



उद्योग • MASSIA Newsletter संवाद

No. 3 / November - January 2021

- ▶ Guest Editorial - Mr. Ram Digambarrao Dahiphale
Joint Director, Industrial Safety & Health, Aurangabad.
- ▶ MASSIA-UNDP Covid-19 Help Desk
- ▶ Cover Story and Articles - Union Budget 2021-22 Analysis
- ▶ Compliances of Companies
- ▶ वीज ग्राहक व कायदा
- ▶ Labour codes and its impact on industry





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This monthly newsletter MASSIA Udyog Samvad (उद्योगसंवाद) is edited by **Mr. Rajendra R. Chaudhari** and **Mr. Rajesh B. Mandhani** and printed at Rajmudra Prakashan Pvt. Ltd., Chikalthana, Aurangabad and published by the President, **Mr. Abhay G. Hanchanal** at office of MASSIA, P-25, MIDC, Chikalthana, Aurangabad – 431006 for free distribution and circulation.

Disclaimer "MASSIA Publish this magazine with the sole purpose of sharing knowledge and information with the members. The Information published is shared based on experience, internet & forwards from members. The information shared in this shall not be treated as a FINAL WORD or AUTHORITY. The information is to be used as general info. and not as a rule or fact. Experts in the field must be consulted before taking any action based on information shared here. This magazine is not published to sell and circulated to member complimentary.



President's Address

Dear Respected Readers,

“Wishing you all a very Happy, Healthy & Prosperous 2021”.

The new year 2021 arrived with HOPE. In our fight against COVID-19, now Vaccines are getting available from various sources. Frontline Covid warriors have been undergoing vaccination currently. Sure things will keep on improving in right direction on this front.

Related to Industries economy looks to be getting stable & trying to get back to PRE COVID levels. Budget presented by Honourable Union Finance Minister Smt. Nirmala Ji Seetharaman has emphasized on Capital Expenditure & Infra. Building. We are sure this will help us sustain current improvements in economy and help to grow over next few years. We all agree there has been nothing much for MSME in this current budget but we need to recall during Covid challenges last calendar year, almost budget like activities & steps were taken to support various segments including MSMEs. We cannot also overlook at the fact that there was no additional tax burden under COVID cess or similar, so it is also good move not to add any new taxes.

Long awaited Vehicle scrappage Policy is expected to take a clear road map soon . As we await more details of policy we welcome this move . Yes sadly currently it mentions it is voluntary , but sure this is 1st step in right direction & things will fall in place. Old vehicles do add to pollution & consumption of fuel. Hopefully balanced incentivised scrappage policy will come & will help Auto sector in big way in years to come. We at Aurangabad being dominant Auto component /Auto hub shall surely look forward to further activities in the matter.

At MASSIA last few months have been hectic with new projects taking shape & regular activities continue to be focussed. Because of Covid challenges we could not continue our student academia project in big way as we have been doing for last few years however team MASSIA found out the way to overcome challenges & conducted Ideathon getting students engaged and keeping momentum in place.

UNDP project is about to end by the time this magazine reaches you, this has been grand success and surely this will establish MASSIA's name in UNDP which can further help us do more work with them.

I thank OB, EC & Office staff in meeting Covid challenges & still contributing to ensure MASSIA remains productive even in these tough times.

Let us not overlook COVID-19 danger, as still it is not completely eliminated. We must continue to take all precautions & care while we work.

Abhay Hanchanal

Team Massia 20-21



Guest Editorial

Dear Friends,
Namsakar, Jai Surksha to you all.

It is my great pleasure to share my views through this quarterly magazine 'MASSIA Udyog Samwad'. At the outset, it would like to thank the office bearers of MASSIA for offering me this opportunity.

The progress is normally measured in terms of its industrial growth. As all of us known that industries are the backbone of the economy & hence quite vital. Maharashtra has always been known as an industrial advanced state. Therefore smooth & safe functioning of industries is a pre-requisite of successful state.

Industries/factories today faces number of challenges & one amongst these challenges is the safety. Today safety is the most crucial factor for each & every industry. Safe existence of Men, Material and Machinery is the foundation for the progress of industry. Even a single mistake can lead to disaster & put an end to every existence of that factory.

Presently industrial climate is changing rapidly, primarily because of various types of chemicals processes, reactions, advanced machineries, automations, in industrial activities. We are focusing on industrial production which result in negligence towards human health, safety, quality of life.

Industrial accidents are arising from industrial activities which will continue to affect Earth's climate for decades & even centuries. The severity of industrial accidents depends largely on actions not taken to reduce the hazards & adoption to the changes. The tools of safety audit, timely checking, testing, examination of machineries, preventive maintenance, training of work force, preparation of safe operating procedure for each every process etc. are required to be made more and more stringent to avoid accident. For this policy makers, industrialist, Occupiers, factory managers, safety officers, safety professionals should take extra efforts. Success depends on awareness & careful adherence to safety & health measures. Keeping the norms of safety and health an integral part of all that we do at workplace, we will be contributing effectively to this goal.

Establishing a safety & health programme in your workplace is most effective way of the protecting your valuable assets i.e. your workforce. Losing workers due to injury, illness, even for short time can cause significant destruction and cost to the industry as well as to the workers & their families. It can damage moral at workplace, man-hours, productivity, turnover, reputation.

Therefore there is paramount need to take effort to minimize incidents and adopt safe practices running towards zero accident.

Ram Digambarrao Dahiphale,
Joint Director, Industrial Safety & Health,
Marathwada Region, Aurangabad

Mr Ram Digambarrao Dahiphale has performed following exceptional services.

- 1) ON 13 AUGUST - 2019 PROMPTED AS A JOINT DIRECTOR, INDUSTRIAL SAFETY & HEALTH, MARATHWADA REGION, AURANGABAD.
- 2) CARRIED OUT 400 MOCKDRILLS TILL DATE IN DIFFERENT FACTORIES.
- 3) TAKEN N NUMBER OF TRAINING PROGRAM FOR WORKERS, CONTACT WORKERS, SAFETY OFFICERS, SAFETY PROFESSIONALS. ETC.
- 4) WORKED AS SAFETY OFFICER DURING NASHIK KUMBHMELA ALONG WITH LOCAL GOVERNMENT & MARG MEMBERS.



संपादकीय

प्रिय सदस्य आणि वाचक, सप्रेम नमस्कार,

सर्वाना नववर्षाच्या मनःपूर्वक शुभेच्छा

उद्योग संवाद अंक १ व २ ला सर्व सदस्य व वाचक यांनी दिलेल्या उत्तम प्रतिसादा बद्दल सर्वांचे खूप खूप धन्यवाद.

उद्योग संवाद तीसरा अंक नव वर्षात आपल्या हाती देतांना आम्हाला आनंद होत आहे.

उद्योग संवादच्या माध्यमातून आपण नेहमीच मसिआच्या सदस्यांसाठी करीत असलेले कार्य व संस्थेच्या माध्यमातून राबवित असलेले विविध उपक्रम, त्यासोबतच करविषयक, औद्योगिक, कामगार इत्यादि विविध कायदे तसेच मोटिव्हेशनल व माहितीपर असे नामांकित अभ्यासकांचे लेख प्रकाशित करीत असतो. मागील अंकात जीएसटी आणि टीसीएचबद्दल माहिती, कामगार कायद्यातील सुधारणा व प्रोत्साहन असे विविध लेख प्रकाशित केले.

गेल्या वर्षीच्या कोरोना महामारीच्या संकटातून सावरून उद्योग जगत आता प्रगतीच्या दिशेने वाटचाल करीत आहे.

कुठल्याही उद्योग व्यवसायातील वाटचालीत प्रगती बरोबरच सुरक्षा महत्त्वाची असते. या अंकात आम्हाला अतिथि संपादक म्हणून सहसंचालक, औद्योगिक सुरक्षा आरोग्य, मराठवाडा विभाग, औरंगाबाद श्री. राम दहीफळे सर यांचे मोलाचे मार्गदर्शन लाभले त्याबद्दल त्यांच विशेष आभार.

कोरोनाच्या संकट काळात सुद्धा अध्यक्ष श्री. अभय हंचनाळजी यांच्या नेतृत्वात मसिआ टिम २०२०-२१ ने आपल्या उद्योजक सदस्यांच्या असलेल्या विविध समस्या सोडविणे व त्यासाठी केलेला पाठपुरावा, स्वच्छता अभियान, रक्तदान शिबिरे वेगवेगळ्या माहिती व उपयुक्त असे वेबिनार तसेच विविध उपक्रम अविरतपणे चालू आहेत.

MASSIA-UNDP Covid-19 Help Desk हा उपक्रम, सीए श्री. उमेश शर्मासर यांचे बजेट २०२१-२२ वरील विश्लेषण, प्रा. लि. व लिमिटेड कंपनीचे विविध कंम्लायन्स हा सीए श्री. आनंद तोतलाजी यांचा लेख, श्री. हेमंतजी कपाडिया साहेब यांचा विजग्राहक व कायदा, श्री. जे. के. काबराजी यांचा कामगार कायदेविषयक माहिती, श्री. सलिल पेंडसे यांचा फिडबॅक हा व्यवसायिकांसाठी अत्यंत महत्त्वपूर्ण असा लेख आणि इतर माहिती या उद्योग संवाद ३ मध्ये प्रकाशित करीत आहोत.

कोरोनासहीतच्या या वाटचालीत मसिआ टीम ने आपले काम जोमात चालूच ठेवले आहे. मसिआ स्थापना दिवस १ सप्टेंबर रोजी चिकलठाणा ऑफिस येथे भूमिपूजन केलेल्या प्रस्तावित २५० आसनव्यवस्था असलेले मसिआ ऑडीटोरीयम उभारण्यात येत आहे. याबद्दलची माहिती आणि या कामी सहकार्यासाठी टिम मसिआ २०२०-२१ ने केलेले आवाहन या बद्दलची माहिती या अंकात दिली आहे.

सर्व जाहिरातदारांचे मनःपूर्वक धन्यवाद. हा अंक दर्जेदार व माहिती पूर्ण होण्यासाठी माननीय अध्यक्ष श्री. अभय हंचनाळजी यांचे मार्गदर्शन व सर्व कार्यकारी सदस्य यांनी केलेले सहकार्य तसेच ऑफीस स्टाॅफ यांनी अंक तयार करण्यासाठी खूप परिश्रम घेतले या सर्वांचे खूप खूप धन्यवाद.

या पुढील अंकात सुधारणा करण्यासाठी या अंकाचा वाचकांचा अभिप्राय आम्हाला महत्त्वाचा वाटतो.

पुन्हा एकदा सर्वांचे धन्यवाद. पुन्हा भेटुया पुढील व शेवटच्या अंकात.....

राजेंद्र चौधरी

संपादक

राजेश मानधनी

उपसंपादक

MASSIA Administration

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Vice President



Bhagwan S. Raut
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Bhimrao E. Kadawkar



Abhishek R. Modani



Anil E. Patil



Dnyandeo Rajale



Sarjerao Salunke

MASSIA Activities

1. Meeting with Commissioner of Police & Superintendent of Police (Rural), Aurangabad

A delegation comprising of President of the associations MASSIA, CII & CMIA met Commissioner of Police Mr. Nikhil Gupta on 14/12/2020 and addressed the issues of complaints by antisocial elements related with MPCB and harassment to the entrepreneurs



Interaction with Commissioner of Police

and frequent traffic jam at Chawani Railway Over bridge. The Commissioner of Police agreed to look in to the complaints related with MPCB and assured to take appropriate action to avoid harassment to the entrepreneurs. Also agreed to depute police staff to control traffic at Railway Over Bridge during the peak hours. The Commissioner of Police suggested industries to

reschedule shift timings to avoid traffic of employees vehicles on road.



Interaction with Superintendent of Police (Rural)

The Delegation met Superintendent of Police (Rural), Mokshada Patil on 16/12/2020 and addressed the issue of complaints by antisocial elements related with MPCB and harassment to the entrepreneurs.

President Mr. Abhay Hanchanal, President CII Mr. Mukund Kulkarni, President CMIA Mr. Kamlesh Dhoot and Hon. Secretary CMIA Mr. S. Z. Jaju attended the meeting and represented the issues.

2. Distribution of CORONA Protection Kit

Corona Protection Kit having N95 & Single use Masks, Safety Goggles, Hand Sanitizers, etc. under the support of GIZ and Bombay Chamber of Industries was distributed to the following Government Offices.

1. Executive Engineer, MSEDCL, Chikalthana
2. Executive Engineer, MSEDCL, Shendra
3. Executive Engineer and Assistant Engineer, MSEDCL, Waluj



4. CIDCO MIDC Police Station
5. Waluj MIDC Police Station
6. Traffic Police Branch at Waluj
7. MIDC Regional Office
8. AMC Commissioner's Team.

Distributed same kit to the MASSIA staff also.

Mr. Abhay Hanchanal, Mr. Narayan Pawar, Mr. Bhagwan Raut, Mr. Rahul Mogale, Mr. Abdul Shaikh, Mr. Kundan Reddy, Mr. Anil Patil, Mr. Arjun Gaikwad, Mr. Sharad Chopade, etc. completed the distribution activity on **16/12/2020, 17/12/2020 & 02/02/2021.**



The delegation invited Mr. Suresh Wankhede ACP Traffic Police and Mr. Dinesh Kumar, Jr. Engineer, SCR at railway over bridge to check on the spot the traffic issues and take action. Mr. Rahul Mogale, Mr. Abdul Shaikh and Mr. Anil Patil shown the difficulties and problems due to narrow over bridge to the authorities.

