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INDEX**PARTICULARS**

Page No.

WORKMEN COMPENSATION INSURANCE AND IT'S IMPORTANT FOR BUSINESSES	11
ANTI-DUMPING DUTY IMPOSED ON STAINLESS STEEL TUBE IMPORTS FROM CHINA	13
UK'S TRADE PANEL PROPOSES LIFTING BAR ON INDIAN STAINLESS STEEL	13
MORE INITIATIVES TO BOOST STEEL PRODUCTION IN 2023	14
GREEN STEEL CRITICAL FOR AUTO COMPONENT MAKERS: KALYANI STEEL	14
TATA STEEL JAMSHEDPUR RECEIVES BIS LICENSE TO PRODUCE STRUCTURAL WEATHER RESISTANT STEEL	15
ENTREPRENEURSHIP BURSTS FORTH IN INDIA, TIER 2 AND TIER 3 DISTRICTS TO LEAD THE NEXT WAVE	16
WIN SOME, LEARN SOME: LESSONS FROM SHARK TANK INDIA S01	21
FACTORIES ACT AS AMENDED BY MAHARASHTRA GOVERNMENT	23
NOTIFICATION : INCLUSION ODF ADDITIONAL EXPORT ITEMS IN APPENDIX 4R WITH EFFECT FROM 15.12.2022. REG.	25
NEW LIFE MEMBERS	26
MEMBERSHIP FORM	31

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Workmen Compensation Insurance and it's important for businesses

Employees are the most prized assets for any company regardless of its size. Therefore, ensuring the welfare of an organization's workforce is key to long-term success. This includes ensuring workers and their dependents are cared for in the event of an accident at the workplace that results in a loss of income due to death or disability.

The Workmen's Compensation Act 1923, led to the creation of a specialized insurance policy for frontline workers. Because of the policy the workers started getting adequately compensated for injuries sustained in the line of duty.

This policy is extremely critical and favorable for businesses as well, as it protects them from the threat of a high compensation amount and further lawsuits. This is even more critical for entities with employees who are exposed to extreme health and life hazards.

Life is unpredictable. Even with the best of preventive measures, accidents at work can still occur injuring employees and burning a hole in the employer's pocket.

To quote an instance, consider that you are the owner of a construction company, and unfortunately due to a mechanical failure a worker loses a leg. If you don't have workers' compensation insurance, the worker can sue and claim compensation from you for the loss of income. Obviously, this will be a big financial blow for you and will end up hurting the bottom line.

Workmen's compensation Insurance is there to protect you financially while still providing your employees with help in such situations. Having a worker's compensation will limit your business's exposure to lawsuits, as it covers your employees' work-related injuries.

Scope of Workmen's Compensation Policy

Frontline workers in India covered under Workmen's compensation are as follows:

- Workers in factories, mines, docks, construction works, and specific establishments mentioned under the Schedule II of the Act.
- Workers hired abroad under Schedule II of the Act.
- It is applicable to helpers, drivers, mechanics, or any work associated with vehicles, crew members on an aircraft, or captains.
- Railway servants not employed permanently in any administrative, district, or sub-divisional office of railway

Advantages of the Workmen's Compensation Policy

The following are a few key advantages of opting for a Workmen's Compensation Policy:

- This insurance will protect your employees in case of any injury or illness that is a result of their job, and help them back to work
- Protect your own business by reducing the risk of financial loss against financial losses in case one of your employees injured

- Having a worker's compensation will limit your business's exposure to lawsuits, as it covers your employees' work-related injuries
- It also helps protect your business by keeping it in line with The Workmen's Compensation Act, 1923
- You will also get additional protection from being sued, as once a claim is settled, employees can't file any additional claims for that incident

What all is covered under Workmen Compensation Policy?

The specific coverage of your Workmen Compensation Policy will solely depend on your insurance partner and what your requirements are. The few standardized coverage of the policy in India are as follows:

- Any injury, bodily harm or otherwise, brought upon by a mishap during employment
- Disease, injury, or condition aggravated by work conditions
- Temporary disablement or death
- Partial or complete disablement that is permanent in nature
- Any or all legal expenses and costs incurred

What is Not Covered Under Workmen's Compensation Policy?

