

BOMBAY CHAMBER REVIEW

Vol. XV No. 2 April 2019

Seminar on Understanding Legal Aspects of :

- Fixed Term Employment
- Risks in Outsourcing Work
- Employers' Responsibilities in Changing Scenario - Prevention of Sexual Harassment at Workplace

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Smart Farming- The Future of Indian Agriculture

- Mrs. Chandrika Venkatesh*

The agricultural sector is the backbone of Indian Economy contributing majorly to the country's GDP. Agriculture is the primary source of livelihood for about 58 per cent of India's population. Gross Value Added by agriculture, forestry and fishing is estimated at Rs 17.67 trillion (US\$ 274.23 billion) in FY18 over a production base of 285 Million tons. The sector is likely to grow at an approximate rate of 2% on a year on year basis.

The Economic Survey 2018 says that, the percentage of agricultural workers of the total workforce would drop to 25.7 percent by 2050. Farming families in rural areas are increasingly losing the next generation farmer plagued by low per capita productivity and the high cost of cultivation to insufficient soil management and prefer migration to a non-farming but better-paying occupations.

Till date, the primary occupation of a majority of villagers in the country has been farming. But still, it is disheartening that the farming community are still unaware of new and improved ways to increase the yield of their crops. While a majority of the citizens indulge in farming, still the country is not self-sufficient in producing enough food to feed the population. Each year, tons of food grains are imported from other developed countries to feed the Indian population. During most of the years the yield of the crops are affected due to uncertainty of monsoons. Water scarcity has become more prevalent in most of the areas and secured water supply is lacking, making the farmer to adopt rainfed agriculture. Apart from this due to increasing population more and more agriculture land are used for non-agriculture purpose causing a threat to food security and environment.

The industry must overcome increasing water shortages, limited availability of lands, fertility of lands, manage cost efficiently, while meeting the increasing consumption needs of a global population that is expected to grow by 70% by 2050.

To address the above scenario, the sector needs to focus on structural changes.

"Agriculture has to be made profitable, sustainable and resilient, and farmers have to be encouraged to diversify into allied activities like poultry, horticulture and fishing to ensure sustainable livelihood, which can ensure home-grown food security for all.

The only solution to tackle these problems is to modernize the agriculture scenario in India by way of embracing the internet and adopting smart farming techniques.

Smart Farming

What is Smart Farming?

Smart Farming is a farming management concept using modern technology to increase the quantity and quality of agricultural products. Indian farmers in the 21st century should be acclimatized with access to GPS, soil scanning, data management, and Internet of Things technologies. By precisely measuring variations within a field and adapting the strategy accordingly, farmers can greatly increase the effectiveness of pesticides and fertilizers, and use them more selectively. Similarly, using Smart Farming techniques, farmers can better monitor the needs of individual animals and adjust their nutrition correspondingly, thereby preventing disease and enhancing herd health.

The smart agriculture engages advanced technologies such as Big Data, GPS, IoT and connected devices. Smart agriculture helps in automated farming, collection of data from the field and then analyses it so that the farmer can make an accurate decision in order to grow high quality crop. The field data are collected with the help of sensors, cameras, micro controllers, and actuators. Then the collected data are transferred via the internet to the operator or the farmer for decision making.

Why do we need Smart Farming?

By the report submitted by Forbes, till 2050 population of the world will be more than 9.6 billion consequently leading to 70% increase in food consumption. Since there is limited arable land the only way to overcome this crisis is to plan smartly.

Apart from the increase in food consumption, the consumer preferences have also changed to consumption of organic food and the productivity is less in organic farming, Also water has become a scarce commodity.

To overcome all the above problems adoption of smart agriculture will become a necessity.

Benefits of Smart Farming

Control Costs: With the enhanced control over production, waste levels can be reduced and costs can be more effectively managed and the risks of yield reduction can be mitigated

Big Data: Data collected by smart sensors can track weather conditions, soil quality, crop growth progress, or even cattle's health. This data can be used to track the state of the operation in general as well as other factors such as staff performance and equipment efficiency.

Efficiencies of Scale: These are brought about via process automation. By using smart devices, you can automate multiple processes right across the production cycle (e.g., irrigation, pest control, or fertilization). Weather stations are very popular smart agriculture gadgets which combine various smart farming sensors. Located all over a farm, they collect various data from the environment and send it to the cloud. The provided measurements can be used to map the climate conditions, choose the appropriate crops, and take the required measures to improve their capacity.

Use Cases for Smart Farming:

There are many types of IoT sensors and IoT applications that can be used in agriculture. Few of them are listed below

Precision Farming is based on the optimised management of inputs in a field according to actual crop needs. It involves data-based technologies, including satellite positioning systems like GPS, remote sensing and the internet, to manage crops and reduce the use

of Fertilizers, Pesticides Water, and Monitoring of Climate Conditions etc.

Probably the most popular smart agriculture gadgets are weather stations, combining various smart farming sensors. Located across the field, they collect various data from the environment and send it to the cloud. The provided measurements can be used to map the climate conditions, choose appropriate crops, and take the required measures to improve their capacity.

One more type of IoT product in agriculture and another element of precision farming is Crop Management Devices. This device should be placed in the field to collect data specific to crop farming, viz temperature, precipitation, leaf water potential and overall crop health, these can all be used to readily collect data and information for improved farming practices.

Thus, you can monitor your crop growth and any anomalies to effectively prevent diseases or infestations that could harm your yield. Arable and Semios can serve as good representations of how this use case can be applied in real life.

Cattle Monitoring and Management

Just like crop monitoring, there are IoT agriculture sensors that can be attached to the animals on a farm to monitor their health and log performance. This works similarly to IoT devices for pet care.

For example, SCR by Allflex and Cowlar use smart agriculture sensors (collar tags) to deliver temperature, health, activity, and nutrition insights on each individual cow, as well as collective information about the herd.

Greenhouse Automation

In addition to sourcing environmental data, weather stations can automatically adjust the conditions to match the given parameters. Specifically, greenhouse automation systems use a similar principle.

For instance, Farmapp and Growlink are also IoT agriculture products offering such capabilities among others.

GreenIQ is also an interesting product that uses smart agriculture sensors. It is a smart sprinkler controller that allows you to manage your irrigation and lighting systems remotely.