3. Meeting with ACP, Traffic Police, Jr. Engineer, SCR at Railway Over bridge

On 17/12/2020 the delegation of Mr. Abhay Hanchanal, Mr. Rahul Mogale, Mr. Sumit Malani, Mr. Mukund Kulkarni, Mr. Kamlesh Dhoot, Mr. S. Z. Jaju took traffic police officials at Railway Over bridge to address the severe problem of traffic jam and requested to take appropriate action and resolve the issue.



The ACP Traffic Police assured to deploy traffic police at the spot to control traffic during the evening hours. Jr. Engineer SCR Mr. Dinesh Kumar assured to inform his head office and advise to expedite the procedure of getting permission from Pune Cantonment office for transportation of their material carrying vehicles through cantonment area. This will help to speed up the proposed ROB work.

वाहतूक कोंडी फोडण्यासाठी छावणी पुलावर उपाययोजना शिस्त पाळण्याचे आवाहन : उद्योजकांच्या पाठपुराव्यानंतर पोलीस आयुक्तांचा पुढाकार

■ लोकमत न्यूज नेटवर्क
वाळूज महानगर : उद्योजकांच्या पाठपुराव्यानंतर छावणी उद्‌घाणपुलावरील वाहतूकीची कोंडी फोडण्यासाठी पोलीस आयुक्त डॉ. निखील गुप्ता यांनी पुढाकार घेतला आहे. उद्योजक संघटनांचे पदाधिकारी व वाहतूक शाखेच्या अधिकाऱ्यांनी बुधवारी पाहणी करून पुलावर वाहतूकीची कोंडी होऊ नये, यासाठी उपाययोजना आखल्या.

औरंगाबाद-नगर महामार्गावरील छावणी रेल्वे पुलाचे काम कासवगतीने सुरु आहे. या पुलावर दररोज सकाळी व सायंकाळी वाहतूकीची कोंडी होते. त्यामुळे या मार्गावरून ये-जा करणाऱ्या उद्योजक, कामगार, प्रवासी व वाहनधारकांना प्रचंड गैरसोयीचा सामना करावा लागतो. ही वाहतूकीची कोंडी सोडविण्यासाठी सीआयआय, मसिआ व सीएमआयए या उद्योजक संघटनांच्या पदाधिकार्यांनी सोमवारी (दि.१४) पोलीस आयुक्तांची भेट घेऊन चर्चा केली. या चर्चेनंतर आयुक्तांनी वाहतूकीची कोंडी फोडण्यासाठी छावणी व वाळूज वाहतूक शाखेच्या अधिकाऱ्यांना विविध सूचना केल्या. वाहतूक शाखेने या पुलावर मंगळवारी



छावणी उद्‌घाणपुलावरील वाहतूकीची कोंडी फोडण्यासाठी पाहणी करताना उद्योजक संघटनांचे पदाधिकारी व वाहतूक शाखेचे अधिकारी.

बॅरिकेट्स उभारले व पोलीस कर्मचारी नेमून वाहतूक सुरळीत करण्याचा प्रयत्न केला. मात्र वदळ मोठी असल्याने बॅरिकेटसमुळे अधिकच वाहतूक कोंडी होऊ लागल्याने हा प्रयोग अयशस्वी ठरला. बुधवारी सायंकाळी सीआयआयचे अध्यक्ष मुकुंद कुलकर्णी, उपाध्यक्ष शिवप्रसाद जाजू, मसिआचे अध्यक्ष अभय हंचनाळ, सचिव राहुल मोगले, सुमीत मालानी, सीएमआयएचे अध्यक्ष कमलेश धूत, सचिव सतीश लोणीकर, बिमटाचे अध्यक्ष मिलिंद थोरात, वाळूज वाहतूक शाखेचे निरीक्षक

जनार्दन साळुंके, छावणी वाहतूक शाखेचे निरीक्षक दिलीप गंगुर्डे आदींनी या पुलाची पाहणी करून विविध उपाययोजना आखल्या. वाहतूक कोंडी फोडण्यासाठी सूचना उद्योजक व वाहतूक शाखेच्या पोलीस अधिकाऱ्यांच्या चर्चेत पुलावरून प्रवास करतांना सर्व वाहनधारकांनी लेनची शिस्त पाळावी, वाहतूक कोंडी होऊ नये, यासाठी कंपन्यांनी शिफ्टच्या वेळेत ठराविक अंतर ठेवून टप्पा-टप्प्याने बस सोडवावात, सकाळी ७ ते ९ व सायंकाळी ६ ते ८ या वेळेत वाहतूक कोंडी होणार

नाही याची दक्षता घ्यावी, सातारा व रेल्वे स्टेशन परिसरातील कामगार व उद्योजकांनी लिंकरोडमार्गे ये-जा करावी, पुलावरून ओव्हरटेक करू नये, वाहतूक नियमांचे पालन करावे अशा उपाययोजना आखल्या आहेत. या संदर्भात कंपन्या व ट्रान्सपोर्ट व्यावसायिकांनाही विविध सूचना करण्याचा निर्णय घेण्यात आला. छावणी पुलाचे काम वर्षभर चालणार असल्यामुळे वाहनधारकांनी शिस्त पाळण्याचे आवाहन करण्यात आले आहे.

4. Cleaning Drive

Garbage collection from various sectors of Waluj industrial area was proposed in the



joint meeting held with MIDC authorities, representatives of M/s. Mahindra & Mahindra and MASSIA. Accordingly, the cleaning drive was started on 17/12/2020 at FDC Square. Mr. Shailesh Chandekar, HR Head and Mr. Chauhan, Coordinator of Mahindra & Mahindra Co. and Mr. Rahul Mogale, Mr. Abdul Shaikh & Mr. Anil Patil took efforts to conduct the drive.



5. Honoring Principal Commissioner CGST

Mr. Abhay Hanchanal, Mr. Bhagwan Raut, Mr. Manish Agrawal, Mr. Rajendra Chaudhari, Mr. Rajesh Mandhani and Past President Mr. Kishor Rathi met Mr. KVS Singh, Principal Commissioner at GST Office on 21/12/2020. The office bearers honored Mr. Singh for his support, cooperation in timely resolving GST related issues of industries and also for giving guest editorial for 2nd edition of our Udyog Samvad.



6. District Export Promotion Committee Meeting

A meeting of District Export Promotion Committee was held on **23/12/2020** under the chairmanship of the Collector, Aurangabad. The meeting was called by the General Manager, DIC. The President Mr. Abhay Hanchanal attended the meeting held at Collector Office. It is proposed that the committee will work and prepared a plan to increase export from the Aurangabad district and district administration will support the industries to achieve expected outcome of the initiative.

7. Joint Meeting with DRM-SCR, MP and MLA

A joint meeting with Mr. Bhupender, DRM-SCR, Member of Parliament Dr. Bhagwat Karad and MLA Mr. Haribhau Bagade was held on 26/12/2020 at Aurangabad to address and discuss the Railway related issues at Aurangabad. Following issues were represented in the meeting.

1. Electrification work from Manmad to Parbhani,
2. Double Lane.
3. PIT Line at Chikalthana.
4. Special Parcel Train from Aurangabad to Pantnagar,
5. ROB or Underground road at Sharnapur, Railway Station MIDC, Shivajinagar, Mukundwadi and Karmad
6. Widening work of ROB in Cantonment area.

The delegation of industrial associations comprising of our Vice President Mr. Narayan Pawar, Mr. Mukund Kulkarni of CII, Mr. Kamlesh Dhoot, Mr. S. Z. Jaju, Mr. Lonikar of CMIA and Mr. Hemant Landage of Aurangabad First attended the meeting.



8. Final Presentation of IDEATHON – Student's Projects :

MASSIA Innovation Facilitation Cell in association with Tata Technologies "Ready Engineer" program and GIZ had conducted **COVID-19 INNOVATION IDEATHON**. We have launched the first of its kind "Ideation" for technical institutes (students & faculties) to think over the present challenges and introduce new innovative solutions. This ideathon allowed them to collaborate and execute some of the good projects in the time of the pandemic situation.

Nine innovative ideas were selected from shortlisted 21 projects from 77 registered projects. Final Presentation of Ideathon was held on virtual platform on 6th, 7th and 8th January 2021. Mr. Siddharth Yawalkar & Mr. Ajit Habbu of TTL, Mr. Tasvvar Ali of GIZ and President Mr. Abhay Hanchanal attended the presentations to assess the projects. Mr. Yogesh Tawade coordinated and conducted the activity.

9. Interaction Meeting with Additional Director, Industries Department.

An interaction meeting held with Mr. B. S. Joshi, Additional Director, Industries Department on **08/01/2021** at JDI Office, Aurangabad. Mr. Abhay Hanchanal, Mr. Kiran Jagtap, Mr. Rahul Mogale and Mr. Bhagwan Raut attended the meeting and discussed various issues related with industries at Aurangabad.

10. Interaction with Ingolstadt, Germany

An interaction with Ingolstadt, Germany and Dr. Suyash Chavan, Consulate General, Munich was arranged virtually by the Commissioner, Aurangabad Municipal Corporation on **12/01/2021**. It is proposed to collaborate with Germany's Ingolstadt city for providing know-how in the sectors Trade, Commerce, Education, Waste Management and Tourism. The collaboration would pave way for exchange of ideas and technology.

AMC Commissioner Mr. Astik Kumar Pandey, Vice Chancellor, BAMU Dr. Pramod Yeole, our President Mr. Abhay Hanchanal, President Aurangabad First, Mr. Prithish Chatterjee, President CII Mr. Mukund Kulkarni and President CMIA Mr. Kamlesh Dhoot attended the interaction through video conference.



lokmat Times

Aurangabad to collaborate as sister city of Ingolstadt

Presentation before January 25 on five areas on which MoUs can be signed

LOKMAT NEWS NETWORK
AURANGABAD, JAN 12

For the first time, Aurangabad is all set to enter into a sister city collaboration with Ingolstadt (Germany) in various effective sectors like trade, commerce, education, tourism and waste management.

A video conference was held between Ingolstadt and Aurangabad officials in the presence of Aurangabad Municipal Corporation (AMC) commissioner Astik Kumar Pandey, vice chancellor Dr Pramod Yeole, AurangabadFirst president Pritesh Chatterjee, CII Marathwada Zonal Council



AMC administrator Astik Kumar Pandey held a discussion with representatives of Ingolstadt through a video conference on Tuesday. Vice chancellor Dr Pramod Yeole, AurangabadFirst president Pritesh Chatterjee, CII Marathwada Zonal Council president Mukund Kulkarni, Massia president Abhay Hanchanal, CMIA president Kamleish Dhoot and others were present.

president Mukund Kulkarni, MASSIA president Abhay Hanchanal, CMIA president Kamleish Dhoot, CMIA secretary Satish Lonikar and Aurangabad Smart City Development Corporation Limited (ASCDCL) deputy CEO Pushkal Shivam, today.

Dr Suyash Chavan, the Consul General of India Munich, who is a native of

Nanded, gave a presentation about Ingolstadt giving details about its geography, collaborations with regions and cities in different countries and how Aurangabad and Ingolstadt can collaborate with each other.

Pandey, who is also the ASCDCL chief executive officer (CEO), said his team would give a presentation on five areas on which MoUs can be signed, before

January 25.

The CEO also stressed the need for seeking support and guidance from industries minister and guardian minister Subhash Desai and tourism minister Aditya Thackeray. Primarily, the areas in which Aurangabad seeks collaboration are universities, chamber of commerce, skill development, tourism and waste management.

The other participants also shared their ideas on the partnership between the sister cities.

Ingolstadt is a historic Bavarian town in Germany known for its heritage and cultural values. It is also known for its first Bavarian University where a sizable number of Indian students study. It has signed city twinning partnership with about ten cities from across the world.

Ingolstadt and Aurangabad, both the cities, are rich in culture and heritage. Both the cities are economically connected since 2007 as Ingolstadt had set up its own German car giant Audi in Aurangabad way back in 2007. Like Ingolstadt and Aurangabad, the Mumbai Stuttgart partnership that dates back to 1968 has helped in various exchanges of best practices between the two cities, said Dr Chavan.

11. Inauguration of Student Innovation Program 2021

MASSIA and GIZ MSME INNO Project are able to mobilize large numbers of SMEs and Academia to start collaborating through the “**Students Innovation Program**” where a team of students with mentor support is engaged in live industries projects. This initiative has been successful in implementing a better solution and working environment.

In an initiatives like the industry-academia collaboration projects implemented by the MASSIA IFC in collaboration with the GIZ MSME INNO project are helping to bridge the collaboration gap. MASSIA IFC supports institutions that develop a range of innovation-enabling solutions for MSMEs. In 2020, 194 MSME challenges in Aurangabad, Nashik and Pune industries have been identified through the MASSIA IFC. These problems have been distributed among 22 academic institutions in and around Aurangabad, Nashik and Pune. The multidisciplinary student teams are working to develop innovative solutions that are to be designed and implemented in the MSMEs. To enhance the linkages between MSMEs and academic institutions of the region, MASSIA IFC has developed a digital platform that simplifies MSME project identification and its monitoring tremendously.

MASSIA Innovation Facilitation Cell in association with GIZ MSME INNO Project and Tata Technologies "Ready Engineer" program had arranged 'Inauguration Ceremony of Student Innovation Program 2021' on **20/01/2021**. The program held on virtual platform in the presence of Mr. Ajit Habbu & Mr. Siddharth Yawalkar of TTL, Mr. Tasvvar Ali of GIZ, President Mr. Abhay Hanchanal and Hon. Secretary, Mr. Rahul Mogale.



12. Felicitation of Mr. Satish ji Chavan, MLC

A program to felicitate newly elected Honorable Member of Legislative Council from Marathwada Graduate Constituency Mr. Satish Chavan was arranged at Chikalhana office on **27/01/2021**. Mr. Chavan got hat trick victory in the elections from graduate constituency and he is consistently representing industry's issues in the legislative council. On this background his felicitation was arranged.



