Annual Report 2020-21

FARIDABAD INDUSTRIES ASSOCIATION

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President's Message

A long year has suddenly gone past, it appears that only the 'other' day myself and my team had commenced a journey with an objective of raising the status of FIA.

The last two years were also marked by challenges and upheavals for the industry. The COVID-19 lockdown impacted manufacturing activities across the globe. The enormity of the lockdown affected manufacturing activities and supply chains alike, disrupting the overall economy. While our Country recovered fairly from the first wave, the second wave has hit the Nation the hardest in terms of fatalities. This was followed by a slowdown in labour-intensive industries involving manufacturing, construction and infrastructure.

In spite of the pandemic situation, we maintained a strong and continuous engagement with local and State Govt through virtual platforms. In our continuous efforts to improve the infrastructure in the district we have taken many initiatives to repair the roads in various industrial areas with the support of District Administration. With the efforts of all, funding of Rs. 107 crores have now been granted and the job on the infrastructure improvement for Industrial Sector has already been commenced.

An Interactive session with Shri Dushyant Chautala, Dy. Chief Minister, Haryana was held at Faridabad. The session was attended by industry leaders and other industry Associations. During the meeting, various points were highlighted regarding the need for an infrastructure package for the overall development of Faridabad.

I am very pleased to say that as an Association we participated fervently in community programs under CSR initiatives especially during the period of the lockdown. This was through various programmes like donation to Earth Saviours Foundation for abandoned Senior Citizens during the challenging period of COVID-19, donation of Hand Sanitizers, Masks as well as Disinfectant Sprays to Govt. Hospitals, local Administration and other NGOs, Sponsoring the fees of 16 students at DAV Public School, Faridabad who have either lost their Single or both parents during COVID pandemic recently.

Another notable feature during the year under CSR initiatives was a donation of fully equipped Mammography Bus for the detection of Cancer to the FIA Charitable Society by Rotary Club of Faridabad Midtown.

We have also established a Corona Primary Oxygen Centre with 75 oxygen beds at our Mental Health Care Centre, Faridabad in association with Bharat Vikas Parishad during the Pandemic period. Our Association also organized various vaccination drives at FIA premises along with Rotary Club. For extending specialized services and benefits to our members which includes employees, workers and their family members, the FIA signed an MoU with Metro Heart Hospital, Faridabad.

As to promote the Skill Centre at the FIA, the year also saw a gathering of all the Sarpanches of nearby villages, Visits to many Government Schools to send the message of skilling forward. During the year many visits and delegations to our Skill Centre were noted including delegations from Shri Vishawakarma Skill University, Rotary Club of Faridabad East and visit of Smt. Seema Trikha, MLA, Badkhal. An initiative was also taken for imparting skill training to youth by opening of Computer Lab for short term courses. The inauguration ceremony of Computer Lab was organised in association with Rotary Club of Faridabad East. I appreciate the efforts the Skill Panel members for their continuous efforts and support for promoting the skill training irrespective of the Pandemic Situation.

Although the pandemic situation affected every aspect of life, our Seminar & Training Panel remains very active during the year by organizing various webinars and physical workshops through the hard work of Shri S K Taneja, Panel Chairman, and Shri Navneet Gumber. I really appreciate their Hard Work and my special thanks to Mr. Gumber for their co-operation and time.

Our different activities that have never been in the FIA is the installation of the Indian Tricolour at the Association premises. It is a matter of great pride and FIA is extremely proud of this feat. The National flag motivates us all to work together. I thanked Shri H S Banga, MD, Victora Auto Pvt. Ltd. for sponsoring this 100 feet National Flag at the premises of FIA.

I also appreciate the efforts of Shri T M Lalani and Shri Satish Bhatia for making the GST & Income Tax Panel more active during the year. Various Workshops and Webinars on GST were organised time to time for updating members on this front.
During this tough time challenges continues remain relates to Energy & HERC, water availability, Labour Laws, etc. but these had been also resolved with the intervention of District Administration and other Govt. Official.

The work done by HR & IR Panel, MSME Panel, Export & International Trade, Law & Order Panel etc. were also praiseworthy. The active support of all this Panel Chairmen and Members makes the FIA more energetic during the year.

Now, I would like to thank my Board of Directors for their guidance all through this Challenging time. I would also like to thank the Office Bearers for their constant support during these unprecedented times.
We shall do better in the coming years. I would also like to thank the Chairmen of various Panels who have given their time, and in the end, the FIA secretariat for their efforts over the past year. However COVID still exists therefore as a President, I would like to appeal to take safety precautions on priority.

B R Bhatia

From the desk of Hony. Gen. Secretary

Dear Members,

It gives me great pleasure to present before you the 68th annual report of the Faridabad Industries Association. The last year has been unprecedented for a variety of reasons. Not only did the business undergo a disruption for the second time in 18 months, but the Second Wave of the pandemic was devastating as we saw COVID directly affecting people around us, many of them being our friends, colleagues and families

After the first wave last year, we saw a brief window where economic activity gained a brisk pace. Across industries, the period from June 2020 till March 2021 was considered to be strong and encouraging. However, the Second Wave stalled this momentum.

As an Association our response on both accounts was definite and swift. From a business point of view, we continued to engage with all our members virtually throughout this difficult period. And from a community standpoint, we were amongst the first to respond through the CSR efforts of our members. The CSR panel actively led the relief activities in the town. As always, we distributed masks, PPE kits and relief material.

FIA was very actively engaged all through in ensuring that the loss of lives and livelihoods was at a minimum. There were numerous instances where our member companies came ahead to distribute oxygen cylinders, concentrators and helped arrange hospital beds for people in need.

While the year started on an optimistic note, with the FIA JCB golf tournament, it was also an opportunity for people to come closer and engage. This tournament over the last many years now has become an annual event in the town.

And as we went into the Second Wave, the physical engagement got restricted and we switched back to the online mode of communication and interaction with our member companies. The MSME panel, the GST and Taxation panel, the Seminar and Training panel were all extremely active throughout this phase. We saw this as an opportunity to engage with as many member companies as possible.
The Second Wave was different from the first wave as Economic activity continued since there were no national level Lockdowns. Therefore, the wheels of the business had to keep moving, and the Association supported its member companies.

The HR and IR panel continued to guide FIA members about the various updates about human resources and industrial relations. And the critical aspect of skill development was also addressed by the Skill Development panel through continuous efforts towards imparting skills to desirous candidates in the industry. During this phase, the Association also achieved the distinction of having our President become a member of the FMDA, the Faridabad Metropolitan Development Authority. Therefore, aspects related to infrastructure, roads and all other necessities can be addressed through this.

FIA also has been instrumental in being the leading voice for the development of world-class infrastructure in the industrial town of Faridabad. Infrastructure, especially roads within the industrial sectors as well as other critical link roads needed a strong makeover. Through various representations at appropriate levels, FIA worked towards the development of roads. We are delighted that we are seeing positive movement in this regard.

The challenges of business continuity in this difficult phase were also continually resolved with regular interactions with the District Administration, issues related to Taxation, Electricity, Water etc were resolved with the support of all.

With vaccinations being the only established line of defence against the virus, FIA took the lead in this area and organised various vaccination camps at the Association premises. Our member companies took full advantage of these opportunities to ensure that their employees were able to get their vaccination done.

Another key milestone for the association was the installation of the Indian Tricolour at the Association premises. It is a matter of great honour to have this installed, and FIA is extremely proud of this feat. The National flag reminds us all of working towards a stronger India.

