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Indian
Paint &
Coating
Association

Oct - Dec, 2015



Chief Editor's Message



Dear Readers,

In this issue, we are giving a comprehensive report on the much acclaimed and successful IPCA Goa Biennial Conference 2015. We at IPCA Journal, thank the teams that have put in stellar efforts to make this rather uphill task of organising a Biennial Conference at Grand Hyatt Goa. A milestone in the journey of Indian Paint and Coating Association.

We have received emails and messages suggesting that the IPCA Journal may be converted into a soft copy and sent to our members. We are taking up active measures to send IPCA Journal to our members both in Print and as a PDF/HTML mailer. We shall continue with the Print Edition, till we have an encouraging penetration of the journal as a soft-copy. For this, we request our members to kindly check and update their contact details on our website www.ipcaonline.com

In order to bring in new talent and contributors, we request for volunteers to take up the task of any of the following facets of taking out a Journal. Those who are interested, can email me with their contact details with area of expertise/experience

- Editorial
- Advertisements and Marketing
- Contribution of Technical Articles
 - Screening of Articles
 - Advertorials (Paid Technical Articles and formulations)
- Managerial Articles

We invite Technical Articles for the next issue. The article can be about new technology relating to the coating industry or upcoming niche product applications. We have a new category of ADVERTORIALS where in techno-commercial articles can be published by giving a nominal advertisement charge. Of course, unlike advertisements these Advertorials have certain guidelines on content. Both Advertorials and Technical Articles should be of maximum 2 X A4 size pages. Its has been a innovative journey of becoming an Editor once again after being one for the IPCA Members' Directory. Now the Directory is updated regularly and is available online on our website. I would like to thank our team for their support in bringing out the IPCA Journal and you, our very appreciative readers for suggestions and encouragement.

With best wishes for a glorious New Year ahead,

Regards

Jatin Aggarwal

From the President's Desk



Dear Friends,

Even as you would be reading this message , I would be handing over the reins of IPCA Presidentship in the very capable and reliable hands of Jatin Aggarwal ,my close and trusted friend!

I've had a very fulfilling and eventful two year term and received ample support and cooperation from my seniors and colleagues alike.

We did a number of KSSs, tour programs, and very successful Goa Biennial - IPCA is now a stake holder in the Paints and Coatings Skill Council (PCSC) under the aegis of National Skill Development Corporation (NSDC). We are also bringing out the 'IPCA Journal' more frequently.

Exciting times beckon ahead, as a lot of ground work has been done to strengthen and rejuvenate our Regions and also sow seeds for some new ones! In the months to come you will hear great news on stellar developments as also a slew of programs.

The New Year 2016 has begun on a positive note and we hope to leave the downturn behind! India too is poised for exciting possibilities, despite our political class's failure, and we are on an optimistic high!

I wish my very best to the new teams at Centre and Regions and hope they take IPCA to greater glory!

Regards

Sanjeev Gupta

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GLIMPSE OF BIENNIAL MEET - 2015 GRAND HYATT, GOA

Indian Paint and Coating Association hosted its Biennial Conference at Hotel Grand Hyatt, Goa from 16th to 18th of June 2015. We are giving a brief glimpse on the mega event.

The hustle and bustle at Dabolim Airport Goa with flights landing one after the other from all over the country with IPCA delegates flocking in staggering numbers was a sight one could not afford to miss. The noise was accompanied with a sense of excitement and curiosity in the air for the first ever IPCA Biennial in western frontiers, an event touted to be the biggest of its kind ever held in the paint fraternity with expectation sky high and a determined team ready with a picture perfect script loaded with content, hospitality, adventure, entertainment, sightseeing and experimentation.

The delegate were given a warm welcome by the IPCA organizing committee at Hotel Grand Hyatt and delegate were ushered into comfort of their luxurious rooms followed by a sumptuous lunch at the Chulha restaurant at the Hotel. The lovely breeze provided the much needed nip in the air with the excellent weather accompanied by intermittent shower providing relief from the hot and sultry conditions.