Mr. Abhay Hanchanal and Team felicitating Mr. Satish Chavan

The President Mr. Abhay Hanchanal along with Vice President Mr. Narayan Pawar & Mr. Kiran Jagtap, Hon. Secretary Mr. Rahul Mogale & Mr. Bhagwan Raut delivered a Memento as honor and felicitated Mr. Satish Chavan.



Mr. Satish Chavan suggested MASSIA to work for inviting more investment in the region and support young generation to become an entrepreneur. Mr. Chavan agreed to support MASSIA to conduct these activities and also assured to represent common nature issues of the industries.

13. Representation of Chikalthana Road Issue

The President Mr. Abhay Hanchanal submitted representation to the Honorable Guardian Minister Mr. Subhash ji Desai on **16/01/2021** and The Commissioner, Aurangabad Municipal Corporation on **02/02/2021** along with photographs showing pathetic condition of various roads in Chikalthana MIDC. The President urged both to take cognizance of pathetic road infra of Chikalthana MIDC which has not attended since last 30 years and take immediate action to resolve it.



The President Mr. Abhay Hanchanal submitted the representation with photograph of roads and map to Honorable Guardian Minister and Honorable Minister of Industries.



Mr. Abhay Hanchanal submitted the representation with photograph of roads to the Commissioner, Aurangabad Municipal Corporation. Mr. Hanchanal shown him the condition of roads in Chikalthana MIDC and appealed to resolve this long pending issue and give relief to the industries.

Mr. Abhay Hanchanal submitted the representation with photograph of roads to the Commissioner, Aurangabad Municipal Corporation. Mr. Hanchanal shown him the condition of roads in Chikalathana MIDC and appealed to resolve this long pending issue and give relief to the industries.

14. Meeting for MASSIA Auto Component Cluster:

The President Mr. Abhay Hanchanal attended the meeting on 03/02/2021 called by the General Manager, DIC to discuss about the progress of implementation of MASSIA Auto Component Cluster.

15. Meeting of District Skill Development Working Committee

Mr. Arjun Gaikwad attended the meeting of District Skill Development Working Committee held on 08/02/2021. The Plan to implement skill development activities was discussed and decided. Mr. Gaikwad assured support and cooperation of MASSIA to implement the activity in the interest of member industries for getting skilled manpower.

16. Blood Donation Camps :

| <u>Date</u> | <u>By and At</u> | <u>Bottles Donated</u> |
|-------------|--|------------------------|
| 12/12/2020 | Mikronix Gauges Pvt. Ltd., B-25, MIDC, Chikalathana | 31 |
| 15/12/2020 | MASSIA, Waluj Office jointly with Chandra Electricals & Electronics & Dhananjay Group | 83 |
| 12/01/2021 | MASSIA, Waluj Office. Mr. Anant Gavhane, Additional District Collector, Aurangabad inaugurated the camp. | 80 |



Blood Donation Camp held at Waluj office on 15/12/2020



Mr. Anant Gavhane, Additional District Collector, Aurangabad inaugurating the Blood Donation Camp at Waluj Office on 12/01/2021.



Blood Donation Camp dated 12/01/2021

17. Webinars : Following Webinars were arranged.

| <u>Date</u> | <u>Subject and Faculty</u> |
|-------------|---|
| 07/12/2020 | 'Project Management & Best Practices' Mr. S. Venkatramanan, Senior Corporate & Industrial Professional. Master in Machine Design from IIT. |
| 11/12/2020 | 'Investment Solution and Financial Planning Post Covid World' Mr. Prasad Borwankar, B.Com., CA & Certified Financial Planner and Proprietor of Optimus Solutions. |
| 12/12/2020 | 'Ohno Circle' Prof. Dr. Rajendrakumar Tated, (Pro Vice Chancellor of University of Sandip Foundation, Trainer and Consultant on Technical and Motivational topics in industry and institutes) |
| 12/12/2020 | 3D Printing & Prototyping Mr. Sumit Lakhera, Founder, Naugruh Research & Development |
| 22/12/2020 | 'Smart Energy Management Solutions' Dr. L R Rajagopal, Founder & CEO: Signals & Systems (I) Pvt Ltd., Chennai (SANDS) |
| 09/01/2021 | 'Design Thinking To Win in a Competitive Marketplace' Shri Surendra Vaidya |
| 12/01/2021 | 'Healthy & Nutritious Food for Obesity & Stress Management' Arranged jointly with Rotery Club of Aurangabad Metro. Dr. Sangita H. Deshpande, Director of Absolute Wellness Clinic. |
| 27/01/2021 | 'Career Options in Metal Finishing/Coating Application Technologies in Industries' Mr. Chittaranjan Kabi, M.Tech. Metal Finishing Expert & Consultant |
| 06/02/2021 | 'Impact of Budget on MSME' and 'Service Tax Show Cause Notices & its Compliances' CA Mr. Umesh Sharma and CA Mr. Anand Nahar. |





CA Umesh Sharma and CA Anand Nahar addressing the Virtual Session in Webinar held on 06/02/2021



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MASSIA-UNDP Project - COVID-19 HELP DESK

We have successfully completed all the activities as prescribed under the UNDP Project during the period from September 2020 to January 2021. This activity was led by Shri. Gajanan Deshmukh supported by Executive hired for this Project Ms. Aarti Gawade, Mr. Salil Pendse and Office Staff.

Objective of the Project :

The main objective of joint initiative with UNDP was to support the local MSMEs members in Aurangabad on following main areas:

1. Support MASSIA MSME Members by Setting up a dedicated help desk to understand their issues.
2. Technical and advisory support to selected MSMEs members through dedicated help desk.
3. Disseminate the knowledge and information on various government initiatives, launched for covid-19 support.
4. Facilitate the linkage between skilled labours and MSMEs manpower requirement.
5. Create awareness about safe workplace during covid-19 pandemic situation.

ACTIVITIES : MASSIA closely worked with UNDP and carried out following activities during the period of assignment .

- With the help of MASSIA-UNDP, Help-Desk, We used phone line to support our member enterprises inAurangabad.
- Regular follow-up with member enterprises and going through help desk do survey with member enterprises to map skills gap faced by them and available internship/apprenticeship/ job roles for skilled and unskilled workforce and facilitate placement as per the requirements create repository of jobs/ internship/ apprenticeship opportunities available within the network through structured survey forms capturing skill requirements, locations, qualifications, experiences etc. and problems faced by MSMEs.
- We have visited MASSIA members' units- post virtual interactions with MASSIA members. We have also visited the many industries in Waluj, Chikalthana, Shendra industrial areas for business discussions and also understand the challenges faced by the members and alleviate concerns regarding the COVID-19 pandemic.

The study also focused on capturing the manpower requirement of organizations with respect to the kind of labor needed (skilled, managerial technical etc.), desired qualifications, experience etc.

**THIS PROJECT HAS GIVEN GOOD REFERENCE POINT FOR FURTHER WORK WITH UNDP.
MASSIA APPRECIATES THE WORK DONE BY TEAM.**



MASSIA PROPOSED AUDITORIUM AT CHIKALTHANA

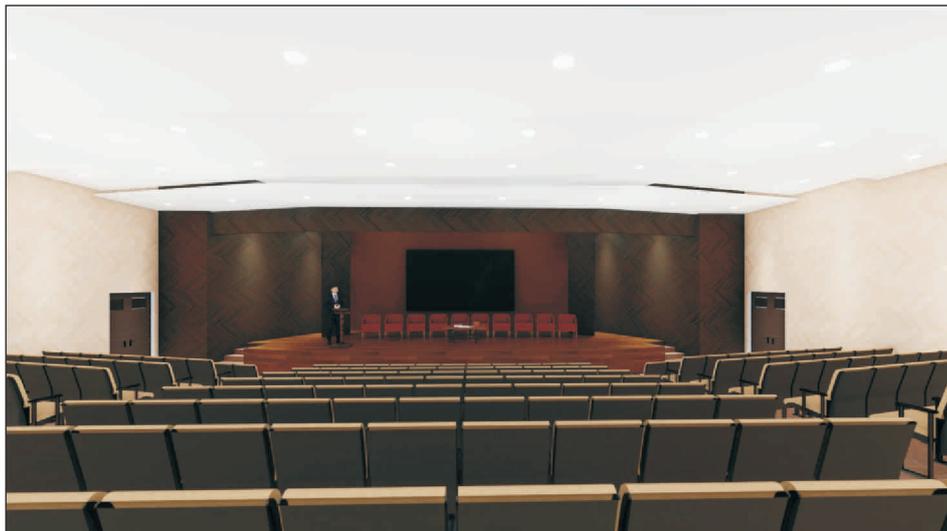
Need for own Auditorium for all Industries, Associations was noticed. MASSIA team worked on it in detail. We have taken up the work to develop Auditorium at our Chikalthana office which is in city area for the benefit of industries, Associations, NGOs, etc.

- Highlights of the Auditorium :
 - Total Area of Plot No.P-25, Chikalthana : 1980.00 Sq. Mtr.
 - Proposed Building of G+2 Storied infrastructure.
 - Auditorium Area at Ground Floor: 700.80 Sq. Mtr.
 - Facilities in Auditorium:
 - Seating Capacity : 250.
 - Good Sound quality with excellent acoustics.
 - Air Conditioned.
 - With all amenities like Green Room , Required washrooms , lighting arrangements etc.
 - Lobby for food /snacks arrangements.
 - **Auditorium Advantages**
 - Ideal for MSMEs /Associations/ financial institutes.
 - Best Location in City close to Airport & Jalna road .
 - Ideal for conducting programs like
 - Programs for MSME's development / training .
 - Company Day celebration.
 - Vendors / Dealers meet .
 - GB Meetings of Associations, Societies etc.
 - Classical Music/Cultural/Other programs.
 - Social NGOs promotions/programs.
- Lecture series for Entrepreneurs/Start ups, etc.



Outer view of proposed Auditorium

Auditorium Inner - Stage and Audience Seating area View



APPEAL

Considering the project cost and as MASSIA being a non-profit organization, we appeal Members, Non-Member Entrepreneurs and Industries to extend financial support in helping to complete the project. We will be very happy to be associated with one of the major contributors of this region. Your support for this cause will always be appreciated by MSMEs of the region for giving them their own place to conduct various programs & activities.

- MASSIA Team 2020-21



Mr. Umesh Sharma
Chartered Accountant,
Aurangabad

UNION BUDGET 2021-22 ANALYSIS

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1. Personal Taxation

a) Relaxation in filing Income Tax Return-

Senior citizen aged 75 years and above shall now be exempted from filing Income Tax Return subject to conditions:

- The senior citizen is resident in India and of the age of 75 or more during the previous year;
- He has pension income and no other income. In addition to such pension income he may have also have interest income from the same bank in which he is receiving his pension income;
- This bank is a specified bank. The Government will be notifying a few banks, which are banking company, to be the specified bank; and
- He shall be required to furnish a declaration to the specified bank. The declaration shall be containing such particulars, in such form and verified in such manner, as may be prescribed.

These amendments will be applicable from 1st April 2021.

a) Relief in Dividend Income –

- Advance Tax liability for dividend income will be computed after declaration or payment of dividend whichever is earlier.
- Withholding tax exemption granted to dividends paid to Real Estate Investments Trust (REIT) and Investment trust.

b) Extension of outer limit for sanction of loan for availing deduction under section 80EEA –

- First Time home buyers can avail deduction further upto Rs. 1,50,000 u/s 80EEA in respect of interest on loan taken for a residential house property.
- Condition - loan has been sanctioned during the period 1.4.2019 and 31.03.2022.

Impact –

Persons buying their first residential house will get benefit in the form of deduction.

For those who missed to take benefit of this in past year, can avail the same in coming year too upto 31.03.2022

a) Taxability of high premium Unit Linked Insurance Plan (ULIP) -

Deduction u/s 10(10D) will not be available for annual premium of ULIP if amount of such annual premium exceeds Rs.2.50 lakhs.

Further, such ULIPs would be treated as a capital asset and where any amount is received by the unit holder from ULIP, profits and gains therefrom would be chargeable to tax as capital gains u/s 112A. However, the amount received on death shall continue to remain exempt without any limit on the annual premium.

Impact –

- i. Now high net worth individuals will not be able to take deduction under section 10(10D).
- ii. Aggregate value of premium paid of ULIP's shall be considered where investment is made in multiple ULIP's
- iii. Where such value exceeds Rs.2.5 Lakhs, the same shall be taxable as capital gains on redemption/sale.

a) Taxability of Interest on Employees contribution to provident funds –

- i. Tax exemption for the interest income earned on the employees' contribution to various provident funds proposed to be restricted to annual contribution by an employee to the extent of Rs. 2.5 lakhs.
- ii. Interest income pertaining to contribution above Rs.2.5 Lakhs shall be taxable.
- iii. This restriction shall be applicable only for the contribution made on or after 01.04.2021.

Impact- Earlier there was no threshold limit, due to which, high amount contributors also took full benefit of exemption.

Now, no such discrimination will be made as threshold limit is specified.

2. Business Taxation

a) Expanding the scope of 80-IBA and extension of outer limit for obtaining approval :

- i. Income Tax holiday for builders & developers for Affordable Housing Projects approved upto 31st March 2022 which was earlier 31st March 2021.
- ii. The same will be applicable for affordable rental housing project as well.

b) Taxation of the assets or amount received by partners from the partnership firm in excess of their capital contribution and its Impact :

- i. In case of dissolution or reconstitution of firm, where partner gets an asset/amount in excess of his capital, will now be taxable under capital gains to the Partnership Firm.
- ii. Such tax planning will be discontinued from 31st March 2021.

c) Provisional attachment of property in Fake Invoices :

- i. In cases of assessment or reassessment the Assessing Officer may provisionally attach any property of the assessee, if necessary, in order to protect the interest of revenue. (Prior approval of specified authorities required)

Such provisional attachment is valid for a period of 6 months.