While this year was full of challenges, in the end, I would like to thank the President for his guidance all through this difficult time. I would also like to thank the Office Bearers, and importantly our Board of Directors for their constant support during these unprecedented times. Finally, I would also like to extend my gratitude to the Chairpersons of various committees who have given their time, and in the end, the FIA secretariat for their efforts over the past year.

We are not out of the pandemic as yet. Therefore, as an Association, I would like to appeal to all members to continue to display COVID appropriate behaviour. We must get ourselves, our teams and our families vaccinated as early as possible for the safety of all.

Jasmeet Singh
Hon. Gen Secretary

67th Annual General Meeting

The 67th Annual General Meeting of the Faridabad Industries Association (Fifth AGM under the Companies Act 2013) was held virtually on 28th December, 2020 due to COVID - 19.

Shri K.C. Lakhani, Past president was elected as Chairman to conduct the proceedings of the meeting. He welcomed all the members virtually present at the meeting. He shared his views that due to COVID-19, we could not conduct the physical AGM and Open Session.

This welcome greetings followed by review of the activities of the year by Shri Jasmeet Singh, Hony. General Secretary of the Association.

The Annual Report was presented for the information of all the members which carries the activities performed by all the Panel Chairmen during the year. Thereafter the agenda was taken up for

67th AGM, View of The Members During the Virtual Business Session

the discussion during which the resolutions on the Balance Sheet, Budget, Appointment of Directors were passed.

Shri B R Bhatia briefly shared the significant activities undertaken by the Association during the last year. He particularly thanked Shri Anil Choudhary, Advisor, MSME, FIA and appreciated the efforts of Shri Satish Gossain, Vice President, FIA & Chairman, MSME Panel for setting up a dedicated 'MSME Help Desk' at FIA.

He also highlighted the excellent work done by Shri Navdeep Chawla, Chairman, CSR Panel in not only encouraging the industries to donate for CSR activities towards preventing COVID -19 but also in updating the member industries regarding FIA CSR initiatives. He thanked Voith Paper Fabrics India Ltd., BMR HVAC Ltd., Shivalik Prints Ltd. and other members for the support extended to FIA under the CSR initiatives and donation to the CM Relief Fund and PM Cares Fund during the COVID-19.

He also shared that the Year 2019-20 had been full of disruption & challenges for everyone, particularly during his tenure due to COVID-19. He acknowledged that the Government has been proactively working on supporting the industry during these tough times. Businesses have also quickly adapted to the changed environment.

Shri B R Bhatia also applauded the efforts of Shri S.K. Kapoor, Chairman Clean & Green Panel for plantation of trees on the centre range of sector-22 and 24. The President also thanked Shri K.C. Lakhani who heads the Infrastructure Panel for his support and efforts to resolve the infrastructure related challenges for the industry.

During the meeting, a Presidentship Journey Album was presented to Shri Sanjeev Khemka, Immediate Past President, FIA which contains all memories of the meetings and functions attended by him during his tenure.

Shri B R Bhatia, President, FIA presents a Presidentship Journey Album to Shri Sanjeev Khemka, Immediate Past President, FIA during the AGM

He thanked Shri S.S. Sorot, Chairman, HR & IR Panel for his continuous support and contribution to the Panel. He also further highlighted the initiatives of Shri S.K. Taneja, Shri S.K. Kapoor, Shri Rishi Agrawal, Shri T.M. Lalani, Shri Sanjay Gulati, Shri H.L. Bhutani and Shri Narendra Aggarwal in the conduct of activities of their respective Panels.

Before the conclusion of the Business Session, Shri B R Bhatia thanked all the members particularly the Office Bearers, for the support received during his tenure as President over the past year. He stated that with the help and co-operation of all the members and guidance of the Past Presidents he was able to raise the stature of the Association to a high level and was certain that we would work hard and take further strides to keep the flag flying high.At the end concluded by thanking Secretarial team for rising to the occasion and completing all the work assigned to them from time to time.

72th Republic Day Celebrations

The 72nd Republic Day of India was celebrated on 26th January, 2021 in the premises of Faridabad Industries Association by Association Members, office bearers and secretariat officials.

The event was commenced with the hoisting of the National flag by Shri B.R. Bhatia, President of Faridabad Industries Association followed by the singing of the National Anthem. Thereafter, Shri B. R. Bhatia had addressed the gathering on the eve of the Republic Day.

CSR Panel

It has been more than a year and a half since the COVID-19 pandemic disrupted the deepest core of human civilization and made us realize the power of mother nature. In India, after the first wave, we thought that we had gained control of the situation, but the second wave found us wanting for basic necessities such as oxygen and medical supplies.

In these unprecedented times when COVID-19 continues to spread and to impact almost every individual and organization across the world directly or indirectly. The industries have been hit by a triple whammy: factory closures, supply chain disruption, and reduced demand.

For supporting the community in that challenging timeS Shri Navdeep Chawla, Chairman, CSR Panel along with Shri BR Bhatia, President also appealed this year that members kindly come forward and donate any amount as felt convenient for them to the FIA Charitable Society for COVID relief, their appeal worked, and the members responded positively.

FIA Charitable Society with the active support of the members did a lot of work for COVID relief as under :-

- The Society has donated an amount of Rs. 5 Lakh to Earth Saviours Foundation for the yeoman services extended by an NGO for abandoned Senior Citizens during the challenging period of COVID-19.
- Hand Sanitizers, Masks as well as Disinfectant Sprays were donated on as required basis to Govt. Hospitals, local Administration and other NGOs involved and dealing with the Pandemic.
- Another notable activity was the support extended by the Society in sponsoring the fees of 16 students at DAV Public School, Sector-14, Faridabad who have either lost their father or both parents during COVID pandemic recently. Shri S. K. Kapoor, Chairman cum Managing Director, Super Screws Private Limited & Shri Mohan Aggarwal, Managing Director, Century Metal Recycling Private Limited have come forward for this noble cause.

Handing over cheque to the Principal, DAV Public School, Sector- 14, Faridabad. Seen (L to R) Shri Navdeep Chawla, Past President, FIA, and Shri B R Bhatia, President, FIA

- We have established Corona Primary Oxygen Centre with 75 oxygen beds at our Mental Health Care Centre, Sector–14, Faridabad with the association of District Bharat Vikas Parishad.

View of the Corona Primary Oxygen Centre established at MHCC, Sector-14

- FIA along with Metro Heart Institute organized a COVID-19 Vaccination drive in June, 2021 at FIA premises. More than 200 people from member industries were vaccinated during this drive.

There is still much more to do as the domino effect from the novel Corona virus continues.

Employees from Member industry got vaccinated during the Vaccination Camp at FIA

Mammography Bus

Breast cancer is the most common of the types of cancer occurring in India, followed by lung cancer and cervical cancer. The findings showed that as many as 90 percent of the women in rural areas are unaware of the possibility of self-examination.

Women in rural India are waiting for long before seeking medical care for breast cancer. Most Indian women do not know the possibility of inspection and many of them have not even heard of breast cancer.

“Early detection may be crucial for successful breast cancer treatment. Illiteracy, ignorance, poverty, and superstition regretfully lead to many women delaying their contact with the health care system too long.

Rotary Club of Faridabad Midtown has donated a Mammography Bus fully equipped with modern equipment for the detection of Cancer to the FIA Charitable Society.