Mr. Sanjeev Gupta – President, IPCA addressing the audience on the opening night



Rohan Bhasin - Convenor, IPCA Biennial Conference giving his opening address



Mr. Jatin Aggarwal - Vice-President, IPCA speaking at the Opening Ceremony



Srimati Mridula Sinha, Hon'ble Governor of Goa addressing the audience after inauguration of the conference

IPCA had the honour of welcoming a noted author, poet, social activist, the Chief Guest for the evening The Hon'ble Governor of Goa Smt. Mridula Sinha. She was welcomed with a loud applause from all delegates duly escorted by IPCA patrons and The President IPCA Mr. Sanjeev Gupta towards the dias. The convener Mr. Rohan Bhasin and the VP IPCA Mr. Jatin Aggarwal escorted the Guest of Honor Mr. Subir Bose (Director Berger Paint India Ltd) and the Key Note Speaker Mr. Dilip Raghavan (Editor Paintindia) to the dias. The curtains were down, the stage was set for the inauguration of the historic event with the invocation ceremony conducted by the lighting of the lamp from all the dignitaries present.

The convener welcomed the august IPCA gathering and invited the Hon'ble Governor Shrimati Mridula Sinha who was presented a fruit basket by Mr. Vinod Karwa, IPCA Patron who later introduced the Chief Guest enlisting her myriad achievements. The Chief Guest was also presented with a shawl by Mr. and Mrs. Anil Khanna. The IPCA Souvenir was released by the Chief Guest alongside Mr. Shashank Khandelwal, Editor and Mr. Mukesh Goel, Chairman of Advertising Committee. The Chief Guest enlightened the gathering with her moving speech encompassing various elements of her own life's journey both professional & personal. She highlighted how the conference theme "People Process Performance" had a striking resemblance to the objectives her government had set out to achieve for the benefit of the people and industry at large.



The inauguration of the IPCA Souvenir by Hon'able Governor of Goa, Srimati Mridula Sinha alongside Mr. Sanjeev Gupta, President and Mr. Shashank Khandelwal, Editor



Smt Mridula Sinha, Hon'ble Governor, Goa presenting the Life-Time Achievement Award of Late Mr Harbans Lal Sindwani ji to his wife Mrs Veena Sindwani



Smt Mridula Sinha, Hon'ble Governor, Goa presenting the Life-time Achievement Award to Mr Kailash Chander



Mr. Jatin Aggarwal, VP IPCA then announced the Lifetime Achievement Awards presented to Late Shri Harbans Lal Sindwani, of the Chemicals of India, Faridabad and Shri Kailash Chander Sharma of Tipco Engineering Works, Delhi, by the Chief Guest. IPCA gave a standing ovation to the seniors who cemented his Paint Industries after independence and despite his age he was present at the conference and sharing his wisdom.

The Hon'ble Governor handed over mementoes to the sponsors of the conference followed by a special award conducted for the first time in an IPCA event namely 'Star of IPCA' award in due recognition to companies having excelled in their field and having set new benchmarks with their accomplishments. Mr. Arvind Bhasin, MD, Akross Synthetics Pvt. Ltd. Presented a bouquet to the Guest of Honor, Mr. Subir Bose who gave an inspiring and informative speech on the core elements of business **'People, Process, Performance, Product and Price.'** Mr. Bose elaborated as to how these 5 elements were basically the 5 pillars of success and how business's need to overcome the challenges posed of documentation for all processes. Sharing his own personal experience and business insights, it was truly an engrossing and deeply relevant talk pertaining to the industry. Mr. Ashok Gaiind then presented a Memento to the Guest of Honour in appreciation.



Delegates listening to Speakers in rapt attention



Mr. Subir Bose, Guest of honour, Director, Berger Paints Ltd, giving his insightful address on People-Process-Performance during the Opening Ceremony



Mr. Tej Dialani, Regional Marketing & Sales Director – Coatings - Clariant getting "Star of IPCA" award from Mr. Subir Bose.