- ii. The said section allows the assessee to furnish a bank guarantee of the value of the property so attached for revocation of the provisional attachment. The above bank guarantee shall be invoked if the assessee fails to pay his tax demand on time.

d) Safe harbour limit increased to 20% u/s 43CA & 56(2)(x) to boost Real Estate sector :

- i. Section 56(2)(x), provides that where the assessee receives any immovable property for a consideration and the stamp duty value of such property exceeds 20% of the consideration or Rs.50,000, whichever is higher, the stamp duty value of such property as exceeds such

consideration shall be charged to tax under the head “Income from other sources”. Such limit was earlier 10%.

ii. The conditions required to be fulfilled for taking the benefit of 20%:

- the transfer of residential unit takes place during the period from 12.11.2020 to 30.06.2021.
- the transfer is by way of first time allotment of the residential unit to any person.
- the consideration received or accruing as a result of such transfer does not exceed Rs. 2 crore.

e) Rationalizations of provisions relating to tax audit in certain cases :

Tax Audit under section 44AB shall not be applicable for taxpayers having business turnover/gross receipts form Rs. 1 Cr. to Rs. 10 Cr. in following case :

- Where 95% of receipts and payments are through banking channel.

f) LLP not eligible to opt for presumptive income provisions under section 44ADA

Amendment is section 44ADA- Presumptive taxation for professionals. Will be only applicable to following :

- Individual
- HUF or Partnership, not being an LLP
- Gross total receipts do not exceed Rs. 50 Lakhs.
- Indian Resident

g) Goodwill Not eligible for Depreciation

Amendment in section 32- Goodwill of a business or profession would not be considered as a depreciable asset and no depreciation would be allowed on goodwill.

In case depreciation is already being claimed by the assessee in relation to goodwill purchased by an assessee, the depreciation so claimed by the assessee shall be reduced from the amount of the purchase price of the goodwill and considered as cost of acquisition for the purpose of computation of capital gains under section 48.

h) Eliminating the possibility of Double deduction in case of Trusts

Application out of corpus shall not be considered as application for charitable or religious purposes for the purposes of third proviso of clause (23C) and clauses (a) and (b) of section 11. Application from loans and borrowings shall not be considered as application for charitable or religious purposes for the purposes of third proviso of clause (23C) and clauses (a) and (b) of section 11.

3. TDS & TCS

a) Higher rate of TDS/TCS on persons non-filers of Income Tax Return

I. As per new section 206AB

Taxes will be deducted at higher rates, of the following, on any sum or income or amount paid, or payable or credited, by a person to a specified person,

- twice the rate specified in the relevant provision of the Act; or
- twice the rate or rates in force; or
- the rate of 5%

This provision would not be applicable where the tax is required to be deducted under sections 192, 192A, 194B, 194BB, 194LBC or 194N of the Income-tax Act, 1961.

New section 206CCA-

To collect tax at source at higher of the following on any sum or amount received by a person from a specified person :

- twice the rate specified in the relevant provision of the Act; or
- the rate of five percent

II. Who is a Specified person?

- a person who has not filed the returns of income for both of the two assessment years



- ii. relevant to the two previous years immediately prior to the previous year in which tax is required to be deducted or collected
- iii. for which the time limit of filing return of income under section 139(1) has expired
- iv. and the aggregate of tax deducted at source and tax collected at source in his case is Rs. 50,000 or more in each of these two previous years

b) TDS on Purchase of Goods :

Buyer to deduct TDS @0.1% of on purchase of amount exceeding Rs. 50 Lakhs, subject to following conditions:

- i. Buyer's turnover is Rs. 10 Cr. Or more in PY
- ii. Purchase goods of >Rs. 50 Lakhs from a single party

In case of non-furnishing of PAN, tax @5% is required to be deducted at source.

Not Applicable if:

Tax is already being deducted under any other provision of the Act & Transaction on which TCS is collectible except under 206(C)(1H).

Practical Issues

- i. Wholesalers dealing with their suppliers, and retailers further will face difficulty while dealing with TCS u/s 206(C)(1H), and TDS on purchase of goods.
- ii. Even when transactions down the line goes beyond the limit of Rs. 50 Lakhs, it is at times impracticable to know turnovers of the purchaser to collect TCS.
- iii. Pre-filled return form already in place will now cover expanded details of TDS/TCS.

4. Procedures

a) Income Tax Return Due Dates & Compliances

- i. Where firm is required to file report u/s 92E
 - Due date for Partner's return
 - 30th November

ii. Belated Return/ Revised Return

- 3 months before the end of the relevant A.Y.
- before the completion of the assessment whichever is earlier

b) Provision for Faceless Proceedings before ITAT

- Transparent tax appellate mechanism
- Income Tax Appellate Tribunal faceless and jurisdiction-less
- All the communication between the Tribunal and the appellant is to be made electronically
- Wherever personal hearing is needed, it shall be done through video-conferencing

c) Timelimit for general assessments & Incomes escaping assessments and search assessments :

- Time limits for general assessment or processing of income tax return and for filing of returns reduced by 3 months to 9 months from 12 months earlier.
- The time-limit for re-opening of assessment is being reduced to 3 years from the current 6 years from the end of the relevant assessment year.
- Re-opening up to 10 years is proposed to be allowed only if there is evidence of undisclosed income of Rs. 50 lakh or more for a year.
- Henceforth re-opening shall be made only in cases flagged by system on the basis of data analytics, objection of C&AG and in search/survey cases.

d) Constitution of Dispute Resolution Committee for small and medium taxpayers :

- New section 245MA
- Providing for constitution of a Dispute Resolution Committee by the Central Government.

- Taxpayer having taxable income up to Rs.50 lakh and disputed income up to Rs.10 lakh shall be eligible to approach the Committee
- Consequently, the Settlement Commission would be discontinued from 01.02.2021.
- However, the pending cases shall be decided by an Interim Board if opted by the applicant.

5. Technological Enhancements

- To give impetus to digital payments, INR 1,500 Crores earmarked to promote digital payments.
- Internet services to be utilized for National Language Translation Mission for dissemination of governance-and-policy related knowledge
- Government to support development of a world class Fin-tech hub at the GIFT-IFSC by providing additional tax incentives.
- National Digital Educational Architecture (NDEAR) to be set up to support educational planning, governance and administrative activities. This will support education ecosystem architecture for development of digital infrastructure.
- Government to launch data analytics, artificial intelligence, machine learning driven MCA21 Version 3.0. to have additional modules for e-scrutiny, e Adjudication, e-Consultation and Compliance Management.
- Social security benefits extended to gig and platform workers. Women will be allowed to work in night shifts with adequate protection.

6. Impact of Budget on MSME Sector

a) Increase in Budget Outlay

1. Budget Allocation for FY 2021-22 for the MSME more than doubled to Rs.15700 crore vis a vis Rs.7572 crore in 2020-21
2. Rs. 10000 crore corpus for provision of guarantee for borrowings - a huge relief to the sector
3. Credit Guarantee Scheme for Subordinate Debt to MSMEs and Fund of Funds
4. To provide much needed financial succour and accessibility

b) Multiplier Effect of Increased Investments in Specific Sectors

- i. Enhanced Capital Expenditure and Infrastructure spending will have substantial and long term positive spin offs for the MSME sector.
- ii. Proposal for setting up of seven textile parks across the country under the Mega Investment Textile Parks scheme will generate further activities among the MSMEs due to strong forward and backward linkages.

c) Training

- i. Skilled and trained manpower is one of the important factors for sustained growth of MSMEs.
- ii. Realignment of National Apprenticeship Training Scheme (NATS) for providing post education apprenticeship, training of graduates and diploma holders in Engineering will pave the way for manpower requirement of the MSME manufacturing sector.

□ □ □

Compliances of Private / Public Limited Companies



Mr. Anand Totla
Chartered Accountant,
Aurangabad

◆ Compliances to Newly Incorporated Companies

| Name Of Form | Description Of The Form | Provisions Pursuant To Which The Form Is Being Filed | Original Due Date |
|--------------|--|---|----------------------------------|
| INC-20A | Declaration for commencement of business | Pursuant to Section 10A(1)(a) of the Companies Act, 2013 and Rule 23A of the Companies (Incorporation) Rules, 2014. | Within 180 Days Of Incorporation |

◆ Half Yearly Compliances of Private & Public Limited Companies

| Name Of Form | Description Of The Form | Provisions Pursuant To Which The Form Is Being Filed | Due Date |
|--------------------------------|---|---|------------|
| MSME-1 (October to March) | Form for furnishing half yearly return with the registrar in respect of outstanding payments to Micro or Small Enterprises. | Pursuant to Order 2 and 3 dated 22 January, 2019 issued under Section 405 of the Companies Act, 2013 | 30/04/2021 |
| MSME-1 (April to September) | | | 31/10/2021 |

◆ Yearly Compliances of Private & Public Limited Companies

(For Numbers Mentioned After Date Refer Notes Mentioned Below)

| Name Of Form | Description Of The Form | Provisions Pursuant To Which The Form Is Being Filed | Due Date |
|--------------|---|---|------------|
| DIR-3 KYC | KYC of Directors | Pursuant to rule 12A of The Companies (Appointment and Qualification of Directors) Rules, 2014 | 30/04/2021 |
| DPT-3 | Return of deposits OR Particulars of transactions by a company not considered as deposit as per rule 2 (1) (c) of the Companies (Acceptance of Deposit) Rules, 2014 OR Return of Deposit and Particulars of | Pursuant to rule 16 of the Companies (Acceptance of Deposits) Rules, 2014. | 30/06/2021 |

| | | | |
|-----------------------------|---|---|---|
| | transactions by a company not considered as deposit. | | |
| BEN-2 | Return to the Registrar in respect of declaration under section 90 | Pursuant to section 90(4) of The Companies Act, 2013 and rule 4 and rule 8 of the Companies (Significant Beneficial Owners) Rules, 2018. | 31/03/2021 |
| AOC-4 (FOR FY-2020-21) | Form for filing financial statement and other documents with the Registrar | Pursuant to section 137 of the Companies Act, 2013 sub-rule (1) of Rule 12 of Companies (Accounts) Rules, 2014 | Within 30 Days From Conclusion Of AGM |
| AOC-4 CFS | Form for filing consolidated financial statements and other Documents with the Registrar. | Pursuant to section 137 of the Companies Act, 2013 and Rule 12 of the Companies (Accounts) Rules, 2014 | Within 30 Days From Conclusion Of AGM |
| AOC-4 XBRL (FOR FY-2020-21) | Form for filing XBRL document in respect of financial statement and other documents with the Registrar | Pursuant to section 137 of the Companies Act, 2013 and rule 12(2) of the Companies (Accounts) Rules,2014 | Within 30 Days From Conclusion Of AGM |
| FORM MR-3 (FOR FY-2020-21) | Submission of Secretarial Audit Report along with the Board Report when: Its total Paid-up capital is equal to or crosses Rs.50 crore or Its annual turnover is equal to or exceeds Rs 250 crore. | Section 204 of Companies Act, 2013 to be read with Rule 9 of The companies (Appointment and Remuneration Personnel) Rules, 2014. | To Be Submitted Along With Board Report As An Attachment In AOC-4 (XBRL). |
| MGT-7 | Annual Return | Pursuant to sub-Section(1) of section 92 of the Companies Act, 2013 and sub-rule (1) of rule 11of the Companies (Management and Administration) Rules, 2014. | Within 60 Days From Conclusion Of AGM |
| MGT-8 | Certificate By A Company Secretary In Practice Incase of listed | Pursuant to section 92(2) of the Companies Act, 2013 and rule 11(2) of Companies (Management and Administration) Rules, 2014. | To Be Submitted To ROC as an Attachment of Form MGT-7. |

| | | | |
|---|---|--|---|
| | company or a company having paid up share capital of Ten Crore rupees or more or turnover of Fifty Crore rupees or More. | | |
| MGT-14 | To Be Filed By Public Company After Passing Resolution Of Approval Of Financial Statements And Board Report In Board Meeting. | Pursuant to section 117& 179 of the Companies Act, 2013. | Within 30 Days From Passing Of Board Resolution |
| ADT-1 (IF APPLICABLE FOR THE SAID YEAR) | Notice to the Registrar by company for appointment of Auditor | Pursuant to section 139 of the Companies Act, 2013 and Rule 4(2) of the Companies (Audit and Auditors) Rules, 2014. | Within 15 Days From Conclusion Of AGM (In Case AGM where Date is 30/09/2021) |
| CRA-2 | Form of intimation of appointment of cost auditor by the company to Central Government | Pursuant to section 148(3) of Companies Act, 2013 and rule 6 (2) & 6 (3A) of the Companies (cost records and audit) Rules, 2014. | Within a period of 30 days of the Board meeting in which such appointment is made or within 180 days of the commencement of the financial year, whichever is earlier. |
| CRA-4 | Form for filing Cost Audit Report with the Central Government | Pursuant to section 148(6) of Companies Act, 2013 and rule 6(6) of the Companies (cost records and audit) Rules, 2014 | Within 30 Days From Receipt Of Cost Audit Report |
| PAS-6 | Form for Reconciliation of Share Capital Audit Report on half yearly basis. | Pursuant to rule 9A(8) of the Companies (Prospectus and Allotment of Securities) Rules, 2014. | The form is to be filed half yearly and within 60 days from the date of deployment of form on Website of MCA. |

◆ Yearly Compliances for Limited Liability Partnerships

| Name Of Form | Description Of The Form | Provisions Pursuant To Which The Form Is Being Filed | Original Due Date |
|--------------|--|--|-------------------|
| LLP-11 | Annual Return of Limited Liability Partnership (LLP) | Pursuant to rule 25(1) of Limited Liability Partnership Rules, 2009. | 30/05/2021 |
| LLP-8 | Statement of Account & Solvency | Pursuant to rule 24 of Limited Liability Partnership Rules, 2009. | 30/10/2021 |



