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# A word from the President



Dear Esteemed Members,

Amid India's evolving industrial and economic landscape, the Federation of Gujarat Industries (FGI) has driven impactful engagement and initiatives. As the nation advances structural reforms and global integration, FGI plays a pivotal role in fostering awareness, collaboration, and growth.

Key influences include the transition to streamlined labour codes, which simplify compliance, enhance worker protections, and promote workforce flexibility. India's expanding Free Trade Agreements are opening new avenues for exports, global partnerships, and enhanced competitiveness.

Infrastructure and connectivity remain vital enablers of development. The Regional Connectivity Scheme (UDAN) underscores the government's commitment to regional access, unlocking potential in emerging industrial hubs and supporting inclusive growth.

FGI has emphasized excellence and collaboration, hosting the 19th Jury Meeting for the FGI Awards for Excellence to honour innovation and best practices. The FICCI Annual General Meeting advanced industry dialogue on shared priorities and opportunities.

FGI also championed social and cultural initiatives, including Heritage Week to celebrate our legacy and a Padayatra to the Statue of Unity, embodying national pride and unity. Our participation in Vibrant Gujarat at Mehsana reinforced Gujarat's status as a premier destination for investment and innovation.

As India exhibits economic resilience, Gujarat stands as a pillar of industrial progress. FGI will continue partnering with members to advance knowledge sharing, dialogue, and sustainable development.

I extend heartfelt thanks to all members, partners, and stakeholders for your unwavering support.

Together, we move forward with confidence.

Warm regards,

**Sameer Khera**

**President, FGI**



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Deputy Secretary General

# Major Activities by FGI – October

## 3rd October 2025 Sentience of Small Beings – Art Exhibition

**Guest Speaker:**  
**Shri M.K. Ranjitsinhji, Eminent Wildlife Expert, Author & Conservationist**

On October 3d the NAU Foundation inaugurated its Preview and Fundraising Exhibition “Sentience of Small Beings at Vadodara

Space Showcasing works from the Printmakers’ Collective and the Material Metamorphosis (Ceramic Collective), the exhibition explored the world of insects and their ecological importance through printmaking and ceramics. It aimed to raise awareness about the interconnection between art, science, and ecology while generating support for NAU’s creative and environmental initiatives. As part of the event, a panel discussion on “Co-Creating Green Futures: Art, Ecology

& Collective Action for a Resilient Planet” was held, featuring Shri Arun Mahesh Babu, I.A.S., Mr. Sameer Khara, President, FGI, Ar. Aniket Bhagwat and Mr. Nishith Dand. The discussion emphasized the importance of collaboration between government, industry, architects, and civil society to foster sustainability and resilience. Together, the exhibition and discussion reflected NAU Foundation’s vision of using art as a powerful medium to inspire ecological consciousness and collective environmental action.

## 4th October 2025 EXIM Conclave – 2025

- Guest Speaker:**
- **Mr. Arun Mahesh Babu, IAS, Municipal Commissioner, Vadodara (Keynote Speaker)**
  - **Mr. Anupam Kumar, Joint Director General of Foreign Trade (Guest of Honour)**
  - **Mr. Ankur Patel, President, VCCI (Guest of Honour)**

The Industries Commissionerate, Government of Gujarat, and the Ahmedabad Management Association, in association with the

Federation of Gujarat Industries (FGI) and the Baroda Management Association (BMA), organized the EXIM Conclave 2025 themed “Vadodara @ Global Crossroads: Accelerating Exports through Industry, Innovation & Integration,” with support from the Wadhvani Foundation and the Quality Council of India (QCI).

The conclave commenced with a Welcome Address by Mr. Sameer Khara, President, FGI, along with dignitaries from AMA and BMA. The event featured insightful panel discussions and special addresses focusing on export growth, policy frameworks, quality enhancement, partnerships,

and youth empowerment. Industry leaders including Dr. Ajay Ranka (Zydex Industries), Mr. Narendra Varma (Gulbrandsen Pvt. Ltd.), and Mr. Savir Julka (INOXCVA Europe BV) shared perspectives on strengthening Vadodara’s global competitiveness. Expert inputs from Mr. Virat Bahri (TPCI) and Dr. Bhumi Rajyaguru (QCI) emphasized market expansion strategies and quality as key export drivers. The sessions were moderated by Ms. Manisha Thaker and Ms. Priyanka Verma, highlighting Vadodara’s potential as a vibrant export hub driven by innovation, integration, and skilled talent.



## 10th October 2025 Vibrant Gujarat Regional Conference – Mehsana

### Guest Speaker:

- **Shri Bhupendrabhai Patel,**  
**Hon'ble Chief Minister of Gujarat**
- **H.E. Mr. Nguyen Thanh Hai,**  
**Ambassador of Vietnam**

The Vibrant Gujarat Regional Conference – Mehsana was held on 10th October 2025, highlighting the industrial strength and investment

potential of North Gujarat. The conference brought together business leaders, policymakers, and entrepreneurs to deliberate opportunities for regional growth and development.

The event was inaugurated by Shri Bhupendrabhai Patel, Hon'ble Chief Minister of Gujarat, who emphasized North Gujarat's strategic role in the State's economic growth and unveiled a ₹15 lakh crore regional economic master plan aimed at fostering sustainable development and innovation. The conference

featured discussions on emerging opportunities in industry, trade, and technology, along with international engagement through a meeting with H.E. Mr. Nguyen Thanh Hai, Ambassador of Vietnam, to explore collaborative initiatives. From the Federation of Gujarat Industries, the conference was attended by Ms. Priyanka Verma, Deputy Secretary General, and Mr. Parth Vyas, Assistant Program Officer.



## 11th October 2025 Placement Brochure Launch – Faculty of Social Work, MSU Baroda

### Guest Speakers:

- **Mr. Sameer Khara, President,**  
**Federation of Gujarat Industries**

- **Ms. Nilam Acharya, Executive Director, United Way of Baroda**
- **Mr. Anish Dholakia, Vice President & Head – HR, Reliance Industries Ltd.**

The Placement Brochure Launch for the academic year 2025–2026 was held at Dr. B.R. Ambedkar Hall, Faculty of Social Work, The Maharaja Sayajirao University of Baroda. The event was

graced by Prof. Bhalchandra M. Bhanage, Hon'ble Vice-Chancellor of the University, along with senior faculty members.

The launch marked an important milestone in strengthening campus–industry collaboration and creating enhanced career opportunities for students of MSW, MHRM, and the Five-Year Integrated Master's Program in Social Work (BSW + MSW).

## 15th October 2025 Industry–Academia Consultative Meet

### Presided By:

- **Prof. Bhalchandra M. Bhanaga,**  
**Hon'ble Vice-Chancellor, MSU Baroda**
- **Dr. Nandini Kannan, Director – Office of Corporate Affairs**

The Maharaja Sayajirao University of Baroda organized an Industry–Academia Consultative Meet aimed at fostering stronger collaboration between academic institutions and industry. The meeting began with a Welcome Address by Prof. M. K. Chudasama, Registrar, followed by an address by the Chair, Prof. Bhalchandra M. Bhanaga.

