



ISO 9001 : 2015

FTCCI Review

CIN No.U91110TG1964NPL001030

THE FEDERATION OF TELANGANA CHAMBERS OF COMMERCE & INDUSTRY

Vol.II No.38 | October 6, 2021 | Rs.15/-

President

K. Bhasker Reddy

Senior Vice-President

Anil Agarwal

Vice-President

Meela Jayadev

Immediate Past President

Ramakanth Inani

Chief Executive Officer

Khyati Amol Naravane

Managing Committee

Chakravarthi AVPS

Vinod Kumar Agarwal

Subba Raj Gowra

CV Anirudh Rao

Venkat Jasti

Manoj Kumar Agarwal

Meela Sanjay

Devata Rama Kumar

Abhishek Tibrewala

Sanjay Kumar Agarwal

A. Prakash

Rupesh Agarwal

Narayan Inani

Prakash Chandra Garg

Prem Chand Kankaria

Polavarapu Prem Kumar

Krishna Kumar Maheshwari

Musunuri Ramakrishna Prasad

D. Sunil Reddy

Suresh Kumar Singhal

Manish Surana

CA Suresh Kumar Jain

Challa Gunaranjan

Pawan Kumar Bansal

Naresh Chandra Gelli V

CA Sudhir VS

K Mohan Raidu

Dr. Tasneem Shariff

P. Krishna

R. Ravi Kumar

Rajendra Agarwal

Dr. K. Narayana Reddy

CA Ritesh Mittal

Smt. Bhagwati Devi Baldwa

Srinivas Garimella

Editorial Board

CHAIRMAN

Sri Arun Luharuka,

Past President, FTCCI

MEMBERS

Dr. M.Gopalakrishna, I.A.S (Retd.)

Sri Srinivas Garimella,

Member, Managing Committee -FTCCI

Editor

Smt. T.Sujatha, Deputy CEO

Ministry of Finance

ECLGS' scope expanded and scheme extended till 31.03.2022

Posted On: 29 SEP 2021 3:41PM by PIB Delhi

Emergency Credit Line Guarantee Scheme (ECLGS) since its launch, has extended relief to over 1.15 crore Micro, Small and Medium Enterprises (MSMEs) and businesses. It has provided support to eligible borrowers in meeting their operational liabilities and restarting their businesses in the wake of disruptions caused by the COVID-19 pandemic.

As on 24th September 2021, loans sanctioned have crossed Rs. 2.86 lakh crore under the Scheme and out of total guarantees issued, about 95% of the guarantees issued are for loans sanctioned to Micro, Small and Medium Enterprises.

Government has been receiving demands from various Industry bodies and other stakeholders to extend the scheme to ensure continued support to eligible sectors/businesses. With a view to support various businesses impacted by the second wave of COVID 19 pandemic, it has been **has decided to extend the timeline of Emergency Credit Line Guarantee Scheme (ECLGS) till 31.03.2022** or till guarantees for an amount of Rs 4.5 lakh crore are issued under the scheme, whichever is earlier. Further, the last date of disbursement under the scheme has also been extended to 30.06. 2022.

The following modifications have been made in the scheme to enable support to businesses impacted by the second wave of COVID

- Existing borrowers under ECLGS 1.0 & 2.0 would be eligible for additional credit support of upto 10% of total credit outstanding as on 29.02.2020 or 31.03.2021, whichever is higher.
- Businesses who have not availed assistance under ECLGS (ECLGS 1.0 or 2.0), can avail credit support of upto 30% of their credit outstanding as on 31.03.2021.
- Businesses in sectors specified under ECLGS 3.0, who have previously not availed ECLGS, can avail credit support up to 40% of their credit outstanding as on 31.03.2021, to the maximum of Rs.200 crore per borrower;
- Incremental credit can be availed within these limits by existing ECLGS borrowers whose eligibility increased because of change in cut off date to 31.03.2021 from 29.02.2020.
- Accordingly, Borrowers who have availed assistance under ECLGS and whose credit outstanding as on 31.03.2021 (excluding support under ECLGS) is higher than that on 29.02.2020 shall be eligible for incremental support within the cap stipulated under ECLGS 1.0,2.0 or 3.0.