An MoU with the Rotary Club of Faridabad Midtown & FIA Charitable Society was signed. This Bus will be used for Cancer Detection in Women & Medical Check-Up in rural areas of Faridabad and NCR. The Inauguration Ceremony was held on 28th June 2021 at FIA Office.

Town Park

Under the umbrella of Faridabad Industries Association, FIA Charitable Society in association with JCB has maintained the Town Park located in Sector-12 since June 2017.

The Town Park is spread over 40 acres and is the pride of the city. Ever since the FIA and JCB India Limited started the maintenance of the park, there has been a marked improvement in the cleanliness and greenery within the park premises which attracts thousands of people, especially on weekends.

We have received positive feedback from people who frequent the park and are extremely satisfied with the changes that are clearly visible in the city.

Over a period of four years, a marked change was observed in the landscape and surroundings of the park. Many barren patches were grass, and the beds blossomed giving a new look full of freshness to the citizens of Faridabad who often visit the park. However, since the agreement between FIA & HSVP has now ended, we have handed over the Park back to the District Administration.

We also thank HSVP for having given us the opportunity to maintain this prestigious park for 4 years.

Mental Health Care Centre (MHCC)

The pandemic has also triggered mental health issues. A steep rise was found in the number of patients suffering from mental illness after the outbreak of the novel coronavirus. The lockdown has had a massive impact on the lifestyle of people.
Unprecedented conditions and more vulnerable groups of patients

Section of the participants during the Session

are vulnerable to the spread of this illness, especially with the patients who are not even aware that they have contracted the virus. Our Mental Health Care Centre team of Dr. Naseem Ahmed, Clinical Psychologist along with Dr. Aashish Khandelwal continued to steer the activities of MHCC during the year. MHCC continued to provide OPD services to mentally challenged patients through the year.

A session on Stress Management was organized at the premises of M/s Dee Development Engineers Ltd., Prithla, Palwal by Dr. Naveen Grover, Professor in Clinical Psychology at IHBAS along with Dr. Naseem Ahmed, Clinical Psychologist on 19th January, 2021. This programme was specially designed for DEE Senior members and focused on work life balance, Stress Management, Positive thinking etc.

The able support of Mr H R Goel, the Yoga Trainer who shared his Yoga expertise with all the patients including those from other co-located NGOs is praiseworthy.

We acknowledge the continued support of Shri Navdeep Chawla, our Past President and MD, Psychotropics India Ltd. in supplying free medicines to the Centre for dispensing to the poor and needy patients.

During the year, we provided mental Health care cover to over 1150 patients who visited our Centre disregarding the slowdown due to pandemic situation.

MoU With Metro Heart Institute With Multispeciality

An another effort for extending specialized services and benefits to our members which includes employees, workers and family members, the Association signed an MoU with Metro Heart Institute with Multispecialty, Sector 16 A, Faridabad. The Launch Ceremony was held on 12th March 2021 at the premises of Metro Hospital.

During the occasion a special Address was given by Shri KC Lakhani, Chairman, Lakhani Armaan Group. As a Flag off ceremony many Health Awareness Camps was organised in the industrial areas.

Shri B R Bhatia, President, FIA & Dr. Purshotam Lal, Chairman, Metro Group of Hospitals signed the MoU on this occasion.

Shri K C Lakhani, Past President along with Dr. Purshotam Lal, Chairman, Metro Group of Hospitals flags off the Ambulance services for Health Awareness Camps

FIA-JCB Golf Tournament

Shri Shiv Khanna winner of FIA-JCB Golf Tournament, 2021 receiving the Rolling Trophy from the Chief Guest, Shri Deepak Shetty, CEO and MD of JCB India Ltd. along with Shri B R Bhatia, President, FIA

Keen Golfers at the Registration Counter

Shri O P Singh, IPS, Commissioner of Police, Faridabad teeing off

The 12th FIA-JCB Golf Tournament was held on 21st February, 2021 at Aravalli Golf Club. The tournament provided a great platform for getting the Industry, the District Administration & the Golfing Fraternity together to promote Sports and to know one another better. This Tournament is gaining popularity year on year.

Shri Deepak Shetty, CEO and Managing Director of JCB India Limited was the Chief Guest on this occasion. The enthusiasm was evident by the fact that 70 Golfers participated in this tournament. Comments received from participants were very encouraging stating that they had a "great time & would play again in 2022."

Shri O P Singh, Hon'ble Police Commissioner, Faridabad was invited as the Special guest at the FIA-JCB Golf Tournament 2021. Inaugural Ceremony was done by Shri OP Singh.

Shri Jasmeet Singh, Hony. General Secretary, FIA welcomed the Chief Guest and other guest members during the Tournament. He added that we are privileged to have teams from Delhi Golf Club and Noida Golf Club. The prizes were awarded by the Chief guest Shri Deepak Shetty and Shri B R Bhatia, President, FIA.

Shri Shiv Khanna was the Tournament Winner and received the Championship Trophy from the Chief Guest. The Tournament Runner-up was Shri Sidharth Khurana. The other winners of different prizes were:-

- Nearest to Pin – Shri R K Gupta
- Nearest to Centerline – Shri Sukhdev Singh & Shri Uday Sood
- Net Runner-up – Shri Amul Mehrotra
- Net Winner – Shri Lokesh Malhotra

Special appreciation Award was presented to Master Prince Bainsla under Junior Category.

He thanked to Shri Anand Mehta, who, as always manged the large number of participants in a very systemic and professional manner. Shri Deepak Shetty, CEO and Managing Director of JCB India Limited expressed his happiness that JCB has its India's and Asia's head office located in Ballabgarh, an industrial city, and the people here have been very supportive in taking forward JCB India Ltd. He admitted that layout of the Golf Course and playing condition have impressed him and complemented the organisers for having given him an opportunity to be a Chief Guest in this Tournament. He added that Sports like golf not only develop a keen feeling of competitiveness but helps in unwinding stress in the entrepreneurs. He added that it also helps in providing physical and mental strength.

Shri B R Bhatia while congratulating the winners mentioned that such Tournament not only encourages the Golfers to get together but also gives an opportunity to youngster to hone their skills. He highlighted the continuous support of JCB India Ltd. for organising

Group of Winners during the FIA-JCB Annual Golf Tournament

this Annual Tournament and thanked them for promoting the sport. He also thanked the Chief Guest, special guest and the participants as well as media present on the occasion. He added that the Association stands committed to further popularise Golf in the Faridabad and assure to all steps to further upgrade this Tournament. He also apprised that the FIA- JCB Golf Tournament is one the many initiatives of JCB India Ltd

An attractive gift hamper was presented to each participating golfer; the hamper contained products /goodies sponsored by Henna Industries Pvt. Ltd., Imperial Auto Industries Ltd., Kabir Foods Pvt. Ltd., Psychotropics India Ltd., Green - Dot Health Foods Pvt. Ltd., Tyre Plus and JCB India Ltd.

We are thankful to JCB India Ltd. for being the main sponsor and also wish to place on record our sincere thanks to other sponsors whose efforts helped us in successful conduct of this prestigious tournament. The sponsors included:-

- Action Construction Equipment Ltd.
- Bony Polymers (P) Ltd.
- Securico Electronics India Ltd
- Lakhani Footwear Pvt Ltd.
- Gulati Steel Fab.Pvt. Ltd.
- Maharani Innovative Paints Pvt .Ltd
- Hind Hydraulics & Engineers
- SledgeHammer Oil Tools Pvt. Ltd.