Dr. Nandini Kannan presented the

University's initiatives to enhance industry engagement. Discussions focused on internships under NEP 2020, the establishment of an Academia–Industry Consortium, and an open house dialogue on collaboration opportunities. The session concluded with a roadmap discussion and a Vote of Thanks by Mr. Jitendra Wadhwa, Deputy Director – Office of Corporate Affairs.

## 16th October 2025 Pre-Diwali Get- Together with Media Representatives

### Guest Speaker:

- Mr. Sameer Khara, President, FGI
- Mr. Pranav Doshi, Senior Vice President

- Mr. Pankaj Jain, Hon. Treasurer
- Mr. Dilip Shah, Chairperson, FGI Civic Affairs Committee
- Ms. Priyanka Verma, Deputy Secretary General

A Pre-Diwali Get-Together with members of the press and media was organized at the Federation of Gujarat Industries to celebrate the

festive occasion and strengthen relations between FGI and media representatives. The informal interaction provided an opportunity to exchange Diwali greetings and foster continued engagement.



## 17th October 2025 Diwali Celebration at FGI Secretariat

Presided By:  
FGI Secretariat Team

The Federation of Gujarat Industries Secretariat celebrated Diwali on 17th October 2025 with traditional festivities and collective participation by staff members. The celebrations commenced with Dhanteras Pooja, followed by customary rituals in keeping with the festive spirit.

As per tradition, an outdoor lunch

was organized for the staff on the day of Diwali. The Secretariat premises were beautifully adorned with festive decorations, and sweets were shared among employees. The celebration concluded on a joyful note with camaraderie, festivity, and memorable photographs.



# 29th October 2025 FGI Awards for Excellence – Meeting of Chairperson & Jury Members

**Chairperson:**  
**Mr. Pranav Doshi, Senior Vice  
President, FGI & Chairperson,**

## Awards Committee

A meeting of the Chairperson and Jury Members for the 19th FGI Awards for Excellence was held at FGI. Mr. Pranav Doshi briefed the members on award categories, evaluation procedures, and the Terms of Reference for the Jury. He also shared updates on nomination outreach and promotional efforts.

The meeting was attended by Mr. Atul Patel and Ms. Geeta Goradia, Past Presidents, along with Jury and Managing Committee Members including Mr. Paresh Saraiya, Mr. Bharat Shah, Mr. S. K. Rajjada, CA Sanjeev Shah, Ms. Deepti Sharma, Mr. Abhishek Gangwal, and Mr. Dheeraj Jain. Several members also participated virtually via Zoom.



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# Forum and Meetings

## 15th October 2025 Industry–Academia Consultative Meet

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## 24th November 2025 Meeting with Shri Anil Dhameliya, IAS, Hon'ble Collector, Vadodara

A meeting was held with Shri Anil Dhameliya, IAS, Hon'ble Collector & District Magistrate, Vadodara, on 24th November 2025 to discuss the

nationwide Sardar@150 Unity March being organized to commemorate the 150th birth anniversary of Sardar Vallabhbhai Patel.

The National Level Padayatra, organized by the Ministry of Youth Affairs & Sports through MY Bharat, aims to strengthen national pride, civic engagement, and youth participation

under the theme “Ek Bharat, Atmanirbhar Bharat.” The padayatra is scheduled from 26th November 2025 (Constitution Day) at Karamsad, Anand, to 6th December 2025 at Ekta Nagar (Statue of Unity). From FGI, the meeting was attended by Mr. Aanand Pandey, Programme Officer.

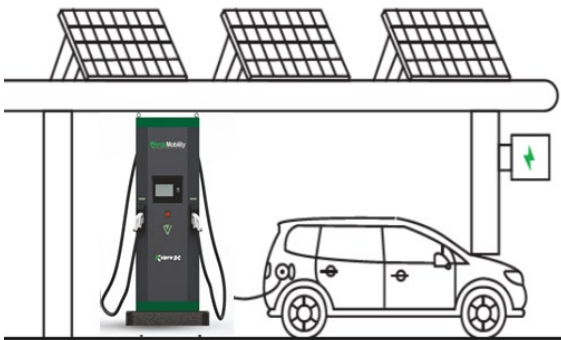
## 28th – 29th November 2025 FICCI's 98th Annual General Meeting

The 98th Annual General Meeting of FICCI was held on 28th–29th November 2025 at Bharat Mandapam,

New Delhi. The Opening Session was addressed by Shri Piyush Goyal, Hon'ble Minister of Commerce & Industry, Government of India, who outlined India's 2025 theme, “Self-Reliant Economic Powerhouse.” A special session was also held with Shri Bhajan Lal Sharma, Hon'ble Chief Minister of Rajasthan, on “State-Led Development for Viksit Bharat.”

Representing FGI, Ms. Priyanka Verma, Deputy Secretary General, attended a high-level panel discussion titled “From Challenges to Competitiveness: Policy Priorities for Sustaining High Growth,” featuring senior Secretaries from key Ministries and moderated by Ms. Shereen Bhan, Managing Editor, CNBC TV18.

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# IMPLEMENTATION OF LABOUR CODES: MULTIFOLD CHALLENGES

India's labor law framework has undergone significant transition with the introduction of the new labor codes which aimed to simplify and consolidate existing labor laws. These four codes—the Safety, Health and Working Conditions Code—are designed to streamline the regulatory compliance, making it easier for businesses to comply and for workers to understand their rights. However, despite their potential benefits, the implementation of these labor codes has encountered several challenges.

## 1. Transition and Adaptation Challenges

Businesses in India have a way of working and employers have adopted practices that suit them. As of recent estimates, around 80-90% of India's workforce is employed in the informal sector, accounting for nearly 50% of the country's GDP. This includes small businesses, self-employed individuals, and unregistered enterprises operating without formal recognition or regulation.

One of the key objectives of the new labor codes is to encourage the formalization of employment. By simplifying compliance requirements and offering more clarity, the codes aim to bring more informal businesses into the formal sector. This shift could provide informal businesses with better access to credit, social security benefits, and government schemes. However, the process of formalization can be daunting for small informal enterprises or SMEs, many of which may lack the resources or knowledge to navigate the regulatory landscape.

The new labor codes require more comprehensive documentation, such as detailed records of employee benefits, wage structures, and compliance with safety and health standards. For SMEs and small organizations with informal work culture and limited administrative resources, maintaining these records can be a significant challenge. For instance, small kirana stores and street vendors, which make up a large part of the retail sector, typically do not maintain formal employment records, making it challenging to implement labor codes related to wages, working hours, and social security.

## 2. Consistency of Application Across Sectors

The new labor codes have been designed to cover a broad range of industries, but their application seems to be inconsistent. Sectors like IT and manufacturing would be quicker to adopt the new regulations, while others, such as agriculture and construction, might lag behind due to the informal nature of their workforce. Agriculture remains the largest informal sector in India, employing around 60% of the informal workforce, as per NSSO data. The sector's informality, characterized by seasonal employment, small-scale operations, and lack of formal contracts, makes it challenging to implement the new labor codes effectively. For instance, the construction sector employs over 50 million workers, according to the Building and Other Construction Workers' Welfare Board. However, a significant portion of these workers are engaged on a casual or temporary basis, complicating efforts to enforce the Occupational Safety, Health, and Working Conditions Code.

