. The government has made affixing of a DIN number a mandatory position. These SCNs are issued without any such DIN number, without any application of mind or preliminary investigation, mindless Show Cause Notices mentioning the amount of TDS as arrears of revenue is being issued to all possible people. The gains made through SVLRS are whittled out by this indiscriminate bureaucratic mischief. The senior bureaucracy needs to be more sensitive and responsible; therefore, the power to issue Show Cause Notice needs to be made more stringent. Show Cause Notices issued without a mandatory investigation report is to be considered in valid. Otherwise, we are again going to have a problem of tax harassment creating greater hassles to the Trade and Industries during this difficult time. Government trying to harass already troubled people in the name of compliance will be a great distress and disaster to the industry that is wriggling out of the lock down syndrome..





As regards the recovery from this slowdown, we are now on the “V” Shaped curve pattern and in another 3 months we should be back to normal and the release of vaccine would instill the necessary confidence and we will be able to do better as a nation. Pharma Industries and Service Industries should be able to generate adequate business. The concept of Work from Home has gone down well. The trust that exists between the employer and employee has grown very well and today we have come to a stage where Work from Home phenomena is yielding better result to the employer than before. There is mix bag of positives and negatives. Today we are at the stage where positives are outweighing the negatives. We should be back to the recovery phase made.

COVID-19 IMPACT and MCCIA Activities

The MCCIA went on with its programmes and activities during the lockdown period, where physical presence could not be insisted, enough directives and help have been provided to the industries through online route. Problems faced by the Industries were taken to the relevant agencies for redressal and timely interactions through the video conferencing route and various webinars on burning issues

were arranged and positive responses have been received from the Government.

COVID-19 IMPACT and MSME sector

The impact on the MSME Sector, has been severe and the Government has come out with a lot of special packages and measures for helping the Sector which actually caters to 80% of the workforce in India. The exodus of migrant labour aggravated the problem in the manufacturing and Goods & Service Sectors. Industries using the Work from Home Module have been able to contain the damage caused by Social Distancing norms. Industries are also to be helped by way of special provisions. One such area to be managed is to make enough liquidity available to the MSME sector to start its operations. The Government has reacted and has issued directives to have special dispensation for clearing all payment to the MSMEs suppliers and vendors promptly, so that enough money is made available to the employers. Special Loan schemes have been introduced so that they are able to continue with their operations as before the pandemic. The Government has also come out with certain policies which are designed to have more money into the hands of employees, so

that the demand position is created. The LTC Policy of the Government is one such measure. Due to Social Distancing norms, and travel restrictions holiday travel is not possible. The amount of LTC can now be used for procuring white goods on which GST @ 12% and more is paid. This scheme is expected to create demand for otherwise dormant White Good Sector during the festival time. We are passing through a difficult time and difficult times demand special solutions. We are working towards registering normalcy and I am very hopeful that in the next 3 months' time, we should be back on track. At least as a nation we are to find some time to celebrate after the initial difficult phase is over. Emphasis on manufacturing and making facilities available to manufacturing sector will be appreciated by the Government and simplification and reduction in taxes will follow.

STAY SAFE. USE MASKS. MAINTAIN HAND HYGIENE AND HAVE PLENTY OF HOT FLUIDS.

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Face Crisis- how?

Vishwas Kale



The global coronavirus pandemic (COVID-19) is a crisis that most of us have not seen before. Apart from unfortunate health issues, many experts say there is likely to be a global recession. Bouncing back from a disaster of this scale is difficult but not impossible. One only needs to focus on fixing the problem and finding opportunities for growth.

Here are some examples followed by a few entrepreneurs:

Accept the reality

Yes, you are likely to be a victim of the situation. The best way is to accept the reality and stop thinking about your misery. None of that matters now. Do not resist what is already a fact thus, avoiding wasting your energy. Living in the past only makes future progress more difficult. Instead, commit to looking forward. It is the best thing to do to help yourself. It is best to get out of defensive mode and get started with a clear offensive strategy.

Creating a Crisis Management Team

Create a crisis management committee in your organisation. The number of people is not important. Involve everyone, right from the top management to individuals lower in the workforce. Decide if you need to bring in someone from the outside, a new executive or a consulting firm. Let the committee decide the strategy on how to approach the problem. This strategy may be tactical, operational or legal. Reach a consensus agreement for executing this strategy.

After this, develop a plan that bridges the gap between where you are now and where you want to be. Figure out the most efficient path to get from point A to point B. It is important to note that offensive and defensive strategies must be balanced at this point to keep the process fulfilling. Human beings are not robots and our emotions are part of the process and must be respected.

Defining Goals

You must determine your goals. Using a road-map analogy, this step is similar to locating the end destination on the map. After this, it is a matter of plotting the course to get there.

Your goals should have the following characteristics -

- **Specific:** There must be a clear and definable end result. For example, "I want to make more money" is too vague. However, saying, "I want to have XYZ turnover per month by 1st January, 2021" is specific and gives clear direction.
- **Measurable:** Have a way to measure the progress toward the goal. In the example above, the measurement is amounts per month.
- **Attainable:** The goal has to be a fine balance between your stretched ability while still remaining within reach. If the goal is too easy, then you are not challenging yourself. If it is too hard, then this would set yourself up for failure. A proper goal

is one that stretches you to your limits without being out of reach.

- **Realistic:** Know your technical and financial capabilities and do not set unrealistic goals.
- **Timely:** A goal without a deadline is useless.

Take Action

This step is obvious when one reads it but for some reason, it eludes many in practice. A plan for financial recovery is only wishful thinking unless it is converted into action. Action is the burning hot fuel that converts goals into tangible results. This specific ability is very vital to persistently pursuing direct meaningful action in achieving a goal. Actually, this is what makes people successful and distinguishable.

Taking Stock of Inventory

A step that is necessary to financial recovery is to taking inventory of your current situation. One must know what resources are there and what liabilities need to be faced when developing the plan to come back from this pandemic. It is better to know where you are now before you can decide on a realistic plan to get where you wish to go in the future. In order to plan the route to reach your goal, you must first locate where you are now.

Ask the following questions to assess your situation:

- What are the remaining assets?
- How much money is currently owed?
- How much income will come in each month?
- How much money is spent?
- Are there any long term implications of this financial disaster (legal issues, tax related) that must be included in the plan?

If you know where you are right now, a plan can be made to reach your goal.

Overall Cost Analysis

Cost analysis involves finding out where you can reduce overhead, negotiating with suppliers for a better price and mainly, finding ways to save money. Other activities of cost analysis also involves cutting back on inventory if you have products that do not sell. You need to cut costs realistically. While one may think that getting rid of employees is the easiest strategy, it is not the right one. They know your company or organization well and would be helpful in solving problems arising out of this crisis.

Communication with Customers and Employees

Be brave to confront bad news, internally as well as externally. Have a strategy to disseminate information. It may not just be customers you need to inform but also key suppliers and vendors. Listen to your staff and address any specific issues they have. Be involved with them and keep them up to date with what is going on.

Re-evaluate Marketing Strategy

Your existing customers are your number one asset. Always know where your customers stand. Perhaps about 80% of your revenues come from about 20% of your customers. Re-do and re-tune marketing to attract new customers and retain existing ones. Re-think and change marketing messages, company websites, brochures and sales letters. Your customers may not even be aware of the other products or services you offer. Ask them for feedback and what can the organization do differently to better serve them.

Learn to be critical of your own planned actions

A simple way to look at this will be to have a deadline and if something decided upon does not happen, go back and rethink. If targets are missed, find





out why. If your company is not in tandem with other similar companies and competitors, your actions may be wrong.

Retain your employees

Retain your employees. They may not all be people in your top management but they do know the company and organization well. They are knowledgeable about the inside workings and culture of the company. This is important for understanding the effect of changes in the business. Be fearless and find people who are unhappy about company's performance. Some uncomfortable truths will come out but may lead to resolution and change. There could also be some who are keen and willing to go up in the management ladder to help the company, if an opportunity is presented to them.

Rethink your business

Spend some time to think about what you are doing now and evaluate the parts of the business that must be rethought and changed. Conducting a market survey will help to change strategies, customer services etc.

Empowerment of Employees

Increase morale and empower employees to be the best that they can be. Show that you value their input and opinions. Happy employees take care of customers. Motivated employees attract more satisfied customers, which in turn leads to increased profits.

Growth Opportunities

A set back is temporary and can be the best time for growth. There is always business that one is going to lose but always prepare for growth and ways to expand. Doing damage control is important but if you just focus on fixing the problems, then you are leaving out an opportunity for creativity.

Look at the changing environments and new technologies that could make what your company does obsolete. Do not be happy to be on top of the competition but try to continually reinvent your business or technology. This will help you to stay ahead of the game instead of later catching up with others.

Correct the path and adjust

As action is initiated, the one result one can be certain of is you will learn

from your experience and mistakes. Your skills will improve and you will become more knowledgeable as action is taken. Do not try to be perfect in your plan from the beginning. It is better to start with a reasonably intelligent approach and correct course as you move on. Starting immediately is more important because there is plenty of time to correct course later. Do not waste time now. Correction is possible and desirable, but perfection is impossible. Your first plan may not be the best but you need to make the effort.

If you could answer these with yes, then you are thinking right.

- Know where you want to go?
- Know how you will get there?
- Can recognize when you have finally arrived?

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Business Transformation@ MSME : Covid-19 to Success 2020

Dattatraya Ambulkar



Corona or Covid-19 has impacted the Trade, Business and Industry very badly. This has further impacted the Micro Small Medium Enterprises (MSME) and the aftereffects are already seen.

In the context of our economy, the relevance and contribution of MSME is very vital and impactful. To substantiate it with the broad overview of statistics, MSME contributes to the extent of 30 to 35 % of the national GDP. As mentioned by the well-known business consultancy firm KPMG, MSME contributes 36 % of our business, 31% of the Manufacturing and 33 % in other type of business activities. This specially presented statistics makes everyone to think and visualize what impact our Economy, Industry and the MSME will have in the post Covid 19 scenario. We can also get the feel of the challenges our MSME Sector is going to face in near future.

Post Covid-19 Challenges before MSMEs

The above summary comprising of the economic and statistics related to Covid-19, aptly highlights the business specific challenges and constraints posed before the MSME. This becomes more vital as the situation is occurred at the crucial fag end of the financial year 2019-2020. The last quarter in the business year is always very crucial from the business transaction and turnover of all the enterprises including the MSMEs. This is the way and manner our business cycle is operated since decades. The effects of Covid - 19 therefore becomes much relevant. As far as MSMEs are concerned, and to put it in rural perspective, this situation can be compared when the farmers lose their ready to cut crop due to storm and heavy rains and the effect lasts at least for the next financial year.