Farm Management Systems:

A more complex approach to IoT products in agriculture can be represented by the so-called farm productivity management systems. A number of IoT devices and sensors can be installed on the premises for measuring different farm parameters for collecting data. They also have powerful dash boards with analytical potentials and in-built accounting and reporting features

These systems are also referred to as farm productivity management systems. Logistics, storage management and vehicle tracking are some of the best examples of this use case. Commercially available solutions belonging to this category include Cropio and FarmLogs.

Value Chain Technology Solutions

Inputs / Knowledge	Harvesting and Transport	Processing & Storage	Distribution, Packaging & Handling
Getting agriculture inputs directly on phone	GSM Mobile controlled motor	Machine based ImageIN technology to sort based on color, size, type etc.	Web and mobile applications to sell directly farm products
Weather forecast through weather apps	Hi tech irrigation systems like drip, sprinkler etc.	Wireless sensor to monitor crops connected with Smartphone	Price forecasting model to prevent inflation
Decision support solution for farmers like selling crops at appropriate rates	Auto Steering Tractors powered by GPS	Measuring grains moisture content	Dynamic product pricing
Pest Management Solution and Nutritional Management Solution	Crop Counting Machines		Online marketplace for grain
AI based sowing advisories	Machine-learning algorithms to differentiate between weeds and crops		Using data to track a supply chain

Note:

This information has been collected and collated from the content available on the public domain and Bombay Chamber of Commerce & Industry is not responsible for any errors in the same

***Mrs. Chandrika Venkatesh, Assistant Director, Agriculture & Food Processing Committee, Bombay Chamber of Commerce & Industry**, an Agriculture graduate from Tamil Nadu Agriculture University, Coimbatore with a MBA in Agri -Business Management from Institute of Development Studies, University of Mysore. She has nearly two decades of experience in the Agri and Rural Space and is currently associated with Bombay Chamber of Commerce & Industry as Assistant Director- Agri & Food Processing Committee. Her previous professional experiences have been in Crop Consultancy & Agro Project Management, Agriculture Content Management and Profit Driven Marketing Management. Before joining Bombay Chamber she had worked in different Agribusiness companies viz Agrinet Solutions Ltd.-UPL Group, Exim Seeds, Bangalore, etc. She is also associated with Tata Institute of Social Sciences-School of Vocational education (TISS-SVE) as Member of Center of Excellence for Agriculture Vertical, Since March 15, 2017.

Limitations of Smart Agriculture in India

The major limiting factors would be

- Lack of knowledge among farmers about latest technologies.
- High cost of smart devices
- Rural Illiteracy and lack of skill development to use the technologies

Conclusion

Technology today impacts every aspect of the agricultural value chain. We have technology solutions for most issues in Agriculture; the challenge is for these solutions to scale to reach every farmer. The combined efforts of the Government and industry shall kick-start this journey of rural development and steer the country towards socio-economic equality.

Workshop on Marine Cargo Insurance - Claims and Documentations

15th January, 2019

In marine Insurance claims settlement, the most important thing is the collation of various shipping and insurance papers. Bombay Chamber under the auspices of the Insurance & Risk Management Committee and Shipping & Logistics Committee organized a half day workshop on Marine Cargo Claims and Documentation on Tuesday, 15th January, 2019.

Capt. Mukesh Gautama, Managing Director, Wilson Surveyors and Adjusters Pvt. Ltd. imparted knowledge to delegates on how they can ensure quick and judicious settlement of their claims. Given his vast experience, Capt. Gautama assisted the participants to understand procedures and formalities to claim Marine Insurance.

UPCOMING CHAMBER EVENTS

DATE	EVENT	CONTACT DETAILS
12th April, 2019	Workshop on Creative Problem Solving Techniques	Ms. Supriya Pandey Tel : 61200250, 9820202236 Email : hr@bombaychamber.com Ms. Chetna Surti Tel : 49100228, 98926 86418 Email : hr1@bombaychamber.com
23rd April, 2019	Conference on Data Science & Advanced Analytics	Ms. Revati Khare Tel: 22 6120 0231 (M): 91 9892029473 Email: ictcommittee@bombaychamber.com
25th April, 2019	Workshop on Export Road map 2019-20	Ms. Minal Khadilkar / Mr. Pravin Rane Tel : 022-61200237 / 02261200219 Email : ukieriproject@bombaychamber.com
26th April, 2019	Interactive Session with Ras Al Khaimah Economic Zone (RAKEZ) Delegation	Ms. Revati Khare Tel: 22 6120 0231 (M): 91 9892029473 Email: international@bombaychamber.com
26th April, 2019	Site Visit to Mumbai Metro One Extension to the Metro Knowledge Centre Initiative	Ms. Aneeha Neeraja Rajan Tel: 022 61200227, Email: csr@bombaychamber.com Ms. Shruti Rathod Tel: 022 61200268, Email: ybf@bombaychamber.com
30th April, 2019	Workshop on Mentoring And Coaching	Ms. Mani Nair Tel. 61200223, 9833409639 Email: etdp@bombaychamber.com
8th May, 2019	Workshop on Challenges ahead of International Trade in 2019	Ms. Revati Khare Tel: 22 6120 0231 (M): 91 9892029473 Email: international@bombaychamber.com
10th May, 2019	Workshop on General Data Protection Regulation (GDPR)	Ms. Revati Khare Tel: 22 6120 0231 (M): 91 9892029473 Email: ictcommittee@bombaychamber.com
17th May, 2019	Workshop on Export Documentation & Procedure	Ms. Minal Khadilkar / Mr. Pravin Rane Tel : 022-61200237 / 02261200219 Email : ukieriproject@bombaychamber.com
20th June, 2019	Workshop on Export Incentives	Ms. Minal Khadilkar / Mr. Pravin Rane Tel : 022-61200237 / 02261200219 Email : ukieriproject@bombaychamber.com





Workshop on Managing Millennial

17th January, 2019

HRM Committee of Bombay Chamber organized an interesting program called “Managing Millennials” on 17th January, 2019. This exciting program was facilitated by Mrs. Smita Dinesh, Founder, Director, Able Ventures.

Millennials are people in their twenties & thirties - the latest entrants to the workforce. They share a generational personality that is highly misunderstood by preceding generations who often misinterpret their motivation as impatience and their enthusiasm as narcissism. Millennials will make up roughly 50% of the Indian workforce in 2020 and 75% of the global workforce by 2030.

Perhaps this would be the first time in history where four generations work together to achieve a common goal. To manage Millennials in a way that will

add value to a company, employers need to understand their generational footprint.

