

BOMBAY CHAMBER REVIEW

Vol. XVI No. 1 February 2020





Bombay Chamber Review



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From the Editor's Desk



Dear Friends,

On 1st February our Finance Minister, Ms. Nirmala Sitharaman unveiled the budget for the fiscal year 2020-21. Ms. Sitharaman proposed a new optional personal income tax system and announced a multi-billion dollar farm, infra, and a healthcare package to revive growth in the country. Emphasizing on capacity building and empowerment of marginalized sections of the society while protecting the wealth creators, Ms. Sitharaman said this Budget will boost the income and purchasing power of the people.

The Chamber organized number of events including the Pre Budget and Budget Day event to formulate the viewpoint of the Chamber and communicate the same.

Chamber also organized its 12th Biennial Conference - AgriCorp 2019 at Hotel Four Point by Sheraton, Pune in the month of January 2020. Apart from the flagship event, many other events were held which are covered in detail inside.

Happy reading and Jai Hind!

Vijay Srirangan
Director General
Bombay Chamber of Commerce & Industry



Centre for Mediation and Conciliation

Under the aegis of Bombay Chamber of Commerce & Industry



WE HELP FIND COMMON GROUND, EVOLVE WIN-WIN SOLUTIONS

Bombay Chamber has launched its Centre for Mediation and Conciliation (CMC) to promote use of mediation as a quick, cost efficient and confidential option for resolution of commercial disputes.

WHAT IS MEDIATION?

In mediation, a neutral professional who is trained in conflict de-escalation designs a process of assisted negotiation between parties ensuring effective dialogue and solution focused discussions. The parties mutually agree on the terms of settlement and mode of enforcement. The terms of settlement may be recorded in the form of an arbitral award or conciliation settlement with the assistance of CMC to make it enforceable like a court decree.

WHERE HAS THIS WORKED BEFORE?

Companies regularly opt for mediation to resolve commercial disputes and mediation is currently seeing a success rate of 75 to 80% throughout the world.

- In 2016-17, Singapore and Brazil passed laws promoting civil and commercial mediation.
- Japan has been using mediation in commercial disputes since 1922.
- The European Union in 2008 issued a directive mandating mediation mechanism to be adopted for resolving inter-state civil and commercial disputes. On average, as per studies in the EU, it takes 43 days and Euro 3371 to resolve a dispute using mediation as compared to 555 days and Euro 9179 to get a final court order.
- The US Department of Justice alone saves USD 70 million and 2733 months of litigation by using mediation.

WHY DOES INDIA NEED MEDIATION?

From the Indian perspective, issues with enforcement of contracts and awards and huge case backlogs in Indian courts, provide wide scope for implementation of mediation. In keeping with its credo "Corporate as a Citizen", Bombay Chamber continuously explores opportunities to work for universal causes. Today, it is important for us as a nation to improve 'Ease of Doing Business' in our country and mediation initiative of the Chamber is a step in this direction.

OUR VISION

To help create a harmonious business environment with enduring business relationships by encouraging resolution of disputes through aided dialogue and concluding them swiftly, economically, confidentially and amicably.

OUR MISSION

Aspire to be the most reputed platform for mediation of commercial disputes in India, through unimpeachable neutrality, best in class governance standards and competent mediators; establishing an excellent benchmark in quality of mediation services.

"An ounce of mediation is worth a pound of arbitration and a ton of litigation."

- Joseph Grynbau

WHAT | WORK UNDERTAKEN SO FAR:

- Mediation Training Sessions conducted jointly with Indian Institute of Corporate Affairs (IICA), Ministry of Corporate Affairs, Government of India
- MoU with Bangladesh International Arbitration Centre (BIAC), Thailand Arbitration Centre (THAC) and Asian International Arbitration Centre (AIAC), Kuala Lumpur
- Successful resolution of Pre-institution and Court referred mediation cases by City Civil and High Court of Bombay and Direct Corporate Referrals
- Seminar Series on Mediation Awareness with emphasis on MSME sector
- AAA-ICDR funding for our project "Capacity Building of stakeholders in Improving Access to Mediation for Vulnerable Sections of Business Community in India (SME's)
- Setting up of 'State-of-the-Art' physical infrastructure for mediation
- Collaborations with Law Colleges such as Gujarat National Law University, Dr. Ram Manohar Lohiya National Law University and National Law University, Jodhpur.

WHO | LUMINARIES ON THE MEDIATOR PANEL OF CMC :

Hon'ble Justice, **Mr. B.N. Srikrishna**, Retd. Judge, Supreme Court of India

Hon'ble Justice, **Mr. Deepak Verma**, Retd. Judge, Supreme Court of India & Presiding Arbitrator

Mr. Bill Marsh, Mediation Expert, IFC, World Bank

Mr. Jeremy Lack, President, Swiss Chamber of Commercial Mediation, Geneva

Senior Advocate, **Mr. Sriram Panchu**, Mediator for Assam-Nagaland boundary dispute

Ms. Nadja Alexander, Mediation Advisor to Government of Singapore

Mr. Prathamesh D. Popat, Counsel Bombay High Court, LEADER accredited IMI Certified Mediator

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12th Biennial Conference on AgriCorp 2019 : Water Smart Agriculture - A Business Perspective

17th January 2020

The Agriculture and Food Processing Committee of Bombay Chamber of Commerce & Industry conducted its 12th Biennial Flagship Conference AgriCorp 2019 with the theme “Water Smart Agriculture - A Business Perspective” on 17th January 2020 at Four Points by Sheraton Pune, Maharashtra.

The Program was attended by more than 140 delegates who included Bankers, Service Providers, Central & State Government Officials, Farmer Produce Organization (FPOs’

and Students from Agri Business Management institutions. Etc.

Around 20 eminent speakers covered different topics Viz Water Harvesting - Current View of Commercial & Government Sector, Water Efficiency Innovations in Agriculture, Financing of Water Management Projects and Panel Discussion as Water as a Business.

The program started with the welcome address by Mr. V. S. Parthasarathy, President, Bombay Chamber of Commerce and Industry.

Inaugural Session:

Dr. D. N. Kulkarni, Chairman - Agriculture & Food Processing Committee, Bombay Chamber of Commerce and Industry delivered the theme presentation. He quoted the following points.

- Fact that needs based agriculture using smart management is the key for not only saving water but also increasing productivity. Hence the role of smart irrigation devices needs to be well understood by farmers.



- India uses only 25% of water from the total water. Agriculture is the largest water user worldwide, accounting for 70% of total freshwater withdrawals on average. Distribution of water across the entire country is through reservoirs, wells, ground water which is called blue water. 25% of this water is potable while 80% is used in Agriculture. The efficiency of this 80% water is only 25%.
- He spoke about water saving devices like drip systems, canal and pipes, and canal water that can be used in agriculture. Water can also be reused by recycling. He also spoke about upcoming devices like drones, sprinklers, sensors etc.

Dr. Satish Umrikar, Additional Director, Groundwater Surveys & Development Agency (GSDA), Govt. of Maharashtra presented Opening Remarks.

- He stated that the Government needs to take a step forward if the community is prepared and if the err is human and we have erred, we need to reverse the damage done and conserve water.
- Old schemes revivals on water conservation need to be reconsidered. Educating people is very important for optimal use of water.

Mr. Crispino Lobo, Managing Trustee and Co-Founder, Watershed Organization Trust (WOTR) gave a special address.

- Mr. Lobo highlighted important points such as Australia Bushfires. Bushfires in Australia are widespread and regular occurrences that have contributed significantly to molding the nature of the continent over millions of years. It has increased the temperature by 1 degree Celsius globally.
- Literacy campaigns in communities should be introduced to spread awareness of crop patterns and to improve their standard of living so as to get higher yield in minimum use of resources.