श्री. हेमंतजी कापडिया

माजी ग्राहक प्रतिनिधी, वीजनियामक आयोग

Mob. No. 9422205441

Email ID : hemantkapadiaoo@hotmail.com

स्वातंत्र्यपूर्वीच्या काळात सर्वसामान्य माणसाच्या गरजा या अन्न, वस्त्र व निवारा पुरत्याच मर्यादित होत्या. त्याकाळात शेती हा व्यवसाय उत्पनाचे प्रमुख साधन होते. इंग्रजांची सत्ता असल्यामुळे, जसे मिळेल व जमेल, या तत्वावर मुलभूतसोयीकडे पाहण्याचा सर्वसामान्य नागरिकांचा दृष्टीकोन असायचा. भारतात इंग्रजांनी १९१० मध्ये पहिला वीज कायदा तयार केला. कलकत्ता, मद्रास, मुंबई इत्यादी मोठ्या शहरात इंग्रजांची प्रमुख सत्ता केंद्रे होती व तेथे त्यांच्या वसाहती व कार्यालये होती. त्या ठिकाणी वीज पुरवठा करण्याबाबत नियम व प्राविधान या कायद्यात होते. सर्वसामान्य नागरिकांना हक्काने वीज मिळेल व त्यांच्या तक्रारींना दाद मिळेल याची शास्वती नव्हती. स्वातंत्र्यानंतर १९४८ साली या कायद्यात थोडा बदल करण्यात आला. इन्स्पेक्टर राजवर अंकुश आणून बरेच अधिकार लोकशाही मार्गाने निवडून आलेल्या शासनास देण्याचा प्रयत्न करण्यात आला. शेती हा मुख्य व्यवसाय असल्यामुळे शेतीसाठी वीज, ग्रामिण विद्युतीकरण अशा योजना हाती घेण्यात आल्या. या दशकात भारतातील अनेक राज्यात वीज मंडळ सुरु करण्यात आले. महाराष्ट्रात १ मे १९६० रोजी महाराष्ट्र राज्य वीज मंडळाची स्थापना करण्यात आली व खऱ्या अर्थाने राज्यात विद्युतीकरणास सुरुवात झाली. इतर राज्यांच्या तुलनेत महाराष्ट्राने वीज उत्पादन व वितरण ह्या दोन्ही क्षेत्रात बाजी मारली व देशातील नंबर एकचे वीज मंडळ म्हणून लौकिक कमावला. राज्यात शेतीसाठी ग्रामीण भागात वीजेचे जाळे निर्माण करणे त्याबरोबर उद्योगासाठी लागणाऱ्या विजेसाठी उत्पादन क्षमता वाढविणे, नवीन सब स्टेशनची, लाइन्सची उभारणी करणे इत्यादी कामे मोठ्या प्रमाणावर करण्यात आली.

महाराष्ट्रसहीत अनेक राज्यात वीज क्षेत्रात प्रगती होत असताना वीज दर, ग्राहक सेवा व वीजेची उपलब्धता या बाबतीत मात्र अनागोंदी कारभार होता. वीज मंडळाचा कारभार हा पूर्णपणे राजकीय पक्षाच्या ताब्यात असल्यामुळे राजकीय फ्फायदा घेण्यासाठी अनेक निर्णय घेतले जात होते. वीज बिल माफ्फ्री, वसुली व एकंदरीत कारभारात राजकीय हस्तक्षेप ह्यामुळे देशातील सर्वच वीज मंडळाना सतत तोटा सहन करावा लागत होता. हा तोटा भरून काढण्यासाठी व कारभारात सुधारणा न करता वीज दरात वाढ करणे किंवा मंडळाचा तोटा वाढू देणे हे धोरण अनेक राज्यांनी वापरले. एकंदरीत वीज क्षेत्रावर पूर्णपणे राजकीय वर्चस्व होते व ह्या क्षेत्राचा वापर राजकीय कारणासाठी केला जात होता. याचे उत्तम उदाहरण म्हणजे आंध्र प्रदेशचे माजी मुख्यमंत्री चंद्रशेखर नायडू ह्यांनी वीज क्षेत्रातील वीज बिल वसुलीकडे लक्ष देण्याचा प्रयत्न केला व त्यासाठी सक्तीचे धोरण अवलंबिल्यामुळे त्याचे मुख्यमंत्रीपद गेले तर दुसरीकडे शरद पवार ह्यांनी महाराष्ट्रातील शेतकऱ्यांना वीज बिलात सवलत देण्याचे आश्वासन देत मते मिळवली व मुख्यमंत्रीपद मिळवले. ह्या दोन्ही घटना विजेचे महत्त्व व वीज प्रश्नामुळे राजकारणात होवू शकणारे परिणाम ह्याची झलक देतात.

वीज नियामक आयोगाची स्थापना:

देशातील सर्वच वीज मंडळाना सतत होणारा तोटा व राजकीय हस्तक्षेप टाळण्याच्या हेतूने व वीज मंडळाच्या कारभारावर अंकुश लावण्यासाठी केंद्र सरकारने १९९८ साली प्रत्येक राज्यात वीज नियामक आयोग स्थापन करण्याचा निर्णय घेण्यात आला व तसा कायदा पारीत करण्यात आला. या कायद्यानुसार प्रत्येक राज्यात वीज



नियामक मंडळाची (स्टेट रेग्युलेटरी कमिशन) स्थापना करण्यात आली. महाराष्ट्रात देखील १९९८ मध्ये महाराष्ट्र वीज नियामक आयोगाची स्थापना करण्यात आली. ह्या आयोगात तीन सदस्य असतात जे तांत्रिक, कायदा, समाजशास्त्र, अर्थशास्त्र, व्यवस्थापन इ. विषयातील तज्ञ असतात. आयोगाच्या स्थापनेनंतर बऱ्याच प्रमाणावर वीज मंडळाच्या कार्यभारावर नियंत्रण आले. नवीन वीज कायदा २००३ पारीत झाल्यानंतर वीज नियामक आयोगाला अधिक अधिकार प्राप्त झाले.

नवीन वीज कायदा २००३:

नवीन वीज कायदा २००३ पारीत करताना स्टेट रेग्युलेटरी कमिशनला (वीज नियामक आयोग) अनेक अधिकार देण्यात आले. वीज क्षेत्रात स्पर्धा वाढावी, व्यवहारात पारदर्शिता यावी, मागेल त्याला वीज, व वीज कोणाकडून खरेदी करावी ह्याचा अधिकार (ओपन अक्सेस) वीज ग्राहकांना मिळाला. वीज ग्राहकांच्या तक्रारीचे निवारण विहित मुदतीत करण्यासाठी स्वतंत्र वीज ग्राहक गारूहाणे निवारण मंच, विद्युत लोकपाल अशी स्वतंत्र यंत्रणा निर्माण करण्यात आली. आधी वीज तक्रारीबाबत दाद मागण्यासाठी नागरिकांना दिवाणी न्यायालयात जावे लागत असे पण नवीन वीज कायदा २००३ अस्तित्वात आल्यानंतर त्यांना अत्यंत कमी खर्चात, कमी वेळेत न्याय मिळण्याची सोय या कायद्याद्वारे करण्यात आली. मंचात किंवा विद्युत लोकपाल याच्याकडे आपली बाजू स्वतः मांडण्याची मुभा देखील वीज ग्राहकांना मिळाली.

ग्राहक तक्रार निवारण:

वीज कायदातील कलम १८१ नुसार वीज नियामक आयोगाला राज्यातील विजेबाबतचे धोरण, वीज दर निश्चिती, ग्राहक तक्रार निवारण इत्यादी बाबत अधिनियम पारीत करण्याचे अधिकार देण्यात आले आहेत. कायदातील कलम ४२(५) नुसार राज्यात वीज वितरण करणाऱ्या कंपनीला वीज ग्राहकांच्या तक्रारीचे निवारण करण्यासाठी मंचाची स्थापना करण्याचे प्राविधान आहे त्यानुसार महाराष्ट्रात टाटा, रिलायंस व महावितरण कंपनी यांनी आपल्या परिक्षेत्रात ग्राहक तक्रार निवारण मंच स्थापन केले आहेत. राज्यात महावितरण कंपनीचे १४ व टाटा व रिलायंस यांचे प्रत्येकी एक असे मंच सध्या स्थापन करण्यात आलेले आहेत. वीज नियामक आयोगाने २००६ मध्ये ग्राहकांच्या तक्रारीचे निवारण करण्याबाबत अधिनियम पारीत केले होते. पण आता २१ सप्टेंबर २०२० रोजी आयोगाने नवीन अधिनियम पारीत केले आहेत. त्यानुसार यापुढे वीज ग्राहकांच्या तक्रारीचे निवारण या नवीन अधिनियमानुसार करण्यात येणार आहे.

आयोगाच्या २००६ च्या अधिनियमानुसार वीज ग्राहकाला आपली तक्रार सर्वप्रथम महावितरणच्या अंतर्गत तक्रार निवारण कक्षात दाखल करावी लागत असे व या कक्षाने दोन महिन्यात निवारण करणे अपेक्षित असते. तक्रार करणाऱ्या ग्राहकास कक्षाचा निर्णय मान्य नसल्यास त्याला वीज ग्राहक मंचात तक्रार दाखल करता येत असे. पण महावितरण कंपनीने स्थापन केलेले हे कक्ष ग्राहकांच्या तक्रारीची योग्य वेळेत दखल घेत नसल्याचे लक्षात आल्यानंतर नवीन अधिनियमानुसार हे कक्ष बंद करण्यात आले आहेत व मार्च २०२१ पर्यंत वीज वितरण कंपनीस तक्रार प्राप्त केंद्र व वेब पोर्टल निर्माण करण्याचे आदेश दिले आहेत. त्यानुसार आता ग्राहकांना आपली तक्रार सरळ मंचात दाखल करता येणार आहे. आयोगाने हे नवीन अधिनियम पारीत करताना तक्रारीचे विभाजन करत नवीन वीज जोडणी, विजेची पुर्नजोडणी, वीज खंडीत केल्याबाबतच्या तक्रारीस प्राधान्य दिले आहे व त्यावर तक्रार दाखल झाल्यापासून १५ दिवसांच्या आत निर्णय तसेच मीटर टेस्टिंग, वीज बिलाबाबतच्या तक्रारीवर ६० दिवसात निर्णय पारीत करण्याचे अवधी देण्यात आला आहे. या नवीन अधिनियमामुळे ग्राहकांना जलद न्याय मिळण्याची शक्यता निर्माण झाली आहे.

मराठवाडा व विदर्भ हे नागपूर तर इतर प्रदेश हे मुंबई येथील विद्युत लोकपालाच्या अधिकक्षेत्रात येतात. विद्युत लोकपालाने पारीत केलेला निर्णय मान्य नसल्यास ग्राहकाला उच्च न्यायालयात दाद मागता येते. वीज ग्राहक मंच व

विद्युत लोकपाल यांनी पारीत केलेल्या आदेशाची अंमलबजावणी महावितरण कंपनीने न केल्यास ग्राहकाला वीज कायद्यातील कलम १४२ अंतर्गत वीज नियामक आयोगाकडे अपील दाखल करता येते. या अधिनियमा व्यतिरिक्त वीज नियामक आयोगाने ग्राहकांना देण्यात येणाऱ्या सेवेबाबत मार्गदर्शक तत्वे व विधीत मुदतीत सेवा न दिल्यास नुकसान भरपाई देण्याबाबतचे अधिनियम (**standard of performance**) देखील पारीत केले आहेत. वीज ग्राहक यानुसार तक्रार दाखल करताना नुकसान भरपाई देण्याबाबत देखील मागणी करू शकतो. मागील १५ वर्षांच्या तक्रारीचा आढावा घेतल्यास वीज बिलाच्या बाबत दाखल होणाऱ्या तक्रारीचे प्रमाण हे ८० % पेक्षा जास्त आहे. पण यात आता वीज कायदा १२६ व १३५ अंतर्गत देण्यात येणाऱ्या वीज बिलाची देखील भर पडत आहे. या पैकी कलम १२६ हे विजेचा गैरवापर व कलम १३५ हे वीज चोरीसंबंधीत आहे. विजेचा गैरवापर यात वीज मीटर बरोबर केलेली झेडझाड, विजेचा वापर अन्य कारणासाठी करणे किंवा स्वःतः च्या वीजमीटर वरून इतरांना वीज पुरवठा करणे इत्यादी बाबींचा समावेश असतो. कलम १३५ हे प्रत्यक्ष वीज चोरीशी संबंधीत आहे व त्याविरुद्ध क्रिमीनल कायदानुसार कारवाई करण्यात येते. मात्र कलम १२६ अंतर्गत दिलेल्या वीज देयकाविरुद्ध कलम १२७ अंतर्गत विद्युत निरीक्षक यांच्याकडे अपील दाखल करता येते पण त्यासाठी वीज देयकाच्या ५० % रक्कम आधी महावितरणकडे भरावी लागते. महावितरणतर्फे कलम १२६ चे अस्त्र वापरून व ग्राहकांच्या कायद्यातील अजाणतेपणाचा फायदा घेत मोठ्या प्रमाणावर आर्थिक लुबाडणूक करण्याचा प्रयत्न केला जातो. त्यामुळे तक्रार करण्यापेक्षा वीज ग्राहकांनी दक्षता बाळगणे जरूरी आहे.

