ESTD:1917

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THE FEDERATION OF TELANGANA CHAMBERS OF COMMERCE AND INDUSTRY

Vol.VI. No. 08 | February 19, 2025 | Rs. 15/-

Highlights of UNION BUDGET 2025-26

The Federation of Telangana
Chambers of Commerce and Industry

ESTD:1917

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Enabling Excellence
Knowledge Partner

Achievers HR

Announcing

6th *Edition of* FTCCI HR AWARDS 2024

" The Crown of Achievement "

6th Edition of HR Awards, to celebrate the people centric HR practices implemented by organizations who stood as examples to others for their pro-employee and pro-human resource growth-oriented practices.

Awards CATEGORY

Small, Medium and Large Enterprises can nominate for one or more categories:
(A nominal fee applies for participation in each category)

1. Best in Talent Acquisition and Management
2. Best in Learning & Development
3. Best Performance Management System
4. Best in Employee Engagement Strategy
5. Best in HR Technology

Individual Category:
(Can nominate by organization or self)

1. Best HR Manager (Eligibility : Min. 5 years of experience)
2. Best HR Head (Eligibility : Min. 15 years of experience)

Enrollment process For participation

Please click the provided link and complete the registration by filling in all the required details.

- For Small & Medium industries: **Rs. 5000 +18% GST** (Per Category)
- For Large Scale industries: **Rs. 7500 +18% GST** (Per Category)
- For Best HR Manger: **Rs. 3000 + 18% GST**
- For Best HR Head: **Rs. 5000 +18% GST**

SCAN / CLICK HERE
SUBMIT YOUR NOMINATIONS

LAST DATE FOR NOMINATIONS
25th February, 2025

Suresh Kumar Singhal	R.Ravi Kumar	K K Maheshwari	Meela Sanjay
President	Sr Vice President	Vice President	Chair, HR & IR Committee

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FEEDBACK
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The Federation of Telangana Chambers of Commerce and Industry

International Women's Day 2025

EmpowerHer: Accelerating Equality and Empowerment

6th March 2025 (Thursday) | 11:30 am
The Marvel, T-Hub, Hyderabad

Followed by Lunch

Scan/Click to Registration

Chief Guest

Ms. Shikha Goel, IPS
Director General of Police, Women Safety Wing, Telangana

Speakers

Ms.Keerthy Reddy
Founder & CEO
Bold Fuse

Ms. Purnima Kamble
Senior Partner
Fox Mandal Foundation

Ms. Aakanksha Kumar
Chief Engagement Head
Telangana & Andhra Pradesh
Image Consulting Business Institute

MODERATOR
Dr.Tasneem Shariff
Chairperson, Women Empowerment Committee, FTCCI

Ms.Sylvia Smetana
Founder
Divershefy

Fun activity by
Sports Engagement Partner
DECATHLON Play

Sessions

① Health and Wellness
② Women's Safety
③ Legal Rights - Empowerment or Exploitation
④ Personal Grooming & Branding
⑤ Fireside Chat : Raising the Standard - Achieving CXO Level Excellence

Who should attend

- Women Professionals
- Entrepreneurs and aspiring business women
- Students and Young women
- HR and organizational leaders
- Individuals passionate about women's rights

Delegate Fee (+GST)

For Members	: Rs 750/-
For Non-Members	: Rs 900/-

The Cheque / DD is to be drawn in favour of "FTCCI" payble at Hyderabad. For Neft / RTGS : FTCCI, SBI, Bazarghat (Br), Hyderabad
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GPay : 8008579630@SBI

Dr. Suresh Kumar Singhal	R.Ravi Kumar	K K Maheshwari	Dr. Tasneem Shariff
President	Sr Vice President	Vice President	Chairperson, Women Empowerment Committee

RSVP : Ms. Vishala Ph : 9121000199
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Industry Partner
Divershefy

Dear Members

The Finance Minister Smt. Nirmala Sitharaman presented her straight 8th full-fledged budget for FY 2025-26 on February 1, 2025. The world's fifth largest economy posted its lowest growth rate of 6.4% for 2024-25 compared to 8 percent in the previous year, rising the concerns for employment generation and demand expenditure.

The FY 2026 Budget addressed the challenges of sluggish demand growth, low investment and consumption expenditure, high inflation and also focussed on making India self-reliant in manufacturing sector.

The tax cuts announced in the Budget will put Rs. 1 lakh crore in to the hands of the middle-class population, potentially boosting GDP growth rate through the multiplier effect by 2.7%, FM stated. This, we hope unleashes the growth prospects of the industry and we appreciate the Finance Minister for taking the bold step of considerable tax cuts.

The budget also took a significant step toward making India a global hub for innovation and advanced manufacturing. The Deep Tech Fund and Rs.1.5 lakh crore credit guarantees will empower MSMEs and start-ups to embrace automation. The expanded PLI schemes and the National Manufacturing Mission will strengthen India's industrial backbone.

Overall, the Budget for FY 2025-26, marks a good step towards improving domestic demand, consumption expenditure, giving a thrust to clean tech manufacturing and reducing dependence on imports.

The Federation conducts various programs to strengthen the industries by improving the quality of the product. The program on "QCI Gunvatta Yatra: Awareness program on ZED/LEAN Certifications and QCI Boards, with the support of NBQP highlighted the need for a strong quality ecosystem in India and encouraged industries to leverage QCI's support for improving their operational standards.

The program on "Post Union Budget 2025-26 Analysis & its implications for Trade and Industry" had the experts in various fields giving in-depth analysis on Finance & economic prospective of the budget including economic survey, key takeaways considering Indian economy, global impacts, detailed analysis of income tax rates with calculations, individual tax proposals, indirect tax proposals in the Finance Bill, 2025 and Union Budget 2025-26.

The workshop on Indian Gas Exchange (IGX's): Natural Gas Trading Platform created awareness on how to utilize the services of Indian gas exchange for buying gas as an alternative to electricity.

The panel discussion on "Food Processing Industry: facilitation, infrastructure and technology" had heads of all the departments concerned with food industry such as TG Food Processing Society, FSSAI, APEDA and food investors. Vishnuvardhan Reddy, VC and MD of TGIIC has given details of various initiatives taken by Telangana Government to promote food processing industry in the state and emphasized that food industry is one of the focused and priority sectors in the state.

FTCCI Pokarna Skill Centre continuing its commitment to upgrade skills and conducted women empowerment program through training in Gajwel along with NSIL. The one-day Workshop on HR Analytics provided training to more than forty HR professionals in how to utilize HR data and analyze the strengths and weaknesses for organization's growth.

In our endeavor to protect the interests of the industry, Federation strongly represented to the Ministry of Commerce on the adverse impact of 16.5% inverted duty on import of raw cocoa beans and the losses thus occurred in terms of employment and revenue. The Ministry has taken the matter in to consideration and convened two meetings with all the stake holders to discuss and is positive about removing / reducing the duty on import of raw cocoa beans. I personally attended the two meetings along with industry representatives and I am confident that the issue will be resolved in favour of industry.

I am pleased and honored to share with you all of receiving Honorary Doctorate Degree (Ph.D) in Industry and Social Work from Maryland State University, USA and "Bharat Gaurav Award" from Indo-Thai Achievers Summit 2025 in Bangkok. I thank all the esteemed members of Federation for their support without which it would not have been possible.

Dr. Suresh Kumar Singhal
President

India Targets 500 GW Renewable Capacity By 2030, Aims For 1,800 GW By 2047: Minister Pralhad Joshi

India is rapidly emerging as a global leader in renewable energy transition, according to Union Minister for New and Renewable Energy, Pralhad Joshi, who addressed the third India Energy Transition Conference organised by FICCI in New Delhi.

The minister highlighted the nation's unprecedented achievements in scale, speed, and scope of implementation across the renewable energy sector.

Under Prime Minister Narendra Modi's leadership, India has demonstrated remarkable progress in achieving its ambitious energy transition goals.

The country has reached nearly 100 GW of solar capacity and plans to add 50 GW of new renewable capacity annually. The past decade has witnessed an extraordinary 200 percent surge in installed renewable capacity, expanding from 75.52 GW in 2014 to 220 GW at present.

Notably, the tariff for grid-connected solar power plants has experienced an 80 percent reduction, declining from Rs 10.95 per unit in 2010-11 to Rs 2.15 per unit, establishing India as a leader in cost-effective renewable energy solutions.

The minister attributed India's success in renewable energy to consistent policy frameworks and strategic long-term planning.

The nation is progressing steadily toward its target of 500 GW non-fossil fuel capacity by 2030, with an ambitious vision of reaching 1,800 GW by 2047.

The PM SuryaGhar Yojana has already facilitated 8.5 lakh solar panel installations toward its goal of 1 crore installations, with beneficiaries reporting income generation from rooftop solar systems.

With India's energy demand projected to double by 2032, the Ministry of New and Renewable Energy is actively addressing sector challenges through increased stakeholder engagement and consultations.

The country has achieved significant international recognition, surpassing Brazil to become the world's third-largest renewable energy market.

In the green hydrogen sector, India has established itself as a global leader through initiatives like the SIGHT Programme, which focuses on electrolyser manufacturing and production capabilities.

Investor confidence in India's renewable energy sector remains robust, as evidenced by the recent RE-Invest event in Gandhinagar, where investment commitments of Rs 32.45 lakh crore were secured, along with pledges for 540 GW of solar and wind capacity.

The event also featured the launch of FICCI's report on 'Powering India's Energy Transition,' with Department of Financial Services Secretary M Nagaraju in attendance.

https://knnindia.co.in

India's Ethanol Blending Target Revised to 20 Per cent by 2025

India is set to achieve its ambitious 2030 energy goals ahead of schedule, Prime Minister Narendra Modi announced, with a significant milestone in the country's ethanol blending program.

By October 2025, India is expected to reach 20 per cent ethanol blending in petrol, advancing faster than initially planned.

The target was originally set for 2030, but has been revised to be completed by the end of 2025. E20 petrol, which blends 20% ethanol with traditional fuel, is now available at over 15,600 outlets nationwide.

In a recorded message at the India Energy Week 2026, Modi emphasised that India is also on track to meet its goal of adding 500 gigawatts (GW) of renewable energy by 2030. Solar energy has been a major focus, with the country's solar capacity increasing 32-fold over the past decade.

India is now the world's third-largest producer of solar power, while also tripling its non-renewable energy generation capacity. In line with these efforts, India has launched E100 fuel, a blend of 93-93.5 per cent ethanol, marking another step towards reducing fossil fuel dependence.

The prime minister also highlighted the country's potential to become a leading global energy producer. India's sedimentary basin holds substantial untapped hydrocarbon reserves, offering opportunities for increased exploration and production.

Currently, only 10 per cent of the basin has been explored, but the government plans to expand this to 16 per cent by the end of 2024, with a long-term goal of reaching 1 million square kilometers of exploration by 2030.

In addition, Indian Railways is on its way to becoming a net-zero emitter, and the government plans to establish a green hydrogen production capacity of 5 million metric tonnes annually.

With these initiatives, India is positioning itself as a major player in the global energy market, combining sustainable growth with innovative energy solutions.

https://knnindia.co.in

India's Solar Industry Shifts Towards Tracker Technology to Boost Efficiency

India's solar capacity is steadily growing, propelled by government initiatives and increasing participation from the industry.

However, domestic solar plants are still struggling to meet their targeted capacity utilisation, often stagnating around 17-20 per cent.

To address this, the renewable energy sector is shifting towards solar tracker technology, a promising solution to enhance efficiency across solar projects and maximize energy output.

Recent government tenders reveal a clear trend towards tracker-based projects. It's estimated that 40-50 per cent of India's annual utility-scale installations—ranging between 20-25 GW—will now feature trackers, translating to 10-15 GW of tracker-based installations each year.

Solar trackers, which allow panels to follow the sun's path, increase energy generation by optimising the use of existing resources.

This technology enables the same or even higher energy output with fewer panels, improving project economics while reducing material and space needs.

According to industry experts, solar trackers can boost energy generation by 15-20 per cent compared to traditional fixed-tilt systems.

"Currently, about 20-25 per cent of utility-scale solar installations in India use tracker systems, and this is expected to rise to 40 per cent by 2030 due to falling costs and advances in tracker technology," said Simarpreet Singh, CEO of Hartek Group.

The solar tracker market in India is expanding rapidly, with an anticipated compound annual growth rate (CAGR) of over 5 per cent from 2022 to 2027.

One key advantage of solar trackers is their synergy with bifacial modules, which capture more solar energy throughout the day. This pairing is becoming increasingly popular with developers and EPC (engineering, procurement, and construction) companies.

Solar trackers also complement storage and battery systems, offering reliable round-the-clock power, an essential factor as urbanization and data center growth drive energy demand.

However, challenges remain. Financial barriers, land acquisition issues, and inconsistent policies hinder the industry's progress. To overcome these, experts advocate for innovative financing models, stable regulatory frameworks, and incentives for domestic manufacturing.

By incentivising advanced technologies and offering tax breaks, the government could make tracker-based solar projects financially viable, helping India achieve its ambitious renewable energy targets.