## 3. Rising Costs for Businesses

The new labor codes directly impact the financial obligations of employers of smaller businesses with tighter profit margins, making it difficult to manage cash flow while meeting new legal obligations in multiple ways. These include gratuity, which under the Code on Social Security, 2020, must now be paid to fixed-term employees even if they haven't completed five years of service. Provident fund contributions are likely to increase as the definition of wages has been broadened, potentially raising the base on which contributions are calculated. Leave encashment policies may also see adjustments, with the new codes mandating that workers are entitled to carry forward their leave or encash it under specific circumstances. Maternity benefits, as outlined in the Maternity Benefit Act, 1961, now incorporated into the Code on Social Security, will continue to require employers to provide 26 weeks of paid leave, with additional provisions for crèche facilities in establishments with 50 or more employees. Additionally, the cost of compliance—such as upgrading payroll systems, hiring legal consultants, changing the Labour Compliance Management Services and training staff.

## 4. Resistance from Trade Unions and Workers

Trade unions and workers have expressed concerns over certain provisions of the new labor codes, particularly those related to industrial relations and social security. As of 2023, trade unions continued to oppose the labor codes, organizing strikes, rallies, and other forms of protest. In September 2021, for instance, the All India Trade Union Congress (AITUC) and other unions held a nationwide protest, reiterating their demand for the repeal of the labor codes. Even Employers Organisations are not happy with increased level of Fine and Penalties.

Under current laws, businesses with 100 or more employees are required to obtain government approval before they can initiate closures, layoffs, or retrenchments. However, Section 77(1) of the Industrial Relations Code will raise this threshold to 300 employees. This change aims to offer greater flexibility to businesses and employers seeking to reduce their workforce without undergoing lengthy approval processes. This has met with resistance from unions who fear it will lead to job insecurity and weaken collective bargaining rights. Also, the new labor codes impose stricter conditions for the recognition of trade unions, which unions fear will weaken their ability to collectively bargain and protect workers' rights.

## 5. State Struggles and Challenges

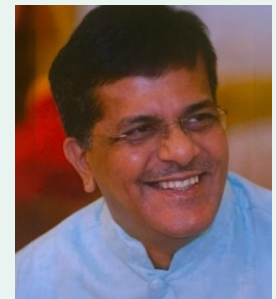
State governments are responsible for framing rules under the new labor codes, as labor is a concurrent subject in India. However, many states have faced delays in this process, leading to inconsistencies in implementation across regions. This creates confusion among businesses and hinders uniform compliance. Additionally, implementing the labor codes requires substantial capacity building, particularly in terms of training labor inspectors and other enforcement officials. States with limited resources may struggle to provide the necessary training and infrastructure, resulting in weak enforcement.

Further, ensuring that the labor codes are effectively implemented and that they achieve their intended outcomes requires robust monitoring and evaluation mechanisms. The central government must invest in data collection, digital infrastructure, and feedback loops to track progress and make necessary adjustments.

## The Way Forward

The implementation of the new labor codes in India represents a critical step towards modernizing the country's labor laws. Labour Law codes for sure are going to create uniformity and would promote 'ease of doing business' as stated by Citigroup in its employment analysis report. However, the challenges faced—ranging from state-level delays and lack of awareness to compliance burdens and enforcement difficulties—highlight the complexity of this transition. Addressing these challenges will require coordinated efforts from the central and state governments, industry bodies, and businesses themselves.

\*Article is based on various online/offline details/data available as well as discussions with subject matter experts.



**Article By: SK Rajada**  
**Coach, Mentor, Counsellor**  
 Managing Committee Member, FGI

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21-Apr-2022	76.2700	21-Apr-2022	76.2800
YOU SELL	76.2775	YOU BUY	76.2775
1,000,000.00	500,000.00	4,500,000	500,000

INDIA POST PAYMENTS BANK LIMITED	YOU SELL	YOU BUY	Settlement Date
CASH	76.2625	2725 76.	19-Apr-2022
TOM	76.2575	2700 76.	20-Apr-2022
EndApr22	76.3275	3475 76.	30-Apr-2022
EndMay22	76.6025	6225 76.	31-May-2022
17May22	76.5150	5350 76.	17-May-2022
EndJun22	76.8525	8725 76.	30-Jun-2022

Order Entry

SPOT TOM CASH FORWARD INDIA POST PAYMENTS BANK LIMIT

BUY SELL BUY & SELL

DAY OK GET

LIMIT	MKT	SL	TP
Order Quantity			Limit Price
0.01			76.2775
Limit Available 8,421,000.00			

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# Major Activities by FGI – November

## 3rd November 2025 Seminar on New Initiatives & Schemes by EPFO

### Guest Speaker:

- **Shri Mitesh Rajmane, Regional PF Commissioner-II, EPFO, Vadodara**
- **Mr. B. K. Mishra, Enforcement Officer, EPFO, Vadodara**

The Federation of Gujarat Industries (FGI) successfully organized a Seminar on “New Initiatives & Schemes by EPFO” on 3rd November 2025 at FGI, Vadodara. The session featured informative presentations by officials from the Employees’ Provident Fund Organisation (EPFO), Regional Office, Vadodara.

The speakers provided valuable insights into EPFO’s latest initiatives,

including the PM Viksit Bharat Rojgar Yojana (PMVBRY), the EEC Scheme, and the Revamped ECR System. They also explained simplified processes and compliance mechanisms aimed at enhancing ease of doing business. The seminar offered participants an opportunity for direct interaction with EPFO officials, fostering a clearer understanding of new schemes and their effective implementation.

## 8th November 2025 Seminar on Due Diligence – Process & Issues

### Guest Speaker:

**CA Sanjeev Shah, Practicing Chartered Accountant & Founder, Shah Sanjeev & Associates**

The Federation of Gujarat Industries

successfully concluded the Seminar on “Due Diligence – Process & Issues” on 8th November 2025. CA Sanjeev Shah delivered an insightful and comprehensive session covering the concept, objectives, and various types of due diligence.

He highlighted critical legal and compliance gaps that can lead to significant penalties, operational challenges, and reputational risks.

The session also addressed practical challenges faced during due diligence processes and outlined effective mitigation and risk management strategies. Enriched with real-world case studies, the seminar emphasized the pivotal role of Chartered Accountants in ensuring responsible and thorough due diligence, making it highly beneficial for participants.



## 13th November 2025 19th FGI Awards for Excellence – Roadshow at Ahmedabad & Gandhinagar

Mr. Nilesh Shukla, Managing Committee Member; Ms. Priyanka Verma, Deputy Secretary General; and Mr. Parth Vyas, Assistant Programme Officer, conducted a roadshow in

Ahmedabad and Gandhinagar on 13th November 2025 to promote the 19th FGI Awards for Excellence.

The delegation met with officials from key institutions including NSIC, GCCI, CED, and FIA, briefing them on the significance of the Awards and exploring collaborative outreach opportunities. NSIC assured support in spreading awareness among MSMEs, GCCI agreed to promote nominations through its network, CED discussed dissemination support and

potential joint startup initiatives, and FIA confirmed its backing for outreach and engagement.

