

## Women Conference - 2021

**Theme : "Women & Wealth Generation In The New World Order"  
Unchanged New Paradigm, on 6<sup>th</sup> March 2021**

The Much planned and dream event of President **Ms Minaxi Vaishnav** took place on the 6<sup>th</sup> March 2021-ironically just two days before the International Women's Day

In 1994, **Mr. Nayan Vaishnav** (Minaxi ben's brother), Past President, BMA and the enthusiastic team of BMA had organised an International Conference for Women on the same theme. It was a grand success with many participants and some very illustrious speakers and dignitaries over the two day event.

In spite of pandemic and restrictions on public gathering, we got the over whelming response around 150 plus participants across USA, UK, and India It was a grand success in its own way although it was an online event.

The MOC for this event Ms Alkama Jaipuri started by introducing the President of BMA, Ms. Minaxi Vaishnav and inviting her to give the welcome Address.



*"I extend my warm welcome to Respected Dr. Shamsheer Singh, Commissioner of Police, Vadodara City, Past presidents of BMA, Women's Conference Chairperson Madam Renu Bhatt, Our Key note Speakers Mr. H Madhavan Sir, Basin Manager, ONGC, Vadodara, Mr. Randhir Chauhan, MD, Netafim Irrigation India Pvt. Ltd, AIMA Representatives and Members, LMA Members, Organizational Leaders, All Eminent Speakers – Shivani Gupta, Nadege Minios, Priya Gopinath, Sonal Bhavsar, Sudhir Sharma, Kashmira Mehta, A M Tiwari, Special Invitees, BMA Stakeholders, Attendees and Representatives of Press and Media.*

*We are able to make it in once again in greater number even in new world order, thanks to chief guest of the function, the eminent speakers, invitees and our sponsors for adding great value to it, and raising the stature of the event.*

*Our Vision 2020-21 : sphere heading management thoughts, Insights and Best Practices for NEW NORMAL through Thought Leadership and Thought Strategy for Re-defining organizational practices for sustainable future landscape, by adapting new WOW, and that's how the theme of this very event : Women and Wealth Generation in New World Order".*

*I am very pleased to mention that With this thought process, we could successfully organize 5 Flagship events : Annual Management Convention in Oct 2020 : A Survive, Revive and Thrive to boost economy- post "Covid 19" turned out to be truly an international event.*

*Round Table Conference on "Role of Industries in Atma Nirbhar Bharat" and "Role of CSR during and after COVID 19", With National presence concluded*

*with our another featured program "Annual Awards for Outstanding Young Managers" (AAOYM-2021).*

*UNCHANGED NEW PARADIGM – New World Order and Women :*

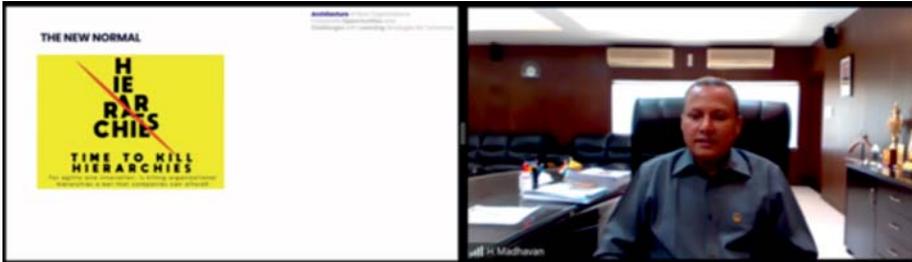
*What is unchanged is Human Values, aspirations, human expectations, ....and fundamentals, in the growing time and changing world order, every human being has an opportunity to visualize aspirations and expectations from a new perspective, a paradigm shift is must now. Our objective here is to present with insights and practices that how best, The organizations and especially women as one entity can bring in the desired paradigm shift by adopting new WOW, New insights, Changed aspirations and expectations with same unchanged values and fundamentals, by being adaptive to new World Order....which will ultimately generate Wealth and Success for the organizational value system on the whole".*

Next was the introduction of the Chairperson of the Conference **Ms. Renu Bhatt (Joint CEO–GSFC Agrotech Ltd.)** and MOC invited her to talk about the conference theme. She said that there will never be a new world order until women are part of it. She also spoke about speakers from diverse fields and lastly she welcomed all the Panelists, Office Bearers, Speakers and Participants.





