

# SYNERGY

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1. Meeting with Hon'ble Chief Minister of Karnataka Shri. B.S. Yediyurappa on October 24, 2019
2. Meeting convened under the Chairmanship of Shri. Suresh Kumar, Hon'ble Minister of Labour, GoK on October 21, 2019
3. Meeting of BCIC delegation with Mr. Jagadish Shettar, Hon'ble Minister for Large & Medium Scale Industries, GoK on September 4, 2019



BANGALORE CHAMBER OF  
INDUSTRY AND COMMERCE



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Foreword



**Dr. L Ravindran**  
Member - Management  
Committee BCIC

In sync with the global economic turmoil which is partially affecting the Indian economy our Chamber considered an apt programme recently titled “Is the economy sleepwalking into a recession”. The deliberations in the conducted programme was well received by the audience and it is felt by all of us that the slowdown and its aftermath is likely to be severe with a slow pain relief lasting over few quarters.

There is however a dichotomy: while the traditional industries face demand-supply gap and a severe liquidity crunch, the new economy (the Startups) seem to be loaded with a significant attraction of private capital but is not generating profits (read cash flows) to boost wealth for the economy as a whole, but has only managed to aid customer convenience.

There is a fundamental problem of demand today with drop in household savings to 17.2% from 22.5% of GDP between 2012-12 and 2017-18 with consumption feeling the pinch now. When jobs and incomes are under strain, how much can loan-pushing by NBFCs help? A two-wheeler loan has to ultimately be paid from one's salary or wages and not from one's savings.

The question well worth asking is how much of this income and demand stress is actually an outcome of demonetisation and GST? The informal sector, to quote T N Ninan (Seminar, January 2018), was some kind of an “employment sink” and “shock absorber” for the Indian economy. It also provided the underlying demand support for goods and services that were bought, stocked and distributed through vast decentralised networks.

The country's formal economy may well be growing by 7-8 per cent today, which the official GDP data is, perhaps, rightly capturing. But if the informal un-measurable part has been contracting by 20-25 per cent a year, the effects on demand need no elaboration. (The Hindu, August 21st' 2019)

Gold as an asset class has evidenced 17% growth in one year. If fears of recession spreads in the US, more investors may seek refuge in the metal. What we began as a trade war is now intensifying into a currency war with the risk of competitive currencies devaluation which might send global businesses into further turmoil. However, it is possible that India is getting closer to full convertibility of the rupee going by recent reports from a RBI constituted panel.

A Survey by PWC in 2017 and by KPMG (4th annual India CEO outlook) in June 2018 provided large scale optimism when over 70% respondents (CEOs) exuded confidence about growth of their industries. How suddenly the business leaders have misjudged the current slowdown and have started ringing the alarm bells keeps us bothered.

In our state, a severe flood situation has inflicted high losses. The State Government has set up special cells to help rehabilitation process of the displaced citizens. Simultaneously, the Government is also preparing the new Industrial Policy 2019- 2024 aiming at replacing archaic laws with current economic trends to ensure an investor friendly atmosphere.

On its part, the chamber would take the grievances of its member companies and represent it to the authorities at the helm and get them noticed.

Only time will tell if our economy gets clear off the rumblings and makes way for industries to get its due recognition ■



**Editorial Board**

**Devesh Agarwal**  
President

**T R Parasuraman**  
Senior Vice President

**K R Sekar**  
Vice President



## BCIC forms 17 expert committees August 3, 2019

*Has mandate to regularly recommend administrative and procedural changes*



**Mr. Devesh Agarwal**  
President, BCIC

BCIC has formed 17 Expert Committees (ECs) covering major industry domains.

These committees will closely work with the state and the central governments on policy advocacy and investment promotion in Karnataka.

Each of the Committees will also host, at least one flagship event relevant to its core activity and followed-up by several topical events organised throughout the year.

It will also facilitate interactions with institutions, domestic and foreign businesses, trade and investment missions visiting the State. ECs also

**“Expert Committees will work closely with the State and the Central Governments on policy advocacy and investment promotion in Karnataka.”**

-Devesh Agarwal

have the mandate to regularly suggest and recommend administrative and

procedural changes to the State and the Central Governments on issues faced by the industry are chaired by industry leaders.

BCIC's primary vision is to make the Chamber the most preferred in Karnataka to facilitate business growth and add value to its stakeholders. ■

### Committees Formed

#### BCIC forms 17 Expert Committee

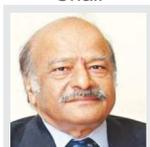
- Aerospace and Aviation
- Agro and Food Processing
- Banking, Finance and Corp Affairs
- Direct Taxes
- Energy, Environment and Water
- Human Resources
- Indirect Taxes
- Infrastructure
- ICT
- Industry 4.0
- Industry-Institute Interface
- Manufacturing
- Start-Up and Economic Affairs
- Tourism, Hospitality and Facility
- Women Empowerment and Leadership
- Branding and Membership Drive
- CSR



## BCIC Expert Committees 2019-20

### BCIC and Aviation Expert Committee

Chair



**Ashok Saxena**  
Director  
Bangalore Aerospace  
Consultants

Co-Chair



**P S Ramesh**  
ED & COO  
Dynamatic Oldland Aerospace  
Dynamics Technologies Ltd

### Agro and Food Processing Expert Committee

Chair



**Somnath Chatterjee**  
Head - Procurement & Logistics  
ITC Ltd, Foods Division

Co-Chair



**Amit Singh**  
Div. Manager - Procurement  
ITC Limited, Foods Division

Co-Chair



**Ankur Bhaumik**  
VP- Supply Chain  
MTR Foods

### Banking, Finance and Corporate Affairs Expert Committee

Chair



**Ganesh Swaminathan**  
Partner  
Deloitte Haskins & Sells LLP

Co-Chair



**Dr. K V Omprakash**  
Advocate and Founder Director,  
Head - Legal Conscientia  
Consultancy

### Direct Taxes Expert Committee

Chair



**K Balasubramanian**  
VP and Global Head -  
Corporate Tax  
Wipro Ltd

Co-Chair



**Sunil Kumar Dhareshwar**  
SVP and Global Head -  
Taxation  
Infosys Ltd

Coordinator



**Tapati Ghose**  
Partner  
Deloitte Haskins & Sells LLP

### Energy Environment and Water Expert Committee

Chair



**Ramesh Saligrama**  
Vice President  
Projects and Facilities -  
Bosch India

Co-Chair



**B S Anuradha**  
GM - Power Strategy  
Praxair India

Mentor



**Raju B Ketkale**  
Sr. VP & Director  
Toyota Kirloskar Motor

Chair



**P S Ponnappa**  
Vice President  
Employee Resource Management  
TVS Motor Company

Co-Chair



**Vinod Sreedharan**  
Director  
H R Cornucopia

Mentor



**B Parameshwaran**  
Director Corporate  
Toyota Industries  
Engine India

### Indirect Taxes Expert Committee

Chair



**G Shivadass**  
Sr. Advocate Shivadass &  
Shivadass, Law Chambers

Co-Chair



**N R Badrinath**  
Partner  
Singhvi, Dev &  
Unni LLP

Mentor



**P V Srinivasan**  
Partner and  
Chief Mentor  
PVS Advisor

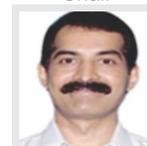
Mentor



**S Venkataramani**  
Partner  
Singhvi, Dev &  
Unni LLP

### Infrastructure Expert Committee

Chair



**Rajendra Hegde**  
GM - EA-State, CSR,  
PR & BIA Div  
Toyota Kirloskar Motor

Co-Chair



**S Shivayogi**  
Manager - External Affairs  
and CSR  
Toyota Kirloskar Auto Parts



## BCIC Expert Committees 2019-20

### ITC Expert Committee

Chair



**Manas Dasgupta**  
Senior Technology Manager - ANZ Wealth ANZ Operations and Technology

Co-Chair



**Richa Sarna**  
Head - Public Relations Indus Business Academy

### Industry 4.0 Expert Committee

Chair



**A N Chandramouli**  
Past President, BCIC

Co-Chair



**Dr. L Jyothish Kumar**  
President Additive Manufacturing Society of India

### Industry-Institute Interface Expert Committee

Chair



**Dr. K N Subramanya**  
Principal and Professor, Dept. of Industrial Engineering and Management, R V College of Engineering

Co-Chair



**Nitin Garg**  
Founder and Director, International School of Management, Excellence (ISME)

### Manufacturing Expert Committee

Chair



**Dr. S Devarajan**  
Sr. VP - Prodn Engineering TVS Motor Company

Co-Chair



**Prakash G**  
General Manager Toyota Kirloskar Auto Parts

Mentor



**B Indushekar**  
Vice President and GM – Operations Volvo Group India

### Start-UPa and Economic Affairs Expert Committee

Chair



**Dr. L Ravindran**  
MD & CEO Wealthmax Enterprises Management

Co-Chair



**K Ravi**  
Director VR e-Biz Solutions

### Tourism, Hospitality and Facility Expert Committee

Chair



**Srijan Vadhera**  
General Manager Conrad Bengaluru

Co-Chair



**Jagdish Menda**  
CEO, Menda Hospitality

Mentor



**Vineet Verma**  
Executive Director and CEO Brigade Hospitality Services Ltd

### Women Empowerment and Leadership Expert Committee

Chair



**Geetha B Srinivasa**  
Managing Director Praxair India

Co-Chair



**Dr. Augustus Azariah**  
HR Leader - IBM India

### Branding and Membership Drive Expert Committee

Chair



**Sajai Singh**  
Partner J Sagar Associates

Co-Chair



**Sameera Fernandes**  
Director – Marketing & CSR Ecosol

Chair



**Ms. Lavanya Pachisia**  
CFO Zivame



## BCIC - Management Committee 2019-20



**Babu S**  
Managing Director  
Ashwin Precision Products



**Vineet Verma**  
Executive Director  
and CEO  
Brigade Hospitality  
Services Ltd



**K R Sekar**  
Partner  
Deloitte Haskins & Sells LLP



**Dr. K V Omprakash**  
Advocate and Founder Director,  
Head - Legal Conscientia  
Consultancy



**Dr. J Crasta**  
Chairman  
CM Enviro Systems



**Dr. Prashanth Reddy**  
Managing Director  
Funder Max India



**B C Prabhakar**  
President  
Karnataka Employers' Association



**Vinod Sreedharan**  
Director  
H R Cornucopia



**Dr. C Manohar**  
Dean  
International School of  
Business & Research (ISBR)



**Raju Bhatnagar**  
Partner  
ITI Consultants



**Ravikiran Kulkarni**  
Hon. General Secretary  
Karnataka Small Scale Industries  
Association (KASSIA)



**Subbu M Hegde**  
Managing Director  
Kaushalya Vikas Kendra



**K Narayana Prasanna**  
Secretary  
Laghu Udyog Bharati -  
Karnataka



**Srinivasan A V**  
CEO  
Meiban Engineering  
Technologies



**Raja Gopalan S**  
Chief Financial Officer  
Microland Ltd



**Ganesh Murthy**  
Chief Financial Officer  
Onmobile Global Ltd



**Pravin Iyer**  
Managing Director  
Relicare Tech Services



**Dr. V Veerappan**  
President  
Tessolve Semiconductor



**Raju B Ketkale**  
Sr. Vice President and Director  
Toyota Kirloskar Motor



**Vishwas B R**  
Proprietor  
Vishwas Granites



**Dr. L Ravindran**  
Member - Management  
Committee, BCIC

## BCIC - Patron Members



**Mani Manuel**  
GM - Corporate Relations  
JSW Steel Ltd



**Sunita Gupta**  
Director  
Krishi Technologies



**IndraPrem Menon**  
Executive Director and  
President  
Lakshmanan Isola



### BCIC - Co-opted Members



**Nagaraj Ijari**  
Vice President and Head -  
Bangalore Operations  
Tata Consultancy Services



**B Indushekar**  
Vice President and GM –  
Operations  
Volvo Group India



**Indraneel Roy Choudhary**  
Partner  
Pricewaterhouse Coopers

### BCIC - Special Invitees



**Bhaskar A Rao**  
CFO  
Bangalore International  
Airport Ltd



**Gopal Hosur, IPS, Retd.,**



**K Jairaj, IAS, Retd.**  
Former Additional  
Chief Secretary  
to Government of Karnataka



**M N Vidyashankar, IAS, Retd**  
Former Additional  
Chief Secretary  
to Government of Karnataka



**M B Dyaberi, IAS, Retd.,**  
CEO  
Bengaluru Dr. B R Ambedkar  
School of Economics



**Samuel Prabhakar**  
Chairman  
Airline Operators  
Committee, Bangalore



**Srijan Vadhera**  
General Manager  
Conrad Bengaluru



**K Viswanath**  
Managing Partner  
K P Rao & Co



**Mr. V Jagadeesh**  
Director  
Bosch Management  
Services



## BCIC Signs MoU with NSDC, GoI August 5, 2019

*To create an eco-system for quality vocation education in Tourism Sector in Karnataka.*



Mr. Devesh Agarwal, President, BCIC and Mr. Rajan Bahadur, CEO, THSC signed an MoU to promote tourism sector

BCIC joins hands with Tourism and Hospitality Sector Skill Council, National Skill Development Council (NSDC), Government of India (GoI) in advancing the initiatives to create an eco-system for quality vocation education in Tourism & Hospitality Sector and allied sector in the State of Karnataka. It aims to meet the sector's requirements of trained

manpower (in both quantity and quality terms) across all levels, on a sustained and evolving basis.

