

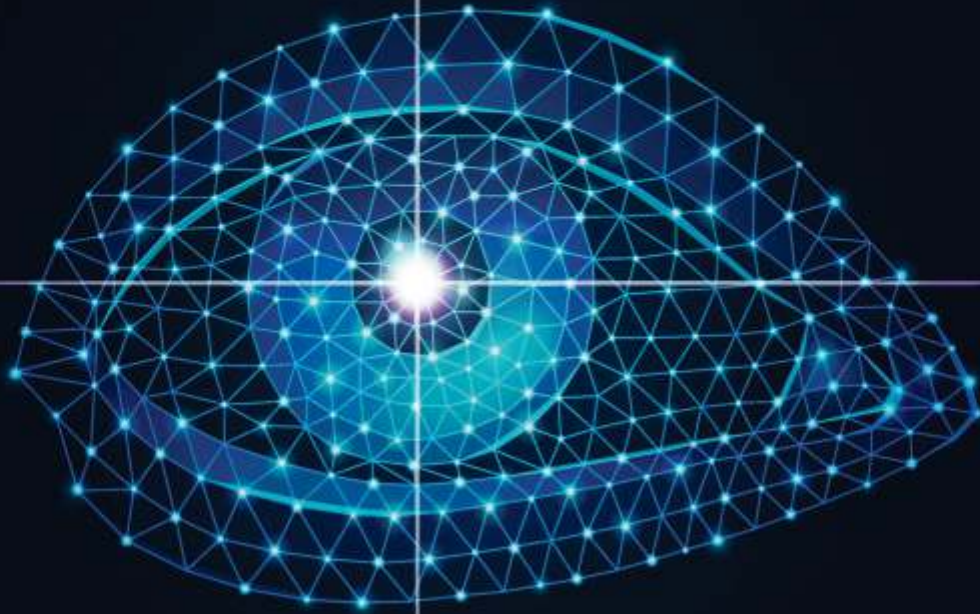
BANGALORE CHAMBER OF INDUSTRY AND COMMERCE

e-Synergy

VOLUME 21 | OCTOBER 2023



**Journey of Excellence
Continues 2023-2024**



MISSION

Namma Karnataka-
Gateway to Future India

VISION

Look Beyond

Together We Should



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BCIC Office Bearers

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Senior Vice President
TVS Motor Co Ltd

Sr. Vice President



Vineet Verma, MRICS
Director
Brigade Hospitality

Vice President



Prashant Gokhale
Managing Director
Buhler India Pvt Ltd

Immediate Past President



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MD & CEO
Wealthmax Group of Companies

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Tata Technologies

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Business Coach & Mentor
Business Growth Consultancy
Services

Mentor



Raju Bhatnagar
Partner
ITI Consultants



Vineet Verma, MRICS
Director
Brigade Hospitality

It's his EGO that's getting in the way

His business has been growing over the years,
But rather slowly not as fast as he'd like it to be.
He's tried every trick in the book without luck,
His competition'll soon get ahead of him maybe.

He meets often with members of his team,
But they're silent on their ideas 'n' suggestions.
He presents his own proposals 'n' thoughts,
They're accepted mostly without any questions.

He frets what the reasons are for their silence,
It's surely not that they've nothing to say.
It's then a wise man once whispered to him,
It's his EGO that's getting in the way.

He'd unknowingly not been open to suggestions,
Even if they were earlier placed before him.
He'd pick holes in them 'n' shoot them down,
And soon he'd no suggestions coming to him.

It was his EGO that didn't allow him to accept,
Suggestions no matter how good they could be.
He'd know some of 'em were worth giving a shot,
He'd not let others to be one up on him maybe.

If he'd let go of his ego in the interest of all,
And opened up his mind and lent his ears too.
His teams would've contributed with zest,
And his business will've grown much faster too.





Nari Shakti Vandan Adhiniyam, 2023

(Women's Reservation Bill, 2023)

- Passed by the Lok Sabha on 19th September, 2023
- Passed by the Rajya Sabha on 20th September, 2023
- Received assent from the Hon'ble President on 28th September, 2023
- Gazetted as "The Constitution (One Hundred and Sixth Amendment) Act, 2023" on 28th September, 2023

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Issues for consideration:

The 73rd and 74th Amendments passed in 1993, which introduced panchayats and municipalities in the Constitution, reserve one-third of seats for women in these bodies. The Constitution also provides for reservation of seats in Lok Sabha and State Legislative Assemblies for Scheduled Castes (SCs) and Scheduled Tribes (STs) in proportion to their number in the population. The Constitution does not provide for reservation of seats for women in the Lok Sabha and State Legislative

Assemblies and Parliament continues to be dismal. It noted that decision making positions in political parties have negligible presence of women. It recommended reserving at least 50% seats for women in local bodies, State Legislative Assemblies, Parliament, Ministerial levels and all decision-making bodies of the Government. The National Policy for the Empowerment of Women (2001) had stated that reservation will be considered in higher Legislative bodies.

other backward classes at an appropriate time, (ii) providing reservation for a period of 15 years and reviewing it thereafter and (iii) working out the modalities to reserve seats for women in Rajya Sabha and state legislative councils.

The Constitution (One Hundred and Twenty-Eighth Amendment) Bill, 2023 was introduced in Lok Sabha on 19th September, 2023. The Bill seeks to reserve one-third of the total number of seats in Lok Sabha and State Legislative Assemblies for women.

Key features of the Bill:

- **Reservation for women:** The Bill reserves, as nearly as may be, one-third of all seats for women in Lok Sabha, State Legislative Assemblies and the Legislative Assembly of the National Capital Territory of Delhi. This will also apply to the seats reserved for SCs and STs in Lok Sabha and States Legislatures.
- **Commencement of reservation:** The reservation will be effective after the census conducted after the commencement of this Bill has been published. Based on the census, delimitation will be undertaken to reserve seats for women. The reservation will be provided for a period of 15 years. However, it shall continue till such date as determined by a law made by Parliament.



Assemblies. Some members of the Constituent Assembly had opposed reserving seats for women in legislatures.

15% of the total members of the 17th Lok Sabha are women while in State Legislative Assemblies, women on average constitute 9% of the total members. In 2015, the Report on the Status of Women in India noted that the representation of women in State

Bills amending the Constitution to reserve seats for women in Parliament and State Legislative Assemblies have been introduced in 1996, 1998, 1999 and 2008. The first three Bills lapsed with dissolution of their respective Lok Sabhas. The 2008 Bill was introduced in and passed by Rajya Sabha but it also lapsed with the dissolution of the 15th Lok Sabha. The 1996 Bill had been examined by a Joint Committee of Parliament, while the 2008 Bill was examined by the Standing Committee on Personnel, Public Grievances, Law and Justice. Both Committees agreed with the proposal to reserve seats for women. Some of the recommendations given by the Committees included: (i) considering reservation for women belonging to



- **Rotation of seats:** Seats reserved for women will be rotated after each delimitation, as determined by a law made by Parliament.

Issues to Consider:

The issue of reservation of seats for women in legislatures can be examined from three perspectives: (i) whether the policy of reservation for women can act as an effective instrument for their empowerment, (ii) whether alternate methods of increasing representation of women in Legislatures are feasible and (iii) whether there are any issues with the proposed method for reservation in the Bill.

Purpose of reservation:

If a group is not represented proportionately in the political system, its ability to influence policy-making is limited. The Convention on the Elimination of All Forms of Discrimination Against Women provides that discrimination against women must be eliminated in political and public life. While India is a signatory to the Convention, discrimination in matters of representation of women in decision-making bodies has continued. The number of women MPs has increased from 5% in the first Lok Sabha to 15% in the 17th Lok Sabha; but the number continues to be quite low. A 2003 study about the effect of reservation for women in panchayats showed that women elected under the reservation policy invest more in the public goods closely linked to women's concerns. The Standing Committee on Personnel, Public Grievances, Law and Justice, 2009, had noted that reservation of seats for women in local bodies has enabled them to make meaningful contributions. It also noted that concerns regarding women being proxies to men in local

bodies have turned out to be baseless. The Inter-Parliamentary Union, in 2022, has noted that legislated quotas have been a decisive factor in women's representation.

Opponents of the reservation policy argue that separate constituencies for women would not only narrow their outlook but lead to perpetuation of unequal status because they would be seen as not competing on merit. For instance, in the Constituent Assembly, Renuka Ray argued against reserving seats for women: "When there is reservation of seats for women, the question of their consideration for general seats, however competent they may be, does not usually arise.



We feel that women will get more chances if the consideration is of ability alone." Opponents also argue that reservation would not lead to political empowerment of women because larger issues of electoral reforms such as measures to check criminalisation of politics, internal democracy in political parties and influence of black money have not been addressed.