Converting Challenges into Chances

Under such circumstances as illustrated above, it becomes further essential for the MSMEs to get geared up to accept and face the multiple and unforeseen challenges posed before them. The following type of responsive approach could be useful to them. The task though difficult and challenging, but would not be impossible looking at the below type of focused approach if adopted and implemented by the MSMEs.

1. Adopting changes and changing as per the changed situation: It is pertinent and important to analyse and assess the post Covid – 19 impacts and effects it has created and the challenges it has posed before the MSME in the business perspectives. While realizing and analysing these effects, due care must be taken to study and realize what the business impacts created for the main are or core industry

or the business sector for which the MSME is mainly functioning.

This would equip and enable the MSME to have the business specific reality check specific to their business and services. This should be taken very seriously and taking in view all the aspects and angles related to post Covid- 19 business scene. The MSMEs can then revisit their business and work on the revised business plan at the enterprise level.

ips to Transform: Converting Challenges into Chances caused due to Covid- 19 the plan and process: The quick overview reveals the variety and the severity of the Risk Factors and Concerns Covid-19 has posed before the MSMEs. These challenges mainly comprise of the critical issues such as Economic & Financial, Policy or Strategy related, Business specific, Family or Personality specific, Socio-Economic etc.

The narration of the risks factors are representative in nature and specifically related to MSME. It becomes essential to identify the relevant and critical risk related to the MSME concerned and therefore it calls for customized action and responses at the enterprise level. This would be beneficial to the enterprise and make the MSME enable

to identify, work on, face and successfully overcome the challenges the units are facing currently.

3. Identifying and analysing the impacts of Covid -19 at the enterprise level: The impacts of Covid-19 are varied and going to be long lasting in many ways. They may be at Global, Financial, Socio-Political, and Business related and even individual levels. It is important to note that the nature and gravity of these impacts also vary in its own way and manner.

While carrying out the exercise of analysing above types of impacts due to covid-19 , the MSME specifically need to take into account the specific nature and extent of the impact on the business sector , core industry in general and the MSME unit in particular. Such approach would provide the focused way forward for its action points and shall be helpful to expedite implementation of the business action plan in effective manner.

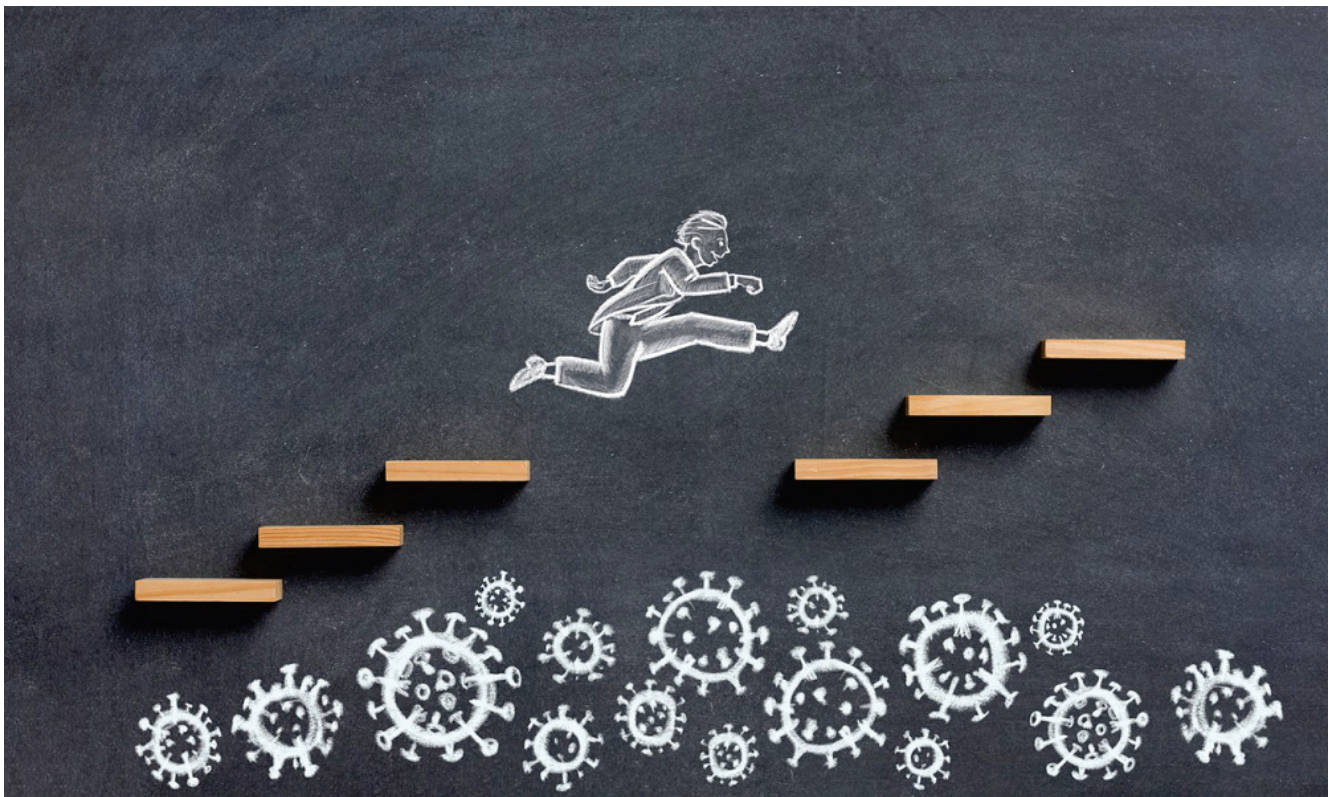
4 Covid -19: Challenges posed and Opportunities provided for MSMEs: For industry of every size, the knock of Covid -19 was totally unforeseen and unexpected. So are the changes and challenges posed by it. These changes and challenges are mainly related to unexpectedly disruption of the business

cycle, industrial activity and vehicular traffic coming to stand still, financial set back, business uncertainty, derailment of the plan and future, sudden switch over to the new approach towards business model, technology, process and services, sense of worry and added anxiety among the operating people and even sudden non availability of requisite skills and manpower.

The list and particulars of such challenges though appear elaborate and challenging, for the MSMEs, it calls for immediate action based introspection giving reliance on the responsive actions as required by the revised business. This would be possible if at the unit level, the entrepreneur works on analysing the severity of the latest business situation and works on the revised business plan. This can be achieved only when the owner-entrepreneur dose the quick but balanced study of what has been maintained while so much might have been lost due to Covid- 19 .
Paving the progress though “ P4” approach

“P 4” approach for revisiting and revival of the business of MSMEs in post Covid -19 : While reviving after Covid-19 scenario the MSME need to asses and ascertain as to how much and to what extent they are impacted at the business level and then to formulate





their action plan on timely basis. This exercise of revisit to revive the business at the enterprise level would enable to generate and execute the business in new context.

The above exercise must give focus on vital issues such as business impacts the unit had on short term and long term basis, the strategic and operational changes required and executed with reference to business potential, strategy, production or services leading to implementation and execution at the enterprise level. The "P 4" approach customized for MSME and comprising of Projecting, Planning, Preparing and Performing thus can prove to be useful in this regard. The latest classic example of Maruti and Mahindra the well-known car manufacturing companies shifting their planning and priority to manufacture ventilators speaks for itself.

Way forward and business beyond Corona

Going forward, adopting and implementing requisite types of changes and business priorities shall be essential as the part of their business. The adoption, implementation and its

methodology need to be customized to the MSME, its business, Product and changing requirements of the business. This approach would certainly prove the game changer for them in multiple manner. They can thus would not only become able to sustain but also help them to succeed in their endeavour at the enterprise level.

The ownership and leadership for the MSME is direct and different. It basically goes with the accountability which is focused and confined to a person or few ones. These persons must adopt and demonstrate and execute the entrepreneur level Managerial Leadership based on Analytical approach, Consistency based on Commitment to the cause, Decision making and effective execution ability under the changing circumstances. Doing different things definitely can be effective mantra for MSMEs now onwards.

Like the Medico-Social perspectives, the post Covid 19 business scenario has now become a stage to stay in business. In order to address and overcome this scenario,

like every stake holder in the business society, MSMEs have to understand and undergo through the challenging business requirements. They need to work out their own business plan to succeed and the success rate would mainly and solely depend on their changed efforts to deal with the challenges. The prerequisite for converting the challenges Covid-19 has posed, shall be the business plan and approach based on Risk Management and its mitigation, Act of Emotional balancing at business related decision making and converting the capability into ability at every level at the MSME.

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Has the growth story of India peaked?

The country's growth-trajectory and revival post-Pandemic (Covid-19) erupted in March 2020

Dr. Sunil B. Kapadia

During the post-1991 economic reforms period, the Indian economy has undergone significant changes both quantitatively and qualitatively in many directions, in different sectors and while some old problems continue to persist, some new problems have sprung of and these have attracted policy attention and consequent interventions over the years.

GDP growth has been declining since 2017-18

the biggest driver of economic growth is Consumption. The Private Final Consumption Expenditure-PFCE had a share of 57 percent in India's GDP in 2019-20. PFCE growth reported went down to 2.7 percent in the March 2020 quarter, the lowest after June 2012 quarter results. Many firms have shelved investment plans given the headwinds to consumption demand. And Gross Fixed Capital Formation (GFCF) slowed down at a fasterpace for the last three consecutive quarters ending March 2020.

Nominal GDP growth in 2019-20 reported came down to just 7.2 percent, one of the lowest since 1975-76. The

2019-20 Union Budget assumed 12 percent nominal growth. It must be mentioned here that Nominal GDP is quite important for revenue collections. The expectation by a Bloomberg poll of 15 economists had estimated the contraction to be 19.2 percent. India was under an almost complete lockdown for April and May 2020.

(Chart 1.1)

Per the NCAER report, FY second quarter is likely to contract by 12.7 percent, followed by an 8.6 percent fall in the third and a 6.2 percent decline in the last quarter. Emphasizing the unpredictability of longer-term prospects, it said, "The important point is how India will perform post-2020-21. References to quick and V-shaped recovery, etc., cloud more than they divulge."

In the medium- term, the country's growth was not likely to hit the peak output levels seen in the immediate past fiscal till the 4th quarter of 2022-23, the experts said in its Quarterly Review of the Economy report for the July-September quarter, observing this was under the 'best scenario' assumption of

7 percent growth in the next financial year i.e. FY22. (Source: NCAER as reported ET Bureau, 26-Sep-20).