In this program, participants learnt how to make the most of their multi-generational workforce and deepen their understanding of this particular generation and their unique potential. Participants learnt the influences of each generation, their common generational motivations and beliefs. They looked at their own belief system and how it has changed vis-à-vis the next generation.

Mrs. Smita also helped them understand the cause of conflict and how this can be resolved when faced with challenges in working with millennials. She also shared many best practices for working with millennials. Towards the end, the participants also put down key action points for execution when they go back to their workplace.



Workshop on **SEBI (Prohibition of Insider Trading) Amendment Regulations, 2018**

18th January, 2019

In view of some crucial changes made by SEBI in the SEBI (PIT) Regulations, 2015 on 31st December, 2018, the Bombay Chamber, under the auspices of its Legal Affairs & IPR Committee, organised the captioned Workshop on 18th January, 2019.

Mr. Bharat Vasani, Chairman, Legal Affairs & IPR Committee and Partner, Cyril Amarchand Mangaldas set the theme for the Workshop.

Addressing the participants, Ms. Shruti Rajan, Partner, Cyril Amarchand Mangaldas made an analysis of amendments made and

its implications for the listed companies. She briefed on the evolution of Insider Trading Regime which was applicable to all the listed companies and explained the definition of 'connected persons'. She briefed on the significance of USPI [unpublished price-sensitive information], exceptions wherein the communication of USPI is not an offence, sharing of USPI for legitimate purpose and defences to insider trading, separate code of conduct compliance for listed companies and Intermediaries / Fiduciaries and obligation to implement internal controls.





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Workshop on VAT in the Gulf - Past, Present and Future

23rd January, 2019

With the Gulf Cooperation Council announcing a Value Added Tax from 2018, it has become a matter of utmost importance that businesses having dealings with the GCC region not only understand the upcoming VAT, but also prepare their businesses for such changes.

It is agreed by all the GCC countries that VAT will be implemented in every country latest by 2019. The introduction of VAT represents a significant change in tax policy and will cause a paradigm shift in the business dynamics in the GCC region.

What is GCC VAT?

GCC VAT is an indirect tax that will be levied on goods and services in the member states of the Gulf Cooperation Council. Registered businesses who operate in any of these states will levy the VAT on the goods and services they supply, on behalf of the government. It will be levied in each stage of the supply chain and the end user will incur its payment. The GCC VAT will also be levied on the import of goods.

Bombay Chamber of Commerce and Industry organised a half day workshop on 23rd January 2019, to help participants to get an understanding of the new tax regime, its application and effects.

The workshop was conducted by Mr. Pritam Mahure, who is a Chartered Accountant working in the field of Indirect Taxes (Service Tax, Excise and Goods and Service Tax). He has conducted numerous indirect tax trainings for national and international organisations as well as government departments. He gave the participants a thorough insight into the Gulf region, while specifying the emerging challenges in VAT in Bahrain and Oman. He also spoke at length about recent Key Global Developments in VAT and way forward for VAT. The session was well attended by exporters, importers and companies and businesses having a presence in the Gulf region.



Session on Sustainable Supply Chain Management

24th January, 2019



The Sustainability Committee of Bombay Chamber organized a session on Sustainable Supply Chain Management. Ms. Usha Maheshwari, Additional Director, Bombay Chamber welcomed speakers and delegates. She briefed about history and the milestone achieved by Bombay Chamber.

Mr. Naveen Mohan, Executive VP, Supply Chain, Siemens Ltd. delivered Inaugural address and presented the theme for the day. He spoke about MSME and challenges faced by them while meeting supply chain requirements. He referred to the Sustainable Supply Chain Toolkit released by the Chamber in the month of October and guided the delegates in using the same for their benefit.

Mr. Mahesh Chandak, India- Africa ESH and Human Rights Lead, Monsanto spoke on company's need to advice extend support and build their capacities in the areas of environment, health & safety, labor & human rights, governance and end to end business and compliance. He explained the content of Sustainable Supply Chain Toolkit and using checklist published by Bombay Chamber for the benefit of MSMEs. This is live check list which can be used by the companies to measure their performance as supply chain.

Mr. Yasir Ahmad, Partner, Sustainability and Responsible Business Advisory, PwC started his session by talking about global mega trends and their impact on supply chain. Further he shared various external factors driving the supply chain sustainability such as growing global and domestic regulations, rising customer expectations and innovation, diminishing traditional supply chain boundaries, digital transformation, climate change and other environmental concerns. Mr. Ankit Singhal, Manager, Sustainability and Responsible Business Advisory, PwC spoke about linking export competitiveness to sustainability

in supply chain and popular supply chain sustainability framework and standards.

Ms. Shubha Shanbaug, Senior Consultant, ERM spoke about Supplier selection based on ESG (Environment, Social and Governance) criteria. She stressed on the need to have mandatory criteria -which a supplier must meet in order to be on the bid list and optional criteria which does not stop suppliers from bidding. Organisations need to ensure the capacity of the local, small and medium organizations to fulfill the norms.

Prof. Sushmita Narayan, Assistant Professor, NITIE spoke on the problems in supply chain such as understanding priorities, measuring sustainability aspects, selection of recourses, designing and planning supply chain priority etc. She shared some ideas to deal with the problems.

Prof. Anju Singh, Associate Professor, NITIE spoke about mapping risks and opportunities, building relationships & trust, culture/community and connecting to some larger global goals. She explained the concept of shared value, competitiveness and the business environment. She stated that the impact of CSR is maximum when responsive CSR, value chain social impact and investments in competitive context are integrated.

Mr. Shahin Sengupta, Siemens, and Mr. Piyush Nagar, Asia Africa Customer Care Lead, Monsanto shared their experiences on Supply Chain Management in their respective organisation.

Prof. Sushmita Narayan and Prof. Anju Singh conducted group exercises for understanding management of supply chain

At the end Ms. Usha Maheshwari delivered vote of thanks.

For Detail report- http://bombaychamber.com/admin/uploaded/Report_Supply%20Chain.pdf

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Workshop on Risk Management

25th January, 2019



Bombay Chamber of Commerce and Industry has organised a Risk Management Workshop on 25th January, 2019. Ms. Jui Buch was the trainer for the workshop.

This workshop was specially designed for organizations who do not have a designated Insurance Manager and the Insurance profile is currently looked by the Finance Manager.

Risk transfer through Insurance is not just about numbers. A major loss can hit a company significantly and can in turn impact the balance sheet of the organization.