Formed with the motive of "by the industry for the industry", the planned ecosystem will cater to all the sub sectors of the Industry, namely, Hotels, Tour Operators, Food Service Restaurants, Facilities Management and Cruise Liners.

Initial focus of the MoU would be on the following areas:

1. Recognition of Prior Learning (RPL)–NSDC project

RPL recognizes the value of learning acquired outside a formal setting and provides a government certificate for an individual's skills

2. National Apprenticeship Promotion Scheme (NAPS) – DGET, GoI project

Apprenticeship training is one of the most efficient ways to develop skilled manpower for industry by using training facilities available in the establishments without putting any extra burden to set up training infrastructure.

Mr. Devesh Agarwal, President, BCIC signing the MoU said that this is an admirable initiative to promote quality skill sets in the tourism sector in Karnataka. The Chamber will actively support the initiative led by NSDC to improve the quality of workforce in the tourism sector and allied sectors.

BCIC is the first regional Business Association in South India to sign an MoU with the Tourism and Hospitality Sector Skill Council to promote tourism in the State. ■



## GoI to introduce an Advance Programme on Electronics Grade Materials for Additive Manufacturing August 7, 2019

BCIC, in association with Ministry of Electronics and Information Technology Govt. of India and Additive Manufacturing Society of

India jointly organised event in Bangalore. Ministry of Electronics and Information Technology (MeitY), Government of India plans to

introduce an Advance Programme on Electronics Grade Materials for Additive Manufacturing to boost the R&D initiatives of electronics



Mr. T R Parasuraman, Sr. VP, BCIC seen with MeitY officials

manufacturing. The programme is expected to develop ASTM standard customizable materials for current and next generation B2B electronics products for mid to high volume production.

Mr. T R Parasuraman, Senior Vice President, BCIC, addressing the members, said that Additive Manufacturing promotes clean and green technology with a significant contribution to the protection of Mother Earth. He added that sourcing of material is still a big challenge and this gap needs to be bridged through supportive infrastructure and more R&D facilities. His address concluded with a proposal that Additive Manufacturing should form a part of the curriculum with all the engineering courses as additive technology will support all futuristic inventions.

Additive Manufacturing (AM) is a fast-evolving technology, that builds 3D objects by adding layer-upon-

layer of material which is plastic, metal, concrete, etc. Common to AM technologies is the use of a computer, 3D modelling software (Computer Aided Design or CAD), machine equipment and layering material. Once a CAD sketch is produced, the BCIC, in association with Ministry of Electronics and Information Technology Govt. of India and Additive Manufacturing Society of India jointly organised event in Bangalore.

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#### The key speakers included

**Dr. L Jyothish Kumar**  
President, AMSI

**Dr. Sunit Rane**  
Scientist E, C-MET

**Dr. Sankha Dip Das**  
Sc. C, EMCD, MeitY

**Dr. Sandeep Chatterjee**  
HOD (EMCD), MeitY



## ET-ICICI Bank SME Growth Summit: “Emerging trends and opportunities in international trade for MSMEs” August 7, 2019



Mr. Devesh Agarwal, President, BCIC sharing his thoughts at the Session.

The SME growth summit jointly organized by the ET and ICICI Bank was a well-attended event with over a hundred delegates participating. Mr. Devesh Agarwal, President, BCIC, addressing the audience, stated that Small and Medium Enterprises (SMEs) form the backbone of the Indian economy. He focused on the Services and low value-added products sectors, where India is currently strong; stating that product differentiation will create opportunities for Indian SMEs, as customers will always come back, if products are wanted by them.

Mr. Agarwal put forth his thoughts on, how countries that can produce low value-added products cheaper,

have overwhelmed larger players taking the example of products from China moving into Vietnam and Cambodia, while also mentioning the way BPO industry literally migrated to Philippines. The IT exports sector is losing the cost arbitrage edge and the biggest challenge for the software companies is to move up the software value chain rapidly.

Industry experts deliberated on several issues concerning SMEs including global business challenges / opportunities, managing international trade, managing foreign currency, how to get financing, leveraging power of technology, attracting FDI and export promotion. ■

### SMEs contribution to India

- 63 million SMEs;
  - Responsible 90 % of industrial output;
  - 40 % of exports;
- Employs 40+ % of workforce.

### Key Challenges faced by SMEs in India

SMEs are unable to compete effectively in global markets because of lack of access to information and finance;

- Trade-related costs;
- Inconsistent trade policies and poor trade logistics;
- High import tariffs;
- Lack of infrastructure.

### Expert panel comprised of:

- Mr. Devesh Agarwal**  
President, BCIC
- Ms. Gunjan Gupta, IAS,**  
GoK
- Mr. Ravi Machani**  
MD, Machani Group
- Mr. Sundeep Mahindru**  
CEO, M1xhange
- Mr. Vivek Agarwal**  
Partner, KPMG
- Mr. Viral Rupani,**  
Head-South, ICICI Bank



## Is the Economy Sleepwalking into a Recession? GDP Growth scaled down to 6.5% August 9, 2019

India is experiencing a slowdown in economic growth Over the last three quarters. The nation which enjoyed a good global rating, suddenly slipped and is being downgraded by most of the global consulting firms. The GDP growth which was pegged at 7.5 percent a few months ago, has now been scaled down to 6.5 percent.

Mr. Devesh Agarwal, President, BCIC addressing members said: "Right now the consumer sentiment is low. The NPAs created by the PSBs and PSUs are pulling the economy down. The Government's Five year plans have never materialised. All these need to be addressed holistically. And if we are able to get a few strategic reforms on fast-track, getting the economy back to its growth path is a few quarters away."

During the deliberations a cross-section of industry leaders felt that there is a severe liquidity crunch which is forcing industries to put-off investment decisions. This is resulting in industries announcing layoffs, productivity shutdown, wage cuts and handing over pink slips.

Mr. L Krishnan, Managing Director, TaeguTec India Pvt Ltd addressing thought leaders said: "This slowdown we are currently facing is part of the

cyclic effect. Starting mid-2016 to Mid-2018 we had a growth rate of nearly 35 percent in the machine tool industry. The slowdown began thereafter. If we are able to fix a few strategic reforms and get integrated well into the global economy, we can bounce back the economy."

**indian economy - facing growth concerns**

A cross-section of industry leaders felt that there is a severe liquidity crunch which is forcing industries to put-off investment decisions. This is resulting in industries announcing layoffs, productivity shutdown, wage cuts and handing over pink slips. ■



The Session was addressed by Mr. L Krishnan, Managing Director, TaeguTec India; Dr. Mukesh Agarwal, Managing Director, 3D Product Development; Mr. Lakshminarayana, General Manager, Canara Bank; Dr. Suma Singh Dean, Mount Carmel; Mr. Giridhar Rajagopal, Group Editor, 9.9 Media; Mr. Devesh Agarwal, President, BCIC; T R Parasuraman, Senior Vice President, BCIC; Mr. Dr. L Ravindran, Chair, Start-Up and Economic Affairs Expert Committee, BCIC; Mr. K Ravi Co-Chair, Start-Up and Economic Affairs Expert Committee, BCIC



## Design Thinking Workshop August 22 – 23, 2019

BCIC - ICT Expert Committee organised a two-day workshop on New Work and Design Thinking in collaboration with the Zurich University of Applied Sciences in Bangalore. Workshop was focused on

the aspects of self-realisation, art of collaborative working and how that leads to effective Design Thinking practices in workplaces. This one-of-its-kind knowledge-sharing workshop was well-attended by professionals

from across the Industry. Dr. Michael Zirkler Professor and Consultant, bei ZHAW Zurich University of Applied Sciences, Switzerland was the faculty for the workshop. The workshop included maximum hands on practice



Participants at the session

The Workshop was conducted by Dr. Michael Zirkler, Professor for Organization Psychology at the Zurich University of Applied Science (School of Applied Psychology).

for the participants while driving solutions from them involving design prototypes on real life problems and bottlenecks.

The workshop included multiple focus areas including Self-innovation (e.g. mental maps, role play), Social

innovation (culture and change related to teams), Transactional Analysis theory to understanding self, philosophy of design thinking. Approach of this workshop was to showcase the focus areas through case studies, models and frameworks

at the workshop.

Certificates were awarded jointly by Zurich University of Applied Sciences and BCIC to each of the participants after the completion of the workshop. ■



## Public Sector Banks consultative process meeting August 22, 2019



Mr. Devesh Agarwal, President, BCIC sharing his thoughts at the session.

The first consultative process meeting designed to generate ideas for alignment of public sector banks with national priorities, was hosted in Bangalore. The meet focused on ways and means to increase credit support

to various economic sectors; enhance use of technology to bring about innovation; enable big data analytics and make banking more responsive to the needs and aspirations of industries and entrepreneurs.

Mr. Devesh Agarwal, President, BCIC, a special invitee to this meeting said that, industry needs to get capital at the right time, so that, capital deployment is optimised for the growth. He noted that one of the key bottlenecks that industry faces is liquidity, as payment to MSME's is stretched from 30 days to 60 days and from 45 days to 90 days. Businesses are now depending on foreign investors/institutions since banks often delay disbursements.

Mr. Agarwal while highlighting the

ways banks can work with the businesses, requested banks to explore bill discounting if the bills are genuine. He stated that banks should have a trust building mechanism with Indian businessmen and the supporting culture has to percolate down to all the Bank representatives. Representing the Chamber members, he also requested the banks to try and minimize the seeking of KYC documents from businesses and devise a mechanism to automate the process.

The meet also reviewed the region's performance in areas such as credit support for economic growth, infrastructure/industry, MSME sector, MUDRA loans, alignment with local priorities, and corporate social responsibility. ■



## Interactive Session on Wage Code and Occupational Safety of Workers August 22, 2019



Mr. B C Prabhakar, President, Karnataka Employers' Association delivering a presentation on Wage Code. Mr. Devesh Agarwal, President, BCIC (right).

Bangalore Chamber of Industry and Commerce (BCIC) organised an Interactive Session with Mr. B C Prabhakar, President, Karnataka Employers' Association on August 22, 2019 in Bangalore.

Mr. Prabhakar delivering a presentation said that the Code on Wages 2019, paves the way for introduction of mandatory minimum wages for both organized and unorganized workforce, at national level.

The Government has notified the Code after assent from the President of India on 8th August, Lok Sabha clearance on 30th July and Rajya Sabha's nod on 2nd August 2019. The Code has subsumed four labour laws - Minimum Wages Act, Payment of Wages Act, Payment of Bonus Act and Equal Remuneration Act.

Mr. Prabhakar stated that, "according to the new law, Union Government will fix threshold floor wages for all the States and the State Governments can

exercise the power to enhance the threshold floor wages, but not lower the same". No State can "fix wage below the Union Government's threshold limit and if found violating, they are liable for penal charges", he added.

There is no discrimination between men and women in getting wages as per the new Code and also insists timely payment of wages to all employees irrespective of the sector and wage ceiling. These provisions will force companies to rework their HR policies so as to comply with the new clauses.

### Highlights of the Code

- From ease of doing business to scare of prosecution- the code allows employees and trade unions to complain to the Magistrate directly thereby encouraging the employer to be held in ransom

- Fear of Punishments- is now REAL: Stringent punishments and imprisonment for contraventions- all directors/persons in control of the company are punishable (Section 55)
- Fine prescribed is 100% more than the earlier statute
- All workers are Employees but all Employees not workers- Distinction between Employee and Workers defined. Large scale implications throughout the code
- All Employees now covered under Wage Code. Managers and Supervisors are covered under minimum wages and payment of wages provisions (Section 13 and 14)
- Contractor is also Employer- Burden of compliance and payment equally shared (Section 2(l)(iii))
- Contractor's permanent employee who is employed for any activity of his establishment, if deputed to work in another establishment may no longer be contract labour- Major changes that are in favour of the principal employer Section 2(g) (This will help IT companies. For example, if Wipro or Infosys deposes its permanent employees to work at Microsoft or IBM, they may not be Contract Labour)
- No more leeway for large employers- Payment of wage Chapter applies to all employees and employers without wage ceiling
- Minimum Wages for all: No more schedule employment, provision would apply to all
- Keep Wage Register at Home: Proof of payment to domestic workers like maids and cooks- cash vouchers and registers to be maintained



Mr. T R Prasuraman, Sr. VP, BCIC sharing his thoughts at the session



Participants at the session

- Section 2(y) Proviso: 50% of excluded items like HRA, OT, Conveyance allowance are to be considered as wage
- Wolf in Sheep's Clothing? Inspector- Cum Facilitator has no roles of facilitation, only inspection  
No more geographical limits to inspection: Web Based Inspection
- and random inspection of establishments that is through an inspection scheme
- Mr. Prabhakar expressed concern over Section 52, as it is a highly disruptive provision, that gives employees and unions blanket power to hold the employer to ransom and raised a need for a
- relook by the Government. He also raised concern over Section 54, which contains the penalty and fine clauses that may be imposed for non-payment of dues.
- Over 50 participants representing different organisations attended the two-hour interactive session. ■



## BCIC - Industry 4.0 expert committee's presence at the AM-2019 Conference September 6-7, 2019



Mr. T R Parasuraman, Senior Vice President, BCIC, sharing his thoughts at the session.

