

# DECCAN CHAMBER OF COMMERCE INDUSTRIES & AGRICULTURE, PUNE

PRESENTS



**SAATHI**

QUARTERLY  
MAGAZINE

2023



“DCCIA” Pune is founded on seven basic pillars. These pillars (Quality, Cost, Safety, Development, Morale, Wisdom, Innovation) enshrine principles based on universal tenets that have helped man and nature to live in harmony. When practiced they have enabled Productivity, Peace and Prosperity and have prevented disintegration as well as destruction. The ‘pillars’ are the fundamental life forces with timeless validity. We are proud to state that the principles so enshrined have been implemented through various activities of “DCCIA” Pune. At “DCCIA” Pune integrated action is thus the focal word.



## EXECUTIVE COMMITTEE



**Mr. RATHIN SINHA**  
Chairman



**Mr. HP. SRIVASTAVA**  
Vice-Chairman



**Mr. V. L. MALU**  
Secretary



**Mr. YOGESH VAGHANI**  
Member Executive Committee



**Mr. MUKUL VARSHNEY**  
Member Executive Committee



**Mr. PANDIT PALANDE**  
Member Executive Committee



**Mr. PRAKASH DHOKA**  
Member Executive Committee

# COMMITTEE'S OF "DCCIA"

## H.R. COMMITTEE

- Mr. Mukund Jagirdar - Arcelor Mittal Nippon Steel India Ltd.
- Mr. Jagdish Muley - Sulzer India Pvt. Ltd.
- Mr. Yogesh Chandgude - Enkie Wheels (India) Ltd.
- Ms. Shobha Pandey - John Deere India Pvt. Ltd.
- Mr. Rajeev P. Vaidhya - Industrial Metal Powders (I) Pvt. Ltd.
- Mr. Govind Raj - Ergo Talents
- Ms. Sanchita Kumar - Haier Appliances (I) Pvt. Ltd.
- Mr. Annaso Jadhav - Bajaj Electricals Ltd.
- Mr. Ramesh Narawade - Kion India Pvt. Ltd.
- Mr. Sahebrao Mule - Classic Industries & Export Ltd.
- Mr. Popat Dherenge - Samiksha Enterprises



**Mr Mukund Jagirdar**  
Chairman

## SAFETY, HEALTH & ENVIRONMENT COMMITTEE

- Mr. Sachin Parthe - Mecc Alte India Pvt. Ltd.
- Mr. Santosh Uttam Kadu - ITC Limited-Vice Chairman
- Mr. Sachin Deokar - Praj Industries Ltd.
- Mr. Anjum Maner - Seco Tools India Pvt. Ltd.
- Mr. Michael Peter - Arcelor Mittal Nippon Steel India Ltd.
- Mr. Vijay Kumar Singh - Neosym Industry Ltd.
- Mr. Vijay Kulkarni - Bajaj Electricals Ltd.
- Mr. Dhananjay Vanje - Vigel Mfg Technologies Pvt. Ltd.
- Mr. S. K. Raut - MD Noble Hospital
- Ms. Nupur Agrawal - John Deere India Pvt. Ltd.



**Mr Sachin Parthe**  
Chairman

## FINANCE, GST & FOREIGN TRADE COMMITTEE

- Mr. Biswa Pattanayak - Oriental Rubber Industries Ltd.
- Mr. Manish Singhania - Arcelor Mittal Nippon Steel India Ltd.
- Ms. Radha Raman Dash - AESSEAL India Private Limited.
- Mr. Mohan Rawat - Danfoss Power Solutions India Pvt. Ltd.
- Mr. Gulshan Kumar Singh - Weikfield Foods Private Ltd.
- Mr. Raghu Karegaonkar - Bajaj Electricals Ltd.
- Mr. Umakant Ghate - Seco Tools India Pvt. Ltd.
- Mr. Vinay Mohta - Neosym Industry Ltd.
- Mr. Ramchandra Kulkarni - Mecc Alte India Pvt. Ltd.
- Mr. Jayant Kumbhalkar - SAP Parts Private Limited
- Mr. Babu More - Radheya Machining Ltd.
- Mr. Bipendra Kothari - B.K. Kothari & Associates LLP.



**Mr Biswa Pattanayak**  
Chairman

## I.T. COMMITTEE

- Mr. Tanmoy Sinha - Head - Center of Excellence, Gleeds India Ltd.
- Dr. Deepak Shikarpur - IT Evangelist (Mentor/Advisor for IT Committee)
- Mr. Pradip Gade - IT HEAD (Seco Tools India Pvt. Ltd.)
- Mr. Vijay Ramchandran - Praj Industries Ltd.
- Mr. Rajesh Vishwakarma - Sulzer India Pvt. Ltd.
- Mr. Mahesh Mahajan - Kion India Private Ltd.
- Mr. Amit Bajaj - L G Electronics India Pvt. Ltd.
- Mr. Anil Gadve - Wika Instruments Pvt. Ltd.
- Mr. Yogesh Hazare - ITW India Ltd.
- Mr. Sudhir Kanvinde - Supreme Industries Ltd.
- Mr. Rajiv Borkataki - Cybage Solutions Pvt. Ltd.



**Mr Tanmoy Sinha**  
Chairman

## WOMEN ENTREPRENEURS, STARTUPS & INNOVATION COMMITTEE

- Ms. Supriya Badve - Director (Belrise Industries Ltd.)



**Ms. Supriya Badve**  
Chairman

## CHAIRMAN'S MESSAGE

From the desk of Chairman,

India is a rapidly growing economy with a rich history of commerce and entrepreneurship. Our country has undergone significant changes in last one decade which has given a boost to growth of business sector. While Corona inflicted a big blow to our country's economy and many industries had to suffer heavily, it is also true that Corona encouraged out of the box thinking and many new business opportunities were thrown up which did not exist before.

One of the major factors driving business growth is development of infrastructure such as highways, rail network, air and sea ports, bridges, tunnels etc. This makes it easier and cheaper to transport goods to the far reaches of the country and also the world. All this will greatly benefit industry and commerce and together with the many schemes that the Government has initiated, the future looks bright for manufacturing sector. While growth of business within India will increase circulation of money within the country, it is Exports which will bring money from outside India and make India truly prosperous. After Corona, the world is looking for alternatives to China and this where India can step in.