The modification introduced would ensure that businesses adversely impacted by the second wave of COVID 2019 get enhanced collateral free liquidity . Further this provides much needed support to all the ECLGS borrowers (which mainly consist of MSME units) in time for the busy / festival season.

The revised operational guidelines in this regard are being issued separately by National Credit Guarantee Trustee Company Limited (NCGTC).

GOVERNMENT OF TELANGANA

ABSTRACT

RULES - Labour Employment Training & Factories Department - New Labour Codes - Industrial Relations Code, 2020, the Industrial Relations (Telangana State) Rules, 2021 - Preliminary Notification - Orders - Issued.

LABOUR EMPLOYMENT TRAINING & FACTORIES (LAB-I) DEPARTMENT

G.O.Rt.No. 479

Dated: 29-09-2021

Read the following:-

1. The Industrial Relations Code, 2020 (Central Act No.35 of 2020) notified by the Ministry of Labour & Employment, GOI, New Delhi in Gazette No.60, dt:29.09.2020.
2. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.F2/5034/2019, dt: 08.07.2021.

ORDER:-

The Ministry of Labour & Employment, Government of India, New Delhi, has notified the Industrial Relations Code, 2020 (Central Act No.35 of 2020), an Act to consolidate and amend the laws relating to Trade Unions, conditions of employment in industrial establishment or undertaking, investigation and settlement of industrial disputes and for matters connected therewith or incidental thereto vide first read above.

2. The Commissioner of Labour, Telangana, Hyderabad in his letter second read above has furnished draft rules on the Industrial Relations (Telangana State) Rules, 2021 with a request to issue notification calling for objections and suggestions from general public and stakeholders in the matter.
3. Government, after careful examination of the matter hereby decided to issue draft rules, namely the Industrial Relations (Telangana State) Rules, 2021 in exercise of the powers conferred under section 99 of the Industrial Relations Code, 2020 (Central Act No.35 of 2020) read with section 24 of the General Clauses Act, 1897 (Central Act No.10 of 1897) inviting objections and suggestions from general public and stakeholders in the matter.
4. Accordingly, the following notification shall be published in the extraordinary issue of Telangana Gazette dated: 30.09.2021:

PRELIMINARY NOTIFICATION

The following draft rules, which the Government of Telangana proposes to make in exercise of the powers conferred by section 99 of the Industrial Relations Code, 2020 (Central Act.No.35 of 2020) read with section 24 of the General Clauses Act, 1897 (Central Act No.10 of 1897) and in supersession of all the rules made by the State Government in exercise of the powers conferred by the Trade Union Act, 1926 (Central Act No.16 of 1926), the Industrial Employment (Standing Orders) Act, 1946 (Central Act No.20 of 1946) and the Industrial Disputes Act, 1947 (Central Act No.14 of 1947) as the case may be, which are repealed by section 104 of the said Industrial Relations Code, 2020.

except as respects of things done or omitted to be done before such supersession, are hereby notified, as required by sub-section (1) of said section 99, for information of all persons likely to be affected thereby and notice is hereby given that the said notification will be taken into consideration after the expiry of a period of thirty days from the date on which the copies of the Official Gazette in which this notification is published are made available to the public;

The objections and suggestions, if any, should be addressed to the Commissioner of Labour, T.Anjaiah Bhavan, RTC 'X' Roads, Hyderabad, Telangana by post or through email: col.labour.telangana@gmail.com & jcl.ts.hq@gmail.com. The objections and suggestions should be sent in a proforma containing columns (i) specifying the name and address of the person / organization and column (ii) specifying the rule or sub-rule which is proposed to be modified and column (iii) specifying the revised rule or sub-rule proposed to be substituted and reasons therefor;

Objections and suggestions, which may be received from any person or organization with respect to the said notification before expiry of the period specified above, will be considered by the State Government.