During the outreach, the Secretariat visited the following GIDCs and Chambers: GCCI, NSIC, VCCI, CED, Waghodia GIDC, Savli GIDC, Makarpura Industrial Association, Halol GIDC, POR GIDC, and Vatva GIDC. The roadshow concluded on a positive note with strong commitments toward collaboration and enhanced visibility.



## 15th November 2025 Heritage Week 2025 – Cultural Evening

### Chief Guest:

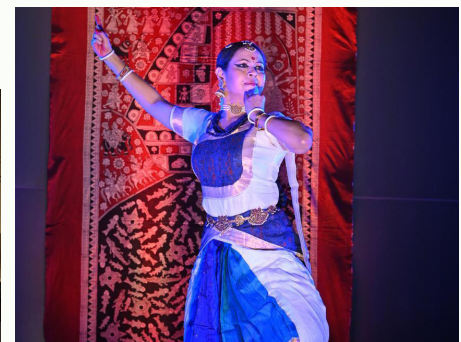
**Dr. Hemang Joshi, Hon'ble Member of Parliament, Vadodara**

The Heritage Trust of Baroda organized a special cultural evening as part of Heritage Week 2025 on 15th

November 2025 at the FGI Auditorium, with FGI serving as the venue partner. The programme celebrated Gujarat's living heritage through dance, film, and storytelling.

The evening featured a documentary on Traditional Bhavai Folk-Theatre, a Bharatnatyam performance titled Prantath – Beyond the Borders, and a storytelling session by Ms. Arupa Lahiry highlighting Gujarat's

ancient maritime connections. The documentary, earlier premiered at NMACC during Independence Day celebrations, depicted expressions of devotion to the Goddess through Bhavai folk performances during Navratri. The event was also graced by Mr. Sameer Khara, President, FGI and President, Heritage Trust of Vadodara.



## 15th November 2025 Seminar on “स्वर्णकाल” – Gold & Silver Investing in the New Age

### Guest Speakers:

- **Mr. Amit Vashisht, Head – Passive (ETF & Index Funds), UTI Asset Management Company**
- **Mr. Naresh Arora, Senior Journalist, Punjab Kesari**

The Seminar on “स्वर्णकाल – Gold & Silver Investing in the New Age” was held at FGI on 15th November 2025 with enthusiastic participation from members and industry professionals. Mr. Amit Vashisht shared valuable insights on the growing shift from active to passive investment strategies, the increasing appeal of tangible assets amid global uncertainty, the impact of green energy growth on silver demand, and the role of Gold and Silver ETFs.

Mr. Naresh Arora further enriched the discussion by explaining gold and silver as investment classes, covering physical assets, ETFs, global trends, domestic market dynamics, and the evolution of investor preferences. The seminar received positive feedback and significantly contributed to enhancing financial awareness among participants.

## 19th November 2025 Meeting of 13th Vadodara Region MSEFC Hearing

The 13th Vadodara Region Micro & Small Enterprise Facilitation Council (MSEFC) hearing for delayed payments under the MSMED Act, 2006 was held on 19th November 2025 at the District Collector Office, Vadodara. The meeting was chaired by the office of the Resident Additional Collector, Dr. B. S. Patel.

On behalf of the Federation of Gujarat Industries, Ms. Priyanka Verma, Deputy Secretary General, attended the meeting.



## 20th November 2025 Training Program on Effective Communication & Attitude

### Guest Speaker:

- **Mr. Debasis Majumdar, Director, CBE Learning & Leadership Coach**

The Training Program on Effective Communication & Attitude held on 20th November 2025 was highly engaging and practical. Mr. Debasis Majumdar emphasized self-evaluation, active listening, non-verbal communication, written communication, and the importance of attitude in professional and personal growth.

The session highlighted self-belief, positive expectancy, affirmation, and visualization techniques. Through interactive discussions, activities, and reflective exercises, participants gained deeper insights into their communication patterns and learned effective techniques applicable in real-life scenarios.



## 24th November 2025 19th FGI Awards for Excellence – Roadshow at Rajkot

The 19th FGI Awards for Excellence Roadshow was organized at The Fern Hotel, Rajkot, with the support of

the Rajkot Chamber of Commerce. The session began with Welcome Remarks by Mr. Nautam B. Barasiya, Hon. Secretary, Rajkot Chamber of Commerce.

Mr. Pranav Doshi, Senior Vice President & Chairperson, Awards Committee, FGI, delivered a detailed presentation

outlining the objectives, categories, and nomination process of the Awards. The session concluded with a Vote of Thanks by Mr. Nilesh Shukla, Managing Committee Member, FGI. The roadshow received an encouraging response from industry participants and media representatives.



## 24th November 2025 Meeting with Shri Anil Dhameliya, IAS, Hon'ble Collector, Vadodara

A meeting was held with Shri Anil Dhameliya, IAS, Hon'ble Collector & District Magistrate, Vadodara, on

24th November 2025 to discuss the nationwide Sardar@150 Unity March being organized to commemorate the 150th birth anniversary of Sardar Vallabhbhai Patel.

The National Level Padayatra, organized by the Ministry of Youth Affairs & Sports through MY Bharat, aims to strengthen national pride, civic

engagement, and youth participation under the theme “Ek Bharat, Atmanirbhar Bharat.” The padayatra is scheduled from 26th November 2025 (Constitution Day) at Karamsad, Anand, to 6th December 2025 at Ekta Nagar (Statue of Unity). From FGI, the meeting was attended by Mr. Aanand Pandey, Programme Officer.

## 25th November 2025 Session on Unveiling the Invisible: Material Characterization for Next-Gen Industries

**Guest Speaker:**

- Dr. Mahendra Singh Rathore
- Dr. Unnati Joshi

FGI hosted a distinguished knowledge session on Unveiling the Invisible: Material Characterization for Next-Gen Industries on 25th November 2025.

The speakers delivered thought-provoking presentations on nanotechnology, material science, and applied research, highlighting the importance of scientific innovation and industry-academia collaboration. The session provided valuable insights to participants and was highly appreciated.



## 28th – 29th November 2025 FICCI's 98th Annual General Meeting

The 98th Annual General Meeting of FICCI was held on 28th–29th November 2025 at Bharat Mandapam, New Delhi. The Opening Session

was addressed by Shri Piyush Goyal, Hon'ble Minister of Commerce & Industry, Government of India, who outlined India's 2025 theme, "Self-Reliant Economic Powerhouse." A special session was also held with Shri Bhajan Lal Sharma, Hon'ble Chief Minister of Rajasthan, on "State-Led Development for Viksit Bharat." Representing FGI, Ms. Priyanka Verma,

Deputy Secretary General, attended a high-level panel discussion titled "From Challenges to Competitiveness: Policy Priorities for Sustaining High Growth," featuring senior Secretaries from key Ministries and moderated by Ms. Shereen Bhan, Managing Editor, CNBC TV18.



## 29th November 2025 National Level Padayatra Supported by FGI

The National Level Padayatra commenced on 29th November

2025 from Karamsad, Anand, end route to Ekta Nagar (Statue of Unity), Sevasi. As part of its support, the FGI Secretariat warmly welcomed the padayatras and distributed bananas, polo chocolates, and water.