Some challenges still remain which can become road block to the path of progress. One is lack of trained manpower, trained both mentally and physically. We should strive to attain a situation where our workmen perform their duties skilfully, in a sincere manner, without the need of supervisor. Then nothing can stop our country from reaching the target of \$ 5 trillion economy and beyond.

With best wishes for a resounding New Year.

Jai Hind.



Rathin Sinha  
Chairman DCCIA



**Mr. RATHIN SINHA**  
Chairman, "DCCIA"

## MESSAGE FROM VICE CHAIRMAN

Dear Members,

**Warm greetings from DCCIA!!**

After a gap of about three years, it's indeed my pleasure to place in your hands the latest issue of our quarterly magazine "Saathi". The publication of said magazine was interrupted due to COVID and during last two years, we could publish only our annual magazine "Sparsh". I am quite hopeful that going forward, you will regularly receive this in house magazine of Chamber.

We have recovered well after the Pandemic and situation is almost back to normal. The Chamber held it's "Annual Award Function" in Dec 22 and also resumed "DCCIA Corporate Cricket League" in Feb 23. Both these events received overwhelming response from our members and Associate.

The Chamber also signed a MOU with "Science & Technology Park" ("STP") with an aim to help and support various "Start Ups".

The write up & photos for both the above events will be carried in next issue of "Saathi".

The executive committee is continuously endeavoring to increase the interaction between members. The Sub Committees of Chamber are very effective way of promoting the same. As you are aware that recently we added another sub Committee namely "Women Entrepreneur, start ups & Innovation". Mrs Supriya Badve, well known Industrialist and Executive Director of Belrise Industries Ltd (formerly known as Badve Group) is the Chair person of this Committee.

I take this opportunity to request all our members to support the Sub Committee of DCCIA by becoming member of at least one of these Committees and contribute in the growth of Chamber.

Thanking you and kind Regards



**HP Srivastava**  
Vice Chairman



**Mr H. P. SRIVASTAVA**  
Vice Chairman, "DCCIA"

## Tree Plantation On Occasion Of World Environment Day 05th June 2022 (CSR Activity - Programme Arranged On 10.06.2022)



On World Environment Day, DCCIA Pune organized a tree plantation drive on Wednesday 10th June 2022. The tree plantation was done by Mr. Rathin Sinha (Chairman - DCCIA), Mr. Anil Gupta (Secretary - DCCIA) in the space available at SANASWADI, NEAR NARESHWAR TEMPLE, TAL-SHIRUR, DIST- PUNE - 412 208.

The Member Industries like Seco Tools India P.Ltd, Classic Industries & Exports P. Ltd., Pyrotek India P. Ltd., Bajaj Electricals Ltd. & Arcelor Mittal Nippon Steel India Ltd. also participated in this event.

## Meeting with Delegation from Sharjah Airport International Free Zone on 13th June 2022



“DCCIA” Jointly with “ASSOCHAM” organized **One to One Meeting** with a High Level delegation from **Sharjah Airport International Free (SAIF) Zone, UAE** on 13th June 2022 & 14 June 2022 at Hotel Blue Diamond. Members may be aware that India recently signed a Comprehensive Economic Partnership Agreement (CEPA) with the United Arab Emirates (UAE) which reduces import duties on the majority of Indian exports to that country. The agreement will boost the country’s exports in a number of sectors including **Gems and Jewellery, Agri, Food, Textiles, Leather, Footwear, Sports Goods, Engineering Goods, Pharmaceuticals etc.** The agreement, in addition to opening up avenues for trade and investment, will provide opportunity for Indian companies to make **UAE a gateway for their products and services in West Asia, Africa and Europe.**

Against this backdrop the above meeting was significant to :

- Understand New Business/Export Opportunities in UAE
- How Indian companies can expand their exports in UAE, Gulf or North Africa by making UAE as their business hub.

Many industries participated in the event which was followed by question & answer session.

## Meeting with Hon. Shri Bhagat Singh Koshyariji - Governor of Maharashtra



Members of the Executive Committee, DCCIA met Hon Shri Bhagat Singh Koshyari, Governor of Maharashtra at Raj Bhavan, Pune on 18th Sept 22. Mr H.P Srivastava (Vice Chairman DCCIA) briefed him about various activities being undertaken by Deccan Chamber of Commerce, Industries & Agriculture ("DCCIA") and presented him the annual magazine of DCCIA- "Sparsh". His excellency took keen interest in knowing about the Chamber. Mr Prakash Dhoka ( Former Chairman - DCCIA) Mr VL Malu ( Treasurer DCCIA ) & Mr Manoj Pochat were also present on the occasion.

## Meeting with the Director "Impuls GmbH, Hannover"

On 24th November 2022, Mr. Peter Eisenschmidt - Director International Affairs, Hannover Impuls GmbH visited the office of "DCCIA" with Mr. Atul Kaluskar - MD Crescendo Worldwide Pvt Ltd & had a meeting with Mr. HP Srivastava - Vice Chairman - DCCIA.

Extensive discussions were held regarding increasing the cooperation between Hannover Impuls & DCCIA with an objective to enhance foreign trade between India & Germany. Mr. Peter briefed about various activities where his organization can play the role of facilitator for Indian businesses intending to use Hannover as gateway to Europe.

Mr. Srivastava briefed about the various activities of "DCCIA". It was decided to explore the possibilities of signing a MOU between "DCCIA" & "Hannover Impuls" to cover various areas of cooperation for trade promotion.

A memento & latest magazine of "DCCIA" were presented to Mr Peter by Mr. HP Srivastava.





## DCCIA “Annual Award Function” held on 8th December 2022



The Annual Awards Function 2022 of the Deccan Chamber of Commerce, Industries & Agriculture, Pune (DCCIA) was held in Pune on Thursday, December 8, 2022, at the Hyatt Regency. More than 200 delegates and DCCIA stalwarts from various fields across Maharashtra and a few from across India attended the event. Maharashtra Governor, Hon. Shri Bhagat Singh Koshiyari presided over the function as the chief guest on the occasion and addressed the gathering in the presence of Mr. Rathin Sinha, Chairman, Mr. H.P Srivastava, Vice Chairman, Mr. VL Malu – Secretary, Mr. Sunil Gupta – Treasurer, Mukul Varshney, Mr Yogesh Vaghani, Members Executive Committee, DCCIA along with their CSR partners, Members of the Rotary Club of Poona Downtown, Members of Executive Committee and other Sub Committees of DCCIA.