The following are the exclusion in a Workmen's compensation policy:

- Any or all liabilities assumed under an agreement
- Injury or accident caused by consumption of drugs or alcohol
- Injuries caused as a result of insurrections, war, or invasion
- Contractor employees are not covered unless they're declared or insured
- The first 3 days of disablement when the disablement lasts less than 28 days
- Any type of injury that does not cause partial disablement for more than 3 days
- Any injury or disablement caused as a result of the employee flouting safety norms and regulations

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Anti-dumping duty imposed on stainless steel tube imports from China

Finance Ministry has imposed definitive anti-dumping duty on 'Stainless Steel Seamless Tubes and Pipes' from China. Valid for five years, the anti-dumping duty imposed ranges from \$114 to \$3,801 per tonne depending on the producer.

The latest move comes after the Directorate General of Trade Remedies (DGTR) in the Commerce Ministry in September this year recommended imposition of anti dumping duty on Stainless Steel Seamless Tubes and Pipes from China. The DGTR concluded that these products were exported at dumped prices to India, affecting the domestic economy.

DGTR had initiated the investigation after Chandan Steel Ltd, Tubacex Prakash India Pvt Ltd, and Welspun Specialty Solutions Ltd had sought anti-dumping probe on this product from China.

The Government's move to impose anti-dumping duty would benefit domestic players like Ratnamani Metals and Tubes and Venus Pipes, said industry experts.

Stainless Steel seamless tubes and pipes are used for structural purposes and to transfer liquids and gases. It is used in application relating to oil and gas; petrochemicals and refineries; atomic energy; power generators, including nuclear and thermal power.

WHAT IS ANTI-DUMPING DUTY?

An anti-dumping duty is imposed to protect local businesses and markets from unfair competition by foreign imports. It is a tariff imposed on imports of goods manufactured overseas priced below the fair market value of similar goods in the domestic market.

The government can levy provisional as well as definitive anti dumping duty. While the provisional duty usually is valid for six months, the definitive anti-dumping duty is valid for five years, unless revoked earlier.

Source : <https://www.thehindubusinessline.com/>

UK's trade panel proposes lifting bar on Indian stainless steel

Earlier this year, India had indicated the prospect of additional customs duties on the import of some products from UK in response to Britain's decision to impose restrictions on its steel products

In its initial findings, the UK's Trade Remedies Authority (TRA) has proposed that a countervailing measure on imports of stainless steel bars and rods from India be revoked.

Countervailing measures are put in place to offset imports being sold at unfair prices due to government subsidies in their country of origin. The TRA set out in its Statements of Essential Facts (SEF) on Tuesday that revoking the measure would be unlikely to cause injury to the UK industry.

"As part of its transition review, the TRA found that while there have been subsidised imports of the goods while the measure has been in place, and this will likely continue, injury to UK industry would be unlikely to recur if the measure was no longer applied," a UK government statement notes.

"This was determined after the TRA found evidence suggesting that UK producers supply only limited amounts of these bars and rods to the UK market, with the majority of their production being exported. Therefore, the TRA found there to be a low risk of injury resulting from the removal of the measure," it adds.

Following the publication of the TRA interim findings, there will be a 33-day period in which interested parties can comment on the report. The TRA will then consider and produce a final recommendation, which will be sent to the Secretary of State for International Trade, Kemi Badenoch, who will make the final decision on whether to uphold the TRA's recommendation.

The TRA is an independent body established last year as a non-departmental public body of the Department for International Trade (DIT) to investigate whether trade remedy measures are needed to counter unfair import practices and unforeseen surges of imports. Countervailing measures are one of three types of trade remedies

that are allowed under World Trade Organisation (WTO) rules.

Earlier this year, India had indicated the prospect of additional customs duties on the import of some products from the UK in response to Britain's decision to impose restrictions on its steel products.

Source : <https://www.business-standard.com/>

More initiatives to boost steel production in 2023

India produced 113.43 million tonnes of crude steel in January-November 2022, which is 10% higher compared with the year-ago period

With increasing steel production in the country, the focus in 2023 will be on boosting raw material supplies and producing more special grade steel, according to Union minister Faggaan Singh Kulaste.

