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THE FEDERATION OF TELANGANA CHAMBERS OF COMMERCE & INDUSTRY

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Sri R. Ravi Kumar
President, FTCCI

A Well-known technocrat and industrialist Rachakonda Ravi Kumar is unanimously elected as President for the year of 2025-26 at its 108th Annual General Meeting held on 15th July, 2025 at Federation House, FTCCI, Hyderabad.

Currently serving as the Executive Director of at M/s. Zetatek Technologies Pvt Ltd, a Company driven by a dedicated team leads a globally unique enterprise that manufactures critical testing and simulation equipment for Defence, Aerospace, Automotive, Electronics, Nuclear, and Seismic sectors. He also serves as an Independent Director at Telangana Industrial Health Clinic Limited.

His election comes after a long-standing association with FTCCI, where he has served in various key roles - including Senior Vice President (2024–25), Vice President (2023–24), Managing Committee, Member, Chairman of Expert Committees of FTCCI viz. Industrial Development Committee and Human Resources and Industrial Relations (HR&IR) committees and also as Chairman of Committee overseeing 14 ITI institutes.

A multifaceted personality, Mr. R. Ravi Kumar brings over three decades of entrepreneurial leadership and is actively involved in spiritual, sports, and philanthropic activities.

Zetatek has emerged as a pioneering force in testing and simulation technologies since its inception in 1990. It is the only company globally to offer a complete range of advanced simulation solutions under one roof, catering to the rigorous needs of defence-grade and aerospace environments.

Zetatek's Product Portfolio Includes:

- * Environmental Simulation Chambers
- * Motion Simulators (Rate Tables, Precision Centrifuges, Hardware-in-the-loop Simulators)
- * Pan-Tilt Positioners & Electro-Optical Tracking Systems (EOTS)
- * Counter-Unmanned Aerial Systems (C-UAS)

Zetatek Technologies is proudly aligned with India's Defence Acquisition Procedure (DAP) 2020 under the Buy (Indian-IDD) category, actively contributing to the Make in India and Aatmanirbhar Bharat initiatives.

Mr. Ravi Kumar is a senior faculty member of the Art of Living Foundation, where he has conducted numerous stress management workshops across India and abroad for professionals, politicians (including cabinet ministers), and sportspersons.

A passionate sportsman, he has represented the state at national-level in Shuttle Badminton, a sport he continues to pursue with enthusiasm.

GOVERNMENT OF TELANGANA

ABSTRACT

Labour, Employment, Training & Factories Department - Ease of Doing Business - Reforms in Priority Areas - Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) – Allowing employees to work daily 10 hours per day subjected to 48 hours per week in all Commercial establishments (other than shops) in the State of Telangana – Orders – Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB-I) DEPARTMENT

G.O.Rt.No. 282

Dated: 05-07-2025

From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.C2/2566/2015, dt:22.05.2025.

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In the circumstances reported by the Commissioner of Labour, Telangana, Hyderabad in the letter read above, Government after careful examination of the matter hereby exempt all Commercial Establishments (other than Shops) as defined under Section 2(5) of the Act, from the applicability of sections 16 and 17 of Telangana Shops and Establishments Act, 1988 subject to following conditions.

2. Accordingly, the following notification shall be published in an extraordinary issue of Telangana Gazette, dated:08.07.2025:

NOTIFICATION

In exercise of the powers conferred by sub-section (4) of section 73 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988), the Government of Telangana hereby exempt all Commercial Establishments (other than shops) as defined under Section 2(5) of the Act, from the applicability of sections 16 and 17 of Telangana Shops and Establishments Act, 1988 from the date of publication of this notification, to allow daily working hours of 10 hours subjected to weekly hours limit of 48 hours among others under Ease of Doing Business, subject to following conditions:

- (i) Daily Hours for an employee shall not exceed 10 hours and weekly working hours shall be 48 hours. For the work done beyond 48 hours, employee is entitled for overtime wages.
- (ii) No employee shall be required or allowed to work for more than six hours in any day unless he/she has had an interval for rest of not less than 30 minutes.
- (iii) The periods of work of an employee in an establishment shall be so arranged that, along with his / her interval for rest, they shall not spread over for more than twelve hours on any day.
- (iv) Any employee may require or allowed to work in an establishment for any period in excess of the 48 hours per week on payment of overtime wages, subject to a maximum period of 144 hours in any quarter of year.
- (v) If the above conditions are violated, the exemption orders issued to the company shall be revoked by the Government at any time without prior notice.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