That set the ball rolling. Mr. Hemant Shah, Vice President BMA then introduced Mr. H Madhavan (Basin Manager of ONGC, Vadodara) keynote speaker for this conference.



Mr. H Madhavan

**Session Topic:** " Architecture of New Organizations, Corporate Opportunities and Challenges with Learning Strategies for Tomorrow"

"Communication is a necessity for social life. Due to pandemic, we can connect with people all over the world but cannot meet people who are near to us. In this online communication, somehow the emotional connection is missed". He then gave a very illustrative talk with lots of pictures to show that women have always been associated with wealth and gave the example of Goddess Laxmi saying that when a girl child is born, we say "Laxmiji aaye hain"

He further went on to give some facts and figures to illustrate that despite this belief, the distribution of wealth in India is highly asymmetric and is decidedly tilted towards men. Anywhere between 20-30%, it is much below the global figure of 40% at an average.

Coming to the point of the structure of new organisation, he said that the atmosphere in the industries needs to be more conducive for women to work in, the mind sets need to change towards flatter hierarchies besides ensuring certain physical amenities as well.

Mr. Madhavan referred to the GIG economy and said it has provided many unconventional opportunities for women, specially in the new normal of work from home..... There are challenges too but strategic learning is key to the future businesses. Millennials and GenZ have the freedom to increase their income at a much faster rate due to innovations and creative approaches.

Also due to the new paradigm of WFH, men are forced to be at home and participate in doing some household chores as well, this he felt will help improve the role of women as men will get used to sharing household responsibilities!

After the keynote address it was time to welcome the Chief Guest, the Commissioner of Police for Vadodara City (minor adjustment had to be made in the timings due to some emergency at his end – the call of duty) The learned **CP-Dr. Shamsheer Singh** has a PhD in Management from IIT Delhi and has many achievements and feathers in his cap, during his illustrious career, having served in highly communally sensitive areas of the State as well as during the rehabilitation of Bhuj during 2001 Earthquake. He is credited for introducing Social Media in Policing and is also the winner of many prestigious awards.

**Dr. Shamsheer Singh, IPS**  
(Police Commissioner, Vadodara)



"Wealth cannot be generated without women and without women there is no meaning of the wealth". He said that WFH will give more meaningful opportunities for women as they can work at their convenience of time and there are untapped opportunities. Male domination he felt will now get reduced as they will now realize that women are equal contributors. He also said that 'Women Empowerment' is a misnomer – women are genetically more powerful and biologically more competent. They are already empowered by god. Studies have proved that women have adopted better than men even during the pandemic. Women can handle stress in a better way – as it is, they are used to doing multiple things. They are more flexible in handling crisis and stressful situations. Women even make good leaders due to some of these unique qualities they possess.

If men think they can empower women, they are wrong- they cannot do it.... They can only help by providing an enabling and facilitating environment.

He gave examples from his experiences in the police and the working of the SHE TEAM Elaborated further that the social environment can be a deterrent – which we can help change. Police can help by



becoming proactive. People are scared to come to the police station as it becomes a stigma – so the SHE TEAM goes out to people Helping girls, women and senior citizens, this is providing an enabling environment. Perception also needs to change about a clichéd image of women. Even in parks and public places more men are seen because women feel unsafe - so the SHE TEAM visits such places regularly. He said police is doing everything possible, but people also must come forward and report unwanted incidents – need not be an FIR, but atleast bring it to our notice. "Getting to the problem is getting to the solution" he said.

**Ms. Shivani Gupta**, (PMI, South Florida, USA Chapter President, on Advisory Panel for Broward College and Keiser University of Florida)

**Session Topic** : "Strategic Planning & Resource Management and Digital Transformation Towards Sustained Productivity"

She joined us online from Miami, USA, she spoke on how industries took advantage of the pandemic which incorporated Strategic Planning, Resource Management and Digital Transformation Towards Sustained Productivity. She emphasised on strategic planning and why it is important. Things to be kept in mind are Exploring the possibilities, Developing them into achievable targets, Considering the available budget and technology. Planning the action helps when it comes to the actual execution.

For Resource Management Shivani explained the responsibilities step wise for which the five things to be kept in mind are Skill Sets and

- Resource Capacity, Resource Allocation, Resource work management Team work management, Personal work management

Lastly speaking about how the Digital Transformation has taken place, she gave examples of Insta cart, Uber Eats and Telemedicine. She ended her talk by saying that IT has played a major role in changing our lives during the pandemic specially in health services and these changes are here to stay that in the true sense is Digital Transformation though it has disrupted many systems, it has provided better connectivity and approach.