Shri. Rajendra Pawar, Secretary - Command Area Development, Water Resources Department, Govt. of Maharashtra was the Chief Guest of the Conference. He focused mainly on the following points

- He discussed vital points such as water literacy is needed among the farmers for better use of natural resources. He stated that the state of Maharashtra gets 55% of coastal areas and that the state is rich in natural resources.
- Sustainable water sources. Recycling and reuse of water. Wastewater is becoming more widely recognized as an asset to exploit rather than a liability to be treated and disposed of to the environment.
- He also mentioned that combined efforts from the Government and private sector should be practiced to improve the Agriculture sector to a great extent.



The AgriCorp Souvenir was released by the Chief Guest - Shri Rajendra Pawar.

Vote of Thanks was given by Mr. Vijay Srirangan Director General, Bombay Chamber of Commerce & Industry.

Session 1 - Panel Discussion on Water Harvesting - Current View of Commercial & Government Sector.

Panelists-

1. Moderator: Dr. S.K Goel, Former Additional Chief Secretary, (Agriculture and Marketing), Govt. of Maharashtra.
2. Dr. Sunil Gorantiwar, Professor, (Principal Investigator for Climate Smart Agriculture & Water Management,) Rahuri University.
3. Dr. Satish Umrikar, Additional Director, Groundwater Surveys & Development Agency, Govt. of Maharashtra.
4. Mr. Satyajit Bhatkal, CEO, Paani Foundation.

Summation of the session-

The schemes like The Jal Jeevan Mission, Pradhan Mantri Sichi Yojana, Watershed development project, Water cup project



contribution were explained in the panel discussion.

The discussion also focused on groundwater database which can be utilized by corporate sectors for business. Ensuring the integrated development of rain fed areas using the watershed approach towards soil and water conservation, regeneration of groundwater, arresting runoff, providing livelihood options and other activities.

Session 2 - Water Efficiency Innovations in Agriculture.

Panelists-

1. Moderator: Dr. Vijayanand Ranade, Former Irrigation Secretary, Department of Irrigation, Govt. of Maharashtra.
2. Mr. K.R. Venkatadri, Chief Innovation & Digital Officer, Tata Chemicals Limited.
3. Dr. Makarand Kulkarni, Chief - Products, Skymet Weather Services Pvt Limited.
4. Dr. Pradeep Panigrahi, DGM (Corporate Sustainability), Mahindra & Mahindra Limited.
5. Mr. Vilas Vishnu Shinde, Chairman, Sahyadri Farmer Producer Co. Limited.



Summation of the session-

The discussion focused on innovative methods of using water in agriculture. Proper installation of drip irrigation can save up to 80% more

water than conventional irrigation, and can even contribute to increased crop yields.

Importance of measurement based technologies was discussed. Measurement data can help farmers to manage their operations. The more information they have, the better

outcome can be seen, which will therefore help them to make decisions that are tailored to their farms' specific needs.

Contribution of corporate innovations and enhancing technologies for efficient use of water was also highlighted.

Session 3 - Financing of Water Management

Panelists-

1. Moderator: Dr. Mahesh Patankar, Senior Advisor - Disruptive Technologies, Water Resources Group (2030 WRG).
2. Mr. Prashant Shah, VP & Head Credit: Rural Lending and Microfinance Dept. - Axis Bank Limited.
3. Mr. Manoj Rawat, MD & CEO, ValueFin India Credit Services Private Limited.



Summation of the session-

The panel discussed highlighted points like the social funding and farmer funding plans. The financial institution is working in conjunction with the Government of India to boost the agriculture sector.

They also discussed the support which is offered by Banks for working capitals. Agriculture is the backbone of Indian economy and it definitely comes as no surprise to see financial institutions offer monetary aid to

farmers all across the country. Agricultural loans are available for different kinds of farming-related activities.

Collaboration with Micro Irrigation companies can be viewed as a benefit in Agriculture sector. In India, food grain production has largely been possible through irrigated agriculture. But over 50% of cultivated land that produces more than 80% of nutri-cereals, pulses, oilseeds, fruits and vegetables is monsoon dependent.



Session 4 - Panel Discussion on Water as a Business

Panelists-

1. Moderator: Dr. S.K Goel, Former Additional Chief Secretary, (Agriculture and Marketing), Govt. of Maharashtra.
2. Dr. D. N. Kulkarni, President- Agri Food Division, Jain Irrigation Systems Limited.

3. Mr. Biplab Ketan Paul, Director, Bhungroo.
4. Dr. Susanta Kundu, Chief Operating Officer, Excel Innovation Center, Excel Industries Limited.
5. Mr. Abhijit Page, Head Sales & Marketing, Mahindra EPC Irrigation Limited.

Summation of the session-

The panel discussion highlighted the concept of collecting water locally in farms. Water harvesting (WH) and small-storage technologies are key water-related interventions with the

potential to contribute to rapid improvements in the yields of rain fed crops.

Businesses like drip systems, PH Conditioner, converting sewage water to usable water, solid vegetable waste management are good examples of water as a business.

Community based water management systems. Source to farm water supply. In every irrigation areas there is a high demand for water supply. The demand for water varies over time and depends on the types of crops, crop growth stages and on the climate.

Case Study on “Wastewater Bazaar” by Ms. Alka Palrecha, Director, People in Centre, Ahmedabad.

Summation of the case study -

Wastewater has so far been viewed as a problem which needs to be eliminated; however, it needs to be viewed as a resource to be used to create wealth and welfare.

Irrigating with wastewater: [a] helps conserve freshwater; [b] serves as a low- • cost method of wastewater disposal; [c] conserves energy to the extent it saves pumping deep groundwater; [d] reduces pollution of natural water bodies; [e] helps recover valuable nitrogen and phosphorus from wastewater; and [f] support cultivation of high • value crops.

To harness the potential resource of wastewater and promote its usage for irrigation, ‘Wastewater Bazaar’ case studies are presented to show their marketplace for transaction of wastewater from municipalities to farmers for irrigation across India.



The Summation of AgriCorp 2019 was delivered by Dr. S.K Goel, Former Additional Chief Secretary, (Agriculture and Marketing), Govt. of Maharashtra.

Vote of Thanks of the conference was given by Mr. Rajan Raje, CEO, Nichem Solutions.

The overall feedback of the conference was very encouraging.

MEMBERSHIP

New Members: December 2019

Applications for membership received by the Bombay Chamber from the following organizations have been approved by the Membership Sub-Committee

MEMBERS	ASSOCIATES LIMITED
1. Cathay Pacific Airways	1. Bioxera Pharma Pvt. Ltd.
2. Centrum Capital Ltd.	2. Matterhorn Chem Pharma Pvt. Ltd.
3. PS3 Engineering & Construction Services Pvt. Ltd.	3. Nenava Metal Corporation
	4. Star Exim



Watershed Development - A Business Perspective

Dr. S. K. Goel

Former Additional Chief Secretary, (Agriculture and Marketing), Govt. of Maharashtra

In June 2009, Government of India integrated and consolidated three existing programs, viz., Drought Prone Areas Program (DPAP), Desert Development Program (DDP) and Integrated Wastelands Development Program (IWDP) to launch one modified program called the Integrated Watershed Management Program (IWMP). This consolidation was done to ensure optimum use of resources for sustainable outcomes through an integrated planning. IWMP embodied three major changes in the erstwhile watershed development programs:

1. Larger project area: Under IWMP, a cluster of micro-watersheds with total area of 1000-5000 hectares is treated as a project area while earlier watershed programs worked on individual watersheds of 500 hectares or less.
2. Higher budget allocation and flexibility: The unit cost of project was doubled from Rs. 6000/ha to Rs. 12,000/ha and the project period can vary from 4 to 7 years.
3. Greater emphasis on institutions and convergence: Compared to the pre-existing watershed programs, IWMP places emphasis on institutional strengthening, proper planning and monitoring and evaluation of projects. IWMP guidelines repeatedly emphasize the need for convergence. This emphasis on convergence, as a strategy, can be leveraged to graduate IWMP clusters into truly climate-smart villages.

