

Baroda Management Association



An Interview of Mr Arun Kumar

ED-Basin Manager, ONGC, Vadodara



MG : How long have you been with ONGC? Since when are you in Baroda?

AK : I started my professional journey with ONGC in 1982 when I joined as a Geophysicist in Baroda itself. I served as field geophysicist in different parts of Gujarat up to 1991 before being transferred to Assam. I consider myself fortunate as I got an opportunity in 2012 to serve once again in Baroda, the cultural capital of Gujarat. Since then I have been working in Baroda making it a 14 years stay in Baroda.

MG : Compared to the other places that you have been posted to during

your career, how does Baroda rate as a city?

AK : I have been posted to many other cities during the period 1991 to 2012 and while each place has its own charm and unique character, Baroda holds a very special place for me as it was the place where I began my professional journey. Baroda, while on the one hand is known as *Sanskarnagri* and cultural capital of Gujarat, it is very cosmopolitan and open to embrace people from different parts of country. People here are very friendly and do not let you feel like an outsider.

MG : When was ONGC set up in Baroda and how has the company contributed to the progress of Gujarat?

AK : ONGC's first Regional Office was set up at Baroda in April 1961. This was necessitated by the oil finds ONGC made at Lunej (Cambay) in 1958 and at Ankleshwar in 1960. After the oil strikes at Lunej and Ankleshwar, we made the discoveries of Ahmedabad and Mehsana oil and gas fields. Today ONGC in Gujarat is producing @ 5.84 million metric tonnes of oil and oil equivalent gas per year. So, ONGC has been the primary catalyst for the progress of Gujarat. With the prolific oil and gas production in the State, Gujarat Refinery was commissioned in 1966. Thereafter, many petrochemical, chemical and allied industries were set up and industrialisation grew at a rapid pace. Today Gujarat is reckoned as one of the most progressive States of the country, due to this.

MG : Tell us about your job? Why is your designation Basin Manager? Please elaborate.

AK : The exploration of hydrocarbons for the entire Gujarat is co-ordinated from the office at Baroda. It is also known as the Western Onshore Basin, Vadodara.

An area of nearly 59,000 sq. kms., extending from Gulf of Cambay in the south to Sanchor in the north is referred to as the Cambay Basin in context with exploration for hydrocarbons. As I am responsible for the exploratory activities of Cambay Basin, my official designation in ONGC is Basin Manager.

MG : ONGC is a Maharatna Company. Can you tell us how does a company get to be a Maharatna?

AK : The Central Public Sector Enterprises are categorised as Maharatna, Navratna and Miniratna in terms of their financial performance and operational set up. Any Public Sector Company with minimum prescribed public shareholding, average annual turnover of more than Rs. 25000 crore, average annual net worth of more than Rs. 15000 crore and average profit after tax of over Rs. 5000 crore, in last three years, is reckoned to be a Maharatna. ONGC was declared a Maharatna in 2010 and has since then continued to maintain its position.

MG : Can you tell us briefly about ONGC's offshore activities?

AK : Though, oil and gas fields of Cambay basin still continue to produce good amount of oil and gas, major component of ONGC's domestic oil and gas production comes from the fields located off the Western coast of India. Almost all the recent major oil and gas discoveries are also found in the offshore areas in Krishna Godavari and Kutch Saurashtra basins. While the

geological factors controlling the oil and gas accumulations remain same, there are significant differences in offshore and onland areas, offshore operations being more complex in nature involving huge infra-structure and high capital investment.

MG : ONGC supports a lot of cultural activities at local level. Do they come under the CSR category?

AK : Being part of the *Sanskarinagri* of Vadodara, ONGC has always endeavoured to promote art and culture to the best of its abilities. Some of these activities are sponsored by ONGC and if they are able to qualify under the govt. guidelines for CSR, ONGC is sure to support and promote them.

MG : ONGC is a big name. How will ONGC contribute to make Baroda a SMART CITY?

AK : It is indeed a matter of pride for all citizens of Baroda that our city has been included in the list of Smart Cities. The local administration has charted out road maps to ensure that we fulfil the required criteria and ONGC will strongly support any effort in this direction. Being an organisation which is technology intensive, we are willing to share our technological knowledge and experience for the benefit of the citizens.

MG : Does ONGC faces a challenge from the private companies in the future?

AK : I strongly believe that with the vast repository of knowledge and expertise that has been built up in ONGC over the last 61 years, ONGC does not have to worry about any challenge from the private sector. Yet, that does not mean we are complacent. Our management is constantly upgrading its policies, technologies and business approach to keep pace with the changing global energy scenario.

MG : ONGC is rated high amongst 'Best Employers'. What is your opinion on this?