The Golf Tournament 2021 in Progress

The Past Presidents Cricket Championship

The FIA Cricket Championship was held on 20th December, 2020 at Fervent Sports Arena, Sector-76, Faridabad. The match was played between Faridabad Industries Association Y E Panel members and Faridabad District Administration. Our Association emerged as winner of this Cricket Championship trophy "Past Presidents Cup"

Cricket Match Between

District Administration (DC XI) Vs Citizen XI

A cricket match between District Administration (DC XI) & Citizen XI was held on 30th December, 2020 at the Sledgehammer stadium. FIA sponsored this match. On this occasion, Shri Krishan Pal Gurjar, who was then the Hon'ble Minister of State for Social Justice and Empowerment, Govt. of India was the Chief Guest.
Shri Krishan Pal Gurjar appreciated this programme and expressed that this is the best way for the encouragement of the players. Shri Pradeep Mohanty, Director, Sledgehammer Cricket Academy, and EC member, FIA welcomed all the guests during the opening ceremony of the match. On the occasion, Shri Satbir Maan, Addl. Dy. Commissioner, Shri B R Bhatia, President, FIA, Shri Rishi Agrawal, Shri Narendra Aggarwal, Shri Navdeep Chawla, Shri Satish Bhatia, Shri Shammi Kapoor, Shri Veer Bhan Sharma, Shri Virender Bhatia, Shri Ankur Kaushik, and many other dignitaries were present.

Skill Development Panel

As a part of FIA's Diamond Jubilee Celebrations, an initiative was taken to provide skill training to underprivileged or unemployed youth by setting up a Skill Development Centre, under the guidance of Late Dr. S.K. Goel. The SDC team members are continuously putting their efforts to take this Centre to greater heights.
We had conducted 8 training Capsules in the following modules during the year:-

- Welder (Gas & Electric)
- Turner
- Operator Center Less Grinder

The COVID–19 outbreak has significantly impacted all aspects including mobilisation of students for training in FIA Skill Development Centre.

Inspite of many challenges, Shri H L Bhutani along with Shri Arvind Cheema and Shri Sanjay Wadhawan, Panel Members remains very active throughout the year to promote Skill Development Centre. The panel also made efforts to create awareness amongst the members to register themselves on the National Apprenticeship Promotion Scheme (NAPS). We also visited concerned Skill Offices for resolving day to day issues. In view of this, various meetings were conducted as under regarding different activities & courses offered at the FIA Rotary Skill Development Centre:-

Awareness Session On National Apprenticeship Promotion Scheme

District Level Awareness Session on National Apprenticeship Promotion Scheme was held on 21st January, 2021 at FIA Office.

The session was inaugurated by Smt. Swati Sethi, Joint Director, Training, RDSDE, Faridabad. Among the other dignitaries present Shri H.L. Bhutani, Chairman, SDE Panel, FIA, Shri Arvind Cheema, Vice Chairman, SDC Panel, FIA, Shri. Pranav Chaudhary, Deputy Director, RDSDE, Faridabad, Shri Brijesh Mangla, Govt. ITI, Faridabad, & Shri Gajender Sharma, Principal, Govt. ITI, Faridabad.

Smt. Swati Sethi, Joint Director, Training, RDSDE, Faridabad addressing the Members During Session on "NAPS".

Meeting With Shri Ajay Pal Dudi, Then DLC, Faridabad

Shri H.L. Bhutani, Chairman, Skill Development Panel met with Mr Ajay Pal Dudi, then Deputy Labour Commissioner, Faridabad at the Association Office on 23rd December 2020. Issues were discussed related to lesser no of student's enrolment for admissions under the National Apprenticeship Promotion Schemes due to COVID 19. We were assured by the DLC of full support for mobilization of students for the Centre.

Shri H L Bhutani, Chairman, SDC Panel explaining about FIA-Skill Development Centre to Shri Ajay Pal Dudi, then DLC, FBD.

DELEGATION FROM SHRI VISHWAKARMA

Skill University At The Fia-rotary Skill Development Centre

An Engineering team including Prof. Dr. Jyoti Rana, Dr. Mani Kanwar Singh and Dr. Sanjay Singh Rathore from Shri Vishwakarma Skill University visited at our Skill Development Centre on 23rd July, 2021. During their visit they apprise or highlighted the efforts done by the Association for imparting Skill training amongst the needy students to enhance their skill.

FIA-ROTARY COMPUTER LAB OPENING CEREMONY

The inauguration ceremony of Computer Lab was organized at the association office on 27th August 2021 in association with the Rotary Club of Faridabad East. Rtn. Anup Mittal (District Governor-3011) was the chief guest on the occasion.

The objective of this computer lab is to conduct short term computer courses to upgrade the skills of the youth. The dignitaries during the function were Shri B R Bhatia, President, FIA, Shri HL Bhutani, Chairman, SDC Panel, Shri Arvind Cheema, Member, SDC Panel, Rtn. Dalip Verma, Rtn. Kulbir Sachdeva and other Rotarians.

INITIATIVES TAKEN BY FIA FOR MOBILISATION OF STUDENTS

- SDC Team met with Smt. Satyvati, Principal, Govt. Senior Secondary School, Hathin on 23rd June, 2021. Visits were also made to Schools in N.I.T. & Mujesar.
- Meeting with Dr. Ajay Dixit, Principal, Govt. Senior Secondary School & his Team, Mujessar, Faridabad at the FIA Rotary Skill Development Centre was held on 12th November, 2020.
- A meeting with Dr. Azadvir Singh, Vice President, Akhil Bharti Vidharthi Parishad was held on 12th June, 2021 at FIA Office. Discussions were held on working together for mobilisation of students for the Centre.
- A Meeting with Smt. Seema Trikha, M.L.A., Badhkhal was held on 1st July, 2021 at the Association office. The meeting was aimed at briefing on the various activities & courses offered at the FIA Rotary Skill Development Centre. She assured us of her full support for mobilising students for various courses offered at the Centre.
- Shri H.L. Bhutani, Chairman, Shri Arvind Cheema, Member, SDC Panel met, with Rtn. CA Tarun Gupta, Pres Rtn. Dalip Verma and other delegation, members of Rotary Club of Faridabad East on 17th July, 2021 at the Association Office. The meeting was aimed at reviewing the progress of SDC. The delegation members assured full support in mobilizing students for courses offered at the Centre.
- Shri H.L. Bhutani, Chair, SDC Panel, FIA & Shri Sanjay Wadhawan, Member, SDC Panel, FIA met with Dr. Rashmi Chawla, Assistant Professor, Department of Electronics Engineering, J.C. Bose University of Science & Technology, YMCA, Faridabad on 9th August, 2021 at FIA. Discussions were held on a creation of a self-sustainable structure for starting 3D Printing, Additional Courses at SDC as per the industry requirements, Introducing short-term online courses.

AGM'S JUBILEE CELEBRATION OF YESTER YEAR: NOSTALGIA

Silver Jubilee Celebrations

(27th December, 1976 - 2nd January, 1977)

A week long Silver Jubilee Celebration of the Faridabad Industries Association was held from 27th December, 1976 through 2nd January, 1977. As a part of Silver jubilee three main functions were organised namely:-

- Industries Trade Fair
- Seminars on topical interest
- Publication of Hand Book

The Trade Fair of the Silver Jubilee Celebration was inaugurated by the then President of India Late Shri Fakhruddin Ali Ahmed on 27th December, 1976. The capacity of the audience was about three thousands.