Mr. T R Parasuraman, the Senior Vice President of BCIC delivered the inaugural address at the 9th international Conference and Exhibition on 3D Printing and Additive Manufacturing Technologies, AM-2019 held by Additive Manufacturing Society of India in Bengaluru.

Addressing the elite crowd, he stated that “Not many manufacturers are realizing the full promise of Additive Manufacturing. For the ones who are already using this technology, the result is quality production and also realizing different options than what is possible in the conventional manufacturing process.”

Dr. L Jyothish Kumar, President-Additive Manufacturing Society of India and Co-Chair of Industry 4.0

Expert Committee of BCIC, in his welcome address stated that “India offers many untapped potential opportunities for the growth of AM market. By 2021, the Indian 3D-Printing market alone is expected to be worth \$79 million, which comprises of large format metal printers for key defense and space applications. Although increased domestic production, low manufacturing costs and an increased utilisation across industries and application will influence this growth, the partnership of key AM companies with the Government's 'Make in India'

initiative will further encourage its expanding footprint.”

The two-day conference was a combination of educational sessions, exhibitions, hands-on technical tours and business networking all focused on industrial applications of additive manufacturing technologies for making functional components and end-use parts. Design for additive manufacturing (DFAM), latest developments in 3D printing systems, additive manufacturing materials selection and certification, cutting-edge applications were the focus areas of the conference.

The latest research developments in industries such as aerospace, defense, space, automotive, oil and gas, power & energy, tool and die, medical, dental and industrial product design were presented during this conference. All sessions covered additive manufacturing design, processes, applications and materials in order to share practical knowledge to visitors on how to implement AM at their own facilities. ■



## Special Lecture by Mr. N Venkataram, Senior Advocate on “One Nation One Constitution” September 17, 2019



Mr. Devesh Agarwal, President, BCIC addressing the session.



Lecture by N Venkataram, Sr, Advocate seen along with office bearers of BCIC & Sr, Advocates  
The session was attended by around 150 participants.



## BCIC Industry Visit | Volvo Plant

September 20, 2019



Delegates of BCIC at Volvo Plant

Bangalore Chamber of Industry and Commerce (BCIC) hosted the industrial visit to Volvo CE Plant as a part of their member-connect initiative. Executives of select manufacturing industries based out of Bangalore, participated in this industry visit where they had a unique experience to witness the best practices at Volvo, renowned for quality and precision rollouts.

Volvo CE is among the world's leading manufacturers of articulated haulers and wheel loaders and one of

the world's foremost manufacturers of excavation equipment, road development machines and compact construction equipment.

Best practices were shared by Volvo so that the participants can learn from this visit and look for opportunities to implement the same to improve overall process efficiency, enhance production capability and quality and also look at sustainability factors through innovations.

Participants had an opportunity to

visit Volvo's world class production facility including their assembly-line, learn the benefits of implementation of Quality Systems and how to nurture a positive environment and culture through total employee involvement. ■

### Here is the Agenda for the visit:

**10:00:** Welcome and Safety Protocol

**10:05:** Participants Introduction and brief about the program

**10:15:** A brief presentation on AB Volvo / Volvo Group India

**10:30:** Lean Journey through implementation of Volvo Production System

**11:15:** Facility tour showing specific examples on lean concepts / best practices (5S Corner, Line Balancing, Inventory Record Accuracy, Low cost Pick to light, Poke Yoke, Kaizens, Problem solving; including one assembly line, test area, fabrication shop and parts painting

**12:45-1:30pm:** Lunch and Departure

### SPECIAL NOTE

Dress Code: Formal

Delegates mandatorily need to wear shoes during plant visit.

Photography/Video is strictly prohibited



## Session on "e-invoicing in GST" September 20, 2019

After successful implementation of the e-way bill system, the Government is now introducing e-invoicing early next year with an intention to curb tax evasion and further bring in transparency in GST legislation. It is a

win-win situation for both companies and the Government. E-invoicing will allow the government to capture transactions on a real-time basis, making it easy for companies to be compliant and getting their tax

credits.

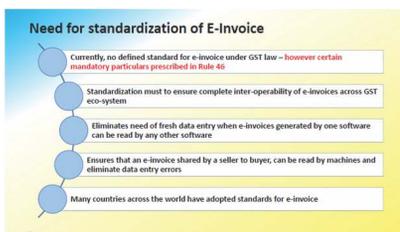
E-invoice system will initially apply to large corporates and later will be applicable to smaller companies.

### e-invoicing Mechanism



L to R: Mr. N R Badrinath, Co-Chair, Indirect Taxes Expert Committee, BCIC; Mr. Amitesh Bharat Singh, IRS, Addl. Commissioner, Central Taxes, Bangalore Zone; Mr. G Shivadass, Chairman, Indirect Taxes Expert Committee; Mr. Santosh Hatwar Tekkette, Sr. Manager – Corporate Taxation (Indirect Taxes), Infosys Limited.

Electronic invoicing system, prevalent in various models in many countries, helps avoid generation of fake invoices and claiming of input tax credits against them. The system is effective as the invoice sare required to be generated directly on GST portal and are verified by the government or a government agency. Verified invoice

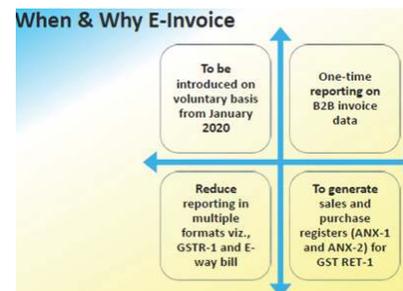


**E-Invoicing — Requirements and Way Forward**

- Reporting requirements
  - ❑ E-invoice should be made mandatory for all registered taxpayers (other than composition scheme taxpayers) without discrimination or exception
  - ❑ E-Credit Notes and E-Debit Notes should be made available mandatorily in addition to E-invoices
    - To ensure transparency in reporting of sales, discounts, cancellations, additional considerations etc.
  - ❑ All mandatory features prescribed in Rule 46 should be included in the invoice template without exceptions
    - Additional features could be looked into as well upon consultation
    - More consultations needed with different sectors of trade and industry
  - ❑ With flexibility for taxpayers to incorporate any additional features like PO reference, Bank A/c details, Legal name, Trading name etc.
    - Enables synchronization with P2P process and availing of ITC

sare issued a unique identity number that will act as the invoice number and are ready for issuing to buyers.

Today, businesses are required to upload invoices, generate e-way bills when goods are transported and file returns separately. E-invoicing helps in combining these processes by means of generation of invoices on



GST portal, that act as e-way bills and the collection of invoices are considered as returns.

Internet connectivity in far-flung areas of India is a challenge for effective implementation of the e-invoicing system that needs to be addressed at the earliest. Certain issues related to cancellation or correction of invoices, faced by the large corporates have to be resolved.

An interactive session was organized jointly by BCIC and Central Taxes Department to highlight the resolutions required in the e-invoicing system. Mr. Amitesh Bharath Singh, IRS, Addl. Commissioner, Central Taxes, Bangalore Zone, Mr. Santhosh Hatwar Tekkette, Sr. Manager – Corporate Taxation (Indirect Taxes), Infosys Ltd. Mr. G. Shivadass, Chairman, Indirect Taxes Expert Committee, BCIC and Mr. N Badrinath, Co-Chairman, Indirect Taxes Expert Committee, BCIC participated in the event. ■



## BCIC and Canara Bank Workshop on 'MSME's current scenario and their challenges' September 27, 2019

BCIC in association with Canara Bank organized a Seminar on MSMEs – the Present Scenario and the Challenges Ahead on 25th September 2019 at Hotel Chancery Pavilion, Bengaluru.

Mr. K.R. Sekar, Vice President, BCIC in his welcome address said that

MSME is having one of the toughest time, due to:

- Facing liquidity crunch
- Non availability of timely funds from the banks as well as NBFC's

Mr. Ganesh Swaminathan, Chairman, Banking, Finance & Corp. Affairs

Committee while setting the theme said that there is a bubble created in the MSME Sector, who are looking how they solve the problem. Banks have been told not to declare any stressed loan account of MSMEs as a non-performing asset until March 2020. Trade Receivables Discounting



Mr. N. Lakshminarayana, General Manager (Credit Head), Canara Bank seen with BCIC team

Mr. K R Sekar, Vice President, BCIC is seen with Chair and Co-Chair of Banking Finance and Corporate affairs expert committee

System (TReDS) was launched by the Reserve Bank of India (RBI) to regulate trade receivables between MSMEs, large corporations and financiers. All MSMEs should utilize the facilities available in TReDS, which is mainly on bill discounting.

Mr. N. Lakshminarayana, General Manager (Credit Head), Canara Bank in his keynote address said that Canara Bank is one of the leading banks in India and Syndicate Bank will merge with Canara Bank from 1st of April 2020. He further said that MSME is undergoing tough time,

especially in receiving payments. He also spoke on the relief measures announced by the Government of India for MSME Sector.

Mr. T. Veerabhadra Reddy, General Manager, Stressed Assets Management Wing, Canara Bank spoke on "Restructuring and Managing stressed MSME Accounts". Mr. Reddy said that MSME's contribution to India's GDP is around 28% and Canara Bank has got lot of obligations to handle the stress. He suggested the loans should not be repaid by using working capital. This

will affect the working capital of the company. He was happy to say that the stress has come down post demonetization.

Dr. K.V. Omprakash, Co-Chairman, Banking, Finance & Corp. Affairs Committee, BCIC moderated the technical session and proposed vote of thanks. ■

## Special Session on Recent Changes in Corporate Taxation

September 27, 2019

Direct Taxation Expert Committee, BCIC organised a special session on the recent changes in corporate taxation announced by the Government and was led by Mr. K R Sekar, Vice President, BCIC.

The NDA Government has announced a series of reform measures and a slew of policy initiatives to combat the flat growth of Indian economy. Notably being, the reduction of corporate tax rates to 22% from 30% for domestic companies and 15% from 25% for new domestic

manufacturing companies. This despite the fears of Fiscal Deficit shooting the targeted ceiling of 3.5% for the current fiscal.

In his welcome address, Mr. K R Sekar, Vice President, BCIC said that the substantial reduction of almost 10% on corporate tax rates surely will have an impact on the fiscal deficit for the current year. But then, we expect it will coerce corporate boardrooms to take quicker investment decisions, which in turn will have a larger bearing on new projects, employment

generation and overall GDP growth.

He also added that the most exciting part of the new tax proposals is the lowering of the tax rate to 15 percent for manufacturing companies incorporated after October 1, 2019, however, services companies should be included in this proposal as their share is gaining ground in the economy.

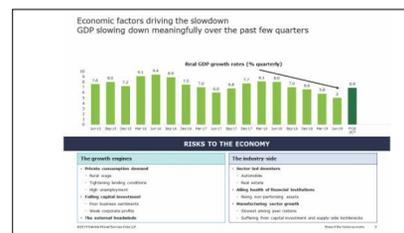
While Mr. Suresh Senapaty, Director, Wipro Enterprises Limited said that the overall reforms announced by Union Government are



Mr. K R Sekar, Vice President, BCIC; Mr. Suresh Senapaty, Director, Wipro Enterprises Ltd; Mr. P V Srinivasan, Partner and Chief Mentor, PVS Advisors; Mr. Sunil Dhareshwar, Co-Chairman, Direct Taxes Expert Committee, BCIC; Mr. K Balasubramanian, Chairman, Direct Taxes Expert Committee, BCIC; Dr. Rumki Majumdar, Economist, Deloitte; Mr. K Subramanian, Partner, Deloitte Haskins & Sells LLP

bold, historic and transformative in nature. This will only renew the business confidence and spur markets upwards in the coming quarters.

Experts quipped that the three stimulus packages have given hope for Indian economy to be back on its



growth path of 5.5 percent in the next three quarters for FY 2019-20, as projected by a few top global consultancy firms.