India produced 113.43 million tonnes of crude steel in January-November 2022, which is 10 per cent higher compared with the year-ago period. The government aims to double the country's annual crude steel-making capacity to 300 MT from 150 MT at present.

In an interview to PTI, Kulaste, the minister of state for steel, said more initiatives for the sector will be taken in 2023.

Last year, the government introduced the production-linked incentive scheme for specialty steel to enhance the production of the alloy.

Special grade steel is used in various sectors, including power, shipping, railways and auto. The demand for this steel is being met through imports.

"Our focus will also be on taking measures to support industry besides finding new markets as the production of steel continues to grow in the country," he said.

Ensuring the raw material security for steel production will be a key focus area for the government as the country is mostly dependent on import of raw materials like coking coal.

Source : <https://www.telegraphindia.com/>

Green Steel Critical For Auto Component Makers: Kalyani Steel

Auto component makers will be early adopters of green steel, even ahead of vehicle manufacturers, according to R K Goyal, Chairman, Saarloha Advanced Materials.

This is because many are already shipping out parts to Europe. 'We have a very large component industry which is exporting parts worth \$20 billion,' he said.

Incidentally, the European Union is a few months away from levying a carbon tax on components not made with green steel. By definition, steel is termed green when its production does not include use of fossil fuels. 'It is just a matter of time before component makers will have no option than to use green steel,' added Goyal.

The Automotive Component Manufacturers Association of India (ACMA) has, in a report, noted that parts exports grew by 8.6% to \$10.1 billion (INR 79,033 crore) in H1FY23, up from \$9.3 billion (INR 68,746 crore) in H1FY22.

At present, there are no regulations or laws mandating the use of green steel in India. Neither are there incentives or promotional schemes encouraging its adoption by organisations. 'Unless there is some directive from the Centre, companies might not start using green steel,' said Goyal.

In his view, adopting green steel is more an opportunity than a challenge for OEMs. This is because many developed nations might follow Europe's example of imposing carbon cess not just on components made up of conventional steel, but also on vehicles not made with green steel.

Europe and North America, says the ACMA report, remain the two primary export destinations for Indian auto component makers accounting for approximately 63% of exports (\$6,357 million) during the first six months of FY23.

'Companies willing to pay carbon cess will have to settle with lower net realisations,' said Goyal. The additional cost of using green steel as an alternative to conventional steel is nominal and

'more of a mindset problem'.

For the record, the carbon tax on components and vehicles made with conventional steel might range between €100 and €200 per tonne in Europe. Green steel producers will also have to address the problem of increased downtime in production as electric furnaces and other equipment used in the process need to be rested longer than conventional coal-powered furnaces.

Kalyani Steel, via its SaarLoha plant, will only be producing green steel starting March 2023 with a lion's share of production aimed at the export market. It has invested INR 400 crore which includes setting up an 83 MW renewable energy park, and some indirect investments.

Fewer Impurities

According to the company, the quality of green steel is slightly better than conventional steel. Goyal said this has become possible mainly due to the absence of impurities that get mixed with steel produced in coal-powered furnaces. The organisation is also making efforts to help its suppliers in 'Going Green' in terms of what they supply.

'We have informed the steel ministry, our suppliers, and other steelmakers about what we are doing. We are also open to supporting them in going green,' added Goyal.

There are three levels of assessing how much carbon dioxide a company produces. These comprise Scope 1 which can be defined as carbon dioxide generated within a factory, from gate to gate. Then comes Scope 2 which indicates if the company is buying from greenhouse free suppliers or not. And finally Scope 3 includes greenhouse gases generated during logistics.

A total of INR 400 Crore has been invested by Kalyani in order to start Green Steel manufacturing in India, and this includes setting up an 83 MW renewable energy park, and some indirect investments.

Tata Steel Jamshedpur receives BIS license to produce Structural Weather Resistant Steel

The Bureau of Indian Standards (BIS) has awarded the first license to produce Structural Weather Resistant Steel (Corten Steel), conforming to IS 11587, to Tata Steels Jamshedpur plant. The license is given to Tata Steel as part of Indias larger endeavour to reduce the countrys dependence on import of shipping containers manufactured using Corten Steel. This special grade steel is predominantly used in the manufacturing of shipping containers and other heavy-duty weather-proof applications including rail wagon side panels, rice mill containers, building construction, street furniture and upmarket works of art, signs, chimineas and fire bowls.