वीज तक्रारीबाबत कायद्यातील व नियामक आयोगाच्या अधिनियमातील काही महत्वाचे नियम खालील प्रमाणे

- नवीन वीज पुरवठा अर्जासोबत जागेचे मालकी हक्क, वीज वापराचा उद्देश व अर्जदाराचा तपशील इ. कागदपत्रे दाखल करावी लागतात.
- अर्ज दाखल केल्यानंतर ७ दिवसात जागेची पाहणी व १५ दिवसात मंजूरी देणे महावितरण कंपनीस बंधनकारक आहे. यात विलंब झाल्यास अर्जदार नुकसान भरपाई मिळण्यास पात्र ठरतो.
- वीज पुरवठासाठी लागणारे मीटर व पायाभूत सुविधा उभारण्याची जबाबदारी ही महावितरणची असते.
- वीज पुरवठा खंडीत करण्याअगोदर कलम ५६ अंतर्गत १५ दिवसाची नोटीस देणे बंधनकारक आहे.
- वीज बिल जास्त आल्यास व त्याबाबत केलेल्या तक्रारीचे निवारण झाले नसल्यास ग्राहकाने मागील सहा महिन्यांच्या सरासरीवर आधारित वीज बिल भरल्यास महावितरण कंपनीस वीज पुरवठा खंडीत करता येत नाही.
- उद्योगाच्या जागेवर आस्थापना कार्यालय / विक्री केंद्र असल्यास त्यासाठी वेगळा वीज दर आकारला जात नाही.
- वीज वितरण करण्याचा परवाना (**License**) हे महावितरणकडे असल्यामुळे वीज ग्राहकांना वीज इतर ग्राहकांना देण्याचा किंवा विकण्याचा अधिकार नाही.
- महावितरण कंपनीस, वीज बिलात थकबाकी दाखवलेली नसल्यास, मागील फक्त दोन वर्षांची थकबाकी वसूल करता येते.
- वीज ग्राहक मंचात तक्रार करण्याचा कालावधी हा दोन वर्षांचा असतो.
- सौर उर्जा धोरणानुसार ग्राहकास सोलार यंत्रणा लावण्याचा अधिकार आहे. ग्राहकास सोलार निर्मित वीज ही स्वःतःच्या वापरासाठी तसेच अतिरिक्त वीजसाठी नेट मीटरिंग जोडणी घेता येते.
- वीज नियमाक आयोगाने, कोविड-१९ प्रकोपामुळे, पारीत केलेल्या आदेशानुसार मार्च २०२१ पर्यंत २० k पेक्षा अधिक जोडभार असलेल्या ग्राहकांना आपली **contract demand** महिन्यातून तीन वेळेस कमी जास्त करण्याचा अधिकार दिला आहे.
- मार्च २०२१ पासून लघुदाब वीज जोडणी असलेल्या ग्राहकांना झीरह वर आधारित वीज बिल आकारण्याचे आदेश पारीत होण्याची शक्यता आहे त्यामुळे ग्राहकांनी पावर फक्ट्रचे नियोजन करणे आवश्यक आहे.

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Labour codes and its impact on industry



Mr. J.K. Kabra
B.Sc. LL.B. (Gen.) M.L.S.
(9821342325)
jaiprakashkabra@yahoo.com

Introduction:

India had to accept the process of liberalisation around 1990. We had no option but to throw our gates open to the foreign investors. However, besides poor roads, Communication and other bottlenecks, rigid labour laws and too much of inspector Raj were deterring factors.

Government realized this and started re-looking at various labour laws and simplification thereof.

In 2002 second commission on labour suggested radical changes. However, the changes remained in cold storage. The process was restarted in 2015 and finally first draft on wage code was put on ministries website on 18th December 2018. Various labour laws were merged, redundant provisions were scrapped, many definitions were standardized, multiplicity of law was removed, use of technology was encouraged, Digitization was done, and various processes were rationalized and following 4 codes have been notified as all the four codes have been passed by Parliament and President's consent has been obtained. Draft rules are being finalized. Government has made it clear that it intends to implement all labour codes from 1 April 2021. Government has done act of balancing by ensuring ease of doing business on hand and insuring benefits to workers. Picture will come clearer once the draft rules are notified.

Labour codes at glance:

- 1. Code of wages 2019:** This code subsumes Laws like minimum wages act, payment of wages act, equal remuneration act and payment of bonus act.
- 2. Code of social security 2020:** this code subsumes acts like employee compensation act, employees Provident fund and miscellaneous provisions act, ESIC Act, maternity benefit act, payment of gratuity act and others.
- 3. Code of Indian relations 2020:** This code subsumes various acts like the industrial disputes' act, Indian trade union act, Indian employment (standing orders) act.
- 4. Code of occupational safety; health and working conditions 2020:** This code subsumes acts like factories act, contract labour (abolition and regulation of services) act, Indian state migrant workers act and others.

Salient features:

For the first time gig workers, freelancers, workers working on various online platforms, delivery boys of organizations like Swiggy, zomato etc. have been included.

Definition of term 'Wages' which was different in seven labour laws is now standardized.

'Wages' are in three parts.

Part one: basic

- DA
- Retention allowance
- Grade allowance
- Personal allowance
- Special allowance

Part two: Following are exempted –

- bonus including statutory bonus
- conveyance allowance
- HRA
- O.T. payment
- Housing accommodation provided
- services provided like electricity, water, servants
- Commission on sales
- incentives including performance link be pay
- contributions to superannuation, PF, gratuity are any other payments

Important: part two (exemptions cannot exceed 50% off total payments. If they do, for calculations of PF, gratuity, leave encashment and other benefits 50% must be considered).

This means there will be quantum jump in PF and gratuity. In many cases basic, Dearness allowance was about 30– 40% of total are even less. Now it must be 50%.

e.g.

XYZ (total salary offered) – 100000/p.m.

Earlier maybe 25,000 was basic and balance 75,000 in allowance. If he has put let's say 25 years of service, his PF and gratuity calculations before and after would be as under:

Earlier PF contribution-

PF (12% of Basic 25,000)-

Employee- 3000/- Employer- 3000/-

Earlier Gratuity contribution-

$(25000 * 15 * 25) / 26 = 360576/-$

New PF contribution-

PF (12% of 50,000)-

Employee- 6000/- Employer- 6000/-



New Gratuity contribution-

$(50000 * 15 * 25) / 26 = 721154/-$

I.e., 100% jump in both PF and Gratuity.

Employees take-home will stand reduced accordingly. Employee has been given a choice of contributing less (i.e., 8% / 10% / 12%) however the Employer must contribute at 12%.

Other points:

- RA will not be part of inimum wages. Their food minimum wages will go up
 - Concept of national floor wage is ntroduced,and minimum wages cannot be less than national floor wages.
 - Aadhar card has been made mandatory.
 - ESIC will be implemented in all districts of the country.
 - Minimum wages will now apply across unlike only scheduled employments.
 - Penalties have been released manifold and may vary under different codes from 10,000 to 10,00,000 together with imprisonment from a month to 3 years.
 - Organizations will be permitted to apply for voluntary coverage under ESI.
 - Earlier ESI was not paying various amounts to insured person under protest that contributions are not received. Now it must pay and recovered from employer.
 - Concept of fixed term employment has been introduced and companies can appoint employees for duration ranging from 1 year and above and when such employee's services are concluded, this will not amount to Retrenchment.
 - However, these fixed term employments cannot be paid less and will also be entitled for gratuity without applying eligibility criteria of 5 years.
 - Employer does not have to take government's permission if he is employing employees up to 300. (Earlier limit was 100 for layoff, retrenchment, closure etc.)
 - National social security bonds Shall be established where unorganized workers will be given benefit. The funds shall come from aggregators and builders. (2% to 5% of the turnover)
 - Employment exchange shall additionally function as career centers, where new skills will be imparted to retrenched employees. Employers must pay an amount equivalent to 15 days wages of retrenched employees to this reskilling function besides retrenchment compensation.
 - Men and women must be paid the same rate of wages.
 - Full & final settlement of employees will have to be done within 2 days of separation.
 - Organizations where union does not exists negotiating council will be established.
- for strikes / Lockout notice of 14 to 60 days is mandatory for all unlike it was applicable only for public utility services like railways, Airlines, milk supply, water supply etc.
- Definition of workman earlier excluded manager, now even mangers &supervisors drawing basic salary up to 18k will be included.
- 51% of members represented by union will get status of sole bargaining agent.



Identity cards are compulsory for all appointment letters, & service certificates are now mandatory.

- Canteen will be compulsory if you have 100+ employees, earlier limit was 250.
- Medical checkup of all employees is mandatory.
- For coverage under EPF Employee strength of 20 & for coverage under ESIC Employee strength of 10 remain unchanged
- Inspectors cannot ask for record of 5+ years old. Enquiries including 7A in PF must be completed within 2 years.
- Legal Heir of deceased employer is included in definition of Employer.
- Leave employment is not matter of right, if more than 50%of employees take MASS casual leave it will amount to strike.
- Constitution of greavience committee is must of 10 members. One female member required.
- Employee and employer can directly approach Arbitrator.
- Employees & Employers are required to have single registration.
- Creche compulsory if female employees are 50+(Earlier limit was 30) provision of community crèche introduced.
- Female employees must give written consent if they have employed between 7 pm to 6 am
- Welfare officer to be employed if you have 250+employees (Earlier limit was 500)
- Contractor must obtain license only if he is providing 50+ workers (Earlier limit was 20)

These are some of salient features.

- Situation is not clear weather coverage limit of 15000 under EPF and misc. provision act would be improved or otherwise. Similarly, weather eligibility & calculation under payment of Bonus act would change or otherwise.
- Similarly, ESI application of 21000 would stand revised. These proposed changes would have positive and negative impact on industries.
- Currently industries are advised to follow wait & Watch. These changes may be turned as positive as this would give improved retiral benefits to employees at the same time it would mean one step closer to HIRE & FIRE.

Having 30+ years of experience of handling HR/IR Functions for various corporate companies.

(Author would be happy to conduct full day workshop on Explaining intricacies with illustrations & proactive steps employer has to take.)

Disclaimer: Actual positions may differ than what is stated here in above.

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‘फीडबॅक’ : व्यवसायातील महत्वाचा दुवा



सलिल पेंडसे

संचालक, सलिल पेंडसे अँड असोसीएट्स
ऑर्गनायझेशन डेव्हलपमेंट, एक्झिक्यूटिव्ह कोचिंग व सॉफ्ट स्केल ट्रेनिंग
संपर्क : ८९७५०९९३९६ / ८४५९७०६५५४, Salilpendse26@gmail.com

व्यवसाय कोणताही असो ग्राहकांशीवाय अपूर्ण असतो. व्यवसायात ग्राहक प्रामुख्याने दोन प्रकारचे असतात. १) अंतर्गत आणि २) बाह्य. ग्राहक कोणत्याही प्रकारात येणारा असो, त्यांनी दिलेला फीडबॅक हा व्यवसायवृद्धीसाठी नेहमीच महत्वाचा असतो. सर्वसाधारणपणे फीडबॅक हा नकारात्मक असतो असा एक मुख्य भ्रम प्रचलित आहे. फीडबॅक म्हणजे टीका, समीक्षा किंवा कोणा व्यक्तीचे एक मत ज्याला आपण Opinion म्हणू शकतो. पण तो एकूण व समजून घेऊन त्यातून योग्य ती सुधारणा घडवणे आवश्यक असते. फीडबॅक जर टाळला गेला तर मात्र व्यवसायिक सुधारणेची संधि गमावू शकतो. म्हणून फीडबॅक हा व्यवसायातील एक महत्वाचा आहे. व्यवसायात काम करणाऱ्या व्यक्तीसाठी म्हणजेच व्यवसायिकासाठी आणि त्या व्यवसायात काम करणाऱ्या कर्मचाऱ्यांसाठी सर्वात भीतीदायक शब्द असतो ‘फीडबॅक’. असे म्हणतात की The most feared five word जर कोणते असतील तर ‘Can I get some feedback?’ किंवा I have some most feared six words कोणते असतात तर ‘I have some feedback for you?’ फीडबॅक बदलची अनावश्यक भीती बाळगली जाते.

व्यवसायात लोक ‘फीडबॅक’ का टाळतात? या प्रश्नाचे उत्तर शोधताना अनेक लोक जे उद्योग-व्यवसायाशी संबंधित आहेत ते सांगतात की ‘फीडबॅक’ दिल्याने किंवा घेतल्याने अनेकदा वाद-विवाद होवून संबन्धात ताण-तणाव निर्माण होवून वितृष्टवाद्दू शकते. फीडबॅक मागितला तर अनावश्यक अवास्तव मागण्या मागीतल्या जातील. त्या पूर्ण करणे कदाचित अशक्य असतील. ग्राहक-कर्मचारी नाराज होण्याची शक्यता वाढेल. कर्मचाऱ्यांना तुम्ही व्यवस्थापनाला ‘फीडबॅक’ का देत नाही असे विचारले तर त्यांचे म्हणणे होते की जर आमचा ‘फीडबॅक’ व्यवस्थापनाला रुचला नाही तर त्यांची परिणीती आमच्या गच्छन्ति होवू शकते. आम्हाला “नारळ” दिला जावू शकतो. अशा अनेक गैरसमजुतीमुळे एकतर फीडबॅक दिल जात नाही अथवा तो दुसऱ्याला खुश करण्यासाठी खोटा दिला जातो. तसेच ‘फीडबॅक’ मागीतलाही जात नाही. ‘फीडबॅक’ मुळे कदाचित आपले अस्तित्त्वच धोक्यात येवू शकते म्हणूनच काही लोक एकतर ‘फीडबॅक’ देणाऱ्या व्यक्तीसोबत ‘fight’ करतात नाही तर “Flight” करतात. ‘फीडबॅक’ मुळे आपल्याला समाजात प्रतिष्ठा मिळणार नाही किंवा असलेली प्रतिष्ठामलिन होईल असाही एक गैरसमज लोकांमध्ये आढळून येतो.