AK : Yes, ONGC is one of the best employers in this country. Besides its exemplary HR practices and financial packages, ONGC is constantly innovating to provide bench marks in human resource development. The organisation ensures continuous development of its human force by regularly training the people at the best institutes and centres of excellence. It also ensures proper work life balance, health care facilities for the employees and their family members, gender equality etc. ONGC firmly believes in providing its people opportunity to develop their potential in areas other than the professional field even things like Mountaineering, Territorial Army, sports, culture, community work etc. ONGC is a large family and truly personifies 'Unity in Diversity.'

MG : Any message for the youth of today?

AK : Youth is associated with energy, spontaneity, ambition, independence, fresh ideas and enthusiasm. India is set to become the youngest country by 2020 with 64% of its population in the working age group. This demographic potential offers India and its growing economy an unprecedented edge that economists believe could add a significant 2% to GDP growth rate. Therefore my message to youth will be to keep the future in view and make the most of their time and energy wherever they may be placed. They must continuously try to enhance their skills and become relevant for the larger vision of the country.

- Conducted by
Malti Gaekwad

Managing Corporate Social Responsibility

Every Company having a net worth of Rs. 500 Crores or more or turnover of Rs.1000 Crores or more or a net profit of Rs. 5 Crores or more during any financial year needs to spend at least 2% of its net profit. These activities preferably to be carried out in nearby area of business operations of the Company. Section 135 of The Companies Act, 2013 (which was passed by the Parliament replacing the sold Act of 1956) relates to Corporate Social Responsibility. Let us look briefly at the Rules thereof made applicable from 01.04.2014.

CSR Committee for Companies and its functions:

The Committee should have a minimum of 3 or more Directors, out of which atleast one should be an Independent Director. The Committee should....

- Formulate and recommend to the Board, a Policy which shall indicate the activities to be undertaken
- Recommend the amount of expenditure to be incurred on the Activities and
- Monitor the CSR Policy of the Company from time to time.

Scope for CSR Activities:

Activities that may be included by the Company in its CSR Policy

- Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water;
- Promoting education, including special education and employment enhancing vocation skills and livelihood enhancement projects;

- Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes and day care centres and measures for reducing inequalities faced by socially and economically backward groups;
- Ensuring environmental sustainability and ecological balance as well as of natural resources and maintaining quality of soil, air and water ;
- Protection of national heritage, art and culture including restoration, understanding historical importance, promotion and development of traditional arts and handicrafts; and libraries
- Measures for the benefit of armed forces veterans, war widows and their dependents;
- Promotion of rural sports, nationally recognized sports, Paralympics sports and Olympic sports;
- Contribution to Prime Ministers National Relief fund or any other fund set up by the Central Government for socio- economic development and relief.
- Contributions to technology incubators located within academic institutions approved by the government;
- Rural development projects.

Some Salient Features and Rules in brief

The Board of the company may undertake activities approved by the CSR committee, through a registered trust or society or a Company established by the company or its holding or subsidiary or associate company u/s 8 of the Act or otherwise.

- * A company may also collaborate with other undertaking CSR projects in such a manner that the Committees of both companies are able to report separately in accordance with the rules.
- * CSR activities undertaken in India only shall amount to CSR Expenditure.
- * Activities that benefit only the employees and their families shall are not considered as a CSR activities in accordance with the Act.
- * Contribution of any amount directly or indirectly to any political party shall not be considered as CSR activity.

ALEMBIC LIMITED

.....is one of Baroda's oldest companies now celebrating its 110 year. For people outside the state Alembic was probably known as the manufacturer of the famous cough syrup, but in Gujarat apart from other things, it is well known for the Bhailal Amin General Hospital (BAGH) which happens to be one of the first multi speciality private hospitals set up in 1964.

It was in the year 1960, the then Chairman of Alembic, Shri Ramanbhai B Amin started a humble activity of encouraging people to donate blood which was supplied to anybody in the industry who needed it, especially from the industry for people injured on duty. The other activity started simultaneously was creating awareness on Family Planning (these were important issues those days.) Around the same time, Shri R.B. Amin had appointed Shri Babubhai Parikh a young graduate of MSW as a social worker. He was given the job to meet people in the community in and around Alembic and aware them about various social issues.

The activities grew with a dedicated person in charge.

In those days a huge sum of Rs. 75000/- was allocated by Shri R.B. Amin towards social work. In 1978 Rural Development Society was started and the activities grew even more to reach the village areas in the backward district of Godhara-Halol belt centred at PANELAV. The expansion activities incorporated the establishment of schools, training centres, hospitals, aid fund (monetary help) to employees, the Alembic Provision Store and many such.

Says Shri Babubhai Parikh who served Alembic as an employee for 36 years until 2002 and since retirement giving voluntary services that the vision of Shri Amin was not to give employment to people but to facilitate and empower them to be **self employed**. Under the Co-operative Society, 35 different activities were started. Fortunately Shri Chirayubhai Amin, wife Malavikaben and their children have continued to take all these activities forward in ways that are needed today. Apart from 5 well known schools in Baroda they have been working towards improving infrastructure and facilities in various schools in villages of Chota Udaipur in an endeavour to improve the quality of life, specially for the less privileged.