As of December 2024, India's installed solar capacity reached 97.86 GW, with projections for a further 25-28 GW of renewable energy capacity this fiscal year.

The country aims for renewable sources to contribute 55-60 per cent of its total installed capacity by FY30, with solar playing a central role. However, infrastructure gaps and land acquisition challenges must be addressed to ensure the sector's continued growth.

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Finance Minister Nirmala Sitharaman Unveils 100 GW Nuclear Energy Target by 2047 in 2025-26 Budget

In a comprehensive energy policy announcement during the Budget 2025-26 presentation, Finance Minister Nirmala Sitharaman outlined ambitious reforms for the power sector, combining state-level incentives with significant nuclear energy initiatives to bolster India's energy security and transition goals.

The government will implement measures to incentivize electricity distribution reforms and enhance intra-state transmission capacity at the state level.

To encourage participation, states will be eligible for additional borrowing capacity of 0.5 percent of their Gross State Domestic Product (GSDP), contingent upon implementing these reforms.

This initiative aims to strengthen the financial health and operational capacity of electricity companies across the nation.

In a landmark decision focusing on nuclear energy development, the Finance Minister announced plans to achieve 100 GW of nuclear power capacity by 2047, marking a significant expansion of India's nuclear energy portfolio.

https://knnindia.co.in

RBI Monetary Policy 2025 key highlights: Repo rate cut to 6.35%, GDP likely to be 6.4%

Will strive to strike a right balance between efficiency and regulation, says RBI Governor Sanjay Malhotra

In a bid to add to the momentum of the Budgetary reliefs announced by the Centre, the Monetary Policy Committee (MPC) on Friday (February 7, 2025) decided unanimously to reduce the policy rate by 25 basis points to 6.25% from 6.5%. One basis point equals 0.01%. Consequently, the Standing Deposit Facility rate will be at 6%.

RBI Governor Sanjay Malhotra during the briefing said, "The interest of the economy demands financial stability and consumer protection. Our mandate at the RBI is to ensure both of them."

Key highlights from the announcement:

- The policy rate has been reduced by 25 basis points to 6.25% from 6.5%. One basis point equals 0.01%.
- The Standing Deposit Facility rate will be at 6%.
- Continuation of a neutral stance and remain unambiguously focused on a durable alignment of the inflation target, while supporting growth.
- Inflation on the decline and is expected to moderate in 2025-26 further, gradually aligning with the target [4%].
- MPC has decided to retain its neutral stance keeping in mind the excessive volatility in global financial markets and continued uncertainty about global trade policy along with adverse weather events, could pose risks to growth.
- Global headwinds however pose uncertainty to the outlook with downward risks.
- Real GDP growth for this year is estimated at 6.4% by the NSO.
- Agriculture activity remains upbeat.
- Manufacturing is expected to revive gradually in the second half of this year. Early Q3 results indicate a mild recovery in the sector.
- Business expectations remain upbeat. Services activity continues to be resilient, though the Services PMI has declined.
- Urban demand remains subdued.
- Aim to improve employment condition, tax relief in Union Budget, and moderating inflation will boost household consumption.
- Inflation has registered a sequential moderation in November and December.
- Food inflation pressures, absence of any supply shocks, should ease due to a favourable Rabi crop prospects.
- Core inflation is expected to rise but remain moderate.
- Assuming a normal monsoon, the inflation for 2025-26 is projected at 4.2% with the risks evenly balanced.

https://www.thehindu.com

India Announces Import Procedures For UAE Gold Under Trade Agreement

The Indian government unveiled detailed procedures on Wednesday for importing gold bullion from the United Arab Emirates at preferential rates during the 2025-26 fiscal year, operating under the framework of their existing free trade agreement.

The Comprehensive Economic Partnership Agreement (CEPA), which took effect on May 1, 2022, permits India to import up to 200 metric tonnes of gold annually from the UAE with a one percent tariff concession under a tariff rate quota system.

The Directorate General of Foreign Trade has set February 28, 2024, as the deadline for submission of import applications. Prospective importers must specify their intended use of the gold, whether for manufacturing or trading purposes, or a combination of both.

The applications must also include detailed turnover information, with the special Exim Facilitation Committee (EFC) determining the allocation methodology for 180 tonnes during its inaugural meeting based on submitted documentation.

In a related development, the DGFT has also issued a separate notice calling for applications regarding the import allocation of calcined petroleum coke for the aluminium industry and raw petroleum coke for CPC manufacturing operations in 2025-26.

Calcined petroleum coke, a crucial industrial material, is produced through the processing of raw petroleum coke, which emerges as a by-product during oil refining operations.

https://knnindia.co.in

New Policies to Boost India's Toy and Footwear Manufacturing

Union Minister of Commerce and Industry Piyush Goyal announced that the Indian government will soon introduce new policies to strengthen the country's toy and footwear manufacturing sectors.

The announcement came during his address at the Invest Karnataka 2025 - Global Investors Meet in Bengaluru on Wednesday.

Highlighting recent successes in the toy industry, Goyal reported that toy imports have decreased by 50 percent, while exports have surged to 3.5 times their volume from five years ago.

The upcoming policies aim to build on this momentum and establish India as a global leader in both sectors.

The announcement is part of a broader push to enhance India's manufacturing capabilities. Goyal detailed that the government has allocated approximately Rs 2 lakh crore under the Production-Linked Incentive (PLI) scheme and Rs 74,000 crore for the Semicon Mission.

These investments target various industries, including electric mobility, auto components, semiconductors, and textiles, with the goal of creating substantial employment opportunities.

Karnataka, particularly Bengaluru, was recognised for its significant contribution to India's economic growth through its growing number of global capability centers.

Goyal emphasised the importance of cooperation between central and state governments in achieving development objectives.

The minister's announcement aligns with Prime Minister Narendra Modi's vision of "Viksit Bharat 2047," which aims to transform India into a developed nation by 2047.

The initiatives are expected to support startups, MSMEs, and the manufacturing sector, positioning India as a global manufacturing hub.

The announcement was made at the Invest Karnataka 2025 event, which brought together industry leaders, investors, and policymakers to explore investment opportunities and economic development strategies.

https://knnindia.co.i

SEBI Releases New Manual for Industry Standards Implementation

The Securities and Exchange Board of India (Sebi) has unveiled its Industry Standards Recognition Manual, marking a significant step towards standardising the operations of Industry Standards Fora (ISFs).

The manual, released on Wednesday, provides comprehensive guidance on the formation and functioning of these regulatory implementation bodies.

The new manual addresses these challenges by establishing uniform self-guiding principles for ISFs. These principles aim to streamline operations across different forums, particularly in areas such as regulation selection for implementation standards, consultation procedures with Sebi, and methods for gathering industry perspectives.

"The standardisation initiative comes at a crucial time when different ISFs have been operating with varying mechanisms for their functioning," noted a Sebi release.

The manual is expected to enhance uniformity in compliance procedures while maintaining operational efficiency across all market segments.

The development follows Sebi's initial pilot programme launched in July 2023, which introduced ISFs to facilitate the implementation of regulatory guidelines.

The programme, which originally focused on listed companies and stock brokers, has since expanded to include various market participants such as portfolio managers, custodians, designated depository participants, and alternative investment funds.

Market feedback has been notably positive, with participants highlighting the ISFs' effectiveness in promoting good governance and ensuring high-quality regulatory compliance while maintaining operational simplicity.

However, the pilot nature of these forums has led to varying operational approaches, creating inconsistencies in their formation and functioning processes.

This strategic move by Sebi represents a significant step towards creating a more structured and efficient regulatory implementation framework in India's financial markets.

https://knnindia.co.in

Case Law Alert

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As the GST law continues to evolve, we are witnessing increased enforcement efforts by the Department to identify and address non-compliance within the ecosystem. This has inevitably led to a rise in litigation.

To support stakeholders in navigating these developments, RSM Astute Consulting Pvt Ltd is sharing timely and relevant updates on GST for the benefit of stakeholders.

01

PETITIONER / RESPONDENT

Petitioner: Goisu Realty Pvt. Ltd

Respondent: State of Maharashtra & Ors

02

COURT/ FORUM

Court of Filing: Bombay High Court

03

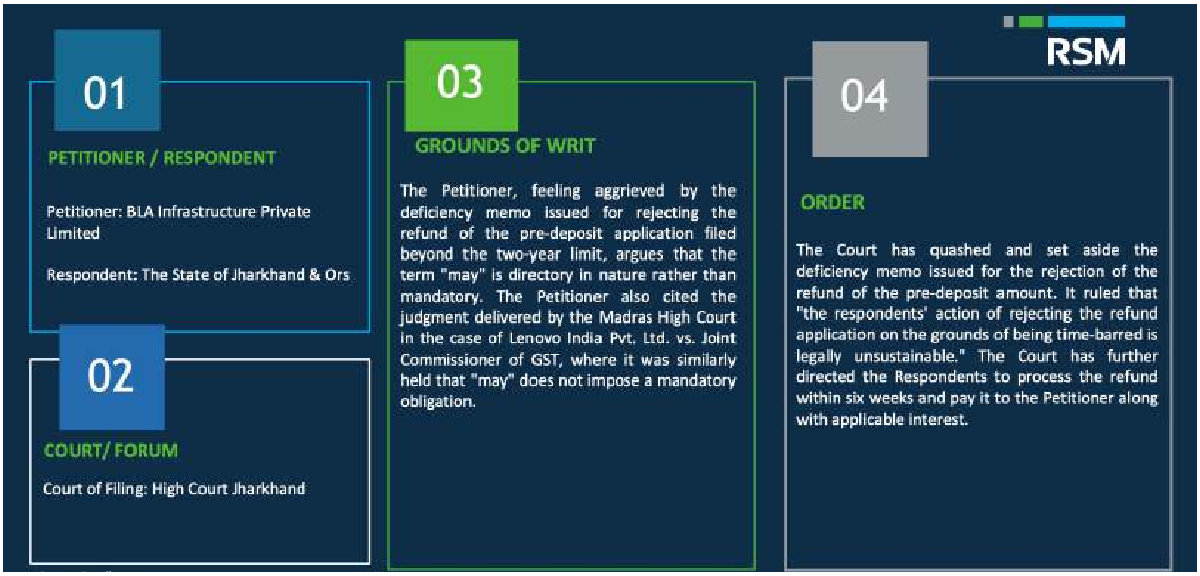
GROUNDS OF WRIT

The Petitioner, feeling aggrieved by the attachment of their bank account, has filed a Writ Petition. They argue that the attachment was arbitrary and lacked proper justification for the reasons provided. Furthermore, they assert that the action does not align with the guidelines established by the Honourable Supreme Court in Radha Krishan Industries v. State of Himachal Pradesh or the directives issued by the CBIC. The Petitioner emphasizes that this bank account attachment is severely affecting their daily business operations

04

ORDER

The Court has set aside the impugned order and disposed of the Writ Petition. It determined that the attachment was a misuse of authority and ordered its immediate revocation, permitting the Petitioner to resume operating their account. Additionally, the Court directed the 4th Respondent to ensure the Petitioner can access the account. The Court also acknowledged the Petitioner's assurance that they would notify the department three months in advance before utilizing the input tax credit.



01

PETITIONER / RESPONDENT

Petitioner: BLA Infrastructure Private Limited

Respondent: The State of Jharkhand & Ors

02

COURT/ FORUM

Court of Filing: High Court Jharkhand

03

GROUNDS OF WRIT

The Petitioner, feeling aggrieved by the deficiency memo issued for rejecting the refund of the pre-deposit application filed beyond the two-year limit, argues that the term "may" is directory in nature rather than mandatory. The Petitioner also cited the judgment delivered by the Madras High Court in the case of Lenovo India Pvt. Ltd. vs. Joint Commissioner of GST, where it was similarly held that "may" does not impose a mandatory obligation.

04

ORDER

The Court has quashed and set aside the deficiency memo issued for the rejection of the refund of the pre-deposit amount. It ruled that "the respondents' action of rejecting the refund application on the grounds of being time-barred is legally unsustainable." The Court has further directed the Respondents to process the refund within six weeks and pay it to the Petitioner along with applicable interest.

RSM

01

PETITIONER / RESPONDENT

Petitioner: Vodafone Idea Limited

Respondent: Union of India & Ors

02

COURT/ FORUM

Court of Filing: High Court Bombay

03

GROUNDS OF WRIT

The Petitioner, aggrieved by the impugned order rejecting their refund claim, filed a Writ Petition. They argued that the refund was denied based on the reasoning that a refund request cannot be filed for the same period and under the same category on the GSTN portal. The Petitioner also highlighted that the Joint Commissioner (Appeals) had ruled in their favor, yet the Additional Commissioner (Appeals – II) issued an adverse order. Furthermore, the Petitioner contended that the limitation imposed was contrary to the principles of natural justice and placed an unnecessary burden on businesses.

04

ORDER

The Court has disposed of the Writ Petition by setting aside the order issued by the fifth Respondent. It has instructed the fifth Respondent to issue an appropriate order within two months of receiving the Court's directive, adhering to the principles of judicial discipline and natural justice. The Court further noted that if the system does not permit the filing of a second refund application under the same category for the same period, the application can instead be submitted under the "Other" category on the portal.