Speaking on the occasion, Mr. Bhagat expressed that Pune has immense potential to bring in various business activities and invited the industrial fraternity from across the country to get engaged in the industrial sector of the state of Maharashtra. He said that Maharashtra provides a conducive environment and infrastructure to have engagement from outside the state and overseas. Complementing the good work done by DCCIA for the industry during Covid, he urged the Chamber to be more vocal in expressing support for the good work being done by the government. He further shared his experiences and emphasized the need for networking as a guiding force in the coming years for the Chamber. He also assured constant support for the activities of the Chamber and felicitated those who have made their mark in different regions of Maharashtra.

Hon Governor was earlier felicitated by Mr Rathin Sinha & Mr HP Srivastava.

Ms Devina Rai, as master of ceremony, conducted the entire event.

Vote of thanks was proposed by Mr VL Malu.

## DCCIA “Life Time Achievement Award”



DCCIA “Life Time Achievement Award” was conferred up on Dr. Prakash Dhoka, Managing Director of Industrial Metal Powders (India) Pvt. Ltd, Koregaon Bhima, Tal. Shirur, Dist. Pune, which was established in 1974. His farsighted vision and astute leadership have not only contributed to the success of Industrial Metal Powders (India) but also contributed to the growth and development of major industry sectors. Under his aegis, the conglomerate conducts business with the highest moral standards, offering only the finest products at competitive prices to its consumers. Customer centricity, quality, and evolution are linchpins that keep the company motivated to be ahead in the industry. Dr Dhoka is also the immediate past Chairman of DCCIA and has contributed immensely in the growth of the Chamber.

He has built a residential school in Wajewadi Dist-Pune for mentally challenged children. The school has been declared as one of the best schools of its kind in Maharashtra. He also runs a school for the deaf & dumb students, called Chandraprakash Foundation Karnabadhvir Vidyalaya, Perne Phata Dist, Pune. The foundation has been working in Koregaon Bhima, Sanaswadi, and nearby areas, building toilets in a school with 700 children and saving the school from going out of SSC Board recognition. Moreover, Dr. Prakash serves as the Vice President of Vaidyakiya Seva Sanshodhan Pratishthan at Balasaheb Devras Polyclinic and Diagnostic Centre, where he is actively involved in starting a 400-bed multi specialty hospital.

Dr. Prakash proactively participates in driving serious and meaningful charitable activities, for needy members of society, while religiously and regularly making way for following his hobbies and doing what his heart wants. His lofty ideals of equanimity, amity, fidelity, liberation, and modest efforts, have enabled him to devote his life in serving humanity. Being a strong proponent of self-introspection, self-purification, austerity, abstinence and compassion has led him to lead a simple, blissful and virtuous life- one devoid of delusion, attachment, and possessiveness.

## DCCIA “Award for Excellence : Social Service”



“DCCIA Award for Excellence – Social Service” was conferred upon Late Mr. Surinder Aggarwal for his outstanding work in serving the underprivileged as well as in improving the traffic and for making a difference in the lives of people. This is for the first time in its history of over two decades that an Award is being conferred posthumously by the Chamber. The Award was received by Mrs Promil Aggarwal, his wife & Mrs Lovina Aggarwal, his daughter.

Mr Surinder Aggarwal was the Treasurer of DCCIA and Managing Director – Care Pack Pvt Ltd. As part of DCCIA – he was instrumental in constructing the Building for Police Station at Shikrapur which is considered as one of the best in area. Devoting his personal resources and time, he contributed immensely in “Traffic Management” in Nagar Road Area for more than 15 years. He was an active member of Rotary Club Pune Downtown. Both as member and as President, he undertook numerous projects for benefit of under privileged section of Society. He built as many as 50 toilet blocks in Laxmi Nagar (Yerwada). He touched upon the lives of various farmers and their families in Sonori, Vanpuri & Dive villages by constructing overhead tank, Bund on the village stream, bore well with hand pump, piped water supply, community TV room and milk collection cooperative. He also organized cataract surgery camps for the villagers. In order to address the civic problems for the residents of Kalyani Nagar, an upcoming suburb of Pune in early nineties, he founded “Kalyani Nagar Residents Association” (KNRA) which took number of initiatives under his leadership.

## DCCIA “Award for Excellence : Public Service”



Mr. Sadashiv Survase received the “DCCIA Award for Excellence- Public Service” for his enormous contribution to the cause of Industry. Mr. Sadashiv Survase, currently serves as the Joint Director, Industries, Pune Region, Govt. of Maharashtra, and is also the Managing Director, Western Maharashtra Development Corporation, Kubera Chambers, Pune, and Chairman, Micro & Small Enterprise Facilitations Council, Pune.

With over three decades of experience and knowledge in entrepreneurship and skill development, Mr. Sadashiv Survase has an impeccable track record in running Western Maharashtra Development Corporation successfully. He envisions the successful growth of the Indian industry through strategic partnerships, and is a strong believer of the mantra, “Be humble but fearless”. He believes that with innovation, and diversification, businesses can be expanded globally.

## DCCIA “Award for Excellence : Best Industrialist”



The “DCCIA Award for Excellence – Best Industrialist” was jointly conferred on Mr. Shrikant & Mrs. Supriya Badve, in recognition of their undying determination, leadership, and compassion in creating and nurturing “Badve Engineering” group.

Mr Shrikant Badve is a first-generation entrepreneur with a meteoric success record in Maharashtra in the areas of component manufacturing for Automotive & White Goods Industries. He started his own business in 1987 with a capital infusion of 20,000 INR (\$240). He gradually raised finances, which was a major hurdle due to the non-availability of collateral security. Today, Badve Group of Industries has a Pan-India presence with 30 manufacturing locations engaged in manufacturing auto components for 2-Wheelers as well as 3 & 4-Wheeler automobiles along with parts of consumer durable products and an ever-expanding global footprint. What started as a small business with less than 5 workers, has today become a leading automotive manufacturing brand in India with an employee strength of over 15,000 and a group turnover of over INR 5,000 Crore (\$700 million) which is testimony to his efforts & hard work.

He is also the Brand Ambassador of Magnetic Maharashtra, Make in India as the industry representative alongside Sachin Tendulkar, Madhuri Dixit, and Shankar Mahadevan.