Shri Parikh who is now a Trustee with the Rural Development Society, has worked dedicatedly for decades, says he could do all this for two reasons. The main of course has been the trust and responsibility bestowed on him by the Amin (read Alembic) Family for three generations, who did not interfere in the various projects from time to time, apart from allocating the required funds even up to the tune of Rs. 15-20 lacs.

His personal inspiration was Shri Pandurang Shastri and his Swadhayaya movement.



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DEEPAK NITRITE LIMITED

..... made international news for its pioneering contribution in development work long before people had heard the CSR saga. The Deepak Charitable Trust was initially founded to help people in Saurashtra fight famine and floods. Then Shri C.K. Mehta formed the Deepak Medical Foundation and started a clinic at Nandesari for the community in the early 1970s.

Medical camps were conducted, and medicines given out, but a regular follow up was envisaged. During these checkups many children were seen to be suffering from polio. Further investigation lead to things like low rate of immunization, cerebral palsy due to gross methods of local delivery practices, infant mortality and malnutrition.

Soon a hospital was started and a big drive was launched jointly with the Kashiba Children's Hospital. Children with different problems were identified and provided with AIDS & APPLIANCES. Officials from Gandhinagar were invited to observe the activity. When they got a firsthand experience of short comings of their programmes like immunization etc., the government machinery joined hands with the Foundation. The mother and childcare projects got a great thrust – with the team now going into villages. Also training camps were held to educate the mothers about the medical milestones in a child's early life and healthy practices.

At that time allocated fund was around Rs.2 lacs per year. Shri Deepak Mehta the Chairman had a clear vision of Empowering communities in underprivileged areas to ensure holistic development, economic stability and a life of dignity.

For this, he gave the liberty to **double** the budget every year!

Slowly the foundation expanded its ambit and started working with *anganwadis* in the nearby villages providing them health care and training.

The next step was to work with the subjugated women. First of all their problem of having to fetch drinking water from long distance was solved by the DCT. After that with the help of Baroda Dairy small dairy farming units were set up in 8 villages on an experimental basis. that changed the lives of these women. They started earning and learnt a lot of things. They learnt to save; they formed *Bachat Mandals* for their small savings and slowly learnt to operate bank accounts. They were further given training in Communication Skills as well as Health and Livelihood, with support from Ford Foundation. The other programmes DCT undertook were Anti addiction, HIV AIDS awareness with the Aids Control Society and education on Male Concern for Semen Loss.

Driven with an overall objective of building capacities of grassroots, health functionaries and developing evidence based models of efficient human resource management a **Public Health Training Institute** was established by the Foundation in 2011-12.

Currently the Foundation implements its activities in collaboration with communities, government, non-profit organizations, research and academic institutions, and networks of Civil Society Organizations (CSOs) and the corporate sector. The Foundation has been accredited by Credibility Alliance and is also certified as an ISO 9001:2008 organization.

WITH INPUTS FROM MRS. ARUNABEN LAKHANI & MRS. ARCHANA JOSHI

TRANSPEK INDUSTRIES LIMITED.....

A chemical products company of the Shroff group carries forward the basic philosophy of the family, which has been: *“To earn profit from society in business is not a sin but, to earn only profit and not return anything to society is a sin”*. Hence wherever the family set business, the social activities in surrounding areas and villages were started. In this process Shroffs family has established some reputed social organizations in and outside Gujarat. Following the family philosophy, Shri Govindji Shroff with some likeminded people instituted, “Shroffs Foundation Trust” (SFT) with an initial donation of Rs.2.00 lakhs and handed over the Trust to Shrutiben Shroff, a 30 year young member of his family.

SFT started with great enthusiasm to serve society creating opportunities for livelihood, improve the standard of living, providing medical services and adding other avenues as the need arose. Things like adding agricultural health to its fold due to eruption of crop disease. After interacting with the scientists of Agriculture University for the solution of disease attack, Shrutiben got lifelong support from them. Later, a senior entomology scientist Dr. J. R. Patel, become a member of SFT and contributed in shaping up the agriculture services of the Foundation. Farmers from a cluster of eight villages surrounding Kalali were affected by disease and pest attacks on crops shattering their economy. The drought of three years during 1985 to 1987 resulted in drying of wells. Intervention became imperative. SFT built a team of Agriculturist, Geo-hydrologist and a social worker to understand and address the issues. About 650 farmers adopted scientific farming and benefitted by field clinics

and problem solving interventions. Irrigation wells were also revived by installing rain water recharge systems.

Soon SFT realized depletion had spread to adjoining villages of Padra, hence SFT expanded the outreach in 37 villages of Padra block with focused interventions.

The agriculture scientist started educating these farmers on soil, water and plant health related issues. Later, a fully equipped **Khedut Mahiti Kendra** was established. Additionally the farmers were facilitated to avail the benefits of government programs.