Full details - Visit our website : www.ftcci.in

To get regular WhatsApp updates from FTCCI, kindly save Mobile Number 9100199948 in WhatsApp Device (Mobile Phone/Tab) and send a WhatsApp Message with "Start & your Name" to this number, as the updates are being sent by WhatsApp through "WhatsApp Broadcast" Group. Members who save the number will only receive the FTCCI's updates through WhatsApp (9100199948) number in their phone.



GOVERNMENT OF TELANGANA

ABSTRACT

Labour Employment Training & Factories Department - Code on Wages, 2019 (Central Act No.29 of 2019) - Code on Wages (Telangana State) Rules, 202 - Preliminary Notification - Orders - Issued.

LABOUR EMPLOYMENT TRAINING & FACTORIES (LAB-I) DEPARTMENT

G.O.Rt.No. 480

Dated: 29-09-2021
Read the following:-

1. The Code on Wages, 2019 (Central Act No.29 of 2019) notified by the Ministry of Labour & Employment, GOI, New Delhi in Gazette No.48, dt: 08.08.2019.
2. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.F2/5034/2019, dt: 07.07.2021.

ORDER:-

The Ministry of Labour & Employment, Government of India, New Delhi has notified the Code on Wages, 2019 (Central Act No.29 of 2019), an Act to amend and consolidate the laws relating to wages and bonus and matters connected therewith or incidental thereto, vide the Gazette of India notification first read above.

2. The Commissioner of Labour, Telangana, Hyderabad, in his letter second read above, has furnished draft State rules on Code on Wages (Telangana State) Rules, 2021, under the Code on Wages, 2019 (Central Act No.29 of 2019) with a request to issue notification calling for objections and suggestions from general public and stakeholders in the matter.
3. Government, after careful examination of the matter, hereby decided to issue draft rules namely the Code on Wages (Telangana State) Rules, 2021, which the State Government proposes to make, in exercise of the powers conferred under section 67 of the Code on Wages, 2019 (Central Act No.29 of 2019) read with section 24 of the General Clauses Act, 1987 (Central Act No.10 of 1987) by inviting objections and suggestions from general public and stakeholders in the matter.
4. Accordingly, the following notification shall be published in an extraordinary issue of Telangana Gazette dated: 30.09.2021.

PRELIMINARY NOTIFICATION

The following draft rules, which the State Government proposes to make, in exercise of the powers conferred under section 67 of the Code on Wages, 2019 (Central Act No.29 of 2019) read with section 24 of the General Clauses Act, 1897 (Central Act No.10 of 1897) and in supersession of all the rules made by the State Government in exercise of the powers conferred by the Payment of Wages Act, 1936 (Central Act No.4 of 1936), the Minimum Wages Act, 1948 (Central Act No.11 of 1948), the Payment of Bonus Act, 1965 (Central Act No.21 of 1965) and the Equal Remuneration Act, 1976 (Central Act No.25 of 1976), as the case may be which are repealed by section 69 of the said Code on Wages, 2019 except as respects things done or omitted to be done before such supersession, are hereby notified, as required by sub-section (1) of said section 67, for information of all persons likely to be affected thereby and the notice is hereby given that the said draft notification will be taken into consideration after the expiry of a period of forty-five days from the date on which the copies of the Official Gazette in which this notification is published are made available to the public;

The objections and suggestions, if any, should be addressed to the Commissioner of Labour, T.Anjaiah Bhavan, RTC 'X' Roads, Hyderabad, Telangana by post or through email: col.labour.telangana@gmail.com & jcl.ts.hq@gmail.com.

Objections and suggestions, which may be received from any person with respect to the said draft notification rules before expiry of the period specified above, will be considered by the State Government.

Full details - Visit our website : www.ftcci.in



We are very happy to inform that FTCCI has created a helpdesk for the benefit of all our members to support them with necessary guidance in the following areas.

- ▶ Direct Taxes
- ▶ Banking
- ▶ Energy
- ▶ Indirect Taxes
- ▶ Insurance
- ▶ International Trade.
- ▶ Human Relations, IR, (HR Compliances)
- ▶ MSMEs
- ▶ Company Law; IBC; CSR
- ▶ Legal

The main purpose of the helpdesk is to provide guidance to the members in getting the necessary help to resolve the problems.