He is married to Mrs. Supriya Badve, the Executive Director of Badve Group. Born with an inherent eye for detail and an eternal compassion for humankind, Mrs. Supriya, takes all joy and enthusiasm to express her thoughts in an original and appealing manner. She presides the TPM (Total Productive maintenance) Corporate Steering Committee, HR, Finance, Supply Chain Management, CSR Chairperson of the entire Badve Group.

## DCCIA “Award for Excellence : Best HR Practices”



The DCCIA Award for “Excellence- Best HR Practices” was bagged by M/S KION India Pvt. Ltd. Out of a large number of member industries which participated in the competition for “Best HR Practices”, M/S Kion India Pvt Ltd was adjudged as best on various parameters by a panel of eminent HR Experts

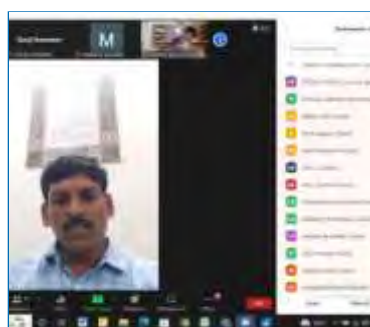
## DCCIA “Award for Excellence : Best Safety Practices”



M/S ITC Limited won “DCCIA Award for Excellence- Best Safety Practices”. The Company, having pan India presence, is well known in FMCG sector. The Company was adjudged winner out of a large number of participants. The expert panel comprising of eminent SHE professional found that the Safety Practices followed by ITC are outstanding, exceeding the stipulated norms with zero accident record.

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## Webinar on “Conciliation Proceeding under ID Act 1947



Deccan Chamber Of Commerce Industries & Agriculture, Pune HR Committee organised a Webinar on "Conciliation Proceeding under ID Act 1947" on 24th May 2022 for the HR professionals.

Mr. Mukund Jagirdar (Chairman HR Committee – DCCIA) in his welcome address said that both the topics conciliation proceeding are very crucial and Industrial dispute which have significant legal implications.

Mr. D.D Pawar (Asst. Commissioner of Labour), explained the Scope & applicability and role of conciliation officers, settlement & agreement etc. under the provisions of the ID Act. He gave various tips for the practical approach. Further he also highlighted the provisions relating to non settlement or failure of conciliation proceedings.

The address of Mr. Pawar was followed by Question & Answer session which was moderated by Mr. Mukund Jagirdar (Chairman – HR Committee). Vote of thanks was presented by Ms. Darshana Ahirekar (Manager – Business Development Manager, DCCIA). More than 46 delegates attended the webinar

## Webinar on “Recognized Union under MRTU and PULP Act 1971”

Deccan Chamber Of Commerce Industries & Agriculture, Pune (DCCIA) organised a Webinar on "Registered union and Recognized Union under MRTU and PULP Act 1971" on 24th June 2022 for the HR professionals.

Mr. HP Srivastava (Vice Chairman – DCCIA) in his welcome address highlighted that recognition of trade union is very crucial in cases where there are multiplicity of unions as well as in cases where a union stakes claim of being a majority union. MRTU & PULP is probably the only state act which deals with recognition of union, he added.

Mr. Mukund Jagirdar (Chairman HR Committee – DCCIA) also highlighted the importance of topic and called upon the participants to take full advantage of the session wherein subject experts :- Mr. Abhay Gite (Addl. Commissioner of Labour) and Mr. D.D. Pawar (Asst. Commissioner of Labour) are sharing their knowledge and views.

Mr. D.D Pawar (Asst. Commissioner of Labour), explained the obligations of recognised & unrecognised unions, Unfair labour practices, Powers of Industrial and Labour court and many more topics of provisions in the Acts in detail and briefed the participants about the practical approach which HR professional should adopt.

The address of Mr. Pawar was followed by Question & Answer session which was moderated by Mr. Mukund Jagirdar (Chairman – HR Committee). More than 37 delegates attended the webinar

## Seminar on Benefits of ESIC for Employers as well as Insured Persons



Deccan Chamber Of Commerce Industries & Agriculture organised a "Seminar on Benefits of ESIC - For Employers as well as IPs' on 28th June 2022.

Mr Mukund Jagirdar ( Chairman HR Committee - DCCIA), welcomed the dignitaries from ESI and briefed the participants about the session. He also highlighted that during COVID times ESI has extended lots of benefits for the member industries which was immensely helpful to workers.

Mr. Chandrashekar Patil (Deputy Director ESIC) briefed the participants about the various aspects of ESI ACT and scheme such as coverage, benefits growth of funds etc. He also said that during COVID period the pension scheme was extended to all families who lost their bread winner.

He also briefed on the changes in ESIC medical and other related benefits and requested all participants to take benefits of all schemes.

He further requested all HR Dept. that they should display the details of entire schemes and benefits there of entrance of the company gates and various locations in the plant areas where the employees can easily read and go through the various schemes.

He also informed that some of the Hospitals on Pune-Nagar road have been recently included in the ESIC lists and the employees can avail the medical services of primary and secondary treatment.

35nos delegates attended the seminar.

## Webinar on "Work Place Safety"



"Deccan Chamber Of Commerce Industries & Agriculture Pune" ("DCCIA") in association with Rashtriya Life Saving Society (India) ("RLSS") organised a "Webinar on Work Place Safety" on 22th July 2022.

Mr. HP Srivastava (Vice Chairman - DCCIA), in his welcome address stressed upon the need of safe practices not only at work place but in every sphere of life. Further he highlighted the importance of giving timely "First aid" to affected person and how it can save lives. He also complemented Rear Admiral (Retd) PD Sharma and

his wife **Mrs Kavita Sharma** for being the force behind RLSS which has trained more than half a million people in giving First aid over a period of two decades which is exemplary.

**Rear Admiral (Retd.) P.D. Sharma (President - RLSS (India))** while expressing his thanks for “DCCIA” team for organising this webinar, explained the vision & mission of **RLSS (India)**. He further underlined that till his last breath he will continue to work for the same.

**Mr. Koustav Bakshi (GM - RLSS (India))** gave a detailed demonstrations on How to enhance Safety at work places. He also gave a detailed presentation on topics such as “Trauma care” at accidents sites like Respiration / CPR - in Heart attack, stroke, choking, How to control bleeding of accident victim. Precautions to protocol to be observed in case Head/Neck/Back Injuries-Amputations, evacuations, Electrocutation - dangers & Interventions methods, Burns, Fire Safety & Emergency Action Plan etc

**Ms. Kavita Sharma (Sr. Vice President - RLSS (India))** also shared her words regarding the road safety & safety at home with emphasis on child safety & the elderly.