In the year 1994, SFT initiated the tribal development work in Chhotaudepur Talukas with watershed programs and helped in building 249 water harvesting structure resulting conservation of 6.74 lac cubic meter of water. The program has benefited 12000 ha. land, and increased irrigation over 1265 ha. in 36 tribal villages. This learning experience was incorporated in the Tribal Area Development vision exercise done during 2010 by SFT. As a result program named "OJAS"-Orsang Jal Ane Smarudhhi- was initiated in 2011 to prepare micro level planning of villages for soil and water conservation.

Women Empowerment: SFT focused on women to bring them in mainstream of development by organizing them in Self Help Groups and Cooperative Societies, through skill development programs. These efforts have created employment opportunities round the year minimizing the distressed migration.

Strengthening the Medical and Public Health Services:

Ramkrishna Paramhansa Hospital (RKP):

RKP hospital started in 1987 at village Kalali-Vadodara with need based

medical services for the under-privileged people of surrounding area. Today it has expanded as a 24 x 7 multi-disciplinary 38 bed hospital, offering diagnostic facilities and services like Radiology, Physiotherapy, Laboratory, Drug Store, Ambulance and Emergency Services under one roof. Dialysis Services and Mother and Child Health Care are emerging services at RKP. A special division called '*Matru ane Bal Arogya Vibhag*' has Neo-Natal ICU, Paediatric ICU and Paediatric ward facilities. The 'Cold Coffin' service has been recently introduced as a social cause. This expansion has brought new energy in RKP team. In 2007 Hemodialysis service was started, offering quality services at affordable cost. Today, RKP has established itself as one the most affordable place for dialysis around Vadodara.

Sharda Medical Centers (SMC) – Efforts to address the needs of un-served Areas: The public health services in rural areas badly affects basic health programs resulting in higher infant and maternal mortalities rates; considering the fact SFT initiated "Sharda Medical Center" which is a combination of curative and preventive health services.

Education and Training: SFT is continuously thriving to facilitate the transformation of potential into actual excellence. This good cause always attracted many well wishers to extend programmatic and financial supports. The journey starts from interventions with primary schools and reaches up to establishment of Vocational Skill Training Institutes. These include School Support Programme for quality education in the schools. Literacy Campaign bringing in Functional literacy which has completed ten years and touched the lives of 7000 + tribal women with literacy. Youth Development Centre (YDC) – Nachiketa: evolved with broader objectives of "Man making" in helping rural youth to imbibe qualities of sportsman spirit, ethics and skill enhancement as future livelihood. This program aims at, setting the ideals for youth through ethics and value based education, personality development by trainings on soft skills.

Vivekananda Institute for Vocational and Entrepreneurial Competence (VIVEC)–a Vocational training centre:

Vocational training is very important in our education system, thus it becomes an important tool for socio-economic stability and directing youth in nation building. The Vivekananda Institute for Vocational and Entrepreneurial Competence (VIVEC), established in 2011, is a Public-Private – Partnership (PPP) initiative of SFT, Transpek Industries and Tribal Development Department, Government of Gujarat.

VIVEC has completed six years and is now recognized by the National Council on Vocational Training (NCVT) and Ministry of Education and Training, Government of Gujarat. The campus of VIVEC is located at village Paldi, 15 Km away from Vadodara city is having state of the art infrastructure for Vocational Trainings along with residential facilities for 400 trainees at a time.

Thus, SFT's journey over three decades has been to empower those at the bottom of the pyramid through capacity building to enable them to rise from poverty and deprivation to prosperity.

WITH INPUTS FROM MR. VIKAS VAZE

Full Day Workshop on GST (Goods and Service Tax)

Date: August 12, 2017 | **Venue:** The Hotel Gateway (Taj)

A Management Development Programme on the GST Act was conducted on 12th Aug, 2017 at The Hotel Gateway (Taj) by Baroda Management Association to try and remove many gaps in the knowledge and help the Traders / Business owners / Corporate bodies interact with the learned panel of speakers.

The Chairman of MDPs Mr Chandresh Makhija started the programme by addressing the 132 odd participants. He said, "Much has been published about the new tax law since its launch on 1st July, 2017 and has been discussed very vigorously in many forums, but the number of participants present today is indicative of the fact that there are many grey areas where the tax law is still not understood and hence difficult to implement. To facilitate this we have with us a unique panel of speakers who would take you through the complete journey of how's and whys of this unique GST Act.

He then introduced the young and dynamic President of BMA Mr Gaurish Vaishnav to kick start the knowledge series.

The first speaker of the day was CA Mr Nirav Shah, a practicing chartered accountant of repute, who took the entire 90 minute session on what the old system of taxation was (Sales Tax, Excise, Import Duty, Service Tax etc.,) He gave a case to case study of how each scenario would be taxed in the old and new system with detailed understanding of GST:SGST-CGST-IGST & UTGST.