Alternate methods of representation:

Reservation of one-third of seats for women in Parliament would restrict the choice of voters in the reserved constituencies. Two alternatives have been suggested by some experts: reservation for candidates within political parties (as some countries do, see Table 1) and dual member constituencies where some constituencies shall have two candidates, one being a woman (see Table 2). Initially, India had multi-member constituencies which included an SC/ST member. A 1961 Act converted all constituencies into single member constituencies. The reasoning was that the constituencies were too large and SC/ST members felt that they would gain in importance in single-member reserved constituencies.

Table 1: Country data on political representation of women (as of September 2023)

Country	% of Elected Women	Quota in Parliament	Quota in Political Parties
Sweden	46%	No	Yes
Norway	46%	No	Yes
South Africa	45%	No	Yes
Australia	38%	No	Yes
France	38%	No	Yes
Germany	35%	No	Yes
UK House of Commons	35%	No	Yes
Canada	31%	No	Yes
US House of Representatives	29%	No	No
US Senate	25%	No	No
Bangladesh	21%	Yes	No
Brazil	18%	No	Yes
Japan	10%	No	No





Table 2:
Pros and cons of reservation in political parties and dual member constituencies

	Advantages	Disadvantages
Political Parties	<ul style="list-style-type: none"> Provide more democratic choice to voters Allow more flexibility to parties to choose candidates and constituencies depending on local political and social factors Can nominate women from minority communities in areas where this will be an electoral advantage Allow flexibility in the number of women in Parliament 	<ul style="list-style-type: none"> No guarantee that a significant number of women would get elected Political parties may assign women candidates to constituencies where they are weak Might lead to resentment if a woman is accommodated to the disadvantage of a stronger male candidate
Dual-Member Constituencies	<ul style="list-style-type: none"> Does not decrease the democratic choice for voters Does not discriminate against male candidates Might make it easier for members to nurture constituencies whose average size is about 2.5 million people 	<ul style="list-style-type: none"> Sitting members may have to share their political base Women may become secondary persons or add-ons To fulfil criteria of 33% women, half of the seats need to be dual constituencies. This would increase the total number of MPs by 50%, which could make deliberation in Parliament more difficult

Rotating constituencies:

The Bill states that reserved seats shall be allotted by rotation after every delimitation exercise. This implies rotation approximately every 10 years as after 2026 delimitation is mandated to take place after every census. Rotation of reserved seats may reduce the incentive for MPs to work for their constituencies as they

could be ineligible to seek re-election from that constituency. A study by the Ministry of Panchayati Raj recommended that rotation of constituencies should be discontinued at the panchayat level because almost 85% women were first-timers and only 15% women could get re-elected because the seats they were elected from were de-reserved.

Key changes between 2008 and 2023 Bills

The table below captures certain key changes between the 2008 Bill as passed by Rajya Sabha and the Bill introduced in 2023.

Table 3:
Key changes between 2008 Bill and Bill introduced in 2023

	Bill introduced in 2008 as passed by Rajya Sabha	Bill introduced in 2023
Reservation in Lok Sabha	One-third of Lok Sabha seats in each State / UT to be reserved for women	One-third seats to be reserved for women
Rotation of Seats	Reserved seats to be rotated after every general election to Parliament / Legislative Assembly	Reserved seats to be rotated after every delimitation exercise

A short recap of the journey of the recently passed Women's Reservation Bill from its inception till becoming a law and a brief discussion on some salient features as well as issues for consideration.



A N Chandramouli

CEO

ANCM Management Consultants

WHY AUTOMATION?

An article elucidating the purpose of Industrial Automation in Indian Context

THE TWO PILLARS OF FACTORY AUTOMATION

in the Industry 4.0 era are:

- 1) **Flexible Automation:** Automation that can address variety of products and processes using sensors and auto ID
- 2) **Intelligent Automation:** Smart IoT enabled Automation to track & trace the flow of manufacturing together with Cloud or Edge computing and Vision technologies.



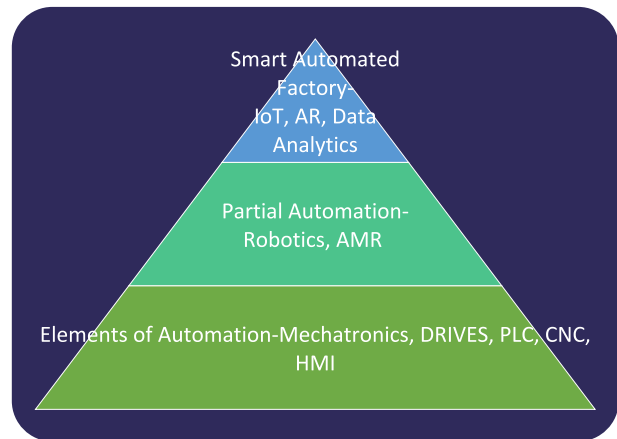
EMERGING JOB ROLES:

In the digital era, there are many new Job Roles emerging in the Indian Manufacturing industry and some of them are enumerated in the Picture below:



Among the Emerging Job Roles, the most important ones are:

1. Factory Automation Engineer
2. Digital Manufacturing Engineer
3. Smart Mechatronics Engineer



AUTOMATION SKILLS & TECHNOLOGY:

These Job Roles, inter alia, require several skills and technology and some of them are illustrated in the Skill Pyramid below:

THE TOP 4 DRIVERS/BENEFITS OF FACTORY AUTOMATION (FA)

are same as the goals of LEAN manufacturing:

1. Consistent Quality / Repeatability
2. Faster Response / Throughput time reduction
3. Higher Efficiency / Productivity improvement
4. Very High Flexibility / Ability to handle variety



PRODUCTION LOSSES:

FA helps minimise/eliminate several manufacturing losses and the famous TPS (Toyota Production System) enables this objective:

Breakdown	Setup & Adjustment	Small Stops	Reduced Speeds	Startup Rejections	Production Rejections
<ul style="list-style-type: none"> Tooling failure Unplanned Maintenance General Breakdown Machine Failure 	<ul style="list-style-type: none"> Setup and Changeover Material / Manpower Shortage Major Adjustment Warm-up Time 	<ul style="list-style-type: none"> Obstructed Product Flow Component Jams Sensor Failure WIP Cleaning 	<ul style="list-style-type: none"> Under Design Capacity Rough Running Wear & Tear Inefficient Manpower 	<ul style="list-style-type: none"> Scrap Rework / Repair In Process Rejection Incorrect Assembly 	<ul style="list-style-type: none"> Scarp Rework In Process Rejection Expired Material

By eliminating factory losses, **OVERALL EQUIPMENT EFFECTIVENESS (OEE)** is improved by AUTOMATION-how?

- Automation improves Quality Consistency due to decoupling human fatigue and errors.
- Automation improves Productivity Performance due to the use of all idle & handling times effectively.
- Automation improves Availability by 24x7 operation and decoupling operator working hours and breaks.



The Overall Equipment Effectiveness is calculated by multiplying the availability rate, performance rate and quality rate:
 $OEE = \text{availability} \times \text{performance} \times \text{quality}$

THE 5 D DRIVERS OF AUTOMATION:

- The Dull** - automating repetitive jobs - eg Assembly of 2 wheeler tyres
- The Dirty** - automating jobs involving health hazards- eg Painting
- The Difficult** - automating heavy handling jobs- eg Large parts loading unloading
- The Dangerous** - automating hazardous work places - eg, Welding, Forging, Foundry
- The Distancing (Social)** - automating missing jobs due to pandemic social distancing requirements through Cobots.