**Mr. Randhir Chauhan**, (Managing Director, Netafim Irrigation India Pvt. Ltd)

**Session Topic** : "World Order - New Paradigms in Global Business"

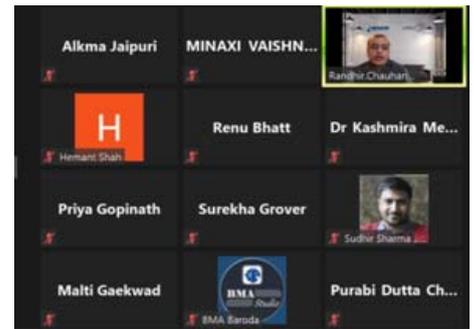
The MD of Netafim Irrigation India Pvt Ltd was introduced by Ms. Renu Bhatt.

On the onset he said that women have certain competencies which are unmatched by men, and that with changing dynamics opportunities are immense.

He said there is a conducive environment for new business growth for start-ups. This growth is fuelled by Talent, Needs of the market and a Conducive Environment and Technology. The world over and in India specifically, Start-ups have created a new segment of growth with almost 2000 new Start-ups a year.

In global business there are business models which are bringing in more innovation aligned to current needs. Expectations are agile and becoming different.

Being digitally fit is critical and opens new opportunities. The increasing options for new ventures have a spurt to growth. He closed on a highly optimistic note.



**Ms. Priya Gopinath**, (Head of Enterprise Counterparty Credit Risk Technology)

**Session Topic** : "Capital Markets-Career Prospects for Women Technologists"

Joining us from the technology hub in the South of India, she spoke about career prospects for women and explained very nicely what capital markets are giving example of an interesting story of a little girl. She elaborated on how to raise funds for your business and said this is an excellent time. There has never been a better time for women to grab an opportunity. Women need to break barriers and make a difference and be courageous, be collaborative and confident. Educate and upgrade yourself to get there. Make mistakes (everyone does!) and learn from them; no one is perfect, take risks, try new things.

- ❖ CAPITAL MARKET is a part of financial system which is concerned with raising capital funds by dealing in Shares, Bonds and other long term investments.

The market where Investment instruments like bonds, equities and mortgages are traded is known as the capital market.

She closed her session with the following tips:

- Preparation is more powerful than perfection, Be open to new opportunities, Broader your network, Have a mentor, Keep your sense of humour.

The next session was on Brand



Management, and the first speaker for the session was an Image Consultant from Baroda itself.



Ms. Sonal Bhavsar, (Image Consultant)

**Session Topic:** "Corporate and Individual Branding"

"You are Important Taking control of your public image is no more an option, it has become necessary! Your personal 'Brand' should not clash with your professional image, they should be carefully and consciously integrated online and offline".

Ones appearance matters. Clothing, Grooming and Body Language make the first impression which must be impactful and impressive.

Soft skills need to be cultivated for being a successful personality. Slowly one can work towards developing trustworthy and dependable associations and contacts. All these matter in creating your brand. With experience one learns to balance and nurture the different aspects of their persona. One needs to work towards building credibility and trustworthiness. Image Management is an Art but also a Science that can be learnt easily if one tries to.

If we don't Brand ourselves appropriately, people will brand us any which ways but that may not be suitable, so we better do it ourselves to our need and liking.



Mr. Sudhir Sharma, (Brand Consultant)

**Session Topic:** "Advertising and Brand Management"

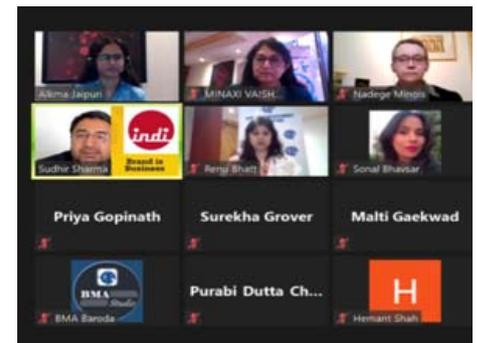
The next speaker talked on Corporate Branding. He said Brand is the Business. He gave example of different Brands and their stories of success which he had designed. He said business is of three types-