- ✓There were a total number of 13 pavilions and 170 stalls displaying the products of 143 participants.
- ✓The Trade Fair was visited by about 80,000 people.
- ✓Seminars on four different topics were organised like Role of small and Ancillary Industries, Marketing Techniques, Industrial Relations and Material Exchange.
- ✓Publication of well recorded reference Hand-book containing the Faridabad industries data, their profile and services offered

Golden Jubilee Celebration

(2002-03)

The Association completed 50 years of its useful existence and to mark this Golden Jubilee, an elaborate function was organised at the Association Office on 21st September, 2002. Ch. Om Prakash Chautala, then Hon'ble Chief Minister, Haryana inaugurated the celebration.

On the Golden Jubilee function, all the Past Presidents were honoured by the Hon'ble Chief Minister, Haryana by way of presenting a memento. A visual presentation on the role of FIA in the growth of Faridabad was also shown.

DIAMOND JUBILEE CELEBRATION (2013-14)

The glittering 60th Annual General Meeting and Diamond Jubilee Celebration was held on 3rd June 2013 at Hotel Claridges, Surajkund Road, Faridabad. Shri Bhupinder Singh Hooda, then Hon'ble Chief Minister, Haryana was the Chief Guest at this occasion. Three distinct features that highlighted this Annual General Meeting highlighted were:-

- Exhibition of products of member industries.
- Screening of film on the growth of FIA.
- Pledge by all members for a "Green & Clean Faridabad".

Independence Day Celebration

On the occasion of the 75th Independence Day of the country, a 100 feet high National Flag was unveiled in the premises of the Faridabad Industries Association at Bata Chowk on 15th August, 2021. Shi B R Bhatia, President, and reputed industrialist along with Shri K C Lakhani and Shri S K Jain, past Presidents unfurled the National Flag.

A view of unfurled National Flag

On this occasion, Shri B R Bhatia, President while wishing everyone a Happy Independence Day said that the sacrifices made by the martyrs for the freedom of the country could not be forgotten. Because of them, today we are enjoying our freedom. India has made progress in the 75 years of its independence. He also added that the Central and State Governments are moving forward to promote industries.

Shri K C Lakhani [illegible] his experience on the occasion that on 15th August, while we celebrate the independence of the country, on the other hand the pain of partition cannot be forgotten. He said that a lot of changes have taken place in the country after independence.

Salutation to our National Flag by the Executive Committee Members

He also added that it gives us a pleasure to see that after 75 years of its independence, the country has reached great heights and the wheel of development are moving continuously. He congratulated the President or the team of FIA for hoisting the 100 feet high National Flag in the FIA courtyard.

Shri Jasmeet Singh, General Secretary, FIA thanked Shri H S Banga of Victora Auto Pvt. Ltd. for sponsoring this 100 feet National Flag at the premises of FIA.

This Flag hoisting ceremony was done in the presence of many dignitaries mainly including Shri Sunil Gulati, Shri H R Gupta, Shri S K Kapoor, Shri Pradeep Mohanty, Shri Ajai Juneja, Shri Vipin Bhatia, Shri V K Malik, Shri S S Sorot, Shri Satish Gossain, Shri Jogesh Bhatia and other Industry members.

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Energy & HERC Panel

Inspite of the pandemic, Shri Rajan Ghai kept the flag flying high, we have conducted the DHBVN meeting. This Grievances Redressal Meeting was held on 18th March 2021 at the Association office. The meeting was chaired by Shri Naresh Kakkar, SE, Faridabad and attended by members of the industry. The meeting was aimed at addressing grievances of the members related to Power Department. The DHBVN ensured that the industry will receive uninterrupted

Section of the audience during the DHBVN Meeting

quality power and also help the industry to resolve their long pending cases.

- We have submitted our objections against Annual Revenue Requirement (ARR) for the year 2021-22 on behalf of our member industries in which we successfully projected our industrial concerns during the virtual Public Hearing in the ARR in HERC.

- On behalf of our members, we have filed an appeal in "APTEL" against HERC Tariff Order dated 1st June, 2020, which will affect consumers having power connection more than 66 KV. The case is still pending in the APTEL.

Meeting with Shri Sanjiv Chopra, Chairperson CGRF, DHBVN

The Grievance Redressal Meeting with Shri Sanjiv Chopra, Chairman, Consumer Grievance Redressal Forum (CGRF), DHBVN and other officials was held on 7th July, 2021 at the Association office. The meeting was chaired by Shri Rajan Ghai, Vice Chairman & was aimed at addressing issues related to power for the benefit of the members to resolve their long pending issues.

In his address, Shri Sanjiv Chopra advised the members to make full use of this forum so as to get relief from the Power issues and matters.

Meeting with Shri Sanjiv Chopra, Chairperson, CGRF, DHBVN

Export & International Trade Panel

Shri Vijay Jindal, Chairman kept all members informed about the changes & new notifications/updates issued by the Directorate General of Foreign Trade, Ministry of Commerce and Industry time to time. The highlight of the activities undertaken by this Panel are as under:-

- Members were informed about the Notification issued by the Directorate General of Foreign Trade, Ministry of Commerce and Industry, on the Amendment of Importer-Exporter Code (IEC) related provisions under Chapter 1 and Chapter 2 of Foreign Trade Policy, 2015-2020.

- DGFT has introduced a new online module for filing of electronic, paperless applications for export authorizations which was effected from 17th May, 2021. Accordingly, applications for issuance as well as for amendment/re-validation of export authorization will need to be submitted online.

- Members were informed regarding the Regional Authorities (RAs) of DGFT will not insist on valid RCMC from the applicants for any incentive / authorizations till 30th September, 2021.

- Members were also informed about the guidelines issued by the DGFT for Portal Registration & use of DSC in the new DGFT Application by following the steps as per the guidelines.

GST & Income Tax Panel

This panel was perhaps the most active Panel during the year. Under the Chairmanship of Shri T M Lalani along with Shri Satish Bhatia, Vice-Chairman conducted many Seminars /webinars regarding GST Awareness/updates particularly in the light of the on going pandemic areas under:-

- A webinar on E-invoicing GST-Compliance was held on 22nd December, 2020 by CA Lalit Khurana. The session was attended by more than 100 participants. The session was insightful & helped the members understand the framework for E-Invoicing under GST Compliances.

- The session on 'New Changes in GST Rules and New GST return' effective from 1st January 2021 was held on 12th January, 2021 by CA Lalit Khurana. The session was very informative and helped the members to understand the new changes in HST Rules.

Shri Lalit Khurana, CA addressing the members during the Session.

- A post Budget Session was held on 3rd February, 2021 on "Union Budget 2021-22". Special Address was given by Dr. Raj Kumar Aggarwal, FCA, FCS, AICWA, MBA, LLM, PHD. This session was chaired by Shri B R Bhatia, President, Shri TM Lalani, Chairman, GST & Income Tax Panel & Shri Satish Bhatia, Vice Chairman, GST & Income Tax Panel and well attended by industry members. This interactive session was aimed at studying the impact of budget on the industry.

A screenshot of participants during the Webinar on "Union Budget 2021-22"

- A seminar on 'GST' was held on 23rd February, 2021 at the Association office. During the seminar important topics were covered like discussion on overall changes in Budget 2021, Practical changes effective from 1st April 2021, important amendments in the Income tax Act that will be effective from 1st April 2021.