Dr. Rumki Majumdar, Economist, Deloitte, Mr. KR Sekar, Vice President, BCIC, Partner, Deloitte Mr. PV Srinivasan, Partner and Chief Mentor, PVS Advisors, Mr. K Balasubramanian, Partner, Deloitte, Mr. Sunil Dhareshwar, SVP and Global Head – Taxation, Infosys Ltd also spoke at the session. ■

Corporate tax rates in various countries

Country	Corporate tax rate
USA	21%
UK	19%
Germany	15%
Canada	15%
France	31%/33.33%
China	25%
Russia	20%
Brazil	34%
Singapore	17%
Australia	30%



## Special Talk on Digital Disruption by Mr. Ananth Narayana, CEO, Medlife September 27, 2019.



(L to R): Mr. Devesh Agarwal, President, BCIC; Mr. Ananth Narayanan, Co-Founder and CEO, MedLife; Mr. Venkat Kedlaya, Past President, BCIC; Mr. K R Sekar, Vice President, BCIC

Special Talkby Mr. Ananth Narayananwas organized to understand the strategic roadmap to stay aheadon Digital Disruption. A recent survey conducted by Forbes Insights, 51 percent of the executives stated that there exists a high level of risk to their organizations due to digital disruptions, especially in terms of market share and revenue over the next five years from technology-driven disruption by startups or innovations by incumbent companies.Now the preference for many executives is to be on the disruptor side of the equation, not the disrupted. So, what does it take to embark on a data-driven disruption journey. ■



**Address by Dr. V Veerappan, Co-Founder and President, Tessolve Semiconductor on 5G and AI – The evolving Technology and its challenges”** October 17, 2019



Dr. Veerappan during his presentation



Participants at the session addressed by Dr. V Veerappan on 5G and AI.



**Special Session on Corporate Social Responsibility Knowledge Share** October 18, 2019

CSR Expert Committee of BCIC organised a special session on Corporate Social Responsibility (CSR), focused on knowledge sharing across members. This session was led by Ms. Lavanya Pachisia, Chairperson, CSR Expert Committee and had a

participation of over 40 experts. Mr. V. S. Sreedharan, Partner, V Sreedharan & Associates in his keynote address said that when CSR regulations were introduced in 2013, India became the first country to mandate specific spends on CSR for

all corporate entities based on income, or profit, or net worth criteria. Presently CSR expenditure is at the discretion of the corporates, however after enactment of Section 135 of Companies Act 2013, such expenditure is made mandatory for



This Session was led by Ms. Lavanya Pachisia, Chairperson, CSR Expert Committee and Mr. V S Sreedharan, Partner, V Sreedharan & Associates.

- Promoting gender equality, empowering women
- Setting up homes and hostels for women and orphans, ensuring environmental sustainability.
- Ecological balance - protection of flora and fauna, animal welfare.
- Protection of national heritage, art and culture
- Measures for the benefit of armed forces veterans, war widows and their dependents,
- Training to promote rural sports, nationally recognised sports, paralympic sports and olympic sports
- Contribution to the prime minister's national relief fund or any other fund set up by the central government
- Contribution to incubators funded by central or state government or any agency or public sector undertaking of central or state government.
- Rural development projects
- Slum area development
- Disaster management, including relief, rehabilitation and reconstruction activities

Applicability	
<b>Every company having</b>	
1.	Net worth of <b>INR. 500 Cr.</b> or more
2.	Turnover of <b>INR. 1000 Cr.</b> or more
3.	Net profit of <b>INR. 5 Cr.</b> or more
During the immediately preceding financial year. <sup>2</sup>	

## Meetup on Artificial Intelligence

October 19, 2019



Mr. Shivaram K R, Co-founder and CEO, Curl Analytics addressed on Reinforcement Learning vs Humans; Mr. Girish Nuli, Founder, Inficert Software addressed on AI Foundations and Algorithms and AI in Computer Vision

The ICT Expert Committee of BCIC organized a Meetup on Artificial Intelligence as a continuation to the series on 'Developer and Enthusiast Meetups on Emerging Technologies'. Meetup was well attended by technologists, enthusiasts and adopters from across businesses.

The intent of meetups is to bring in deep insights from the top practitioners from the industry on how technology is shaping the digital landscape, opportunities and its use cases. Meetup also focuses on understanding the technology itself, through deep technical talks, sharing

of best practices, gathering inputs on challenges and opportunities and networking amongst fellow technologists in the industry.

Mr. Shivaram K R, Co-Founder and CEO, Curl Analytics, delivering presentation said that Artificial Intelligence (AI) is all about

simulating intelligence in machines and Machine Learning (ML) is a subset of AI. He stated that there are two approaches to achieving AI:

First approach: Build a set of rules/conditions or hand-made models to mimic intelligence. These rules/models are built by humans using their experience. The machines behave like an intelligent being

because of the knowledge transfer.

Second approach or ML approach is data driven. We take a flexible model and automatically fine tune its parameters using the data. The model learns from data on its own and behaves in an intelligent way.

He concluded his address with focus on Reinforcement Learning (RL),

which is one of the key research fields today and how RL can be used to find optimal paths for autonomous cars, build agents to learn games, train robots, learn how to trade etc. Mr. Girish Nuli, Founder of Inficert.com spoke on AI Foundations and Algorithms. ■



## Awareness and Impact Series Workshop on Industry 4.0

October 21, 2019



Dr. N S Narahari during his presentation

Participants at the session

The BCIC under the aegis of its Industry 4.0 Expert Committee organized the first in the series of Awareness Workshop on the impact of Industry 4.0 covering on allied topics.



## Theory of Constraints (TOC) Thinking Processes Workshop

October 23, 2019

BCIC organised a workshop on Theory of Constraints (TOC) Thinking Processes was a well attended event with participation by a group of senior executives from supply chain, operations, finance and HR.

The experiential workshop was conducted by Ms. Ira Gilani, Director, Goldratt India. Ms. Gilani is a domain expert on TOC consultancy and training and has been certified as an expert by TOCICO, USA.

Ms. Gilani, speaking about the TOC, said that the methodology allows an individual or group to solve problems

and resolve conflicts using cause-and-effect logic, beginning with the symptoms and ending with a detailed action plan for implementing the solution. These tools provide a framework to determine:

What to change – find and use the leverage point

What to change to – create simple, practical solutions

How to cause the change – overcome resistance to change, build a stable environment.

Goldratt's Theory of Constraints

(TOC) Thinking Processes are highly effective management tools that enable individuals to resolve significant issues in any domain, and generate a win-win solution, without making a compromise. Several organizations have used these to empower their employees, and that has in turn led to quicker, improved decision-making, breaking silo mentality, and challenging deep-rooted mind sets.

The fundamental belief of TOC is that erroneous assumptions hold us back from realizing our full potential.



Ms. Ira Gilani, along with the participants

Thinking Processes provide a step-by-step methodology to surface the limiting assumptions, thereby helping the system to achieve a quantum jump in its performance. These are excellent tools to build skills in the areas of problem solving and change management. ■



## Special Session on Blockchain: “Farm to Fork”

October 24, 2019



Mr. Somnath Chatterjee, Chairman, Agro & food Processing Expert Committee, BCIC; Dr. Shantanu Godbole, Head, IBM Research Lab



Participants at the session

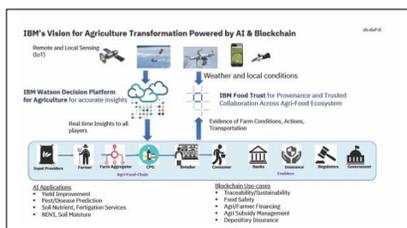
A grand Food Processing Expert Committee, BCIC organised a special session on “Blockchain: Farm to Fork” focused on the applications of Blockchain in food industry at the BCIC Conference Room. Dr. Shantanu Godbole, Industries Research Department Lead at IBM Research – India was the session

presenter which was participated by over 50 agriculture experts.

Dr. Godbole explained the applications of AI and Blockchain technologies that can revolutionise the food industry in the coming days. He pointed that one out of ten people get sick each year and several lakhs die from foodborne illnesses due to poor food safety, supply

chain inefficiency, food waste and food fraud.

The root of these issues, he said, is the lack of trust and transparency. Blockchain’s characteristics come together to create a more trusted, transparent and efficient data-sharing platform that can make for a smarter, safer, more sustainable food



supply for us all.

With the encouraging rise of the blockchain phenomenon, food commerce will soon get the shakeup it needs. Consumers can see exactly when their food was grown, type of pesticides and antibiotics were used and how it compares to products in

terms of being cleanest, healthiest and most ethical. ■



## GSTN Workshops for “Taxpayers”

October 25, 2019



L to R: Mr. G Shivadass, Chairman, Indirect Taxes Expert Committee, BCIC; Dr. B C Murali Krishna, Addl. Commissioner of Commercial Taxes. and Mr. Mukesh Shah, Partner, NNMS & Co

The BCIC under the aegis of its Indirect Taxes Expert Committee organized the above Workshop addressed by Dr. Murali Krishna BV,

Addl. Commissioner of Commercial Taxes, GoK. and Mr. Mukesh Shah, Partner, NNMS & Co. on new formats of returns ANX-1, ANX- 2 and RET-

01 in GST from Industry and Government perspectives.

GSTN has released trial version of the New Returns (Trial) Offline Tool of Form GST ANX-1, Form GST ANX-2 (with Matching Tool built in it) and a template for Purchase Register to be used to import data from purchase register for matching. The purpose behind release of GST New Return Offline Tool on trial basis is to enable familiarization of stakeholders with tool's functionalities and to get their feedback/suggestions to improve the tool further, before its actual deployment. GSTN has also provided online version of GST ANX-1 and GST ANX-2, with limited functionalities, on its portal, for the taxpayers to try it out. ■



## Meeting with Mr. Rajan Bahadur, CEO – Tourism & Hospitality Skill Council of India (THSC) October 31, 2019.

The above meeting was held to discuss on the BCIC – THSC joint training programme for the KSTDC Taxi Drivers comprising on the training schedules; duration, curriculum and batches; inviting trainers from NSDC and others; training facility, certification

**Participants:**

- Mr. Vineet Verma, Mentor and Mr. Srijan Vadhera, Chairman, Tourism, Hospitality and Facility Expert Committee, BCIC
- Mr. Rajan Bahadur, CEO - Tourism & Hospitality Skill Council of India (THSC), New Delhi
- Mr. Shyam Kumar, Director of Operations, CONRAD, Bengaluru
- Mr. Shama Prasad Pattaje, Secretary, BCIC
- Senior Representatives from THSC, New Delhi over Conference Call



## BCIC – ICSI Workshop on Impact of Amendments of Companies Act and Effectiveness of IBC November 8, 2019

The Bangalore Chamber of Industry and Commerce (BCIC) under the aegis of its Banking, Finance and Corporate Affairs Expert Committee and The Institute of Company Secretaries of India (ICSI), Bengaluru Chapter jointly organized a Workshop on “Impact of Amendments of Companies Act & Effectiveness of IBC” on November 08, 2019 at Hotel Chancery Pavilion.

Mr. Devesh Agarwal, President, BCIC in his welcome address said that the Insolvency and Bankruptcy regime in India is widely considered as a landmark legislation that brought about a paradigm shift in the overall recovery and resolution process. The Code offers a uniform, comprehensive insolvency legislation encompassing all companies, partnerships and individuals. He further added that the recent amendments to IBC and Companies Act would surely be appreciated in the years to come while suggesting an appeal to the Ministry of Corporate Affairs to relook on Companies Act, changes required in the law as per the current need, requirements, ease of doing business, etc.

Mr. Pradeep Kulkarni, Chairman, ICSI, Bengaluru Chapter in his theme

setting said that the objective of the workshop is to get the flavor of amendments and effect of IBC Code. He said that the current government is proactively working on tightening the loopholes in various laws. In last five years, there were five amendments to the Companies Act, he said. Government is working hard to see healthy business environment. IBC code is in the interest of small business people to protect them by one stop solution in their business scenario.

Mr. C V Sajeevan, ICLS, Registrar of Companies, Karnataka, Ministry of Corporate Affairs, GoI in his address said that the Companies Act 2013 is the law covering incorporation, dissolution and the running of companies in India. The Act came into force across India on 12th September 2013 and has a few amendments to the previous act of 1956. Many additions also took place in the last few years, he said. He stated that industrialists play an important role in national building by providing employment to the people. In the last two years, Registrar of Companies had disqualified 2000 directors and 17000 companies for not fulfilling compliances. To avoid all these situations, he suggested to

file all statutory documents without any delay.

Dr. K V Omprakash, Advocate and Founder Director, Conscientia Consultancy, Mr. Hari Babu Thota, Practicing Company Secretary & IP presented during the workshop covering the amendments to the act and the effectiveness of the amendments including NCLT adjudication respectively.