- Traditional Business
- Knowledge Business
- Imagined Business

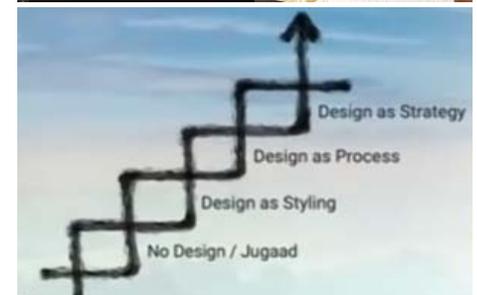
Life cycle of Products and Services revolves around the experience of feelings and emotions which form our opinion due to five senses like VISION, SOUND, TOUCH, SMELL and TASTE.

First awareness is created, next the required information is obtained and if

one is satisfied with these, transaction takes place. Where the Brand actually comes in is in the first stage when an illusion is created or perceived it can be good or bad, depends on how it is placed then it should match the experience, this then becomes the image of the brand. He gave an outstanding visual to demonstrate how a design strategy work.



The post lunch session started with enjoyable chair yoga conducted by our MOC Alkama followed by other dynamic speakers.



Ms. Nadege Minois, (Founder, Coaching Vision, Cultural Diversity)

**Session Topic :** "Merging of Cross Cultural Value System"

Spoke on Individual Excellence for Organisational Growth, which incorporated diversity in management for overall success. She said one has to keep in mind the



diversity within an organization and amongst the company's customers.

Speaking at our conference from overseas, Nadege spoke about merging of cross cultural value system. She said, largely we are still stuck on a mind-set that Management is Management in any country. Business is Business in any country and a Women are Women in any country We need to change this. Studies have shown the companies which are gender and ethnic diverse do much better financially. And she gave names and example of some such multinationals. She said 80% of job seekers prefer companies who have a D&I Strategy because it increases customer satisfaction and enhanced business performances. Diversity enables different ways of thinking, looking and approaching problems. Different strength and abilities bring better profits.



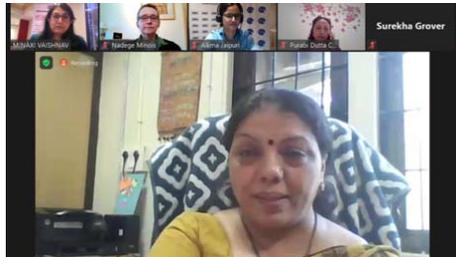
**Dr. Kashmira Mehta**, (Coordinator, Women Development Cell, Kachchh University, Bhuj)

**Session Topic** : "Harmonization of Individual, Family and Corporate & Women In Education"

A Professor from the Kachchh University –Bhuj was our next speaker. She spoke about "SAMMYAK" The balance between personal and professional life, Balance is the key. She said our desire to succeed professionally can push us to set aside our own well-being, so creating a harmonious work life balance is critical. To improve and maintain our physical emotional and mental wellbeing are equally important for a good career. She listed out reason for a poor balance first and then showed ways to achieve the required level. Elaborating on HOW, NOW & WOW she nicely explained what to do to reach a comfortable situation, giving example from her own life. In the end she gave us the

TEN COMMANDMENTS:

- Switch off
- Play to your strengths
- Prioritise your time
- Know your peaks and trough
- Plot some personal time
- Include family commitments
- Make your workspace work for you
- Tap into technology
- Know and nurture your network
- Manage your mind



**Ms. Purabi Dutta Chowdhury**,  
General Manager - Production -  
ONGC, Jorhat

**Session Topic** : "Enriched individuals as a Centre for organizational growth".

From ONGC Assam, she spoke about how enriched individuals can make a difference in society. First she explained who is an enriched individual. It can be the impact of Education or Qualification Society, learning certain Skills or it can be Circumstances and Situations. To illustrate her talk and make the subject interesting she gave examples and real life inspiring stories of two individuals who had single handedly made a difference for people and environment around them.

First story was of person called the FOREST MAN a young boy, a school dropout who dedicatedly planted trees and grew a big jungle all by himself. It's called MAJOUULI ISLAND.

The second story was of a poor orphaned school dropout girl, who having a tough life, a struggle at every step ended up establishing a bank for women approved by RBI working in the area of micro financing. The lady's name is Laxmi Borah and the bank is called KANAKLATA MAHILA BANK.