Integrated Watershed Management Program (IWMP) is to restore the ecological balance by harnessing, conserving and developing degraded natural resources such as soil,

vegetative cover and water. The outcomes are prevention of soil erosion, regeneration of natural vegetation, rain water harvesting and recharging of the ground water table. This enables multi-cropping and the introduction of diverse agro-based activities, which help to provide sustainable livelihoods to the people residing in the watershed area

Despite its laudable objectives, there are only a few IWMP villages in India.

The state government supported local NGOs or a government department act as project implementation agencies (PIAs) to implement IWMP. **Why is it that this activity remains confined to public sector / NGOs and it is not taken up as a business by private sector?**

IMPACT OF WATERSHED DEVELOPMENT

A comprehensive review of government supported watershed programs in 221 districts of 16 states of India by TERI (2004) reported several positive outcomes of these programs including overall improvement in land use, increase in net sown and gross cropped area, expansion in irrigated area, greater fuel-wood and fodder availability and higher incomes and employment opportunities. Similarly, an evaluation in 2008-09 by a consortium led by ICRISAT found that watershed programs in rain fed areas led to increase in irrigated area, crop productivity and cropping intensity. The evaluation also reported rise in groundwater table and decline in soil erosion in areas that had received watershed treatment. Altogether, benefits of watershed programs were estimated to be twice as high as their cost (B: C ratio of 2.01).

Despite these favorable evaluations, expert

assessments of watershed programs, including IWMP, suggest that more could be done in these project areas to consolidate and build upon these investments to make agriculture more resilient to droughts and climate change and increase farm productivity and farmers' income. High frequency of droughts and the resulting agrarian distress has further accentuated the need to build resilience to droughts and climate change. **Could the increased income of farmers not meet the cost of watershed development with or without assistance of Government to be incurred by a private player taking it up as a business venture?**

THE PROPOSITION

Villages where IWMP has been implemented and could be implemented in near future offer an opportunity to show that convergence of locally suitable weather smart, water smart, carbon smart, nitrogen smart, energy smart and knowledge smart technologies and practices implemented through people's participation even by a private player can make these villages truly climate smart provided the localized agri-value chains are established by such business players connecting all the operations from production till its marketing and consumption.

IWMP areas offer a good platform for climate-smart villages because i) they have already received some of investments to improve water and soil-moisture availability; ii) farmers there are exposed to participatory project implementation and iii) they are sensitized to the need to make agriculture more sustainable through awareness programs. Government agencies can leverage the preparedness of IWMP project areas and the resources from ongoing programs, NMSA, MGNREGS, NFSM, NMOOP, MIDH, RKVY, PMKSY, and PMFBY, to make them truly climate smart and thus provide an evidence of success of IWMP as an income generating intervention.

THE PROJECT PREPARATION

The management information system of IWMP has rich data on baseline characteristics of project areas and different aspects of the project implementation on its webpage (www.iwmpmis.nic.in).

This includes, among other things, project level data on:

- a. Location of villages where project is being implemented
- b. Baseline data on geographical area, gross cropped area, net sown area, cropping intensity, number of water storage structures, water storage capacity (in m³), number of water extracting units,
- c. Area under Kharif and Rabi crops and the average productivity in the baseline and expected area and productivity after the project is implemented.
- d. Number of different types of structures constructed with total capacity and additional irrigated area created by the project.

Implementing agency, IA which could be a private investor or an SPV consisting of private players and NGOs together can use this data from IWMP-MIS to select early IWMP clusters for assessment. The baseline data available in the MIS will help IA to develop agronomic (cropping pattern, crop yields and cropping intensity), hydrological (depth to groundwater table and pumping capacity of wells) and socio-economic characterization (number of BPL households, days of migration) of the cluster.

IA could combine this secondary data with primary data collected from interviews with beneficiary households, project implementation agencies and representatives of the community institutions active in the watershed. IA could also collect similar information from neighboring watersheds where IWMP has not been implemented or is in very early stages of implementation. The comparison of data from primary survey of IWMP project areas with the baseline data and data from neighboring non-IWMP areas will help IA to assess the impact of IWMP and then prepare a business plan for graduating it into a value chain.

DEVELOPMENT OF AN INVESTMENT PROPOSAL

1. Move away from disjointed sectoral schemes & programs in agriculture sector for a cluster of villages to well designed,

commodity based integrated value chains connecting all the farmers, big or small, to the consumers, retailers, processors & exporters.

2. Value chains to integrate production systems, marketing systems & finance in a seamless manner through massive reforms in land leasing, agricultural marketing and contract farming as suggested by NITI Aayog.
3. Plan private investment through adoption of Public Private Partnership framework across the value chain for linking farmers to the market in an efficient & effective manner.
4. Approach relevant authorities as corporate, SME and agri-startups / individuals / FPO to establish a commodity-based value chain, big or small, regional or local with the integration of existing government interventions in the field of production, marketing and finance taken together.
5. For each value chain, ensure protective irrigation, efficient water management, watershed development, proper utilization of created irrigation potential, promotion of drip and sprinkler systems with the help of PMKSY / MNREGA / state resources strengthening WUA and participatory management.
6. For each value chain, strengthen the existing extension & agricultural advisory services by promoting relevant agronomic practices.
7. For selected value chains, promote mechanization through laser land leveler, self-propelled sprayers, precision seeders & planters, trans-planters, multi crop threshers, harvesters through a model of custom hiring.
8. For each value chain, ensure timely supply of inputs---good quality seeds, balanced and integrated use of nutrients, efficient system of crop protection as well as credit and insurance.
9. Have a system of value chain specific risk management including the risks related to climate change, through a complete coverage by well-designed crop insurance product which covers individual fields &

farmers with a judicious use of remote sensing technology.

10. Introduce financial innovation through value chain financing covering crop loan, term / investment loan, infrastructure loan, pledge loan as well as working capitals--- all as a part of an integrated value chain---through financial institutions.
11. Ensure the availability of public infrastructure like connecting roads, availability of electricity, warehousing, cold storages, and market infrastructure directly related to a specific value chain in a PPP framework in a phased manner.
12. Diversify the portfolio of integrated value chains from crops to animal husbandry, dairy, fisheries, horticulture, pisciculture, sericulture, aqua culture, mushroom cultivation to enhance the farmers' income.
13. Introduce an extensive use of IT / ICT / Apps in all the value chains to achieve better integration, communication and knowledge dissemination for increased efficiency of operations including the advisory based upon multiple data sources like data available from remote sensing.
14. Develop strong institutions of farmers to get the farmers integrated into the value chain through promotion of FPOs / cooperatives / SHG / JLG / Trusts / NGOs and get them federated along the commodity- based value chains.
15. Create a network of warehouses / cold storages accredited for warehouse receipts under WDRA to receive pledge loans for the farmers and to trade on commodity exchange for better realization from their produce.

It is expected that an investment all across the value chain including watershed development with or without assistance from Government would generate enough increased income for the farmers so as to pay for the investment made even in developing a watershed and thus accelerating the availability of a minimal moisture for growing a remunerative crop throughout the country in next few years.