RSM

01

PETITIONER / RESPONDENT

Petitioner: Supreme Construction and Developers Pvt. Ltd.

Respondent: State of Maharashtra & Anr

02

COURT/ FORUM

Court of Filing: High Court Bombay

03

GROUNDS OF WRIT

The Petitioner filed a Writ Petition requesting a review of the Honourable Court's order, which directed them to file an appeal with a pre-deposit. The Court also instructed the Appellate Authority to consider the appeal on its merits without being restricted by the limitation period. In the petition, the Petitioner sought relief from the pre-deposit requirement, citing financial hardships, relevant CBIC circulars, and supporting case laws to justify the request.

04

ORDER

The Court dismissed the review petition, stating that the grounds raised lacked merit. It imposed a cost of ₹10,000, to be paid to Tata Memorial Hospitals within four weeks. The Court ruled that financial difficulties do not justify a waiver of the pre-deposit and held that simply rearguing the case was not sufficient. It also found the cited CBIC circulars and precedents to be inapplicable.

RSM

01

PETITIONER / RESPONDENT

Petitioner: AR Foundations Private Limited

Respondent: The Appellate Deputy Commissioner (ST) – Chennai I

02

COURT/ FORUM

Court of Filing: Madras High Court

03

GROUNDS OF WRIT

The Petitioner, aggrieved with the rejection of their appeal against the impugned order, has filed a Writ Petition. They argue that the pre-deposit was made using DRC-03 since the DRC-03A functionality was unavailable on the GST Portal. Furthermore, they assert that the pre-deposit made via DRC-03 is valid, citing Circular No. 224/18/2024-GST dated 11.07.2024 issued by the board.

04

ORDER

The Court has disposed of the Writ Petition, setting aside the order rejecting the appeal and restoring the Petitioner's appeal. It ruled that the pre-deposit made through DRC-03 is valid for filing an appeal. Additionally, the Court directed the Respondent to consider the appeal and pass an order on its merits in accordance with the law, after granting the Petitioner an opportunity for a hearing.

QCI Gunvatta Yatra: Awareness program on ZED/LEAN Certifications and QCI Boards, its activities and benefits

29th January, 2025
Federation House, Hyderabad

The Federation of Telangana Chambers of Commerce and Industry (FTCCI), in collaboration with the National Board for Quality Promotion (NBQP) and the Quality Council of India (QCI), organized an Awareness Program on "ZED/LEAN Certifications and QCI Boards, its activities and benefits" on 29th January, 2025, at FTCCI Surana Auditorium, Red Hills, Hyderabad. The program was conducted as part of QCI's Gunvatta Yatra, an initiative to create awareness about NABL accreditation and its significance. The keynote speakers were Mr. C. Venugopal, Advisor, NBQP, and Mr. Arif Ahmad, ZED Certified Consultant.

Sri K.K. Maheshwari, Vice President, FTCCI, welcomed the gathering and highlighted the importance of the ZED (Zero Defect Zero Effect) Certification Scheme in enhancing quality, market competitiveness, and sustainable growth for Micro, Small, and Medium Enterprises (MSMEs). He emphasized that ZED Certification enables MSMEs to adopt world-class practices while ensuring environmentally responsible operations. He also stressed the role of QCI in fostering trust and credibility in testing and calibration services across industries, particularly in healthcare and manufacturing.

Sri Srinivas Garimella, Chairman, Industrial Development Committee, FTCCI, stressed the need for a strong quality ecosystem in India and encouraged industries to leverage QCI's support for improving their operational standards.

Shri Venugopal C, Advisor, NBQP-QCI, provided an in-depth overview of the various boards and divisions under QCI, elaborating on their accreditation, certification schemes, and role in strengthening India's quality ecosystem. He also discussed the "Viksit Bharat" and "Quality Bharat" initiatives, aiming to drive industrial excellence and global competitiveness. Concluding his session, he administered the Quality Bharat Pledge, reaffirming the commitment to quality enhancement across industries.

Shri Arif Ahmed, a QCI-empanelled expert, delivered a detailed presentation on ZED Certification and the MSME Lean Scheme. He explained the key features of the MSME Lean Scheme, including the implementation of Lean Manufacturing Practices such as

5S, Kaizen, Value Stream Mapping, Just-in-Time, and Six Sigma. He emphasized how these globally recognized techniques help MSMEs improve productivity, reduce waste, and optimize resources, thereby enabling them to compete on an international scale.

The program featured an interactive session attended by 45 professionals from various sectors, including industries, manufacturers, and testing laboratories. Participants actively engaged with the speakers, seeking clarifications on certification processes, implementation challenges, and best practices for achieving quality excellence. The awareness program successfully provided participants with valuable insights into ZED Certification, NABL Accreditation, and Lean Manufacturing, equipping them with knowledge to enhance their operations, meet global quality standards, and contribute to the country's industrial growth.

INDUSTRY REACTIONS

Live Streaming of Union Budget 2025-26 at Federation House

1st February, 2025

“Post Union Budget 2025-26 Analysis & its implications for Trade and Industry”

3rd February, 2025
Federation House, Hyderabad

Sri Suresh Kumar Singhal, President, FTCCI in his welcome address said the objective of Post Union Budget Analysis was to guide manufacturers, service providers, professional exporters, importers, entrepreneurs and others from trade, commerce and industry on the key aspects of the policy initiatives and the Direct and Indirect Tax proposals in the budget, and economic perspective on the budget as well.

CA Sudhir V S, Chairman of Direct Taxes Committee, FTCCI during his introductory remarks on Direct Tax Proposals in the Union Budget 2025-26, mentioned that the new income tax bill is about to be notified and deliberations of this Budget 2025-26 may be the last deliberations of Income Tax Act, 1961. He also said that there were many changes in Income Tax which were notified through Finance Bill, 2025 in the Union Budget especially a bonanza for salaried employees of tax exemption upto Rs.12 Lakhs (excluding Standard Deduction) and others like TDS on House Rent, etc., which will be explained by experts.

CA Mohd. Irshad Ahmed, Chairman of GST & Customs Committee, FTCCI during his introductory remarks on Indirect Tax Proposals in the Union Budget 2025-26, mentioned that there was some crucial proposals were made in Customs Law as well as in big relief in Income Tax. To boost household income, Government made no tax upto Rs. 12 Lakhs for individuals considering Consumer Market. He said that one should mind the Silver Line here that Central Government will lose approx. Rs. 1 Lakh Crores of revenue and to compensate this, we hope Government will not increase the litigations. He added that Finance Minister mentioned which was not pointed-out earlier is rolling back the regulations so achieving a trust based economy where there is a principle, proven innocent until guilty and also considering impositions' of tariffs by western countries, India made crucial changes in customs law to boost domestic manufacturing keeping in mind that countries retreating from globalization in phased manner.

Smt. Pallavi Paul, Technical Director at BSR & Co. LLP briefed Finance & economic prospective of the budget including economic survey, key takeaways considering Indian economy, global impacts, concerns arising and key highlights of financial aspects.

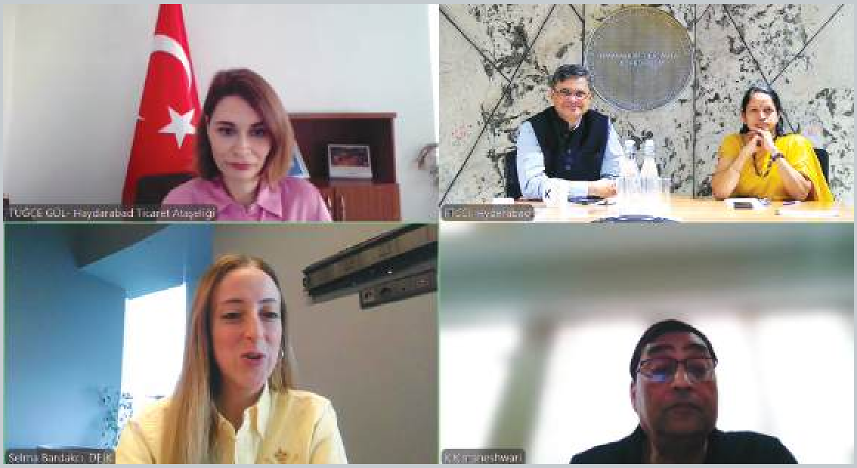
Smt. VenuMadhavi Muppala, Partner at Ernst & Young LLP, Hyderabad explained in detail about the direct tax proposals in the Finance Bill, 2025 and Union Budget 2025-26 including detailed analysis of income tax rates with calculations, individual tax proposals, Presumptive taxation for non-residents providing services or technology for electronics manufacturing facility in India, Extension of Tonnage Tax Scheme (TTS), elaborate analysis of TDS & TCS simplification and rationalization, amendments in Transfer Pricing, Updated tax return and its extension and detailed analysis on the International Financial Services Centre (IFSC) amendments.

Sri Amit Kumar Fitkariwal, Partner at Deloitte Touche Tohmatsu India Pvt Ltd, Hyderabad elaborated the indirect tax proposals in the Finance Bill, 2025 and Union Budget 2025-26 including Legislative changes and procedural changes with respect to Goods and Service Tax (GST); Legislative changes and Tariff changes with respect to Central Excise; Legislative changes, procedural changes, removal of tariff rates, creation of new tariff rates with respect to Customs as well as detailed analysis with reduction in duty charts in respective goods viz., Information technology and electronics, Capital goods for manufacturing lithium-ion battery, Drugs and medicines, automobile, energy, consumer, chemicals including rationalization of cess and surcharge.

Sri Samba Murthy P, Member of Direct Taxes Committee, FTCCI proposed Vote of Thanks and earlier, during inaugural, briefed about the speakers to the gathering.

Many representatives from Trade and Industry, individuals, finance experts, tax practitioners, professional's viz., chartered accountants, advocates and freelancers were participated.

Meeting with
Mr. Kalyan Chakravarthy, IAS.
Additional Chief Secretary,
Government of Assam :
22nd January, 2025 at
Federation House, Hyderabad



Meeting with officials
of DEIK and Turkiye
Consul Office at
Hyderabad to plan
for leading a "Business
Delegation" to Istanbul :
22nd January, 2025

Workshop on Indian Gas Exchange (IGX's) Natural Gas Trading Platform

6th February, 2025
Federation House, Hyderabad

The Federation of Telangana Chambers of Commerce and Industry (FTCCI), in association with Indian Gas Exchange Limited, organized a Workshop on "IGX's Natural Gas Trading Platform" on 6th February 2025 at FTCCI Surana Auditorium, Red Hills, Hyderabad.

This workshop served as an essential platform to discuss developments, challenges, and opportunities in India's natural gas sector while reinforcing the role of IGX in fostering a competitive and sustainable gas market. 60 industrial stakeholders participated.

In his welcome address, Sri K. K. Maheshwari, Vice President of FTCCI, stressed the importance of IGX's Natural Gas Trading Platform in fostering transparency, efficiency, and competitiveness in the market. He emphasized various government initiatives, including the expansion of City Gas Distribution (CGD) networks, the National Hydrogen Mission, and LNG infrastructure developments. He also highlighted Telangana's efforts in promoting gas-based industrial clusters, pipeline infrastructure, and incentives under the TG-iPASS initiative.

Sri Vinod Kumar Agarwal, Chairman of Energy Committee delivered the opening remarks. He provided historical insights on the role of natural gas in industrial development and highlighted its advantages, including cleaner combustion, cost-effectiveness, and versatility. He emphasized the significance of natural gas in manufacturing, power generation, and industrial applications.

Sri Himanshu Patel, Business Development, Indian Gas Exchange Limited delivered the key note address on strategic insights into natural gas trading. He explained the role of IGX in enabling competitive gas price discovery while maintaining market integrity. He also addressed India's energy policy, emphasizing the goal to increase the share of natural gas from 6.5% to 15% by 2030. Additionally, he highlighted the need for investment in domestic production, LNG infrastructure, and pipeline networks, advocating for a transparent and neutral gas exchange to ensure fair pricing and market efficiency.

Smt. T. Sujatha, Sr. Director, FTCCI proposed the vote of Thanks.

Panel Discussion on Food Processing Industry

13th February 2025 at Radisson Blu, Banjara Hills, Hyderabad

Dr. E. Vishnu Vardhan Reddy, IFS, Special Secretary, Investment Promotion & External Engagement, and VC & MD of Telangana Industrial Infrastructure Corporation (TGIIC), Government of Telangana addressing the participants

Mr. Kamal Chetty, CEO, Fiji visited FTCCI to explore business opportunities in Fiji across various sectors like Agriculture, Audio-Visual, Energy, Fisheries, Forestry, Health, Manufacturing, Mining & Groundwater, Outsourcing, Tourism and other areas of interest : 14th February, 2024 at Federation House, Hyderabad

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FTCCI & NSIL Empower Women Through Training in Gajwel

27th January, 2025 at Gajwel : Around 90 participants were attended and these sessions are part of a larger program aimed at equipping women with self-employment and home management skills. So far, more than 400 women have benefited from this initiative, gaining valuable knowledge to enhance their livelihoods.