Smt Mridula Sinha, Hon'ble Governor of Goa presenting 'The Star of IPCA' Award to Ms. Priya Bhumkar of Soujanya Colors



Mr. Dilip Raghavan, Editor Paint India speaking as the Key-note speaker at the Opening Ceremony

Mr. Harish Aggarwal, IPCA Patron presented a bouquet to the Keynote Speaker, Mr. Dilip Raghavan, Editor PaintIndia who gave a thought provoking presentation on the conference theme which was a sheer delight keeping all delegates firmly rooted to their seats. Mr. Amit Mishra, IPCA Patron presented a Memento in appreciation after his speech. There were speeches by Convener. Mr. Rohan Bhasin and President, Mr. Sanjeev Gupta on their journey in organizing the stupendous conference and related aspects. Mr. Jatin Aggarwal gave the Vote of Thanks and opened the conference to a musical gala. The evening swayed to the melodious tunes of renowned singer, Mr. Amrish Mishra with everyone enjoying their cocktails and dinner.

On 17th June 2015, the Technical Session began with the following subjects and respective speakers. The day comprised of a Technical and Business Session followed by an Open House and a Closing Session.

Each technical session was a lovely blend of sharing knowledge by introduction of products and companies, latest development in technologies, sustainability, improvement in systems etc. The content of the presentations kept the audience glued to their seats. Further it would not be out of place to mention that every session had a thriller of a finish with respective speakers presenting Amazon Kindles through a draw of lots to nine lucky winners who were present during that particular session:-



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TECHNICAL SESSIONS

Innovation in Dynamic Market Environment

Speaker Mr. Pradeep Kumar - Lanxess India Pvt Ltd
 Chairman Mr. Pawan Mahajan
 Co-chairman Mr. Suyash Singhal

Presentation Snap shot:

The Speaker Mr. Pradeep Kumar gave a riveting presentation of his company's product and how they are of immense benefit to the Coating Industry.



Coloration in Industrial Coatings

Speaker Mr. Amol Mulajkar - Soujanya Color Pvt Ltd
 Chairman Mr. Charanjeet Gaiind
 Co-chairman Mr. S. Balachandaran

Presentation Snap Shot:

Optimal dispersion and stabilization of pigment particles is a significant factor in determining the end properties of Paints and Coatings. The pigments and fillers of the formulation must be ground to small-sized particles, wetted and uniformly distributed as stably as possible. Only then can color intensity, gloss, hiding power, lightfastness and weathering resistance be maximized. Pigment dispersion is the most critical step in the manufacture of paints. Details of pigment dispersion process and its application in paints and coating was explained in this presentation.



Waterborne CNSL Curing Agent for Concrete coating

Speaker Mr. Shailendra Bhatkhande - Cardolite Speciality Chemicals India LLP
 Chairman Mr. K.R. Rao
 Co-chairman MR. Malhar Patel

Presentation Snap Shot:

Cardolite has been at the forefront of introducing innovative epoxy hardeners using CNSL. It has always been a challenge to bring the colour of the coating lower using CNSL. Getting a balance of fast curing and excellent levelling has been another requirement of the industry, specifically for the Epoxy floor coatings. Mr. Bhatkhande introduced a unique Cardanol based Water Borne curing agent NC-8101 that brings down the cost as against traditional water based systems with victory over the aforesaid challenges. This product is unique as it can be used with standard liquid epoxy, faster curing time at low temperature and high humidity and excellent hardness and adhesion. Mr. Bhatkhande also gave a brief insight into the technology of CNSL and Cardolite Speciality Chemicals India LLP.



Multifunctional Pigment Extender for Specialty Coatings

Speaker Dr. Anil Bansal - 20 Microns Limited
 Chairman Mr. Parveen Gupta
 Co-chairman Mr. Gurpreet Singh





Presentation Snap Shot:

Dr. Anil Bansal elaborated on the various Multifunctional pigments available in their product range and how they can be innovatively incorporated in paints.