Water

Mr. Bhupen Dalal

**Chairman,
Foods And Inns Limited**



Water – Water Everywhere but not a drop to drink ---- Poem of the 19th century -By Poet Samuel Taylor Coleridge

Water is life. No one can live without it. It is essential for all forms of life. Without water most life forms will cease to exist.

At this juncture humanity has come to a crossroad because of careless use of resources. The available water supply has been consistently going down. The river and other sources of water are being contaminated by factories and human civilization leaving the water unfit for use.

From prehistoric times planet earth has always had water as a major component of its ecosystem. Through the study of evolution, it is also being found out that all of life originated from water. All life forms have different needs that are satisfied by water.

A worry amongst the elite is that WORLD WAR III will be fought over water. It may be far fetched but many countries and regions within a country have disputes over water. India has had such concerns with 2 of its neighbors i.e. Pakistan and Bangladesh with respect to sharing of its water resources. This has also been the case between various states in India like the Godavari Water dispute, Narmada Water dispute, Krishna Water dispute, Ravi & Beas Water dispute and so on.

Earth is covered 70% by water, but it is salty and therefore not potable. Nature has been kind to India, we have plenty of rain, but the sad part is that 70% of the water merges into the Ocean within 3 months. We have over exploited our ground water and its depletion has become the problem of the hour.

We, as responsible citizens of India and of course the world should use the freshwater with respect. The most common wastage is keeping the tap open while brushing or shaving. It makes sense to use a bucket instead of a long shower for a bath. The most important factor is how we use our water in agriculture. Many crops such as sugar

cane are water guzzling. India has been short on edible oil and continues to use its precious foreign exchange to purchase them for decades. We need to educate the farmers to slowly switch to some extent from sugar cane to growing oil seeds that can be processed into edible oil.

Research has shown that our agriculturalists have been using more water than needed for growing food grains or trees. On the principle of sustainability, the usage of water must be scientific. It is a good idea to take a leaf out of the experience of Israel, which has converted its desert into orchards. Due importance must be given to the issue of micro irrigation and the use of sprinklers.

In India we have considered rivers to be holy, yet we have misused them. The Ganga starts from the Himalayas as pure as it could be. But the same water of Ganges is used, abused and misused by many as she is for free! Raw sewage of more than 1 million liters per day generated by the human population goes untreated into the Holy Ganges. Going down U.P, there is so much effluents out of tanneries pumped into the Gangamai (Ganga Mother) from Kanpur & Unnao. People defecating & washing their dirty clothes on the banks of this sacred river is another problem. Idol immersion & pious refuse apart from plastics and fertilizer residues are other problems contributing to the non portability. By the time it reaches its end at Kolkata, the Ganga now converted into River Hooghly is dirty and not potable unless treated.

We have a problem, but what is the solution? It has common sense solutions but as in most cases, common sense is the most uncommon.

1) The Government of India is spending over Rs 60,000 crores on MNREGA. It provides income to farmers or farm laborers for 100 days a year. Let us convert the entire labor force available in non-rainy season to dig up water bodies. If we have artificial ponds,

lakes, it will not only provide water for human use but also for agriculture. The storage of water would result in water seepage and bring up the water levels.

- 2) Windmills as they do in the Netherlands can be installed on the banks of the rivers that can lift water from the rivers and pump it into overhead tanks. Also, it can pump water into Bore wells or normal wells so that they are recharged.
- 3) The rivers, lakes and ponds should be desalted and deepened so that they have better storage capacity.
- 4) Rainwater harvesting should be made compulsory for all new factory buildings and housing societies. The water so collected from storm water drains could be delivered to underground tanks.
- 5) Growing trees on the banks of all water bodies be it rivers, lakes, or ponds. The trees will grow well with the moisture and will help in reduction of carbon emissions. It will be a good idea to grow trees such as Neem (a natural pesticides), Eucalyptus (for medicinal use) and fruit trees such as Mango which will yield fruits and add to the income of farmers in that area.
- 6) Extensive construction of check dams on the rivers would result in water storage, bring up the level of ground water and the water available round the year for human use and agriculture
- 7) Some of the major companies in India have been conscious of their responsibilities and have been consistently reducing their need for fresh water by treating the wastewater and reusing it once again.
- 8) Many importers of agro products from the west look towards Indian processors to ensure that the agriculture uses sustainable practices. If we do not change our ways, we may lose some of our export markets.
- 9) By developing a community wide water use plan, farmers can optimize their usage, and minimize competition for water resources. Further, in order to ensure not too much water is extracted; the government regulations could initiate issuing of water permits, which can restrict wasteful usage of water.
- 10) Farmers should be trained on measures to avoid run-off of chemical substances

and avoid further pollution of soil and groundwater. Minimizing the amount of chemicals applies, and using only on targeted areas and on areas that are not water-logged, steep, cracked, or compacted will reduce pollution. Farmers should also develop temporary bunds, and buffer zones, which can be inexpensive, but very effective in controlling soil erosion from water runoff.

- 11) Farmers should implement measures to improve soil moisture retention by adding sufficient natural compost material. As technology in agriculture has advanced, larger farmers could opt for micro-climatic sensing technologies, which can help predict the onset of rainfall, and also provide data on specific plots in the farm with low soil moisture levels, such that farmers can only irrigate targeted areas.
- 12) The state governments could persuade farmers to switch from water guzzling staples and move to growing oil seeds such as groundnut, sesame, sunflower and soya, and then we can address 2 problems with a single solution. The government should offer a reasonable Minimum Support process (MSP) for oil seeds and maybe slightly reduce the MSP for wheat and rice, which will do the trick!! It will save water, reduce imports, save foreign exchange and export the oil cakes after the oil is extracted. However, we cannot get out completely from wheat and rice, but advisories can be given state wise.
- 13) Educating farmers toward sustainable agriculture can have tremendous benefits on the balance of the ecology. While such measures seem to increase the cost of the farmer, in most cases, the actual benefits in terms of yield increases from sustainable farming outweigh the costs.

In summary, we must respect water; it is an elixir of life. We must use the water sparingly in agriculture, industry and household consumption.

Sustainability means meeting the needs of the present, without compromising the ability of future generations to meet their own needs.

The **problems are diverse and some are only being recognized** but it is important to keep a close control over pollutants so that we can maintain the environment in an acceptable condition for future generations.

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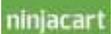


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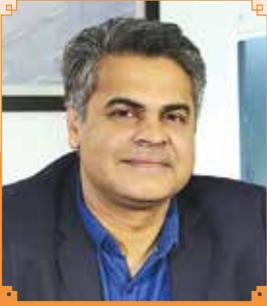
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Less is more: The Path to Sustainable Agriculture

Mr. Jatin Singh

**Founder & Managing Director,
Skymet Weather Services Pvt.Limited**

Over 70 per cent of India's water comes from below the ground. India is, by far, the largest and fastest growing consumer of groundwater in the world. China and the US are in second and third positions, respectively, but India uses more than the two of them put together. Government data shows that groundwater level in 16 per cent of the taluka, mandal, block-level units in the country fall under the "over-exploited" category, while 4 per cent fall under the "critical" category. Nearly 681 blocks, mandal, taluka level units in the country, constituting 10 per cent of the total figure, fall under the "semi-critical" category, while 253 fall under the "critical" category.

Over the last four decades, around 84 per cent of the addition to irrigated area came from groundwater. The over exploitation of the groundwater was highest in the states of Punjab (76 per cent) and Rajasthan (66 per cent), followed by Delhi (56 per cent) and Haryana (54 per cent). The Punjab Cabinet on 4th December, 2019 gave its nod for the creation of the Punjab Water Regulation and Development Authority to check depletion of underground water in the state. The proposed legislation is aimed at development, management and regulation of water resources of the state to ensure their judicious, equitable and sustainable utilization and management, the Cabinet further said.