(Table 1.1)

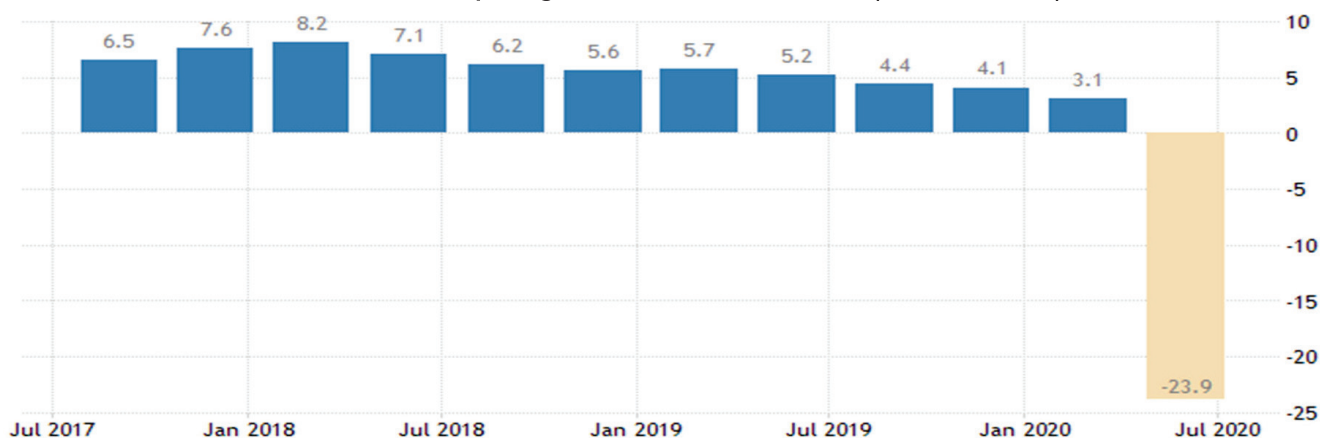
Real GDP went down and contracted to 24 percent YoY in Q1FY21.

A few trends stand out:

- Government services contracted 10 percent YoY largely due to states' weak spending (especially on Capex).
- While real Agri GVA held up, nominal Agri GVA growth halved from FY20 level to 5.7 percent YoY.
- Industry and trade services have borne the maximum brunt of lockdowns (down 40-50 percent YoY), while Capex and imports witnessed similar contractions from the demand side.

Production: Government services surprise negatively Real GVA for Q1FY21 stood at -23 percent YoY (-20 percent YoY estimate). The negative surprise was primarily on the government services front, which contracted 10 percent YoY—the first contraction of this series. The weakness in government spending appears to be largely

Chart:1.1 Chart depicting the trends for GDP of India (Jul-17 to Jul-20)



SOURCE: TRADINGECONOMICS.COM | MINISTRY OF STATISTICS AND PROGRAMME IMPLEMENTATION (MOSPI)

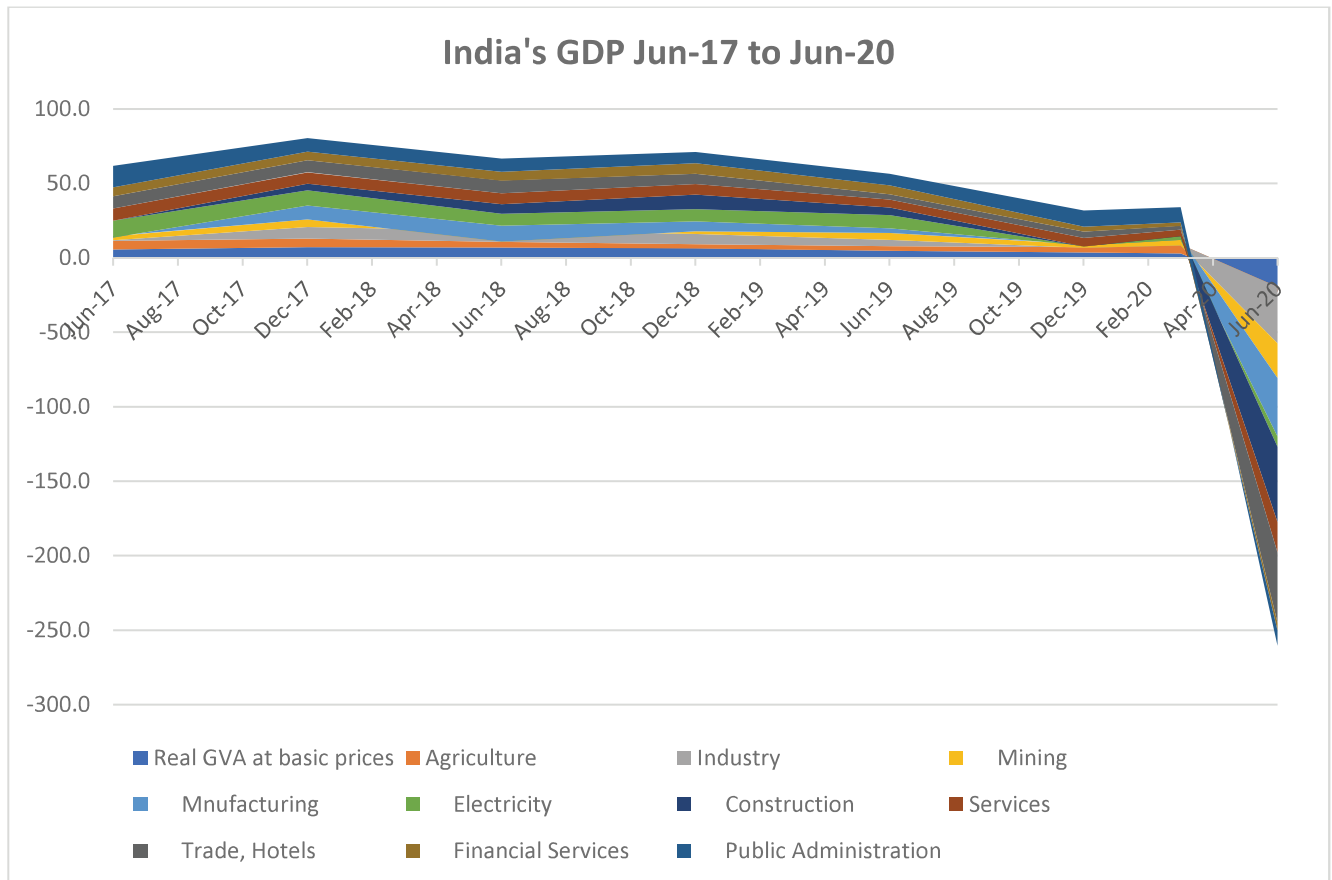
Source: MOSPI, TradingEconomics.com and Economic Times (1-Sep-2020)

Table: 1.1 India's Quarterly GDP: GVA and its Components: (Jun-2017 to Jun-2020)

Description	Jun-20	Mar-20	Dec-19	Jun-19	Dec-18	Jun-18	Dec-17	Jun-17
Real GVA at basic prices	-22.8	3.0	3.5	4.8	6.3	6.9	7.2	5.5
Agriculture	3.4	5.9	3.6	3.0	2.8	3.8	5.7	5.9
Industry	-38.1	-0.6	-0.3	4.2	7.0	7.5	7.7	0.5
Mining	-23.3	5.2	2.2	4.7	1.8	-7.3	5.2	2.6
Manufacturing	-39.3	-1.4	-0.8	3.0	6.4	10.7	9.3	-0.9
Electricity	-7.0	4.5	-0.7	8.8	8.3	7.9	10.1	11.2
Construction	-50.3	-2.2	0.0	5.2	9.7	6.4	4.6	0.0
Services	-20.6	4.4	5.7	5.5	7.2	7.4	7.5	8.4
Trade, Hotels	-47.0	2.6	4.3	3.5	6.9	8.5	8.2	8.1
Financial Services	-5.3	2.4	3.3	6.0	7.2	6.0	5.7	5.9
Public Administration	-10.3	10.1	10.9	7.7	7.5	8.8	9.1	14.5

Source: CMIE and Edelweiss Research (Sep-2020)

Chart: 1.2 Depicting India's GDP trend (Jun-17 to Jun-20)



Source: CMIE and Edelweiss Research (Sep-2020)

due to state governments, especially on Capex, as central government spending was robust (up 13 percent YoY).

Apart from this, on the agriculture front, while real GVA grew 3.4 percent—a moderation from 6.0 percent in Q4FY20—the worrying trend is in nominal Agri GVA, whose Q1FY21 growth has halved from FY20 to 5.7 percent. Meanwhile, while industry (-38 percent YoY) and trade services (-47 percent YoY) bore the biggest brunt of the lockdown, financial services (-5 percent YoY) were relatively insulated.

Consumption: Sharpest contraction in Capex and imports on the demand front, Capex and imports contracted the sharpest—down 40 percent and 48 percent, respectively. Exports and private consumption did relatively better—contracted 20 percent and 27 percent YoY, respectively. This may perhaps be due to better external demand and consumption of essential items. Given the underwhelming response from the fiscal front, we believe domestic demand (Capex, imports) is likely to take longer to normalize.

Per Dinesh Unnikrishnan in First post (16-May-2019), Muted consumer spending, low retail loan outflow, slowing vehicle sales, and struggling factory output are indicating a worrying trend of an economic slowdown in India Asia's third-largest economy. The export growth in April-19 dropped to a four-month low of 0.64 percent. The dip was visible across segments gems and jewellery, leather, engineering goods, and other products. Moreover, questions are raised whether the country's growth in the last 4-5 financial years is because of policy changes or because of low oil prices.

The decline in the economic activity before the pandemic the performance of the country was at one of its least reduced rates even before the pandemic. GDP growth was reduced repeatedly for eight quarters except for an 8-basis point deviation through December 2018 to March 2019. It was 8.2 percent in March 2018 and fell to 3.1 percent in March 2020.

Silver lining

"There, at last, is **some good newscast** on the economy front—following two quarters (six months) of extreme stress caused by the intense lockdown. Some high-frequency barometer reveals information about the economy improving," (Per Brickwork Rating report).

- The manufacturing PMI has shown a sharp increase from 52 in August to 56.8 in September, the highest in eight years.
- GST collections at Rs 95,480 crore in September have recovered to increase by 3.8 percent from last year and were higher than August collections by 10 percent.
- Passenger vehicle sale has increased by 31 percent while railway freight traffic showed a 15 percent rise.
- After a gap of six months, merchandise exports registered 5.3 percent growth, driven by outbound shipments of engineering goods, petroleum products, pharmaceuticals, and readymade garments.
- There was an increase in power demand and generation as well.
- A steady recovery in the manufacturing sector helped India climb two notches to the third position among key emerging markets in September. Only China and Brazil rank better (Per Mint's emerging markets tracker). The manufacturing growth reflected in the first year-on-year rise in exports in seven months, and the highest reading of the purchasing managers' index in over eight years.
- The country is garnering good amount of FDI. During Apr-Aug. 2020 India received a total FDI of USD 37.73 Bn, which is higher by 13 percent compared to previous 5 months of FY 1920.