A felicitation ceremony was organised today by BIS in New Delhi to formally grant the license to Tata Steel. The license was presented to the Companys senior executives - Dr. Debashish Bhattacharjee, Vice President (Technology & New Materials Business) and Chanakya Chaudhary, Vice President (Corporate Services) by Shri Pramod Kumar Tiwari, Director General, Bureau of Indian Standards in the presence of Shri Abhijit Narendra, Joint Secretary, Ministry of Steel and other senior dignitaries.

The license provided to Tata Steel to produce Corten steel will contribute to the Governments vision of a self-reliant nation – AatmaNirbhar Bharat, which aims to strengthen Indias manufacturing economy by systemically lowering the dependence on imports across various products.

Dr Debashish Bhattacharjee, Vice President, Technology & New Materials Business, Tata Steel, said: We are delighted to receive the first all India BIS license to manufacture Corten grade steel. This development of new and specialised steel grade, a testimony to our new product development, research, and innovation capabilities, will drive Companys competitiveness and contribute to the vision of AatmaNirbhar Bharat by reducing our nations reliance on imports. We are committed to developing cutting-edge technologies and

designing solutions that help transform processes, improve efficiencies, and enable world-class customer experiences.

Chanakya Chaudhary, Vice President, Corporate Services, Tata Steel, said: We thank the Ministry of Steel, Ministry of Ports, Shipping & Waterways, and BIS for granting us the license to produce this new grade of steel. As a responsible corporate, we will continue to work closely with the government, and all stakeholders to explore new ways to strengthen the Indian steel sector by making it more resilient and AatmaNirbhar to the evolving demands in the market.

Corten steel is a group of steel alloys which were developed to eliminate the need for painting to impart weather resistant properties and is known for durability, low maintenance and improved life cycle. Its weathering property is enabled by the formation of a stable superficial rust layer that develops during atmospheric exposure. Essentially attributed to the rising demand from the construction industry, the global weathering steel market size is estimated to be around \$990 million (2018) and is expected to expand at a CAGR of 5.6% till 2025.

Source : <https://avenuemail.in/>

Entrepreneurship bursts forth in India, Tier 2 and Tier 3 districts to lead the next wave

The Covid-19 pandemic in 2020 put the entire world on a halt. It's no secret that employment hit the rock bottom, GDP growth went crashing, thereby, translating to India's worst economical performance since its independence.

Well, it was also a time when corporate workers, who suffered financially, due to losing their jobs, started their own ventures.

India jumping from 471 recognised startups in 2016 to 72,993 in 2022 is a testimony to the fact that Indians, coming from all walks of life, are leaping at the opportunity to become an entrepreneur.

While it's a common sight in Tier 1 cities where

people are transitioning towards adopting entrepreneurship as a career option, the government has lately been vocal that the next wave of entrepreneurship will come from Tier 2 and Tier 3 cities in India.

Rags to riches stories are often fascinating. And making them possible, at one of the humblest geographies in Eastern UP, is the Jagriti Enterprise Centre – a non-profit organisation working as an incubator to help boost entrepreneurship in the Deoria region.

At present, over 35 enterprises are benefiting from JEC's on-ground efforts, which has helped establish a host of renowned entrepreneurs in the region from scratch. Further, in a city where employment opportunities are scarce, over 2,000 individuals have been employed by enterprises dealing in different domains such as handicrafts, agro-processing, and pharma.

For instance, Pooja Shahi, who started a small-scale handicraft venture in 2008, is now employing over 400 women from her village as her products were included in the state government's ODOP (One District One Product) programme, which has also helped her scale her production capacity from 50 pieces a day to 500 at present.

Similarly, RC Kushwaha, the founder of a sanitary pads firm in the remote area, has not only generated employment for over 900 local women, but has also worked towards spreading awareness about menstrual hygiene in 900 nearby villages, meanwhile establishing an enterprise, accelerated by JEC.