Vote of thanks was presented by **Ms Darshana- Businesses Development Manager- DCCIA**.

More than 30 delegates attended the webinar.

## Interactive Training Programme on “Process Safety Management & Work at Height Training”



Deccan Chamber Of Commerce Industries & Agriculture Pune” (“DCCIA”) in association with “ArcelorMittal Nippon Steel India Limited, Pune (AMNS)” jointly organized an interactive training programme on “Process Safety Management & Work at Height Training”.

**Mr. Anil Gupta (Secretary – DCCIA)** in his welcome address gave the introduction of the session and emphasised on the importance of good safety environment in the Industry. He also said that the SOP’s should be followed very religiously and gave an example of Epic Ramayana & Mahabharata. He explained the importance of not crossing the danger line of Safety precautions and requested all participants to strictly follow the instructions given by the DISH office. His main punch line was “**SAFETY FIRST**”.

**Mr. Akhil Ghogare (Jt. Director – DISH)** in his address called upon the members to take full advantage of the training session and briefed upon the various changes and critical situations caused and explained the participants as to how to overcome there situations. He also requested member industries to take extra precautions against accidents caused and advised them to take strict actions if any of their employees are not following the rules as per the norms. He further expressed his concern about the increase in the number of fatalities year on year. Due to Covid-19, employees from many other sectors lost their employment and moved towards industrial sectors which might be one of the major causes for this he opined. He requested member



industries to focus more on mechanisms established in industries for operators “on the job” and “in-class training” to strengthen safe environment. He appealed all member industries to take initiative in establishing a Fire Station in the Sanaswadi area. He also assured that in case any help is required he is always there for member industries.

**Mr. Nandkishore Deshmukh (Dy Director – DISH)** in his address advised the participants to identify the work at height hazards and take initiatives to avoid any incidents. He elaborated on the precautions to be taken while carrying out maintenance activity of solar panel installed at rooftops. He focused on the importance of Process Safety Management (PSM) and its elements to be considered in order to make our workplace safer. He further advised to arrange training and meetings to share knowledge for accident prevention.

**Mr. Mukund Jagirdar (Chairman – HR Committee – DCCIA)** in his welcome address highlighted the importance of said topic and requested all member industries to inculcate and nurture safety culture in the company and follows the rules and regulations strictly.

**Mr. Sachin Parthe (Chairman SHE – DCCIA)** also welcomes all members industries and gave an overview of the session, explaining the importance of Process Management Safety (PSM) to ensure Zero Accidents and Hazards. He has given a glimpse of how the SHE – DCCIA Committee will drive this culture of Safety during the next three years with the help of members industries and DCCIA. and also participated in a Question & Answer session.

**Mr. Sagar Mahatre from (Earth Works – PSM Training)** gave detailed presentation and highlighted OSHA 14 element with practical training with Pump and elaborated each process safety element, hazards analysis, hazop – Hazardous operability study, MOC – Management of change and Prestart up Safety Review Meeting, accident investigation and practical problems faced by people in their day-to-day life due to carelessness of safety precautions. He also gave useful tips on behavior-based safety.

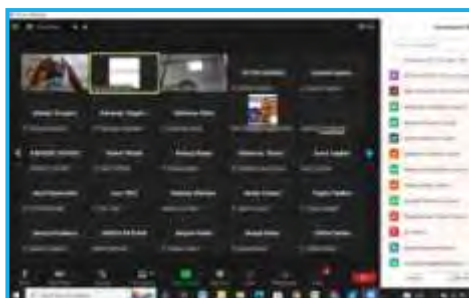
**Mr. Shailendra Suryawanshi (Trainers – 3M Company)** gave detailed demonstration on Work from height and touched upon the salient points from the practical aspects.

All members industries also enjoyed detailed demos of Safety equipment’s arranged by PPE’s Vendors like Safety World Industries, Joseph Leslico, Grooj Enterprises, Success Udyog Pvt. Ltd., & TSW & 3M. All mentioned vendors also introduced themselves and approached to use safety kits.

Session was moderated by Mr. Michael Peter (Safety Officer – AM/NS). Vote of thanks presented by Ms. Darshana (DCCIA) & Mr. Michael Peter (AM/NS).

More than 87 delegates attended the training session.

## Webinar on “Long Term Settlement” at Enkei Wheels (India) Ltd.



DCCIA, held a webinar on Long Term Settlement at Enkei Wheels (India) Ltd. on 20.09.2022

The program commenced with the welcome address by **Mr. HP Srivastava (Vice Chairman – DCCIA)**. In his opening address he complimented Mr Yogesh Chandgude & Mr Jagirdar for conducting this session which is extremely useful for the HR professionals. Such sessions help the HR professionals in understanding not only the trend of wage increase in the industrial belt but also any unique practices that are being introduced/

followed. It also helps them in getting a better insight of settlement. He further appreciated Mr. Yogesh Chandgude (Head HR - Enkei Wheels I Pvt. Ltd, Shikrapur) specially for sharing the details of settlement and thought process involved in it which is not common. He further expressed hope that more industries will come forward and share/discuss their respective LTP with other HR professional which will be mutually beneficial to everyone.

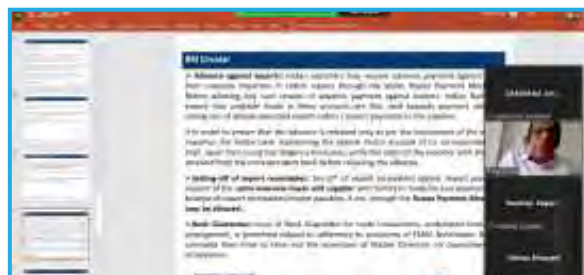
**Mr. Mukund Jagirdar (Chairman - HR Committee - DCCIA)** in his welcome address highlighted the importance of the topic and requested all member industries to take full advantage of the session. He also requested the other member industries to share their experience during settlement on "DCCIA" platform which will be very much beneficial for the companies.