Next Generation Wood Coating

- Speaker Dr. Ankur Sachdev - Dow Coating Materials
- Chairman Mr. Parmaguru Raja
- Co-chairman Mr. Yogesh Singhal

Presentation Snap Shot:

The next big thing in wood coatings is Acrylic PU blend for water based Wood Coatings. Agenda was to share Global trends, technology update and show case DOW innovative offering.



Innovative Approach to Colorants

- Speaker Mr. Nitin Vadiya - Clariant Chemicals (I) Ltd
- Chairman Mr. Sanjay Shah
- Co-chairman Mr. Sanjay Jain

Presentation Snap Shot:

Clariant, a world leader in Specialty Chemicals is showcasing 'Innovative Approach To Colorants', a technical presentation that covered topics from eco-friendly aqueous binder free low VOC pigment preparations to IR Reflective Pigment Preparations focusing on energy saving to Hostatint A 100-ST Pigment that will revolve around tough to attain metallic and mineral effect shades.



Kaleidoscope of Polyurethane Coatings

- Speaker Mr. Ashish Ahuja - Bayer Material Sciences Pvt Ltd.
- Chairman Mr. U.V. Yadav
- Co-chairman Mr. S.K. Sahoo

Presentation Snap Shot:

Mr. Ashish Ahuja gave an interesting presentation on the myriad PU Coatings manufactured by Bayer and its multifarious applications.



BUSINESS SESSION

- Quality Standardization SME
- Speaker Mr. Tapan Dhar - Berger Paints India Ltd.
- Chairman Mr. Mukul Bhasin
- Co-chairman Mr. Chetan Prakash

Presentation Snap Shot:

The presentation highlighted upon the much needed basic requirements and processes often ignored by the SME sector and the importance for the same. The importance of quality perceived by the end consumer being the game changer and benchmark for all brands than internal quality appraisal was very well bought out.



Sustainability & Coating Industry

- Speaker Mr. Aniruddha Soman - Asian Paints Ltd.
- Chairman Dr. Narkhede
- Co-chairman Mr. Manmohan Duggal



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Presentation Snap Shot:

The quality of life depends on the quality of nature showcased the importance of Mother Nature and the responsibility of the industry in complying with this much ignored aspect. The process of conservation and preservation along with HSES polices to be followed with small steps making big impacts with a top down managerial thrust

OPEN HOUSE International Trade and Current Business Scenario in India

Moderator: - Mr. Jatin Aggarwal

Participants: Mr. Vinod Karwa, Mr. Harish Agarwal, Mr. Anil Khanna, Mr. Malte Heider, Mr. Amit Mishra, Mr. Rajender Desai, Mr. V.V. Puranik, Mr. G.B. Singh, Mr. Tej Dalani, Mr. Sameer Mukherjee.

The open house session was very interactive with a variety of questions being thrown at the distinguished dignitaries on the dais. Queries were raised the sanctity of 7.5% GDB growth rate and its disconnect from the ground realities, on 3rd generation curse of family run businesses, on expectations and reality of doing business in India, on recent anti-dumping duties, on sustainability and comparisons of its perception in India and in China and on the importance of process in manufacturing paints in India. Besides these there were generic technical questions asked on coating formulations and on discussions were initiated on the way forward MSMEs.



Shri Vinod Karwa, IPCA Patron addressing the audience during Technical Seminar



Dignitaries on the dais during the Open House Session



Shri V.V.Puranik speaking during the Open House Session

MANN KI BAAT

'Mann Ki Baat', as part of the closing session, was an interesting discussion on the complex and dynamic relationship between work and family life, insights into the outlook of the men at the helm and their better halves! This interactive forum highlighted upon the journey of eminent people from the industry and how they managed to balance their professional and personal commitments. The light hearted debate enthused the packed hall present with families with topics ranging from generation divide, personal sacrifices for professional growth, inter personal relationships etc. The show had the audience in splits and provided the much needed human touch generally missing from the schedules of conferences. Mr. Rohan Bhasin moderated the discussion with the following participants:

Mrs. Chandrika Bose & Mr. Subir Bose, Berger Paints India Ltd.

Mrs. Anisha Gaind & Mr. Ashok Gaind, Acro Paints.