All the members are requested to make use of this help desk facility

Forward your queries to helpdesk@ftcci.in

MEMBERS ATTENTION!

Certification of Origin & Attestation of Export Documents

The Chamber is recognized by the Government of India to issue Certificates of Origin for non-preferential countries. Export documents are also accepted as authentic by the Consular offices of various countries and international authorities.

Visa Facilitation

The letters of recommendation are issued to Embassies and Consulates for issue of business visa to representatives of member companies for business travel.

Passport under Tatkal Scheme

FTCCI is being recognized by the Govt. of India to issue Verification Certificate to the Owners, Partners Or Directors of the Companies having Membership with the FTCCI.

For details, please contact

Mr. FIRASATH ALI KHAN | Email: co@ftcci.in | 040-23395515-22



The Federation of Telangana Chambers of Commerce and Industry

Federation House, Red Hills, Post Box No. 14, Lakdikapool, Hyderabad - 500 004
 Ph : 23395515 (8 lines) | Fax : 040-23395525 | e-mail : info@ftcci.in | Website : www.ftcci.in

The Federation of Telangana Chambers of Commerce and Industry

SarvHR
Connecting Business, People, Process

3rd Edition of FTCCI HR ACHIEVERS AWARDS-2021

"The Pinnacle of Success"

INTRODUCTION

Presenting yet again a recognition program that values your efforts. It's time to mark and celebrate the best HR processes and people management practices. FTCCI along with the knowledge partner SarvHR, collectively announces brand new version of the "Recognition Program" this year, to identify the organizations following the best practices in people processes. It's an initiative that recognizes a company which supports successful HR processes and people with objectives.

WHO CAN PARTICIPATE

The program is meant for enterprises of all sizes- small, medium and large. The enrollment has to be completed on or before 10th October, 2021

HOW TO PARTICIPATE

Interested participants need to follow the enrollment steps given below:

NOMINATION :

For the selected category to be received individually, Small, Medium organization with a turnover up to 250 Cr. and Large organizations with a turnover above 250 Cr. have a segment of their own. Total awards proposed are 10. There shall be a nominal fee of participation in each category. Companies can nominate in one or more categories, as per the eligibility criteria.

EVALUATION:

- Level 1:** Screening of all the first level entries will be done based on the criteria & eligibility given.
- Level 2:** First stage review based on pre-defined parameters by evaluation panel. List of shortlisted applicants will be announced.
- Level 3:** Finalists will give detailed presentation in front of final panel. Panel will ask questions from the participation and rate every applicant.
- Level 4:** Winners will be decided based on the consolidated average ratings given by all the panel members. Winners will be announced.

DECLARATION

The Committees will review the program and honour the winners in FTCCI HR Award Ceremony which will be held in November 2021.

(Note: There will be two committees assigned for evaluation - The first level evaluation committee and the final committee. These committees will consist of judges from various backgrounds such as Industry, Financial, Technology background etc.)

AWARDS CATEGORY

Small & Medium Organization

(can nominate for any of the below categories)

- Champions in Talent Acquisition and Management**
Talent Acquisition is a critical component of any organizations HR strategy. These practices determine the manpower that enters and eventually runs the organization machinery and have an important impact on the employer brand and perceived employee value proposition.
- Best in Learning & Development**
A learning organization is one which promotes and enhances continuous learning of its employees in order to remain competitive. Learning and knowledge acquisition encourage critical thinking and experimentation resulting in improved employee contributions over time.
- Best in Performance Management Review Process**
HR Analytics is the process by which the value of the organization's people is measured and improved for the purpose of enhancing overall organizational performance. The key elements include the tools and technology being adopted, integrating analytics with organizational financials.