Section of the audience during the session on 'GST'

- A Webinar on "Changes in the Income Tax & GST" was held on 18th June, 2021. The session was aimed at sharing updates on the changes in Income Tax & GST w.e.f. 1st July, 2021 with the industry members & was attended by 100 participants.

- A physical awareness session on "GST- Export & Import" was held on 28th August, 2021 by CA Lalit Khurana. The session was aimed to aware industry members on Import & Export of Goods and Services, Refund of GST involved in Export.

Shri Satish Bhatia, Vice Chairman, GST Panel addressing the participants during the session on "GST -Export & Import"

MSME Panel

The MSME Panel under the Chairmanship of Shri Satish Gossain remained active and supported the SMEs in all their endeavours. He kept the SMEs apprised of important changes being proposed and implemented by the Government.

- 17th Global SME Business Summit was held on 9th & 10th December, 2020, organised by (CII) in partnership with the Ministry of MSME, Govt. of India and (FIA) as 'Association Partner'.

Shri Satish Gossain, Chairman, MSME Panel briefing the participants during the webinar

- Webinar on "Recovery of Delayed payments under MSMED Act 2006 & Insolvency laws" and "Pre-Litigation mediation under commercial court act 2015" was held on 10th December, 2020 by Shri Jeetender Gupta, (Advocate, Supreme Court of India). This session provides the members an opportunity to get first-hand information on the said matter and also FIA support the companies in this initiative.

- Faridabad Industries Association in close Association with the District MSME Centre & NSIC organised a Webinar on "Govt. Schemes and RBI Schemes on Deferred Loan Payments" on 22nd July, 2021. The session shares insight on the various Govt. Schemes for MSME's RBI Guidelines/Schemes on Deferred Loan Payments in efforts to promote the Ease of Doing Business.

- A Webinar on "Budget 2021 and its implications on MSMEs with Special reference to Micro Economics" was held on 9th February, 2021. Various Key points were discussed during session like Revision of the definition of small companies, Fund allocation for MSME in budget in FY 2022, Benefits to Textile Businesses, Credit flow under the scheme of Stand-Up India for SCs, STs, and Women and the strengthening of Atma nirbhar Bharat. This session was addressed by the following panelist:

  - Shri Kishor Kharat, Former Managing Director and CEO, Indian Bank.
  - Ms. Lakshmi Venkatesan, Founding and Managing Trustee, BYST.
  - Shri K. E. Raghunatan, Convener of Indian Consortium of Industry Association, Chennai.
  - Dr. Radhika Meenakshi, Moderator – Chairperson, Strategic Committee, Hyderabad.

- A webinar on "Government e-Marketplace (GeM)" was held on 15th January, 2021 by Shri Harish Chandra, GeM Consultant. The main key features of the session were Procurement made by Govt. till date is INR 42,000 Crores. Mandatory for Central / State/ District Govt. to procure from GeM Portal, Free of cost participation in bids, Full EMD Money Exemption, Direct Orders for less than INR 25000/-., Payments are normally under a 2 weeks period and No earnest money is required for NSIC members.

- An E-book on "Schemes for MSMEs" has been released by MSME Ministry. This will help members to take advantage of various schemes initiated by the Ministry.

Environment Panel

Shri Narendra Aggarwal, Chairman was created the desired awareness amongst the members for maintaining a healthy environment. All members were encouraged to comply with the environmental laws.

A Workshop on "Feasibility for Replacement of Diesel Genset to Natural Gas based Gensets" was held on 9th March, 2021 at the Association office. The workshop was organised by FIA in close association with Centre for Science & Environment (CSE) and Haryana State Pollution Control Board (HSPCB). The session was informative for the members.

Workshop on "Feasibility for Replacement of Diesel Genset to Natural Gas based Gensets" by CSE and HSPCB is in Progress

Presenting a memento to Shri O P Singh, IPS, Commissioner of Police, Faridabad

In conversation with Shri O P Singh, IPS, Commissioner of Police, Faridabad during the meeting

Law & Order Panel

The Panel under the chairmanship of Shri Sanjay Gulati was active during the course of the year. The chairman personally tended to the difficulties brought to his notice by the industry members pertaining to law and order.

Meeting with Shri O.P. Singh, IPS Commissioner of Police, Faridabad

Shri Sanjay Gulati, Chairman along with a delegation comprising Shri B R Bhatia, President, Shri Narendra Aggarwal, Shri Jasmeet Singh, Shri Satish Bhatia and Shri Satish Gossain and Shri Shri H. S Banga met with Shri O.P. Singh, IPS, Commissioner of Police, Faridabad on 19th March 2021. The Agenda of the meeting was to discuss Law and Order issues in the industrial areas located in Faridabad.

Webinar on "Cyber Crimes & Laws"

FIA in close association with J.C. Bose University of Science & Technology, YMCA, Faridabad organised a Webinar on "Cyber Crimes & Laws" on 27th July, 2021 for the benefit of industry members. The Session was attended by 257 participants.

A screenshot of participants during the session on "Cyber Crime & Laws"

Infrastructure Panel

Shri K C Lakhani, Chairman and his Panel members raised issues both with the MCF and HSVP through the year. Infrastructure of the industrial sectors has been a cause of concern for all of us. Lack of proper sewerage system and bad road conditions adds to the misery of the industry. This issue was strongly taken up by the Shri K C Lakhani and other Panel members at various forums. Chairman left no opportunity for highlighting the need to upgrade the infrastructure setup of our industrial sectors.

• The 27th District Level Grievances Committee meeting was held at the Association office on 24th December, 2020. The meeting was chaired by Shri Yash Pal, IAS, Deputy Commissioner, Faridabad. The main aim of the meeting was to resolve the grievances of the industries. Many Member industries were present during the meeting.

Shri Jasmeet Singh, Hony. Gen. Secretary, FIA welcomes Shri Yash Pal, IAS, DC, Faridabad at the meeting

•FIA Delegation including Shri Narender Aggarwal, Chairman, Environment Panel & Shri S S Sorot, Chairman, HR & IR Panel met Shri Sunil Sharma, HOD, HSIIDC on 27th February, 2021 at his office and welcomed him by presenting Bouquet. FIA thanked him for addressing Infrastructure issues in Faridabad & discussions were held on the industrial policy. We were assured of a full support by Govt. Authorities.

Shri Narender Aggarwal, Chairman, Environment Panel along with Shri S S Sorot, Chairman, HR & IR Panel welcomes Shri Sunil Sharma, HOD, HSIIDC by presenting a Bouquet

•A representation was also made to Dr. Garima Mittal, IAS, Commissioner, Municipal Corporation, Faridabad on 5th August, 2021 on the matter of repair of roads in the NIT Industrial Area, Sector 24, 25 and unavailability of water in Sector-25. Matter regarding extension of the Scheme for a period of a 12 months & relook at the External Development Charges (EDC) on the Regularisation of illegal sub-division of plots in NIT Industrial Area, Faridabad was also represented.

In our continuous efforts to improve the infrastructure in the district, the Road near Hardware Chowk and Road in front of Cremation Ground, Sector – 24 was partially repaired with the help of Municipal Corporation, Faridabad. With the efforts of all, funding of Rs. 107 Crs. has now been approved. This is a major development for Faridabad as it will improve the infrastructure.