LIMITATION OF OLD SYSTEM

1. Multiplicity of taxes and rates
2. Entry barriers across States
3. Cascading of taxes
4. Goods V/s Services Contraversy
5. Lack of Uniformity
6. Multiple Administration

He also touched upon the meaning of "Input tax credit" & "Supply".

A round of question answer session started off with never ending questions from the audience.

BMA eventually announced a HELP DESK to answer the queries sent in (email only) by the participants and all members of BMA to be answered by the experts.

The second session was addressed by Advocate Mr Nayan Sheth explaining in detail the journey of how GST Act was formed, its pitfalls, discussions between the central and state governments, reaching a consensus between the two on sharing of tax revenue etc.



Mr. Gaurish Vaishnav



Mr. Nirav Shah



Mr. Nayan Sheth



Mr. Sanjay Saraswat



Mr. Yogen Mahadevia



Mr. Chandresh Makhija



Mr. Rajiv Thakkar

He also touched upon how the taxable events started off in the old and new systems and what triggered the event for collection of tax, at what rate and by whom.

He also touched upon how the new Tax Law would avoid duplicity of taxation, redundant refund practices bringing in more transparency and authenticity for paying tax. Mr. Sheth explained how the emphasis on digital payments, e-filing, auto refunding will make the law more vibrant and encompass all the traders, manufacturers and service providers.

The third expert of the day was an IRS Officer, Mr. Sanjay Saraswat, Superintendent of GST, Vadodara.

A learned officer giving insights on role of:

- GST council members and their inputs on how to simplify the taxation format
- Role of IT infrastructure to facilitate compliance and GST Credits
- Assessment and penalty
- Meaning of Work Contracts, Job Works, Intra-state and Inter-state supply etc.

His explanation with case studies alongwith patient answers to the participating candidates made it worthwhile.

The last speaker was Advocate Yogen Mahadevia who has more than 45 years of experience in presenting cases on Sales Tax, VAT & Service Tax. He explained in detail about registration, Input tax, Credit and Invoice, Returns & Assessment. Vote of Thanks was proposed by BMA's Vice President Mr. Rajiv Thakkar

All in all a very fruitful session wherein all the 132 candidates had lot of compliments for BMA team on this enlightening MDP.

- Written by

Mr. Chandresh Makhija

RTC on CSR

:Theme :
“Challenges to Opportunities”

Date: August 22, 2017

Venue: The Hotel Gateway (Taj)

Inaugural Session

Mr. GaurishVaishnav, President BMA gave his inaugural speech to kick start the proceedings of the conference. He emphasized the need and relevance of CSR in a changing scenario of socio-economic life.

CA. Mr Bimal R. Bhatt, (Advisor RTC on CSR) explained the objectives of conference by referring to the present global challenges of education including women empowerment, health, environment, energy, human rights, skill development, water and waste management, sustainable livelihoods, human rights, etc., He talked about “17 Sustainable Development Goals-2030” for a sound civil society, emphasized about competition to the collaboration with views of Prof. C. K. Prahalad on importance of engagement with poor citizens, quoted Mr. N R Narayana Murthy, Founder, INFOSYS and Mr. Arun Maira, Ex-Planning Commission Member, Government of India for knowing the concept of corporate citizenship and emphasized how can we forget the relevance of Mahatma Gandhi and Sardar Patel for a happy, peaceful and loving society.

As the Chief Guest, Mr. Mitesh Shah, Managing Director of Steelco Gujarat Ltd. talked about need and responsibilities of companies to take care of society, emphasizing the need for the companies for their own survival and growth over a period of time, also shared companies’ experience and taking help of nearby village women as a part of CSR responsibilities.

Mr. Atul Shroff, MD of Transpek Industries shared practical experience

of dealing with employees and execution of various CSR related activities through “Shroff Foundation”.

Ms. Avi Sabavala, Immediate Past President gave vote of thanks while explaining the need for such type of conference for debate and discussion for better solutions.

First Session

Dr. Prof. Satish Deodhar, IIM-Ahmedabad talked about “Is India’s mandatory CSR sustainable?” He critically analyzed the role of government for the social development of large number of citizens, more so about relinquishing its responsibilities to private sector, compared the overall income tax structure in various countries with ours which is considerably high including now 2% towards CSR, referred to Lord Krishna through Chapter 17 verse 20-22 from GITA and explained the relevance of satvik, rajsik and tamsik in our life, talked about relevance of thoughts of Adam Smith, Milton Friedman, Mahatma Gandhi and emphasized about failure of Government in providing basic services to the citizens in last 70 years.

CA. Dr. H.B. Patel, ED (Finance) & CFO, GACL shared about “Business Model-Strategy & CSR- Role of Board of Directors”. He explained that CSR essentially a concept whereby firms integrate social and environmental concerns in business operations and interaction with their voluntary and mandatory activities, took the participants from the year 1953 to present days to understand the concept and issues involved, referred to section 135 and Schedule VII under the Companies Act, 2013, explained that any strategy addresses historical, political, economic and sociological dimensions in domestic and global context and therefore, give due weightage to time, money, power, mind and attitude towards issues in running the operations. Compliance versus Governance should be kept in mind for successful implementation of CSR policies.