One Day Workshop on HR Analytics :

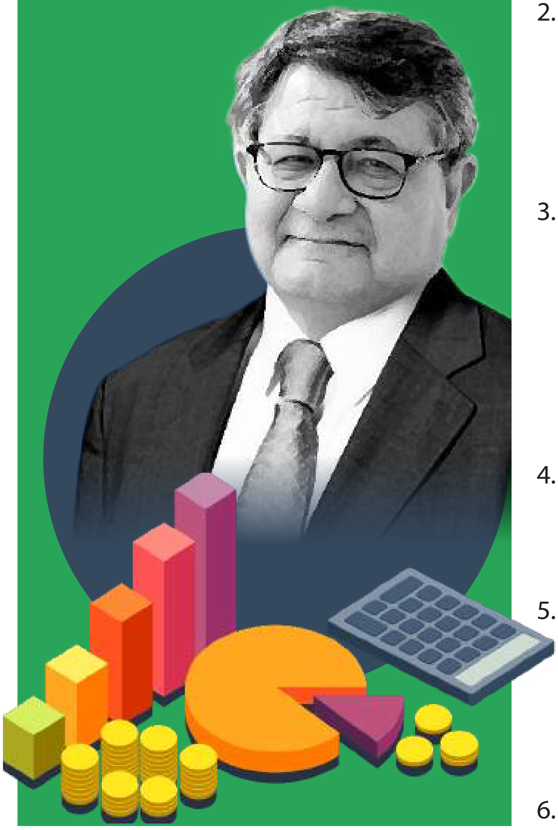
29th January, 2025 at FTCCI Pokarna Skill Center, Hyderabad : This interactive workshop was aimed at HR Professionals to evolve as Techno HR Analysts. The participants got an overview on HR Analytics, Recruitment Analytics, Learning and Development Analytics and Retention Analytics while providing hands of experience using Tableau.

Two Days Training Program on Power BI for Safran Aircraft Engine,Hyderabad :

29th & 30th January 2025 at Safran Aircraft Engine, Hyderabad : The participants seemed to be very enthusiastic & interactive. The training program included a pre-assessment followed by Post assessment for the participants at the completion of the training in order to evaluate their learning experience.

Highlights of ECONOMIC SURVEY 2024-25

Union Minister of Finance and Corporate Affairs, Smt Nirmala Sitharaman presented the Economic Survey 2024-25 in the Parliament on 31st Jan 2025.



State of the Economy: Getting Back into the Fast Lane

1. India's real GDP growth is estimated at 6.4 per cent in FY25 (as per first advance estimates of national income), which equates nearly to its decadal average.
2. Real gross value added (GVA) is also estimated to grow by 6.4 per cent FY25.
3. The global economy on an average grew by 3.3 per cent in 2023 against the IMF projection of per cent growth in the next five years.
4. The real GDP growth in FY26 is expected to grow between 6.3 and 6.8 per cent, keeping in mind the upsides and downsides to growth.
5. Thrust on grassroots-level structural reforms and deregulation to reinforce the medium-term growth potential and boost global competitiveness of Indian economy.
6. Geopolitical tensions, ongoing conflicts and global trade policy risks continue to pose significant challenges to the global economic outlook.
7. Retail headline inflation has softened from 5.4 per cent in FY24 to 4.9 per cent in April–December 2024.
8. Capital expenditure (CAPEX) improved continuously from FY21 to FY24. Post general elections, CAPEX grew YOY by 8.2 per cent during July –November 2024.
9. India accounts for seventh-largest share in global services exports, underscoring India's global competitiveness in the sector.
10. During April to December 2024, non-Petroleum and non-Gems & Jewellery exports went up by 9.1 per cent reflecting resilience of India's merchandise exports amid volatile global conditions.

Monetary and Financial Sector Developments: The Card and the Horse

1. Bank credit has grown at a steady rate with credit growth converging towards deposit growth.
2. Profitability of Scheduled Commercial Banks improved, reflected in a fall in gross nonperforming assets (GNPAs) and rise in capital to risk weighted asset ratio (CRAR).
3. Credit growth outpaced nominal GDP growth for two successive years. The credit-GDP gap narrowed to (-) 0.3 per cent in Q1 of FY25 from (-) 10.3 per cent in Q1 of FY23, indicating sustainable bank credit growth.
4. Banking sector exhibits improvement in asset quality, robust capital buffers, and strong operational performance.
5. The gross non-performing assets (GNPAs) of Scheduled Commercial Banks declined to a 12- year low of 2.6 per cent of gross loans and advances at the end of September 2024.
6. Under Insolvency and

Bankruptcy Code, Rs. 3.6 lakh crore realized in resolution of 1,068 plans till September 2024. It amounts to 161 per cent against the liquidation value and 86.1 per cent of the fair value of the assets involved.

7. Indian stock markets outperformed its emerging market peers despite election-driven market volatility challenges.
8. The total resource mobilisation from primary markets (equity and debt) stands at Rs. 11.1 lakh crore from April to December 2024, five per cent more than the amount mobilised during FY24.
9. BSE stock market capitalisation to GDP ratio stood at 136 per cent at the end of December 2024, far higher than other Emerging Market Economies like China (65 per cent) and Brazil (37 per cent).
10. India's insurance market continued its upward trajectory, with total insurance premiums growing by 7.7 per cent in FY24, reaching Rs. 11.2 lakh crore.
11. India's pension sector experienced significant growth, with the total number of pension subscribers growing by 16 per cent (YoY) as of September 2024.

External Sector: Getting FDI Right

1. India's external sector continues to display resilience amidst global uncertainties and headwinds.
2. Overall exports (merchandise + services) grew by 6 per cent (YOY) in the first nine months of FY25. Services sector by 11.6 per cent during the same time.
3. India commands 10.2 per cent of the global export market in 'Telecommunications, Computer, & Information Services', ranking 2nd largest exporter in the world, as per UNCTAD.
4. India's current account deficit (CAD) stood at 1.2 per cent of GDP in Q2 of FY25, supported by rising net services receipts and an increase in private transfer receipts.
5. Gross Foreign Direct Investment (FDI) inflows recorded a revival in FY25, increasing from USD 47.2 billion in the first eight months of FY24 to USD 55.6 billion in the same period of FY25, a YoY growth of 17.9 per cent.
6. India's FOREX reserves stood at USD 640.3 billion as of the end of December 2024, sufficient to cover 10.9 months of imports and approximately 90 per cent of the country's external debt.
7. India's external debt remained stable over the past few years, with the external debt to GDP ratio standing at 19.4 per cent at the end of September 2024.

Prices and Inflation: Understanding the Dynamics

1. As per the IMF, the global inflation rate moderated to 5.7 per cent by 2024 from its peak of 8.7 per cent in 2022.
2. Retail inflation in India saw a reduction from 5.4 per cent in FY24 to 4.9 per cent in FY25 (April-December 2024).
3. RBI and the IMF project India's consumer price inflation will gradually align with the target of around 4 per cent in FY26.
4. Development of climate-resilient crop varieties and enhanced farming practices are essential to mitigate the effects of extreme weather events and achieve long-term price stability.

Medium-Term Outlook: Deregulation Drives Growth

1. Indian economy is in the middle of a change that represents an unprecedented economic challenge and opportunity. Geo-Economic Fragmentation (GEF) is replacing globalization leading to imminent economic realignments and readjustments.
2. To realize the vision of Viksit Bharat by 2047 India will need to achieve a growth rate of around 8 per cent at constant prices, on average, for about a decade or two.
3. The Medium-term growth outlook for India must consider the new global realities - GEF, China's manufacturing prowess, and dependency of efforts for energy transition on China.
4. India to focus on systematic deregulation to reinvigorate the domestic levers of growth and empower individuals and organisations to pursue legitimate economic activity with ease.
5. Systemic deregulation or enhancing economic freedom for individuals and small businesses is arguably the most important policy priority to bolster India's medium-term growth prospects.
6. Focus of reforms and economic policy must now be on systematic deregulation under Ease of Doing Business 2.0 and creation of a viable Mittelstand, i.e. India's SME sector.
7. In the next step, States must work on liberalising standards and controls, setting legal safeguards for enforcement, reducing tariffs and fees, and applying risk-based regulation.

Investment and Infrastructure: Keeping it Going

1. The central focus of the Government in the last five years was on increasing public spending on infrastructure, and speeding up approvals and resource mobilization.
2. The Union Government's capital expenditure on key infrastructure sectors has grown at a rate of 38.8 per cent from FY20 to FY24.
3. Under railway connectivity, 2031 km of railway network was commissioned between April and November, 2024, and 17 new pairs of Vande Bharat trains were introduced between April and October 2024.

4. Under road network, 5853 km of National Highways was constructed in FY25 (April-Dec).
5. Under National Industrial Corridor Development Programme, a total of 383 plots covering 3788 acres have been allotted for industrial use for various sectors in phase 1.
6. Operational efficiency improved reduction in average container turnaround time in major ports from 48.1 hours in FY24 to 30.4 hours during FY25 (Apr-Nov), significantly improving port connectivity.
7. A 15.8 per cent year-on-year increase in renewable energy capacity of solar and wind power by December 2024.
8. The share of renewable energy in India's total installed capacity now stands at 47 per cent.
9. Government's schemes like the DDUGJY and the SAUBHAGYA improved electricity access in rural areas, electrifying 18,374 villages and providing electricity to 2.9 crore households.
10. The government's digital connectivity initiatives have gained traction, particularly with the rollout of 5G services across all states and union territories by October 2024.
11. Efforts to provide 4G mobile services to remote areas under the Universal Service Obligation Fund (now Digital Bharat Nidhi) have made significant strides, with over 10,700 villages covered by December 2024.
12. Under the Jal Jeevan Mission, over 12 crore families have gained access of piped drinking water since its launch.
13. Under Phase II of the Swachh Bharat Mission-Grameen, during April to November 2024, 1.92 lakh villages were incrementally declared ODF Plus under the model category, taking the total number of ODF Plus villages to 3.64 lakh.
14. In urban areas, the Pradhan Mantri Awas Yojana has completed over 89 lakh houses.
15. City transportation network is expanding rapidly, with metro and rapid rail systems operational or under construction in 29 cities, covering over 1,000 kilometers.
16. Real Estate (Regulation & Development) Act, 2016, ensured regulation and transparency of Real Estate sector. By January 2025, over 1.38 lakh real estate projects registered, and 1.38 lakh complaints were resolved.
17. India currently operates 56 active space assets. The government's Space Vision 2047 includes ambitious projects like the Gaganyaan mission and the Chandrayaan-4 Lunar Sample Return Mission.
18. Public sector investment alone cannot meet the requirements of infrastructure, and private sector participation will be crucial to bridge the gap.
19. The government has created mechanisms such as the National Infrastructure Pipeline and National Monetisation Pipeline to facilitate private sector involvement in infrastructure.

Industry: All about Business Reforms

1. The industrial sector expected to grow by 6.2 per cent in FY-25 (first advance estimates), driven by robust growth in electricity and construction.
2. The government has been actively promoting Smart Manufacturing and Industry 4.0, supporting the establishment of SAMARTH Udyog centres.
3. In FY24, the Indian automobile domestic sales grew by 12.5 per cent.
4. The domestic production of electronic goods has grown at a CAGR of 17.5 per cent from FY15 to FY24.
5. 99 per cent smartphones now manufactured domestically, drastically reducing India's dependence on imports.
6. The total annual turnover of pharmaceuticals in FY24 was Rs. 4.17 lakh crore, growing at an average rate of 10.1 per cent in the last five years.
7. As per the WIPO Report 2022, India ranks sixth among the top 10 patent filing offices globally.
8. Micro, Small and Medium Enterprises (MSME) sector has emerged as a highly vibrant sector of the Indian economy.
9. To provide equity funding to MSMEs with the potential to scale up, the government launched Self-Reliant India Fund with a corpus of Rs.50,000 crore.
10. The government is implementing the Micro and Small Enterprises-Cluster Development Programme to develop clusters across the country.

Services - New Challenges for the Old War Horse

1. The service sector's contribution to total GVA has risen from 50.6 per cent in FY14 to 55.3 per cent in FY25 (First Advance Estimates).
2. The average growth rate of the services sector was 8 per cent in the pre-pandemic years (FY13 -FY20). It stood at 8.3 per cent in the post-pandemic period (FY23–FY25).
3. India held a 4.3 per cent share in global services exports in 2023, ranking seventh worldwide.
4. India's services export growth surged to 12.8 per cent during April–November FY25, up from 5.7 per cent in FY24.
5. Information and computer-related services grew at a trend rate of 12.8 per cent over the last decade (FY13–FY23), increasing their share of overall GVA from 6.3 per cent to 10.9 per cent.
6. Indian Railways recorded an 8 per cent growth in passenger traffic originating in FY24. Revenue earning freight in FY24 grew by 5.2 per cent.
7. The tourism sector's contribution to GDP returned to its pre-pandemic level of 5 per cent in 23.