The Mann Ki Baat was a huge hit & enjoyed by all delegates present.



Mr. Rohan Bhasin, Convenor moderating 'Maan Ki Baat'



Mr. Vinod Karwa presenting a token of appreciation to Mr. and Mrs. Ashok Gaind during the 'Mann ki Baat' segment



Mr. Vinod Karwa presenting a token of appreciation to Mr. and Mrs. Subeer Bose during the 'Mann ki Baat' segment



The closing ceremony then called upon the following to come and sit on stage and take the program forward:

| | | |
|-------------------|------------------------|----------------------------|
| Convener | Mr. Rohan Bhasin | |
| President | Mr. Sanjeev Gupta | |
| Vice President | Mr. Jatin Aggarwal | |
| General Secretary | Mr. Ashwani Mehra | |
| Finance Secretary | Mr. Sagar Goel | |
| Regional Chairmen | Mr. Rakesh Narula | Delhi NCR |
| | Mr. Tarun Agarwal | Ghaziabad |
| | Mr. Tarun Mittal | Agra |
| | Mr. Prashant Karwa | Haryana |
| | Mr. Umesh Kumar Guptha | Andhra Pradesh - Telangana |
| | Mr. Rajender Desai | Maharashtra |
| | Mr. Pradeep Jain | Kanpur/Lucknow |



IPCA Stalwarts:
(L-R) Sagar Goel, Finance Sec,
Ashwani Mehra, Gen Sec,
Vinod Karwa, Patron,
Ashok Gaiind, Patron,
Anil Khanna, Patron,
Sanjeev Gupta, President,
Amit Mishra, Imm. Past President,
Jatin Aggarwal, Vice-President,
Rohan Bhasin, Convener, Biennial 2015;

Closing speech for the Conference by Convener, Mr. Rohan Bhasin was followed by presentation of Mementos to Conference Organising Committee Members.

The night became alive for all members and their families by the eclectic performance of the popular Goan Band, Forefront with people dancing and frolicking in Goan Zeal!

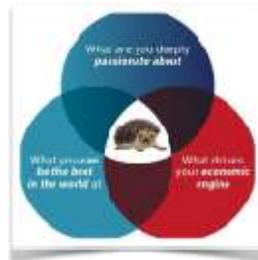
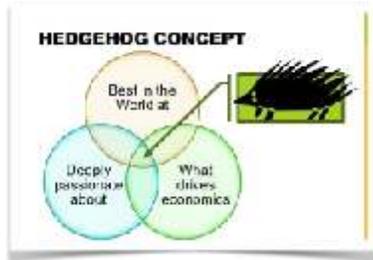
LADIES'S PROGRAM

While in the day, industry members were busy in the whirlwind of an intense technical session, the ladies and children in-house were entertained with an interesting program. There was a Treasure Hunt, adding a whiff of adventure to the relaxed vacation for the families of IPCA members. This was followed by a fascinating Snake Talk covering various facts and myths about snakes. Ladies then played a remarkable game in which they had to pack an egg in layers of newspaper so as to protect it from breaking when thrown from a considerable height! Tons of brain-storming and laughter ensued making the game the highlight of the event. After a short tea break, the ladies regaled in their favourite pass-time, a game of tambola! Children were kept busy with a painting competition and other creative activities. Hotel itself offered a lot to explore with its lush interiors and expansive gardens. Located right next to the beach, the residents enjoyed walking around in the serene environment with the timeless ruins of a traditional chapel situated in the garden adding a touch of mystery! Children and Adults alike enjoyed the pool and spa facilities. The exquisite multi cuisine spread with an enviable variety was relished by delegates.