Mr. Prasad Pradhan, Director, Sustainable Business & Communications, Unilever-South Asia shared the “Unilever Sustainable Living Plan”. He said the views of Founder William Hesketh Lever, 1890 on cleanliness, less yet important work and role of women, fostering health and make life of customers more enjoyable and rewarding. He explained the purpose and vision like positive social impact, decouple environmental footprint and business growth at commonplace, provided actual data and vision for improving health and well-being of more than 1 billion people, reducing environmental impact by half and enhancing livelihoods for more than millions through their business model and strategy. They work through Brands with a purpose, work across the entire value chain and believe in impacting positively to communities. He shared their inputs about women empowerment through working of more than 72,000 “Shakti Ammas” across the country. He ended with a video of “SUVIDHA”, a new approach for toilets in slum areas in Mumbai.



Mr. Bimal Bhat

Mr. Mitesh Shah

Mr. Atul Shroff

Ms. Avi Sabavala

Dr. Satish Deodhar

Dr. H. B Patel

Mr. Prasad Pradhan



Ms. Urja Shah

Mr. Amit Mehta

Mr. Chinmay
Sengupta

Mr. Niraj Lal

Dr. Rajasi
A. ClerkDr. Bhavna
Mehta

Second Session-Case Studies

Ms. Urja Shah, CEO Setco Foundation, Kalol, Panchmahal shared on "Anganwadis-Source of Child & Family Development". She gave a new dimension to the functioning of Anganwadis through a transformational approach from an infant to child to adolescent to mother to father to extended family to communities. She explained the rationale behind starting of activities due to more than 79% children severely malnourished in 2009 in nearby areas. The first Anganwadi was inaugurated by then CM Mr. Narendra Modi. She was very clear about benefits of scale and impact while working through public-private partnership, with balanced meals and milk are provided daily to reach the growth targets of Health and Nutrition program. Early intervention is very vital for the growth of a child and also involvement of all surrounding communities. In this transformation process, a healthy mother is most vital for long term benefits.

Mr. Amit Mehta, CEO Maa Foundation, Vapi shared about "Social Innovation & CSR". Innovation in CSR is a necessity through corporate conscience, citizenship and responsible business. Their Foundation works with professionalism, dynamic team, standardized content with understanding the sentiments of an NGO so as to reach the needy and deserving citizens, focus is on education and vision to make "Valsad District", a role model for the entire country, they try to find out the root cause of the multi-level problems in education and accordingly, impart right education, training and development throughout the career of a student. They organized science and technology fair, mathematics fair, mind games, etc for the overall development of a child. Teacher's skill enhancement program is also a major part of initiatives for a positive impact and he provided detail data of each activity. Their model is replicated by around 10 NGOs across India.

Mr. Chinmay Sengupta, COO, ICICI Foundation, Mumbai shared his company's efforts on "Skill Development - Efforts & Result". Inclusive growth is the motto of their Foundation. Programs which are sustainable and scalable are implemented in-house to drive the outcomes and also measure its impact in the long term. Their current emphasis is to enable sustainable livelihood through skill development programs in rural as well as urban India with presence in 18 states with 24 full-fledged Skill Academies. Training included life skills, financial literacy and to adapt to an organized working environment. Their record is 100% placement of the trained youth. They work with ICICI Bank for economic inclusion of villages, and focus on locally relevant skills, to restrict migration and make the villagers financially independent. They established "Rural Self-Employment Training Institute" which consistently ranked as top performing institute across the country by the Central Government. Up till now they have trained more than 1,35,000 youth across the country.

Third Session-Panel Discussion on "CSR Need or Force?"

Moderator: Prof. Dr. Bhavna Mehta, FSW, M.S. University

Members:

- 1) Prof. Dr. Rajasi Clerk, Department of Social Science, Gujarat University
- 2) Mr. Niraj Kumar Lal, Head-CSR, Arvind Ltd.
- 3) Mr. Chinmay Sengupta, COO, ICICI Foundation

Prof. Bhavna Mehta initiated the discussion with her views on the relevance of CSR in present scenario and talked about starting of new course of CSR at FSW, M S University with emphasis on Research and Development. The Panel members discussed about rationale and morality of CSR, globalization and its impact on countries, importance of education and health of people at the bottom of pyramid, dangers of lack of health facilities, conversion of demographic dividend into demographic disaster if not adequately cared, importance of public-private partnership, impact of digitization on youths and family, role of academics in changing the dynamics of society, upliftment of rural India and more important joining hands to scale up the ultimate benefits to the large section of society in the decades to come. There was a consensus about CSR a need for our country. Overall, it was an emphatic debate, discussion and dialogue through their distinct vision, experience and wisdom.