Mr. S Sundaresan, Partner, Deloitte Haskins and Sells LLP Ltd. & Mr. Adithya Jain, Asst. Company Secretary, Healthcare Global Enterprises Ltd. were in the Panel discussion on the Challenges faced by Industry / Entrepreneurs and answered to all the queries raised by the participants. Mr. Ganesh Swaminathan, Chairman, Banking, Finance & Corp. Affairs Expert Committee, BCIC proposed the vote of thanks. ■

### The highlights of the presentation are:

- Key Highlights of the Amendment ACT
- Commencement of business
- Shifting of powers from NCLT to CG
- Provisions relating to penalties
- Registration of charges
- Register of significant beneficial owners in a company



L to R: Mr. Prithvi K K, Secretary General Designate, BCIC; Mr. Ganesh Swaminathan, Chairman, Banking, Finance and Corporate Affairs Expert Committee, BCIC; Mr. Pradeep Kulkarni, Chairman, ICSI, Bangalore Chapter; Shri. C V Sajeevan, Registrar of Companies, Karnataka; Mr. Devesh Agarwal, President, BCIC; Dr. K V Omprakash, Co-Chairman, Banking, Finance and Corporate Affairs Expert Committee, BCIC

- Prevention of oppression and mismanagement
- The Insolvency and Bankruptcy Code (Amendment) Act, 2019 (Amendment Act) is the latest amendment to the Code. The Amendment Act received Presidential assent on August 5, 2019.
- Corporate Restructuring
- Disposal of the resolution application on time
- Timeline for Corporate Insolvency Resolution Process
- Insolvency –Pre IBC legislations & Schemes
- Need of the Code
- IBC contribution to the Economy so far
- Objectives of Insolvency & Bankruptcy Code
- Matters covered under IBC
- Who can invoke
- Who can be Interim Resolution Professional or RP
- Corporate Insolvency Resolution Process – CIRP
- CIRP Stages
- Eligibility of Resolution Applicant
- Flexibility to MSMEs



L to R: Dr. K V Omprakash; Mr. S Sundaresan, Partner, Deloitte Haskins and Sells LLP; Mr. Hari Babu Thota, Practising Company Secretary; Mr. Pradeep Kulkarni; Mr. Adithya Jain, Asst. Company Secretary, Healthcare Global Enterprises Ltd; Mr. Ganesh Swaminathan



## Special Talk by Dr. Balamurugan, Director, Straighttegitic Solutions on "Changed Role of Leaders in challenging times" November 11, 2019

A Special Talk by Dr. Balamurugan, Director, Straighttegitic Solutions on "Changed Role of Leaders in challenging times" was organized by BCIC under the aegis of Manufacturing Expert Committee.



Dr. Balamurugan during his presentation

Felicitation session

Dr. Balamurugan presented on ways of addressing the challenges experienced by many in their leadership roles and feel more confident in addressing those challenges.



Participants at the Session



## Inspiring Talk on Lady, You are the Boss by Ms. Apurva Purohit

November 15, 2019



Ms. Apurva Purohit during her interaction L to R Mr. T R Parasuraman, Sr. Vice President, BCIC; Ms. Geetha Srinivasa, Chairperson, Women Leadership & Empowerment Expert Committee, BCIC

At the session organized under the aegis of the Women Empowerment and Leadership Expert Committee, Ms. Apurva Purohit delivered an inspirational talk on how a woman leader can break socially imposed and self-reinforced glass ceiling and grow to her full potential.

Welcoming the members for this motivational session, Mr. T R Parasuraman, Sr. Vice President, BCIC said that it is important to encourage women wherein presently a diverse working environment

benefits the company's overall innovation and performance goals. In addition, diversification of leadership also promotes and facilitates women in learning to lead, challenging existing norms and take a proactive role in changing traditions and rewriting history. He complimented Ms. Geetha Srinivasa and Mr. Augustus Azariah, Leaders of the Women Empowerment and Leadership Expert Committee for initializing this session.

Drawing from her personal

experiences about how women minimize themselves, suffer from the imposter syndrome, and settling for less than they are capable of, because of feelings of inadequacy and a desire to feel needed and liked, Ms. Purohit engaged the participants on how women could utilize her inner strength to move ahead and be a boss both at work and in life.

At work and home, there is latent institutional discrimination and social prejudice; whether it is the assumption that a career is only a



stopgap until marriage or the reluctance to promote married women for fear that they will prioritize family over work, the climb to the top is twice as steep for women. As a result, they second-guess their own abilities and hesitate to claim what is rightfully theirs.

To counter these roadblocks, Ms.

Purohit compiled and presented an essential action plan for women: believing in self, never minimize or question self-achievements, resist stereotypes, and constantly and fearlessly call out biases.

Through personal anecdotes and real-life stories of women professionals, she offered indispensable lessons on

successful leadership, with practical insights into its fundamentals, like effective communication, perseverance, prioritizing and personal accountability.

The session concluded with a lively interaction of the participants with Ms. Purohit. ■



Participants at the session



## Special Talk by Mr. Kandaswamy Bharathan, Jt. MD, Kavithalayaa Productions November 21, 2019



Participants at the session addressed by Mr. Kandaswamy Bharathan on Indian Film Industry.

The BCIC organized a Special Talk on Indian Film Industry: Trends, Professionalization and Globalization by Mr. Kandaswamy Bharathan, Jt. Managing Director, Kavithalayaa Productions, a leading production house engaged in the production of Feature films, Television content, documentaries, short films, corporate films, online media content, and music videos.



## One-day visit to ITC Ltd – Foods Business Division, Mysuru

November 23, 2019



Mr. Somnath Chatterjee, Chairman, Agro & Food Processing Expert Committee, BCIC, handed over a memento to Mr. Dipan Biswas, Factory Manager, ITC Ltd. – Foods Business Division, Mysuru.

Participants at the session

Agro & Food Processing Expert Committee, BCIC, organized an Industrial Visit to ITC Ltd. - Foods Business Division, Mysuru. Thirty-eight delegates including BCIC Managing Committee members, Agro & Food Processing Committee members and other Chamber members visited the factory. Mr. Dipan Biswas, Factory Manager & other officials of ITC welcomed the delegates and gave an introduction to the organization through a presentation. Later the delegates were taken to the plants including Chips manufacturing unit, assembly section of ready to eat products and Multi Millet Atta section. The team led by Mr. Biswas did a great job in explaining the processes to the delegates, showcasing the best practices to them. This helped all the visitors in gaining a bigger picture on how ITC is focused on health & hygiene, safety and taste of all the food items manufactured.

Mr. Somnath Chatterjee, Chairman, Agro & Food Processing Expert Committee, handed over a memento to Mr. Dipan Biswas and thanked everybody for sparing their time to take the delegates around the plant and for wonderful presentation on

the activities of the company.

Stories on how newer brands from ITC such as Derfamafique, Energy On, Fabelle and Savlon have found their place in highly competitive market were very captivating and the passion from the ITC team was on display during the presentation. Also, the pride was evident across the ITC team when brands such as Aashirvad, Sunfeast, Yippee stories were presented. All in all, a very well choreographed presentation and wonderful hosting from ITC that was very well received by the participants.

Main points covered were about ITC being one of India's foremost private sector companies and its diversified presence in Cigarettes, Hotels Paper boards & Specialty Papers Packaging, Agri-Business Packaged Foods & Confectionery, Information Technology, Branded Apparel, Personal Care, Stationery, Safety Matches and other FMCG products. Key highlights of ITC covered in presentation are:

- The unit produces potato chips under the brand Bingo chips, Ready to Eat food products, Gulab Jamoon mix, Rava Idli

mix, Millet Atta etc. The products are sold locally and are also exported to many countries. Major importer is USA

- Initiative are taken for positive culture change in quality, operational excellence, employment engagement activities, HR Activities, communication and appreciation, monthly communication meetings, HR Activities, women safety, especially working in the night shifts
- Under HR Activities lot of awareness for the employees are created on their belongingness with the society, Awareness on Swachh Bharat Abhiyan, visits to schools are organized regularly.
- This is the second company in Karnataka is having night shift for women. ■



## First Indo-Basque Forum on Advanced Manufacturing Technologies

November 25, 2019



Mr. A N Chandramouli, Chairman, Industry 4.0 Expert Committee and Past President, BCIC during his presentation

A section of the audience

BCIC was one of the Supporting Partner for the above programme organized by the Basque Trade & Investment, Agency of the Basque government in Spain.

The objective of the forum was to help Indian companies understand the

current global trends in advanced manufacturing as well as pace of adoption in India. The cluster of Advanced manufacturing companies of Spain will present on the current European trends while leading Indian companies will share their experiences.

Mr. A N Chandramouli, Chairman, Industry 4.0 Expert Committee and Past President, BCIC addressed on “Current trends in adoption of advanced manufacturing systems in India” at the above forum. ■



Distinguished speakers and Representatives from Basque Trade & Investment



## BCIC Open House Discussion for MSME – Addressed by Leadership Team from TVS Motor, TKM, TIEI, Volvo November 28, 2019

The BCIC under the aegis of its Manufacturing Expert Committee organized an Open House Discussion for MSME on November 28, 2019.

The Session was hosted by Volvo Construction Equipment, Peenya, Bangalore.

The session was addressed by Leadership Team from TVS Motor, TKM, TIEI, Volvo with the objective of BCIC Manufacturing Expert Committee to support MSME members with Business Mentoring on improving their Business Processes for sustainable growth. MSME

Representatives sought the inputs on various segments viz., Productivity; Quality and Certification; Supply Chain Management; Financial Management; Skill Development; Technology up-gradation, awareness on various schemes of the Government and other challenges faced by their organization ■

### Key Takeaways: Role of BCIC in facilitating the needs of MSME:

- Guidance to map the business processes with a validated action plan

- Assist MSMEs in their efforts to enhance opportunities and competitiveness in the changed economic scenario
- To support the sustainability and growth of MSMEs through common supportive actions
- Ways of enhancing attributes to be supplier/Tier 1/Tier 2
- Awareness on Government schemes and opportunities for MSME



L to R: Dr. Balamurugan, Director, Straighttegit Solutions; Mr. Devesh Agarwal, President, BCIC; Mr. B Indushekar, Vice President and GM – Operations, Volvo Group India; Dr. S Devarajan, Sr. Vice President-Production Engineering, TVS Motor; Mr. A N Chandramouli, Chairman, Industry 4.0 Expert Committee and Past President, BCIC; Mr. Bharath Ram, VP- Production, Toyota Industries Engine India; Mr. Prakash G, General Manager, Toyota Kirloskar Auto Parts



Participants at the session



**Bangalore Chamber of Industry and Commerce**

### Services offered to Exporters

As you must aware that for the benefit of our Exporters we offer the following facilities:

**Issue of Certificate of Origin**  
**Issue of Visa Recommendation Letters**  
**Attestation of Documents**

The charges for the above services are as below:

Services	For Members Rs.	For Non Members Rs.
Visa Recommendation	240	360
Visa Attestation	240	360
Certificate of Origin	60	120
Attestation	60	120
Round seal	30	60
COO Book	480	480
Member's Directory	1,180	1,770

The above charges are inclusive of GST.

**The charges are very nominal and the documents will be attested timely without any delay. Usually it takes maximum half an hour to attest the documents.**

We request you to kindly utilize the service of your Chamber and also disseminate the information amongst your known companies/contacts.

Contact : **Mr. Prithvi K K**, Secretary General



Bangalore Chamber of Industry and Commerce  
 No. 3/4, 3rd Floor, C Block, Unity Buildings, JC Road, Bangalore – 560 002  
 | Phone (91) (080) 22223321, 24-25 | Fax: (91) (080) 22232233 | Website : [www.bcic.in](http://www.bcic.in)



## Meetings with Government Officials / Consulates / other Chambers / Institutions



### Courtesy Call: Counselor for Commercial Affairs August 29, 2019



Mr. Devesh Agarwal, President, BCIC with Mr. Manoj Desai, Commercial Counselor & Principal Commercial officer for South India, U.S. Commercial Service, Bangalore.

BCIC President Mr. Devesh Agarwal paid a courtesy visit to the office of Mr. Manoj Desai, Counselor for Commercial Affairs, Consulate of USA, Chennai, India to explore mutually beneficial business opportunities.

Mr. Desai touched upon the current economic status of USA and informed that Bangalore continues to be most

preferred business destination for businesses in USA. This can be gauged from the fact that most of the Head Quarters of USA companies are based out of Bangalore.

Mr. Agarwal explained the role BCIC plays in promoting investments in Karnataka and sought the support of Mr. Desai in bringing more USA investors into Bangalore. He

requested the Consulate of USA to involve BCIC during USA trade delegation visits to Karnataka for exploring business opportunities.

A joint hosting of an interactive session by BCIC and the Consulate of USA involving all the consulates based out of Bangalore was proposed by Mr. Agarwal to further explore business opportunities in Karnataka. An invitation was extended to Mr. Desai to a Business Exploration Gathering with BCIC members, to be planned at the earliest.

The BCIC President sought the Counselor for Commercial Affairs to share regulatory, taxation and other business and trade related communicate with the Chamber for further dissemination to the chamber members on a periodic basis. ■

- Bangalore most preferred business destination for USA businesses
- Head Quarters of most of US companies in Bangalore Chamber to host B2B meetings for USA
- Jointly host Business Exploration Gathering shortly



## Interactive Meeting with Industries and Associations of the Automobile sector

September 16, 2019

Interactive Meeting with Industries and the Associations of the Automobile sector under the Chairmanship of Mr. Gaurav Gupta, IAS Principal Secretary to Govt. Commerce and Industries Dept, GoK on September 16, 2019.

The above meeting was convened under the Chairmanship of Mr. Gaurav Gupta with all Industry Association and Stakeholders of the Automobile Sector seeking inputs from the industry in creating potential for automobile and component manufacturers to further enhance their growth in the state.