Having said that, the following are some indications that this 'improvement is weak'.

- Capital expenditure on new projects declined by 81 percent in the second quarter over the corresponding period last year, showing a continuous declining trend in investments
- Also, core sector growth was (-)8.5 percent in August.
- The credit-deposit ratio declined in

the three fortnights ending September 11, 2020, and

- Non-gold, non-oil imports continue to decline.

(Source: Brickwork Rating report).

Per Mr. Patra RBI director, the output has nose-dived, and the post-COVID growth scenario will look vastly different. Furthermore, it is more likely that changes in social behavior and norms of commercial and workplace engagements may accentuate this structural change." It may take years for India's GDP to regain lost output due to the coronavirus pandemic.

New Agri reforms should be hailed – and not feared (per Care Ratings)

Renewed farm regulation looks to bring much-needed change to the way promotion/ selling/ marketing can be undertaken. It permits the seller and buyer to connect anywhere which can be on the outside the mandi. No taxes charged and therefore the mandi cost is zero should be sold elsewhere. The buyer and seller can transact at a mutually agreed price. This is in effect a win-win affair should it work effectively.

There is a strong reason to believe that what is missing in India's agricultural strength is the commercialization aspect. For this to happen it is necessary to have more private sector involvement which can happen if contract farming is universal. Such a condition frequently reproduces the adathiyas arrangement.

A company walks in and offers the farmers a choice to sell the product to it with a guarantee on price. In return, the farmers are offered inputs and probably credit too, so that it is an end-to-end solution. The company gains in terms of getting a standardized product from a fixed source while the farmers are better off as they will enter this contract only in case the economics makes sense.

These contracts would be drafted and signed and hence become legally binding. If India can raise productivity to global norms, the country could become "an important link in global food supply chains," NITI Aayog's Kant wrote in a newspaper article. The new reforms, he said, lay down the phase for the country

to grace "a food-export center."

Per Pooja Ramchandani (Partner, Shardul Amarchand Mangaldas):

The labour reforms implemented will enhance focus on ease of doing business while balancing it with the interest of the workers, since both the industries and workers have faced hardships on account of the pandemic.

For this, the Lok Sabha passed three codes, namely

- i) Code on Social Security,
- ii) Code on Occupational Safety,
- iii) Health and Working Conditions and Code on Industrial Relations.
- iv) A fourth code, Code on Wages was passed and received presidential assent last year but, it is yet to be notified.

The aim is to reduce the compliance burden on the employers by introducing changes such as

- a) electronic maintenance of records,
- b) web-based inspection, and introduction of the limitation period for action against employers like provident fund liability.
- c) Additionally, the thresholds for the applicability of provisions to contract labour, factories, standing orders, and prior permission for retrenchment under the codes have been increased, thereby bringing small industries outside the purview of those provisions.

Per the Union Minister of Commerce and Industry, Shri Piyush Goyal (23-Sep-20):

Structural reforms have been announced as part of the Aatmanirbhar Package which, inter alia, include

1. deregulation of the agricultural sector,
2. change in the definition of MSMEs, new PSU policy,
3. commercialization of coal mining,
4. higher FDI limits in the defense and space sector,
5. development of Industrial Land/ Land Bank and Industrial Information System,
6. revamp of Viability Gap Funding scheme for social infrastructure,
7. new power tariff policy, and
8. incentivizing States to undertake sector reforms.

Government has launched

- a) National Infrastructure Pipeline,
- b) expanded Phased Manufacturing Programme,
- c) Production Linked Incentive Schemes and is creating a Centralized Investment Clearance Cell for an end to end support for investment.

Empowered Group of Secretaries and Project Development Cells have been set up to facilitate domestic and foreign investment the Minister informed.

India needs to act decisively to resume its high-growth path, as with 90 million more workers in search of nonfarm jobs by 2030. India's economy ran into structural troubles, and GDP growth declined to 4.2 percent even before the pandemic; the crisis compounds the challenge. India risks a

decade of stagnating incomes and quality of life in the absence of urgent steps to spur growth.

Approximately 60 percent of the reforms can be led by the states, with active participation from the business sector, even though the central government's pro-growth agenda is critical. Many organizations face enormous challenges to revert to before the Covid-19 era and to regain momentum. The urgency and seriousness of coordinated and well-planned inorganic-growth plans have never been substantial. (Source: McKinsey Jul-Aug., 2020).

India will need fiscal stimulus, lower interest rates, faster bank recapitalization, and privatization of some PSUs to return to a 7 percent growth rate, former Niti Aayog vice-chairman Arvind Panagariya said to a query by PTI.

Sadly, though the reality is making 'development across the board/all-round and tackling ubiquitous deprivation' continues to remain the Key challenge even today.

Maybe by Q4FY21 the country could post positive growth first and by FY22 it can look forward to bouncing back posting a healthy growth rate.

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BUDHANI BROS
WAFERWALA
Potato Wafers

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A Race Against Time – Technology Vs Corona virus

Vishakha R. Barve



As the novel Corona virus continued to spread and killed victims, need to understand how the technology is helping hold the outbreak from the development of vaccine to the use of drones even AI can help spot early warning and predicting next virus hotspot.

Corona Virus Vaccine:

Corona viruses are characterized as being zoonotic. (Ref [1]) Zoonotic diseases are transmitted from animals to humans, so its original source is from animals and some of the biggest outbreaks of disease have been those zoonotic diseases e.g. Ebola virus originated from bats, H1N1 swine flu originated from pigs, TB, Rabbits, Plague almost 75% of the diseases come from animals. Many countries are trying to find ways to fight against Corona.

- Using drones to alert people not wearing face masks.
- Electronic tags for people under corona virus home quarantine.

- Government is using drones to avoid potentially infected people coming into contact with doctors, citizens are told to come to the window or walk out to balcony and drones are checking whether they have a fever or not.
- In some countries, people who have been quarantined, are given electronic bracelets so that authorities can check and they can stay at home.
- High fever is a key symptom of Corona virus, thermo imaging technology is a quick way to identify people who should be quarantined.

Now let's think what's the role of technology in COVID 19 pandemic?

Corona is widely spread all over the world and the death rate has been increased significantly, which is an alarming situation for all of us. Fortunately we have AI to help us out with its containment.

We know the couple of things about the outbreak in US. Even though we have the best technologies in the world such as State of Art AI, the bureaucracy of different government agencies got in the way and work was delayed by about a month and spread is exponential, so containment is critical.

On the virus ecosystem, there are different areas where AI is used.

- The vaccination development including the infrastructure, clinical trials and commercialization: AI is used to find the right vaccination faster by analyzing prior ones based on similarity measures protein structures.
- The infection and spread of Corona virus: This data is used to understand how AI will help us in critical questions.
- Diagnosis and treatment at health centres where machines use AI, some chest X-rays and scanning systems can automatically detect

virus using image recognition.

- Post treatment which includes post care and insurance payments: AI is used for faster payment processing.
- We have regulators / govt agencies that collect processed data and make it available across multiple entities.
- We have researchers who use that data and collect other data for creating better drugs, analyzing the impact of medicines and so on.
- Finally, there are the people who form the important part of the health care ecosystem, they might have access to the information for self diagnosis by using mobile apps and interact with the ecosystem.

e.g. one mobile app helps users to check the virus by feeding in some user inputs, getting some data automatically about their location to rate them on a degree of risk. If the confirmed patient's novel location is known at all times, then it's possible to identify all the other persons that this patient came in contact with.

We can take the help of AI on the infection and spread of the virus.

Data is available for Corona virus studies from many government organizations.

There are many types of data: (Ref [2])

1. Textual data: It is impossible for humans to read throughout the literature and extract critical information. So, Natural Language Processing (NLP) which is a branch of AI helps in using literature data to understand the protein structure developed vaccination, faster understand treatment options and predict adverse effect and determine dosage and so on.
2. Numerical data: It includes how the virus spreads and being treated.
3. Other forms of technical data or social media data where people share and talk about Corona



viruses, Google searches, Twitter feeds and so on.

Data is being added each day to these datasets.

One of the latest algorithms for text processing is called BERT, open sourced by Google. This algorithm overcomes the limitations of prior NLP algorithm by looking at words and sentences from both the directions to understand the works in its full context. (Ref [3])

Interesting Find:

Data Robot, a company in Boston did county information (Latitude, Longitude, Deaths measurement for COVID 19) and concluded based on an initial data that virus seems to affect more affluent people because they can afford to travel more.

Machine Learning is good at Classification, Prediction.

Classification: We tried to find clusters and to answer the questions about patterns e.g. What are the characteristics of people who initially got the disease or what is the location is set up the most susceptible to virus or what ages of people died disproportionately.

Prediction: With prediction, we can try to project the spread of virus overtime as we can possibly put stronger medication measures or estimate which health centre will be all around so we can be prepared ahead of the time with better processing and supplies for them.

Some health care are important to slowing the spread: We have been

asked to maintain social distancing, cleaning, stop gathering in large sets, reduce travelling and so on. Among these which one is more effective than others?

If we had historical data on previous outbreaks, we might apply a technique called the Principle Component Analysis (PCA) on the data to figure out which measures actually matter the most.

As we build models for classification and prediction, we also need to consider other things, new data is coming up at much faster rate which means model has to be constantly refreshed. If we find new attributes of data, then we have to build new models.

In this Corona virus, context model is only valid for short duration because factors continue to change that's why companies continuously rebuild / redesign the model every day with new data. Also the model-set works in Japan may not work in US because of more variety and mix of data surfacing every day.

References :

- (Ref [1]) : <https://www.cdc.gov/one-health/basics/zoonotic-diseases.html>
(Ref [2]) : <https://becominghuman.ai/a-simple-introduction-to-natural-language-processing-ea66a1747b32>
(Ref [3]) : <https://ai.googleblog.com/2018/11/open-sourcing-bert-state-of-art-pre.html>

Can Pune Really be Silicon Valley of India?

Y. H. Gharpure

WHAT IT MEANS TO BE SILICON VALLEY :

Silicon Valley is global centre for high technology in the southern part of San Francisco Bay Area having 3rd largest GDP per capita in the world next only to Zurich and Oslo. It has headquarters of 30 out of Fortune 100 companies thanks to thousands of startup companies due to very high startup eco system in high tech innovation prevailing in the area. No wonder, it is the birth place of Internet, ARPANET of 70's.