Large Organization

(can nominate for any of the below categories)

- Excellence in Diversity & Inclusion**
Diversity & Inclusion is the collective mixture of differences and similarities that includes for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences and behaviors.
- Best in Employee Engagement Strategy**
A well-planned-out strategy linking employee engagement to the core of the business. The strategy should be holistic, explaining how all aspects of the employee experience have been considered to improve engagement with the organization and what it seeks to achieve.
- Best in HR technology / Analytics**
Any organization that has used technology to move HR forward. It could be via the application of HR software and analytic systems, online recruitment or an e-learning program and AI and chatbots. It could also explore how HR has supported a major tech investment across the organization.
- HR Future Leader of the year**
(Self nomination or by organization)
This award recognizes the game changing HR directors of the future. It is open to any HR professional and celebrates the rising stars who have already made a big impact on their organizations.

ENROLLMENT PROCESS FOR PARTICIPATION

Step 1: Registration
Register for the FTCCI-HR Awards 2021 by going on the official FTCCI website and giving basic details and signing a declaration form.

Step 2: Application Fee Payment
Pay one time application fee based on the award category. Each organization can participate maximum in 3 to 4 categories. (Give price details, online link and cheque details)

For Small and Medium Industries:
Rs. 5000 + GST @ 18% per category Per element

For Large Scale Industries:
Rs. 7500 + GST @ 18% per category Per element

For HR Future Leader of the year:
Rs. 5000 + GST @ 18% per category Per element

Step 3: Download & Fill Application Form
Download the application form based on the category you want to participate in.

Step 4: Application Submission
Fill the application form and attach all the supporting documents and share your entries by mail for participation.

EVALUATION PARAMETERS FOR SELECTION

To guarantee that all nominations are carefully screened and verified prior to the selection of winners the evaluation process will take course over three main stages, and will be conducted by independent, yet cooperative bodies. It is the responsibility of the organizing body to objectively and impartially execute the evaluation process, within the good practices of the agreed code of conduct.

QUESTIONNAIRE TO SHARE THE DATA AND EVALUATION RATINGS WILL BE DEFINED ON FOLLOWING ASPECTS.

- Innovation & Transformation:** This includes innovation in the design, delivery mechanisms and implementation, tracking of the system/process and -original communication campaigns and design of metrics around it.
- Impact & Effectiveness:** It evaluates the business and strategic impact of the said HR initiative. Recognition of the process in external and internal forums and tracking of metrics showcasing its success are also encompassed in this parameter.
- Sustainability & Reliability:** It includes routine and consistency in the said HR initiative. A sustainable and scalable venture has detailed norms and guidelines, attached to it and improves itself based on feedback and audits.

ABOUT FTCCI

The Federation of Telangana Chambers of Commerce and Industry (FTCCI), 104 year old organization, acts as a bridge between the trade, industry and the government. It participates & suggests their policies on industry, labour laws, energy, environment, direct & indirect taxes, along with various other issues, to the government. The body aims at promoting and protecting the interests of trade, commerce and industry.

ABOUT SARVHR

SarvHR is a premier HR solution and advisory firm, with a broad range of varied HR services, solutions and products, catering to clients across different industry verticals, aligning them with the best practices and move them towards automation.

FOR REGISTRATION [CLICK HERE](#)

For Details : Ms. Vasuki Madhurima
 Ph: 9908633680 | eMail : vasuki@ftcci.in

The Federation of Telangana Chambers of Commerce and Industry
 Federation House, 11-G-041, Red Hills, Hyderabad-500004.
 Ph: 23395515 (8 lines) | e-mail : info@ftcci.in
 Website : www.ftcci.in

SarvHR
Connecting Business, People, Process

Here's calling all large, medium or small organizations, to get enrolled in this prestigious program and contribute to enhance their work environment. Recognition would raise the bar of excellence and open the doors of success for every individual enterprise, be it large, medium or small. So, make the most of this opportunity and leave a trail of success stories.

We welcome Your Participation

FTCCI Review attempts to keep abreast its members with latest information on various developments taking place around the globe. If you have any news/information on the issues related to Government policies, programs and latest developments that you may like to share with the FTCCI members, please write to sujatha@ftcci.in