**Mr. Yogesh Chandgude (HR Head - Enkei Wheels India Pvt. Ltd., Shikrapur)** expressed his happiness to get such a good platform to share his experience relating to the recent long term settlement of his Company. He further highlighted that the LTS has been signed for the period of 4 years (against normal period of 3 years) in a peaceful and cordial environment. The provisions of new wage code and other Labour Codes which are in the process of being implemented were duly considered and incorporated while drawing the terms of settlement. He then explained other terms of the settlement such as safety, quality norms, productivity enhancement and employee welfare activities etc. which go a long way in boosting employee morale and in maintaining peaceful industrial relations. Mr. Chandgude further agreed to share other LTS guideline/details to fellow HR professionals, if they so desired.

Session was moderated by **Mr. Mukund Jagirdar (Chairman - HR Committee - DCCIA)**. Vote of thanks was presented by **Ms. Darshana (DCCIA)**.

More than 42 delegates attended the training session.

## Webinar on "Rupee Trade Settlement Mechanism"



DCCIA, conducted a webinar on Rupee Trade Settlement on 14 October 2022

**Mr. HP Srivastava (Vice Chairman - DCCIA)** in his welcome address underlined the importance of Foreign Exchange Management for all organisations engaged in Foreign Trade. Citing the example of depreciation of Rupee against US Dollar in recent few months, he said that while it is beneficial to exporters, it may affect the importers in a big way, if the same is not hedged. The magnitude of the problem can be gauged from the fact that despite intervention by RBI wherein more than 100 Billion Dollars from Forex Reserve were pumped in to halt the slide but the same could not be stopped, he added. Against this back drop the promotion of Rupee Trade settlement is very crucial as it can help a lot in preventing further depreciation of Rupee.

**Mr. Nijay Gupta (Speaker)** initially briefed the concept of "Vostro Account" & "Nostro Account" and then went on to explain the topics like Treasury services & Software details, FX rate system, various aspects of forex, Finrex Exposure Manger (FEM), Banking Audit services, Settlement of international trade in INR. He also explained the recent circulars of RBI promoting Rupee Trade Settlement and how the importers can take advantage of the same.

The address of Mr. Nijay Gupta was followed by Question & Answer session which was moderated by **CA. Biswa Pattanayak (Chairman - DCCIA Finance, GST & Foreign Trade Committee)**

More than 37 delegates attended the training session.

# Chamber In News

### Aaj ka Anand (2 Feb 2023)

साहयोजी और स्टार्ट-अप क्षेत्राला चालना मिळेल

इस साल का बजट एक व्यापक बजट है, इसके साथ ही यह किस्मोंबल साथ और खपत को बढ़ाने पर भी ध्यान केंद्रित करेंगे, जो आज की जरूरत है। आयकर का मोर्चे पर न्यू सीएस ईएट से सहकारी और स्टार्टअप क्षेत्र को बढ़ावा मिलेगा, निष्पत्ती में त्रिकोण नामरिक और मध्यम अल्प वर्ग को सहायता प्रदान की है, यह एक स्वागत योग्य बजट है - एच.पी. श्रीवास्तव, उद्योग प्रसिद्ध

डेकन बैंक ऑफ कॉमर्स इंडस्ट्रियल एंड एग्रीकल्चर



### Keasri (2 Feb 2023)

उद्योग क्षेत्राला चालना देण्यासाठी प्रयत्न

हा बजट खूप व्यापक आहे आणि त्यात अनेक महत्वाचे निर्णय घेतले आहेत. या बजटचा उद्देश अर्थव्यवस्था पुन्हा सक्रिय करणे आणि उद्योग क्षेत्राला चालना देणे हा आहे. या बजटमध्ये अर्थव्यवस्था पुन्हा सक्रिय करणे आणि उद्योग क्षेत्राला चालना देणे हे मुख्य उद्देश्य आहे. या बजटमध्ये अर्थव्यवस्था पुन्हा सक्रिय करणे आणि उद्योग क्षेत्राला चालना देणे हे मुख्य उद्देश्य आहे.

एच.पी. श्रीवास्तव, उद्योग प्रसिद्ध



### Prabhat (2 Feb 2023)

उद्योग

यंदाचा अर्थसंकल्प सर्वसमावेशक आहे. काकाजी गरज असलेला डिस्पोजेबल उत्पन्न आणि वापर वाढवण्यावर लक्ष केंद्रित करणाराही आहे. प्राथमिकारण्य आघाडीवर सवलतीमुळे सहकार आणि स्टार्टअप क्षेत्राला चालना मिळेल अर्थमंत्र्यांनी उद्देह नागरिक आणि मध्यम उत्पन्न असलेल्या वर्गाला यावेळी मदत उपलब्ध करून दिली आहे.

- एच. पी. श्रीवास्तव, उपाध्यक्ष, डेकन बँक ऑफ कॉमर्स इंडस्ट्रियल अँड अग्रिकल्चर



### Punyanagari (2 Feb 2023)

सहकार आणि स्टार्टअप क्षेत्राला चालना मिळेल

सावधपणा अर्थसंकल्प हा सर्वसमावेशक अर्थसंकल्प आहे. याबरोबरच आज काळाची गरज असलेला डिस्पोजेबल उत्पन्न व वापर वाढवण्यावर लक्ष केंद्रित करणारा देखील आहे. प्राथमिक आघाडीवर नव्याने जाहीर झालेल्या सवलतीमुळे सहकार आणि स्टार्टअप क्षेत्राला चालना मिळेल. अर्थमंत्र्यांनी उद्देह नागरिक आणि मध्यम उत्पन्न असलेल्या वर्गाला यावेळी मदत उपलब्ध करून दिली आहे, ती स्वागतार्थ बजट आहे.

- एच. पी. श्रीवास्तव, उपाध्यक्ष, डेकन बँक ऑफ कॉमर्स इंडस्ट्रियल अँड अग्रिकल्चर, पुणे



### Maharashtra Times (10 Dec 2023)

‘उद्योगक्षेत्राचे योगदान आवश्यक’

उद्योग क्षेत्राला चालना देण्यासाठी प्रयत्न

हा बजट खूप व्यापक आहे आणि त्यात अनेक महत्वाचे निर्णय घेतले आहेत. या बजटचा उद्देश अर्थव्यवस्था पुन्हा सक्रिय करणे आणि उद्योग क्षेत्राला चालना देणे हा आहे. या बजटमध्ये अर्थव्यवस्था पुन्हा सक्रिय करणे आणि उद्योग क्षेत्राला चालना देणे हे मुख्य उद्देश्य आहे.