PUNE'S STRENGTH TO BECOME SILICON VALLEY :

Pune has reputation as below :

1) **Oxford of East** : Pune has many old and reputed institutions like 200 years old Deccan College, COEP setup in 1954, etc. Pune is called Oxford of East. Further, Pune has 137 IT colleges offering 268 courses. SPPU with 474 affiliated colleges has about 5.5. lac students including about 1000 foreign students. However, SPPU the 2nd largest university in India is globally ranked 1292 by centre of world universities

2) **Detroit of India** : Following setting up of Kirloskar Oil Engines in 1945, there was rapid industrialization in Pune and today, with major Auto Manufacturers including Tata Motors, Bajaj Auto, Volkswagen, Mahindra, Force Motors etc. duly supported by over 3000 auto component manufacturers out of 12500 SMEs operating in and around Pune, title **Detroit of India** is apt. In addition Serum Institute, world's largest vaccine manufacturer in volume, but 10th in terms of value is also in Pune. No wonder Pune provides jobs to over 5 lac people in manufacturing sector.

3) **IT Hub** : Pune has emerged as IT hub with about 5,00,000 IT professionals working thanks to Huge investment in Hinjawadi IT park apart from other IT hubs like Magarpatta, Kharadi, etc. Even then, among global IT cities, Pune ranking is 342. Ahead are Mumbai at 85, Delhi at 127, Bangalore at 139, Chennai at 224 and Hyderabad at 321. Further, none of the IT companies from Pune

figure in Forbe's top 100 information technology Co's. TCS figures at 38 and Infosys at 71. China has 9 companies in top 100.

4) **Pune as R&D Hub** : In 2-3 kms stretch from pune university to pashan lake, there are 13 prestigious knowledge based institutions starting with SPPU University with 7 science departments and ending with NIV including IUCCA, NCL, HEMRL etc. In addition, Pune has 50 odd private and government R&D institutions. Pune University itself has 160 research centers in Pune out of 220 overall and produces around 1000 PhDs. Pune also has around 160 government recognized industry R&D labs.

With strength highlighted in 4 sectors above, Pune has the potential to be on the global Knowledge Hub. Unfortunately, this has not happened because not only each of the above 4 sectors are working in silos but even within each sector, they hardly interact with each other.

Today, excellence in knowledge requires formal and informal interaction among multi-disciplinary stakeholders.

WHETHER SILICON VALLEY ? : Pune sometimes is called Silicon Valley of India but if you compared Pune's performance with the Silicon Valley, Pune is nowhere near Silicon Valley

except following similarities with Silicon Valley :

- They both have the geographical attributes and local culture of a smaller city, rather than each country's capital.
- They are both close to important financial hubs – in Pune's case, Mumbai.
- They are both integral parts of the tech industry in their respective countries.
- They're home to, or close to, a number of higher education institutions.
- And they even both have great

weather too! thanks to Pune's 1837 feet (566 meters) above sea level location.

Pune is ranked most livable city in India several times. No wonder, Pune is also a preferred place for professionals to work and live. As a result, large number of skilled and qualified workforce is living in Pune. Further, substantial portion of workforce is young and highly qualified and with ambition / ideas and goals. With it, they can certainly steer Pune towards making Pune Silicon Valley of India if not globally. If this is to happen following are requirements :

1) **Start up Culture** : Following incubation centers have come up in Pune :

- i) Venture Centre, NCL Campus
- ii) Mitcon's Incubation Centre, Shivajinagar
- iii) Science & Technology Park, SPPU Campus
- iv) Nasscom 10,000 Startup Warehouse, Kharadi
- v) SPPU-RPF, SPPU Campus

It is however not enough. Much more is required to happen. Young professionals must aim to create Microsoft, Facebook or Google with radically new concepts. While India is proud of TCS and Infosys, they rank 38 and 71 in global top 100 digital Co's. And there are the only 2 figuring in the list. China has 9 in the list. Indian performance can improve if there are thousand's if startup from reputed colleges passout and dropouts too. Bill Gates was Harvard college dropout.

2) **Convenient comfortable location** : Unlike in Mumbai, people can travel from one end of City to the other in less than an hour in spite of the traffic. With Metro coming up, commuting time will get drastically reduced and consequently, the street traffic will also get drastically reduced. But it is not enough. Pune must have its own Civilian Airport and Bullet Train connectivity to Mumbai.

Venture Capital Investment Silicon Valley



Source : Silicon Valley ,Wikipedia

3) Availability of suitable infrastructure : Pune has several industrial estates like Bhosari, Chakan, Hinjawadi etc. Hinjawadi has huge infrastructure for IT professionals but it is not the only place. IT Co's have come up all over the Pune thanks to higher FSI available. Some IT professionals are also working from home with drastically reduced infrastructure cost as compare to that in Mumbai. But antic labour laws is a bane

4) Professional, Industry Associations : Pune has several industry organisations like MCCIA, entrepreneurs organization like Entrepreneur Club, Pune Open Coffee Club etc. where owners and entrepreneurs exchange their ideas. But there must be Think Tanks for the programme.

5) Leadership /Volume Matters : Although Pune has many reputed Companies but there is no Microsoft, Google or Apple in Pune. However, Pune Companies have the potential to grow and make big globally. It means not only big turnover which is possible but also unique innovative, high tech globally competitive products. It also means global market share. Currently, the major exports from India including from Pune are primary products with very little value addition. As Against the above, the major imports of India are electronic products, precision machineries etc. which are high value added products. 10 tonnes of iron ore exports fetches to India less than Rs.1 lac whereas 10 tonnes weighing Rafel plane's cost is Rs.1600 Cr ! No wonder, India has a trade deficit of USD 176 billion. But the deficit has not affected foreign exchange reserves due to services exports worth USD 81bl and NRI remittances worth USD 95 bl

bridging the gap. Both again are with no value addition.

6. Achieving excellence through multi skill, multi disciplinary interaction : Excellence in Science and Technology takes place through interaction among the scientist and technologist and if Pune has to emerge as Knowledge Hub, it is necessary that such interactions do take place often. But it is not enough. There must be few visionaries with ambitious projects such as

- i) **Industry 5.0 or even 6.0 :** Bypassing job killer industry 4.0
- ii) **Developing 6 G :** Bypass 5 G
- iii) **AI Aided Brain :** Enhancing brain power dramatically with AI interphase.

Such challenging futuristic projects must be conceived and taken. One has to remember that dreams of yesterday (man on moon, converting base metal to gold, artificial diamonds) are realities today. The above dreams of today can be realities tomorrow. Thus and thus only Silicon Valley's are created. Pune has the potential to make it happen.

7) Venture Capital : Startup's also require venture capital vide graph above:

Pune startups must also get similar support. Message is clear and loud. Pune can become silicon valley only if it becomes global center for high technology.

Can Pune Entrepreneurs bite the bullet ? : If Pune is really to head towards becoming silicon valley of India the private sector environment has to unleash itself and be fast race track. This requires moving away from control

structure of micro management to transformational vision couple with wiliness to take calculated risk. These efforts have to be supported by a well educated vibrant and healthy Working population. Such transformation can only take place if the so called Oxford of East educational institutions really tunes their educational practices and methods from degree attainment to educational outcomes. Also some of the youths coming out be willing to become job creators rather than job seekers. Such choice not only does not promise decent income but also means very high risk of failure. But such failures can only unleash the entrepreneurship out of the youth. What is demanded is youngsters, highly skilled with willingness to work on their vision in spite of the risks involved. They can then fulfill the aspirations of the 21st century Indians. After all, in the decade 2020 to 2030 , 9 crore youth will be entering the job market and their only hope can be met by the job creators. All great movements in India have started from Pune. Silicon Valley movement can also start from Pune having all required ingredients waiting to be exploited. Are Pune Entrepreneurs listening?

Source :

- 1) Silicon Valley ,Wikipedia
- 2) <https://cwur.org/2019-2020/Savitribai-Phule-Pune-University.php>
- 3) <https://en.wikipedia.org/wiki/Pune>
- 4) Other information in Public domain

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Healthcare for all – Post COVID 19 Scenario

Dr. Shweta Bapat

While dreaming to achieve sustainable development goals (SDGs) by 2030 and gearing up for the same in last few years the recent COVID 19 pandemic has not only put a long break in achieving some of the SDGs but also taken us backward and anchored world in to past. One of most affected SDGs is SDG 3 – Good health and Well-being for all at all ages. Rapid spread of COVID 19 and lockdown in almost all the countries caused significant number of deaths all over the world. It exhausted the earlier healthcare system of the world to the greater extend.

As mentioned by UN in SDG report 2020, before COVID 19 though the rate of progress was not sufficient, progress in many health areas was continued but needs a considerable acceleration. Less than a half of world's population was covered by essential health services till 2017. In such a situation the pandemic has given reverse effect on healthcare initiatives. Pandemic has mainly affected the child immunisation programme in 70 countries. Hundreds and thousands of additional deaths of children under the age of 5 years are expected due this. According to a recent study, if routine health care continues to be disturbed and access to food is decreased, the increase in child deaths could be shattering.

The lockdown situations and a fear to seek the healthcare services such as regular check-ups, vaccinations, treatment for non-communicable diseases are also affected to the large extend. The forecast says illness and deaths from communicable diseases will spike. We have already witnessed various unfortunate situations related to scarcity healthcare services in various countries. It was very scary scenario in some of the countries that the patients were lying on roads and the elderly people were kept away from the medical treatment due to non-availability of enough medicines and equipment supplies.



The probability of deaths due to non-communicable diseases was considerable reduced from 22% in 2000 to 18% by 2016. However, after the COVID-19 pandemic, prevention services and treatment for non-communicable diseases have been severely disrupted. Receiving required medicines or health services has become difficult in the current situation. These are the life threatening situations if not addressed on priority.

Pandemic has also highlight the shortage of medical support staff all over the world. The report says over 40 per cent of all countries have fewer than 10 medical doctors per 10,000 people; over 55 per cent of countries have fewer than 40 nursing and midwifery personnel per 10,000 people. An additional 18 million health workers are needed, primarily in low- and lower-middle income countries, to achieve universal health coverage by 2030.

It is also an alarming situation that even after 10 months' pandemic situation we do not have a vaccine ready for COVID 19. Even if we expect the successful testing of vaccine in coming months the production and speedy distribution of such vaccine can be another big challenge in front of the world. It is important to predict the period of making this vaccine available to every

nook and corner of the world and start planning from now for its speedy reach. Countries like India are already developing an action plan towards it.