The initiative aimed to promote national pride, civic engagement, and youth participation, inspired by the ideals of Sardar Vallabhbhai Patel and the vision of Viksit Bharat, under the theme "Ek Bharat, Atmanirbhar Bharat."



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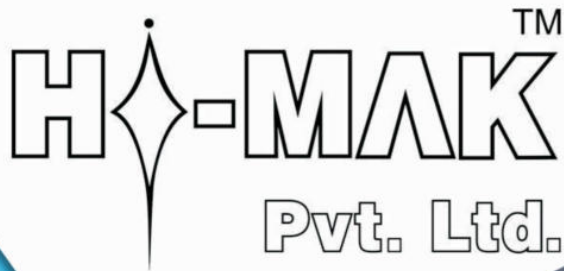
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# Major Activities by FGI – December

## 12th December 2025 Workshop on Management of Atypical Workforce – in light of the New Labour Codes

### Guest Speakers:

- Mr. Sanjay Suthar, Facilitator & Advisor

FGI organized a workshop on Management of Atypical Workforce – in light of the New Labour Codes on 12th December 2025 at FGI.

The session provided valuable insights into managing contract labour, fixed-term employment, and outsourcing under the newly

implemented Labour Codes. The speaker shared practical strategies to ensure statutory compliance, mitigate operational risks, and optimize workforce management. The workshop was well received and highly beneficial for participants navigating the evolving labour regulatory framework.



## 18th December 2025 16th GEO HR Convention: HR in the Emerging Era of Sustainability & ESG

The 16th GEO HR Convention on HR in the Emerging Era of Sustainability

& ESG was held on 18th December 2025 at Grand Mercure, Surya Palace, Vadodara.

The convention brought together HR leaders and industry experts to deliberate on the evolving role of HR in sustainability, ESG integration, and responsible business practices. Federation of Gujarat Industries

(FGI) participated as an Event Partner, represented by Mr. Pranav Doshi, Senior Vice President, FGI, and Ms. Priyanka Verma, Deputy Secretary General, FGI. The association enhanced FGI's visibility and reaffirmed its commitment to promoting sustainable and ESG-driven industrial growth.



## 23rd December 2025 Session on Roadmap to Business Transformation – Scaling up with Artificial Intelligence

### Guest Speakers:

- **Mr. Dilip Pandya, Founding Mentor & Managing Director, Transcend Biz Mentors Pvt. Ltd.**
- **Mr. Sameep Suriya, Govt. Certified ZED Technical Expert & Consultant**
- **Mr. Dipesh Patel, Consultant – Digital Marketing & Mentor**

The speakers shared practical insights on addressing MSME growth challenges, leveraging AI for smarter marketing, and developing scalable business transformation strategies. The session offered actionable takeaways and was highly appreciated by the participants.



## 30th December 2025 Proposed Outreach Program by DGTR – Azadi ka Amrit Utsav (AZU)

The Directorate General of Trade Remedies (DGTR), under Azadi ka

Amrit Utsav (AZU), conducted an outreach program on 30th December 2025 at ICAI Bhawan, Atladara, Vadodara.

The program served as an important platform to create awareness on trade remedial measures, procedures, and stakeholder engagement, with active participation from industry and trade

associations. Federation of Gujarat Industries (FGI) was represented by Ms. Priyanka Verma, Deputy Secretary General, who participated in discussions and shared key industry concerns received through member feedback, reinforcing FGI's commitment to policy awareness and industry advocacy.



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- Citric Acid Monohydrate
- Dextrose
- Guar Gum
- Glycerine
- Insoluble Saccharine
- Monosodium Glutamate
- Pectin
- Phosphoric Acid
- Potassium Sorbate
- Potato Starch
- Sodium Acid Pyrophosphate
- Sodium Benzoate
- Sodium Bicarbonate
- Sodium Citrate
- Sodium CMC
- Sorbic Acid
- Sorbitol
- Soya Lecithin
- Stevia
- Sucralose
- TBHQ
- Xanthan Gum

### Industrial Chemicals

- Acetic Acid
- Aluminium Chloride
- Benzaldehyde
- Benzyl Alcohol
- Benzyl Chloride
- Bleaching Powder
- Caustic Potash
- Caustic Soda
- Chlorinated Paraffin Wax
- Chloroform
- Ethyl Acetate
- Formic Acid
- Glycerine
- Hydrazine Hydrate
- Hydrochloric Acid - HCl
- Hydrogen Peroxide
- Isopropyl Alcohol - IPA
- Liquid Chlorine
- Methylene Chloride
- Oxalic Acid
- Phosphoric Acid
- Poly Aluminium Chloride
- Potassium Carbonate
- Potassium Permanganate
- Soda Ash
- Sodium Hypochlorite
- Sodium Nitrate
- Sodium Nitrite
- Technical Urea
- Toluene

### Imported Chemicals

- Acrylic Acid
- Barium Carbonate
- Dicyandiamide - DCDA
- Dimethyl formamide - DMF
- MAA
- Propylene Glycol - PG
- Ethyl Acrylate
- Maleic Anhydride
- Melamine
- Methacrylic Acid - MAA
- Phthalic Anhydride
- STPP

### Polymer Division

- High Density Polyethylenes (HDPE)
- Liner Low Density Polyethylenes (LLDPE)
- Polypropylenes (PP)
- Polyvinyl Chloride (PVC)

Download Brochure



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- 1-Hydroxy Ethylidene-1,1-Diphosphonic Acid – HEDP
- Amino Tri Methylene Phosphonic Acid - ATMP
- 2- Phosphonobutane – 1,2,4 – Tricarboxylic Acid – PBTC
- Morpholino Methylene Bis Phosphonic Acid (MMBPA)
- Bis (Hexamethylene) Triamine (Pentamethylene) Phosphonic Acid - BHMPH
- Penta Sodium Salt of Ethylene Diamine Tetra (Methylene Phosphonic Acid) – EDTMPA

### **Polymers & its salts**

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- Maleic Homo - Polymer
- Acrylic / Maleic - Sulfonate Co-polymer
- Carboxylic Co-polymer
- Carboxylate - Sulfonate Co-polymer
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- Cooling Water Scale & Corrosion Inhibitors
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# Members' Achievement

## PRIMA EQUIPMENT (India) Receives MCERTS Certification for Continuous Emission Monitoring System

The Federation of Gujarat Industries (FGI) is pleased to share that **PRIMA EQUIPMENT (India)**, one of our esteemed members, has achieved a significant international milestone in the field of environmental monitoring technology.

PRIMA's flagship **Continuous Emission Monitoring System (CEMS), Model: PSGM-1-D-AGS**, has been awarded the prestigious **MCERTS Certification by CSA-UK**. The system has been certified in accordance with globally recognised environmental performance and quality standards — **EN 14181 and EN 15267-3**.

This achievement places PRIMA Equipment among a select group of Indian manufacturers offering **internationally certified and performance-validated emission monitoring equipment**. It reflects the organisation's commitment to supporting industries in their transition **from Reliability to Sustainability™** — ensuring dependable emission monitoring while enabling stronger environmental compliance and greener operational practices.