सायकॉलॉजिचे तज्ञ असे सांगतात की, व्यक्तीचे Thinking patterns असतात. आयुष्यातील सुरुवातीच्या काळात व्यक्तीचे Thinking pattern हे horizontal असतात. त्यातून ‘सुरक्षिततेची’ भावना जोपासण्याकडे कल असतो. तेच Pre-Establish कार्यप्रणालीवर जास्त भरवसा असतो. त्यामुळेच सर्वसाधारण व्यक्ति

आपल्या आयुष्यात परिवर्तन स्वीकारण्यास अनुकूल नसतो. मग कोणी फीडबॅक का देइना. सर्वसाधारणपणे प्रत्येक व्यक्तिमद्धे Negative bias कमी अधिक प्रमाणात असतोच. त्यामुळेच व्यक्ति नकारात्मक गोष्टींना जास्त धरून ठेवते. सकारात्मक गोष्टी स्वीकारत नाही. यामुळे व्यक्ति कडून नकारात्मक गोष्टींना खत पानी दिल्या जाते. सकारात्मकतेच्या तुलनेत नकारात्मकता फार लवकर पसरते. व्यक्ति नकारात्मक गोष्टी प्रदीर्घ काळ स्मरणात ठेवतात. त्यामुळेच फीडबॅक च्या माध्यमातून जर टीका टिप्पणी केल्या गेली तर व्यक्ति त्याला personalize समजून प्रतिक्रिया देतात.

‘फीडबॅक’ च्या भीतीमुळे व्यक्तिमद्धे Maladaptive behaviors ची लक्षणे दिसून येतात. जसे की, Procrastination, Denial, Brooding आणि Jealousy.

Procrastination: याला ‘चालढकल’ करण्याची प्रवृत्ती म्हणतात. व्यक्ति सातत्याने ‘चालढकल’ तेंव्हा करतात ज्यावेळी त्यांना एखाद्या परिस्थितीत अगदी असहाय (helpless) असल्यासारखे वाटू लागते. अशा बिकट परिस्थितीत व्यक्ति स्वतः दुःखी, कष्टी समजू लागते. स्वतःला निराश, हताश, समजून असमाधानी होवून कार्य चालढकल करते. चालढकल करण्यामागे अनेकदा वैरत्वाची किंवा क्रोधाची भावना सुद्धा अंतर्भूत असते. व्यक्तीला असे वाटते की, या परिस्थितीला फीडबॅकच कारणीभूत असतो. पण वस्तीवकरित्या हा त्या व्यक्तीचा भ्रम असतो. ‘फीडबॅक’ जर सकारात्मकतेने स्वीकारला तर व्यक्ति तत्परतेने त्यावर विचार करून योग्य ती सुधारणा करण्यास प्रेरित होवू शकतो. म्हणून फीडबॅक हा मोठ्या मनाने स्वीकारता आला पाहिजे.

Denial: याला ‘नाकबुल’ करण्याची प्रवृत्ती असे म्हणत येईल. व्यक्ति Denial च्या behavior चे तेंव्हा प्रकटीकरण करते, ज्यावेळी ती व्यक्ति सत्याला सामोरे जाण्यास असमर्थ असते की सत्य स्वीकारण्याची त्या व्यक्तीची मानसिकताच नसते. सायकॉलॉजिस्ट असे म्हणतात की, ‘Denial’ is an Unconscious response. अध्यात्मशास्त्र असे सांगते की, खरा व्यक्ति तो जो की आपली निंदा पचवू शकतो. संतश्रेष्ठ तुकाराम महाराज तर सांगतात की, ‘निंदकाचे घर असावे शेजारी’ म्हणजेच व्यक्तीला सुद्धरण्याची रोजच संधि मिळेल. आपण सकाळी झोपेतून उठल्यावर आरशात बघतो. त्यावेळी आपण कसे दिसतो ते आपल्याला माहित असते. आरसा आपल्याला उगीच खोटी प्रतिमा दाखवून आपण handsome दिसतो असे सांगत नाही. आरसा आपले अजागळ रूप दाखवतो म्हणून का कोणी आरसा फोडत का ? नक्कीच नाही. म्हणजेच आपण आरशाने दिलेला ‘फीडबॅक’ स्वीकारतो. नाकबुल करीत नाही त्यामुळेच तर आपण स्वच्छ हातपाय तोंड धुवून फ्रेश होतो. थोडक्यात काय तर फीडबॅक कबूल करून आपण त्यावर सकारात्मक कृती करतो. क्वचित प्रसंगी आरशातील प्रतिबिंब बरोबर वाटले नाही तर आपण घरातील दुसऱ्या आरशात बघतो. म्हणजेच काय तर, जर एखादा ‘फीडबॅक’ आपल्याला सुसंगत वाटला नाही तर आपण अजून दुसऱ्या व्यक्ति कडूनही फीडबॅक घ्यावा. कारण फीडबॅक देणार व्यक्ति कदाचित फीडबॅक देण्यासाठी सक्षम नसावा किंवा पूर्व ग्रह दूषित असू शकतो.

Brooding: व्यक्ति अनेकवेळा स्वतःला नाहकच दुःख होईल अशा गोष्टींचा विचार करते. त्याला चिंतातुर जंतु असे म्हणत येईल. उगीचच काहीही कारण नसताना अनावश्यक, व्यर्थ गोष्टीवर (त्यापण अशा की त्यावर विचार

केल्याने फक्त आणि फक्त त्रास, वेदना आणि दुःख होईल) जर चिंतामग्न जर कोणी होवू लागला तर त्याला काय म्हणावे ? अशा व्यक्ति 'मला कोण काय म्हणेल?' यावरच चिंता करतात. त्यामुळे अशा व्यक्ति निष्क्रिय होतात. कोणतेच कार्य करण्यास धजावत नाहीत. थोडक्यात Paralyze होवून जातात. त्यामुळेच व्यक्ति कोणतेही जीवन कौशल्य प्राप्त करीत नाही. जीवनाला उगीचच नैराश्यपूर्ण करतात. जो 'फीडबॅक' कोणी दिलेलाच नाही. पण तो 'फीडबॅक' मला मिळेल या भ्रामक समजुतीने व्यर्थ चिंता करून जीवनातील बहुमूल्य वेळ वाया घालवतात.

Jealousy: या प्रवृत्तीला 'मत्सर' करणे असे म्हणता येईल. व्यक्ति आपली तुलना इतर व्यक्तिसोबत करते हे नॉर्मल असू शकते. पण ही प्रवृत्ती त्यावेळी Maladaptive होते ज्यावेळी ही तुलना शंकेखोरी, शत्रुत्व, वैर किंवा Possessiveness यावर आधारीत असते. मत्सर करणाऱ्या व्यक्ति नेहमी Unrealistically विचार करतात. त्यामुळे अशा व्यक्ति मध्ये न्यूनगंड तयार होतो. एकदा न्यूनगंड तयार झाला की ती व्यक्ति नैराशेच्या आहारी जाते. दुसरे आपल्यापेक्षा हुशार, बुद्धिवान आणि सक्षम आहेत आणि 'मी' हा 'असा' आहे. असा नकारात्मक विचार करून ती व्यक्ति स्वतःमध्ये असलेल्या Potential कदा नाश करते. 'फीडबॅक' ची भीती वाटण्यामागे हे कारणही अनेक व्यक्तिमत्त्वे आढळून येते. अनेक प्रसिद्ध व्यक्ति या चार 'Maladaptive Behaviors' ला बळी पडून आत्महत्येसारखे टोकाचे पाऊल उचलून आपले सुंदर जीवन व्यर्थ नष्ट करतात.

'फीडबॅक' खऱ्या अर्थाने माहितीची आदान-प्रदान करून एकमेकांना सहाय्य करून, विकास घडवून आणण्यासाठीचा महत्वाचा दुवा असतो. ज्यावेळी या माहितीचे अदान-प्रदान केले जाते त्यावेळी त्या संवादात काही तथ्य, Perceptions, प्रतिक्रिया-प्रतिसाद, भावना, निरीक्षणे, सुचना आणि सल्ले असतात.

'फीडबॅक' सकारात्मकतेने स्वीकारण्यासाठी Emotional Intelligence चा सुयोग्य वापर करून घेता येतो. Emotional Intelligence मध्ये self-Awareness ही पहिली पायरी आहे. म्हणजेच आपल्या स्वतःच्या भावनांची स्वतःला असलेली जाणीव आणि त्या जाणिवेमुळे आपण देत असलेला प्रतिसाद. आपण जर आपला भावनांना जाणत असलो तर आपण त्यावर काम करू शकतो. जसे की मला एका अमुक-अमुक परिस्थितीत अथवा शब्दाने राग, चिडचिड निर्माण होते. आता जर कोणी त्या परिस्थितीत अथवा 'त्या' शब्दांचा वापर 'फीडबॅक' देताना केला तर माझे Behaviour Maladaptive होवून माझ्यात कधीच सकारात्मक सुधारणा मी घडवून आणणार नाही. पण जर मला याची जाणीव असली तर मी नक्कीच काळजी घेवून त्यातील त्या शब्दांकडे कटाक्षाने दुर्लक्ष करून त्या 'फीडबॅक' मधून माझ्या सुधारणेस काय वाव आहे यावर लक्ष केंद्रित करून, माझ्यात योग्य ते परिवर्तन घडवून आणू शकतो.

Emotional Intelligence ची दुसरी पायरी म्हणजे Self-regulation. त्यावेळी मला माझ्यातील भावनांची जाणीव असते त्यावेळी मी त्या भावनांवर नियंत्रण मिळवू शकतो. We can reframe our thinking.

व्यवसायात customer हे फीडबॅक देणारच. पण व्यवसायिकाने एखचा वापर केला तर त्या फीडबॅक मधून तो ग्राहकांना रुचेल, पसंद पडेल अशा सुधारणा घडवून आणू शकतो. याचा व्यवसायात तसेच जीवनात भरपूर फायदा होतो.

म्हणूनच 'फीडबॅक' घेताना काही गोष्टी महत्वाच्या आहेत.

- 1) Be clear in your own mind what you want to learn or understand.
- 2) Ask for the information
- 3) Make it safe for people to be honest with you.
- 4) State the questions for which you would like to find answers.
- 5) Acknowledge how this feedback is helpful to you.
- 6) Listen carefully.
- 7) Try to understand the message.
- 8) If the information you are getting is not clear, ask questions.
- 9) Don't defend or justify your position.

फीडबॅक' देताना

- 1) Clarify your objective in your own mind. What do you really want to accomplish by offering feedback.
- 2) Get permission before delivering feedback.
- 3) Avoid using labels don't provide useful, behavioural information and often provoke debate and negative reactions.

We often take constructive criticism as on personal attack. To avoid this, we need to understand its importance. Remember it isn't all negative; feedback is an opportunity to find out how your actions impact and influences others.

म्हणून 'फीडबॅक' हा व्यवसायातील महत्वाचा दुवा आहे.

सलिल पेंडसे

संचालक, सलिल पेंडसे अँड असोसिएट्स

ऑर्गनायझेशन डेव्हलपमेंट, एक्झिक्यूटिव्ह कोचिंग व सॉफ्ट स्केल ट्रेनिंग

संपर्क : ८९७५०९९३९६ / ८४५९७०६५५४, Salilpendse26@gmail.com



AUTO INDUSTRY PERFORMANCE REVIEW JAN 21

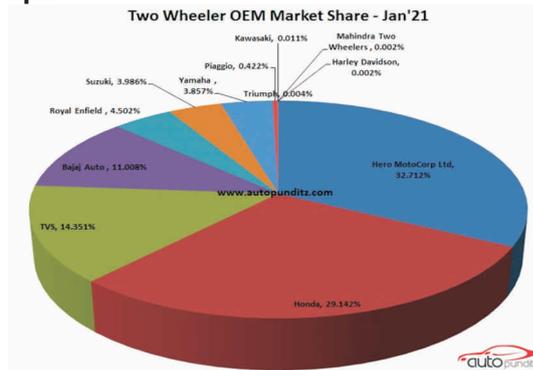
Two Wheeler Sales Snapshot – January 2021

Around 14,29,928 two wheelers were dispatched in January 2021 from OEMs to their respective dealerships. The Industry recorded a growth of 6.6% in Jan'21 v/s Jan'20.
OEMwise Sales Snapshot –

| TWO WHEELERS SALES - DOMESTIC DISPATCHES - JANUARY 2021 | | | | | | | |
|---|-----------------------|------------------|------------------|-------------|---------------------|-----------|--------|
| Rank | Two wheeler OEM | Jan'21 | Jan'20 | Growth (%) | Jan'21 MS | Jan'20 MS | Diff |
| 1 | Hero MotoCorp | 4,67,753 | 4,88,069 | -4.2% | 32.71% | 36.40% | -3.68% |
| 2 | Honda | 4,16,716 | 3,74,114 | 11.4% | 29.14% | 27.90% | 1.24% |
| 3 | TVS | 2,05,216 | 1,63,007 | 25.9% | 14.35% | 12.16% | 2.20% |
| 4 | Bajaj Auto | 1,57,404 | 1,57,796 | -0.2% | 11.01% | 11.77% | -0.76% |
| 5 | Royal Enfield | 64,372 | 61,292 | 5.0% | 4.50% | 4.57% | -0.07% |
| 6 | Suzuki | 57,004 | 56,012 | 1.8% | 3.99% | 4.18% | -0.19% |
| 7 | Yamaha | 55,151 | 35,913 | 53.6% | 3.86% | 2.68% | 1.18% |
| 8 | Piaggio | 6,040 | 4,358 | 38.6% | 0.42% | 0.32% | 0.10% |
| 9 | Kawasaki | 161 | 151 | 6.6% | 0.01% | 0.01% | 0.00% |
| 10 | Triumph | 62 | 60 | 3.3% | 0.00% | 0.00% | 0.00% |
| 11 | Mahindra Two Wheelers | 26 | 23 | 13.0% | 0.00% | 0.00% | 0.00% |
| 12 | Harley Davidson | 23 | 210 | -89.0% | 0.00% | 0.02% | -0.01% |
| Total Two wheelers | | 14,29,928 | 13,41,005 | 6.6% | Auto Punditz | | |

- The Two Wheeler Sales had a single digit growth of 6.6% in Jan 2021 v/s Jan 2020. The overall two wheeler sales managed to cross 14 Lakh units in Jan 2021.
- Hero Moto Corp was the No.1 Two Wheeler manufacturer in Jan'21 and the OEM sales degrew - 4.2% YoY. Its Market Share fell the highest in the Industry – from 36.4% in Jan'20 to 32.7% in Jan'21.
- Honda registered the Market Share increase of 1.24% and its sales grew by 11.4% YoY.
- TVS recorded one of the highest YoY growth at 25.9% and its Market Share jumped by 2.2% to 14.35%.
- Bajaj Auto volumes fell by -0.2% YoY and its market share fell by -0.76%.