Participants from Industry, University, and NGOs were greatly benefited with this knowledge sharing, experience and wisdom of each of the speakers. Everyone truly appreciated Baroda Management Association for organizing this conference.

- Written by
Mr. Bimal Bhatt

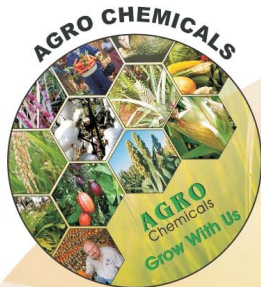


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HOME CARE

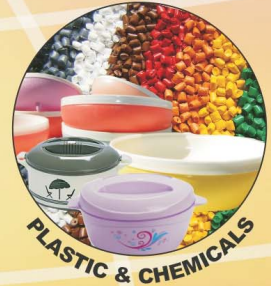


HEALTH CARE



CONSTRUCTIONS

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Special Talk on “Swine Flu Awareness – Protect Your Health”

Date: September 1, 2017 | **Venue:** BMA

Preventive Measures for Swine Flu

Swine flu is dreaded by everyone these days but it is curable. FET was conducted on the topic and as an important subject Samanvaya brings it to you in a nutshell.

The information shared by the two invited doctors **Dr. Udgeeth Thaker** and **Dr. Smita Gautam**, covered two aspects of the disease. What is Swine flu, how to we get infected as well as affected by it and how we can strengthen our immunity to be healthy enough to combat getting the disease. They also bust some myths and misconceptions.



Dr. Smita Gautam



Dr. Udgeeth Thaker

Swine flu is otherwise known as Influenza. A viral disease is affecting the mucus lining in the mouth, nose, respiratory tract, lungs and even the stomach. It has been known to exist for over a century, in 1918 about a 100 million died due to this virus. In 1993 the first anti-viral medicine was invented and since then there have been constant improvements, but again in 2009 there was pandemic which killed millions despite the medicine. A study showed that the virus changes its protein structure constantly and dodges the vaccine; which means even if one has taken a preventive vaccination, you still have 70% chance of getting the infection. So what should one do? Follow these simple measures:-

- * Wash your hands frequently and regularly with soap or use sanitizer.
- * Avoid shaking hands with anybody.

- * Try not to touch your mouth, nose, eyes after having touched what could be infected items - all around you.
- * Avoid going to public places as far as possible.
- * Avoid touching railings, handles etc. which are touched by all types of people in public places.
- * Meet a doctor immediately if you feel Breathlessness, Dizziness, Lethargy, Low Blood Pressure, and Blood in Sputum especially along with common cold, sore-throat and fever.

How To Build Immunity To Protect Yourself With Yoga Through MBA Movement, Breathing and Awareness:

Do six simple asanas/ poses like

- Tadasana (mountain pose)
- Adho mukh svanasana (downward facing dog pose)
- Trikonasana (Triangle pose)
- Utkatasana (Chair pose)
- Bhujangasana (Cobra pose) and
- Matsya asana (Fish pose)

Kapalbhati Pranayam (breathing out forcefully from the nostrils) helps to keep the respiratory track clear and build immunity.

Brahma Gaurav Award

A leading HR Professional of Vadodara and former President of Baroda Management Association, Mr. Sandeep Purohit has been conferred with the first ever state level "Brahma Gaurav Award 2017", organized by Samastha Gujarat Brahma Samaj.

Over 650 nominations from across the state were received in about 20 different categories. Sandeep Purohit was recognized for his contributions in the field of Business / Profession. The ceremony was held on 20th August at Pandit Deen Dayal Auditorium near Rajpath Club, Ahmadabad and was graced by over 3000 citizens from all over the state.



Forthcoming Events

29th Annual Management Convention

Date: September 15 & 16, 2017 | Venue: The Hotel Gateway (Taj)