Shashank Mani Tripathi, Founder, JEC said, "Starting from Deoria, we want to further expand to other Tier 2, Tier 3 cities in India and ensure that we promote entrepreneurship in these cities and help them contribute to the country's economy. We aim to generate over 10,000 local jobs in this area in a 5-year period and create a district ecosystem that can be replicated in other Tier 2 and Tier 3 districts".

Source : <https://www.thestatesman.com/>

Win Some, Learn Some: Lessons From Shark Tank India S01

Although business reality television shows often markedly posit the success potential of startups in terms of their 'investability', their founders reveal a more expansive view of entrepreneurship beyond securing funding

A breakout show of 2021, Shark Tank India unleashed itself as a storm of popularity over its first season, turning everyone and everything it touched into gold. Not only the Sharks themselves, but also the featured entrepreneurs and their nascent businesses became household names post their appearance on the show.

While deal winners received audiences' appreciation and consumers' interest, what were the takeaways, both on and beyond the show, for those founders whose startups did not bag funding? As the show's second season nears its launch, here's what participants from season one have to say on the subject.

Reality TV and Non-monetary Gains

Although a reality television show such as Shark Tank India foregrounds the striking of deals between investors and entrepreneurs, in truth, participants report gaining a lot more even if they are denied funds, especially at their desired valuation.

"The Shark Tank India experience was truly a life-changing event. We always had a great product. However, the exposure and sheer fandom and overnight success of the program struck a chord with consumers, who, after the show was aired, finished all the stocks on Amazon and crashed our website. What we have learned from such a special experience is that you have to have a strong marketing plan along with a great product. It opened our eyes to the true power of media when applied correctly," states Madhvi Datwani, CEO, Green Protein. The company's original funding ask of INR 60 lakh for a 2 per cent share in its equity was not accepted by the Sharks.

Rohan Rehani and Nitin Vishwas, founders of Pune-based meadery Moonshine, delivered an intriguing pitch on the show, concluding it with a request for INR 80 lakh for 0.5 per cent equity.

When the Sharks countered with an offer of INR 1 crore for a 2.5 per cent stake in their firm, the partners decided to walk away from it.

"We had hoped for a negotiation in line with what we typically see with other alcobev brands in the private equity market. That did not happen but we later received a lot of positive feedback from viewers for holding our ground and not lowering our company's valuation just to accept the Sharks' offer. And overall, our brand awareness has increased a lot thanks to Shark Tank, so we have no complaints," claims Rehani.

The pilot seasons of most reality TV shows are chaotic affairs, with a lot of crucial decisions being taken on the spot. According to Aviotron Aerospace co-founder Vaishnav C, the startup couldn't put its best foot forward on the show as the founders had to travel from Delhi at a short notice to deliver their pitch. "Although we did not get the desired funding offer, the whole set-up and the experience of a live shoot were more exciting than the actual investment pitch. In terms of learning, we didn't receive any out-of-the-world knowledge as none of the Sharks had much knowledge about the edtech industry, but it was still interactive sharing ideas with successful entrepreneurs and receiving their feedback," he says.

New-age streetwear brand Urban Monkey's founder Yash Gangwal, however, was thankful for the insights he took away from the show for expanding his D2C business, a key area of expertise among the Sharks. The company reports having gained a much deeper understanding of the size and needs of its audience.

Sales Cure All

Regardless of whether their pitches were rejected altogether or countered with underwhelming offers, many participants claim that their businesses went on to do rather well post the Shark Tank India affair.

According to digital advertising company Experiential Etc, business has been performing fifteen times better since founder Karan Bhardwaj's appearance on the show. "Experiential activation is a niche sector and it's difficult to find the right talent, but post Shark Tank, we have

managed to scale up from a team size of 12 people to 60 people. Also our operational space has gone up to 10,000 sq ft across geographies from 1,600 sq ft originally," he says.

While Datwani claims that Green Protein is acquiring around 3,000-4,000 new customers monthly and is likely to have a customer base of almost 100,000 within the upcoming nine months, Aviotron Aerospace has reportedly grown from 1,000 students to 10,000 students in the last six months and expects to reach around 45 schools and more than 20,000 students by the end of the current academic year. "We have closed some of the biggest names in education such as GD Goenka group, Seth M.R. Jaipuria group, DCM Group etc.," says Vaishnav C.