With India's population increasing leaps and bounds every year, the day is not too far when it will surpass China to become the most populated country in the world. This population explosion in the country has put tremendous pressure on the existing lands and agriculture, which was already overburdened, supporting the existing population of 1.4

billion. With the number predicted to cross 1.7 billion by 2050, how will India feed them all?

Although India is almost self-sufficient in production of staple crops such as rice, wheat, pulses, sugarcane and cotton, there are still significant inefficiencies in the country's agricultural value chains. Agriculture is mainly rain-fed and dominated by small-scale farmers. Rain-fed crops account for 48 percent of total area under food crops and 68 percent under non-food crops. There is thus a need for more value chain actors to adopt best practices in climate-smart agriculture to reach a higher scale and increase food security.

At this time, when the country is already struggling to provide clean drinking water to its people, how will it arrange water for agriculture to produce food for the growing population? The need of the hour is technology-driven agricultural solutions that can 'produce more with less.'

In order to fulfil the burgeoning demands of food and water by the existing population, and to deploy resources for upcoming generations, many technological advancements are taking place in the agricultural sector that have successfully been able to release stress, from our existing lands and farmers. The use of technology in agriculture is not very new. Farming is a highly labour-intensive job and in order to increase efficiency of the farmers, manage costs and increase the production of crops, farmers are encouraged to learn the use of technology and adopt them in daily agricultural practices. Some of the examples are sustainable agricultural practices using high-performance tools & equipment, vertical farming, use of AI (Artificial Intelligence) and block chain technology in agriculture, use of

drones, bees and GPS etc.

One such technological advancement that is doing wonders in the field of agriculture is Precision Agriculture or Precision Ag. Also known as Satellite farming, or Site-Specific Crop Management (SSCM), Precision Ag is growing in India, especially at this time, when the country is witnessing its worst water crisis and the need of food is growing exponentially, worldwide. Precision Ag is a new way of managing farms, which encompasses observing, measuring and responding to field variability in crops. It is basically a decision support system (DSS) for managing a farm with the intent of optimizing returns on inputs and also preserving resources simultaneously. In simple words, precision ag is a farming technique that makes the growing of crops and raising livestock, more accurate and controlled. This modern-day agricultural practice makes use of information technology and a wide array of equipment such as GPS guidance, sensors, drones, bees, control systems, robotics, autonomous vehicles & hardware, variable rate technology, GPS-based soil sampling, telematics, and software.

While precision agriculture was started with the aim to increase crop efficiency and ensure profitability, it is also taking sustainability into account by protecting the environment. This has been achieved through big data gathered by technology, which is guiding the present and empowering the future decisions related to farming. It gives precise information on when to grow a crop, the best time to sow seeds, the best time to apply fertilisers or chemicals etc. The core principles of precision ag have been around for more than 25 years, but it's only over the past decade that they have become so popular; thanks to technology!

Furthermore, the adoption of mobile devices, increase in IoT, falling prices of sensors, drones and computer chips, access to high-speed internet, low cost and reliable satellites used for positioning and imagery and inter-connected farm equipment are some of the key technologies, contributing to the increasing trend of precision agriculture. It

has also been suggested by some experts that more than 50% of farmers today are using at least one precision farming practice. **(Source - Agfundernews)**

At Skymet, we realise that we cannot manage things until we measure them effectively and hence, our weather forecast instruments offers the most accurate and precise measurements. With our network of 7000+ sensors, our measurements have gone a long way in increasing the efficiency of crops and preserving the environment. We have a sensor in every district in India, and through this, we are empowering our farmers to take better decisions to manage their crops. With improved networks, better internet connectivity, high bandwidths, cheaper drones, computer chips, we can roll out precision agriculture to more and more people; even in the remote areas.

With the increasing versatility of drones and their decreasing prices, we can provide real-time data to our farmers, enabling them to make and change decisions on the basis of the data available. From providing information on simple parameters like temperature, humidity to giving real-time information about soil moisture, crop temperature, hydrology, Skymet's forecasting has helped agriculture sector to take preventive measures and save the agricultural land & crops from any unforeseen incident.

In India the advent of the near-ubiquitous smart phones bundled cheap data plans and revolution in high resolution satellite images have spawned numerous start-ups that are attacking various inefficiencies in Indian value chain: Tartan Sense an agriculture robotics company; Fasal a farm data gathering company, Eruvaka, an aquaculture data gathering company.

With the core intention of going from **'plot to plant,'** Skymet is striving towards creating enough resources for both the present and future generations & creating surplus opportunities for farmers, empowering them and decreasing their distress to enable a strong agricultural workforce.



Water Smart Agriculture - A Business Perspective

Mr. K. R. Venkatadri

Chief Innovation and Digital Officer,
Tata Chemicals Limited

India is an Agri-Rich country and the primary source of livelihood for about 58% of India's population. India is the second-highest producer of farm outputs in the world, and exports to more than 120 countries primarily to US, UK, Japan, Southeast Asia & SAARC countries. Recently, India has set a record farm output target for 2018-19 and despite 9% below normal rainfall, it crossed the target by 0.53% higher production, i.e.; 285.2 million tones, than they initially forecasted.

India has 18% of the total world's population but having access to only 4% of the world's fresh water, out of which 80% is used in Agriculture. India is the largest producer of cotton & sugarcane in the world and 2nd largest producer for wheat & rice. But do we know how much water it utilizes for this huge amount of production? On average, an Indian farmer uses 22,500 liters of water to produce 1 kg of cotton and more than 3000 liters to produce 1 kg of rice. Also, sugarcane requires 1500-3000 liters per kg and India is the leading producer for all these are more water-intensive crops.

India's agriculture is dominated by rain-fed resources (river & canals) and rainfall affects agri-production to a major extent. India is still in the early days of utilizing modern farming technology, especially for water conservation. By using smart techniques other global leaders are producing more crops with optimum utilization of water. China, the world's largest producer for rice and wheat uses 1177 m³ of water in the production of 1 kg of grain. Further China has a significantly higher yield for rice as a result it is able

to use 30% less land for its cultivation compared to India and yet grow 39% more rice. So we are not talking merely about saving water here, we are talking about better yield and quality with less energy and optimum utilization of resources.

The per capita annual water availability has declined to 1,508 cubic meters in 2014 from 5,177 cubic meters in 1951 and it is estimated to decline further to 1,465 cubic meters by 2025. Water consumption of the world is doubling every 20 years, which is more than twice the rate of increase in our population. Nearly two-thirds of the world's population experience severe water scarcity at least 31 days per year. In India, 85% of the rural population depends on the groundwater and the remaining 15% on surface water sources. According to the census, the groundwater level in India has declined by 61% between 2007 and 2017 and of the extracted water 89% is used for irrigation. Moreover, 60% of our districts face groundwater overexploitation and with 251 cubic kilometer annual groundwater extraction rate, India is the world's largest consumer of groundwater.

Can we imagine what happens if it declines further?

Agriculture is both a victim and a cause of water scarcity. In 2010, about 5.17% of the total land was an uncultivated waste, which has further increased by 5.85% in the last 5 years. Today, water scarcity is not a problem but "huge water wastage" is! 1/4th of the cultivated land in India produces rice/sugarcane but uses 60% of water; flood irrigation means an extra water loss of 35%. Water smart agriculture is an efficient technique to grow more

with less usage of water. For instance precision farming, organic farming, multi-layer farming and more. With increasing population in India likely to reach 1.5 Billion by 2030, the demand for food will also rise. With limited land area, we need to increase the productivity of crops to feed the population and also balance economic trade.