It is therefore pertinent to ascertain as how to best approach and incorporate the required insurance policies for the organisation. Right from Operational risks to Credit Risks to personal Benefit Policies, each organisation needs to be geared up to address the risk faced on each front. This master class addressed on how to best mitigate the risk on all these fronts and how to best incorporate the right risk management processes. The overall response was very overwhelming.

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Workshop on Sales Analytics

29th January, 2019

Workshop on Sales Analytics was held on Tuesday, 29th January, 2019, under the aegis of HRM Committee.

This workshop is targeted to Sales Professionals/Analysts who have access to various data sets in Microsoft Excel downloaded from SAP/ERP system or data sets in a database. They are expected to do basis analytics to get business insight and present effectively to management for fact based decisions.

The workshop was attended by 30 participants and was conducted by Mr.Sushant Panda, B.Tech. from IIT, BHU, Benares and MBA from Asian Institute of Management and has more than 25 years of rich experience in various industries. Mr. Sushant has worked in various corporates like Larsen & Toubro, Tata Unisys, CMC, The Chase Manhattan Bank in various roles. After having worked in various corporate and MNC, Sushant became an Entrepreneur as a Director at Lauren Information Technology Pvt Ltd for a decade. In the year 2011, Sushant founded Syum Labs with a vision to provide

Services and Skills Development in the area of HR Intelligence/Analytics, Predictive Modelling, Machine Learning and IoT. Syum provides consulting services on how to leverage Analytics for better decision making processes and also implementing analytics projects.

The objective of the workshop was to make the participants think analytical, make them aware of various descriptive analytical techniques and predictive models related to sales. The workshop was very interactive with many hands-on sessions using globally leading BI tool Tableau.

The topics covered were Introduction to sales analytics, applying business statistics and visual analytics techniques to get insights from sales data, helping participants to think analytical, various sales models like – RFM Model, Customer Churn Model, Customer segmentation model, market basket analysis and finally how to create effective sales dashboard.

The workshop was very well attended and appreciated by all the participants.

Round table Discussion on

Understanding Industrial Conflicts in Japanese Firms in India

29th January, 2019

Bombay Chamber of Commerce and Industry arranged the roundtable discussion for the delegation from SOAS, University of London on 29th January, 2019. The objective of the delegation was to Understand the challenges faced by Japanese firms in India.

The session started with introductory remarks by Mr. Vijay Srirangan, Director General, Bombay Chamber. He made a small presentation about Bombay Chamber's Initiatives and our upcoming activities in the direction of conflict resolution such as setting up of the Centre for Mediation and Conciliation (CMC).

Later, Dr. Satoshi Miyamura, Senior Lecturer, SOAS, University Of London presented his views on paradox of Japanese firms in India where he stated that India is emerging as an investment prospect for Japanese firms in India and also attracting Japanese investments. However over recent decades in India, it was found that the intense and violent industrial conflicts took place in Japanese firms e.g. in March 2014 industrial conflicts took place in Toyota (automobile manufacturing in Kirloskar) due to wage dispute which leads to lockouts; union refusal to return to work, prompting intervention.

Then he talked about the debates on factors contributing to these industrial conflicts where he focused on Japanese style management Vs Militant organised labour in India.

Towards the end of the session he pointed out his findings and conjectures:

- Limitation of pre-determined association between particular forms of managerial or labour organisational practices and their outcomes in labour-management relations
- Blaming 'Japanese style management'



or party political unionism for some of the violent labour disputes is unlikely to address the aspirations of a new generation of labour activists who have been shaping the emerging modes of labour struggles

- Mobilisation around labour disputes came, not from traditional labour organisations, including the central trade union organisations or 'national centres', but rather from a new generation of workers outside the established institutional framework of dispute resolution
- The emergence of industrial conflicts likely reflecting a general breakdown of traditional institutional frameworks and practices for dispute resolution, either because production has relocated to regions where these institutions are less established or because firms have reduced the proportion of workforce covered by labour legislations

The session received excellent involvement from the senior management leaders. It helped to achieve the objectives of the session with their active participation during the Q and A session. The experience sharing, receptiveness and high energy levels of the participants made the session a great success with fantastic feedback.

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Seminar on Office Safety

31st January, 2019

The Sustainability Committee of Bombay Chamber organized a Seminar on Office Safety. Ms. Usha Maheshwari, Additional Director, Bombay Chamber welcomed speakers and delegates. She briefed about history and the milestone achieved by Bombay Chamber.

Mr. Nikhil Raval, HSE Director- Global Operations, Sanofi India Ltd. delivered Inaugural address and presented the theme of the seminar and shared the brief on components of office safety.

Mr. C. Ravishankar, MD, Monsanto stressed on commitment and responsibility for safety starts from top management. Management is an eye of organization and they need to bring culture of safety in the office. Leadership have to set a goal and move towards bringing excellence in organization.

Mr. Soumitra Duttgupta, RC-IN EHS, Siemens shared HSE management systems of Siemens. He stated that safe behavior is not only determined by rules, regulations and procedures alone, but also through personal values, attitudes and the commitment of management and employees. The concept of Zero Harm Culture is implemented by Siemens very effectively and Mr. Duttgupta shared his experiences and practices.

Dr. Reena Valecha, Principal Ergonomic Consultant, Workspace & Ergonomics Research Cell, Godrej Interio delivered perspective on Ergonomics. She spoke on current work scenario, where office employees are spending long hours in static postures. Workspaces have to adopt healthier and human centric approach, they have to create awareness, facilitate movement and alternate postures. Organisations need to evaluate the ergonomic quotient of office by identifying evident & hidden hazards through ergonomic audit.

Mr. Abhijit Pisal, Head, Godrej GBCS spoke on various components of green building. The

well building standard contains seven concepts that are air, water, nourishment, light, fitness, comfort, and mind. He described the benefits, incentives and process of green building certification.

Mr. Mahesh Chandak, India- Africa ESH and Human Rights Lead, Monsanto India emphasised on the importance of facilitating health, wellness and well-being at the workplace for increasing engagement and productivity of employees. He explained 90/10 concept for ensuring well-being i.e. after 90 minutes of work 10 minutes of break rejuvenates the employee.

Mr. Amol Tope, Co-founder - Succeed Safe spoke about Employee Assistance Programme (EAP). He shared his experience on evaluation of EAP vendors, EAP launch activities, utilization of data, critical incidence etc. Different factors which help EAP programme to succeed were shared.