18th June 2015, the last day at Grand Hyatt was left free for all to be on their own and take leisure in Goa. The IPCA Committee organized a sightseeing tour to local markets, beaches and Goan churches for those interested while the others spent an enjoyable and relaxed day at the hotel. In the evening, there was a talk by the renowned Padmshiri Dr. KK Aggarwal on wellness and the importance of Yoga in our daily lives. He was introduced by Mr. Param Gupta, s/o Mr. Sanjeev Gupta who gave an enthralling list of his achievements. Mrs. Chitra Guta, w/o Mr. Sanjeev Gupta presented a welcome bouquet while Mrs. Meghna Bhasin presented a memento to him. Mrs. KK Aggarwal was presented with a gift hamper by Mrs. Sushma Agarwal. The evening was then glamorized with an impromptu act by Mr. Amrish Mishra who bound the gathering with his singing and encouraged karaoke among the people! A fun evening with music and dance gave the perfect finish to our grand conference!

There was a good mix of technical seminars and fun sessions during our program at Goa. It gave the industry members of chance to expound on trade and business with the knowledgeable discussions that took place over the day-long session. On the other hand, it also gave them a chance to analyse the need and benefits of a healthy lifestyle in lieu of the stressful environment around us with the path-breaking talk by Dr. KK Aggarwal. This was followed by energetic musical evenings with cocktails and dinner on all three nights. There was a good activity session for the ladies and children in-house adding a spark of excitement to their laid-back and relaxed vacation. The property of Grand Hyatt, Goa was the cherry on the cake with its classy interiors and lush garden villas.

At the end, it was the smiles and hearty congratulatory words from all members that sealed the success of the conference. All in all, it was a magnificent triumph and new milestone set in the journey of IPCA in India. Until the next time!



The idea is to look at the things you care about, look at what you can be the best in the world at, find what drives your economic desires — and to focus. I find myself coming back to this concept a lot, and it helps me avoid trying to get involved in too much. I've had a variety of business propositions tossed my way over the years ... but by keeping this concept in my head, I've been able to turn down things that would take me away from my core competency. I know what I am passionate about. I know what I am good at. And I know where my goals are. Focusing on where these intersect has gone a long way in helping me maintain focus and turn my passion into what's now been a rather long career.

The Hedgehog Concept

The fox knows many things, but the hedgehog knows one big thing. – Greek parable

I have always quoted a dialogue by Mr. AB in the movie Khuda Gawah: “*Soch Agar Gehri Ho Jaye to Faisle Kamzor Ho Jaate hain*”. i.e. If you go too deep into the pros and cons of a decision, usually the Cons win. But, this does not profess that one should simply jump into a venture or diversify without doing a self assessment check. Or at best, getting is passed through your mentors and council of guides.

A few quick notes from the fabulous Classic Book (My personal Favourite) Jim Collin's From Good To Great: A must read classic.

Optimism is good and we all know opportunities don't knock on our door everyday. But, what good is taking up an assignment or launching a product line or for that matter entering a new market that we are not having the passion for or capabilities to be successful at? I have seen many Paint companies now a days going into backward integration and few “brave ones” blurring the lines of a being a manufacturer of paints to being a trader of paint

raw materials. If you can deliver consistently by making a separate business unit and acquire the skills for it, there is absolutely nothing wrong with it, but please please do remember: There is nothing called “Side Business” or “Part Time Business”. And that Confusion is Poison for business!

Lets understand the difference of Hedgehog and the Fox. The fox is a cunning creature, able to devise a myriad of complex strategies for sneak attacks upon the hedgehog. Day in and day out, the fox circles around the hedgehog's den, waiting for the perfect moment to pounce. Fast, sleek, beautiful, fleet of foot, and crafty – the fox looks like the sure winner. The hedgehog, on the other hand, is a dowdier creature, looking like a genetic mix-up between a porcupine and a small armadillo. He waddles along, going about his simple day, searching for lunch and taking care of his home.

The fox waits in cunning silence at the juncture in the trail. The hedgehog, minding his own business, wanders right into the path of the fox. “Aha, I've got you now!” thinks the fox. He leaps out, bounding across the ground, lightning fast. The little hedgehog, sensing danger, looks up and thinks, “Here we go again. Will he ever learn?” Rolling up into a perfect little ball, the hedgehog becomes a sphere of sharp spikes, pointing outward in all directions. The fox, bounding toward his prey, sees the hedgehog defence and calls off the attack. Retreating back to the forest, the fox begins to calculate a new line of

attack. Each day, some version of this battle between the hedgehog and the fox takes place, and despite the greater cunning of the fox, the hedgehog always wins.