Using Precision farming, a farmer can save up to 20-30% of water and labor without affecting yield. Moreover, it declines the weed emergence by 30% in the fields. The study has revealed that the adoption of precision farming has led to 80% increase in yield in tomato and 34% in eggplant production. Along with that, Vertical farming is also a very efficient technique to do Water smart agriculture. Vertical farming can save up to 70- 90% of the water used in any other conventional method of farming.

Water smart agriculture is the need of an hour and technology is giving it the best compliment. Yes, the conventional way of water harvesting is a feasible option but reduction in wastage is also important and we should also see it with a business perspective. For instance, drip & sprinkler irrigation has shown many economic benefits on rice as it can enhance up to 40% of yield, up to 70% of water-saving, up to 50% of energy conservation, up to 80% water, fertilizer usage efficiency and soil health protection. So, with the use of technology, we can increase productivity, save time, save

energy and most importantly, we can save a huge amount of water resources. By using drip irrigation, we can save almost 50-55% or water by reducing conveyance losses and divert for current use for the production of 1 kg cotton and 25-30% in the production of sugarcane. Technology to predict rainfall is now available with great precision Leveraging this information to sow the crop at the right time can save loss of crop due to shortfall in rainfall post sowing. Countries like Israel have got major productive improvement by leveraging technology in a water-scarce country. Even without much water problem, the Netherlands has leveraged Aeroponics/Hydroponics to get unbelievable levels of yield with a small fraction of water usage compared to India.

Finally, for the conclusion, I would like to move your attention to the social aspect of water scarcity. 22% of the Indian rural population still does not have a source of drinking water within or nearby premises and 15.8% per rural habitation gets less than 40 liters per capita per day. But by shifting towards Water Smart Agriculture techniques, more people can get safe drinking water and an increased per capita per day water availability, which can fulfill their needs and provide a healthy living. It is usually stated that the Third World War will be fought for water. It is our duty to prevent this possibility by embracing technology and save water for our future generations.

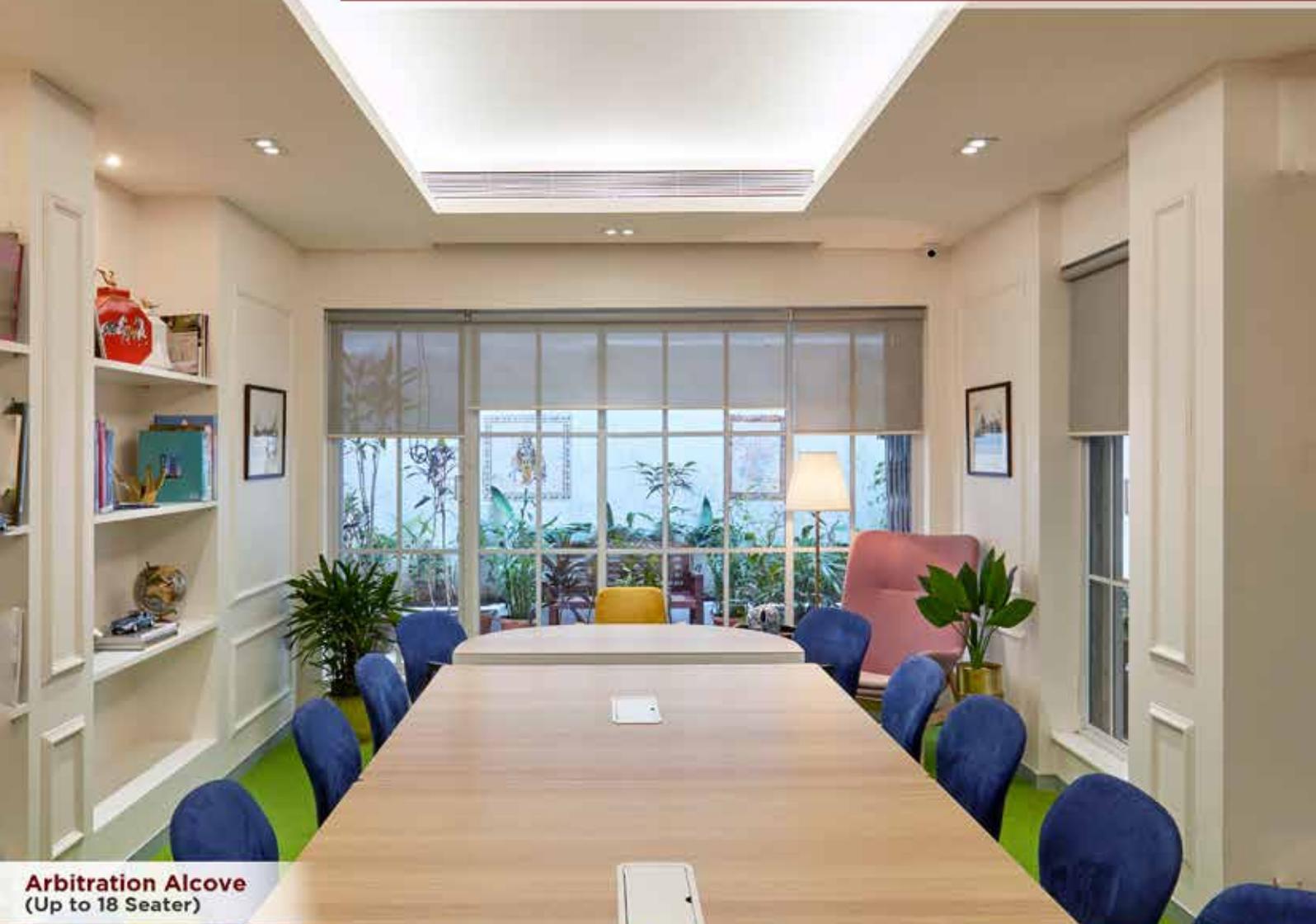
MEMBERSHIP

New Members: January 2020

Applications for membership received by the Bombay Chamber from the following organizations have been approved by the Membership Sub-Committee

MEMBERS	ASSOCIATES LIMITED	ASSOCIATES
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Capacity Building Program for EAs and PAs

27th November 2019



Behind every successful leader, there is always a leader who is hidden- EA/PA. He/She is technically and emotionally equipped and visualizes the bigger picture offhand and silently prepares for the roaring success not only for the organization but also for their own growth.

Roles of EAs and PAs have been much talked about but the essence of it remains unanswered, as yet. Therefore, the Education and Skill Development Committee of the Bombay Chamber of Commerce & Industry organized a one-day Workshop on the Capacity Building program For EAs and PAs on 27th November 2019. The program included participants from diverse industry backgrounds.

The workshop was conducted by Ms. Akshata Mahale, a Corporate Trainer & Personal Brand Coach. She is also a motivational speaker at important forums. She is a post-graduate in HR, Marketing Management, and Journalism & Mass Communication. She is a professional Image Consultant with her expertise in NLP. With 20 years of corporate experience, she is

extremely passionate to recreate a workplace which is more enthusiastic, motivated and self-explorer.

The workshop started with a welcome note and a brief introduction of the speaker. The objective of the program was to bring more effectiveness and increased workplace agility. Also, equip them with required skill sets in continuously evolving workplace and preparing them for the challenges ingrained in the job roles.

The program began with creating awareness and sensitizing them to be prepared with upcoming challenges in forms of technology and the influx of new customers with increased expectations. Then they discussed the criticality of Self-management, Time management, and other important skills essential to carry the job effectively. The second half of the program was introducing teamwork, prioritization, meeting etiquette and assertiveness practice. Towards the end, all participants shared an action plan and successful implementation of the skills in their job role. The program ended with a positive note and a vote of thanks.