Mr. Devesh Agarwal, President, BCIC participated in the meeting convened by Principal Secretary to Government, Commerce and Industries Department, Govt. of Karnataka to discuss the effect of slowdown in Automobile Sector and elicit feedback on this crucial sector in Karnataka. Government of Karnataka had convened a meeting to seek inputs to further improve the automobile sector's growth.

The data released by Department for Promotion of Industry and Internal Trade ( DPIIT) indicates that Automobile industry attracted Foreign Direct Investment (FDI) worth US\$ 21.38 billion during the period April 2000 to March 2019. Accordingly, in order to match the growing demand, several auto makers have started investing heavily in

various segments of the industry in the last few months. Indian automotive industry ( including component manufacturing) is expected to reach Rs 16.16 to 18.18 trillion (US\$ 251.4-282.8 billion) by 2026

**BCIC in its brief to the government, touched upon the following challenges faced by Automobile industry and are the cause of current crisis.**

- India's push for electric vehicles is coercing potential buyers to postpone their plans to buy vehicles.
- Banks are turning stringent in disbursing loans and the rate of vehicle loans interest is substantially hiked from 8.5 percent to almost 10.5%.
- GST (Goods & Services Tax) on motor vehicles at 28 % is prohibitively high for the middle class.
- Insurance costs of vehicles, emission-related compliance costs have also gone up substantially.
- 3 Year insurance payment for new vehicles - Price sensitive consumers are unable to match the rising initial cost.
- Low capacity utilization which has pushed up the vehicle costs substantially

- Fuel prices and maintenance costs are increasing exponentially.
- Buying and selling of pre-owned vehicles have become more
- Financially attractive to middle-class and is growing at double digit YoY.
- Decrease in demand for private vehicles driven by introduction of cab aggregator services like Uber and Ola.

**BCIC submitted the following inputs to the government to spur the auto industry**

- Reconsider policy initiatives like leapfrogging to BS-VI norms, 100 percent EVs by 2030.
- Introduce scrappage policy by providing incentives to buy new vehicles in exchange for old vehicles.
- Reduce GST rates for vehicles.
- Automobile industry to focus on converting fuel-based vehicles into electric vehicles.
- Take steps to increase the availability of funds for sanctioning loans to potential buyers.
- Increased focus on manufacturing buses and other mass transport vehicles in accordance with the growing demand. ■



## Meeting with Shri. Jagadish Shettar, Hon'ble Minister for Large and Medium Industries, Gok September 4, 2019



Shri. Jagadish Shettar, Hon'ble Minister for Large & Medium Scale Industries, GoK, Mr. Gaurav Gupta, Principal Secretary, Commerce & Industries Dept. GoK, Ms. Gunjan Krishna, IAS Commissioner for Industrial Development & Director Industries & Commerce, GoK, Mr. Devesh Agarwal President – BCIC and Mr. K R Sekar, Vice President – BCIC, are also seen.

A delegation led by Mr. Devesh Agarwal, President, Bangalore Chamber of Industry and Commerce met with Shri Jagadish Shettar, Hon'ble Minister for Large and Medium Industries, Gok on September 5, 2019 in Bangalore.

BCIC Delegation meeting Shri Jagadish Shettar, Hon'ble Minister for Large and Medium Industries, Gok

While apprising the role that BCIC plays in various Advisory Committees of the State Government over the last few decades in terms of providing critical inputs for policy formulation, Mr. Agarwal stated that skilling is one important vertical that the Chamber has been strategically focusing on to improve and provide quality Human Resource to the industry in the state. BCIC closely works with National Skilling Development Council (NSDC) which has allotted two sector Skill Councils – one on Aerospace and the other Tourism. BCIC has been playing a pioneering part in skilling manpower

in these highly precision sectors.

Similarly, Mr. Agarwal said that the Chamber would like to be a knowledge partner in the forthcoming ITBiz 2019: Bengaluru Tech Summit being held between 18 and 20 November 2019 for which the Shri Jagadish Shettar readily agreed. The flagship event has become a global catalyst, introducing next generation innovators to the market place and shrinking borders to bring world technology to Indian soil.

Mr. Agarwal also apprised the Minister about the opportunities that Renewable power sector holds for Karnataka. He requested the State Government announce investor-friendly policies to promote this sunrise sector. The Minister sought a details proposal from the Chamber on the renewable sector so that whatever is possible within the legal framework the Government will try and implement for the benefit of industry in the State.

Mr. Agarwal also touched upon the

new IT technology Blockchain which is now gaining acceptance in all sectors over the last one year. He said that Blockchain can effectively be deployed in the agriculture sector to not only improve product quality but also reap a better share of income to the farming community.

Mr. Devesh Agarwal referring to Bangalore Airport will not be able to handle passenger capacity as it will completely turn congested in the next few years. He requested the Minister to consider either further expanding the capacity of the existing airport or create a new one for which Mr. Gaurav Gupta, IAS replied that a new airport is being established in Channarayapatna near Hassan.

Mr. K R Sekar, Vice President, BCIC who spoke at the meeting requested the Minister to focus on five critical sectors which is centric to job generation vis-à-vis Technology, Infrastructure, Power, Start Up and SME, that will automatically attract investment community to Karnataka.

He said that the Chamber will share a white paper on these five key drivers of economy which can be considered for implementation by the State Government.

Shri Jagadish Shettar assured BCIC delegation that the Government is pro-business and will go all out to support industrial growth in the State. He said that new Industrial Policy to be introduced shortly has been formulated after seeking comprehensive feedback from trade and business associations which basically aims at regaining the position of Karnataka being the most preferred investment destination in India. ■



Apart from the BCIC Office Bearers, the delegation comprised of:

**Mr. Ramesh Saligrama**, Vice President – Projects and Facilities Bosch India

**Ms. B S Anuradha**, GM - Power Strategy, Praxair India

**Mr. Rajendra Hegde**, GM - EA-State, CSR, PR & BIA Div, Toyota Kirloskar Motor

**Mr. S Shivayogi**, Manager – External Affairs and CSR, Toyota Kirloskar Auto Parts

**Mr. Manas Dasgupta**, Sr Tech Manager- ANZ Wealth

**Dr. L Jyothish Kumar**, President, Additive Manufacturing Society of India

**Dr. K N Subramanya**, Principal and Professor, R V College of Engineering

**Mr. K Ravi**, Director, VR e-Biz Solutions

**P S Ramesh**, ED & COO  
Dynamics Technologies Ltd

**Mr. Prithvi K K**, Secretary General, BCIC



## Meeting convened by Karnataka State Minimum Wages Advisory Committee, GoK September 19, 2019

The above meeting was convened under the Chairmanship of Labour Commissioner to discuss on the Minimum wages prevailing in the State. The Commissioner briefed the participants on the wage data compiled by the Government in

firming up the minimum wages for industry category viz., Agri, Forest & Timber, Coffee Curing and Loaders, in all the 4 zones/Centres and types of skills. Mr. P S Ponnappa, Chairman, HR Expert Committee, BCIC and Mr. Prithvi, Secretary General Designate

represented the Chamber at the above meeting. Senior Representatives from various trade bodies and industry associations and industry participated at the meeting. ■



## Interactive Meeting with Industries and Associations of the Textile Sector October 1, 2019



Mr. C Valliappa and Mr. Thyagu Valliappa, Past Presidents, BCIC and Mr. Prithvi K K Secretary General Designate, BCIC represented the Chamber at the above meeting and submitted a Representation to the Government for its consideration.



## Alternate Power Sourcing for Industrial Clusters – KAIDB

October 4 and 10, 2019

The BCIC submitted its Recommendations to Mr. Gaurav Gupta, IAS, Principal Secretary, Commerce & Industries Dept, GoK and Ms. Gunjan Krishna, IAS, Commissioner for Industrial Development & Director Industries and Commerce, GoK on various issues related to power sector covering on Policy issues related to RE especially Solar; Region wise tariff for better

overall growth of Karnataka; Highlight of the Maharashtra power policy on Textile & MSME; The cost of saving AT&C losses by the ESCOMs; Auction of stranded capacity to promote competition in the power market in the State.

Mr. Soubhik Das, Consultant, BCIC represented the Chamber at the above meetings.

The meetings were attended by various stakeholders from the power sector (developers, EPC, OEMs, etc). With the BCIC having the knowledge repository in the power sector, a request was submitted to the Government to consider BCIC as one of the Knowledge Partners for the project. ■



## Proceedings of the preliminary meeting on Training Programme for KSTDC Drivers on October 15, 2019

The above meeting was convened to discuss on structuring a Certified Training Programme for the Taxi Drivers jointly by BCIC / Bangalore International Airport / KSTDC, Tourism & Hospitality Skill Council. The main objective of the training programme is to improve / enhance the basic behavioural skills of the

Airport Taxi Drivers, focusing on enhancing their basic etiquette, English, hygiene practices and so on.

The following members were part of this meeting: Mr. Veeragouda Patil, Chief Finance Officer, KSTDC; Mr. Piddappa, Manager (Airport Section), KSTDC; Mr. Sanjay Chandra B, Dy. Manager – Landside

Traffic, BIAL; Mr. Vineet Verma, Mentor, Tourism, Hospitality and Facility Expert Committee, BCIC; Mr. Srijan Vadhera and Mr. Jagdish Menda, Chairman and Co-Chairman, Tourism, Hospitality and Facility Expert Committee, BCIC; Mr. Prithvi KK, Secretary General – Designate ■

### BCIC Representations to the Government

Date	Subject	Authority
September 4, 2019	BCIC Suggestions / Recommendations for New Industrial Policy, GoK	<b>Sri. Jagadish Shettar</b> Hon'ble Minister for Large & Medium Scale Inds, GoK <b>Mr. Gaurav Gupta, IAS</b> Principal Secretary, Commerce & Industries Dept, GoK
September 16, 2019	Representation on the draft circular with respect to ISD and cross charges	Members of the GST Council
Oct 1, 2019	BCIC suggestions / recommendations for the Textile Industry	<b>Mr. Gaurav Gupta, IAS</b> , Principal Secretary Commerce & Industries Dept, GoK
Oct 4, 2019	BCIC Key observations and suggestions w.r.t Power Sector in the State	<b>Mr. Gaurav Gupta, IAS</b> , Principal Secretary Commerce & Industries Dept, GoK <b>Ms. Gunjan Krishna, IAS</b> , Commissioner for Industrial Development & Director Industries and Commerce, GoK



## GoK Meets Exporters and other Key Stakeholders

Seeks feedback from stakeholders to chart out roadmap to augment exports from the State



Mr. Gaurav Gupta, IAS and Smt. Gunjan Krishna, IAS, chairing the meet

### GoK Meets Exporters and other Key Stakeholders

Seeks feedback from stakeholders to chart out roadmap to augment exports from the State

The Department of Commerce and Industries, Government of Karnataka organized an Interactive Meet with exporters, business and trade associations along with other key stakeholders in Bangalore to seek feedback on the challenges and bottlenecks faced by industry in the exports area and chart out a roadmap for interventions to augment exports from the State.

Exporters were detailed by the officials that multiple challenges such as trade war between China and the USA, geographical protectionism, import restrictions due to quality and quantity, trade quotas, higher import duties, localization of supply chains and poor value addition have cropped up over the last few years have put the exports from India, particularly Karnataka in a downward spiral.

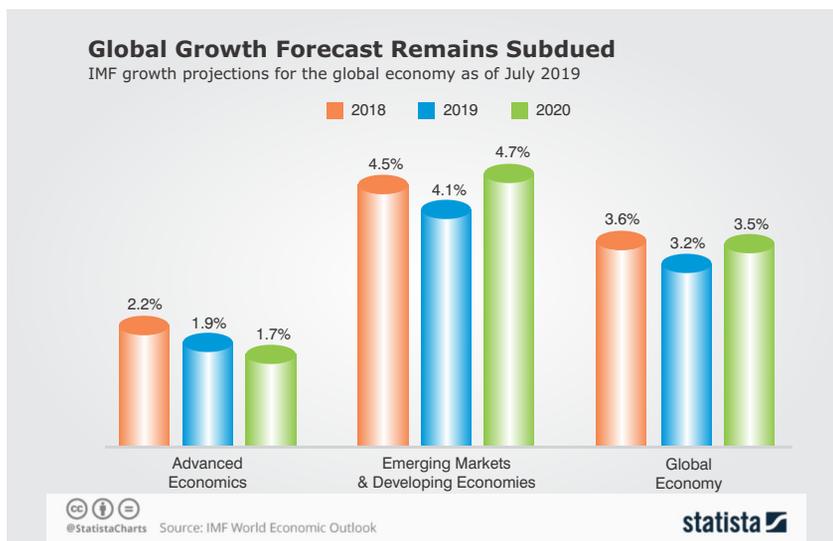
Organisations participating in this meet, presented their sectoral difficulties to the Government. Mr. Gaurav Gupta, IAS, Principal Secretary to Government, C & I, GoK, and Smt. Gunjan Krishna, IAS,

Commissioner for Industrial, Development & Director Industries & Commerce, GoK who chaired the meeting said that all issues discussed in the meeting will be considered and swift resolutions will be put in place, so that Karnataka continues to remain in the top five exporting states in India. ■

### BCIC submits Key points to the State Government

- Reduction in export Incentives

- Subsidies offered by Developed countries
- Lengthy and Complex process of preparing Document
- Government Support for Technology upgradation
- Inconsistent Trade Policies
- Product standards
- Recession in world market
- Volatility in Exchange Rate
- Volatility in Exchange Rate
- Competition from China
- Government restrictions and foreign exchange regulations
- Severe competitions in global marketing
- High risk and Uncertainties
- Low Export Promotion





## Meeting with Suresh Kumar, Minister for Labour, GoK on Labour Related Issues October 21, 2019



Mr. Devesh Agarwal, President, BCIC greeting Sri. Suresh Kumar, Hon'ble Minister of Labour, GoK

Mr. Devesh Agarwal, President, chairmen of Expert Committees Mr. P S Ponnappa and Mr. Ramesh Saligrama represented BCIC at the meeting organised by Mr. Suresh Kumar, Minister for Labour, GoK on labour-related issues faced by the trades and industries in Karnataka.