PROGRESSIVE AUTOMATION concepts:

Indian Industry evolved through 5 stages of Automation as illustrated below:

Level	Loading Machine	Machine Cycle	Unloading Machine	Transferring Part
1	Operator	Operator	Operator	Operator
2	Operator	Automatic	Operator	Operator
3	Operator	Automatic	Automatic	Operator
THE GREAT DIVIDE (Cost and Flexibility changes drastically)				
4	Automatic	Automatic	Automatic	Operator
5	Automatic	Automatic	Automatic	Automatic

- Conventional lathe
- CNC lathe
- CNC lathe with pendulum
- Robot aided Machining Center
- Transfer Line with Gantry / Robots



FLEXIBLE AUTOMATION:

Indian Industry is now challenged by enormous variety of products in every factory especially more so in MSME sector (Tier1/2/3) who are catering to several OEMs such as Tractors, Trucks, Cars, 2 wheelers, Capital goods and so on. Therefore, a revolution of new concepts such as Flexible Automation, Modular Automation, and Cellular Automation are adopted at a fast pace in several sectors. The two dimensions of Volume and Variety is driving the appropriate technology to be selected as depicted in the picture:

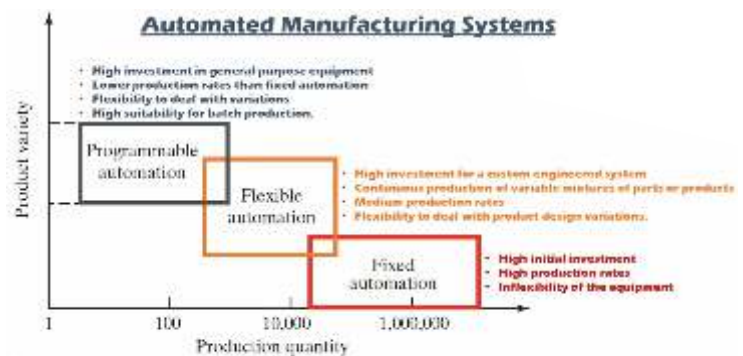
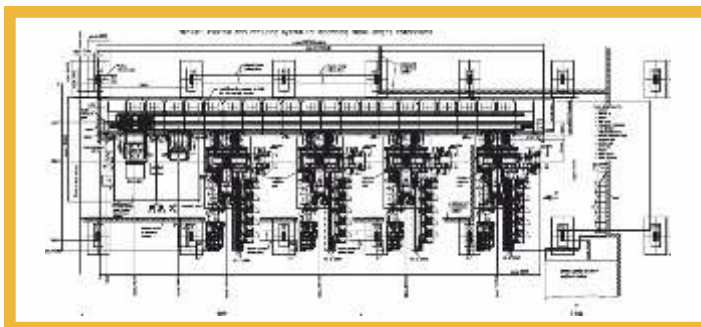


Fig: Three types of automation relative to production quantity and product variety.



CONCLUSION

Automation is here to stay and its not a luxury any longer. The several gains of automation as enumerated in this article outweigh the investment costs with very fast payback periods. Moreover, the notion that Automation displaces people is not at all true due to the overall growth of manufacturing industry and consequent impact on economy, which in turn increases the Job demands in several sectors. The new drivers of Make- In India, Atma Nirbhar Bharat (Self Reliant India), China Plus One, all are bound to increase the Job Creation model and thus in the world stage, Indian products and parts will be more and demanded.



Dr. Srikant Parthasarathy



Dr. Amruthalakshmi R

Emergence of Mediation through the Mediation Act 2023

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India has been a hotbed of mediation since the ancient times. We may fondly recall the story in Ramayana. Apart from Hanuman, who was an ambassador to Lanka, he also had a shadow role of a mediator, should the message to Ravana fail. Vibhishana too was a mediator, but was not taken seriously because he had vested interest in the mediation.

The Mediation Act, 2023 which was notified on on 14th of September 2023 brings into a congruence the history of mediation with the modern principles of settlement and agreement.

India has historically battled with what mediation is, what arbitration is and what conciliation is. A good mediator knows the difference between mediation and other forms of dispute resolution. The Mediation Act. The law has now provided the definition of mediation through Section 2(h).

"Mediation" includes a process, whether referred to by the expression mediation, pre-litigation mediation, online mediation, community mediation, conciliation or an expression of similar import, whereby parties attempt to reach an amicable settlement of their dispute with the assistance of a third person referred to as mediator, who does not have the authority to impose a settlement upon the parties to the dispute;"

This is an inclusive definition of mediation unlike Section 2(a) of the Arbitration and conciliation Act, which defines arbitration as "Arbitration includes arbitration administered by a permanent arbitral institution", is more authoritative and tries to bring within its ambit anything that looks like a mediation and talks like a mediation.

By bringing this within the ambit of mediation, the Mediation Act is now expected to be an all-pervasive code which will now impose upon the Code of Civil Procedure. However there exists a conundrum.

Section 89 of the Code of Civil Procedure explicitly states in subsection 1 and subsection 2 that the court can formulate the terms of a possible settlement to a suit and refer the same, amongst other things, Mediation & Arbitration. This fillip to the courts to facilitate mediation in the event of absence of any written agreement mandating mediation or arbitration, may result in court opting for a hybrid Mediation-arbitration clause for the dispute. This means that the parties should attempt mediation first and resolve it within a particular time frame and then go for arbitration. This tiered mechanism for dispute resolution is a welcome move as it gives the parties time to breathe and to re-evaluate strategy towards the claim. However, this tool has to be

used to aid justice rather than delay the same and hence it would require the assistance of the litigating parties as well as the counsels and most importantly the Arbitrators and Mediators.

Lastly, this is a fantastic opportunity for the Courts to appoint Women as mediators and to bring a quotient of diversity in the appointments. The Courts when referring a matter to arbitration had to choose it because the parties wanted a codified law to govern their dispute. Arbitration provided such codification. The Mediation Act, now provides for the same codification that the Arbitration & Conciliation Act 1996 provides for. This acts as a major boost to the Courts to now resort to Mediation and also bring the element of diversity in the Mediator appointment. Many institutional rules provide for certainty in the mediation process including the mediation centre of BCIC-BIMACC.

It remains to be seen if the Courts would readily access the new law, though they have accessed Section 12A of the Commercial Courts Act in the past for pre-litigation mediation. The Mediation Act has now given validity to taking a position toward pro-mediation stance instead of sitting on the fence for litigation.



Bala Phani Kumar

Director - Skill Development
Brigade BCIC Skill Development Academy

Private Employment Exchange by Brigade BCIC Skill Development Academy

The member organizations of BCIC can post their job requirements on the portal and BBSDA will work on sourcing candidates

Private placement agencies normally consider placement in relatively large industrial establishments, utilize the data collected through the National Employment Service, data collected by their personal contact, public notifications in the News Paper and periodicals, internet etc. They generally charge fees from the job-seekers as well as from the employers for their services. These agencies function primarily in the Metropolitan cities. These agencies again are very small and concentrate on placement only. Fake placement agencies also exist. These fake agencies collect money from the jobseekers and arrange fake interview in connivance with some of the industries or agents.

It will be a good idea to float a Private Employment Exchange under BCIC wherein a MOU can be signed by Brigade BCIC Skill Development Academy (BBSDA), BCIC and Karnataka Skill Development Corporation. The member organizations of BCIC can post their job requirements on the portal and BBSDA will work on sourcing candidates from KSDC Database or by contacting colleges / ITIs / Polytechnic colleges as per the needs of the recruiting organization.

Following are the benefits that can be leveraged with this arrangement:

Providing Member Organizations with skilled Manpower: By facilitating the selection process, which involves moving from application scrutiny and sorting for the best match, we could play a crucial role in giving you suitable manpower to provide fruitful utilization of job seekers to their maximum potential and service to your Company's goals and objectives.

Saving Time: It is a common phenomenon in IT Staffing Company in India, wherein recruitment agencies streamline the recruiting process by saving the business valuable human resources hours through direct candidate selection. Direct candidate selection by placement agencies is beneficial as they scrutinize the correct applicant at the very first stage of the interview. In today's context, this phenomenon is applicable to all the sectors driving full time employment.

Deeper Pool of Assets: We would be best suited to handle local hiring because it is impractical for a firm to expand its presence throughout the entire country, especially in nearby fringes. Also for the fact that we would work closely with Government agency, it will be easier to get skilled candidates from the Skilling Ecosystem.

The advantage of this Private

Employment Exchange is to undertake customized training services for the member companies of BCIC (working on a Training As A Service model). In this model, to optimise costs, existing infrastructure of member companies can be utilized for conducting these customized courses. In parallel, Government funding can be sought for the skilling initiatives wherein futuristic plans of hiring can also be addressed.



I take this opportunity to request all the Member organizations to evaluate this idea of a Private Employment Exchange by BCIC and share with us your ideas / suggestions in this context. We will be more than happy to reach out to you all for a constructive discussion.

Watch out this space for more updates.





Dr. Nita Choudhary

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Karnataka towards the New Avenues of Tourism

The tourism industry's role as a significant contributor to both GDP generation and employment across the Asia Pacific region has substantial implications for regional development. The contribution of India's travel and tourism sector to economy was worth Rs 15.7 trillion in the year 2022 and the contribution is estimated at Rs 16.5 trillion for 2023. The COVID - 19 global pandemic has caused a huge disintegration in the growth and profitability of Tourism and hospitality industry, with about 21.5 million job loss and 15k crore revenue loss during pandemic. Bangalore, an IT hub in India experienced the new trend in working culture i.e. Work from Home (WFH). This culture prompted IT employees to vacate Bangalore and move back to their

native places to work remotely. This led people to develop an inclination towards serene and less crowded inclusive places thereby promoting the concept of Rural and Neo-tourism. Neo Tourism brings together the concept of sustainable tourism and postmodernism social phenomenon with NGOs and Tour Operators joining hands to take tourists not just to visit spots but also to nearby villages where tourists can volunteer for the social development of the village. Eg. Placexplore Lab is a tourism incubator aimed at community-based tourism and experiential travel launched in collaboration with Urban Vision, Red Dot Foundation Global, Udupi Tourism and Mangaluru City Corporation.