This brought us to the Valedictory session.



**Mr. Anand Mohan Tiwari**  
(Retired IAS)

**Session Topic** : "Corporate Social Consciousness - Women as a New Energy in Management"

At this juncture it was good to have him as a speaker with vast and varied hands on experience of working with all kinds of big and small

organisations and people from different walks of life.

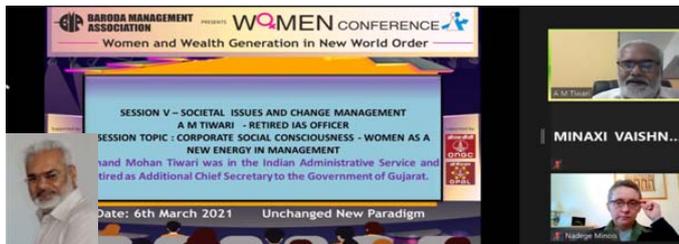
He started by accepting that, older and bigger organisation have fixed mind-sets (especially in regards to women employees) but better gender balance is now slowly picking up with facilities like WFH, mentoring and crèches of work place are being seen. He said many of the hurdles have been removed automatically with the new labour laws and government is also putting in efforts to remove stereotyping and discriminations by providing equal opportunities and provide an inclusive environment.

He shared his experience in trying to create and maintain gender equality in various companies and gave examples of outstanding women who have bust myths about their capabilities with their grit and determination. Honesty and Dignity are non-negotiable and most women leaders have these qualities.

Strategic Planning skills can be instilled and senior women should mentor the newer ones on the job. Women know how to prioritize things at home, so they can do well at the work place too and take a more proactive role instead of waiting for things to happen.

He ended by giving some good suggestions to BMA.

Before the VOT, The director of the conference was asked to give some of her views.



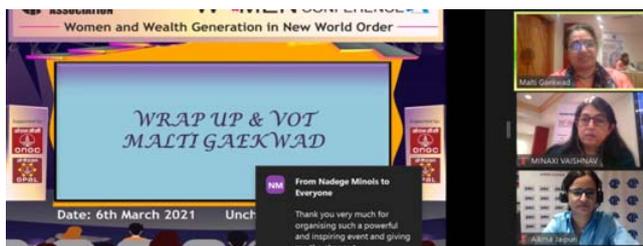
**Ms. Surekha Grover**, Director of the event "Women Conference" 2021 Wholeheartedly supported the event and actively participated in the event.

**Ms. Malti Gaekwad**

Director of the event "Women Conference"

She was one of the very few who had been part of the organizing committee of the Women Conference in 1994, which was on a much larger scale physically. At that time almost 600 people attended it. "I was the Chairperson of the Public Relation Committee and we had organized Press Conference in Delhi, Bombay, Ahmedabad and Baroda for wider coverage" - she said, "By and large people were surprised to see a lady handling the media!"

"Back then women were still struggling for a foothold of professional acceptance and their role in contributing to the overall wealth generation. But new things are different-women are now more empowered, educated, confident and competent in diverse fields. Now it's more about better acceptance in leadership roles, better work environment, better balance in personal and professional life and coming out winners in every possible way!"



### Some take aways from the Women's Conference

- There will never be a new world order if Women are not part of it.
- Women have always been associated with wealth in our country "Goddess Laxmi"
- Wealth cannot be generated without women, and without women there is no meaning of wealth.
- Women are genetically more powerful and biologically more competent – they are already empowered. They only need to be given the appropriate environment to work in.
- Be the SHE – RO of your own life story Push for what you want.
- Educate yourself to reach your goals. Try new ways take risks. No one is perfect.
- Take control of your image – It is important and necessary, not an option.

Design how you want to be seen and remember to integrate you actual and virtual image.

- Brand is the Business. If image and experience do not match it's not going to work.
- A woman is a woman in any country.
- You can't ask people to change if you are not ready to change yourself.
- Work on a common vision and common goal but respect diversity.
- Stay in the front. Set a good example.
- We can all become the centre for growth if we are driven by a vision and passion.
- A working woman needs a good support system to be able to perform well.

Reported by Malti Gaikwad

## Youth Conference: Igniting Mind Young India ( IMYI) 2021

Date : 20<sup>th</sup> March, 2021

### Theme : "Rukna Mana Hai"

Baroda Management Association and Kranti Guru Shyamji Krishna Verma Kachchh University jointly organized Igniting Mind Young India. The Igniting Mind Young India (IMYI) is a program that is designed for the youth.