Meeting With HSIIDC

A meeting of the Estate Managers & Industrial Associations was convened on 19th February 2021. The meeting was chaired by Shri Sunil Sharma, HoD (Estate), HSIIDC. This meeting was attended by Executive Secretary, FIA and Representative from Shivalik Prints Ltd. During the meeting following issues of industries were discussed:-

•Building Infrastructure
•Transfer of Plots
•Obtaining Fire NOC
•Calculation of

Meeting with Hon'ble CM, Shri Manohar Lal on "Stakeholder Consultation for Reviewing Industrial Ecosystem of the State"

Shri K.C. Lakhani, Past President and Chairman, Infrastructure Panel alongwith Shri B.R. Bhatia, President, FIA, have attended the meeting. During the meeting President raised Issues related to Industrial Development of District Faridabad. A detailed representation for Infrastructure development, Repairs of roads, Upgradation of sewerage system, Availability of water on behalf of Member industry was also handed over. It was appealed that needful action on the issues would be done at the earliest.

The meeting on "Stakeholder Consultation for Reviewing Industrial Ecosystem of the State" was held on 25th March, 2021 in Chandigarh. The meeting was chaired by Shri Manohar Lal, Hon'ble Chief Minister, Haryana & Shri Dushyant Chautala, Dy. Chief Minister, Haryana.

Interactive Meeting With Shri Dushyant Chautala

Dy. Chief Minister, Haryana

An Interactive session with Shri Dushyant Chautala, Dy. Chief Minister, Haryana was held on 2nd March 2021 at Hotel Radisson Blu. Shri Navdeep Chawla, Past President, FIA & Managing Director, Psychotropics India Ltd. welcomed him. The session was attended by industry laders and other industry Associations.

The meeting was aimed at discussing issues raised by the industries in the region, greater emphasis was laid on the improving the industrial infrastructure, setting up of a Mother Unit in Faridabad, Improve connectivity in the City through Metro (Greater Faridabad, Ballabgarh, Gurugram), Regularisation of Non-confirming industries, Provision of fire fighting Stations and ESI hospitals in the Industrial Area, Creation of a Joint Infrastructure facility for all Associations in IMT , Expedition of ASIDE Project so that infrastructure development can take place and Setting up of Textile Park in Haryana.

It was mutually agreed that all the industries Associations need to work together to improve the ratings for "Ease of Doing Business" in the State.

Shri K C Lakhani, Chairman, Infrastructure Panel also highlighted the need for a infrastructure package for the overall development of Faridabad

Shri Navdeep Chawla, Past President welcomes Shri Dushyant Chautala, Dy. Chief Minister, Haryana on the occasion by presenting a welcome Bouquet

Shri Dushyant Chautala, Dy. Chief Minister, Haryana addressing the members during the Interactive Meeting

Shri K C Lakhani, Past President and Chairman, Infrastructure Panel addressing infrastructure issues during the meeting

Faridabad Metropolitan Development Authority

It is a matter of pride for FIA that our President, Shri B.R Bhatia has been nominated as a Non-Official Member of FMDA (Faridabad Metropolitan Development Authority).
During the FMDA virtual meeting held on 20th April, 2021, Shri B R Bhatia also addressed the members

A Welcome Meeting With Yash Pal Yadav, IAS on Taking Charge As Commissioner

FIA Delegation led by Shri B.R. Bhatia, President, FIA, Shri K.C. Lakhani, Chairman, Infrastructure Panel & Past President, FIA & Shri S.K. Jain, Past President, FIA met with Shri Yashpal Yadav, IAS & congratulated him on taking charge as Commissioner, Municipal Corporation, Faridabad on 5 August 2021 at MCF Office, Faridabad.

A Representation was also submitted to the MCF Commissioner highlighting the condition of roads in the Industrial Areas of Sec-24, 25 & N.I.T. Industrial Area and unavailability of water in the Industrial Area of Sec-25.

Presenting a Welcome Bouquet to Shri Yash Pal Yadav, IAS, Commissioner, MCF. Seen (L to R) Shri S K Jain, Past President, Shri K C Lakhani, Past President and Shri B R Bhatia, President, FIA

Seminar and Training Panel

COVID -19 & Pandemic has changed the definition of our life to a great extent. It hampered almost every aspect of business and industry. Shri S K Taneja, Panel Chairman, Shri Navneet Gumber and Shri Jenender Chawla Panel members spearheaded the activities of this panel in an excellent manner by conducting a number of Webinars/Seminars during the year. The brief run down on various training activities are given in succeeding paragraphs.

Webinar on "Developing Team Spirit to regain the momentum post Pandemic – through Emotional Intelligence"

A webinar was conducted by Dr. Dinesh Khisti on "Developing Team Spirit to regain the momentum post Pandemic – through Emotional Intelligence" on 16th January, 2021. The aim of the workshop was to introduce the participants about the essential tips to develop teams, establish communication channels and encourage the team members to bring in the synergy. Emotional Intelligence is very effective methodology to encourage human beings to participate in common goals and deliver higher output. The webinar course contents includes Self Awareness, Recognizing Team members, Creative Thinking, Listening to Team members and Ownership Development.

Webinar on "Improving Productivity by Reducing Breakdown

A webinar on "Improving Productivity by Reducing Breakdown' in association with Synergy Environics Ltd. was conducted on 11th February, 2021 by Ms. Manisha Matanhelia. The webinar helps the participants in exploring knowledge about how natural & electronic radiations at our space impact our health, wellbeing, stress levels and productivity, How environmental factors can cause higher machine breakdowns & create accident-prone zones within the organisation?

Seminar on "WAR on WASTE – Preparing Strategy to accelerate the process of Cost Reduction, which is a need of the hour."

Shri Jenender Chawla, member, Seminar & Training Panel conducted the seminar on "WAR on WASTE – Preparing Strategy to accelerate the process of Cost Reduction, which is a need of the hour" at the Association Office on 19th February, 2021. The main focus of the seminar is on Discussing 7 types of Waste (Muda), Practical Examples thereon, Case Study Exercises for Participants, Overcoming Wastes and Cost Reduction/Profit Maximisation. This seminar also helped the participants in change of their thought Process, Identification of hidden waste, Focusing on Root causes and developing the thirst in employees for utilising all kinds of skills and problem solving tools to eliminate every kind of waste.

Workshop On "Quality Of Work Life in New Normal"

Central Board for Workers Education, Faridabad conducted a training programme on "Quality of work life in new normal" at the Association Office on 22nd March, 2021.

The main objective of the Workshop was to enable the participants to know about Meaning and concept of Quality of life, achieving Quality Goals in workplace, work life balance in new normal and how to manage work life in new situation.

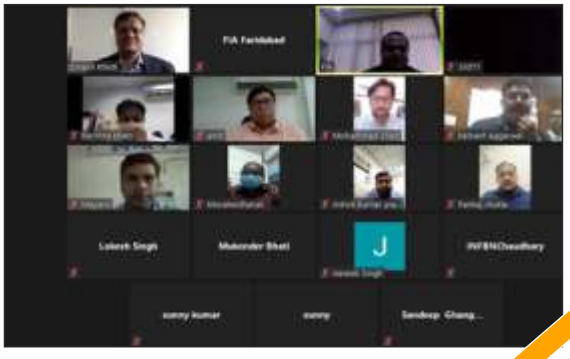
Webinar on "Lean Management"

A webinar was conducted by Shri Vineet Aggarwal a certified Lean Six Sigma Black Belt, Business Process Coach on "Lean Management" on 17th June, 2021. The objective of the session was to create awareness in a simple manner why there is a need for Lean Management in post COVID situation where all the resources are very scarce and still, we have to manage and ramp up the production.