Rural Tourism in this post-pandemic scenario where reverse

migration of population is evident. Rural Tourism includes the concepts like Homestay, Agritourism and Community-based Tourism that are primarily focused on developing the rural community by strengthening the local economy. For eg. Rural Tourism has helped in poverty alleviation and procuring livelihood benefits for the local community in the village Anegundi. While visitors experience, relish and understand the local culture and cuisines, village ambience fairs & festivals and village sports, thereby progressing towards educational tourism for the kids. The villagers get benefit from sustainable tourism, local employability, better quality of life, preserve village culture, and additional income for villages.

Homestays and resorts along the Western Ghat areas may be preferred as these are less crowded points. An initiative taken by Kushal Trust to promote rural tourism in the village of Alipura which is about 68 km from Bengaluru. The trust developed a self-sustainable village named Halli themed resort and eco-farm to familiarise the urban visitors with the life in the village. As part of



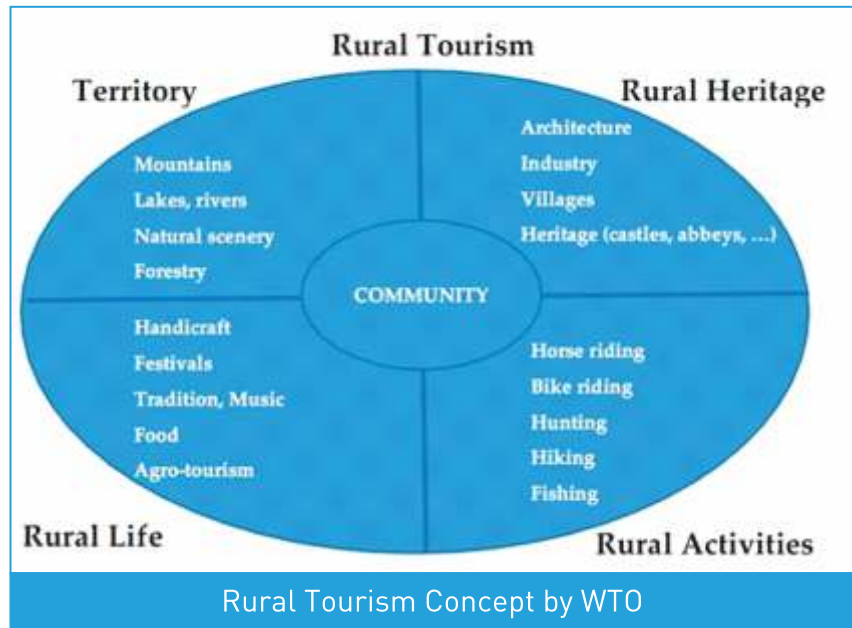


its rural tourism project, the Ministry of Tourism, Government of Karnataka in partnership with UNDP (United Nations Development Programme) has identified Anegundi and Banavasi in north Karnataka to be developed for rural tourism.

Karnataka has also launched the concept of heli-tourism for high end tourists in Kodagu despite many challenges. This initiative is an excellent example of the government collaboration with local stakeholders. The tourists, instead of taking the 6-hour drive to Madikeri from Bangalore, chose to fly by a chopper owned and run by a private operator to reach the hill station.

In Karnataka there is no dearth of off-beat places where tourists are flocking in great numbers post pandemic. These places are less crowded, serene and remote. Some of these places are -

- **Shettihalli Rosary Church, Hassan** - Tourists visit this mysterious forgotten ruined church for the thrill of adventure.
- **Agumbe** - Known for its simpler beauty and golden olden days
- **Chikamagalur** - Known for its endless coffee plantations



- **Bheemeshwari** - Considered as a paradise for fishing and birding enthusiasts.
- **Channapattana** - situated at a distance of about 60kms from Bangalore is noted for its famous handmade lacquer wooden toys all over the world and popularly known the "Toy-City" of Karnataka.
- **Ramanagara** is well known for its sericulture, and is nicknamed Silk Town and Silk City.

The travellers around the globe are working towards exploring the world in a sustainable manner. Taking forward, it is evident that local travel is playing an important role in the revival of the tourism sector. Homestays, forest stays and resorts along the Western Ghat

areas are preferred among many as these are less crowded points. Rural tours or neo-tours are designed keeping the sustainability in mind. They provide tourists with basic amenities such as clean water, good sanitation and basic infrastructure, while sensitising visitors towards making small sacrifices such as giving up air-condition and laundry services, generally present in high-end hotels and stays. Opting for eco-conscious resorts or homestays can make travellers to focus on local culture and communities to reduce the stress on popular destinations. The local regulatory bodies along with the collaboration with government and youth can ensure that local culture and regions are not commercialised to affect indigenous flora and fauna.





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Popular world-views shaped by (mis)informations vs LCA

'A person drinking three cups of tea in disposable paper cups will end up ingesting 75,000 tiny microplastic particles'



IIT study cites risk of plastic contamination in drinking Tea from disposable Paper Cups

There was this article published back in 2020 on The Hindu referring to a research by Indian Institute of Technology, Kharagpur on Microplastics carrying heavy metals into our body through these paper cups because of plastic layer. This was referred to in a video I recently got on WhatsApp. I had received the same video in another group on WhatsApp earlier and I had ignored it. Today again it appeared in one other group and then I realised that, it is going around a whole lot and across India (perhaps world over). Obviously, the people sharing it are not just caring and concerned but well-informed people and are only sharing this because they feel this is authentic or genuine and they are helping to spread good information among the majority to "SAVE" them. As much an evangelist thought it may be, I appreciate their concerns but the challenge is; how "reliable" is the information? in the context of the "THREAT" the The Hindu article is trying to imply.

Microplastics and other harmful substances released from disposable paper cups into hot water Disposable paper cups are popular for consuming beverages. These paper cups have an interior that is laminated with a hydrophobic film made of mostly ...

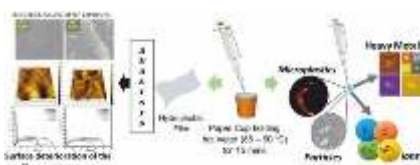
I found it on "sciencedirect.com". While you are free to read it from the above link, the research by Ved Prakash Ranjan and others basically suggest the following;

1. These paper cups that are used to serve HOT coffee or tea, have a lining of plastic within.
2. Pouring of hot coffee or tea, could break the plastic sheet as the tests confirm that they break down the micro plastics at a temperature of 85? to 90? if kept for about 15 mins.
3. Micro plastics will enter human body through those hot beverages when consumed and they carry dangerous heavy metals such as Lead (Pb), Chromium (Cr) and Cadmium (Cd)

This is how expert opinions are and how they contribute to forming popular views and eventually policy making is what we will observe going forward. (I will want to get back to these research findings later though).



The above is a video which is very similar to the video I received on WhatsApp. You can see how the video appears to be scientific and the argument is so compelling and seemingly backed by expert opinions based on reputed research institutions. Perhaps many of you have done your "good citizen" duty of spreading the "good information" across.

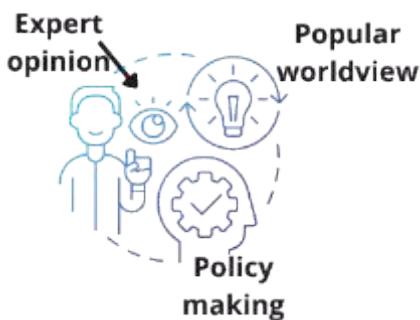




This is how the "Popular World View" is created.

An environment officer from the Karnataka State Pollution Control Board (KSPCB) said that any item with a fused plastic lining would also be considered banned. However, paper cutlery is not on the list of banned items. Milk cartons are also for single-use as it has different layers fused together.

The above extract of a news article gives you a clear understanding of how the policy making gets influenced by the expert opinions and the popular narrative built by the media and the 'concerned' individuals and entities. One can visit the link to the news article on clicking on the above image itself.



Narrative to create Policies. Who makes them?

This is how the cycle works. First consider a research report of an expert (like the one mentioned above). Then media and concerned individuals and institutions will take up the effort of "educating" the public on the harm associated with a given aspect. Then Policy making is set to motion. Is there anything wrong with this cycle?