BARODA MANAGEMENT ASSOCIATION
presents

29th ANNUAL MANAGEMENT CONVENTION 2017
EMPOWERING INDIA'S GROWTH ENGINE

Powered by **RR KABEL**

DATE: 15th & 16th September, 2017
VENUE: The Hotel Gateway(Taj), Akota, Vadodara

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OUR EMINENT SPEAKERS

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|---|--|---|
| <p>Mr. Amit Tripathi Entrepreneur / Digital Marketer / Trainer</p> | <p>Mr. Asit Kumar Modi Indian TV Producer (Tarak Mehta Ka Oolta Chahnikah)</p> | <p>Mr. Avinash Joshi, IAS Managing Director, ONGC Petro Additions Limited (OPAL)</p> |
| <p>Mr. Avinash Phadke President & Mentor, SRL Diagnostics Pvt. Ltd.</p> | <p>Mr. Chris Higgins Business Head, Ideate Labs</p> | <p>Mr. Parag Desai Head Of Sales & Marketing, Mitchell-USA</p> |
| <p>Dr. Pradip Khandwalla Former Director, IIM Ahmedabad</p> | <p>Puja Swami Paramatmananda Saraswati Convener & General Secretary, Hindu Dharma Acharya Sabha</p> | <p>Mr. Rajat Sharma Chairman & Editor-in-Chief, India TV</p> |
| <p>Mr. Robin Banerjee Managing Director, Caprihairs India Ltd.</p> | <p>Mr. Robin Bhatt Actor & Writer, Bollywood</p> | <p>Mr. Shailesh I. Patwari President, Gujarat Chamber of Commerce Industry (GCCCI)</p> |
| <p>Mr. Shishir Joshipura Managing Director & Country Head, Sif India</p> | <p>Mr. Shiram Iyer The Senior Manager, Axis Aniro Bank</p> | <p>Padma Shree Dr. Subroto Das Founder Lifeline Foundation, Technical Head, Road Safety Subgroup, NITI Aayog</p> |
| <p>Mr. Udit Sheth Managing Director, Se TransAsia Pvt Ltd.</p> | | |

FEES DETAILS FOR AMC

Non Members: ₹ 3500/-

BMA Members: ₹ 2500/-

BMA Life / Patron: ₹ 2200/-

Students: ₹ 1500/-

*Mentioned fees is inclusive of GST 18%

FOR REGISTRATION

☎ 0265 – 2353364, 2344135, 6531234

✉ bma.amc@gmail.com
bmabaroda4@gmail.com

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**MDP on
Essentials of Employee's / Industrial Relations**
Faculty : Mr. Krishnakumar Lele

Date: September 27, 2017 | **Venue:** BMA

Overview of The Programme

Globalization has changed business greatly. It has forced industries and service sector to look at its policies on employee's relations and employer- employee's conflict resolution mechanism and its management process. There is an utmost need to design strategic and proactive systems and policies in the function of HR, known as "Industrial/ employees' Relation". In order to focus on such issues, concerns and their remedies, this program is design to meet the needs of plant managers and HR/ Industrial Relation Manager. The program is aimed at providing fundamental essentials in the area of Industrial/ employees' relations, in an industry

Course Contents

- An overview of relevant labor laws-Interfacing the IR functions.
- IR – problems, issues, concerns and remedies.
- Recognition of Trade Unions – Law and practice, Management's charter of demands.
- Handling of IR conflicts-agitation, go low, strikes and lock outs and relevant judgments of Supreme Court.
- Concept of collective bargaining and negotiation skills in getting a settlement/ agreement with union/ workers.
- Pro- active IR- practices and policies.
- Designing of a model of IR policies and functions in industry/ service sector organizations.

For Registration Contact Us : BMA
(0265) 2344135, 2353364, 6531234
bmabaroda2@gmail.com

From the Editor's desk 

Dear Friends,

CSR is the buzz word these days, but what is it? Recently GOI had also done a mega conclave on CSR at GSFC, and BMA too had its very successful RTC on the subject. Do we all really understand it? We know that the TATA family has been one of the most philanthropic corporate houses in India since over a century, funding and supporting all kinds of activities, even promoting the arts. Gujarat being the land of Gandhi has had its own share of industry leaders who worked silently for decades. In this issue Samanvaya takes a peep into few of these companies ALEMBIC, DEEPAK NITRATE and TRANSPEK INDUSTRIES for its readers along with some details of what the Government's guidelines on this are.

This month we have the interview with the Basin Manager of ONGC Vadodara, which would not have been possible without the help of Mrs. Madhulika Burman their Corporate Communication Officer.

Samanvaya conveys hearty congratulations to Sandeep Purohit for his award.

This issue also carries few tips on simple preventive measures we all can take to avoid getting the dreaded Swine Flu.

Keep well and healthy, see you all at the AMC in large numbers.

Malti Gaekwad

FRIDAY EVENING TALKS

| SR | DATE | TOPIC & SPEAKERS |
|----|------------|--|
| 1. | 15.09.2017 | Navratri Management by Ms. Shweta Joshi |
| 2. | 22.09.2017 | Know Your Plastics Before You Say No by Prof. Nitin Bhate |
| 3. | 29.09.2017 | Video Presentation |
| 4. | 06.10.2017 | Special Talk on: Achieving Economic Progress - the Sustainable Development Way by Ms. Avi Sabavala |

Venue : BMA, Guru Narayana Centre for Leadership, 2nd Floor, Anmol Plaza, Old Padra Road, Vadodara.

Publication Committee:

Ms. Malti Gaekwad Chairperson

Editorial Team:

Ms. Malti Gaekwad Editor

Ms. Amita Jaspal CEO

Ms. Nileema Nagdev Tr. Program Officer

Mr. Anand Majmudar Hon. Secretary



BARODA MANAGEMENT ASSOCIATION

Anmol Plaza, 2nd Floor, Old Padra Road, Vadodara - 390 015. GUJARAT.

Phone : +91 265 2344135, 2353364, 6531234

TeleFax : +91 265 2332919

E-mail : bmabaroda1@gmail.com

Web : www.bmabaroda.com