Chapter-9 Agriculture and Food Management: Sector of the Future

1. The ‘Agriculture and Allied Activities‘ sector contributes approximately 16 per cent of the country’s GDP for FY24 (PE) at current prices.
2. High-value sectors like horticulture, livestock, and fisheries have become key drivers of overall agricultural growth.
3. Kharif foodgrain production for 2024 is expected to reach 1647.05 Lakh Metric Tonnes (LMT), an increase of 89.37 LMT from the previous year.
4. For the fiscal year 2024-25, the MSP for Arhar and Bajra has been increased by 59 per cent and 77 per cent over the weighted average cost of production, respectively.
5. The fisheries sector has shown the highest compound annual growth rate (CAGR) of 8.7 per cent, followed by livestock with a CAGR of 8 per cent.
6. National Food Security Act (NFSA) 2013 and the Pradhan Mantri Garib Kalyan Anna Yojana (PMGKAY) marked a fundamental shift in the approach to food security.
7. The provision of free food grains under PMGKAY for another five years, reflects the long-term commitment of Govt towards food and nutrition security.
8. As of 31st October, over 11 crore farmers have benefitted under PM-KISAN, while 23.61 lakh farmers are enrolled under PM Kisan Mandhan.

Climate & Environment: Adaptation Matters

1. India’s ambition to achieve developed nation status by 2047 is fundamentally anchored in the vision of inclusive and sustainable development.
2. India has installed electricity generation capacity of 2,13,701 megawatts from non-fossil fuel sources, which accounts for 46.8 per cent of the total capacity as of 30 November 2024.
3. As per the Forest Survey of India 2024 an additional carbon sink of 2.29 billion tonnes CO2 equivalent has been created between 2005 and 202
4. The India-led global movement, Lifestyle for Environment (LiFE), aims to enhance the country’s sustainability efforts.
5. By 2030, it is estimated that LiFE measures could save consumers around USD 440 billion globally through reduced consumption and lower prices.

Employment and Skill Development: Existential priorities

1. Indian labour market indicators have improved with unemployment rate declining to 3.2 per cent in 2023-24 (July-June) from 6.0 per cent in 2017-18 (July-June).
2. With around 26 per cent of the population in the age group of 10-24 years, India stands at the cusp of a unique demographic opportunity, as one of the youngest nations globally.
3. To give a fillip to women’s entrepreneurship, the government has launched several initiatives in terms of easier access to credit, marketing support, skill development, and support to women start-ups, etc.
4. The growing digital economy and renewable energy sectors are providing enhanced opportunities for job creation, essential for achieving the Viksit Bharat’s vision.
5. The government is establishing a resilient and responsive skilled ecosystem to keep pace with emerging global trends such as automation, generative AI, digitalisation, and the effects of climate change.
6. The Government has implemented measures to boost employment, foster self-employment, and promote worker welfare.
7. The recently launched PM-Internship Scheme is emerging as a transformative catalyst for employment generation.
8. The net payroll additions under EPFO have more than doubled in the past six years, signaling healthy growth in formal employment.

Labour in the AI Era: Crisis or Catalyst?

1. Developers of Artificial Intelligence (AI) promise to usher in a new age, where a bulk of the economically valuable work is automated.
2. AI is anticipated to surpass human performance in critical decision-making across various fields, including healthcare, research, criminal justice, education, business, and financial services.
3. Barriers to large-scale AI adoption persist in the present, which include concerns over reliability, resource inefficiencies, and infrastructure deficits. These challenges, along with AI’s experimental nature, create a window for policymakers to act.
4. Fortunately, due to AI presently being in its infancy, India is afforded the time necessary to strengthen its foundations and mobilise a nation-wide institutional response.
5. Leveraging its young, dynamic, and tech-savvy population, India has the potential to create a workforce that can utilise AI to augment their work and productivity.
6. The future revolves around ‘Augmented Intelligence’, where the workforce integrates both human and machine capabilities. This approach aims to enhance human potential and improve overall efficiency in job performance, ultimately benefiting society as a whole.
7. Collaborative effort between government, private sector, and academia essential to minimize adverse societal effects of AI-driven transformation.

Highlights of UNION BUDGET 2025-26

Union Minister for Finance and Corporate Affairs
SMT. NIRMALA SITHARAMAN
presented Union Budget 2025-26 in the Parliament on 1st February 2025.

THE HIGHLIGHTS OF THE BUDGET ARE AS FOLLOWS

PART-A

BUDGET ESTIMATES 2025-26

- ☑ The total receipts other than borrowings and the total expenditure are estimated at Rs. 34.96 lakh crore and Rs. 50.65 lakh crore respectively.
- ☑ The net tax receipts are estimated at Rs. 28.37 lakh crore.
- ☑ The fiscal deficit is estimated to be 4.4 per cent of GDP.
- ☑ The gross market borrowings are estimated at Rs. 14.82 lakh crore.
- ☑ Capex Expenditure of Rs. 11.21 lakh crore (3.1% of GDP) earmarked in FY2025-26.

1 AGRICULTURE as the 1st Engine of Development

- Budget announced 'Prime Minister Dhan-Dhaanya Krishi Yojana' in partnership with states covering 100 districts to increase productivity, adopt crop diversification, augment post-harvest storage, improve irrigation facilities, and facilitate availability of long-term and short-term credit.
- A comprehensive multi-sectoral 'Rural Prosperity and Resilience' programme will be launched in partnership with states to address underemployment in agriculture through skilling, investment, technology, and invigorating the rural economy. The goal is to generate ample opportunities in rural areas, with focus on rural women, young farmers, rural youth, marginal and small farmers, and landless families.
- Union Finance Minister announced that Government will launch a 6-year "Mission for Aatmanirbharta in Pulses" with special focus on Tur, Urad and Masoor. Central agencies (NAFED and NCCF) will be ready to procure these 3 pulses, as much as offered during the next 4 years from farmers.
- The Budget has outlined measures to Comprehensive Programme for Vegetables & Fruits, National Mission on High Yielding Seeds, and a five year Mission for Cotton Productivity amongst other measures to promote agriculture and allied activities in a major way.
- Smt. Sitharaman announced the increase in loan limits from Rs. 3 lakh to Rs. 5 lakh for loans taken through Kisan Credit Cards under modified interest subvention scheme.

2 MSMEs as the 2nd engine of development

Revision in classification criteria for MSMEs

- The investment and turnover limits for classification of all MSMEs to be enhanced to 2.5 and 2 times respectively.

Credit Cards for Micro Enterprises

- Customized Credit Cards with Rs. 5 lakh limit for micro enterprises registered on Udyam portal, 10 lakh cards to be issued in the first year.

Fund of Funds for Startups

- A new Fund of Funds, with expanded scope and a fresh contribution of Rs. 10,000 crore to be set up.

Scheme for First-time Entrepreneurs

- A new scheme for 5 lakh women, Scheduled Castes and Scheduled Tribes first-time entrepreneurs to provide term-loans upto Rs. 2 crore in the next 5 years announced.

Focus Product Scheme for Footwear & Leather Sectors

- To enhance the productivity, quality and competitiveness of India's footwear and leather sector, a focus product scheme announced to facilitate employment for 22 lakh persons, generate turnover of Rs. 4 lakh crore and exports of over Rs. 1.1 lakh crore.

Measures for the Toy Sector

- A scheme to create high-quality, unique, innovative, and sustainable toys, making India a global hub for toys announced.

Support for Food Processing

- A National Institute of Food Technology, Entrepreneurship and Management to be set up in Bihar.

Manufacturing Mission - Furthering "Make in India"

- A National Manufacturing Mission covering small, medium and large industries for furthering "Make in India" announced.

3 INVESTMENT as the 3rd engine of development

I. Investing in People

Saksham Anganwadi and Poshan 2.0

- The cost norms for the nutritional support to be enhanced appropriately.

Atal Tinkering Labs

- 50,000 Atal Tinkering Labs to be set up in Government schools in next 5 years.

Broadband Connectivity to Government Secondary Schools and PHCs

- Broadband connectivity to be provided to all Government secondary schools and primary health centres in rural areas under the Bharatnet project.

Bharatiya Bhasha Pustak Scheme

- Bharatiya Bhasha Pustak Scheme announced to provide digital-form Indian language books for school and higher education.

National Centres of Excellence for Skilling

- 5 National Centres of Excellence for skilling to be set up with global expertise and partnerships to equip our youth with the skills required for "Make for India, Make for the World" manufacturing.

Expansion of Capacity in IITs

- Additional infrastructure to be created in the 5 IITs started after 2014 to facilitate education for 6,500 more students.

Centre of Excellence in AI for Education

- A Centre of Excellence in Artificial Intelligence for education to be set up with a total outlay of Rs. 500 crore.

Expansion of medical education

- 10,000 additional seats to be added in medical colleges and hospitals next year, adding to 75000 seats in the next 5 years.

Day Care Cancer Centres in all District Hospitals

- Government to set up Day Care Cancer Centres in all district hospitals in the next 3 years, 200 Centres in 2025-26.

Strengthening urban livelihoods

- A scheme for socio-economic upliftment of urban workers to help them improve their incomes and have sustainable livelihoods announced.

PM SVANidhi

- Scheme to be revamped with enhanced loans from banks, UPI linked credit cards with Rs. 30,000 limit, and capacity building support.

Social Security Scheme for Welfare of Online Platform Workers

- Government to arrange for identity cards, registration on e-Shram portal and healthcare under PM Jan Arogya Yojna, for gig-workers.

II. Investing in the Economy

Public Private Partnership in Infrastructure

- Infrastructure-related ministries to come up with a 3-year pipeline of projects in PPP mode, States also encouraged.

Support to States for Infrastructure

- An outlay of Rs. 1.5 lakh crore proposed for the 50-year interest free loans to states for capital expenditure and incentives for reforms.

Asset Monetization Plan 2025-30

- Second Plan for 2025-30 to plough back capital of Rs. 10 lakh crore in new projects announced.

Jal Jeevan Mission

- Mission to be extended until 2028 with an enhanced total outlay.

Urban Challenge Fund

- An Urban Challenge Fund of Rs. 1 lakh crore announced to implement the proposals for 'Cities as Growth Hubs', 'Creative Redevelopment of Cities' and 'Water and Sanitation', allocation of Rs. 10,000 crore proposed for 2025-26.

Nuclear Energy Mission for Viksit Bharat

- Amendments to the Atomic Energy Act and the Civil Liability for Nuclear Damage Act to be taken up.
- Nuclear Energy Mission for research & development of Small Modular Reactors (SMR) with an outlay of Rs. 20,000 crore to be set up, 5 indigenously developed SMRs to be operational by 2033.

Shipbuilding

- The Shipbuilding Financial Assistance Policy to be revamped.
- Large ships above a specified size to be included in the infrastructure harmonized master list (HML).

Maritime Development Fund

- A Maritime Development Fund with a corpus of Rs. 25,000 crore to be set up, with up to 49 per cent contribution by the Government, and the balance from ports and private sector.

UDAN - Regional Connectivity Scheme

- A modified UDAN scheme announced to enhance regional connectivity to 120 new destinations and carry 4 crore passengers in the next 10 years.
- Also to support helipads and smaller airports in hilly, aspirational, and North East region districts.

Greenfield Airport in Bihar

- Greenfield airports announced in Bihar, in addition to the expansion of the capacity of Patna airport and a brownfield airport at Bihta.

Western Koshi Canal Project in Mithilanchal

- Financial support for the Western Koshi Canal ERM Project in Bihar.

Mining Sector Reforms

- A policy for recovery of critical minerals from tailings to be brought out.

SWAMIH Fund 2

- A fund of Rs. 15,000 crore aimed at expeditious completion of another 1 lakh dwelling units, with contribution from the Government, banks and private investors announced.

Tourism for employment-led growth

- Top 50 tourist destination sites in the country to be developed in partnership with states through a challenge mode.

III. Investing in Innovation

Research, Development and Innovation

- Rs. 20,000 crore to be allocated to implement private sector driven Research, Development and Innovation initiative announced in the July Budget.

Deep Tech Fund of Funds

- Deep Tech Fund of Funds to be explored to catalyze the next generation startups.

PM Research Fellowship

- 10,000 fellowships for technological research in IITs and IISc with enhanced financial support.

Gene Bank for Crops Germplasm

- 2nd Gene Bank with 10 lakh germplasm lines to be set up for future food and nutritional security.

National Geospatial Mission

- A National Geospatial Mission announced to develop foundational geospatial infrastructure and data.

Gyan Bharatam Mission

- A Gyan Bharatam Mission for survey, documentation and conservation of our manuscript heritage with academic institutions, museums, libraries and private collectors to be undertaken to cover more than 1 crore manuscripts announced.

4 EXPORTS as the 4th engine of development

Export Promotion Mission

- An Export Promotion Mission, with sectoral and ministerial targets, driven jointly by the Ministries of Commerce, MSME, and Finance to be set up.

BharatTradeNet

- 'BharatTradeNet' (BTN) for international trade to be set-up as a unified platform for trade documentation and financing solutions.

National Framework for GCC

- A national framework to be formulated as guidance to states for promoting Global Capability Centres in emerging tier 2 cities.