एच.पी. श्रीवास्तव, उद्योग प्रसिद्ध



### The Indian Express (9 Dec 2022)

Koshiyari attends award function in Pune city amid tight security

EXPRESS NEWS SERVICE PUNE, DECEMBER 9

MAHARASHTRA Governor Bhagat Singh Koshiyari visited Pune on Thursday to attend an awards event. Speaking at the Annual Awards Ceremony 2022 of the Deccan Chamber of Commerce, Industry & Agriculture (DCCA), Roshni said India could soon become the third largest economy in the world.

Over 200 delegates and DCCA members, including Chairman Rathi in Sinha, vice-chairman H.P. Srivastava, secretary V. A. M. treasurer Smiti Gupta and executive committee member Mukul Vardhney, along with their CSR partners, members of the Rotary Club of Pune Downtown, were present on the occasion, said a DCCA press release.

Pune maintained tight security arrangements for the Governor's visit in view of the recent protests over his remarks about Christians in Maharashtra. Last week, when the Governor was in Pune for a four-day visit, he was greeted with black flags by protesters.



### Sakal (13 Dec 2022)

सहकार आणि स्टार्टअप क्षेत्राला चालना मिळेल

सावधपणा अर्थसंकल्प हा सर्वसमावेशक अर्थसंकल्प आहे. याबरोबरच आज काळाची गरज असलेला डिस्पोजेबल उत्पन्न व वापर वाढवण्यावर लक्ष केंद्रित करणारा देखील आहे. प्राथमिक आघाडीवर नव्याने जाहीर झालेल्या सवलतीमुळे सहकार आणि स्टार्टअप क्षेत्राला चालना मिळेल. अर्थमंत्र्यांनी उद्देह नागरिक आणि मध्यम उत्पन्न असलेल्या वर्गाला यावेळी मदत उपलब्ध करून दिली आहे.

- एच. पी. श्रीवास्तव, उपाध्यक्ष, डेकन बँक ऑफ कॉमर्स इंडस्ट्रियल अँड अग्रिकल्चर, पुणे



Acknowledging the efforts of city industrialists

उद्योग क्षेत्राला चालना देण्यासाठी प्रयत्न

हा बजट खूप व्यापक आहे आणि त्यात अनेक महत्वाचे निर्णय घेतले आहेत. या बजटचा उद्देश अर्थव्यवस्था पुन्हा सक्रिय करणे आणि उद्योग क्षेत्राला चालना देणे हा आहे. या बजटमध्ये अर्थव्यवस्था पुन्हा सक्रिय करणे आणि उद्योग क्षेत्राला चालना देणे हे मुख्य उद्देश्य आहे.

एच.पी. श्रीवास्तव, उद्योग प्रसिद्ध



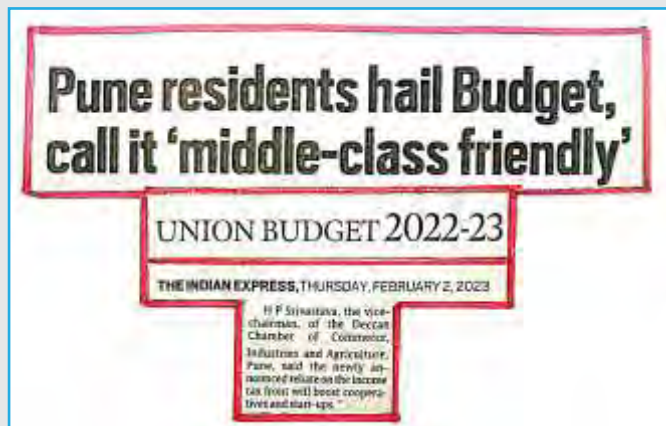
### Times of India (13 Dec 2022)

# Chamber In News

Pune Times Mirror (2 April 2023)



The Indian Express (2 Feb 2023)



Kesari (2 Feb 2023)



Pune Times Mirror (15 Dec 2022)



## Chess - Learning Lessons for Business Leaders.

The game of chess has long been synonymous with deploying strategic skills. It's a game that gives wonderful insights into the vast domain of Leadership, Strategy, Innovation and Change Management. As a training tool it has no parallel – and a periodical game of chess can be an excellent training tool for any business situation. One can learn and practice lot of Leadership Lessons from playing Chess. Following is my take for Leadership lessons from Chess–



**Be Proactive:** In chess, if you sit back and wait for the win to appear, you will usually lose. Your opponent will be able to control the game and build a winning attack. The same applies to business leadership. It's planning for the next up or the down swing that can make or break a leader and thereby business.

**Deploy Innonavtive Strategies:** If you don't take control of your innovation moves, you have no hope of breaking the cycle of accidental moves—not knowing when, or if, the next great intelligent move will come. You will be doomed to wonder why the other guy came up with that great new concept that you missed. Take charge of your innovation destiny. For Leaders this means that you need to know where you want to go if you want to get there. Do you want to find a next generation product? Do you want to find a new market for a core technology? Do you want to find freedom to operate in the face of a competitive market barrier? What are the criteria of success that will guide you as you consider alternative solution? As Business Leaders, we are faced with many different problems to solve. Different problems yield to different techniques. Chess makes you think Innovation in countering the compititor.

**Know your endgame:** Your each intelligent move takes you one step closer to the endgame. Will you be able to win when you get there? Chess players realize that you need to understand the principles of the endgame play to be successful. Endgame knowledge not only helps you win in the end game, but this insight can help you pick the right moves along the way. My endgame is to win the game so my actions and steps will be directed to it. This is what is required in your business acts also.

**Define your objectives and drive toward your goal:** Tactics are the tools to implement strategy. In chess, you need to consider your strategic goal and then figure out a way to make it happen – isn't it the same in Business leadership? The second part is the domain of tactics. Chess players have a language of tactics: sacrifice, blockade, pin, diversion, etc. There is a popular myth that suggests that great players can look at many more possible moves than normal people. Research has shown this is not true. The great players look at roughly the same number of moves. However, their familiarity with tactics and their ability to recognize patterns in positions of the pieces allows them to eliminate many moves from consideration and focus on the more promising ones.