The open discussion on HSE key challenges was lead by Ms. Tejaswini Raval Kamat, Principal Consultant, ERM, Mr. Nikhil Raval and Mr. Mahesh Chandak. Few key challenges were raised by the delegates. The panel members and delegates shared their ideas and solutions for mitigating the same.

Visit to Bayer CropScience Limited, Thane - a LEED Gold Certified building was organised to witness the best practice on office safety by Mr. Mohan Oak, HSE Head - Country Group Head HSE South Asia and his team. Delegate visited emergency control system, wellness centre, and audio video conference room, refugee area, STP plant and water filtration plant.

The vote of thanks delivered by Ms. Usha Maheshwari.

For detail report - http://bombaychamber.com/admin/uploaded/Report_seminar%20on%20office%20safety.pdf



Workshop on Corporate Etiquette & Professional Presence

31st January, 2019

Under Executive Training & Development Programme (ETDP), the Chamber has conducted the above Workshop on 31st January, 2019.

The ability to handle yourself appropriately and confidently outweighs even your technical skills. Your behaviour can make or even break business. Corporate Etiquette is about the little things that count. The words are simple but the impact they make is powerful. This holds immense truth and power in the competitive world of business - where the little niceties help in gaining an edge over the others.

Business integrity or doing the right thing, the courage to make tough calls, being dependable and respecting differences are qualities that make an individual a professional in thought and action.

Every company is guided by a code of ethics, a set of values that help determine one's acceptable behaviour. Not accepting expensive gifts, maintaining confidentiality, not telling racial jokes or commenting on female colleague's appearances are not a set

of 'stand alone' do's & don'ts. They emanate from company values and standards. These standards must be adhered to if we want to come across as responsible people.

The basics in Business Etiquette e.g. interacting appropriately with internal & external customers and senior colleagues; dining etiquette, telephone etiquette, grooming and 'smart week-day' attire and 'Friday dressing', yes - they help to set you apart as a polished and practiced professional.

The Workshop equipped participants with social skills which enhance their own and their organization's professional image. It also provided skills that helped them behave in a polished manner with customers, when using the mobile, at the dining table, in the office and such others. The workshop also sensitized participants about the importance of following email and cell phone etiquette.

About the Faculty:

Dr. Lata Shetty is the Director, Mainstream Training Centre, which offers Soft Skills Training Programmes in a variety of settings.



Site Visit to Jain Irrigation Systems Ltd.

31st January, 2019

The Agriculture & Food Processing Committee of Bombay Chamber of Commerce & Industry conducted "Site Visit to Jain Hills, Jain Irrigation Systems Ltd. Jalgaon" on 31st January 2019 for VAMNICOM students, Pune.

The Site Visit was organized considering the interest shown by VAMNICOM Students, who wanted to get practical exposure to different facilities at Jain Hills, Jalgaon.

The Program started with a welcome note and introduction of the Agriculture Committee by Ms. Chandrika Venkatesh, Assistant Director, Agri & Food Processing Committee, Bombay Chamber, followed by a brief introduction of Jain Irrigation's vision and mission and its engagements to promote sustainable agricultural practices by Mr. Tamas Patel, Officer Jain Irrigation Systems Limited.

Objective:

- To obtain in-depth information concerning all different facilities at Jain Irrigation Systems Limited, Jalgaon.
- To observe and understand the functional and operational part of the sites visited.
- To explore the various types of agricultural technologies present at Jain Irrigation.

Brief Program Agenda:

The first half of the program started with the visit of Drip & Sprinkler Irrigation Site, which was followed by Plastic Products Park and Onion & Vegetable Processing & Dehydration.

The second half of the program constituted visit to Tissue Culture Plants & Nursery, Solar Pumping Systems & Solutions, Bio-Gas Plant, Food Processing Plant and Spice Processing Plant.

The visit was concluded by visiting Gandhi Foundation, which was established to have a better understanding of the Mahatma Gandhi's mission for the betterment of the rural and urban India.



Brief Takeaways:

1. Jain Hills depicted a good sustainable model promoting different concepts like More Crop Per Drop, Transforming Lives & Enhancing Prosperity, Creating Shared Value etc
2. They have over 11,848 committed employees' strength worldwide and have established leadership in diverse products like Micro & Sprinkler Irrigation, Agricultural Inputs, Agro-Processed Products, and Plastic Pipes & Sheets.
3. Apart from the core business they recognize their social responsibilities and are engaged in a gamut of CSR initiatives like advancement of education and literacy, provision of medical relief, promotion of games, sports, physical fitness and cultural activities for the society.
4. Apart from this, they are in the process of establishing a Water University in their premises.

Around 10 Post Graduate - MBA - Agri Business students participated in the program and were very appreciative about the visit

Conclusion of the Site Visit:-

The visit ended with feedback session and the students shared their experiences for the same. The vote of thanks was delivered by Ms. Chandrika Venkatesh, Assistant Director, Agriculture & Food Processing Committee, Bombay Chamber of Commerce and Industry.

The overall feedback from the students for the site visit was very encouraging and overwhelming.



Workshop on Recent Changes in Export Policy, Procedures & Compliances

7th February, 2019

Bombay Chamber of Commerce and Industry organised a Workshop on Recent Changes in Export Policy, Procedures & Compliances on Thursday, 7th February 2019.

On behalf of Bombay Chamber, Ms. Revati welcomed Mr. Mihir Shah and the participants.

Mr. Mihir briefed the participants about the Overview of the Changes in Export Documentations, Latest Amendment in Export Procedure, Update on Export Incentives - Drawback / Advance Authorization / EPCG, Latest on MEIS / SESI Schemes and Interest Equalization Scheme.

Mr. Mihir also enlightened the participants on the Banking & EPDMS related compliance, Common Errors and issues while claiming Export Incentives & the GST related to Exports and GST Refunds for Exporters.

The program ended with a vote of thanks to the speakers and participants.

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- Recuperator for Reheating Furnaces at Rolling Mills

PHOTO GALLERY



Workshop on Strategic Skills Audit & Training Needs Analysis

7th February, 2019



The aim of a skills audit is to identify the existing skills set in the organization and understand the skill set required for future. Once this is done, the aim of training need analysis is to identify the training program to fill the skills gap of the employees. With the changing context, skills audit is not a one time initiative but it is an ongoing process. People need to possess the required skills to function to the optimal. Skills audit must not be undertaken as a reactive measure, but rather a proactive process so that the organizations are ready to deal with uncertainties.