New Day, New Investors

To be turned down on a national platform by some of the country's most reputed names in the industry can leave entrepreneurs feeling rather downcast. Their happy discovery, however, has been that for every unconvinced, sceptical Shark, there are many more optimistic investors out of the Tank.

"We have raised multiple rounds of revenue-based finance and also raised one small round from Tyke platform. Further, we are looking to close INR 12 crore by March 2023," reports healthy snacks startup Alpino Health Foods a year after its appearance on Shark Tank India.

Urban Monkey claims to have several investment offers in its kitty currently and plans to raise its first round sometime next year. "Thus far, we have only raised equity-free funds from GetVantage. Our approach towards fashion and the way we have been growing consistently even without external funds all these years instilled the funding platform's confidence in us," states Gangwal.

Learning from Disappointment

Rejection is a part of life that makes a more frequent appearance in business. Although business reality television shows often markedly posit the success potential of startups in terms of their 'investability', their founders reveal a more expansive view of entrepreneurship beyond securing funding.

"Any business that is not funded is not a bad business. It's just not an investable business. It can still be scalable and can achieve whatever it has set out to achieve with consistency, spirit and conviction. My advice to anyone struggling to raise funds would be to just keep going. If one is confident in what they are doing and if the consumers have validated it, there is nothing that can stop an entrepreneur," explains Bhardwaj.

According to him, the role of external investment is limited in that it helps businesses scale faster and receive the validation needed to sell equity at a later stage or get listed in the secondary markets. In its absence, debt is also a tool which can be leveraged for scaling up.

Many Shark Tank India participants, including the founders of Aviotron and Green Protein, recommend exercising caution when raising money from angel investors and venture capitalists: Not all businesses may flourish after taking early funding. Equity is the most expensive asset; better to delay raising funds to secure better valuations in the future and keep the promoters' control heavy in the company for the long haul, they say.

Source : <https://www.entrepreneur.com/>

Disclaimer: The views and opinions expressed in this bulletin are those of the authors and do not necessarily reflect the official policy or position of AISSIA. Please note that AISSIA shall not be responsible for any loss or damage resulting from any action taken on the basis of the content of this bulletin.

FACTORIES ACT AS AMENDED BY MAHARASHTRA GOVERNMENT

Amendments taken place under Maharashtra Factories Act on 2.12.2015 are enforced by Govt. of Maharashtra w.e.f. 1st Feb., 2016 as per Notification dated 1.2.2016 hence earlier effective date of amendments as 2.12.2015 now stands cancelled. Following are amendments in nutshell.

• **Applicability**

First change is made in section 2 of the Act empowering the state Government to notify any establishment involved in manufacturing process as factory under the Factories Act. If the manufacturing process is carried out without the aid of power with the help of 40 workmen then the provisions of the Factories Act will be applicable to such establishment and if the manufacturing process is carried out with the aid or help of power then 20 workmen if employed then such establishment will be considered as factory.

• **Overtime**

Prior to this amendment, the maximum hours of overtime as per section 65, workers could perform in a quarter of a year was 75 hours overtime. The amendment is made and now workers in a quarter of the year can perform not more than 115 hours of overtime. This is subject to requirement of the work of the factory and state Government has a right to impose such terms and conditions while granting an exemption in this regard. Such exemption, if granted, then will be from all the provisions in sections 51, 52, 54 and 56 of the Factories Act.

• **Female workers allowed to work in night shift**

Amendment is also carried out in section 66 of the Act wherein earlier female workers were prohibited to work in the factory from 7 PM to 6 AM. Subject to adequate safety and security measures and safeguards, as the case may be, female workers are now allowed to work between 7 PM and 6 AM i.e. 7 in the evening till 6 in the morning.

• **Leave**

The qualifying period of service is reduced to 90 days hence any worker who has rendered services of 90 days will be eligible to claim privilege leave under the provisions of the Factories Act.