**Never relax before the game is done:** All too often, we hear of a chess player moaning about letting a won game slip away. Taking the win for granted, the player relaxed and tried to coast to victory. But their opponent did not want to accept defeat and kept fighting until the situation was reversed. The same can be seen in the world of product or service innovation. A company basking in the limelight of success believes they have no need to keep investing in innovation. Suddenly, a new competitor looms on the horizon with a disruptive innovation that changes the rules of engagement. The innovation game is never over. You must always keep reassessing your strategies and reinventing your offerings. Make yourself obsolete before someone else does it for you. Be flexible, conditions can turn 180 degrees in a single move.

**You can't foresee everything:** A well thought out strategic plan can unravel on a single move when your opponent plays a move that you hadn't considered or anticipated. When this happens, you can't blindly move ahead with the same plan. You need to step back and reconsider the situation and make appropriate adjustments. As they say in the army – 'no plan lasts the first bullet'. The same is true for Business leaders.

You must keep abreast of market and technology conditions both within your space and adjacent spaces. This means, you need efficient methods for accessing knowledge from outside of your organization and integrating it into your innovation practices. Leverage this information to recognize early signs of a change in the tide so that you can re-adjust your strategy with course correction early in your plan.

**Look at alternatives:** Chess forces you to think 10 steps in advance even before you touch your piece. It trains the brain to look at alternatives, options that your opponent could take and the resultant situation. What better way to train for risk analysis?

**Keep the pressure on:** With every move, you need to force your opponent to make a predictable defensive move. This is how you stay in control of the situation and prevent them from taking action of their own. You have to stay one up over the competition or risk your business getting eliminated. You learn to make them react to your proactive moves so that they are unable to execute their own strategy.

**Every move counts:** A bad move is a wasted turn. You lose time, ground, and momentum. You run the risk of losing control of the situation and find yourself on the run. Great chess players and business people are very conservative during the opening with what they do. But once they've gained some ground, they move confidently.

**Every asset counts:** In chess, if you lose a piece and fail to take one on your next turn, it can cost you the game. Business can be that competitive. You need every asset that you have to gain an edge. Once a grandmaster is two pieces up on an opponent, victory is practically assured. The momentum picks up and it snowballs from there. Use everything you've got. If you're not using it, sell it and turn it into cash that you can put to use productively.

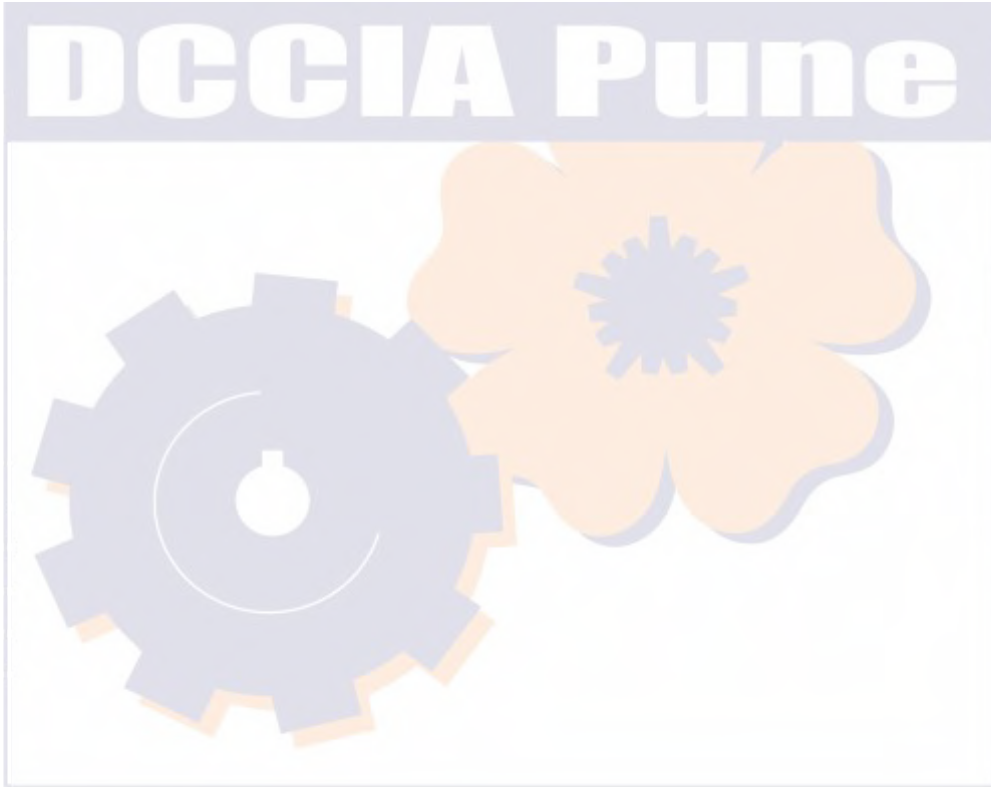
There's a massive amount of uncertainty and almost boundless variety in terms of the moves you can make in both chess and business. Think about it: After just three opening moves by a chess player, more than 9 million positions are possible. And that's when only two players are involved in the game. Now, imagine all the possibilities faced by companies with a host of competitors responding to their new strategies, pricing, and products. The unpredictability is almost unimaginable.

In today's VUCA Business Environment (Volatile, Uncertain, Complex and Adverse), chess teaches us the whole gambit of how to steer the business. Learn from this game and become a Grand Master of your Business.

Vasudeo Malu  
Secretary  
DCCIA, Pune.

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**PROSPERITY**



**PEACE**

**PRODUCTIVITY**

# How Do I Become A Member of "DCCIA", Pune ?

Any individual, firm, institution, association or a company formed and registered under any of the Companies Act in force in India at the time of its registration, and is interested directly or indirectly in trade, commerce, industry, agriculture or agricultural business shall be eligible for admission as a Member, provided that such individual, firm, institution, association is either domiciled in India or has a place of business in India.

Application for Membership can be made in the prescribed format available on the website [www."DCCIA"pune.org](http://www.).

Applicants are requested to check relevant rates from the schedule of subscription and return the application form duly filled in. The membership has to be renewed every April at the start of the financial year.



**Regd. Office :** 305, 3rd Floor, Gulmohar Center Point,  
Near Viman Nagar Junction, Off Pune-Nagar Road,  
Pune - 411 014, INDIA.

**Reach us at :**

**Contact :** +91 - 89569 18542 | 89569 18543

**Email :** ●gm@"DCCIA"pune.org  
●adminofficer@"DCCIA"pune.org

**Website :** www."DCCIA"pune.org