In our endeavor to help them achieve this, Bombay Chamber organized one day Session on workshop on Strategic Skills Audit & Training Needs Analysis on 7th Feb 2019.

The workshop was conducted by Dr. Wagle. She is one of the founder members of Exponential Advisory - a firm focusing on HR evaluation and measurement. She has conducted ROI programs, ROI evaluation studies, HR audit & skill evaluation programs, leadership and measurement programs, and competitive benchmarking studies.

The objective of the program was that the participant must be able to

- Conduct skill audit at the workplace
- Conduct training needs analysis at the workplace
- Link business needs with skills required
- To set training modules with respect to the business impact

The program covered skills audit framework, quantified key result areas (KRA), skills evaluation plan, data collection tools, costing, training & business alignment, training needs alignment and the skills audit scorecard and report. The crux of the training was live case studies and exercises with emphasis on the application of skills audit and training needs analysis. Every participant selected a particular role/ job. They got a chance to work on the key result areas and the skills required to perform that role. At the end of the program, each participant had developed a case on their own on KRA and skills as a takeaway. The program was a success with a focus on learning and application of skills audit and training needs analysis at workplace.

It was full house workshop and participants were from diverse industry backgrounds. Maximum participation, lots of questions and enthused curiosity created an atmosphere of engagement, learning through fun.



Certificate Training in Electrical Safety “Learn the Theory, Master the Practice”

7th & 8th February, 2019

The Sustainability Committee of the Bombay Chamber in partnership with Siemens had organised 6th batch of Certificate Training in Electrical safety at Siemens Ltd, Kalwa on 7th & 8th February 2019. It was two days Training program with 30% theory and 70% practical training in Safety Park. 12 delegates participated from different organisations. Some of the delegates travelled from different parts of the country.

In this Training participants got hands on experience about Fundamental of Electricity, Single Line Diagram (SLD) to understand Electrical Distribution Network, Dangers from Electricity during Operation and Maintenance, Basic Principles of Accident Prevention and 5 Golden Rules of Electricity Safety, Earthing / Grounding Systems and its importance in

Electrical Safety, Hazard Identification and Risk Assessment (HIRA)- Practical Onsite, LOTO and permit to work during, Installation, Operation and Maintenance, Inspection & use of Electric Power Tools and PPEs, Electrical Protection systems , Equipments for safe Operation, Safe Work Method Statement (SWMS). Siemens used case studies, video clips as a tool to discuss various topics.

At the end of the day two participants appeared for an examination on basis on which they will be receiving 3 years valid certificate for this training programme.

The training was very informative, useful as well as interactive and well appreciated by the delegates.



Workshop on New Age Leadership

15th February, 2019



We are moving in a fast paced world, muddled in technology and artificial intelligence. Every organization constantly desire of transformational leaders who move with the time and are highly adaptive, collaborative & effective communicators.

How do we develop leaders who are not only process oriented but have also done their mastery in people management? What are the skills and mindsets which differentiate an old skool leader from a new age leader?

In our endeavor to help them achieve this, Bombay Chamber organized one day session on 'New Age Leadership' under the Education and Skill development Committee on 15th February, 2019.

Workshop was conducted by Ms. Akshata Mahale who is a Corporate Trainer & Personal Brand Coach with a 20 years of corporate experience.

This was a facilitative workshop where each participant had to learn, unlearn and relearn. Reflecting our own ways of leading at the modern workplace which is filled with 66% of millennials. They have discussed, engaged and evolved by way of participating in every activity. Key to learning was self-awareness and reflection.

Few reflections:

- What are the key leadership skills?
- What are traditional v/s new age skills?
- What are the skills still relevant and which have become irrelevant?
- How to be adaptable and adjusting?
- Perspective sharing
- IQ & EQ

It was found that challenges v/s possibilities activity drew huge participations, later Emotional intelligence - group activity really made them think on their own styles of leading. Also conducted personal audit-self-awareness (Each one of them discussed, what's that they need to be working on and looking outside the comfort zone)

It was full house workshop and participants were from diverse industry backgrounds. Maximum participation, lots of questions and enthused curiosity created an atmosphere of engagement, learning through fun. They were needing more of it even after the completion of the program. Each one of them had their set of challenges and were very inquisitive about how they can develop and evolve.



Basic Electrical Safety Training

16th February, 2019

Bombay Chamber of Commerce & Industry organised Basic Electrical Safety Training for the employees of the World Trade Centre on 16th February 2019.

The training was conducted by Mr. Prakash Kulkarni for 24 delegates. In the training Mr. Kulkarni with the help of various case

studies covered topics such as fundamentals of electricity, hazards from electricity and its prevention, hazard identification and reporting, golden rules of electrical safety and electrical emergency & rescue. The training was interactive and feedbacks of delegates were excellent.

Interactive Session on Companies (Significant Beneficial Owners) Rules, 2018

20th February, 2019

On 8th February, 2019 the Ministry of Corporate Affairs (MCA) notified the amended "Companies (Significant Beneficial Owners) Rules, 2019 which provides for declaration by Significant Beneficial Owners.

The provisions of Section 90 of the Act and the SBO rules had created many interpretative challenges for all the stakeholders who were required to make those declarations. The new rules were very detailed when compared with rules notified earlier.

To enlighten the members on the intricacies of the new provisions and its implications, the

Bombay Chamber organized an interactive session on this complex subject on 20th February, 2019.

Mr. Bharat Vasani, Chairman, Legal Affairs & IPR Committee, Bombay Chamber and Mr. Ravi Kumar, Partner, Cyril Amarchand Mangaldas, the speakers at the session, addressed the participants on the genesis and objective of the SBO Rules; analysis of Sections 89 and 90 of the Companies Act, 2013; analysis of the SBO Rules; determination of SBO in different situations with practical examples; compliances, timelines and exemptions; and its interplay with other laws.



Business Roundtable on Developing Collective Action to Strengthen Cities of India

21st February, 2019

Bombay Chamber of Commerce & Industry in partnership with the Centre of Excellence for Governance, Ethics and Transparency (CEGET) at Global Compact Network India (GCNI) organized Business Roundtable for 'Developing Collective Action to Strengthen Cities of India', on 21st February 2019.

The key objective of this Roundtable was to explore the opportunities and deliberate on a platform that can develop a strong

network between cities challenges and business solutions. Considering the emerging potential of start-ups, CEGET had invited business as well as startups / investors at this business roundtable to share their ideas and urban solutions.