Workshop on Awakening Innovation Techniques

29th November 2019

Awakening Innovation Techniques, an interactive Workshop was organized and held on 29th November 2019 by the HRM Committee of Bombay Chamber. The speaker was Mr. Mayur Kalbag, Chief International Trainer & Facilitator, Spandan Consulting.

Mr. Mayur Kalbag started the session by affirming that the workshop on Awakening Innovation was about the role and critical importance of innovation and creativity in helping professionals to awaken and then enhance their aspects of 'PRODUCTIVE IDEATION' along with creative thinking. The entire day was about not getting lectured through power-point slides, but through intense, invigorating and inspiring individual introspection and group interactions with the aim to not just learn about the theoretical aspects of innovation but to actually do things which would make them literally think out of the box. He passionately explained to the participants about how IN TODAY'S WORLD WE MUST NOT USE YESTERDAY'S METHODS TO BE IN TOMORROW'S BUSINESS! Collective interactions were initiated on the need to become creative especially in today's times of tough competition. He also elaborated on the fact that, not only human beings but each and every creature or entity on this planet is creative and innovative and in their own ways they survive in their tough environments using their innovative thinking.

One of the 'take-away' was the importance of developing a highly self-motivated, positive and progressive attitude which would help the professional and person to activate and uplift his or her imaginative mind which would eventually lead to creative ideas.

In this one-day session, Mr. Mayur Kalbag addressed the issues related to obstacles and the internal barriers that could stifle a person's desire to create and innovate new ideas. It was in this contest that he facilitated a specific session on special ways and effective techniques to decrease stress, negative attitude and at the same time to generate high levels of inspiration and passion. Aspects related to the power of AUM and BUZZ-VIBRATIONS, ENHANCING OXYGENATION techniques especially through Deep Breathing Techniques were both demonstrated by Mr. Mayur and subsequently practiced by each and every participant. These other exercises activated awakening - innovation as well, such as connecting adventure activities & wild creatures with corporate success. For example, groups had to creatively extract three qualities from a wild animal or an adventure sport and link it to the way in which those same qualities would help a professional in achieving his or her short-term, medium-term and long-term goals and objectives. All the activities that were initiated and facilitated by Mr. Mayur Kalbag were followed up with collective and collaborative discussions and inferences with certain aspects of de-briefing. Interestingly the session never concluded. As Mr. Mayur said, the session at the end has actually begun with all the participants passionately creating and strengthening their own convictions about intensifying their attitude to generate new and more productive ideas and innovative thoughts towards helping enhance their success not only in their professional areas of work but also in their personal lives.





Interactive Session on Indian BFSI Sector and its Tryst with Data (Demystifying the Data Protection Bill, Do's & Don'ts for Financial Sector/Users)

10th December 2019

Banking, Finance and Economic Affairs Committee of Bombay Chamber of Commerce and Industry organised an Interactive Session on Indian BFSI Sector and its Tryst with Data (Demystifying the Data Protection Bill, Do's & Don'ts for Financial Sector/Users). The session was attended by a great number of corporate professionals.

Dr. Sachchidanand Shukla, Chairman of Banking, Finance, and Economic Affairs Committee of BCCI and Chief Economist of Mahindra & Mahindra discussed the agenda and walked the participants through the history and the functioning of the Chamber. He spoke about the challenges and issues of the BFSI Sector. He introduced the speakers and the moderator of the session and welcomed the first speaker of the session Mr. Nanda Mohan Shenoy.

Mr. Nanda Mohan Shenoy, Founder & CMD, Bestfit Business Solutions Pvt. Limited started by giving a global background about Data Protection Bill, California Consumer Privacy Act of 2018 and Cloud Act. He spoke about the Cloud Act standard- 27018 and about Justice B.N. Srikrishna, former Judge, Supreme Court of India, who submitted the Personal Data Protection Bill on July 27, 2018. He spoke about the different significance of Data Fiduciary and difference between Data Fiduciary and Data Processor. He spoke about different Data Protection Rights, Data Protection Impact Assessment, Security Safeguards and Data Protection Officer (DPO) and how the role of DPO is much higher than CCO and under Security Safeguards there are no exemptions at all whereas under all the other there are many exemptions. A new regulatory will be added i.e. Data Protection Authority of

India. He spoke about Data Trust Score and how every organization will have a Data Trust Score and Data Trust Score is something which is not there in GDPR.

Panel Discussion : Led by Moderator Mr. Rohit Pandharkar, Head of Data Science Mahindra & Mahindra Panelists-

1. Mr. Nand Kumar Saravade, Chief Executive Officer, Reserve Bank Information Technology Pvt. Ltd.
2. Mr. Prashant Shanbhag, Cyber Security Practice, TATA Consultancy Services
3. Mr. Sameer Patil, Security Analyst, Gateway House
4. Mr. Vijay Srirangan, Director General, Bombay Chamber of Commerce and Industry

Mr. Padharkar conveyed that the Panel has decided to touch varying areas relating to data including the following-

- Cyber Security
- Privacy Laws
- Practical use of Data Science operating in BFSI

Mr. Prashant Deshpande, Co Chair, Indirect Taxation Committee of the BCCI and Senior Director at Deloitte Touche Tohmatsu India Private Limited delivered the Valedictory Address. He spoke about the importance of the Data Protection Bill and effects that it is going to have. He also summarized the Panel Discussion by mentioning all the important points/ topics that were covered in the discussion.

Dr. Sugeeta Upadhyay, Bombay Chamber concluded the session by thanking all the speakers, Panelists, Moderator and the Participants for investing their valuable time and for sharing many thought provoking ideas with the participants.

Site Visit for Insight into Office Ergonomics Safety

19th December 2019

Bombay Chamber of Commerce & Industry organized a visit to Godrej Interio on 19th December 2019.

Objective of the visit

- To understand ergonomics solutions for making employees more comfortable and increase productivity
- To assist in learning the importance of ergonomics for reducing body stress due to awkward posture, extreme temperature, or repeated movement and increase hale and hearty workplace.

Mr. Nirav Shah, Architect and Interior designer gave orientation to Ergonomic Research cell and arranged a tour of the Knowledge centre. He explained the topic of office ergonomics and designs. He explained different products which are the culmination of a thorough research including ergonomic parameters. He showed wide range of office seating furniture which includes ergonomically designed office chairs, lounge chairs, training room chairs such as

- Open office space/Social office - it is different than the traditional workplace. The users can convert space into multiple configurations. According to the need, one can create smaller space or a conferencing table.
- Motion chair (for active sitting) - Motion chair keeps an individual active. This chair is flexible according to a posture of an individual. In this chair one cannot sit in a static posture. The chair gives a push back to change your posture and keeps you active.
- Showcased different tables for laptop users, for creative job workplace, for IT company, etc.
- Active sitting puff- This puff do not give lumber support which does not allow an individual to relax and helps to be alert. This sitting arrangement is recommended for short meetings.



Mr. Shah also explained different kinds of tables and chairs suitable for children, college students and different office work cultures.

Ms. Reena Valecha, Principal Ergonomic Consultant - Workspace & Ergonomics Research Cell, explained Ergometer which is a scientific approach whereby you measure the user's body dimension and job profile to finalise the right chair to ensure healthy seating. Ms. Reena also demonstrated how to do Ergocheck in which she measured Eye Height, Shoulder Height, Elbow Rest Height, Popliteal Length & Height, Foot Height, Lumber Height etc. She also explained about Ergo Audit which is done to analyze a job profile of a particular office.