Foxes pursue many ends at the same time and see the world in all its complexity. They are “scattered or diffused, moving on many levels,” never integrating their thinking into one overall concept or unifying vision.

Hedgehogs, on the other hand, simplify a complex world into a single organising idea, a basic principle or concept that unifies and guides everything. It doesn't matter how complex the world, a hedgehog reduces all challenges and dilemmas to simple—indeed almost simplistic—hedgehog ideas. For a hedgehog, anything that does not somehow relate to the hedgehog idea holds no relevance.

The Mantra from Guru Jim Collins:

A) What can you be the best in the world at?

And equally as important, what you cannot be the best in the world at?

This does not mean that you should check in which business you can be a Microsoft or Asian Paints, but in which business you are better than your competition. Where is your Core Expertise? Is it HR Coatings, Epoxy Floorings, Wood Coatings, WB Decorative or Small Lots of B2B industrial coatings? An area of business that you are “Experts In” and customers think of you when they think of that need/product/service. It could be distribution of solvents or commodities or alternatively it could be marketing of speciality chemicals. Different skills are required for these, and one has to identify what are you really good at. Remember you have to identify your “Simple Repetitive Excellence”.

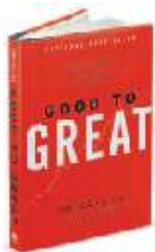
B) What drives your economic engine?

All the good-to-great companies attained piercing insight into how to most effectively generate sustained and robust cash flow and profitability. In particular, they discovered the single denominator – profit per x – that had the greatest impact on their economics.

C) What are you deeply passionate about?

The good-to-great companies focused on those activities that ignited their passion. The idea here is not to stimulate passion but to discover what makes you passionate. It is usually a business that gives your great pride and gives you sleepless nights. A business that you are in love with.

We have seen many companies *go back to their core* and many centralise after many years of expansion. In turbulent times it is important to sharpen your expertise and perfect your business skills that you make money in and are passionate about.



I highly recommend that you buy and read **Good to Great by Jim Collins**. It is a timeless Classic that has the potential to take your company from Good to Great, not by innovation, technology change or a lofty strategy, but by simple understanding of your core values, expertise and culture.

Jatin Aggarwal

VP, IPCA

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Excerpts have been taken from a lot of sources and I would like to thank them for contribution.

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LATEST AMENDMENTS IN LABOUR LAWS: BONUS, ESI & EPFO

An article by:

Mr. Deep Batra
Mr. Girish Jain



BONUS BILL PASSED BY LOK SABHA

The Lok Sabha on 22.12.2015 passed a bill allowing doubling of wage ceiling for calculating bonus to Rs 7,000 per month for factory workers with establishments with 20 or more workers, with the benefits being applicable retrospectively from April 2014.

The Payment of Bonus (Amendment) Bill, 2015, was passed by a voice vote, with some members objecting to the raising of eligibility limit for payment of bonus from a salary of Rs 10,000 per month to Rs 21,000.

Replying to a debate on the legislation, Labour Minister Bandaru Dattatreya said the Government has ensured that the interest of workers are protected and there is no infringement on their rights.

“Because of Bihar Elections this bill got delayed... The Prime Minister spoke to me and asked why should the benefits of this Act should accrue to workers from 2015. It should be made available from the April 2014,” he said while moving an official amendment to the Bill.

The official amendment provides that the benefits of the Act would be deemed to have come into force on April 1, 2014, instead of April 1, 2015.

Dattatreya said the Ministry has held 21 tripartite meetings with all central trade unions while arriving at a decision.