Reforms as fuel: financial sector reforms and development

FDI in Insurance Sector

- The FDI limit for the insurance sector to be raised from 74 to 100 per cent, for those companies which invest the entire premium in India.

Credit Enhancement Facility by NaBFID

- NaBFID to set up a 'Partial Credit Enhancement Facility' for corporate bonds for infrastructure.

Grameen Credit Score

- Public Sector Banks to develop 'Grameen Credit Score' framework to serve the credit needs of SHG members and people in rural areas.

Pension Sector

- A forum for regulatory coordination and development of pension products to be set up.

High Level Committee for Regulatory Reforms

- A High-Level Committee for Regulatory Reforms to be set up for a review of all non-financial sector regulations, certifications, licenses, and permissions.

Investment Friendliness Index of States

- An Investment Friendliness Index of States to be launched in 2025 to further the spirit of competitive cooperative federalism announced.

Jan Vishwas Bill 2.0

- The Jan Vishwas Bill 2.0 to decriminalize more than 100 provisions in various laws.

DIRECT TAX

- No personal income tax payable upto income of Rs 12 lakh (i.e. average income of Rs 1 lakh per month other than special rate income such as capital gains) under the new regime.
- This limit will be Rs 12.75 lakh for salaried tax payers, due to standard deduction of Rs 75,000.
- The new structure will substantially reduce the taxes of the middle class and leave more money in their hands, boosting household consumption, savings and investment.
- The new Income-Tax Bill to be clear and direct in text so as to make it simple to understand for taxpayers and tax administration, leading to tax certainty and reduced litigation.
- Revenue of about Rs. 1 lakh crore in direct taxes will be forgone.

Revised tax rate structure

In the new tax regime, the revised tax rate structure will stand as follows:

0-4 lakh rupees	Nil
4-8 lakh rupees	5 percent
8-12 lakh rupees	10 percent
12-16 lakh rupees	15 percent
16-20 lakh rupees	20 percent
20- 24 lakh rupees	25 percent
Above 24 lakh rupees	30 percent

TDS/TCS rationalization for easing difficulties

- Rationalization of Tax Deduction at Source (TDS) by reducing number of rates and thresholds above which TDS is deducted.
- The limit for tax deduction on interest for senior citizens doubled from the present Rs 50,000 to Rs 1 lakh.
- The annual limit of Rs 2.40 lakh for TDS on rent increased to Rs 6 lakh.
- The threshold to collect tax at source (TCS) on remittances under RBI's Liberalized Remittance Scheme (LRS) increased from Rs 7 lakh to Rs 10 lakh.
- The provisions of the higher TDS deduction will apply only in non-PAN cases.
- Decriminalization for the cases of delay of payment of TCS up to the due date of filing statement.

Reducing Compliance Burden

- Reduction of compliance burden for small charitable trusts/institutions by increasing their period of registration from 5 years to 10 years.
- The benefit of claiming the annual value of self-occupied properties as nil will be extended for two such self-occupied properties without any condition.

Ease of Doing Business

- Introduction of a scheme for determining arm's length price of international transaction for a block period of three years.
- Expansion of the scope of safe harbour rules to reduce litigation and provide certainty in international taxation.
- Exemption of withdrawals made from National Savings Scheme (NSS) by individuals on or after the 29th of August, 2024.
- Similar treatment to NPS Vatsalya accounts as is available to normal NPS accounts, subject to overall limits.

Employment and Investment Tax certainty for electronics manufacturing Schemes

- Presumptive taxation regime for non-residents who provide services to a resident company that is establishing or operating an electronics manufacturing facility.
- Introduction of a safe harbour for tax certainty for non-residents who store components for supply to specified electronics manufacturing units.

Tonnage Tax Scheme for Inland Vessels

The benefits of existing tonnage tax scheme to be extended to inland vessels registered under the Indian Vessels Act, 2021 to promote inland water transport in the country.

Extension for incorporation of Start-Ups

- Extension of the period of incorporation by 5 years to allow the benefit available to start-ups incorporated before 1.4.2030.

Alternate Investment Funds (AIFs)

- Certainty of taxation on the gains from securities to Category I and Category II AIFs which are undertaking investments in infrastructure and other such sectors.

Extension of investment date for Sovereign and Pension Funds

- Extension of the date of making investments in Sovereign Wealth Funds and Pension Funds by five more years, to 31st March, 2030, to promote funding from them to the infrastructure sector.

INDIRECT TAX

Rationalisation of Customs Tariff Structure for Industrial Goods

Union Budget 2025-26 proposes to:

i. Remove seven tariff rates. This is over and above the seven tariff rates removed in 2023-24 budget. After this, there will be only eight remaining tariff rates including 'zero' rate.

ii. Apply appropriate cess to broadly maintain effective duty incidence except on a few items, where such incidence will reduce marginally.

iii. Levy not more than one cess or surcharge. Therefore Social Welfare Surcharge on 82 tariff lines that are subject to a cess, exempted.

Revenue of about Rs. 2600 crore in indirect taxes will be forgone.

Relief on import of Drugs/ Medicines

- 36 lifesaving drugs and medicines fully exempted from Basic Customs Duty (BCD).
- 6 lifesaving medicines to attract concessional customs duty of 5%.
- Specified drugs and medicines under Patient Assistance Programmes run by pharmaceutical companies fully exempted from BCD; 37 more medicines added along with 13 new patient assistance programmes.

Support to Domestic Manufacturing and Value addition

- Critical Minerals : Cobalt powder and waste, the scrap of lithium-ion battery, Lead, Zinc and 12 more critical minerals fully exempted from BCD.
- Textiles: Two more types of shuttle-less looms fully exempted textile machinery.BCD rate on knitted fabrics revised from "10% or 20%" to "20% or ` 115 per kg, whichever is higher.
- Electronic Goods: BCD on Interactive Flat Panel Display (IFPD) increased from 10% to 20%. BCD reduced to 5% on Open Cell and other components.BCD on parts of Open Cells exempted.
- Lithium Ion Battery: 35 additional capital goods for EV battery manufacturing, and 28 additional capital goods for mobile phone battery manufacturing exempted.
- Shipping Sector: Exemption of BCD on raw materials, components, consumables or parts for the manufacture of ships extended for another ten years.The same dispensation to continue for ship breaking.
- Telecommunication: BCD reduced from 20% to 10% on Carrier Grade ethernet switches.

Export Promotion

- Handicraft Goods: Time period for export extended from six months to one year, further extendable by another three months, if required. Nine items added to list of duty-free inputs.
- Leather sector: BCD on Wet Blue leather fully exempted. Crust leather exempted from 20% export duty.
- Marine products: BCD reduced from 30% to 5% on Frozen Fish Paste (Surimi) for manufacture and export of its analogue products. BCD reduced from 15% to 5% on fish hydrolysate for manufacture of fish and shrimp feeds.
- Domestic MROs for Railway Goods: Railways MROs to benefit similar to the aircraft and ships MROs in terms of import of repair items. Time limit extended for export of such items from 6 months to one year and made further extendable by one year.

Trade facilitation

- Time limit for Provisional Assessment: For finalising the provisional assessment, time-limit of two years fixed, extendable by a year.
- Voluntary Compliance: A new provision introduced to enable importers or exporters, after clearance of goods, to voluntarily declare material facts and pay duty with interest but without penalty.
- Extended Time for End Use: Time limit for the end-use of imported inputs in the relevant rules extended from six months to one year. Such importers to file only quarterly statements instead of a monthly statem

Paternity Leave Policy

RECOMMENDATION PAPER

> “
>
> The implementation of a paternity leave policy will not only result in the increased welfare of employees and citizens, but it will also reduce gaps in the labour force participation rate among men and women

EXECUTIVE SUMMARY

Paternity leave policy is a concept that many governments and corporations still need to explore. However, its presence in a few countries shows a positive trend in its implementation. Paternity leave, similar to maternity leave, is a leave that allows new fathers to take some time off of work after the birth of their child in order to attend to their new parental duties. While maternity leave is very common, paternity leave has only recently been gaining attention. At present, a paternity leave policy is seen as an additional welfare policy, and not as something necessary. While such a view is accepted as generally true, it is not sustainable in the long run if governments are to experience lasting growth. The implementation of a paternity leave policy will not only result in the increased welfare of employees and citizens, but it will also reduce gaps in the labour force participation rate among men and women (Priya). A paternity leave policy having such outcomes is difficult to identify at an instance, but upon understanding how such a policy can reduce gaps in the differences in roles among men and women, the correlation becomes evident. The countries and corporations that have implemented such a policy at varying levels have observed positive results, which allows other countries to operate through a tried and tested framework that can be altered to that country's context and specific needs. This paper will look into current trends observed in the society and economy, along with the implementation of such a policy in other countries and their experiences to observe the significance and need for a paternity leave policy in the context of India, and specifically Telangana.

Significance

The implications and changes following childbirth are more comprehensive than the simple addition of a new life. To assist parents through such a transition, the government introduced the Maternity Benefit Act, 1961, and under an amendment to the act in 2017, female employees are now entitled to 26 weeks of paid maternity leave, from an earlier 12 weeks (Maternity benefit amendment act, 2017). Such an intervention exists to empower women at workplaces while allowing them to navigate motherhood. However, data shows a slightly different outcome. At present, around 73% of women in India leave their jobs after giving birth and fail to return. Among those who return, 48% leave the workforce within four months (Business). According to data released by the International Labour Organisation in 2023, the female labour force participation rate in India was at a low 32.5%, as compared to the male labour force participation rate of 76.8% (ILOSTAT Data Explorer). The oncoming of motherhood has not only resulted in various implications for the family, but also has effects on the labour force and economy as a whole. While the maternity benefit act is beneficial in numerous ways, the above statistics suggest that while it is necessary, it is not sufficient. This indicates the need for a more comprehensive approach to tackling such an issue. The paternity leave policy as a solution to the above stated problem is something that should be explored, as it can prove to positively impact and change the way our societies and economies function.

Gaps

The purpose of a maternity leave is to allow women to care for their newborn and resume work in a way that is not disruptive in either aspect. However, the above-mentioned statistics stand as evidence that such a purpose is not being achieved. Additionally, such a high rate of dropout from the workforce will result in losses to companies' workforces, along with a direct reduction in the amount of employment and income generated in the state. The Maternity Benefit Act has certain gaps that need to be addressed in order to fulfill the goals of such a policy. Moreover, the act assumes all domestic responsibilities to fall on the woman alone. The leave does not allow new mothers to take the rest needed, since they are alone in managing the newborn along with other household chores (Kale). While many Indian parents usually receive support from various other family members as well, an increase in nuclear families and a change in family dynamics does not show the same trend as earlier. Therefore, there are certain ways in which the maternity benefit is lacking, and a more comprehensive approach is needed to tackle these existing gaps.

GENDER WISE DISTRIBUTION OF LABOUR FORCE

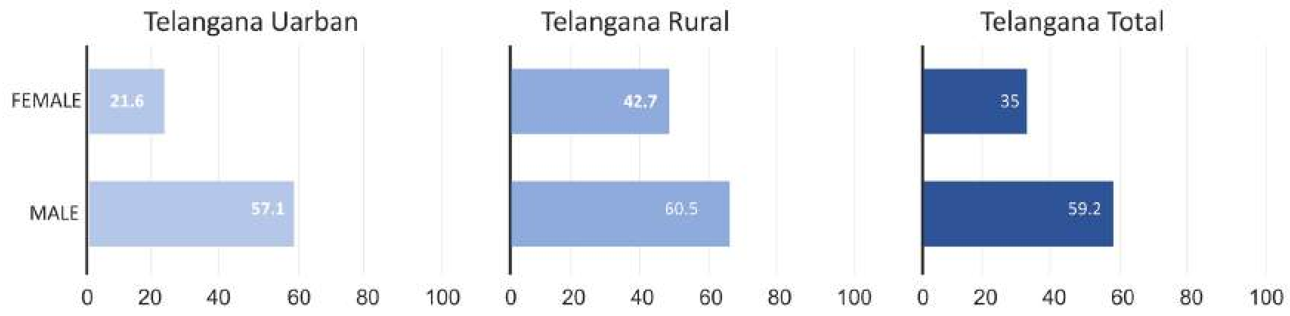


Figure 1: Labour force participation rate by gender

Source: Annual Report, Periodic Labour Force Survey (2022-23)

The female labour force participation rate in India, as mentioned earlier, is at a low 32.5%, while the female LFPR of Telangana stands at 35%. The female rural LFPR is at a relatively higher 42.7%, and the female urban LFPR stands at a very low 21.6% (Annual Report, Periodic Labour Force Survey).

Looking at the LFPR and its gender wise distribution gives us an insight into how a certain social problem presents itself in a quantifiable way and the need to tackle such a problem.

Reference from Other Countries

In various countries where paternity leave is offered, the paternity leave policy is constructed with nuance and intricacy, in ways that differ from the maternity leave policy. Many countries offer paternity leave with certain conditions, whether regarding duration, shared leave, or percentage of pay.