Mr. Suresh Kumar Minister for Labour, GoK met with over 50 representatives across various organizations to discuss the issues. It was decided in the meeting that Karnataka government will revisit and rewrite labour regulations to align with the changing requirements of private businesses. After the meeting he said that the government will not only revisit its labour policy to make them relevant, but will also bring more services online under the Sakala scheme so that there is little or no interface between industries and the labour offices.

Interacting with trade and business bodies Mr. Kumar informed that the Government will soon introduce WhatsApp and text messaging facilities to resolve labour-related disputes online. The Labour Department already provides 54 services, of which 30 services are online. ■

### A host of issues related to labour challenges were discussed at the meeting:

- Differential minimum wages
- Relaxing norms for women workforce
- More ESI healthcare Centres
- Setting up of skill development cells
- Income Tax exemptions
- Revisiting pollution control norms
- Establishing new traffic managing system
- Setting up Industry Representatives' cell
- Training /reorientation for labour staff
- Relaxing licensing norms

- Re-modeling industrial corridors like Peenya
- Revisiting contract labour regulation
- Stringent POSH implementation
- Transport for female staff working on night shift
- PF related laws to be exempt from Aadhar seeding

Responding to suggestions, Mr. Kumar assured the representatives that he will discuss all these issues with relevant government departments and get an addressal in a positive manner to boost industrial development in the State.

### Suggestion from BCIC on Labour Laws:

- Introduce differential minimum wages based on city, district and rural areas. The minimum wage set by Karnataka is very high, especially in comparison to the neighbouring states. This could result in a slowing down/ reduction of investments into Karnataka.
  - Avoid multiple and staggered inspections by different departments.
- MSMEs employing up to 50 employees should be exempt from maintaining cumbersome records, furnishing returns and maintaining registers.
- **Sharpen focus on skilling of employees:** The State needs to have a target plan to ensure that skilling of youth is done based on the needs of industry, resulting in the following benefits:

- unemployed youth are skilled and can be employed and the cost of operation of industry comes down because they will get "industry ready" employees. This could even support an increase in minimum wages without unduly impacting the viability of industry.

Setting up self-sustaining social enterprise at each Taluka level to provide a vehicle to bridge the gaps in livelihood and jobs through skill development.

- **Labour reforms:** Create a time bound focus group that will discuss the labour reforms to address the following:

- adequate safety net exists for workers and flexibility provided to industries for managing their workforce without the need to approach government for downsizing approvals.



On Behalf of the Chamber Mr. Devesh Agarwal submitted a Representation to the Hon'ble Labour Minister on the Labour Issues faced by the industry.



## BCIC Calls on BBMP Mayor

October 21, 2019



Mr. Devesh Agarwal, President, BCIC greet Hon'ble Mayor Mr. Goutham Kumar Jain, BBMP

BCIC President Mr. Devesh Agarwal called on Hon'ble Mayor of Bangalore

Mr. Goutham Kumar Jain to appraise him about the fast deteriorating traffic

management and poor road conditions in and around Bangalore city which is resulting in blotting BRAND BANGALORE image in the eyes of the global investors.

Hon'ble Mayor assured BCIC President that BBMP is working to set right city's infrastructure especially, the roads on a war footing. Mayor informed that he has already instructed his officers get to experience first-hand, the condition of city roads and resolve complaints received from citizens on the spot. He said that civic officials are mapping the repair works and it will be set right soon.

The Mayor readily agreed to address BCIC Members in the month of December 2019 on an invitation extended by BCIC President. ■



## BCIC meets Shri. B S Yediyurappa, Hon'ble Chief Minister, Karnataka

October 24, 2019



Hon'ble Chief Minister of Karnataka Shri. B S Yediyurappa; Mr. Devesh Agarwal, President BCIC, Mr. T R Parasuraman, Senior Vice-President, BCIC

Mr. Devesh Agarwal and Mr. T R Parasuraman, President and Senior Vice President of BCIC met Shri. B S Yediyurappa, Chief Minister, Government of Karnataka to discuss

the reforms in industrial development and ease of doing business initiated by the state government.

During the meeting, the CM informed that the government is keen on

providing quality infrastructure for industries, as it is vital for industrial development in the state. Better infrastructure will bring in more investors to the State.

Mr. Agarwal invited the CM to address the Chamber members to get a first-hand feedback from industries on the hurdles and challenges being faced by them while helping the government in introducing policies which are investor friendly. CM readily agreed to this invite and a date is being finalised for this extra-special session.

Mr. Parasuraman took the initiative to appraise the CM on the role played by BCIC in promoting business opportunities in Karnataka while being a part of several advisory committees providing significant policy inputs to various government departments in the state. ■



## Alternate Power Sourcing for Industries / Clusters in Karnataka: Meeting with Dy. Director (Energy) and Jt. Director (Industry), Karnataka Udyog Mitra

October 29, 2019

- The Dept. of Industry & Commerce, GoK has launched a programme for the manufacturing industry called Compete with China wherein they are developing 9 clusters in different regions of Karnataka (Ballari – Textile and Garment)
- The Dept. of Industry & Commerce, GoK proposes to supply power at cheaper price for these clusters. A meeting with all the stakeholders in

the Power Sector was convened by Ms. Gunjan Krishna, IAS, Commissioner for Industrial Development & Director Industries and Commerce, GoK; BCIC made a proposal of sourcing such power through formation of SPV (Group captive route), from RE (solar / wind) which has been considered as one of the possible solutions by the Department. BCIC also requested the Dept. of Industry & Commerce,

GoK to consider the Chamber as the Knowledge Partner for the Department in sourcing such energy.

- Ms. Gunjan Krishna appreciated the support from BCIC and further requested the Chamber to continue to extend its support in the similar way in the future in this endeavour. A decision will be taken once adequate number of industries are there as investors for such clusters. ■

## BCIC Partnership for Promotion of Textile and Garment Cluster in Bellari, Karnataka: Meeting with Jt. Director (Industry), Karnataka Udyog Mitra to discuss

October 30, 2019

- E&Y (6 clusters) and PwC (3 clusters) are at present Knowledge Partners of GoK (Industry & Commerce)
- E&Y officials visited BCIC office and meetings were held at the Office of Jt. Director (Industry and Commerce). They have requested BCIC to be a Partner in this initiative for the promotion of Industrial cluster (Textile & Garment) at Ballari.

## Meeting with Central Taxes Bangalore Zone on Seva Kendra



Mr. N Badrinath, Co-Chairman Indirect Taxes Expert Committee, BCIC met with Mr. D P Nagnra Kumar, IRS, Principal chief Commissioner of Central Taxes, Bangalore Zone to discuss concerns and ideas related to Seva Kendra in Bangalore.

Meeting with Central Taxes Bangalore Zone on Seva Kendra

Mr. N Badrinath, Co-chairman, Indirect Taxes Expert Committee, BCIC, met with Mr. DP Nagendra Kumar, IRS, Principal Chief Commissioner of Central Taxes, Bangalore Zone to discuss concerns and ideas related to Seva Kendra in Bangalore.

As part of the discussion, the Chamber submitted a representation to ease concerns on GST matters that included:

1. OneSeva Kendra for Centre and State.
2. Kiosks at multiple places and not just in CR Building, Bangalore.
3. Tax Officers should be trained to

understand businesses and not just the Law per se.

4. Fast track the introduction of GST compliance rating – This would help address the Income Tax related matters faced by the industry.
5. Employer-employee relationship to be kept out of GST.
6. Issue related to cross-charge between two distinct persons, should be done away with, to the extent it relates to non-GST suffered costs alone.

Mr. Badrinath assured that Chamber would like partner with the Government to support the Seva Kendra initiatives in the role deemed fit by the government.

The Income Tax Department has set up a Whatsapp number (94802-58909) to record and raise queries on issues related to Seva Kendra, to provide a direct government link. ■



## Meeting with Mr. Suresh Kumar Mittal, IRS, Pr. CCIT, Karnataka & Goa Region November 19, 2019



Mr. K R Sekar, Vice President, BCIC greets Mr. Suresh Kumar Mittal, IRS, Pr. CCIT, Karnataka & Goa Region and also seen are Mr. K Balasubramanian, VP and Global Head - Corporate Tax, Wipro Ltd, Mr. Sunil Kumar Dhareshwar SVP and Global Head – Taxation, Infosys Ltd and Ms. Tapati Ghose, Partner, Deloitte Haskins & Sells.

Mr. K R Sekar, Vice President, BCIC led the BCIC delegation comprising Mr. K Balasubramanian, VP and Global Head - Corporate Tax, Wipro Ltd, Mr. Sunil Kumar Dhareshwar SVP and Global Head – Taxation, Infosys Ltd and Ms. Tapati Ghose, Partner, Deloitte Haskins & Sells – Direct Taxes Expert Committee leaders to extend invitation to the Pr. CCIT to address the members over Interactive Session during Dec / Jan 2020. The delegation also sought BCIC supporting the Dept. of IT in its initiative of launching the “Forum for Startup on Tax” (FAST) a forum for the startups to facilitate a conducive environment, to identify and understand the challenges faced by the startups in the tax environment. ■



## New Members

### Conrad Bengaluru (Prestige Estates)



**Mr. Srijan Vadhera**  
GM

Conrad Hotels & Resorts is access to life as you want to live it. A place to experience service and style on your own terms. A place to connect with the world. A place to stay inspired. We offer our guests one-of-a-kind experiences with sophisticated, locally inspired surroundings

### Radisson Blu Atria Bengaluru



**Mr. George Bennet Kuruville**  
GM

A five-star hotel in the heart of the city provides accommodation, F&B services and other services like spa etc

### GPS Renewables Pvt Ltd



**Mr. Sreekrishna Sankar**  
CEO

They are in the business of installing biogas plants for various clients ranging from hospitality to educational institution.

### PCB Apps Global Pvt Ltd



**Mr. Sunil Babu P**  
India - Head Operations

PCB Apps is an Oracle Platinum Partner having extensive experience Oracle JD Edwards, SAP ERP solutions, Cloud ERP Managed Services, Primavera, BI, Big Data etc. and provide value-driven services and solutions that address the digital needs of its customers

### NXM India Pvt Ltd



**Mr. Joachim Alwyn Dsouza**  
Head of the company

Nexcomm Asia is a young & dynamic team with many years of experience in the electronic components distribution industry. Headquartered in Singapore, Nexcomm Asia operates in countries namely India, China, Singapore, Malaysia, Indonesia, Thailand, Philippines and Vietnam. The team has vast knowledge of the electronics industry from design & prototyping to production & SCM