• **Punishments and Prosecution**

Section 92A has been added by way of amendment which deals with the offences specified in the newly added Fourth Schedule of the Act. All the offences mentioned in Fourth Schedule can be compounded on prosecution by the officer not below the rank of the Deputy Chief Inspector of the Factories. And such officer will have power to impose amount of fine. That fine amount

should not be more than the maximum amount prescribed under section 92 which is Rs.1,00,000/-. It is also further provided that the State Government will have power to amend Forth Schedule as and when required thereby the State Government can and/or omit or will have right of variation of any offences specified in the Schedule. Once the offences are compounded by the officer, then there will not be any further proceeding against the offender in respect of that offence. In short small offences which are mentioned in the Fourth Schedule will be prosecuted and compounded before the officer not below the rank of the Deputy Chief Inspector of Factories.

The Fourth Schedule is newly incorporated in the Act. This Schedule deals with the offences as mentioned in section 11, 18, 19, 20, 42, 43, 44, 45,46, 47, 48, 50, 53, 59, 60, 61, 62, 63, 64, 65, 79, 80, 81, 82, it is three, 84, 93, 97, 108, 110, 111, 111A, 114.

These offices are mainly of the following nature,

- Not maintaining cleanliness in the factory.
- Not providing and maintaining arrangements for drinking water for the workers.
- Not providing latrine and urinals.
- Not providing spittoons.
- Not providing and maintaining washing facilities for workers.
- Not providing sitting facilities to workmen.
- Not providing and maintaining first aid facilities for workmen.
- Not providing and maintaining canteen facilities as further provisions.
- Not providing and maintaining shelters, restrooms and lunch rooms as per the provisions.
- Not complying with the rules framed under section 50 of the Act.
- Not displaying the notices and not maintaining the registers of compensatory holiday.
- Not maintaining the registers which are required to maintain under the Act.
- Allowing worker double employment on any day.
- Not displaying notice of periods of work for adult workers.
- Not maintaining the register of adult workers.
- Allowing workers to work not in correspond with the working hours mentioned in the notice.
- If the rules while exempting the factory from certain provisions if not followed.
- If the annual leave as per the law is not provided and wages for the authorised leave is not paid.
- If the advance in certain cases as per the legal provision is not paid to the workers.
- The owner of the premises has not complied with the required legal provisions.
- If workers have failed to discharge their legal responsibility.
- If the notices under the Act are not displayed.
- If employer denies the lawful and legal rights of the workers.
- If employer changes the facilities and conveniences offered to workers.

These are certain instances, when in the office, can be compounded before the authorised officer. By this change for every small prosecution now Factory Manager or Occupier is not required to face the prosecution before the Magistrate. It is an effort on the part of the State Government to simplify the provisions and avoid litigation for comparatively small offences.

To be published in the Gazette of India Extraordinary Part II Section 3, Sub Section (II)

Government of India
Ministry of Commerce & Industry
Department of Commerce
Udyog Bhawan, New Delhi

Notification No: 47 /2015-2020
New Delhi, dated – 07th December , 2022

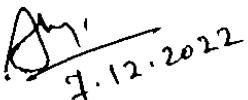
Subject: Inclusion of additional export items in Appendix 4R with effect from 15.12.2022 - reg

S.O.(E): In exercise of the powers conferred by Section 5 of the Foreign Trade (Development and Regulation) Act, 1992 read with Para 1.02 of the Foreign Trade Policy 2015-20, the Central Government hereby notifies a revised Appendix 4R under Para 4.59 of Foreign Trade Policy, 2015-20 for exports made from 15.12.2022.

2. The revised Appendix 4R will be applicable for exports made from 15.12.2022 to 30.09.2023. To adhere to the Scheme budgetary framework, necessary changes and revisions as per Para 4.54 of FTP 2015-20 (as amended from time to time) will be made thereafter.

3. The revised RoDTEP Appendix 4R containing the eligible RoDTEP export items, rates and per unit value caps, wherever applicable is available at the DGFT portal www.dgft.gov.in under the link 'Regulatory Updates >RoDTEP'.

Effect of this Notification: Additional export sectors/items in Chapter 28, 29, 30 & 73 are being added in Appendix 4R under RoDTEP for exports made from 15.12.2022 and shall be applicable till 30.09.2023.