The MOC for this event Shivangi Yadav started by introducing the President of BMA Ms Minaxi Vaishnav.



"I am extremely Delighted along with BMA-Youth conference committee and my fellow colleagues, today to host , this one another flagship event i.e. Igniting Minds Young India (IMYI) 2021 with the Theme "Rukna Mana Hai".

She extended a warm welcome to all eminent speakers and panelists and 350 participants.

Program on "Igniting Young Minds-start up 2021" You will Have The Opportunity to :

Turn your passions and talents into a real business, Learn from legendary entrepreneurs and sharpen your Pitch Meet and Network, Network, Network".

Next was the Introduction of Registrar of Kachchh University Dr. G M Butani by Vice President of BMA Mr. Hemant Shah .

**Dr. G M Butani**, Registrar of Kachchh University, Bhuj



He welcomed Professor Dr. Jayarajsinh Jadeja, he felt proud to also welcome Suhas Patel (CEO & Co-Founder Tvarit GmbH, Germany) and entire speakers for the event. Lastly he thanked BMA for organizing this webinar and giving opportunity to all the upcoming generation.

Next was the Introduction of BMA Youth Committee Chairman Mr. Kshitij Banker and invited him to talk about the webinar theme.

**Mr. Kshitij Banker**, Chairman, Youth Committee

He talk about IMYI Start-up 2021 Rukna Mana Hai. Ideas are encourage and Appreciating any Idea can a huge success this is in our own hand. He also gave some statistic figure, in 2020 there is 7000 new start-up has been success in India and raised venture capital investment 10 million USD. At last he talked about the webinar Speakers.

After this Vice President of BMA Mr. Hemant Shah introduced and Invite the

Keynote Speaker Mr. Suhas Patel (CEO & Co-Founder Tvarit GmbH, Germany) to give a designated keynote speech.

**Mr. Suhas Patel**, Former President of TIE Germany e.V and Co-Founder of Gujarati Samaj, Germany

**Session Topic** : "Enjoying the journey with Entrepreneurial Challenges".



He spoke about his journey. The Engineers normally thinks about solving the problem but when it comes to Management , Management thinks

How to Explain that Solution in simple word.

After completing his Bachelor in Computer Science for Master Degree he select France because he is passionate about entrepreneurship and he think his dream will be fulfilled in this country. He learned a lot with his failure in his life . He said you need to be persistence , every small decision should be written on paper, work with leader who drag the organisation. He ended his session by narrating a poem.

उठ नागिरक रसंभालना, उठ क रफि रप्रयास न क रना  
यह गुनाह है पर रुक नामना है !

एक बाजी हारना, हमेशा अफ़ सोसक रते रहना बस  
यह गुनाह है रुक नामना है !

ठोक रखाना खाकर ठ हरना, फिर आगे बढ ने का  
प्रयास न क रनाये गुनाह है रुक नामना है !

कीमतसमय कीना जानना, हर बात क लमें ड लना  
बस यह गुनाह है रुक नामना है !

हालात चाहे विपक्षी बने, हो ना चाहे संसाधन सभी,  
पर हो जहाँ वहा से शुरुआत ना क रनायह गुनाह है  
रुक नामना है !

गिरने से ड रनापर आगे बढ नेकीहिम्मत न क रना,  
जो है उससे शुरुआत न क रनायह सब गुनाह है रुक ना  
मना है !

**Ms. Charmi Dave** (Director and Founder NKC Foods Pvt. Ltd)

**Session Topic** : " How to simplify complex task-Failure"

She shared her presentation for her topic How to do this, Why to do this and what is the right age for being an entrepreneur

Thought process to start:-

- What you love?
- What you are good at?
- What you can be paid for?
- What the world needs?

ask these questions to yourself. She explained all these points briefly. She gave example of Maggie and from there she got the idea for Maggie wala. Her dream is to give best to the people. One has to be creative and be innovative. She given the example of MacDonaldd journey. Trust your process rather than thinking of what the society will say.