Webinar includes challenges which most of the industries are facing currently like reverse migration of Employees, Lack of motivation because of constant miserable days, Lack of sufficient resources to manage production smoothly because of pent-up demand in coming days, Companies are working at around 40 % to 50 % staff, increasing workload on existing team members etc.

Webinar On "Operating Cost Control Through Gemba Kaizen - Fuel For Frontline Warriors"

A webinar was conducted on "Operating cost control through Gemba Kaizen - Fuel for frontline warriors" by Dr. Dinesh Khisti. The aim of the workshop was to introduce the concepts of operating costs and how to control it through very simple, practical and effective techniques. How to participate in the 'War against Waste' through continuous improvements and employees involvement on the shop floor / working places i.e. Gemba. Such awareness and alertness helps the industry to save the wastages of man, machine, material, time, space and energy on sustainable basis.



Workshop on "Sahyog Se Safalta"

A physical session for key Operator and Supervisor level was organised on " Sahyog Se Safalta" at the Association office on 18th August, 2021 by Ms. Priya Sethi and Ms. Ritu Singh, who have considerable experience of more than 10 years. The workshop was aimed at imparting the knowledge on importance of team work, togetherness, Co-ordination.

HR & IR Panel

Shri S S Sorot, as Chairman steered the activities of the Panel during the year. An information was shared with the members regarding "Deployment of electronic facility at Employer Interface of EPFO's Unified Portal for Principal Employers to view EPF compliances of their Contractors & Contract workers" Some of the salient activities are as under:-

• Workshop on the reforms implemented under the Ease of Doing Business and the Haryana Enterprises and Employment Policy-2020.

A workshop on the reforms implemented under the Ease of Doing Business and the Haryana Enterprises and Employment Policy-2020 was held on 9th January, 2021 at the Association office. The session was chaired by Shri Wazir Singh, Additional Director, DIC, Govt. of Haryana. Among the dignitaries present on the Dias included Shri SS Sorot, Chairman, HR & IR Panel, FIA, and Shri H.L. Bhutani, Chairman, Skill Development Panel, FIA.

Workshop on "Ease of Doing Business" is in progress

• Webinar on "The Code on Wages, 2019" & "The Industrial Relations Code, 2020"

A webinar on 'The Code on Wages, 2019' & 'The Industrial Relations Code, 2020' was held virtually on 30th January, 2021 by Shri Harvinder Singh, Advocate & Shri S.K. Gupta, Advocate, Supreme Court of India & Expert in labour laws. Shri H L Kumar, Chief Editor, LLR was the Chief Guest. The webinar was moderated by Shri Rajiv Kapoor, Executive Director – Group Head HR, UNO MINDA, NK Minda Group. The main objective of the webinar was to create awareness on the following points:-

- Practical Understanding of codes
- Benefits of codes
- Compliances under the codes
- Offences, penalties & compounding if any
- Impact and challenges on Trade & Industry

• Webinar on "Upgraded Portal of Labour Welfare Board"

A Webinar was held on "Upgraded Portal of Labour Welfare Board" on 9th February, 2021. This session was attended by 58 participants During the webinar, the Labour Welfare Department explained about new features of upgraded portal / website of Labour Welfare Board and also gave clarification / answers to the queries / questions of industries.

• Workshop on "Parivaar Pehchaan Patra"

A workshop on the "Parivaar Pehchaan Patra" was held on 9th March, 2021 at the Association office. This workshop was chaired by Shri Ajay Pal, Dudi, then Deputy Labour Commissioner, Faridabad. The workshop was attended by HR Officials from the member industries. The session was aimed at providing benefits to employees based out of Haryana for any subsidy/schemes introduced by Govt. of Haryana.

Shri Ajay Pal Dudi, then Dy. Labour Commissioner, Faridabad addressing the members during the workshop

•Awareness Session on HIV/AIDS

An Awareness Session on HIV/AIDS was held on 20th March, 2021 at the Association office. The Session was aimed at sensitizing industry members on HIV/AIDS. The session was chaired by Dr. Regal Chaudhary, Dy. Director, Industrial Labour & Health Department, Faridabad, Govt. of Faridabad.

Session on "HIV/AIDS" is in progress

We Miss Them

We condole the sad demise of the following members who left us during the year:-

1. Shri Devender Pal Agarwal, Managing Partner, Shyam Ispats, on 8th December, 2020. Past Hony. Treasurer, FIA and Vice President from 2011 to 2012
2. Shri P.K. Rajgarhia, Past President, FIA on 24th December 2020.
3. Shri V.K. Mittal, MD, M/s Cenlub Industries Ltd., Faridabad on 22nd April, 2021.
4. Shri K.M. Khandelwal, Managing Director, Forgewell Limited on 16th July, 2021.

New Members

we Welcome The Following Members Who Joined Our Fraternity :-

1. Jai Durga Projects Pvt. Ltd.
2. Kanin India Ltd.
3. MV Electrosystems Pvt Ltd
4. Nirotech Industries Pvt. Ltd.
5. Ottoman Tubes Private Ltd.
6. Somany Ceramics Limited
7. Sunchit Enterprises
8. Thermofriz Products Co.
9. United Engineers
10. Westend Enterprises Pvt. Ltd.

SOCIAL MEDIA PRESENCE

Over the last year, FIA has been active on various Social Media channels such as Facebook, Twitter etc.. This is greatly improving the visibility of the Association and FIA is supporting the industry continuously.

Media Clipping

शिव बने गोल्फ टूर्नामेंट के विजेता

Dr. Bansal, Amit Bhalla and B.R. Bhatia selected in governing body of FDMA

निगमायुक्त से मिला फरीदाबाद इंडस्ट्रीज एसो. का प्रतिनिधिमंडल

पांच संस्थाओं ने तैयार किया आक्सीजन बेड वाला कोविड सेंटर

मेट्टी अस्पताल व फरीदाबाद इंडस्ट्री एसोसिएशन की ओर से आयोजित हुआ वैक्सीनेशन ड्राइव

एफआईए में कोरोना संक्रमण से बचाव की वैक्सीन लगाई

विपरित परिस्थितियों में एफआईए सदस्यों का सहयोग सराहनीय : भाटिया

औद्योगिक सेक्टर-24 बनेगा माडल सेक्टर : राजपाल

वार्षिक गोल्फ टूर्नामेंट में मल्होत्रा और बैसला रहे विजयी

एक माह में होगा औद्योगिक क्षेत्र की समस्याओं का समाधान : दुष्यंत

कोविड से अनाथ बच्चों के मदद के लिए आगे आई एफआईए चैरिटेबल सोसायटी

शिव बने गोल्फ टूर्नामेंट के विजेता

फरीदाबाद इंडस्ट्रीज एसोसिएशन व जेसीबी के संयुक्त तत्वावधान में हुआ आयोजन

अकुशल श्रमिकों को बनाया जा सकता है दक्ष : स्वाति सेठी

ऊर्जा और उद्योग मंत्रालयों में भागीदारी से उत्साहित है हरियाणा के उद्योगी

FIA

FARIDABAD INDUSTRIES ASSOCIATION

FIA House, Bata Chowk, Faridabad - 121 001 (Haryana)
E-mail : fiafbd@gmail.com, Website : www.fiafaridabad.com