The situation may get worsen on the background of second phase, which has already started showing its effects in some of the countries. The quick and concrete plan of action is urgently required to be implemented in this situation. Pandemic has further emphasised on the need for establishing emergency readiness more and rapidly increasing response capacities. It also underlines the requirement of international collaboration once again for achieving the goal of GOOD HEALTH and WELL-BEING FOR ALL.

Reference: <https://unstats.un.org/sdgs/report/2020/>

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Caring for employees in difficult times

Gopal Kamath

We are a boutique Management Consulting firm based in Pune and just like everybody else the pandemic situation caught us too by surprise. Our business was hit the way the rest of the world was. We too had to realign our operations to handle the impact. We decided to respond to the situation keeping our values intact. Compassion towards our dedicated employees is one of the foremost values of our organization.

Our approach towards pay and job security: The first thing we did was to reassure the team that jobs will not be lost in the pandemic. Secondly, we announced that while there would be a temporary cut in the salary, we would pay enough to cover the basic needs of each and every individual till the lockdown persisted. Thirdly, while we implemented temporary cuts in salary, assurance was given to everyone that the delayed salary would be paid to them when the situation stabilized and the company made up for the sudden loss in revenues.

New way to report for work : To keep the team involved and motivated we started an online daily standup meeting where everyone would connect from remote. We would share not only work but also what was happening in each other's lives on a daily basis.

Make work interesting : To keep the mental juices flowing, we started new activities which challenged everybody. While we had ongoing client engagement work to be done, with the suddenly available extra bandwidth we started chasing learning goals. We created internal assignments for self-development and learning. There were a couple of internal projects which we started, which kept everyone motivated and gave them a positive outlook in the negative environment which was all around us. The team acquired new skills by learning online and one of the achievements of the team was that they built a new e-learning platform for the company. We used this opportunity to



implement certain online tools where we recorded the work allocations and captured timesheets of actual time spent. We infact also trained some of our clients on remote working tools!

Personal Freedom and Safety : We ensured that there was no pressure to work fixed hours. No questions were asked about how much time they were putting in at work. For us, it was more important that the person had a feeling of personal safety and of mental wellbeing. Freedom was given to each person to decide how many hours he wanted to put in. Also, the choice of work location was left to the individual. We did not insist that people worked out of office or visited client locations. As a consulting company, most of our work happens at client location. So, when there was an easing of the lockdown and we could visit clients, the option was given to the individual whether he wanted to or not. As a leader, I took the first step of visiting the client and demonstrating to the team that I was not asking them to do something that I wouldn't do myself. Wherever employees felt apprehensive, we gave them the option to not go to the client location. Team members who wanted to go home outside of Pune and work from home were also given the freedom to do that. We evolved ways and means by

which they could stay connected and yet be productively connected to the company.

Importance of trust : So, a lot of these things that we did, addressed what the employees felt and underwent during those trying 3-4 months of lockdown. We are still not out of it and we may suddenly go back into the same situation again, but we've learnt how to ensure that no one in the company is left behind when the times are difficult. And we also learnt that when trust and compassion is shown by the management, people go way beyond expectations and deliver.

As a result of focusing on the long-term during the lockdown, we have evolved new lines of business, we have evolved new platforms, new products and we are working on two new revenue streams. This has been possible because we trusted in our people and we gave them the space they required to be able to stay in control of their lives. The results are going to prove for themselves in the coming months.

Gopal Kamath
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Sustainable Technologies for Global Business Success

Dr. Markus Wolperdinger, Dr. Marius Mohr



What can we do to put an end to the waste of the planet's natural resources and help to combat climate change? How can we assure an equitable supply of food, water, and raw materials to the world's growing population? Moreover, what can we do to improve the accuracy of diagnostic methods used to detect infectious diseases and cancer, provide affordable and ethical drug testing, and develop personalized medicine for an ageing society? And what can we do to mitigate the global spread of suddenly emerging diseases like the corona virus?

Our mission: Sustainable technologies for human health and the health of our planet

Fraunhofer-Institute for Interfacial Engineering and Biotechnology IGB finds answers to these questions by developing and optimizing processes,

technologies and products in three business areas: Health, Sustainable Chemistry, and Environment. In doing so, the institute relies on its unique combination of expertise in biology and the engineering sciences, unparalleled within the Fraunhofer-Gesellschaft. This allows us to design resource-efficient, closed-loop processes based on the systems approach of bioeconomy and bioinspired, biointegrated and biointelligent ideas, in order to contribute to human welfare, a sustainable economy, and an intact environment.

Bioengineering as the basis of tomorrow's healthcare system

Under the heading "Smart Health Engineering" Fraunhofer IGB aims to develop new molecular- and cell-biological tools for the precise diagnosis

of cancer and infectious diseases, and develop new approaches to personalized medicine. The IGB's test systems based on human cells and tissue are innovative models that allow the efficacy of new therapeutic drugs to be assessed with a high degree of certainty, and with the aim of replacing animal testing in the long term.

Climate-friendly- adaptive processes and products

Fraunhofer IGB applies the bioeconomic approach to its research into sustainable methods of producing valuable ingredients for food and animal fodder. The same approach is taken toward biofuels, fine chemicals and primary raw materials – all of which contribute to the establishment of a sustainable, climate-friendly system of production. Our carbon-neutral solutions make use of renewable

resources such as aquatic microalgae, and even carbon dioxide, which can be a useful raw material in decentralized production units. Other ways of reducing CO₂ emissions and mitigating climate change include exploiting biogenic waste streams. Their physical conversion is increasingly possible using renewable energies.

The circular economy and resource efficiency

Life on this planet is based on natural cycles. Fraunhofer IGB studies these cycles in order to develop efficient methods and innovative components of technological systems designed to preserve global resources – from the harvesting of raw materials and their processing into products to their end-of-life disposal or reuse. Recoverable resources include not only carbon, but also nitrogen, phosphor, metals, and above all water. IGB develops circular processes to extract recyclable or reusable materials from process water, industrial waste streams, wastewater, sewage sludge, fermentation waste, fire ash and slag, or to return them to production or the natural cycle.

Our vision: We combine biology and engineering

More than ever, innovative processes and products call for the convergence or constructive interplay of previously separate technical disciplines in a systems approach. One such systems approach, which the IGB is continuously enhancing, is bioeconomy. The institute works at the interface between biology and engineering, especially in biotechnology but also through the genetic engineering of viruses and bacteria, the combination of cell culture and interfacial engineering, or DNA sequencing using bioinformatic algorithms, and the interaction of biological systems with technical materials. In this way, the IGB paves the way to new approaches and innovative solutions for industrial value creation: in medicine and medical devices, the manufacture of sustainable chemical products from renewable raw materials, and the separation of contaminants from production media, water, and environmental depollution.

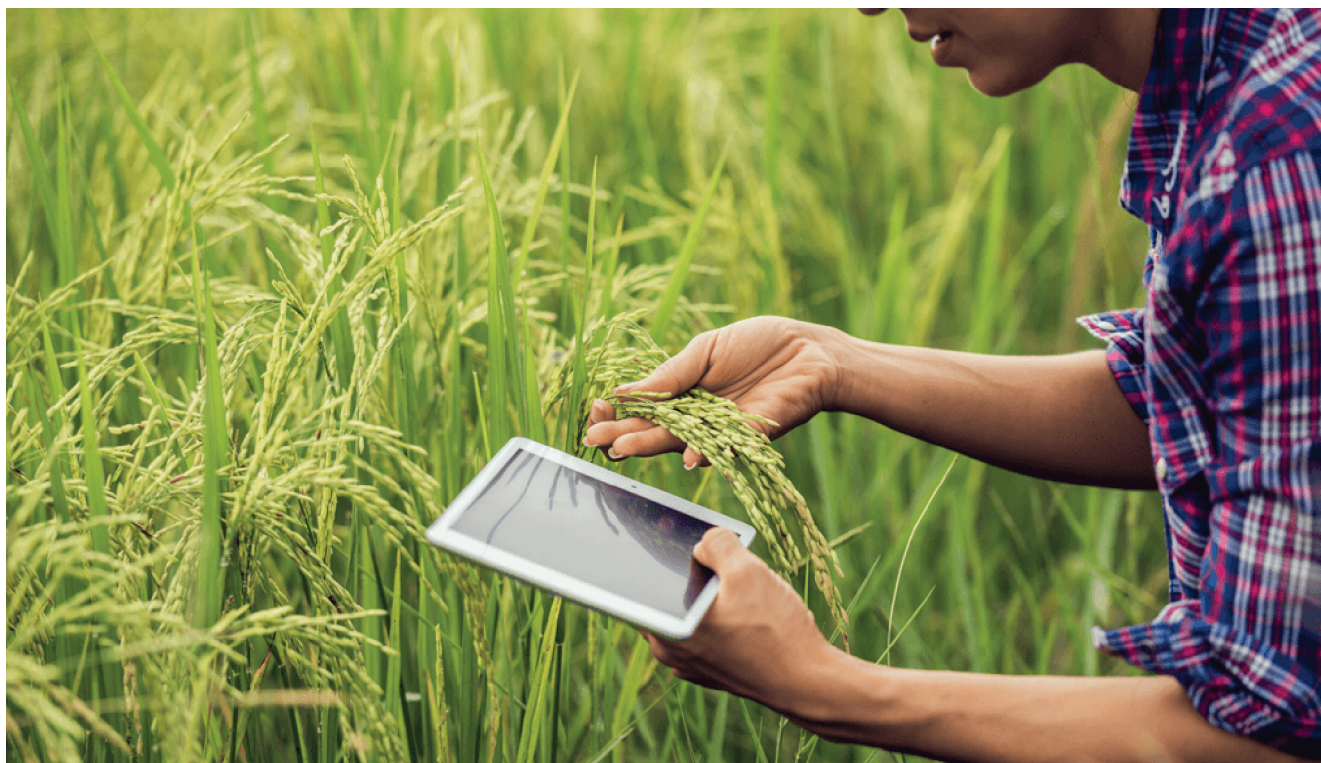
Partnering industry and public authorities – from laboratory to pilot-scale applications