Japan: Japan offers a paternity leave of 4 weeks within the 8 weeks after the birth of the child, completely separate from the leave for mothers. This is in addition to the existing child care leave system, which allows either parent to take leave until the child reaches 2 years of age (Naoko and Naoko). At present, only around 13.97% of fathers are availing this paternity leave policy, due to social stigma surrounding it, as well as economic concerns. However, the Japanese government aims to have 85% of fathers taking paternity leave by 2030, as they believe that it will increase birth rates and aid in achieving gender parity (Livemint).

Iceland: Iceland has a combined leave of one year for both parents (split at 6 months for each parent). One is allowed to transfer up to one month of parental leave to the other, and the leave is paid at 80% of the employee's annual salary. Iceland's experience with the implementation of the policy, through surveys conducted over multiple years, saw that it not only aided in equally distributed domestic work, it also saw a reduced gap between labour-market participation and working hours among men and women (Arnalds et al.).

Norway: In Norway, both parents are entitled to 15 weeks of paternal leave each at 100% pay, or 19 weeks of parental leave each at 80% pay. This is paid through social security. The effects of this leave policy suggest an increase in the relative income of mothers, a more equal division of housework, as well as a closer relationship between the father and their children (OECD iLibrary).

Sweden: Parents in Sweden are entitled to 480 days of paid parental leave, with 240 days split between both parents, and this is a non transferable leave. In the case of a single parent, they are entitled to the full 480 days. Sweden's policy is seen as a main factor in stimulating fertility rates as well as increasing female employment rates (Si).

Finland: Paternity leave in Finland is allowed for a maximum of 54 days, out of which the father can be at home at the same time as the mother for a maximum of 18 days. This is paid for through social insurance. As with other countries, similar trends of higher involvement in childcare was observed among men *(European Commission)*.

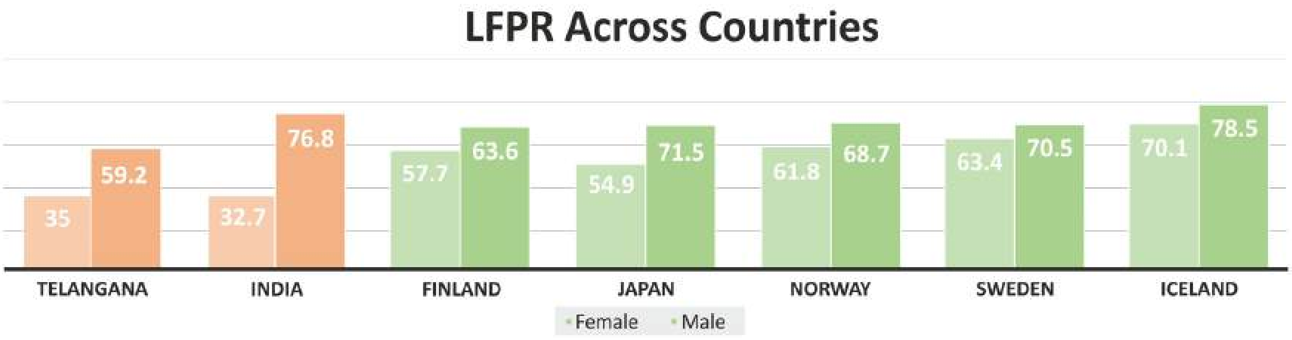


Figure 1: Labour force participation rate by gender

Source: Annual Report, Periodic Labour Force Survey (2022-23)

The above chart shows the comparison of LFPR across Telangana, India, and the countries that have implemented a paternity leave policy as mentioned above. While the LFPR among men is relatively similar across India and all countries, the gap among the female LFPR and the male LFPR is visibly substantial in Telangana and India.

This reduced gap among those countries which have implemented a paternity leave policy indicates that the labour force in those countries is at a much more equal standpoint. While it is important to recognise that the social factors in these countries are quite different from that of India's and this reduction in gap cannot be entirely attributed to the paternity leave policy, it is also just as important to recognise that such a policy only means a step forward in the direction of achieving similar conditions as those of the mentioned counties.

While the economic and socio-political context of these countries vary widely from that of Telangana's and India's, these policies can be used as a template to analyse and understand the ways in which such a policy can be implemented with further modifications and arrangements to enable its success here.

STAKEHOLDERS CHART

Table 1: Stakeholders Chart

Source: Author's calculations

Stakeholder Group	Impact Level	Influence Level
Men	High	Medium
Women	High	Medium
Companies/Industries	High	High
Telangana Government	Medium	High
Society	Medium	Low

In the above chart, we can see the level of impact that a policy can have on the mentioned groups, and the level at which these groups can influence the policy formulation and implementation.

Men and women have a high impact level, since a paternity leave policy will affect them directly. For men, it is because the policy is directed towards them, and they will have to extend their involvement in domestic spaces. For women, it is because a paternity leave policy will provide them with additional support. However, they have a medium influence level since they cannot directly decide whether and how the policy will be implemented.

Companies and industries have a high impact level since it directly affects their workforce and nature of employment. They also have a high level of influence, since they decide their company's specific policy.

The Telangana Government has medium impact since they will not be directly affected by the policy, but will be affected by its outcomes, whether in terms of the LFPR or the changes in society. They have a high influence level since the policy will be suggested and recommended by them.

The society has a medium level of impact at the time of implementation, since such a policy will only enable gradual change. They have a low level of influence since they can only suggest certain ways in which the policy can be formulated and implemented, but cannot ensure that these suggestions are included.

Research Findings

A survey was conducted among employees and HR professionals in order to understand the need for a paternity leave policy and the specifics that are expected out of such a policy to generate the best possible solution. Two surveys were sent out, one to understand the perspective of employees, and the other to understand the perspective of companies through HR professionals (see Appendix). Through this research, the understanding for the need for such a policy has been substantiated.

The responses in the employee survey are as follows:

- ✓ 60% of the respondents were women, with 50% of these women being asked about their plans regarding having children at job interviews.
- ✓ 80% of the respondents felt that such questions play a role in determining someone's chance at getting the job and 90% said that they, or women that they know of have faced an issue with employment due to having children or planning to have children.
- ✓ 100% of the respondents said that a paternity leave policy would be a good initiative, detailing reasons such as:
  1. It will help working mothers or single fathers, as well as increasing familial bonds. However, they mentioned that it should not extend over a long period since it might disrupt their professional commitments.
  2. Respondents stated that it will assist women through their postpartum period and allow them to re-enter the workforce easier and guilt free.
  3. It was also stated that such a policy will help in breaking down gender stereotypes, enabling a more inclusive and equitable society.
- ✓ 100% of the respondents said that such a policy will improve domestic relations and responsibilities in the family.
- ✓ 70% of the respondents said that men will be open to such a policy.
- ✓ 100% of them stated that it will contribute positively to women's involvement in the workforce and 80% said that it would enable an unbiased hiring process.
- ✓ When asked about how such a policy might be beneficial to the company, respondents stated reasons such as:
  1. A better work environment with employee satisfaction and retention
  2. Companies being able to establish themselves as progressive and family-friendly.
- ✓ While the question about how long a paternity leave should last varied between the duration of 20 days to even 6 months, a majority stated that an ideal duration would be between 3-4 weeks.

The responses in the HR professionals survey was as follows:

- ✓ 60% of the respondents were women.
- ✓ 60% of these respondents had a company paternity leave policy that ranged between 2-10 days.
- ✓ 40% said that there is a difference

between hiring processes for men and women, with maternity leave as a contributor to this difference.

- 60% of the respondents said that paternity leave will have a positive effect on the company, stating reasons such as:

1. Employee retention
2. The company's branding as a good employer

- 60% said that it will allow women to re-enter the workforce easier, and 80% said that it might help in increasing the female LFPR.
- Responses were varied for how long a paternity leave should last, varying between 10 days to 3 months.

Policy Recommendation

As highlighted above, the implementation of a paternity leave policy will not only prove to be beneficial in foregoing gender roles and improving domestic relations, it will also aid the companies and economy, with retaining employees and increasing the numbers in the workforce. However, there exist certain challenges with such an intervention, especially in relation to whether companies will accept such a policy that requires them to provide paid leave. Due to this, the below policy recommendation is derived from the survey results and other countries' experiences, in order to enable an optimal policy outcome. It is also important to take into consideration the opinions that employees have about the same matter, as it is them for whom the policy is being formulated. Beyond this, it is also important to consider the companies and their extent of implementation.

Based on the experience of other countries and the responses derived from both surveys, there is a consensus that a paternity leave policy can be highly beneficial. As seen above, the Indian and Telangana female LFPR stands much lower than other mentioned countries. The suggested policy is meant to bring change that not only sees a quantifiable difference in the labour force, but also a qualitative difference in how families function, reflecting the changing needs of society.

Such a policy can be brought about in the following ways:

- Paternity leave of a minimum 4 weeks and a maximum of 8 weeks
- The policy can be implemented in a phase wise manner to enable a slow but steady policy process

Phase 1:

- Applicable for companies having 2000+ employees
- Companies should formulate an HR policy that is inclusive of the guidelines of the paternity leave policy and facilitate its implementation
- Non-mandatory for a certain period of time

Phase 2:

- Extension of policies to smaller companies
- Inclusion of support by the government of Telangana and the Employees State Insurance Corporation (ESIC) in order to assist with the payment of salaries
- Non-mandatory for a certain period of time

Phase 3:

- Bringing about changes in policy/ implementation based on its reception in earlier phases
- Mandating the paternity leave policy with these necessary changes

While the social and economic contexts of other countries with a paternity leave policy and India vary to a large extent, it should only make us construct the policy in a way that is receptive in our context and not stop us from implementing it, even if the results may take time to present themselves. While the Indian society is ingrained in traditional gender responsibilities, enabling a policy like this will be a step towards breaking such rigid norms, since change will naturally be followed by growth.

MS. SAATHVI KODALI, INTERN, FTCCI
PREPARED UNDER THE GUIDANCE OF
MRS. SUJATHA, SR. DIRECTOR, FTCCI

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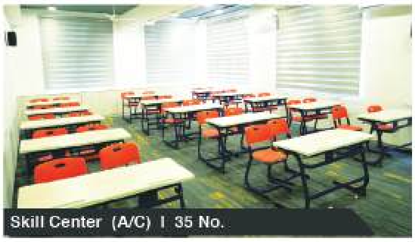
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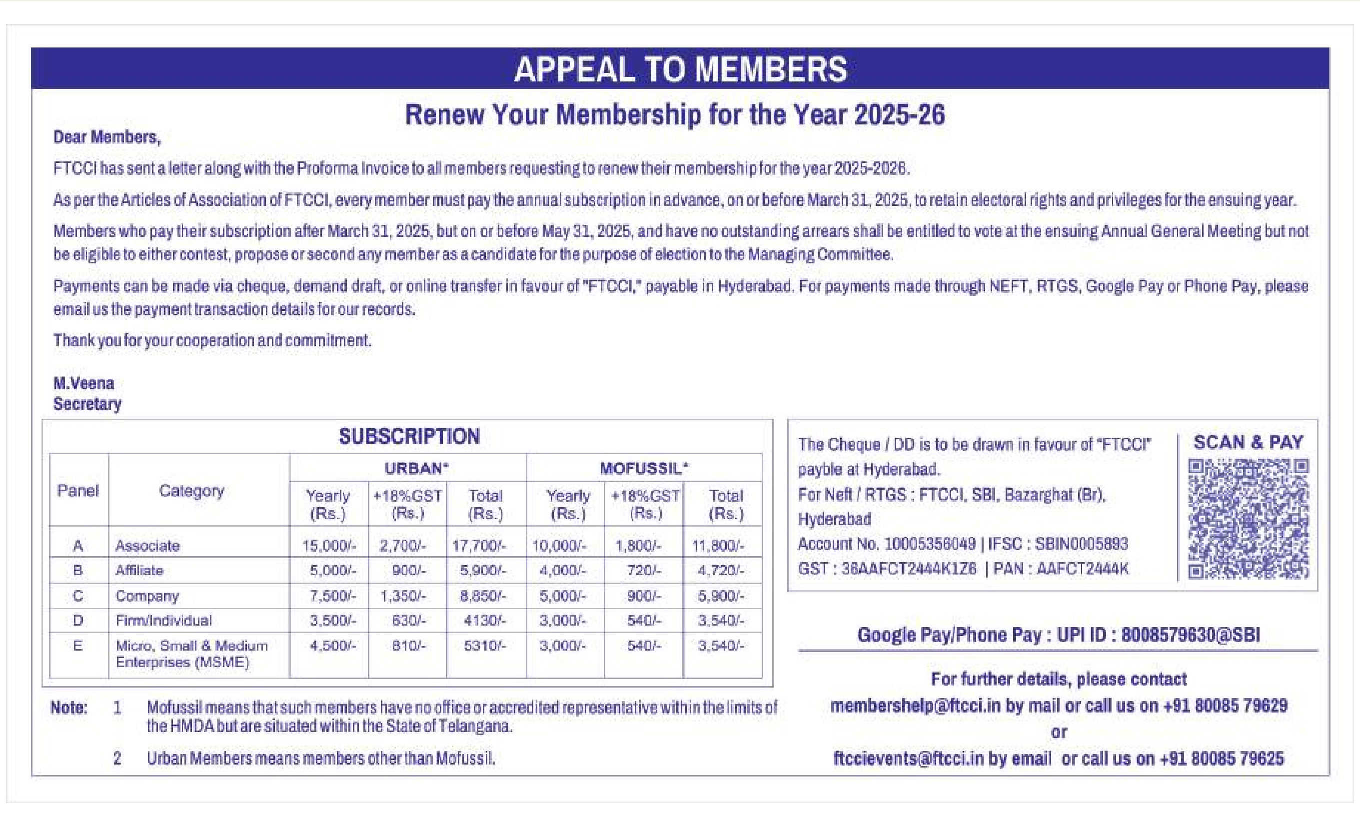
2	C-2184	Logicity Private Limited	Software & IT
3	C-2185	Fusion Health Care Private Limited	Manufacturing, Trading, Import & Exports
4	C-2186	Iron Mountain India Private Limited	Information and Management Solutions
5	C-2187	Arvais Natures Products Private Limited	Manufacturing of Milk & Milk Products Butter, Ghee, SMP Cheese, Paneer, Etc
6	C-2188	Besttech Renewable Energies Private Limited	Trading & Engineering Services, Export & Import of Electrical & Mechanical Products
M / Individual / Proprietary Concern – Panel- D			
7	D-2674	Marie Curie Pharmaceuticals	Pharma Research & Development
8	D-2675	Goldeneye Exim & Impex	Trading, Imports & Exports of Spices all type of Food products
9	D-2676	Sak Engineering	Generators Services marine engines
10	D-2677	Global It Services Hub	IT Services & Software
11	D-2678	T.Raghunath Reddy	Advocate
12	D-2679	Ramsan Systems	IT Consulting Services
Msme – Panel- E			
13	E-1796	Global Enviro Air Systems Private Limited	Pollution Controlling Equipment Clean Room Projects
14	E-1797	Swift Engineering India	Manufacturing of Exports of Machinery's