<p><b>Acwa Automatics</b></p>  <p><b>Mr. Rajesh Chabria</b> Head of the company</p>	<p>Acwa Automatics located in Bangalore, silicon valley of India is a specialist in producing high precision-machined components for a diverse range of industries such as Automotive, Aerospace, Textile, Hydraulic and Pneumatic. Large and small Global companies are our valued customers.</p>
<p><b>Provab Technosoft Pvt Ltd</b></p>  <p><b>Mr. Anand Prakash Shukla</b> CEO</p>	<p>PROVAB TECHNOSOFT is an award winning travel portal development and mobility solutions company, delivering B2B / B2C travel software, travel CRM, accounting software, car rental software and mobility solutions to global travel &amp; hospitality companies. They work with over forty top travel aggregators, global distribution systems, channel managers and DMCs</p>
<p><b>Green Graphics International</b></p>  <p><b>Mr. Gangadhara H S</b> Partner</p>	<p>Green Graphics International is trading a company, dealing with professional film Adhesive Tapes and Screen Printing Materials for printing &amp; Packaging industries.</p>
<p><b>Menda Hospitality</b></p>  <p><b>Mr. Jagadish Menda</b> Head of the Company</p>	<p>Is known for its flavor, fresh aroma and authenticity. It is one of the first authentic Chinese restaurants in North Bangalore and this not what they say but is a quote from many of our esteemed guests</p>
<p><b>LinkJuris Advisors LLP</b></p>  <p><b>Mr. Rajnish Pal</b> Partner</p>	<p>They are a team of lawyers who are passionate to resolve complex legal problems and come up with innovative solutions. They can be engaged for project specific or for long term retainerhip model. They do not solve problems in isolation but with full consideration of long-term goals and successful resolution of the issue at hand.</p>
<p><b>we school</b></p>  <p><b>Dr. Anil Rao Paila</b> Sr. Dean and Director Bangalore Campus</p>	<p><b>L N Welingkar Institute of Management Development &amp; Research</b></p> <p>Pioneers in AICTE approved programs like Media, Retail, Rural, Healthcare, E-Biz, Business Design &amp; Innovation, Open and Customised Management Development Programs / Leadership Development Programs</p>
<p><b>Thoughtworks Technologies India Pvt Ltd</b></p>  <p><b>Mr. Sameer Surendra Soman</b> Managing Director</p>	<p>ThoughtWorks invented the concept of distributed agile. We've pioneered techniques that harness the power of global teams to deliver software excellence at scale. Our distributed teams across the globe provide access to a broad range of technology capabilities, to help you think big, move fast, and deliver value with the right skills at the right time.</p>
<p><b>Mastercom Technology Services India Pvt Ltd</b></p>  <p><b>Mr. Sreenivasa N</b> Director</p>	<p><b>Mastercom Technology Services India Pvt Ltd</b></p> <p>We are a rapidly growing Software System Integrator and Software Services Company focused on Communications IT. We combine our deep insight in communication industry, unmatched technical expertise and comprehensive service portfolio to deliver to superior value to our Telecom Services Providers, ISVs and OEM customers.</p>

<p><b>Semac Construction Technologies</b></p>  <p><b>Mr. K M Bhat</b> Business Head</p>	<p>SEMAC is one of the leading project management services providers in India with over 50 Years of Experience in industrial, residential &amp; institutional projects.</p>
<p><b>UnisurLifecare Pvt Ltd</b></p>  <p><b>Mr. Pavan D C</b> Managing Director</p>	<p>Established in the year 2011, we have made our mark in the domain of manufacturing, supplying and exporting all kinds of sterile and non-sterile Surgical Sutures, Hernia Mesh and Bone Wax. Our products are a cut above the rest due to their non-reactive nature, cost-effectiveness and great strength.</p>
<p><b>Diksha Technologies Pvt Ltd</b></p>  <p><b>Mr. Bharath Raj D</b> Chief Executive Officer</p>	<p>Diksha Technologies is a global leader in disruptive technologies. With innovative digital platforms and next-generation services, we empower customers in over 15 countries to fast track their journey to digital maturity.</p>
<p><b>Trescon Global Business Solutions Pvt Ltd</b></p>  <p><b>Mr. Mohammed Saleem Suratkal</b> CEO</p>	<p>Trescon is a global business events and consulting firm that provides a wide range of business services to a diversified client base.</p> <p>Trescon is founded and managed by a group of specialists with more than 6 decades of combined expertise in successfully developing business events, trainings and consulting for corporates, governments, associations and high-net-worth individuals across the world.</p>
<p><b>Hilger U Kern Manufacturing Pvt Ltd</b></p>  <p><b>Mr. Anoop Thampy</b> Director</p>	<p>Three powerful brands and more than 90 years of experience determine what we are today: the HILGER &amp; KERN GROUP. We provide our customers worldwide in more than 40 countries with innovative metering and mixing technology as well as industrial technology.</p>
<p><b>Retigence Technologies Pvt Ltd</b></p>  <p><b>Mr. Srinibas Behera</b> Founder &amp; CEO</p>	<p>Retigence was founded in 2015, as a Predictive Analytics Company focusing on supply chain optimization. Our business focus lies on Inventory optimization app "StockWise". Our aim collectively as a company is to empower millions of SME's to optimize their supply chain. We have build our product on cloud which can be consumed by any Smart Phone.</p>
<p><b>R V College of Engineering</b></p>  <p><b>Dr. K N Subramanya</b> Principal</p>	<p>R.V. College of Engineering (RVCE) established in 1963 is one of the earliest self-financing engineering colleges in the country. The institution is run by RashtreeyaSikshanaSamithi Trust (RSST) a not for profit trust. The trust runs over 25 institutions and RVCE is the flagship institute under the trust. RVCE is today recognized as one of India's leading technical institution.</p>
<p><b>Kautilya Entrepreneurship- and Management Institute</b></p>  <p><b>Dr. N Sundararajan</b> Vice Chancellor</p>	<p><b>Kautilya Entrepreneurship- and Management Institute – Jain Deemed to be University</b></p> <p>Jain (Deemed-to-be University) is a cerebral destination that draws inspired students from more than 35 countries to one of the world's greatest cities- Bangalore. Our education empowers individuals to challenge conventional thinking in pursuit of original ideas. A place for highly ambitious students and professionals who want to excel in career and become hardcore experts in their area of interest.</p>

### Bidadi Industries Association



**Mr. K V Rajendra Hegde**  
President

“Bidadi Industries Association (BIA) is home to some of the leading global companies. Located in Bidadi, Ramanagaram, BIA was formally inaugurated on 15th February 2012 with an objective to bring together all companies in the industrial area for various activities. BIA is professionally managed association with a team of executive members representing different companies”.

### Bengaluru Branch of SIRC of ICAI



**C. A. Bhojaraj T Shetty**  
Secretary

The Bengaluru Branch is the largest branch of The Institute of Chartered Accountants of India (New Delhi), came into existence on 1st April 1962 and is a unique, most vibrant & dynamic branch in the Country catering to the needs of more than 13,500 members and more than 35,000 CA Students. This branch is part of Southern India Regional Council, Chennai. Initially the branch was started with a Membership of 110.

### Fragma Data Systems Pvt Ltd



**Mr. Raja Reddy K L N**  
CTO & Director

Fragma Data Systems is a Big Data Analytics solutions provider for companies across all the major industries, helping them to transform their data into insights. This is company based out of Bangalore and led by a team of passionate data architects and domain experts with combined industry experience of over 50 years

### Garg & Associates



**CA B.C. Kodhandaram**  
Partner

Garg & Associates, Chartered Accountants, are more than 32 Year old firm of Chartered Accountants based at Bangalore, Udaipur, Mumbai, Amrawati and Kolkata. The firm's vision is conceptualized by like-minded professionals and is managed by 7 partners who are ably supported by a team of principals and managers. The total experience of the firm is over 3 decades. We, at Garg & Associates focus on helping clients design and build tomorrow's organization. We are rated as A + category by CAG

### Happiest Minds



**Mr. Ashok Soota**  
Executive Chairman

Happiest Minds Technologies is a digital transformation, infrastructure, security, and product engineering services company. The company was founded by Ashok Sootal in 2011. It is headquartered in Bangalore, India and has its operations in the United States, United Kingdom, Canada, Singapore, and Australia

### Hitek Engineering Services



**Mr. B N Ravi Shankar**  
Proprietor

HITEK ENGINEERING SERVICES is an electrical and electronic manufacturing company based out of BhideBunglow, Mumbai, Maharashtra, India.

### Mechtrical Industrial Solution LLP



**Mr. Shivaraj**  
Director

Mechtrical Industrial Solution LLP located in Bangalore with its complete engineering solutions offer delivers a wide range of products to satisfy our customers' needs .

We are aim of marketing Mechanical and Electro-mechanical , electronics and electrical products required in Water Transmission Lines, Water Pumping Stations, Water & Sewage Treatment Plants ,Oil, Gas and Petrochemical Industries,pharamacuetical industries, sugar plants, paper industries etc.

### Qnu Labs Pvt Ltd



**Mr. Sunil Kumar Gupta**  
CEO

QNu Labs is India's first and only quantum-resilience company that provides unconditional security products and solutions for the Cloud and the Internet. It make encryption future proof with the use of quantum technologies

<p><b>Sriveda Satva Pvt Ltd</b></p>  <p><b>Mr. Arvind Varchaswi N</b> Managing Director</p>	<p>Sri SriTattva (previously called Sri Sri Ayurveda) has been established by committed individuals with nearly four decades of experience. Sri SriTattva comes with a goal of promoting health and wellness to every household. The brand presents a strong commitment to social responsibility and proudly supports the Art of Living foundation's rural and social welfare projects</p>
<p><b>Whitefield Area Commerce &amp; Industries Association</b></p>  <p><b>Mr. Ashwathnarayana Swamy</b> President</p>	<p>WACIA is a 43 year decade old industries association providing unstinted support to several industries operating in and around Whitefield area in particular and Bengaluru East, in general. During the early days, Whitefield was one of the four industrial clusters of Bengaluru, with majority of the companies operating in the heavy industries along with a number of small and medium scale industries in the field of Consumer Electronics, Automobiles, Steel Rolling, sheet metal, manufacturing etc.</p>
<p><b>The SRS Travels and Logistics. Pvt. Ltd</b></p>  <p><b>Mr. K T Rajashekara</b> Managing Director</p>	<p>The SRS TRAVELS AND LOGISTICS PRIVATE LIMITED is a private company. Its registered in Bangalore. It was incorporated in 27/06/2012. This company is registered under Registrar of Companies (RoC-Bangalore) and it is classified as the Indian Non-Government Company and its involved in Activities of travel agencies, and tour operators.</p>
<p><b>Atria Convergence Technologies Ltd.</b></p>  <p><b>Mr. Bala Malladi</b> CEO</p>	<p>Atria Convergence Technologies Ltd. Atria Convergence Technologies Limited (ACT) provides broadcasting and multimedia services. The Company offers home entertainment, education, and interactive services such as digital, cable television, IPTV, and broadband. ACT serves customers in India.</p>
<p><b>Pagariya Food Products Pvt. Ltd.</b></p>  <p><b>Mr. Naresh Pagariya</b> Managing Director</p>	<p>Pagariya Food Products Private Limited is a Private incorporated on 13 October 2009. It is involved in Manufacture of grain mill products, starches and starch products, and prepared animal feeds</p>
<p><b>BDC Info Pvt. Ltd.</b></p>  <p><b>Mr. Tanseer Kunjan</b> General Manager</p>	<p>Bdcinfo Private Limited is a Private incorporated on 04 February 2019. It is involved in Business activities n.e.c Training and supporting entrepreneurs to start and grow successful businesses.</p>
<p><b>Blue Saint</b></p>  <p><b>Mr. Akshat Kedia</b> Partner</p>	<p>Established in 2013 , Blue Saint has made a name for itself in the list of top suppliers of in India. The supplier company is located in Bengaluru, Karnataka and is one of the leading sellers of listed products.</p> <p>Blue Saint is listed in Trade India's list of verified sellers offering supreme quality of etc. Buy in bulk from us for the best quality products and service.</p>
<p><b>Infosight Infrastructure Consultants Llp</b></p>  <p><b>Mr. K S N Prasad</b> Partner</p>	<p>Infosight Infrastructure Consultants Llp is a Limited Liability Partnership firm incorporated on 30 December 2015. Is reliable organization engaged in mca provider a qualitative range of industrial products. We are also one of the leading companies of this highly commendable range of products</p>

**White Code Legal & Tax Pvt. Ltd**



**Mr. Kalyan Krishna B**  
Director

White Code is an international Legal & Tax Consulting, Outsourcing and Affiliating organization with an aim to extend the regime of Legal & Tax access and deliver maximum services globally. White Code provides an ease of dependency and access through our direct / affiliated network of multinational professionals to complement strategic vision and multi-jurisdictional business objectives

**Aspiro Consulting LLP**



**Mr. Sunil Telkar**  
Managing Partner

Aspiro is a consulting firm that strives to create a value that the customers aspire for themselves. It offers a varied range of services that can cater to a wide customer base ranging from educational institutions for it's finishing school offering; small and medium sized enterprises for it's management, supply chain management and project management consulting solutions; to corporates in general for offerings in softskills and project management training

**Snskar Controls Pvt. Ltd.**



**Mr. Ravi Shankar A S**  
Director

Snskar Controls Private Limited incorporated with MCA on 29 December 2016. The Snskar Controls Private Limited is listed in the class of pvtltd company and classified as Non Govt Company

**Straightegic Solutions Pvt. Ltd**



**Mr. A Balamurugan**  
Director

Straightegic Solutions Private Limited is a Private incorporated on 02 May 2016. It is classified as Non-govt company and is registered at Registrar of Companies, Bangalore

**Genetix Technologies International Pvt. Ltd.**



**Mr. Sant Kumar Jha**  
Director

Genetix Technologies International Private Limited is a Private incorporated on 11 September 2019. It is classified as Non-govt company and is registered at Registrar of Companies, Bangalore. It is involved in Software publishing, consultancy and supply

## Issue of Visa Recommendation Letter

Bangalore Chamber of Industry and Commerce (BCIC) has been successfully offering the following services to its Members / Non - Members at a very nominal fee for more than three decades. BCIC has excellent working relationships with all the High Commission/Trade Offices.

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Contact : **Mr. Prithvi K K**, Secretary General



Bangalore Chamber of Industry and Commerce  
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