### How FGI Members can get benefit :

- This milestone offers several benefits to industries within the FGI network:
- **Access to globally certified emission monitoring technology** within the state and country, reducing reliance on imported systems
- **Enhanced compliance confidence** for regulatory and audit needs due to certification under international standards
- **Support in sustainability and ESG initiatives**, helping members demonstrate responsible environmental performance
- **Improved operational reliability**, ensuring accurate and consistent monitoring over time
- **Stronger local technical support and service availability**, as the technology is manufactured and backed by an Indian organisation
- **Contribution to cleaner industry practices**, aligning with national and global climate and environmental goals

By combining reliability-focused engineering with sustainability-driven outcomes, PRIMA EQUIPMENT (India) continues to support industries in strengthening transparent, ethical, and environmentally responsible operations.

Headquartered in Vadodara, PRIMA Equipment (India) remains committed to advancing innovative monitoring solutions that help industries move forward **from Reliability to Sustainability™**.

- Dr. Pritesh M. Shah, Chairman – PRIMA Group

The Federation of Gujarat Industries congratulates **Dr. Pritesh M. Shah, Chairman – PRIMA Group**, on this distinguished achievement and commends **Team PRIMA** for their commitment to excellence. We wish them continued success in all future endeavours.

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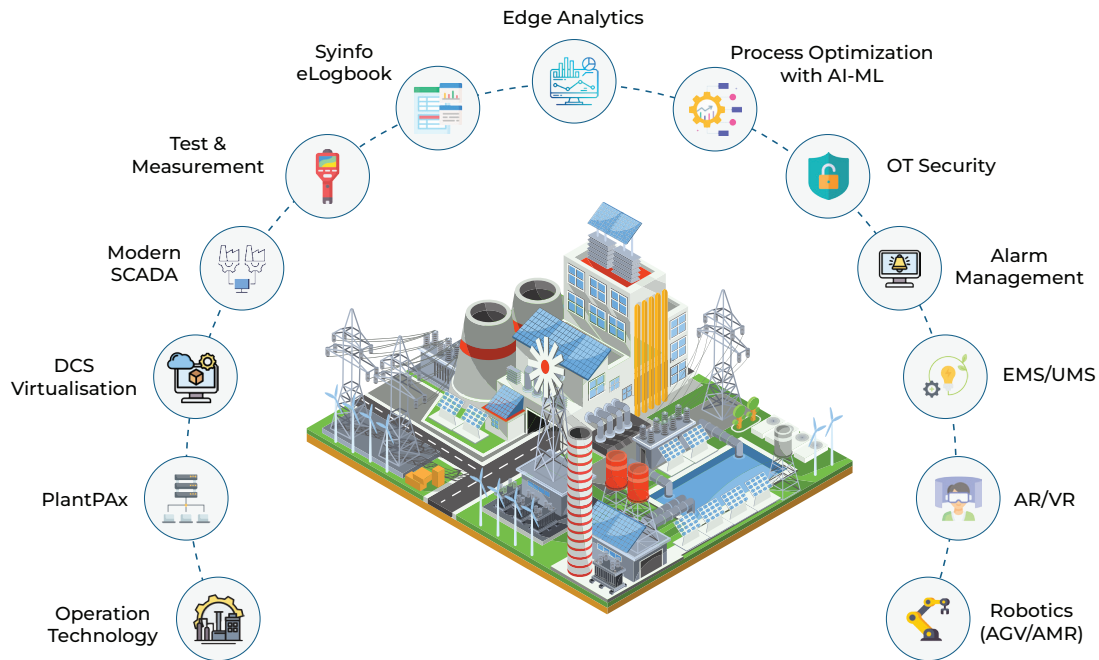


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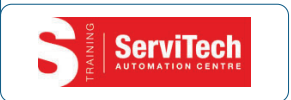
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# Cultivating Growth: Narratives from FGI's Newest Members



## TIRUPATI INDUSTRIES

Tirupati Industries is specialized in manufacturing and supplying high-quality timber-based packaging products, catering to industries such as pharmaceuticals, automobiles, engineering, textiles, solar and construction. With a strong focus on durability, precision, and eco-friendly practices, the company

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Their products are engineered using high quality components and spare parts and they are extensively utilized in metal processing industries.

Their state of the art manufacturing unit is spread over a large surface

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## PRATIBHA SWITCHGEARS PVT. LTD.

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### **GREEN BRILLIANCE RENEWABLE ENERGY LLP**

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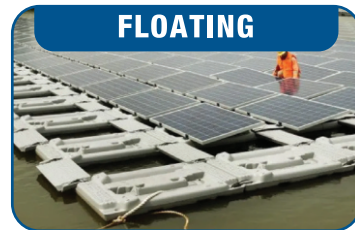


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## Gujarat Agro Infrastructure Mega Food Park

**Gujarat Agro Infrastructure Mega Food Park – An Industrial Park with Exclusive Focus on Food Processing Provides State of the Art Infrastructure & Plug & Play Plots**

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- Saves atleast 18 months of set-up time & costs giving a distinct head start and competitive advantage.
- Built in a pollution-free, clean and hygienic environment
- Provides a value chain from FARM to FORK to connect Farmers, Food Processors, Exporters, and Sellers/Consumers.
- Approved by Ministry of Food Processing Industries (MoFPI), Government of India

### Advantage Mega Food Park

#### Excellent Connectivity by Road, Rail, Sea and Air

- Roads: On State Highway No 165 & only 20 kms from Mumbai - Delhi National Highway No.8
- Rail: Kim & Kosamba stations (22KM) on the Mumbai- Delhi /Mumbai - Ahmedabad Rail Link
- Ports - Hazira(75kms.), Dahej (100 Km), Mumbai/ Nhava Sheva (350 Km)
- Air - Airports at Surat (65 Km), Vadodara (130 Km), Ahmedabad (250 Km), Mumbai (310 Km).

#### Core Infrastructure

Wide Roads, Water Supply, Underground Electrical Infrastructure, Drainage, ETP, Fire Fighting, etc.

#### Common Infrastructure – Focus on Food Processors

Storages – Dry Warehouses, Multi Commodity MA Cold Store, Sub-Zero (Frozen Store)

World Class JBT make Freezing facility (IQF), with Industrial Kitchen; Pulping Line (Frozen)

3 Collection/Primary Processing Centres at Districts of Vadodara, Valsad, Navsari districts

These common processing facilities help in substantially reducing initial investment of Food Processors

#### Actual on site photographs of the Mega Food Park



## ARTICLE: SHAPING THE ROAD TO SUSTAINABILITY

# *How Employer and Business Membership Organisations Can Lead the ESG Transition — and What It Means for FGI Members*

Across global and domestic markets, sustainability has moved from being a reputational consideration to becoming a core business requirement. Large buyers, multinational corporations, export markets and even domestic procurement systems are increasingly embedding Environmental, Social and Governance (ESG) expectations into supplier contracts. For Indian manufacturing and service firms, this means one clear reality: competitiveness in the coming decade will depend not only on price and quality but also on demonstrable sustainability performance.

In this changing landscape, Employer and Business Membership Organisations (EBMOs) such as the Federation of Gujarat Industries (FGI) play a strategic role. Positioned between industry, government and global standards, EBMOs are uniquely placed to convert complex sustainability expectations into practical, business-friendly solutions for their members. Through the Centre for Excellence in Sustainability and the Sustainability Desk established in partnership with Social Compact, FGI is building precisely this bridge, helping member companies navigate ESG requirements in a structured, accessible and cost-effective way.