- *The Bill provides for enhancing monthly bonus calculation ceiling to Rs 7,000 per month from the existing Rs 3,500. It also seeks to enhance the eligibility limit for payment of bonus from Rs 10,000 per month to Rs 21,000 per month.*

PLAN TO CUT SERVICE PERIOD FOR GRATUITY

- *In a move that could alter the dynamics of the formal employment market, the government has proposed making gratuity benefits portable for employees moving from one*



workplace to another, irrespective of the tenure of their stint. Presently, employees in firms with 10 or more employees are eligible for gratuity benefits of up to Rs. 10 lakh (no income tax) but they can only claim these benefits after a minimum of five years of continuous service in the same organisation.



EMPLOYERS CAN CLAIM TAX DEDUCTION FOR PF PAYMENTS MADE BEFORE DATE OF FILING RETURNS

Providing relief to India Inc, the Income Tax Department has clarified that contributions by employers for employees welfare benefits such as provident and superannuation funds before the date of filing returns are not liable to tax, even if they are deposited after the deadline for remittance of such payments.

CHANGES IN ESI PORTAL

Effective 1st Jan, 2016, ESI Corporation has made it mandatory to authenticate all services like employer registration, Employee Registration (as member of scheme), filing their Contribution on monthly basis, filing Accident Report and all of the allied services rendered by ESI Corporation online through DSC of the authorized signatory of the establishment/Factories registered under ESI Corporation. Therefore in view of the changes taken places, you are requested to kindly obtain your DSC, if not having with you and provide the same on static basis for future compliances under the ESI Act.



SERVICES ROLLED OUT BY EPFO LINKED WITH UAN.

The EPFO through its latest initiate like bulk SMS, emails as well as personal communications has made it compulsory effect 1st Jan, 2016 to all to Employers to seed UAN, complete KYC documents with Aadhar Number and Bank Account Number of the members. The Organisation will not entertain claims forms of the members for PF withdrawal,

Advance applications and transfer of PF accumulations who have not completed/seed their UAN on EPFO website. No claim forms will be accepted in EPF Office without 'activated UAN number'.



- In view of the above, it is requested to kindly sent us KYC documents of all of the members whose KYC has not yet been completed on EPFO portal. Similarly, DSC which was previously mandatory for Industries wherein 50 workers were deployed has now been made mandatory for all of the employers with effect from 01/01/2016. Kindly note these changes and make arrangements for providing your DSC on regular basis for ESI as well as EPF compliances.*

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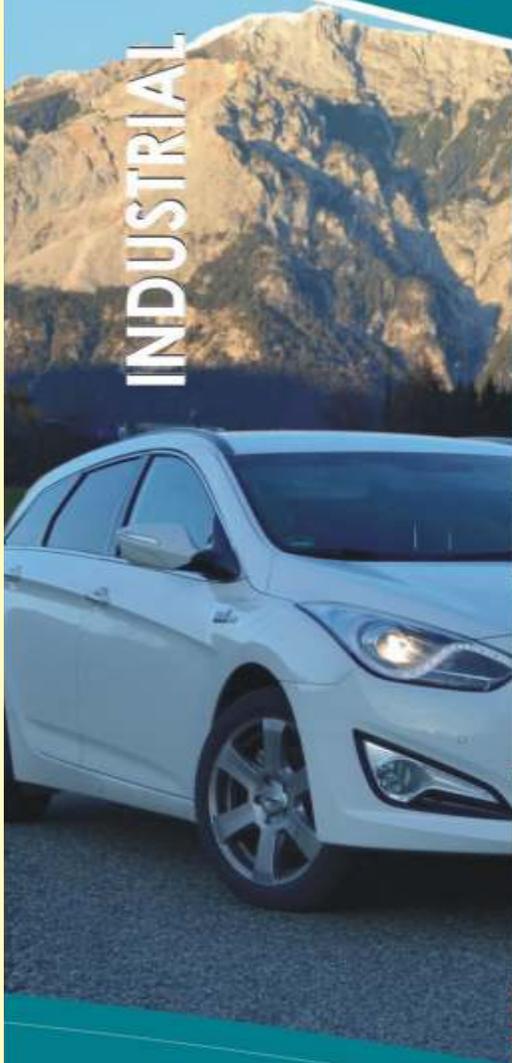
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