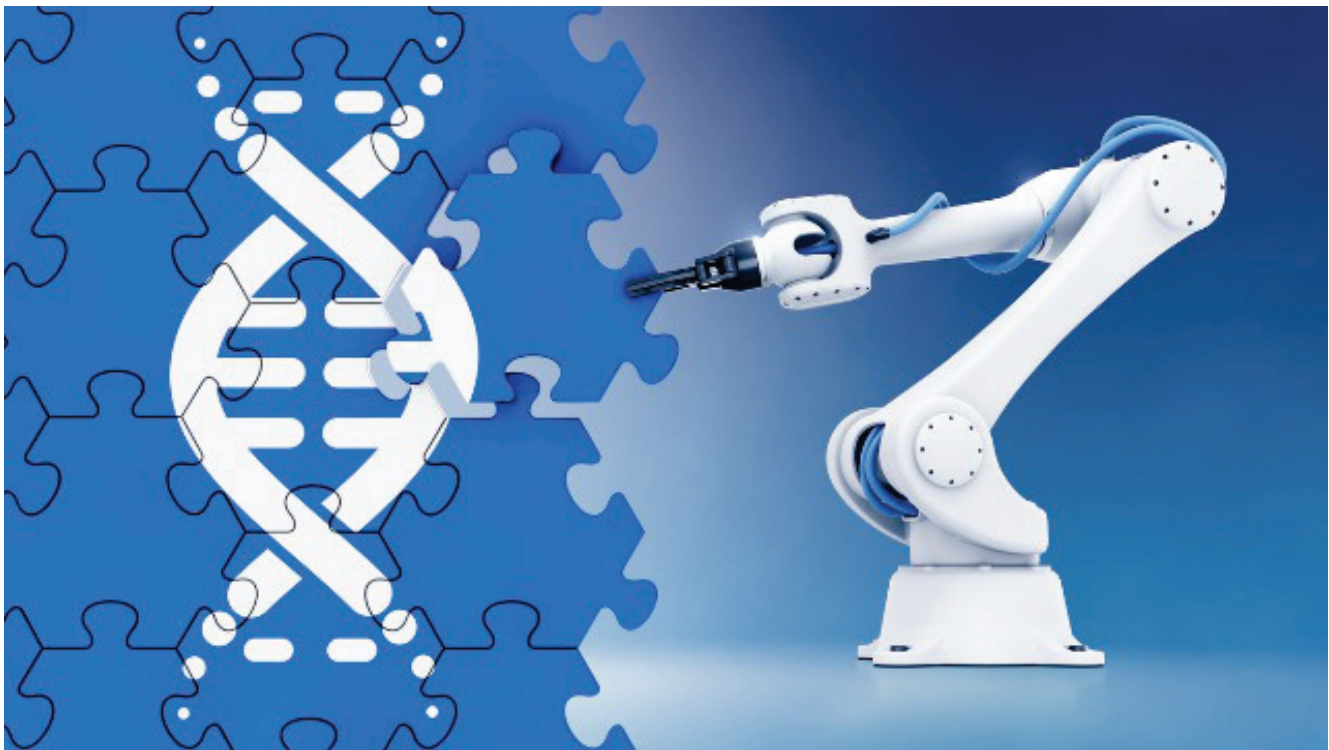
One of the IGB's main goals is to translate its research findings into economically viable, sustainable

processes and products for industrial application. By doing so, the institute is helping to shape the society of tomorrow. Fraunhofer IGB provides its customers and partners with research and development services encompassing the entire material value chain, accompanied by a wide range of analysis and testing services. The ability to deliver end-to-end solutions, from laboratory to pilot-scale applications, and a demonstration of the developed processes, is one of the institute's strong points. This all-round service makes the IGB a reliable partner for industrial companies, small and medium-sized enterprises operating in many different sectors, local authorities and special-purpose associations. IGB also performs contract research for the EU as well as Germany's federal and regional governments.

Cooperation with Maharashtra

In the arid state of Maharashtra, people have been struggling for years with growing uncertainty over water availability. In addition to the industrial areas, there are large areas of the state that are characterized by agriculture. These are heavily dependent on monsoon rains and water availability. Since 2015, Maharashtra and the





German state of Baden-Württemberg have a close partnership, which, in addition to economic cooperation, also focuses on the development of agriculture and sustainable infrastructure. In January 2017, Baden-Württemberg's Chief Minister Winfried Kretschmann led a delegation trip to Pune and Mumbai with around 120 representatives from the automotive industry, mechanical engineering, digitisation, energy production and environmental technologies. An important element of this partnership is the cooperation in the field of sustainable water and wastewater management. In Baden-Württemberg, there are many "hidden champions" who develop and offer excellent technological solutions, but are hardly noticed due to their small size. In order to combine the growing demand for technological solutions in Maharashtra's water sector with the potential solutions of Baden-Württemberg's small and medium-sized enterprises (SMEs), Baden-Württemberg deploys Umwelttechnik BW, its state agency for environmental technology and resource efficiency. Its task is to provide a platform for increased networking between industry, science and politics, to initiate

forward-looking projects and, in particular, to support SMEs in their activities abroad and the marketing of their environmental technologies. For this reason, a delegation travelled to Pune, Solapur, Nagpur and Mumbai in 2018 to further develop cooperation in the environmental technology domain. The programme included meetings with high-ranking politicians, visits to various manufacturing industries, workshops involving local decision-makers and B2B meetings.

During the visit, it became clear that there is a high demand and interest in German technology in the field of drinking water treatment as well as in the treatment of industrial and municipal wastewater. An important basis for the market development of SMEs is a concrete analysis of the water sector for a city. One outcome of the delegation visit was that the city of Solapur could be identified as potential collaboration partner due to the infrastructural framework conditions and the City's participation in the Indian Smart City Programme.

Umwelttechnik BW commissioned Fraunhofer IGB with the feasibility study in the water sector in order to identify

concrete recommendations for action and cooperation potentials. Within the scope of the study, the current state of water supply and wastewater disposal in the city of Solapur was assessed and the existing demand for environmental technology solutions was derived. In addition, workshops with key stakeholders were carried out to brainstorm on potential areas of cooperation. The study identified concrete needs and project ideas, including intelligent water quality monitoring for which a realization is currently being prepared.

In summary, Fraunhofer IGB is a strong partner for Indian companies, state entities and other partners, particularly in Maharashtra. IGB is looking forward to continuing ongoing cooperations and to develop new partnerships in the future.

Learnings from COVID-19 - WASH

Dr. Sanjeevani Gogawale & Sacchidanand Gogawale



Due to the COVID-19 outbreak, we are seriously challenged on the health and hygiene practices and control factors. Personal hygiene, including food and work habits, are being discussed. Suddenly, all travel, conferences, marriages, including education related events are either cancelled, rescheduled or celebrated online. Hospitality, travel and event management are badly affected. Most of the industries are in deep trouble. The good sanitizers are out of market, the masks are an essential commodity, and many changes are being observed. Even the MNC big bosses are banned from entering the offices and are quarantined. Cybercrimes are at its peak.

COVID-19 has raised a major threat to the existence of business so BCMS- Business Continuity Management System along with safety and hygiene have become a focus area. How many of us are equipped with basic safety practices? The answer is simple

discipline. Lack of discipline, redundancy, resilience and business continuity - supplier dependency, employee engagement, controls & drills & redundancies became evident during COVID-19. So, the pandemic has taught us this lesson.

The industries are operating on and off due to lockdown till date, but some of them are trying to mitigate the risks, with work from home options, software setups survival and business continuity is being seen. Is it feasible for all? The safety pyramid is applicable to all risks and hazards. Every accident/failure has at least six more incidences that are immediate causes. Out of it, five do not get converted as an incidence. Similarly, the immediate causes are followed by the basic causes. Further pointing to substandard acts and substandard conditions are that there are no controls defined or controls are not followed. Finally, leading to a single point attribute - System. The system is not defined or not followed. In a nutshell, the man

defining or following the control system is important. It is his or her attitude, control compliance, habits that all lead to unsafe situations or accidents. So, employee morale, their engagement is the primary initiative we should focus on.

We used to grumble in school about getting checked for unhygienic nails. The grooming, hygiene and good habits and discipline is an unwanted burden for all, till it becomes a habit. One of my colleagues from RKM Mysore Vidyashala says that even in a hotel, he folds his bed sheet, which his wife finds strange. But it is a habit, developed & sustained since his childhood in Mysore Vidyashala.

The importance of grooming, hygiene, and upbringing is a big part of Indian culture and all such issues suddenly have started coming to the fore. We always appreciate & are proud of our ancient wisdom, especially when it is being exported to western countries.

We conveniently forget that the number game and quantity linked performance was always discouraged in our country. The performance and excellence linkage was not a part of our culture. Even then, the business culture we have adapted has unknowingly been a part of this. Anyone having a number craze tends to compromise the quality. The business for masses has surpassed the zeal of excellence.

One can't have targets to build Taj Mahal, unless it is the showpiece. Unfortunately, the ancient wisdom and discipline is glorified only when needed and till the threat exists. It vanishes with the cure of being discovered. We follow till we are forced to do it, not because we are doing it by choice or as a habit. When the threat disappears, the easy way takes over and soon, we fall back to our conventional habits.

The discipline of washing our hands was also demonstrated & developed during Swine Flu, but within no time, we have forgotten it. The stopping of shaking hands until swine flu cases are reduced - is another example. People may revert back to the same old

practices after the COVID-19 curve flattens.

Every now and then we wake up when Americans get any patents on our good old remedies, like the well-known case of IPR related to turmeric. Are we truly committed to our culture, values or do we do it just for the sake of it? If yes, why only for some cases?

The controls, systems, best practices, if sustained may feel like an unnecessary or ineffective ritual but will surely help during disruptions. Habits for sustenance should become second nature. It should not just be a topic of discussion on "Unhygienic practices, hand washing and handshakes" but returning back to normal practices. Simply going back to good-old normalcy and old habits is not enough, if sustenance, resilience and business continuity is the real goal.

Rather than short sighted terms/figures, shouldn't we focus more on the long-term resiliency & business continuity? We accept the digital divide due to technology adoption, but we shrink away from our responsibility due

to lack of knowledge, awareness or lack of hygiene. Extending knowledge with our stakeholders is always beneficial and ensures a win-win association, as was evident during COVID-19 pandemic. Our health is very much dependent on our stakeholders. The chain is as strong as its weakest link. At least to fight COVID-19, let us adapt to QCI driven guidelines called WASH, which has built in social security, supplier chain management, waste disposal, preventive control and top management commitment, with Risk management & BCMS.

The post-virus business landscape will clearly include a larger focus on health, safety and hygiene conditions of employees, customers and public at large. India's decision to start opening up the economy in a staggered manner requires a plan to make sure that exceptions are minimised and recurrences of spread are strategically isolated. The positives of the lockdown cannot be afforded to be negated and therefore, there is a need to bring specific standards/protocols for the business organizations, institutions etc. to ensure that they are able to operate



safely, with little or no instances of re-occurrence. This is essentially the need for WASH certification & implementation.