This article examines why EBMOs matter in the sustainability transition, how they can create real value for businesses, and how FGI's institutional approach reflects international best practice.

### What is an EBMO?

EBMO stands for Employer and Business Membership Organisation. These include industry associations and chambers of commerce such as FGI.

EBMOs typically perform three core roles:

**Representation:** Acting as the collective voice of businesses in policy discussions with government and regulators

**Service Delivery:** Providing training, advisory services, compliance support and business development assistance to members

**Convening Power:** Bringing companies together for collaboration, peer learning and collective problem-solving

## 1. Why Sustainability Is Now a Business Imperative

Global sustainability frameworks such as the UN Sustainable Development Goals (SDGs), the UN Guiding Principles on Business and Human Rights (UNGPs), climate disclosure standards and responsible supply chain expectations are increasingly shaping commercial relationships. The International Labour Organization (ILO), through its ACT/EMP (Bureau for Employers' Activities), has consistently highlighted

that ESG expectations are no longer limited to large multinational firms but are cascading down supply chains to small and medium enterprises (SMEs). For Indian companies, this shift is visible in three ways:

- Buyers demanding proof of labour standards, workplace safety and environmental compliance
- Export markets linking market access to sustainability credentials
- Financial institutions beginning to factor ESG risk into lending decisions

This creates both risk and opportunity. Companies that fail to adapt may lose contracts or face regulatory penalties. Those that adapt early can strengthen buyer relationships, access new markets and improve long-term resilience. However, most SMEs do not have in-house ESG teams, sustainability officers or the resources to independently track evolving global standards. This is where EBMOs become critical.

## 2. The Strategic Role of EBMOs in the ESG Ecosystem

According to the ILO's work on employer organisations and sustainable enterprise development, EBMOs perform these core functions that are central to the ESG transition: representation, service delivery and social dialogue facilitation.

### 1. Translating Global Standards into Local Business Practice

Global ESG frameworks are often technical, abstract and designed for large corporations. EBMOs act as interpreters, converting high-level sustainability principles into sector-specific guidance that is understandable and actionable for local businesses.

The International Organisation of Employers (IOE), which represents national employer federations worldwide, emphasises that EBMOs play a key role in helping businesses understand and implement responsible business conduct standards such as

the UNGPs, OECD Guidelines and emerging due-diligence expectations. This translation function reduces confusion, avoids misinformation and helps firms focus on practical compliance rather than theoretical frameworks.

For FGI members, the Centre for Excellence in Sustainability performs this translation role by contextualising ESG expectations for Gujarat's industrial ecosystem to ensure that sustainability is approached as a business improvement process rather than a compliance burden.

### 2. Building Capacity at Scale

One of the strongest advantages of EBMOs is scale. While individual companies may struggle to invest in ESG training, audits or expert advisory services, EBMOs can pool demand and offer structured capacity-building programmes at lower cost.

ILO ACT/EMP guidance on strengthening employer organisations highlights that sustainability services, including training, self-assessment tools, peer learning and advisory support, are becoming core offerings of modern business associations.

### This is precisely the logic behind FGI's Sustainability Desk:

- Centralised ESG support at the FGI headquarters
- Certified training programmes for owners, managers and supervisors
- Practical reviews and action plans focused on environmental and social performance
- Access to specialist environmental consultants through empanelment

By institutionalising these services under the Centre for Excellence, FGI reduces entry barriers for member companies and creates a common sustainability baseline across the industrial ecosystem.

### 3. Enabling Collective Action and Sector-Level Solutions

Sustainability challenges such as climate risk, waste management, occupational safety and social compliance cannot always be solved firm by firm. Sector-level coordination is often more effective.

ILO ACT/EMP sector roadmap guidance highlights that employer organisations can convene industries to:

- Set shared sustainability priorities
- Develop voluntary benchmarks
- Align timelines for compliance
- Avoid competitive disadvantages for early adopters

Through the Centre for Excellence in Sustainability, FGI is positioned to act as a convenor bringing together companies, technical experts and implementation partners to develop collective ESG pathways suited to Gujarat’s industrial landscape. This collective approach reduces duplication of effort and helps smaller firms benefit from knowledge and tools that would otherwise remain accessible only to large corporations.

### 4. Strengthening the “Social” Dimension of ESG

While environmental compliance often receives the most attention, global buyers increasingly scrutinise labour standards, worker welfare, occupational safety and industrial relations. The ILO consistently emphasises that decent work, social protection and workplace safety are central pillars of sustainable enterprise development.

FGI’s Centre for Excellence integrates this dimension through direct linkages with Worker Facilitation Centres (WFCs). These centres enable workers to access government welfare schemes related to healthcare, insurance, pensions, skills and education benefits.

For employers, this creates multiple advantages:

- Improved worker retention and morale
- Reduced absenteeism and workplace conflict
- Stronger documentation for social compliance audits
- Demonstrable social impact aligned with ESG expectations

By embedding worker welfare support into the sustainability framework, FGI is addressing a dimension of ESG that is often difficult for companies to operationalise independently.

### 5. Connecting Businesses to Policy, Incentives and Finance

The World Bank’s work on SME competitiveness and sustainable enterprise development highlights that intermediary institutions, including chambers of commerce and business associations, play a vital role in helping firms access government schemes, incentives and finance linked to sustainability investments.

EBMOs help companies:

- Identify relevant subsidies for clean energy, waste management and skill development
- Understand regulatory changes before they take effect
- Prepare documentation required by lenders and certification bodies

Through the Sustainability Desk, FGI institutionalises this function by supporting members in identifying applicable government schemes and aligning sustainability investments with financial incentives, reducing the cost of ESG adoption.

### 3. FGI’s Centre for Excellence in Sustainability: Institutionalising ESG Support

What distinguishes FGI’s approach is not only the services offered, but the institutional design:

- A dedicated Sustainability Desk housed within the Centre for Excellence

- A trained Desk Officer acting as a consistent point of contact
- Structured coordination between FGI, Social Compact and empanelled environmental experts
- Regular engagement with member companies to understand sector-specific needs

This reflects international best practice identified by the ILO and IOE where employer organisations move beyond ad-hoc workshops to create permanent sustainability support infrastructure. Rather than positioning ESG as a compliance checklist, the FGI Centre for Excellence frames sustainability as a business improvement pathway that links operational efficiency, workforce stability and market access.

For FGI members, this EBMO-led sustainability model offers three strategic advantages:

### **1. Lower Cost of Compliance**

Shared training, centralised advisory support and standardised documentation reduce individual firm expenditure on ESG readiness.

### **2. Reduced Business Risk**

Early alignment with environmental and social standards reduces exposure to regulatory penalties, buyer rejections and reputational harm.

### **3. Improved Market Positioning**

Companies that can demonstrate structured ESG progress are better positioned for global supply chains, responsible procurement programmes and sustainability-linked financing.

For further inquiries about ESG and SDG integration, please reach out to the Centre for Excellence in Sustainability at [info@fgi.co.in](mailto:info@fgi.co.in).