This is how policy making should be done, right? ideally. But let's just step back and understand the kind of expert opinion that is referred to in the arguments for popular opinion generation process.

"a person with a high level of knowledge or skill relating to a particular subject or activity." is how Cambridge dictionary defines 'Expert'. Most often we forget that. In this case the "expert" (Researcher) is observing the aspect of plastic in use of paper cups, which seems logical but it is "believed" that the plastic is hazardous to environment and health of the human body.



Calculating the optimum temperature for serving hot beverages - PubMed Hot beverages such as tea, hot chocolate, and coffee are frequently served at temperatures between 160 degrees F (71.1 degrees C) and 185 degrees F (85 degrees C). Brief exposures to liquids in this temperature range can cause significant scald burns.

On an average the beverages are served in the cafes and restaurants are between 71.1? to 85? as per the above study and you may contrast with the study in reference above where in the micro plastic breaks down at a temperature just above this and that's why any of us would have experienced that the paper cups are good for a second serve as well, most times. **But, we cannot consider common sense alone for such matters.**



Bioaccessibility of microplastic-associated heavy metals using an in vitro digestion model and its implications for human health risk assessment - Environmental Science and Pollution Research Microplastics can act as carriers of heavy metals and may enter humans through ingestion and threaten human health. However, the bioaccessibility of heavy metals associated with microplastics and its implications for human health risk assessments are,

SpringerLink: To address the other claim that heavy metals get into our body along with the beverages, here is a research article published on Springer, I am also capturing the abstract to save time for the reader here (though, you are welcome to read the whole);

Abstract: Microplastics can act as carriers of heavy metals and may enter humans through ingestion and threaten human health. However, the bioaccessibility of heavy metals associated with microplastics and its implications for human health risk assessments are poorly understood. Therefore, in this study, four typical heavy metals (As(V), Cr(VI), Cd(II), and Pb(II)) and one typical microplastic (polyvinyl chloride, PVC) were chosen to estimate the human health risk of microplastic-associated heavy metals by incorporating bioaccessibility. Significant adsorption of heavy metals was observed with the following order for adsorption capacity: Pb(II) → Cr(VI) → Cd(II) → As(V); the efficiencies for desorption of these four heavy metals from PVC microplastics were all below 10%. The Fourier transform infrared spectroscopy results indicated that the functional groups on the surface of the virgin PVC microplastics did not play an important role in the capture process. Heavy metals in



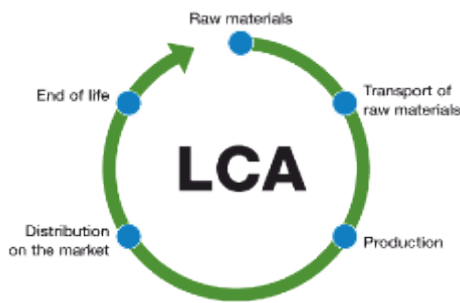
both gastric and small intestinal phases were prone to release from PVC microplastics when bioaccessibility was evaluated with the in vitro SBRC (Soluble Bioavailability Research Consortium) digestion model. In addition, Pb(II) bioaccessibility in the gastric phase was significantly higher than those in the other phases, while As(V), Cr(VI), and Cd(II) bioaccessibilities showed the opposite trend. After incorporating bioaccessibility adjustments, the noncarcinogenic hazards and carcinogenic risks determined were lower than those based on total metal contents. The individual hazard quotients (HQ) and carcinogenic risks (CR) for ingestion of these four heavy metals from PVC microplastics were all lower than the threshold values for adults and children. In summary, this study will provide a new view of the human health risks of heavy metals associated with microplastics.



Microplastic pollution is everywhere, but not necessarily a risk to human health: Tiny plastic particles known as microplastics are "everywhere - including in our drinking-water", but they are not necessarily a risk to human health. UN experts.

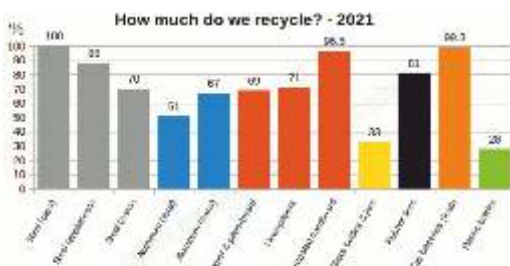
What is important is that to understand that the pollution is REAL but is the threat to human health is truly REAL? The above link from UN referring to UN experts suggest it is not. The reason? there are multiple studies to that effect are not able to establish that Micro plastics are riskier to human health, even though they are present in the human body.

Life Cycle Analysis / Assessment:



It is very important that we screen every material or sometimes recommendations to anything through LCA. It is good to develop a perspective around it. If we do not do that, Popular narratives will be crafted by few narratives with agendas / motives and we just become data points to them.

The above chart is very clear and what does this suggest? that plastic bottles are not getting



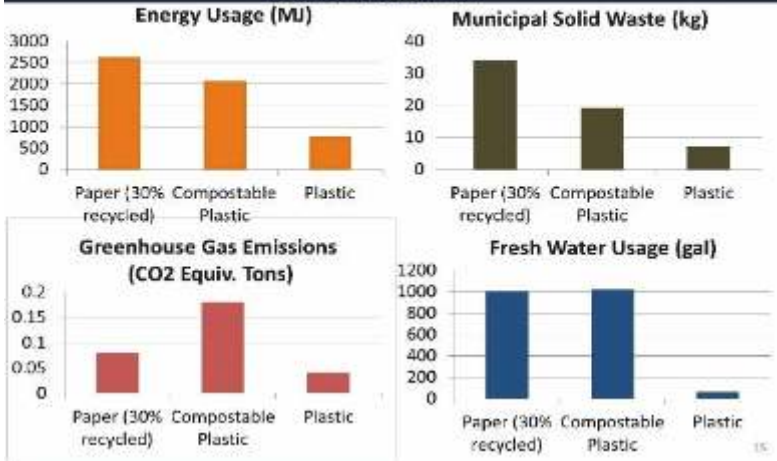
Source: Drawn in 2021 using latest available data for aluminum (2019), appliances (2018), car batteries (2017), glass (2016), paper and board (2018), plastic (2019), rubber (2017), steel (2020). Sources as per caption. www.epa.gov/efma

recycled as efficiently in comparison to other materials. Steel, Aluminium and Glass are what most people in the sustainability champions recommend everyone to use. I even have some friends who carry their own water bottles (which I think is a great habit and I do that as well most times) but there are many who also carry cutleries as they advocate not to use paper or plastic cutleries primarily to avoid single use of materials. Which is arguably good. Lets keep the stress on the demand for fresh water to wash aside in this note.



This is generally the argument presented by the aluminum industry. In the above chart, the data again makes a compelling argument against plastic and somehow glass seems to get blind-sided perhaps because of its aesthetic sense among the public. Winner seemingly is the metal, aluminum. I will return to the metals, including steel and aluminum a little later.

LCA Summary: Paper vs. Plastic
(Carrying Capacity Equivalent to 1000 Paper Bags)
Source: Boustead, 2007



How a 360 degree view of materials required to be considered

The above chart gives clarity as to why Plastic is better than the paper and including the recycled paper but we all know the Popular worldview on this. Most of us are not tuned to consider LCA approach for anything.



Paper Recycling Market:

Paper Recycling Market - Global industry segment analysis, regional outlook, share, growth; Paper Recycling Market 2018 to 2028 by future market insights

Source: futuremarketinsights.com

What's important in the above link is this; "Paper recycling market has witnessed significant growth in the last few years due to increasing concern over depleting environmental resources. The demand for recycled paper is increasing at a CAGR of more than 7-8% annually in the developing countries." What I would like you to take note, despite the previous LCA chart we saw, is the underlined matter in bold earlier in this paragraph.