APPEAL TO MEMBERS

Renew Your Membership for the Year 2025-26

Dear Members,

FTCCI has sent a letter along with the Proforma Invoice to all members requesting to renew their membership for the year 2025-2026.

As per the Articles of Association of FTCCI, every member must pay the annual subscription in advance, on or before March 31, 2025, to retain electoral rights and privileges for the ensuing year.

Members who pay their subscription after March 31, 2025, but on or before May 31, 2025, and have no outstanding arrears shall be entitled to vote at the ensuing Annual General Meeting but not be eligible to either contest, propose or second any member as a candidate for the purpose of election to the Managing Committee.

Payments can be made via cheque, demand draft, or online transfer in favour of "FTCCI," payable in Hyderabad. For payments made through NEFT, RTGS, Google Pay or Phone Pay, please email us the payment transaction details for our records.

Thank you for your cooperation and commitment.

M.Veena
Secretary

SUBSCRIPTION

Panel	Category	URBAN*			MOFUSSIL*		
		Yearly (Rs.)	+18%GST (Rs.)	Total (Rs.)	Yearly (Rs.)	+18%GST (Rs.)	Total (Rs.)
A	Associate	15,000/-	2,700/-	17,700/-	10,000/-	1,800/-	11,800/-
B	Affiliate	5,000/-	900/-	5,900/-	4,000/-	720/-	4,720/-
C	Company	7,500/-	1,350/-	8,850/-	5,000/-	900/-	5,900/-
D	Firm/Individual	3,500/-	630/-	4130/-	3,000/-	540/-	3,540/-
E	Micro, Small & Medium Enterprises (MSME)	4,500/-	810/-	5310/-	3,000/-	540/-	3,540/-

Note: 1 Mofussil means that such members have no office or accredited representative within the limits of the HMDA but are situated within the State of Telangana.

2 Urban Members means members other than Mofussil.

The Cheque / DD is to be drawn in favour of "FTCCI" payble at Hyderabad.
For Neft / RTGS : FTCCI, SBI, Bazarghat (Br), Hyderabad
Account No. 10005356049 | IFSC : SBIN0005893
GST : 36AAFCT2444K1Z6 | PAN : AAFCT2444K

SCAN & PAY

Google Pay/Phone Pay : UPI ID : 8008579630@SBI

For further details, please contact
membershelp@ftcci.in by mail or call us on +91 80085 79629
or
ftccievents@ftcci.in by email or call us on +91 80085 79625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FTCCI OFFICE BEARERS *With*

FTCCI Officials with Shri G. Kishan Reddy, Hon'ble Union Minister of Coal and Mines, Government of India : 18th January, 2025 - Hyderabad

Smt. D. Anasuya Seethakka, Hon'ble Minister for Panchayat Raj & Rural Development and Women & Child Welfare, Government of Telangana

Dr. Suresh Kumar Singhal, President, FTCCI Received "BHARAT GAURAV AWARD" in INDO THAI ACHIEVERS SUMMIT 2025 IN BANGKOK organised by ASSOCIATION OF ECONOMIC GROWTH : 8th February, 2025

Congatulations to Mr. R.Ravikumar, Sr.Vice President, FTCCI for receiving the 2025 State Championship Men's singles 60+ runner Doubles

State Level Multi Stakeholders constitution on minimum wages fixation in Telangana on 28th January 2025 at CESS, Begumpet, Hyderabad : 31st January, 2025

FTCCI Vice President Mr. K. K. Maheshwari, along with the ICT team met Mr. Amithava Mukherjee, CMD of NMDC : 6th February 2025 at NMDC

Mr Rajesh Rathod, Executive Director, Madhya Pradesh Industrial Development Corporation Ltd, Govt. of MP, met FTCCI Leadership team and invited them to participate in the upcoming Madhya Pradesh Global Investors Summit 2025 scheduled on 24th and 25th February at Bhopal

FTCCI Officials met Sri Sadguru Madhusudhan Sai ji

Mr. A. Prakash, MC Member, FTCCI Felicitated PADMA Vibhushan Dr Nageshwar Reddy AIG.

Hyderabad, February 10th, 2025: A Workshop on Indian Gas Exchange (IGX's) Natural Gas Trad

FTCCI Welcomes the Union Budget with Enthusiasm

The Federation of Telangana Chambers of Commerce and Industry (FTCCI), a 108-year-old organization representing regional c industry, has praised the Union Budget for being pro

Speaking to the media, FTCCI President Suresh Kuma satisfaction with the budget, calling it "industry-frien

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FTCCI President Suresh Singh Commends Budget as Progressive and Growth-Focused

February 3, 2025

bruary 03, 2025: The 108-year-old one of the most vibrant regional commerce, trade odies in India The Federation of Telangana Chambers of Commerce and the budget

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FTCCI terms Budget forward-looking, people-friendly

PNS ■ HYDERABAD

The Federation of Telangana Chambers of Commerce and Industry (FTCCI) has welcomed the Union Budget, describing it as industry-friendly, people-friendly and progressive. Interacting with the media soon after Finance Minister Nirmala Sitharaman

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उद्योग हितैषी है बजट : एफटीसीसीआई

हिन्दी मिलाप

खाद्य प्रसंस्करण पर किया गया परिचर्चा का आयोजन

Telangana

Trade bodies, industry honchos hail Budget

एफटीसीसीआई ने बजट समीक्षा का आयोजन किया

Balanced Budget, Says BJP; Nothing For T, Say BRS & Cong ■ T Inc. Claims Measures Will Accelerate Economic Growth

BUDGET CUTS BLEED TELANGANA YET AGAIN

Telangana's Wishlist Ignored

Will NIRDPR be wound up after fund cut?

Industry leaders laud budget for 'progressive' steps, mega tax relief

NETAS BUZZ ON BUDGET

ఆశల పల్లకీలో ఎంఎస్ఎంఈలు

ప్రగతిశీల, పురోగామి బడ్జెట్

నిధుల లభ్యత పెరుగుతుంది

D. Ramchandram MEDIA

Business Economy

Posted at: Jan 29 2025 6:51PM

FTCCI submits pre-budget memorandum on direct taxes 2025-26

Hyderabad, Jan 29 (UNI) The Federation of Telangana Chambers of Commerce and Industry (FTCCI) has submitted its Pre-Budget Memorandum 2025-26, outlining various recommendations related to trade, industry, and salaried employees.

Considering the rising cost of essential needs, FTCCI has recommended a reduction in tax rates and an income tax rebate for individuals earning up to Rs 9 lakh, a long-pending demand.

Regarding allowances and deductions, the organization has suggested including home loan EMI payments under HRA

UNION BUDGE

మన తెలంగాణ

దేశ ప్రజలకు ఆమోద్యయోగంగా కేంద్ర బ

Interacting with the media immediately after Union Finance Minister, Nirmala Sitharaman's consecutive 8th budget, Suresh Kumar Singhal, President of FTCCI expressed happiness in so many words as the budget is industry-friendly, common people friendly, salaried friendly, patient-friendly and a progressive budget. He congratulated Mrs Nirmala Sitharaman for her approach to addressing all the sectors and areas of business and society.

It is an all-stakeholders friendly, positive, progressive, development-oriented budget, Suresh Singh, President, FTCCI summed up about the Union Budget.

I am happy because we recommended raising the individual Income Tax limit to 9 lakh. But, the Minister surprised everybody by raising it to 12 lakh, Singhal shared.

All friendly, positive, progressive, development-oriented budget: Suresh Singh, President, FTCCI

The 108-year-old one of the most vibrant regional commerce, trade and industry bodies India The Federation of Telangana Chambers of Commerce and Industry (FTCCI) hailed

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FTCCI submits pre-budget memorandum on direct taxes 2025-26

Hyderabad, Jan 29 (UNI) The Federation of Telangana Chambers of Commerce and Industry (FTCCI) has submitted its Pre-Budget Memorandum 2025-26, outlining various recommendations related to trade, industry, and salaried employees.

Considering the rising cost of essential needs, FTCCI has recommended a reduction in tax rates and an income tax rebate for individuals earning up to Rs 9 lakh, a long-pending demand.

Customs duty exemption will boost mfg: FTCCI

Bizz Buzz Bureau
Hyderabad

TO boost local manufacturing in certain sectors, FTCCI (Federation of Telangana Chambers of Commerce and Industry), in its pre-Budget recommendation, has batted for exempting customs duty

nents, such as bulk drugs used for insulin production, raw materials for lab-grown

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एफटीसीसीआई ने बजट समीक्षा का आयोजन किया

FTCCI with QCI to promote ZED certification for MSMEs

Event was held as part of QCI's Gunvatta Yatra, aimed to educate industry professionals about quality certification programmes

Bizz Buzz Bureau
Hyderabad

THE Federation of Telangana Chambers of Commerce and Industry (FTCCI), in collaboration with the National Board for Quality Promotion (NBQP) and the Quality Council of India (QCI), organised an awareness programme on "Z Certification & QCI Boar Divisions Activities, a Benefits" on its premi here on Thursday. The eve was held as part of QC Gunvatta Yatra, aimed educate industry professio als about quality certificatio

robust quality ecosystem India. He also shared insights into the vision of 'Atmanirbhar Bharat' and 'Quality Bharat', reinforcing the need

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కేంద్ర బడ్జెట్‌పై ఎవరేమన్నారంటే..

TELANGANA YET AGAIN

Industry leaders laud budget for 'progressive' steps, mega tax relief

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Development-oriented, progressive budget: FTCCI

K Chandrasekhar
Hyderabad

FTCCI terms Budget forward-looking, people-friendly

PNS ■ HYDERABAD

Hyderabad

FTCCI Hails Union Budget as Industry-Friendly, Common People Friendly, and Progressive

The Federation of Telangana Chambers of Commerce and Industry (FTCCI), one of the most vibrant regional trade bodies in India, has lauded the Union Budget, calling it a development-oriented, positive, and all-stakeholders-friendly budget.

'Industry-friendly exercise with focus on growth'

Industry body FTCCI applauds tax reforms, manufacturing boost, and skill development focus

Bizz Buzz Bureau
Hyderabad

THE Federation of Telangana Chambers of Commerce and Industry (FTCCI) has praised the Union Budget presented by Finance Minister Nirmala Sitharaman as industry-friendly, progressive, and development-oriented. Speaking to the media shortly after the budget's unveiling, Suresh Kumar Singhal, President of FTCCI, expressed his satisfaction, highlighting the budget's focus on multiple sectors including industry, salaried individuals, health and the common people.

> One of the budget highlights was the Minister's proposal to significantly reform the country's customs structure aimed at simplifying the tariff system and supporting domestic manufacturing. The proposal included the removal of seven tariff rates, leaving only eight remaining, including a zero rate
> - Suresh Kumar Singhal, President, FTC

The Federation of Telangana Chambers of Commerce and Industry

ESTD:1917

1st March, 2025

HICC, Hyderabad

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GST : 36AAFCT2444K1Z6 GPay : 8008579630@SBI

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President

R.Ravi Kumar
Sr. Vice President

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Vice President

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Chair, ICT & Startups Committee

RSVP : Mr. Vishal Ph: 7815933249 | E-mail : startup@ftcci.in

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WPP/No. PMG/TS/HQR/HCD-01/WPP/2023-25
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