**Mr. Ankur Gor** (Founder and CEO Tulip Touch):-

**Session Topic:** "Journey of Success"



Learn what to do and how to do, one should take at least 5 years of experience in event management before stating a start-up. Entrepreneurship is the place where you have to dream from which you have to stick to one dream and start working on it. He was not supported for doing business, as he belongs to a service class family. He started with Divya Bhaskar 2.5 month planning. He also suggested to avoid partnership in a creative business. Hard work is very important to be successful in life. "Give your 1000 days to business will give you life" As plant needs water to grow in same way business needs hard work to grow. Your appearance means a lot.

**Professor Dr. Jayarajsinh Jadeja**, Vice Chancellor

He congratulated BMA & Kuchchh University for conducting IMYI 2021. He also said that all the young speakers are pursuing business in diverse field and he is very happy to see generation stepping ahead. He gave example of Swami Vivekananda उठो, जागो और तब तक मत रुको जब तक लक्ष्य की प्राप्ति ना हो जाये। Soonicorn to Unicorn, that is Rukna Mana Hai failure should never disappoint you. One good idea will take you to a start-up. Successful entrepreneur should have a focused goal and have determination. He also recommend Dr. APJ Abdul Kalam's book Igniting Young Minds India. Success comes from hard work. Trust your gut instinct, Plan your finances. Entrepreneurship is the key for transformation for India.

**Ms. Kriya Doshi**

(Founder and CEO Think Young):-

**Session Topic:** "Mistakes an Aspiring Entrepreneur Should Avoid"



She learnt about shares, finance etc . she was not allowed to join the family business from there she decided to have her own start-up "Think Young". She said Brand name is very important, also face the challenges in the mentality of Mumbai student and Surat students. She was revolving and thinking how to do things for success of business. Marketing is important for knowing the need of people. She learnt digital marketing and after that she got 20 student in his first batch. Done corporate program with Mahindra & Mahindra in COVID times. Every entrepreneur should be patient and work according to the changing environmental or industrial factors.

**Mr. Harish Katesia**, Director of the event "Igniting Young Minds-start up" in 2021.

He thanked all the Young eminent speakers for the great informative



sessions. He also appreciated the energy and usefulness of the different start up journey of all speakers, which can be helpful for the Upcoming Young Generation for opting their own Start-up. And then he invited

**Dr. Shital Bati.**



Dr. Shital Bati, Asst. Prof. Dept. of Commerce & Management -SSIP Co-ordinator Kachchh University for Vote of Thanks on behalf of Kachchh University. She thanked BMA for giving them the opportunity to be a part of IMYI - 2021. She also appreciated that all Speakers openly discussed about their challenging journey.

We had almost 400 plus Registration for the event with lot of insights and learning from the various speakers.

**Mr. Nimil Baxi**, Hon. Secretary

He first congratulated everyone for the successful event. Thanked chairman of Youth Committee. Mr. Kshitij Banker, Director of committee Mr. Harish Katesia for supporting BMA. He also thanked and appreciated the Young talent of India and the Young eminent speaker of the event. He thanked Professor Dr. Jayarajsinh Jadeja for always supporting BMA , appreciated Dr. GM Butani for giving the speech for the regional language Gujarati. Thanked Kachchh university coordinator Dr. Shital Bati, Dr. Kanishk Shah, Dr. Milind Solanki for jointly supporting BMA for organizing this great event. Lastly he thanked all the social & print media for directly and in directly supporting BMA.



## Leadership Series # 4 "New Labour Code 2021"

Date : 30<sup>th</sup> March, 2021  
Speaker : Mitul Shah

**Minaxi Vaishnav** President, BMA

"We are all excited to hear insights on "New Labour Code 2020" from a very eminent personality **Mr Mitul shah**, speak of the session.

India, one of the most labour-intensive countries of the world, has finally taken a leap of faith and codified 29 of its national-level labour laws into 4 codes. This is a bold and progressive move given that several labour laws were almost 70-80 years old and enacted largely in the industrial era. Indian economy has changed considerably since, and finally it's time for our labour laws to change. The efforts to codify our labour laws had originally started in early 2000 and finally have seen the light of the day."