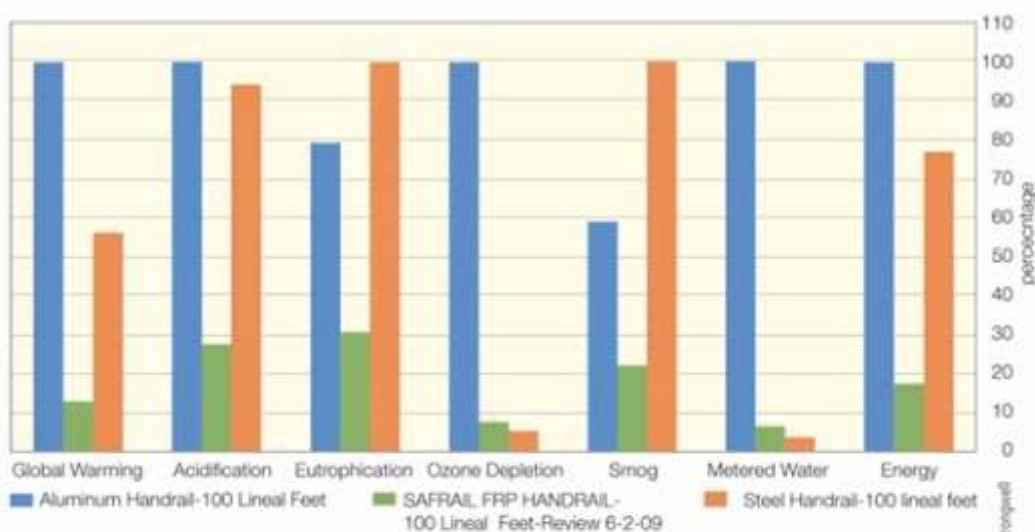
While, I am not able to find direct data on LCA comparison between Plastics and Aluminum and Steel, (not spent much time online for that), the above chart gives you an idea of how effective Aluminum and steel

are. Perhaps if you could try and compare the charts of comparison between paper and plastics Vs the above chart it becomes fairly evident that Aluminum and Steel are far from reliable in comparison to plastics when evaluated through LCA.

My purpose of writing this is not to show any researchers or experts in bad light. I do respect them and they are needed. If you have read till here, I would like you to consider the following;

1. Please do not get swayed by the popular narrative, please try and check the veracity of the narrative and even if you are not able to find out who will benefit from this narrative (its ok), try to understand and get more people to understand things from multiple perspectives, so that you can also contribute positively in influencing the policy making, contributing to the reality instead.
2. Please consider applying LCA approach to every material and almost everything and it is a bit hard at the start but then you do get tuned to thinking like that. You will do this, because you care for your children's generation and beyond.
3. Please do not believe everything that is published, you have seen, how data in selective representation can be made to suit the narrative one needs. So please verify. always.
4. Lastly, try verifying everything I have said above and point me if I am wrong somewhere. I am happy to learn. I am not always correct {rather, there are many who think I am mostly wrong.

SAFRAIL™ FRP Handrail vs. Steel and Aluminum Handrail



Comparing 1p 'Aluminum Handrail-100 Lineal Feet', 1p 'SAFRAIL FRP HANDRAIL-100 Lineal Feet' Revision 6-2-09 and 1p 'Steel Handrail-100 Lineal feet'; Method: TRAC/IMPACT 2002+/IPCC/Energy (Feb 09) OC/Strong V11.08/characterization

Source | Strongwell



R Prakash

Technical Director
Centre for Holistic Agriculture &
Green Enterprise (CHANGE)

Main streaming of Millets

A brief report on Millcon2023
(An International Conclave on Millets)

I remember the remarks from the Managing Director of one of the largest food MNC saying that "Food has to be made fashionable if it has to find acceptance among the new generation and the market for a particular food has to grow". The word fashionable covers an entire gamut of areas namely - product development and the kind of product offered; kind of branding and advertisement employed; packaging adopted; taste, variety and appearance of the food and of course the nutrition and health aspects of the food which unfortunately is not the main driver. In the above aspect, millets to an extent are becoming fashionable (although the market is still niche) with the above attributes and the market is growing for the last 5 to 10 years. Considering the importance of millets in the world food crop, the United Nation has declared 2023 as the "International Year of Millets". This along with the support by the Central and State Governments and the various agencies associated with the supportive policies and schemes have added to awareness among the consumer and increasing markets for millets.

A critical analysis of the millet supply chain and study of the trend presents a somewhat mixed scenario. While the awareness of the health benefits and nutrition of millets is increasing and the markets are increasing, though slowly; there are issues which need to be addressed in the supply chain. The production of millets in India over the years has been decreasing. There are issues with regard to availability of quality seed material and adoption of good agricultural practices by farmers to enhance productivity and thus get them better returns. Unlike the rice and wheat processing industry, equipment for the millet processing is still under development and refinement, specially the preliminary processing machinery. What the millet industry requires is processing equipment to provide good quality product with good recovery rates. Some of the millets have a short shelf life and shelf life improvement along with standard storage practices are required to be developed and implemented across the trade. Development of

valued added products to suit the current market trend and requirement is also to be addressed.

In this context a two day International Conclave on Millets (Millcon-2023) was organized on 12th & 13th of September 2023 by the School of Sciences, JAIN (Deemed to be University) in collaboration with ICAR-ATARI



(Indian Council of Agricultural Research- Agricultural Technology Application Research Institute) and supported by Department of Bio-technology, Government of India. **Bangalore Chamber of Industry and Commerce (BCIC)** was the Industry Partner for this event. The Agro-food processing Expert committee of BCIC was actively involved with this event.



The thrust areas of the conclave were a) Millets for Sustainable Agriculture b) Millet Diets for Nutrition and Psychological well-being c) Millets for Sustainable technology, processing and value addition and d) Millets for Biodiversity and Climate Change.

The conclave was very well planned and comprehensive. It comprised of Key note address; Plenary talks in all thrust areas; Oral and Poster Presentations; Expert talks; Start-up Showcase and Millet-pe-Charcha (A panel discussion), Millet recipe contest and Exhibition stalls covering ICAR-KVK exhibits and Private companies from different parts of Karnataka.



The event commenced with an invocation of the lamp followed by the song on millets an anthem Chal Bharat by the students of School of Sciences, JAIN (Deemed-to-be-University). The inaugural address was given by Dr. Raj Singh, Vice Chancellor, JAIN (Deemed-to-be-University). During the inauguration, a bilingual fact book on millets " Marvelous Millets" and also the Book of Abstracts were released. The Keynote speech was delivered by Padma Shree Dr. Khadar Vali on the benefits of using millets in daily routine to bring out the healthy lifestyle which can reduce the chances of cancer and

other metabolic disorders. Further Dr. Sridevi A Singh, Director, CSIR-CFTRI, Mysore , Chief Guest elaborated on the nutrient aspects of millets and how to utilize them in value addition for food products. Guest of Honour, Dr. P.B. Kavi Kishor, Adjunct Professor, Osmania University, Hyderabad provided information on the improvement of crop through breeding and also to improve nutrient aspects by gene pyramiding using the elite landrace species of different millets. The introductory speech by Dr. V. Venkatasubramaniam, Director ICASR-ATARI, Bangalore talked about the utilization of millets and other grains for well being and also mentioned about how ICAR KVKs are helping production, value addition and marketing of millets. He also mentioned about the KVKs which were recognized by Prime Minister during his Mann Ki Baat sessions. The representative of BCIC, Mr. Shashidar Subramanya, National Manager, Corporate Technology, Buhler gave insight of the industry academia connect and the areas in which Buhler has done in machinery for millet processing.

Dr. Katrien Devos, University of Georgia, USA delivered the expert talk on the Power of Genomic Resources to fast track finger millet improvement and the work done by her team in this area. Dr. Lakshmi Kant, Director, ICAR-Almora elaborated on use of minor millets. This was followed by the Milletify-Me Recipe contest for students which showcased the use of millets for healthy diet which saw participants from many different colleges in and around Bangalore.

There were six Start-up sessions which also included cos. Millet Amma, Radix and others which spoke about their journey, problems areas and how they overcame them. This provided very good insights to the students and budding entrepreneurs.

Day 1 concluded with the cultural extravaganza from the students with different folk dance and songs from across India.

Day 2 included the following plenary sessions, followed by Panel Discussion and prize distribution.

Sessions on Millets for Sustainable Agriculture included: Dr. Nagaraja, Professor & Head, ICAR_AICRP (Small millets), GKVK, Bangalore millets spoke about the Way Forward for millets. Dr. Sangappa, Scientist IIMR, Hyderabad talked about Millet FPOs - Connecting Dots between Farmers and Consumers for value Chain Strengthening.

Sessions on Millet Diets for Nutrition and Psychological well-being included: Dr. Sriwidya Bharati, Dept. of Dravyaguna Vijnana, Alvas Ayurveda Medical College, Mangalore spoke about Millets- Spotlight on Medicinal benefits and Myths demystified

The session on Milles for Sustainable technology, processing and value addition consisted of Dr. Shivakumar C S , Head , Dept. Clinical Nutrition & Dietetics, Sri Devaraj Urs Academy of Higher Education and Research, Kolar speaking on Opportunities and Challenges in Millet sector in India. Dr. Nagabushan K Research Scientist, ITC Life Sciences and Technology Centre spoke about Millet Technologies - Enhancing Bioavailability and value addition from Industrial perspectives



Session on Millets for biodiversity & climate change consisted of Dr. S Chandra Nayak, Professor & Officer in Charge, ICAR-AICRP, Mysuru who spoke about Pearl Millet- Food for future: The Current Status and Management Strategies for Diseases in Asia. Dr. Muthamilarasan, Dept. of Plant Sciences, University of Hyderabad, spoke on Millets for Climate Resilient agriculture-progress and prospects.