WASH is an acronym for 'Work Place Assessment for Safety & Hygiene'. WASH focuses on safe operations and the workplace for safeguarding the health and safety of employees, customers and all stakeholders including the public. It needs complying with all new COVID-19 related requirements from health authorities and/or other government bodies & ensuring business continuity in operations to serve customers and protect businesses. This standard is applicable for assessment at any workplace which has been allowed to

operate. The assessment can be done as an on-site assessment by trained assessors or remotely through a virtual system of assessment.

COVID-19 readiness is a real challenge for all. Do I have adequate controls? What are the best practices? These are some of the questions that the owners want positive responses for. It is not a matter of threat of closure or money to be spent on treatment, but the concern is non-availability of reliable guidelines and authorisation for setting the readiness criteria. This is applicable to all workplaces, be it industry, hotel, school, trading office or any other workplace.

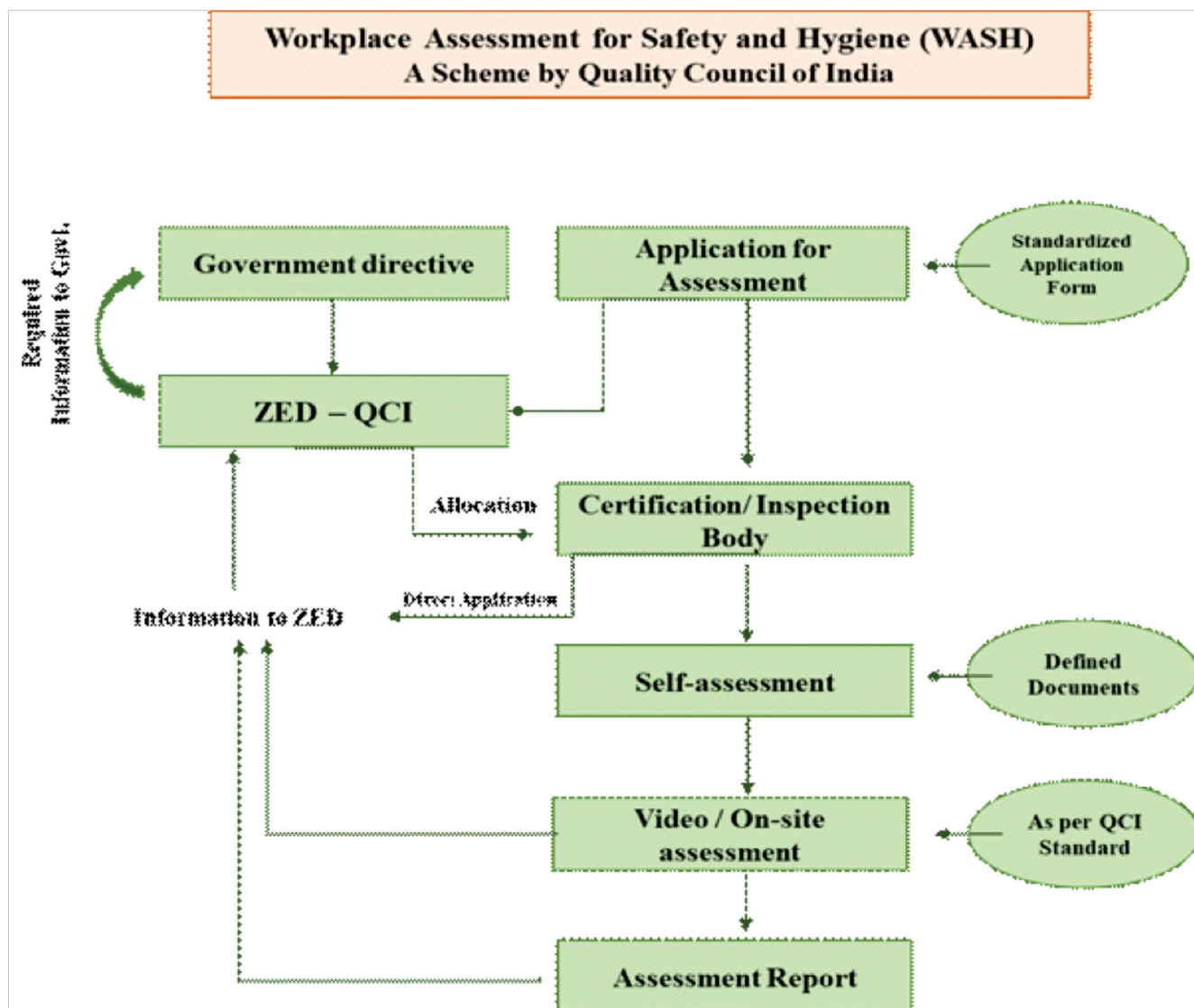
The assessment report provides the

applicant with an objective assessment of the safety and hygiene measures undertaken by them to mitigate the risk of COVID-19 infection. Its Guideline intentions are –To provide the applicant with a holistic report on the preparedness of its system and processes related to Hygiene & Safety with regards to COVID-19 risk. Its Assessment intentions are - To provide information useful for identifying and improving on the weak links related to hygiene & safety in the operations and the workplace of the applicant organization/institution.

The schematic of WASH is as follows - (Figure 1)

The 15 elements of WASH are as

(Figure 1)





follows-

1. Management Commitment
2. Regulatory and other requirements
3. Business Continuity
4. Risk Management
5. Communication
6. Hygiene and Safety
7. Preventive Measures
8. Training and Awareness
9. Waste Management
10. Ventilation
11. Public Interaction
12. Supply Chain
13. Transport Management
14. Documentation Requirements
15. Control of Discriminatory Practices

In a nutshell, WASH covers all the BCMS elements and has specific COVID-19 references.

QCI ZED team's 15-point guideline can be used for compliance, assessment & certification for industries

to assess the start-up readiness of opening up after COVID-19. Industries who have already started can also get their assessment for adequacy of controls, and recognition for the contribution in COVID prevention by a one-time Certification of WASH.

The information is available on our website for free. In any case, the knowledge should be extended to your stakeholders. The role of MCCIA is to promote such concepts and sensitise the scheme as this is the lowest cost assessment one can ever imagine, developed by QCI and executed by NABCB accredited certifying agencies (NABCB – National Accreditation Board for Certifying Bodies.)

BCMS is ISO 22301, yet not as popular as ISO 9001 or 14001 or 45001. After the first session by MCCIA from 7th to 10th July, most of CBs are promoting

the BCMS concept. We, with MCCIA, are indeed happy to promote and pioneer such timely concepts.

The details are available on our website, <https://www.zeninternational.systems/WASH>. We are sure to continue the training for WASH and BCMS, emergency preparedness, risk identification & mitigation, innovation & creativity, supplier chain management, employee engagement with MCCIA in the future to sensitise the industries and to accelerate the economic wheel preventing the COVID-19 spread.



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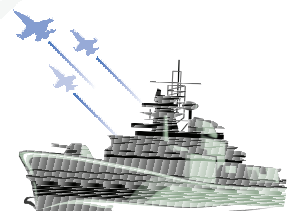
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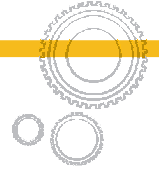


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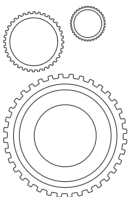
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Proposed to be organized in February 2021



Proposed Theme

- Advanced Manufacturing
- Electrical Vehicles
- Innovation & Start ups
- Banking & Finance
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- Such other Relevant Sectors



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— Project Timeline —

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— Testimonials —



Mr. Ravi Pandit- KPIT Technologies Ltd

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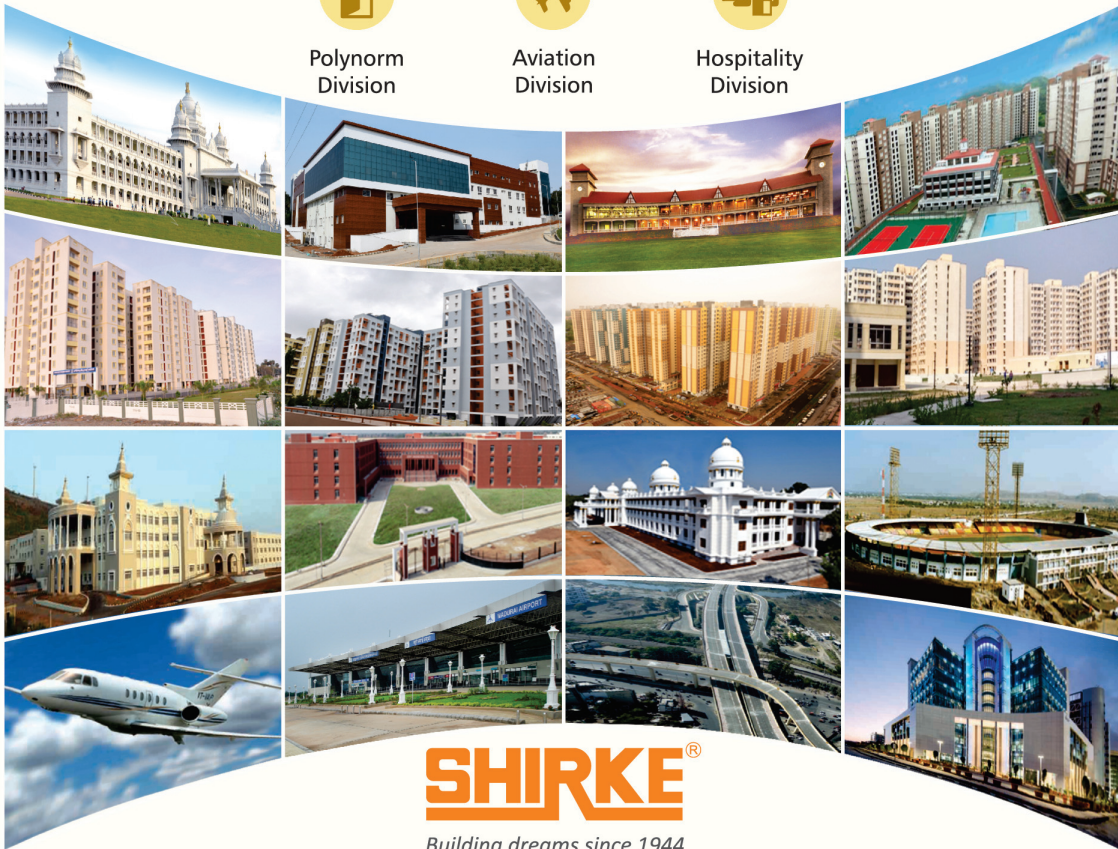
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