She also spoke about Godrej Interio's Wellness@Work Services which assist organizations with the development and implementation of ergonomic programs. They help organizations improve employee comfort while lowering injuries arising out of a sedentary lifestyle at work & also reduce healthcare costs. They tailor the ergonomics programs to the staff's needs and goals; in-turn helping organizations improve the Wellness Quotient of their workspace.

Ms. Priyanka Dhepe, Occupational Therapist and Ergonomist demonstrated few exercises to delegates which they can practice. The stretch break can be planned by each individual at regular intervals.

Later delegates visited Audio-Visual center where they able to witness how Godrej Interio incorporated technology in their products.

The visit was very useful and we have received encouraging feedback from delegates. At the end Ms. Usha Maheshwari, Additional Director delivered the vote of thanks.

Webinar on Integrated Cities and Industrial Clusters Business Enabling Ecosystems for Make in India

18th December 2019

Bombay Chamber of Commerce & Industry jointly with Mahindra World City organized a Webinar on Integrated Cities and Industrial Cluster - Business Enabling Ecosystems for Make in India. In the beginning, Ms. Usha Maheshwari welcomed delegates and gave a brief about Bombay Chamber.

Mr. Anuj Bindal, Head Sales and Marketing – Mahindra World City, Jaipur shared its experience of their FOUR industrial parks across India. This webinar threw some light on the Integrated Cities & Industrial Parks creating enabling business eco-systems for both manufacturing & services companies. Mr. Anuj stated that India is one of the world's fastest-growing large economies. This growth is expected to continue and even pick up as the pro-business and FDI focused Indian administration begins its second term of five years. The current slowdown is temporary in nature as the fundamentals of the Indian economy remain strong. The current geopolitical landscape also has companies looking for alternatives to diversify their footprint from one location to another and also within India. These companies when moving into India or are expanding within the country are looking for quality industrial infrastructure, services and standards.

He shared details of Mahindra Life space and Mahindra World City Chennai, Jaipur and Ahmedabad. He spoke about project highlights, its advantages, and their customers and spoke on value proposition such as

- Expertise in developing and managing integrated cities and industrial parks, ease of doing business.
- Hassle-free transactions by ensuring requisite state government support, faster approvals, single-window clearances; leveraging their expertise in developing and managing integrated Cities & Industrial clusters.
- High-quality robust infrastructure that significantly reduces customer's go-to-market time by providing clean land titles, plug-n-play infrastructure and built to suit solutions.

- Ecosystem of world-class companies along with skill development centers & other business support services (access to banks, food court, hostels, etc.)
- These integrated business cities comprise self-sustaining ecosystems that nurture livelihood, living and life.
- Well maintained and efficient park operations built and operated on principles of sustainability.

At the end, the queries of the delegates were satisfactorily answered by the speaker. Ms. Usha Maheshwari delivered a vote of thanks to all delegates and speaker.



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

19th & 20th December 2019

The Sustainability Committee of the Bombay Chamber in partnership with Siemens had organised 7th batch of Certificate Training in Electrical safety at Siemens Ltd., Kalwa on 19th & 20th December 2019. It was a two days Training program with 70% practical and 30% theory training at Occupational Safety Park. 13 delegates participated from different organisations and travelled from different parts of the country.

Content:

- In this Training delegates got hands on experience on training components
- Fundamental of Electricity,
- Single Line Diagram (SLD) to understand Electrical Distribution Network,
- Dangers from Electricity during Operation and Maintenance,
- Basic Principles of Accident Prevention
- 5 Golden Rules of Electricity Safety, Earthing / Grounding Systems and its importance in Electrical Safety,
- Hazards Identification and Risk Assessment (HIRA)- Practical Onsite, LOTO and permit to work during Installation, Operation and

Maintenance, Inspection & use of Electric Power Tools and PPEs, Electrical Protection systems,

- Equipments for safe Operation,
- Basic Concept of Safe Work Method Statement (SWMS).
- Electric Power Tools - Practical Inspection & check list.
- Construction / Temporary Power, PDBs.
- Electrical Emergency Handling and Rescue and Incident Reporting.
- Working near live equipments (switchyard, switch boards)
- Safety while working on High, Medium and Low Voltage Equipments.

Methodology: The case studies, video clips, practical and group discussions were used as tools for the training.

On day two delegates appeared for an examination and the certificates valid for 3 years were presented to the delegates.

Feedback from the training was rated 9 out of 10 and very well appreciated by the delegates.

Workshop on HRM for Non-HR

7th January 2020

Under the Executive Training & Development Programme (ETDP), the Chamber has conducted the above Workshop.

"A good Leader can get Best Results from not so Bad Team whereas a Bad Leader can take Best Team and destroy it". It is all about Understanding and exposure of today's human resource management practices in the VUCA world. It explored participants into various functions and responsibilities, essential elements/factors, knowledge needed, the challenges and its implications in managing people to meet organization goals.

Managers/Leaders have to get work done through others. To do that they need to understand how to manage their people as front line Managers who have the closest proximity to the People. HR for Non-HR Managers equipped Managers with the fundamental HR Management know-how required for managing people for derived result. Also it emphasized on hitting the right balance in Gen X, Y and Millennials.

"It's all about getting Extra Ordinary results from Ordinary People":

It introduced human resource concepts and covered the following key areas:

- Embrace the hate
- What is a good or bad employee
- Empowering your Team - BE their coach, mentor
- Recruitment 360 degrees
- The art of arresting attrition
- Managing performance
- Training, coaching and facilitation
- Unique tools of motivation
- Getting Extraordinary from Ordinary People/Being the Millennial Leader

About the Faculty: Ms. Supriya Kabra is a new age Management Consultant, Corporate Trainer, and Business Coach with over a decade of experience in the field. She is also a Director of an HR, OD and Training Consultancy Firm - COSMIQUE CONSULTANTS and Founder of ENTRACO - a new-gen mobile App to Engage, Train and Connect all your employees. She has been awarded as the "Best Business Consultant of 2019" and "Innovative HR Practices 2019". Qualifications: Bachelor in Commerce, • Master's in Human Resources, & Post Graduate Diploma in Environmental Management, A Certified Trainer from Indian Society of Training & Development (ISTD), New Delhi.



Certificate Course in Navigating Conflicts through Emotional Intelligence

11th December 2019



The Fempower Cell of the Bombay Chamber conducted a full day Workshop for women and by women - Certificate Course in Navigating Conflicts through Emotional Intelligence conducted by The Mind Coaching Academy's Co-founder Varsha Chitnis on December 11, 2019.

This session was designed keeping in mind the emotional challenges that specially women encounter when in the midst of a conflict. The one day session enabled the participants to understand their personal emotional triggers, know how they could manage emotions and choose their responses when interacting with others. There was sufficient opportunity in the session for each participant to explore themselves deeply, understand the areas where they need to work to build their personal Emotional Intelligence and take back a clear action plan to start working on. During group simulations and discussions participants experienced a safe space to share experiences and draw out deep insights and share different approaches

to deal with emotions of both self and others. On exploring the nuances of a conflict and through a group process facilitation, they were able to identify, understand and create a strategy to use their Emotional Intelligence to navigate easily through conflict situations in life.

About the Faculty: Ms. Varsha Chitnis is the Co-Founder, Consultant, and Coach at Mind Coaching Academy, Mumbai. Ms. Chitnis is an International Coaching Federation Accredited Coach and a Certified Behavior Trainer. She has certifications in BEC III from Cambridge University and in Communicating for Corporate Advantage from IIM Bangalore. She is a certified Psychometric Assessor and certified in Facilitation Skills. She is the head of the International Association of Facilitators, the Bombay Chapter. She is also a Visiting Faculty at the Management Development Centre, Welingkar's Institute of Management Studies and Tata Institute of Social Sciences, Mumbai.



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