Sd/-
M. DANA KISHORE
PRINCIPAL SECRETARY TO GOVERNMENT



भारतीय रिज़र्व बैंक

RESERVE BANK OF INDIA

RBI/2025-26/64

DoR.MCS.REC.38/01.01.001/2025-26 July 2, 2025

Reserve Bank of India (Pre-payment Charges on Loans) Directions, 2025

Availability of easy and affordable financing to Micro and Small Enterprises (MSEs)¹ is of paramount importance. However, Reserve Bank's supervisory reviews have indicated divergent practices amongst Regulated Entities (REs) with regard to levy of pre-payment charges in case of loans sanctioned to MSEs which lead to customer grievances and disputes. Further, certain REs have been found to include restrictive clauses in loan contracts/agreements to deter borrowers from switching over to another lender, either for availing lower rates of interest or better terms of service. Accordingly, as announced in the Statement on Developmental and Regulatory Policies dated October 9, 2024, a draft circular in this regard was issued on February 21, 2025 for public consultation.

2. Based on a review of the supervisory findings and public feedback received on the draft circular, the Reserve Bank, in exercise of the powers conferred by Sections 21, 35A and 56 of the Banking Regulation Act, 1949, Sections 45JA, 45L and 45M of the Reserve Bank of India Act, 1934 and Section 30A of the National Housing Bank Act, 1987, hereby issues the Directions hereinafter specified.
3. (i) These Directions shall be called the Reserve Bank of India (Pre-payment Charges on Loans) Directions, 2025.
(ii) These Directions shall be applicable to all loans² and advances sanctioned or renewed on or after January 1, 2026.
4. These Directions shall apply to all commercial banks (excluding payments banks), co-operative banks, NBFCs and All India Financial Institutions.
5. An RE shall adhere to the following Directions regarding levy of pre-payment charges on all floating rate loans and advances:
 - (i) For all loans granted for purposes other than business to individuals, with or without co-obligant(s), an RE shall not levy pre-payment charges;
 - (ii) For all loans granted for business purpose to individuals and MSEs, with or without co-obligant(s):
 - (a) A commercial bank (excluding Small Finance bank, Regional Rural bank and Local Area bank), a Tier 4 Primary (Urban) Co-operative bank, an NBFC-UL, and an All India Financial Institution shall not levy any pre-payment charges.
 - (b) A Small Finance bank, a Regional Rural bank, a Tier 3 Primary (Urban) Co-operative bank, State Cooperative bank, Central Cooperative bank and an NBFC-ML shall not levy any pre-payment charges on loans with sanctioned amount/ limit up to ₹50 lakh.
 - (iii) The Directions at paragraphs 5(i) and 5(ii) above shall be applicable irrespective of the source of funds used for pre-payment of loans, either in part or in full, and without any minimum lock-in period.
 - (iv) Applicability of above Directions for dual/ special rate (combination of fixed and floating rate) loans will depend on whether the loan is on floating rate at the time of pre-payment.



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6. In cases other than those mentioned at paragraphs 5(i) and 5(ii) above, pre-payment charges, if any, shall be as per the approved policy of the RE. However, in case of term loans, pre-payment charges, if levied by the RE, shall be based on the amount being prepaid. In case of cash credit/ overdraft facilities, pre-payment charges on closure of the facility before the due date shall be levied on an amount not exceeding the sanctioned limit.
7. In case of cash credit/ overdraft facilities, no pre-payment charges shall be applicable if the borrower intimates the RE of his/ her/ its intention not to renew the facility before the period as stipulated in the loan agreement, provided that the facility gets closed on the due date.
8. An RE shall not levy any charges where pre-payment is effected at the instance of the RE.
9. The applicability or otherwise of pre-payment charges shall be clearly disclosed in the sanction letter and loan agreement. Further, in case of loans and advances where Key Facts Statement (KFS) is to be provided as specified in the Reserve Bank's circular dated April 15, 2024 on 'Key Facts Statement for Loans and Advances', the same shall also be mentioned in the KFS. No pre-payment charges which have not been disclosed as specified herein shall be charged by an RE.
10. An RE shall not levy any charges/ fees retrospectively at the time of pre-payment of loans, which were waived off earlier by the RE.

11. Repeal Provisions

With the issue of these Directions, the instructions contained in the circulars/ Master Directions mentioned in Annex, issued by the Reserve Bank, shall stand repealed from the effective date of these Directions. All the repealed circulars shall be deemed to have been in force during the relevant periods, prior to the coming into effect of these instructions.

(Veena Srivastava)
Chief General Manager