Expert talk was given by Dr. SubbaRao M V Professor, JSS Academy of Higher Education and Research, Mysuru who spoke on Millet Derived molecules in management of malignant tumors. This also gave insights on using millets for healthy lifestyle. The other expert talk was from E. Oliver King, Director, CBAC, MSSRF, Chennai who covered biodiversity of millet crop and how they can be used in the current scenario of climate change and also handle food security.

The concluding finale was a Panel discussion "Millet-pe Charcha" which saw the deliberations on the different aspects of millets under the theme "Opportunities and Challenges in Promoting the Cultivation, Processing,

Marketing and Export of Millets" which was moderated by Mr. Hemanth Kumar. The panel consisted of Dr. G. Chaluaraju, Nunhems Seeds, Asia Pacific, Head, Research & Development, Vegetable seeds; Mr. U Dharma Rao, Asst. General Manager, APEDA, Bangalore; Dr. S. Chandfra Nayak, Professor & Officer In-

Charge, ICAR-AICRP, Mysore; Mr. R. Prakash, Technical Director, CHANGE & CO-Chairman, Agro-food processing Expert Committee, BCIC and Mr. Satiishh T Sattya, Founder & CEO, Fresh ON, Eliteck Solutions & Services P Ltd., Bangalore.

The event was attended by more than thousand participants who included students, faculty members, researchers, scientists, entrepreneurs, farmers and industrialists who benefitted from the event.





CA P G Subramanian
Secretary

Indian Cutting Tool Manufacturers' Association

TALENT CRUNCH - IS IT A BANE OR BOON?

The member organizations of BCIC can post their job requirements on the portal and BBSDA will work on sourcing candidates

What is Talent?

The word 'Talent' originates from the Greek word "Taliento" which literally translated means "Genius". It also means a special natural ability or aptitude. Thus, people who are bestowed with talent are naturally endowed with that extra ability to deliver something extraordinary.

Talent with respect to work place

Each individual is endowed with some inborn quality which, if nurtured and encouraged will come out in the form of exceptional performance. It is the ability of the Organization to identify and spot such talent at the initial stage itself that will pay dividends. It is not enough if talent is identified. It needs to be nurtured and grown at frequent intervals to give desired results.

Current Scenario - Is there a talent crunch?

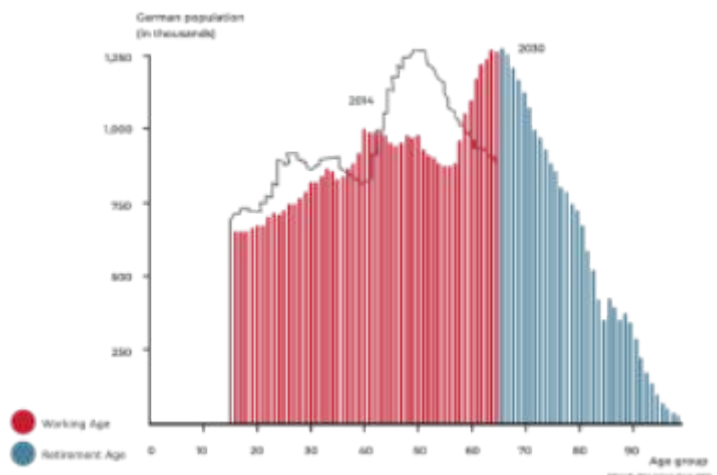
One often hears that there is serious

shortage of right talent available across verticals. This is an oft repeated scenario. Take any department and you will hear the department head expressing his/her anguish on non-availability of the right talent. The pandemic situation has only accentuated the problem. The most recent work "Future of work: The Global Talent Crunch" by Korn Ferry examined talent supply and demand in 20 economies across the world in three broad industries- Finance/ Business Services, Technology / Media / Telecommunications and manufacturing. It estimates that the value of talent crunch across all segments at US \$ 8.5 Trillion and goes on to add that by the year 2030, more than 85 million jobs could go unfilled because there are not enough people to fill them.

What does this mean? Well for one, finding and hiring new people will become increasingly difficult.

It is a paradoxical situation. While on the one hand, there is un employment, other side there are not enough talent pool available to fit the job. Pandemic has only increased the gulf. For example, hospitality and tourism sector, which was the worst hit has seen mass exodus of trained people across all verticals. While people were forced to quit jobs thanks to closure of even established travel house and hotels, it also meant that people simply switched occupations to stay employed. Today, with situation easing and the tourism sector witnessing a boom, there is serious dearth of trained manpower to man the industry where guest is king. The same applies to other sectors like Financial Services/ Manufacturing even though they were less impacted and could rebound to some extent once things began changing.

An Ageing Work Force - An ageing work force is one of the significant causes of the Talent Crunch. As a whole, the general public are having fewer children- so those leaving the workforce are not being replaced by the younger generation. The chart below depicts the situation clearly.





The current scenario opens up great opportunity to aspiring youngsters who are going to step into the employment world soon. Industries must grab this opportunity and create talent pool which will be able to take care of the requirements to a large extent. This calls for massive efforts from the stake holders in identifying the correct talent and nurturing them and also build the skill set required to sustain the work force. We will examine in the following paragraph what stake holders are doing to mitigate the situation and face the challenge.

The combination of all these factors should highlight just how much of an impact this talent crunch will have worldwide. But it's not all doom and gloom; if you adapt how your company operates, you can overcome the worst of the Talent Crunch

Way Forward - What Organizations are doing to ease the shortage -

The savviest organizations are taking on the onus of training talent themselves, increasing their hiring of people straight out of college, says Jean Marc Laouchez, president of Korn Ferry Institute. These firms are also trying to instill a culture of continuous learning and training. Nearer home, in India, organizations, whether they are big or small, have recognized the need to have sufficient trained and skilled man power at all times and have made it compulsory for employees across the board to compulsorily undergo regular training to up date their skill sets. This also helps organizations to spot the right talent and nurture them and groom them for higher roles including leadership roles. In our own organization, training for all employees is mandatory and they need to undergo training on job related skills as well managerial skills every month. This has helped us create and nurture talent and

encourage them to grow in their roles. It also helps to identify the skills possessed by individual employees and help it to grow. This means that every employee feels he is wanted and cared for. "Constant learning- driven by both workers and Organizations - will be central to the future of work, extending far beyond the traditional definition of learning and development"

It is evident that training is one single factor which helps nurture, identify and nurture right talent.

Apart from this, Stanford Business School has identified 5 tips for creating a Workforce Development Program which are-

Companies develop workforce development programs when they want to hire employees with diverse back grounds or employees in fields where the demand for workers far outstrips the supply talent. Here are five tips for developing and running a workforce development program -

- I. **Identify the need** - Talk to stakeholders in your company about future hiring needs and where they are having the hardest times finding adequate number of candidates. Many large Companies run workforce development programs designed specifically to attract female candidates and candidates with non-traditional backgrounds. Specific industries, like health care, create work force development programs to respond to ongoing talent crunch. Once need is identified, assign measurable goals to the program to gauge its effectiveness over time.
- II. **Partner with others** - Two corporate rivals might create competing work force development programs designed around similar hiring goals. Think about partnering with competitors, community

groups, and schools to build a more robust program. The resulting candidates will likely get more out of the program and be better prepared for the job.

- III. **Help shape the Curriculum** - Colleges and Institutes may not necessarily know what your Industry's needs are. Work with them to develop teaching materials that will result in high quality candidates. Some companies lend their employees to a workforce development program to serve as instructors.
- IV. **Identify Talent Early in the Process** - If there is a training component to your workforce development program, try to identify promising candidates early in the process and talk to them about their individual career goals. Doing so may help you jump to the front of the line when it's time to recruit the talent pool.
- V. **Compete at the End** - Companies that chose to partner with competitors to build a workforce development program compete for talent at the end of the process. It is easier to cooperate at the top of the talent development funnel and later compete at the bottom, rather than building the entire funnel on your own. Cooperation results in better candidates.

In Conclusion - While searching for the right talent is a continuous process, organizations that are proactive and are at the forefront in recognizing and nurturing talent by adopting the right measures are bound to succeed. For the innumerable job aspirants, there is opportunity in abundance both locally and globally if the right button is tapped and grabbed.