The Roundtable enabled a structured dialogue among the participants. Establishing a Smart City Solutions Lab led by CEGET/GCNI was deliberated upon and participants stepped up and offered their resources and skills to CEGET/CCNI.





Workshop on

Performance Appraisal and Feedback

22nd February, 2019

A full day Workshop on Performance Appraisal and Feedback was organized by Bombay Chamber on 22nd February, 2019.

Ms. Smita Dinesh, Director of Able Ventures was the speaker at the Workshop and she was outstanding with her approach. The workshop aligned performance expectations with organisational objectives. The participants learnt the skills & techniques of reviewing employee performance and providing them feedback. It was designed to enhance the skills of employees in harnessing the best performance, higher productivity and profitability.

Handling difficult conversations, adapting to different social styles and grooming high-performing teams were the key takeaways. The speaker spoke about appreciating the performance management framework, aligning corporate KPIs and communicating performance expectations. She emphasized on providing constructive feedback, coaching and performance counseling. According to her engaging, appraising & developing staff effectively is essential for running a successful organization. Mrs. Dinesh discussed about understanding the purpose of the appraisal process and the role and responsibilities as appraiser. She said one should plan, prepare and structure a review and learn to listen and

give clear and specific feedback. In the process of performance appraisal it is important to define areas for appraise development and set clear objectives. She says one should tackle performance problems and sensitive issues effectively and conduct appraisals in a confident and professional manner.

This one-day workshop taught participants how to raise the motivation of employees and improve performance through setting objectives; giving effective feedback and praise. Mrs. Dinesh provided tips and techniques for managing conflict in appraisals as well as showing participants how to write effective performance reviews quickly, easily and effectively.

The very well organized event had lot of learning to be taken back with the participants who attended and thoroughly cherished the program. The level and nature of participation was simply exceptional with concrete exercises, examples, excellent analysis and feedback. Participants were engaged in various activities proving it to be a completely interactive session. Having said that, they were also provided with handouts and electronic documents to assist them in referring at their desks. It has also been easier for them to practice functionality that may be specific to their roles.



Workshop on Time Management : Prioritize to be Effective

26th February, 2019

Under the Executive Training & Development Programme, the Bombay Chamber has conducted a Workshop on 'Time Management: Prioritize to be Effective' on 26th February, 2019.

Time Management is important but often ignored skill. Time is the only precious resource allocated equally to every human being. However 9 out of 10 people complain about long working hours, not meeting targets, excessive paperwork, fragmented days, neglected family and such others. They say there are not enough hours in a day.

Purposeful managers are the result of high focus and energy. They organize their own skills and resources to meet the departmental and organizational goals. Effective managers make a conscious attempt to monitor their daily activities with the corresponding outcome; and are aware of their time wasters. They spend time reflecting on the direction and intention of their actions. To optimize their time, prioritizing, delegating, coaching, motivating skills are used by result oriented managers. They are keenly aware that every act of theirs should add value and move towards achieving what is critical for the department and organization. Staying away from useless diversionary activities is their trademark and that too without affecting smooth working relationship with colleagues and senior/s. 'Working Smarter, Not Harder' is an important area that cannot be ignored.

Nothing can be more rewarding at the end of our lives than a sense of satisfaction that we have spent more of our time wisely than we have wasted.

The objectives of the workshop:

- Strengthen planning skills - calendaring, estimating, sequencing and prioritizing to increase job performance



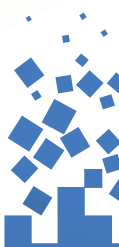
- ABCDE Prioritizing Model
- Developing skills of 'Prioritizing Best Practices'
- Making people aware of the difference between unscheduled requests and interruptions and provide strategies to handle them
- Identifying time wasters & methods of overcoming them and to evaluate their own tendency towards procrastination
- Learning innovative methods like - time boxing, positioning of workspace, involving colleagues, working smarter not harder and others.

Topics also covered:

Importance of Time; Planning Skills; Prioritizing for results - focus energy matrix; Prioritizing best practices; Benefits of planning & prioritizing; Prioritizing for Effective Use of Time; Self monitoring; Time Analysis; Strategies for Effective Use of Time; Difference between unscheduled requests and interruptions; Time Thieves; Procrastination; Other productivity boosters; Innovative Methods for Effective Time Usage, like (a) Positioning of workspace for concentrated working, (b) Time boxing, (c) Involving colleagues to use time effectively, (d) Coming back to interrupted work with same tempo, (e) Using the shortest and fastest means of communication.

About the Faculty :

Dr. Lata Shetty, is the Director, Mainstream Training Centre, which offers Soft Skills Training Programmes in a variety of settings. She is B.Sc., M.S.W., Ph.D., a gold medalist throughout her academic career with a Doctorate from the prestigious Tata Institute of Social Sciences (TISS).



FSSAI - FOSTAC - Advanced Manufacturer's Training Program

27th February, 2019

The Agriculture & Food Processing Committee of Bombay Chamber of Commerce & Industry conducted FSSAI - FOSTAC - Advanced Manufacturer's Training Program on 27th February, 2019.

The Program started with a welcome note and introduction of the Agriculture Committee by Ms. Chandrika Venkatesh, Asst. Director, Agri & Food Processing Committee, Bombay Chamber, followed by the introduction of the trainer Ms. Shabina. N. T, Founder, Food Safety Consultant, Food Cognizant, Mumbai.

Objective:

- To promote food safety programs initiated by FSSAI.
- To maximize knowledge and awareness of food safety regulations and policies among the food business operators.

Program Highlights:

The training session started with a brief introduction about Food Safety. The training covered all Food Safety topics related to Advanced Manufacturer's/Processor's as suggested by FSSAI, Evaluation and Issue of Certificate.

Session 1, 2 and 3 covered FSSAI Schedule-4 related topics viz Location, layovers and facilities, cleaning & maintenance, Pest Control, Personal Hygiene, Food Operations & Controls, Food Transportation, Storage & Distribution, Management and Supervision., Food Testing, Training, Audit, Documentation and Records, Product Information and Consumer Awareness. Session-4 covered Food Safety Management System Plan Activities. Subsequently examination was conducted for completing the mandatory evaluation process of FSSAI.

About FSSAI-FOSTAC Training Program:

Food Safety Training and Certification (**FOSTAC**) is an initiative by FSSAI whereby food safety trainings are conducted for target groups in the food business to maximize knowledge and awareness of food safety regulations and policies to ensure food safety and hygiene.