## **4. Looking Ahead: Sustainability as a Collective Competitive Advantage**

Sustainability will increasingly determine which businesses thrive and which struggle to remain relevant. In this transition, EBMOs are not peripheral actors; they are central infrastructure providers for sustainable industrial growth.

Through the Centre for Excellence in Sustainability and the Sustainability Desk, FGI is laying the foundation for a long-term ecosystem approach where member companies do not navigate ESG alone, but as part of a coordinated industrial community supported by technical expertise, institutional partnerships and shared learning.

For FGI members, the message is clear: sustainability is no longer a future concern. It is today's competitiveness strategy and the Centre for Excellence exists to help you build it.

Article by :

**Social Compact Committee**

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## ARTICLE

# *The Genesis and Legacy of the Federation Awards*

The Federation Awards have emerged as one of the most respected recognitions of corporate excellence and social responsibility in Gujarat's industrial landscape. Their origin can be traced back to the early 1990s, inspired by global best practices and shaped through collective leadership within the Federation.

The concept took root during a visit to California, USA, in 1990, when Shri Visubhai B. Patel, then Treasurer of the Federation of Gujarat Mills and Industries, interacted with Mr. Kirk West, President of the California Chamber of Commerce. During their discussions, Mr. West emphasized the importance of structured and sustained recognition of outstanding corporations and business leaders. He noted that such initiatives not only honour excellence but also serve as a continuous source of motivation for the corporate community.

Upon his return to Vadodara, Shri Patel carried this idea forward. When he later assumed office as Senior Vice President of the Federation during 1991–93, he presented the proposal to the then President, Shri Atulbhai Patel, and senior members of the Managing Committee. The idea received unanimous support, leading to the formal institution of a series of awards recognising both corporate achievements and contributions to social development. The initial award categories were carefully evolved through extensive deliberations and included areas such as Science and Technology Research, Rural Development, Environmental Protection and Pollution Control, Entrepreneurship, Best SSI Unit, Export Promotion, Energy Conservation, Industrial Relations, and Excellence in Family Welfare.

The initiative gained significant momentum during the Platinum Jubilee celebrations of the Federation (22 February – 17 October 1993). The inaugural programme was presided over by Shri Atulbhai Patel, with Shri H. M. Patel, I.C.S., as the Chief Guest. The celebrations culminated with an address by Dr. Manmohan Singh, then Finance Minister of India, delivered at a critical juncture

in the country's economic history. His address highlighted the direction of India's economic reforms and left a lasting impact on the Federation's members.

In the years that followed, Dr. Manmohan Singh was once again invited to address the Federation on India's evolving economic reforms. His interaction with the Managing Committee was later documented in a publication titled "Emerging India", which stands as an important institutional record.

Over time, the Federation strengthened the financial sustainability of the awards through support from leading corporations. The award selection process was further refined by instituting an independent and transparent jury mechanism, enhancing the credibility and prestige of the awards.

With successive Managing Committees expanding the scope to nearly fourteen categories, the Federation Awards have evolved into a flagship initiative. Today, conducted on an alternate-year basis and supported by roadshows across major industrial centres of Gujarat, the Federation Awards are widely regarded as a symbol of excellence, integrity, and professional distinction.

This enduring initiative reflects the power of collective vision, leadership, and cooperation, establishing a legacy that continues to inspire the corporate and industrial ecosystem



Article by:  
**Shri Visubhai B. Patel**  
Past President, FGI.

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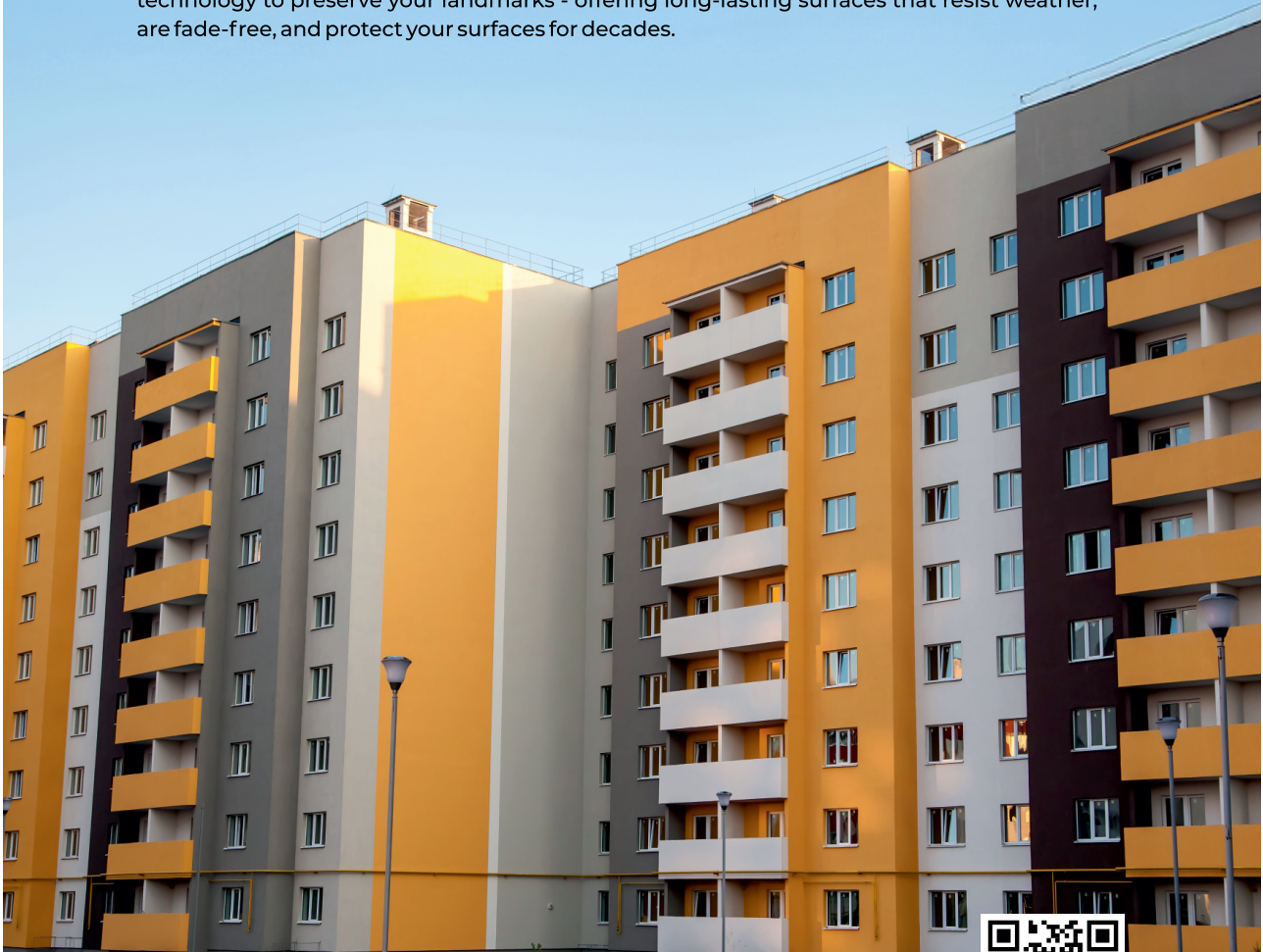
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