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2024

WTCA 54th GLOBAL BUSINESS FORUM 2024

- Opportunity to connect with Indian businesses
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- B2B meetings and field visits planned
- Interaction with Tech start-ups
- Trade delegations expected from Member countries

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Business Sectors in Focus

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Agro & Food Processing



Automobile & Ancillaries



Bio-Tech



Heavy Engineering



Real Estate and Construction



IT & ITES



Manufacturing



Education



Travel & Tourism



Textiles



Tech Start-Ups



For more details, request interested organizations to please write to
Mr. Prashant Gokhale, Vice President, BCIC on vp@bcic.in

Overview of BCIC



BANGALORE CHAMBER OF INDUSTRY AND COMMERCE

Namma Karnataka

The Gateway to Future India

- Promoting Trade and Industry in Karnataka since 1976
- Apex organisation of large and medium industries
- An amalgam of Domestic, International and wholly owned subsidiaries of foreign companies
- Facilitating and promoting business contacts and networking



INDUSTRY AND GOVERNMENT FORCES MEET TO PARTNER PROGRESS

We have presently a membership of 880+ companies representing various sectors of Industry such as - Manufacturing, ITI/ITES Biotechnology, Engineering, Consultancy and Legalfirms etc.

BCIC plays an active and important role in promoting trade and investment in the State and has an excellent domestic and International network with MoUs with the leading Chambers of Commerce across the globe. Being the apex Chamber of Commerce in Karnataka, BCIC organises Seminars / Workshops and Interactions with Senior Government Officials both from the Centre / State on critical issues concerning trade and industry from time to time.

BCIC - Partner in Progress

- Outreach
- Government Interaction
- Eminence
- Special Projects
- Governance and Member Services



MoUs with Foreign Trade Offices/Associations/ Universities and Colleges

- BCIC and The Association of People with Disability (APD)
- BCIC - Brigade Skill Development Academy
- BCIC - MS Ramaiah Institute of Management
- BCIC - Institute of Indian Interior Designers,
- Bangalore Regional Centre, Bangalore (IID)
- BCIC - Best Cluster of Indian Institute of Science
- BCIC Tokyo Office MoU: BCIC, Japan External Trade Organisation, Toyota Tsusho India Private Limited, Inter Trade K K, India Research Institute Pvt. Ltd
- BCIC and Bangalore International Mediation, Arbitration and Conciliation Centre (BIMACC)
- JSS Science and Technology University, Mysore



Industry Focus

- Aerospace and Aviation
- Agro and Food Processing
- Automotive
- Banking, Financial Services and Fintech
- e-Commerce, Retail, Logistics & Warehouse
- Infrastructure: Energy, Environment and Water
- IT & Cybersecurity
- Pharmaceuticals
- Real Estate
- Semiconductor, Electronics and Telecom
- Start-Up
- Tourism, Hospitality and Facility

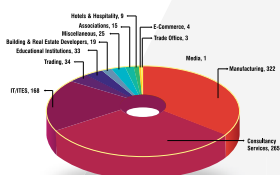


Our Offices (Domestic and International Office)



Cross Section of Our Members

INDUSTRY CLASSIFICATION



Start-up Hub Programs and Activities

- Fireside chat with eminent entrepreneur
- Mini Conference - Thematic Start-up conference Technology Commercialisation
- BCIC Annual Start-up Award 2022-23
- Start-up Conclave
- Series of Start-Up Showcases



Major Summits and Conclaves

- BCIC Economic Analysis Research Report
- Report on Direct Tax Administration and Capital Gains Tax Regime
- Direct Tax Recommendations-Policy Paper
- Approach Note to Transfer Pricing
- Human Capital Index in Karnataka
- Co-existence stakeholder model for effective healthcare delivery in the backdrop of pandemic
- Chief Financial Officers - handbook
- Synergy
- Annual Report



Policy Advocacy and Government Interaction

- Request for easing the pain points of industries operating at Chikhalappura District
- Request for exemption on levy of road tax, registration fees on purchases of all forms and types of EVs up to March 31, 2030 and to extend the benefits of Karnataka Electric Vehicle and Energy Storage Policy, 2017.
- Matters requiring attention for enhancing Customer experience of using Indian Railways for Bangaloreans
- BCIC Policy Paper in Relation to Income Tax Matters
- BCIC Pre-Budget Memorandum 2023-2024 on Customs
- Recommendations on Direct Taxes- both at Policy level and Tax Administration level.
- Note on Difficulties faced by LLPs with MCA V3 system
- Request to expedite the construction work at Bengaluru-Mysuru Expressway
- Request to empanel BCIC to support Govt. in Infrastructure planning and management in times of distress, caused due to flooding



Research Report and Publications

- BCIC Economic Analysis Research Report
- Report on Direct Tax Administration and Capital Gains Tax Regime
- Direct Tax Recommendations-Policy Paper
- Approach Note to Transfer Pricing
- Human Capital Index in Karnataka
- Co-existence stakeholder model for effective healthcare delivery in the backdrop of pandemic
- Chief Financial Officers - handbook
- Synergy
- Annual Report



Membership Privileges

- Thought Leadership**
 - Dissemination of Industry best practices
 - 27 Expert committee - Workshops, seminars, Industrial site visits, training and skilling
 - Access to resources and opportunities
- Industry Voice - Business Support and Advocacy**
 - Strong advocacy with Union and State Governments
 - Representation to Government in consultation with Industry to support Ease of Doing business
- Foreign Collaboration**
 - Collaboration with Foreign Embassies and Trade offices
 - Regular interaction with foreign offices for opportunities and hassle-free business interactions
 - Regular hosting of trade delegations from abroad and facilitate business delegation visits to foreign countries to business expansion
- Networking, Outreach and Visibility**
 - Networking opportunity with Thought Leaders and Professionals from Large, Medium, Small Industries, Educational Institutions and Government organisations
 - Networking events to exchange and validate innovative ideas with Industry professionals
 - Foster collaboration with members for expansion/ business interests



Women Empowerment and Leadership and Start-up Awards



MISSION
Namma Karnataka- Gateway to Future India

VISION
Look Beyond

Together We Should

Our Industry Focus



- Agri Business and Food Processing
- Automobiles and Components
- Apparel and Readymade Garments
- Aerospace and Aviation
- Electronics Energy Environment
- IT/BT
- Tourism
- Machine Tools
- Human Resource
- Startups/Innovations
- Real Estate
- Pharmaceuticals
- Precision Engineering
- Telecommunications
- Consultancy
- Women Entrepreneurs
- BFSI

BCIC has developed excellent and extensive contacts with Foreign Embassies and Trade Offices in India and counterpart Associations in other countries.

Partners and network

- Key Departments of Union and State Governments
- State owned Corporations
- Industry Associations and Chambers of Commerce in India and abroad
- Foreign Embassies, Consulates and Trade Missions
- Trade and Investment Promotion Organisations in India and abroad Financial Institutions

Expert Committee:

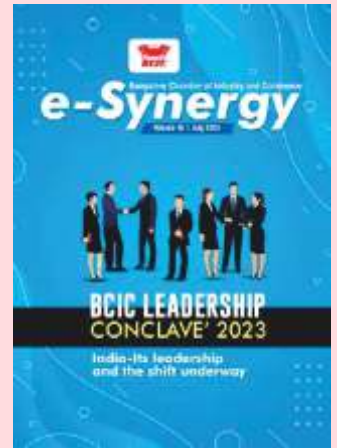
- Aviation and Aerospace
- Agro and Food Processing
- Banking, Financial Services and Fintech
- Corporate, Economic Affairs and Legal
- CSR & Societal Branding
- Direct Taxes
- Ease of Doing Business Council
- Environmental, Social, and Corporate Governance
- e-Commerce, Retail, Logistics & Warehouse
- Human Resources & Women Leadership
- Healthcare, Wellness and Regional Culture
- Hospitality, Tourism & Travel
- Indirect Taxes
- Industry 4.0
- Industry-Institute Interface and Edutech
- IT & Cybersecurity
- Infrastructure: Energy, Environment and Water
- International Business
- Leadership Forum
- Manufacturing
- MSME
- Publications and Corporate Branding
- Real Estate
- Semiconductor, Electronics and Telecom
- State Coordination
- Start-Up
- Start-Up Hub

The Functions of BCIC are driven by exceptionally-enabled Apex Advisory and Expert Committees comprising of senior Industry representatives from Core Sectors.

Expert Committees

Our Expert Committees are Chaired by senior Representatives who are experts in their respective industry segments

BCIC Publications: Connecting with Members





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START-UP AND INCUBATION CENTER : MG Road, Bengaluru



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