There are different types of courses meant for different types of food businesses based



on their ability and expertise, however, FSSAI has mandated all food business having Central License or State License to have at least one trained "FoSTaC Certified Food Safety Supervisor" for every 25 Food Handlers or part thereof on all their premises. Every food business operator must have at least one certified personnel who can be held responsible for the implementation of all food safety measurement or shortfall thereof.

FSSAI takes into account every minute detail of a food process by scientific standards to ensure food safety compliance and regulation right from their manufacture, storage, distribution, sale and import to ensure provision of safe and wholesome food that fits human consumption.

Requisition of FSSAI:

The safety supervisor course is a must for every FBO. It is necessary for every hotel, dhaba, restaurant, rail and flight catering services, general caterers, canteens and any other organization involved in food business to procure a food safety supervisor course in due time.

Category List:

- Food Safety Supervisor - Street Food Vending
- Food Safety Supervisor- Advance Catering
- Food Safety Supervisor- Basic Catering.
- Food Safety Supervisor- Advance Manufacturing
- Food Safety Supervisor- Basic Manufacturing
- Food Safety Supervisor for Manufacturing Special- Bakery
- Food Safety Supervisor for Manufacturing Special - Oil
- Food Safety Supervisor for Manufacturing Special - Milk & Milk Products
- Food Safety Supervisor for Manufacturing Special - Water & Water Based Beverages

Conclusion of the training:

The overall feedback of the training was very encouraging & request for more such trainings to be held on a regular basis were received.



Workshop on WOMEN CAN (A workshop on working women's emotional well-being)

6th March, 2019

We understand and recognize that there are certain challenges faced especially by women given the multiple tasks they perform which impacts their emotional well being and we are committed to making the life of a “Working Woman” as emotionally enriching as possible. ERGOS MIND had conducted a research study with 2000 women to find out the challenges that they face at workplaces - 34% face harassment, 28% gender discrimination and 22% are bullied at work.

With this backdrop in mind, the Bombay Chamber's FemPower Committee and Ergos Mind jointly held a Workshop on WOMEN CAN on Wednesday, 6th March 2019. Mr. Vijay Srirangan, Director General welcomed the speakers and the participants.

The objective of the workshop was:-

- 1) Understanding the importance of emotional regulation and learning effective ways to cope with stress.
- 2) Understanding personal relationships and learning to deal with relationship-based conflicts.
- 3) Revisiting crucial life events and their impact on one's identity and understanding the value of caring for one's own needs.

The workshop was conducted by Ergos Mind and the trainers were Mr. Rajiv Chelladurai, Certified Executive and Life coach and his team Ms. Devika Kapoor, Master's in Applied Psychology with Specialization in Counselling Psychology from TISS, Ms. Ana Khan, M.A. in Applied Psychology with Specialization

in Counselling Psychology from TISS and Mr. Jai Thade, M.A. in Applied Psychology with Specialization in Counselling Psychology from TISS.

The first session was relating to “ME AT WORK” - which was moving towards the emotional well being of the employees - understanding the importance of emotional regulation and learning effective ways to cope up with stress.

The second session related to “ME AT HOME” - which was all about evaluating relationships - understanding personal relationships and learning to deal with relationships based conflicts.

The third and last session was “ME MYSELF” - which was related to caring for one's self - revisiting crucial life events and their impact on one's identity. Also understanding the value of caring for one's own needs was stressed.

The workshop was very lively with good participation from the audience in the various activities. The participants were briefed on the three types of stress - internal, environmental and social & cultural, how to identify these stress and ways of coping up with them. They were also briefed on the dischargers and rechargers in relationships and how important it is to care for oneself while fulfilling the varied responsibilities that we shoulder as women.

Overall, the participants thoroughly enjoyed the sessions and their feedback was very overwhelming. At the end, Jayashree Arunshrikeshav delivered the vote of thanks to the speakers and participants.



Seminar on

Understanding Legal Aspects of:

- Fixed Term Employment
- Risks in Outsourcing Work
- Employer's Responsibilities in Changing Scenario - Prevention of Sexual Harassment at Workplace

9th March, 2019

Bombay Chamber's HRM Committee organized a full day Seminar on Understanding Legal Aspects of: Fixed Term Employment, Risks in Outsourcing Work and Employers' Responsibilities in Changing Scenario - Prevention of Sexual Harassment at Workplace at Hotel The Orchid, Mumbai on 9th March, 2019.

The first session on Understanding Legal Aspects of Fixed Term Employment was addressed by Hon'ble Justice R. J. Kochar, Former Judge, Bombay High Court. Legal Aspects of Risks in outsourcing work was discussed by Mr. Naresh Kumar Piniseti, President - HR, Deepak Fertilisers and Petrochemical Corporation Ltd. through a presentation. Mr. Piniseti commenced the session by defining the term outsourcing and the reasons why outsourcing has gained ground in India. The law governing outsourcing of work is The Contract Labour (Regulation and Abolition) Act 1970. The long term risks associated with contract labour are abolition and regularization of the Act. He thoroughly explained the process to be followed by Govt. for abolition of contract Labour by using case laws. According to him various short term risks are social security payments, payment of minimum wages, payment of wages, equal pay for equal work, health, safety and welfare aspects, employee compensation and obligations under Factories Act. Mr. Piniseti spoke about the best practices to be followed to avoid risk of 'sham' contract and also legal risks.

Mr. Lancy D'Souza, Advocate High Court and Advisor - Legal, Bombay Chamber addressed the post lunch session on Employers' Responsibilities in Changing Scenario - Prevention of Sexual Harassment at Workplace.

According to Mr. D'souza the object of the Act says that no women should be subject to sexual harassment at any Work Place and prevention and redressal of complaints of sexual harassment is a must. He emphasised on few important definitions under the Act i.e. the term Employee, Aggrieved Woman, Workplace, Sexual Harassment, Unwelcome, Advances and Stalking. He discussed point wise about what can constitute a sexual harassment. He spoke about the role of Internal Compliant Committee, it's term and the procedure involved for enquiring into the complaint and also how to handle anonymous complaints. Mr. D'souza deliberated thoroughly with case laws the timeline as per the Act, procedure of enquiry into the complaint, action during pendency of inquiry, inquiry report, determination of compensation, punishment for false or malicious complaint and false evidence. He explained the significance of annual report, penalty for non-compliance by employer and duties of employer. He spoke about the Amendment in IPC - 2013 under Section 354 A - Sexual Harassment as well.

The seminar was attended by 70 participants and was well appreciated by all.



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