Mr. Mitul Shah started with, " Transitioning into the New Labour Code". He explained definitions of wages with some inclusions and exclusions as per new Labour Code changes. Impact of new wage definition on gratuity was also explained. Mitul Shah also spoke about the new age workers and contract workforce. Some key changes were as follows:

1. Applicability of industrial relations code, 2020 on all service sector establishment.
2. Standing order provisions applicability on industrial establishment having 300 or more workers.
3. Negotiating union new feature of recognition of negotiating union & negotiating council.
4. Interpretation of standing orders to be referred to industrial tribunal.
5. Provides a mandate to consult trade unions while drafting the standing orders.
6. Strikes & lockouts provisions of prior notice applications of all industrial establishment / 6 weeks notice period replaced with 60 days notice period.
7. Increased the threshold of workers to 300 for obtaining the consult of government in case of lay off and retrenchment.

Mr. Keyur Parikh, Hon. Treasurer BMA, introduced the speaker for the event, **Mr. Mitul Shah**.

**Mr. Anand Majmudar**, A senior Managing Committee member and leading Advocate of Vadodara, thanked **Mr. Mitul Shah** for the wonderful and interactive session. He also thanked AIMA for giving us the collaborative opportunity to conduct this program in Association with AIMA and knowledge partner KPMG, all the participants, office bearers and BMA for organising the wonderful event.



### Friday Evening Talk on

## मेरे देश की धरती सोना उगले, उगले हीरे मोती... What about Farmer.

Baroda Management Association organized Friday Evening Talk on 12<sup>th</sup> March, 2021 on the topic, मेरे देश की धरती सोना उगले, उगले हीरे मोती...What about Farmer. And the speaker was, Mr. Shahishan Mandal (DY Manager), Mr. Aman Singhal (Mechanical Engineer), Mr. Kevinkumar Vasoya (Mechanical Engineer). This presentation of FET was presented by Winner of 30th AAOYM-2021 team.



## "Upcoming Disruption from AI and IOT"

Baroda Management Association organized Friday Evening Talk on 19<sup>th</sup> March, 2021 on the topic, Upcoming Disruption from AI and IOT .. And the speaker was, Dr Saurabh Shah.



## "Design Thinking"

Baroda Management Association organized Friday Evening Talk on 26<sup>th</sup> March, 2021 on the topic, Design Thinking ( its applicable in people, process and policies ) .. And the speaker was, Ms. Harini Sreenivasan.



A BIG Thanks to -

BMA & AIMA Members, AIMA Representatives, Non-member participating organizations and professionals, All dignitaries, speakers, Faculties, Partners, Associates, Sponsors, Managing committee & Sub committee Members, Steering Committee Members, Past presidents, Press/Media And last but not the least our Social professional media audience who supported and encouraged us directly/indirectly throughout the year 2020-2021.

By Office Bearers & Secretariat

### Testimonials

Prabhat Parihar on  
Women Conference

Student at Parul University

Comment

Great moment for all  
women entrepreneurs.

Nadege Minois - Speaker On  
Women Conference

All done by the  
conference organisers.  
They have done a great job with it.

Daisy Simonis - Participant on  
Women Conference

TEDx Organiser  
Helping introverts supercharge..

Comment

This looks amazing Nadege,  
what a great opportunity.



## BMA Distance Learning Program



**Baroda Management Association**

*In Collaboration with*  
**Krantiguru Shyamji  
Krishna Verma Kachchh  
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1. Sales and Marketing
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3. Industrial Relations, Personnel Management  
(Special Focus to New Labour Laws)

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For Registration And Enquiry  
Contact Us :- 7069069681 / 9427301773

Email us : [bmabaroda1@gmail.com](mailto:bmabaroda1@gmail.com) / [bmabaroda2@gmail.com](mailto:bmabaroda2@gmail.com)

## Editorial

Dear Friends

Men and Women have been partners in life and humanity in a balanced partnership, but today a woman's role is having a greater impact in society. In recent past even young women from rural India have been making landmark achievements in their chosen fields- from winning accolades on the sprats area to flying the Rafael which are no easy tasks.

In March BMA organized a conference on women and Wealth Generation. These days Women across the world are known and appreciated for their rational thinking, strategic planning and multitasking skills. We got to meet some such wonderful leaders during the conference and got nuggets of wisdom from them.

Another land mark event was the regular youth conference IMYI which also took place online and got a wonderful response. The theme itself was dynamic "RUKANA MANA HAI".

We also had something in the Leadership Series on New Labour Code on 30th March 2021,. The learned speakers gave various tips - which we are bringing you in Samanvaya. Besides that there have been the regular FETs, which too are continuing to get good participation.

Stay Safe, Stay Home, Stay Healthy



Malti Gaekwad

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