Market Share Graph –



Indian Car Sales Figures – January 2021 (FADA Report)

February 9, 2021 admin Leave a comment

While the passenger vehicle industry had projected a YoY growth of 17.7% in terms of Wholesales ([source](#)); the registrations have degrown by -4.5% in Jan'21 v/s Jan'20. FADA says non-availability of vehicles due to scarcity of semiconductors, a fading pent-up demand and recent price hikes coupled with no festivities and auspicious days landed January registrations in negative zone.

OEM wise Passenger Cars Market Share Data for January 2021 with YoY comparison –

Source: FADA Research

- Maruti Suzuki reported -2.2% drop in Market Share YoY and Market Share fell to 49.2% in January 2021.
- Hyundai ranked second and recorded an increase in Market Share of 1.5% – The Market Share increase was one the highest for Hyundai.
- Tata had an impressive month where both Wholesale & Retails were better. Tata Motors registered a YoY increase of stellar 40.1% and was one of the highest in Jan'21. It also increased its Market Share by 2.6% in Jan'21 v/s Jan'20
- Mahindra's Market Share loss was one the highest in January 2021. The Indian major's market share dropped by -1.2% in Jan'21 v/s same period last year.
- Kia is on a roll. It is already commanding a Market Share of 5.1% – Sonet has helped Kia strengthen its hold in the Indian market even further and it grew 45.2% YoY.

Luxury Cars Sales Statistics – January 2021

While the overall passenger vehicle registrations had degrown by -4.4% YoY; Luxury Car Sales remains in red and recorded a double digit fall of -39.5% YoY.

OEM wise Luxury Cars Sales in January 2021 –

| Luxury Cars Registration Statistics - January 2021 | | | | | | | |
|--|-------------|--------------|--------------|---------------|---------------------|-----------|-----------|
| Rank | OEM | Jan-21 | Jan-20 | YoY | Jan'21 MS | Jan'20 MS | MS Change |
| 1 | Mercedes | 859 | 1,202 | -28.5% | 39.2% | 33.1% | 6.0% |
| 2 | BMW | 703 | 1,345 | -47.7% | 32.0% | 37.1% | -5.0% |
| 3 | Audi | 254 | 421 | -39.7% | 11.6% | 11.6% | 0.0% |
| 4 | JLR | 211 | 409 | -48.4% | 9.6% | 11.3% | -1.7% |
| 5 | Volvo | 109 | 194 | -43.8% | 5.0% | 5.3% | -0.4% |
| 6 | Porsche | 46 | 48 | -4.2% | 2.1% | 1.3% | 0.8% |
| 7 | Rolls Royce | 7 | 2 | 250.0% | 0.3% | 0.1% | 0.3% |
| 8 | Ferrari | 3 | 5 | -40.0% | 0.1% | 0.1% | 0.0% |
| 9 | Bentley | 1 | 0 | Auto Punditz | 0.0% | 0.0% | 0.0% |
| 10 | Lamborghini | 1 | 3 | -66.7% | 0.0% | 0.1% | 0.0% |
| TOTAL | | 2,194 | 3,629 | -39.5% | Auto Punditz | | |

Source: FADA Research

- As per the registration figures released by the Federation of Automobile Dealers Associations of India (FADA), majority luxury brands registered significant sales decline in Jan'21 as compared to Jan'20.
- Mercedes Benz remained the undisputed No.1 Luxury Car maker in India and recorded a Market Share of 39.2% in Jan'21. However; the sales fell by -28.5% YoY against Industry average of -39.5%.
- BMW India too reported a 47.7 per cent sales decline, from 1,345 units in Jan'20 to 703 units in Jan'21.
- JLR recorded one the steepest YoY fall and only 211 vehicles were registered in Jan'21. Its Market Share drop was the highest too (-1.7%).
- Ferrari could sell only 3 vehicle last month as compared to 5 units in Jan'20. Also, 7 Rolls Royce were registered in January 2021 – It sold more than Ferrari, Bentley & Lamborghini combined!



Vehicle Registration Statistics – January 2021

Federation of Automobile Dealers Association (FADA) has released January'21 Vehicle Registration Data today. We appreciate FADA's initiative of releasing a further split in vehicle registration data by introducing Small, Medium and Heavy Commercial Vehicle registration details under the Commercial Vehicle category.

| All India Vehicle Registration Data - January'21 | | | |
|--|------------------|------------------|--------------|
| Category | Jan'21 | Jan'20 | YoY% |
| Two Wheelers | 11,63,322 | 12,75,308 | -8.8% |
| Three Wheelers | 31,059 | 63,785 | -51.3% |
| Passenger Vehicles | 2,81,666 | 2,94,817 | -4.5% |
| Tractors | 60,754 | 54,662 | 11.1% |
| Commercial Vehicles | 55,835 | 74,439 | -25.0% |
| <i>a. LCV</i> | 34,464 | 48,014 | -28.2% |
| <i>b. MCV</i> | 3,466 | 4,038 | -14.2% |
| <i>c. HCV</i> | 14,279 | 19,412 | -26.4% |
| <i>d. Others</i> | 3,626 | 2,975 | 21.9% |
| TOTAL | 15,92,636 | 17,63,011 | -9.7% |

Source: FADA Research

Auto Punditz

- After showing a one-time YoY growth in December, January registrations once again fell by -9.66%.
- All categories except Tractor were in red. On a YoY basis, 2W, 3W, CV and PV fell by -8.78%, -51.31%, -25% and -4.46%. Tractor continued its upbeat momentum with a YoY growth of 11.14%.
- Non-availability of vehicles due to scarcity of semiconductors, a fading pent-up demand and recent price hikes coupled with no festivities and auspicious days landed January registrations in negative zone.
- After witnessing a one off growth in December, January Auto Registrations fell once again by ~10% YoY. Auto Industry clearly misjudged the demand which returned post lockdown. Industry's under estimation of postcovid rebound along with chipmakers prioritizing higher-volume and more lucrative consumer electronics market has created a vacuum for semiconductors. This has resulted in shortage in supply for all categories of vehicles especially Passenger Vehicles even though enquiry levels and bookings remained high. New launches and SUV's continued to see high traction and helped in restricting the overall PV registrations fall by a bigger margin.

The recent price hike undertaken by Auto OEMs also added to woos as Two Wheeler have become more expensive for lower and middle income class. Commercial Vehicle registrations were also hit due to vehicle financing still not back to normal and high BS-6 cost.”



LIST OF NEW MEMBERS FOR UDYOG SAMVAD NO. 3

Ordinary Members : Chikalthana Chapter

| Sr. No. | Name of the Unit | Name of the Representative | Product / Services | Mobile No. | Email ID | Recommended By |
|---------|--|----------------------------------|--|------------------------|------------------------|----------------------------|
| 1 | Warner Electronics (I) Pvt. Ltd. | Sagar Kabra, Ravi Suryawanshi | CCTV & DVR Manufacturing | 9158080805 | sagar@trueview.co.in | Recommended By |
| 2 | Shreya Spline Gauges & Tools Pvt. Ltd. | Ashok Solanke, Prashant Muley | Spline Gauges & Tools | 9823666675 | ssgtp@shreyaspline.com | Cast 4 Aluminium Pvt Ltd. |
| 3 | BKC Flexi Films | B. K. Chaudhari, Mayur Chaudhari | Plastic: SP, Poly Films | 9881017111, 9423780240 | bkclexifilms@gmail.com | Cast 4 Aluminium Pvt. Ltd. |
| 4 | Sai Raj Book Binding | Ganesh Borsane | Packaging & Paper | 9850721168 | | Vijay Engineering |
| 5 | Ajinkya Services | Suneel Gole | Packaging & Paper: Printing, Scanning Digitisation | 9422202914 | suneel.gole@gmail.com | Vijay Engineering |
| 6 | Onkar Offset | Sachin Renavkar | Packaging & Paper | 9890139790 | | Vijay Engineering |
| 7 | Phronesiz Marketing Ventures Pvt. Ltd. | Vikas S. Kunte | Manufacturing of UPVC & Aluminium Window | 9881999111 | vikas_k@phronesiz.com | Vijay Engineering |

Ordinary Members : Waluj Chapter

| Sr. No. | Name of the Unit | Name of the Representative | Product / Services | Mobile No. | Email ID | Recommended By |
|---------|---|----------------------------|-------------------------------------|------------------------|-------------------------------|---|
| 1 | Perfect Engineers | Husain Dawasaz | Tool Room | 9049184555 | husain@perfectengineers53.com | Isha Engineering |
| 2 | Sonali Industries | Ram Kondiba Surkulkwad | Engineering, Fabrication | 9850480959, 8329974430 | rsurkulkwad@gmail.com | Jijai Industries |
| 3 | Aditya Engineers & Tool Sharponing | Mohan Hanumant Bhusar | Engineering, Tool Room | 9270664051, 9960239457 | mohanbhhusar27@gmail.com | Chandras Electrical & Electronics |
| 4 | Balaji Enterprises | M.D.Chavan | Plastic | 9370476098, 9657000228 | balajient.2013@yahoo.in | Chandras Electrical & Electronics |
| 5 | Precision Instruments & Transformers Pvt.Ltd. | Ravindra J. Kokane | Electrical, Electronic, Engineering | 9834639952 | sales@precisionipl.com | Chandras Electrical & Electronics |
| 6 | Tanaya Engineering Works | Rajendra Maroti Bedge | Fabrication | 9923844922 | tanayaengworks@gmail.com | Chandras Electrical & Electronics Unit II |
| 7 | D.S.Engineering | Chaitanya Sonawalkar | Fabrication | 9834306255 | hr@chandraelectricals.net | Chandras Electrical & Electronics Unit II |
| 8 | Sneha Engineering Work | Gajanan M Giram | Fabrication | 9545880810 | amol.999jaiswal@gmail.com | Chandras Electrical & Electronics Unit II |

Associate Members

| Sr. No. | Name of the Unit | Name of the Representative | Product / Services | Mobile No. | Email ID | Recommended By |
|---------|-------------------------------------|-----------------------------------|--|------------------------|---------------------------|-------------------|
| 1 | Micromatic Machine Tools Pvt. Ltd. | Mandar Mahajan | Sales & Services - CNC, VMC & Grinding Machine | 9890622211 | mmtau@acemmicromatic.com | Jijai Industries |
| 2 | Sai Siddhi Land Developers Pvt.Ltd. | Mahendra Sharma, Balu Gaikwad | Construction & Material | 9326354512 | | Jijai Industries |
| 3 | Harlom Printers | Vinayak Gande, Ajay Gande | Offset Printing Press | 9422713349 | harlomprinter55@gmail.com | Vijay Engineering |
| 4 | New Ambika Papers | Babasaheb Pawar, Chaitanya Pawar | Packaging & Paper | 9422716262 | | Vijay Engineering |
| 5 | Express Multi Services | Gauri Karanjgaokar, Anup Deshmukh | Logistics: Domestic & International Courier & Cargo Services | 9673879888, 7798638000 | anup.dshmkh@gmail.com | |

Corporate Members

| Sr. No. | Name of the Unit | Name of the Representative | Product / Services | Mobile No. | Email ID | Recommended By |
|---------|---|----------------------------|----------------------|------------|------------------------------|----------------------------|
| 1 | Stumpp Schuele & Somappa Springs Pvt. Ltd | Deepak Machani | Spring Manufacturing | 7030910450 | deepak.machani@sssprings.com | Cast 4 Aluminium Pvt. Ltd. |



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Those who seek finance for purchase of machinery from OEMs but do not get an attractive rate of interest.

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- Attractive RoI
- No promoters' contribution

ELIGIBILITY

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- Existing: upto ₹2 crore
- 3 years vintage
- 2 years cash profits/stable sales
- No operating losses
- Greenfield allowed with co-borrower

COVERAGE

- Machines purchased from identified OEMs
- Expanding in same line of business

QUICK SANCTION

- Quick turnaround time
- Loan sanction within 3-4 days of submitting information/documents

APPLICATION

- One-page application
- Standard KYC checks and due diligence
- Simplified scoring model

OTHER ASPECTS

- Repayment period of 2-5 years
- RoI- 7.99%-8.42%p.a. as per internal rating
- Leased premises- Right to Access required
- Pvt. lease also covered subject to conditions.

QUICK DISBURSEMENT

- Short set of loan documents
- Disbursement within 3-4 days of sanction.
- Direct payment to OEM



E mail - bhagwan@sidbi.in Mobile No.9763723124 / 7849090043/ 9860379727

BO address : Plot No.327, Abhyuday Complex, Near Deewan Hospital,
CIDCO Chowk, N-3, CIDCO, Aurangabad - 431 003 (M.S.)