7.12.2022

(Santosh Kumar Sarangi)
Director General of Foreign Trade
Ex-officio Additional Secretary to the Government of India
E-mail:dgft@nic.in

New Membership from 1.4.2023 to 31.3.2024

- a) Name of the Firm : M/s. S. S. Steel (Received 18,200/-)
 Address : J-6 Balaji Industrial Premises Cop-Op. Soc.Ltd. Near Goddev Naka,
 B.P. Cross Road, Bhayander (East), Thane - 401105
 Representative : 9892134685
 Proprietor : Jayantilal Sehmal Jain
 Email Id : kavishsteel999@yahoo.com
 Nature of Business : Manufacturer, Exporter & Importer of Utensils
 The Firm Proposed by : M/s. Ramson Industries

New Associate Membership

- b) Name of the Firm : M/s. Madhur Metals (Received 5,220/- TDS 810/-)
 Address : Shed No. 107, Adarsh Co. operative Industrial Estate,
 Chakudia Mahadev Road, Rakhial, Ahmedabad (Guj)
 Representative : 9828480000
 Proprietor : Vikas Lila
 Email Id : vikas@madhurmetals.in
 Nature of Business : Merchant
 The Firm Proposed by :
- c) Name of the Firm : M/s. Maxima Impex (Received 5,310/-)
 Address : B-11, Bhayander Udyog Nagar, Behind Milan Place
 Hall, Bhayander (East), Thane - 401105
 Representative : 9324721684
 Owner : Shrenik P. Shah
 Email Id : shahshrenik-84@yahoo.com
 Nature of Business : Manufacturer & Merchant of SS Utensils, Cutlery
 The Firm Proposed by : M/s. Sagar Industries (Mr. Kevin Shah)
- d) Name of the Firm : M/s. Ankit Export (Received 5,310/-)
 Address : N-6, Kasturi Industrial Estate, Opp. Sawgat Hotel,
 Fatak Road, Bhayander (East) - 401105
 Representative : 9561821667
 Owner : Ankit Jain / Jitendra Jain
 Email Id : ankitexport87@yahoo.in
 Nature of Business : Merchant of SS Utensils, Cutlery
 The Firm Proposed by : M/s. Sagar Industries (Mr. Kevin Shah)



ESTD. 1956

All India Stainless Steel Industries Association

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Email Id. : aissiamumbai@gmail.com • Website : www.aissia.org

MEMBERSHIP APPLICATION

(Please fill in this form in block letters only)

Dear Sir,

I / We desire to be admitted as a Member of your Association.

Types of Membership : Life Member Associate Membership

Name of the Firm : _____

Address : _____

City : _____ Pin : _____ State : _____

Estd. Year : _____ E-mail : _____ Website : _____

Phone (with STD Code) Office : _____ Mobile : _____

Fax (with STD Code) : _____ Factory : _____

Branch Office Address : (if any) _____

Name(s) of Proprietor / Partners / Directors : _____

1) _____

2) _____

3) _____

Please include passport size photos of Proprietor or any 2 Partners / Directors

Name of person nominated to represent in the Association : _____

Designation : _____ Telephone : _____

Nature of Business :

Manufacturer Merchant Manufacturer & Merchants Services Consultancy Sector Others (Specify)

Category :

If registered as Export House, type of Certificate

Export Products :

Stainless Steel (1) Utensils (2) Cutlery (3) Others (Specify)

Import Products :

Stainless Steel (1) Sheets (2) Coils (3) Accessories (4) Finished Products (5) Others (Specify)

Details of Registration :

(a) Pan Registration No.: _____ (b) GSTIN No. _____

(d) Member of any other Association : _____

(e) Bankers & Branch : _____

We wish to become an **Associate / Life Member** of the association and are enclosing a Cheque / Bank Draft in Favour of "**All India Stainless Steel Industries Association**"

Sr.No.	Type of Membership	Entrance Fee	Membership Fee	Annual Charge
1	Life membership	Rs. 500	Rs. 15,000	Rs. 2,500/-* year. Payable only after 5 yrs.
2	Associate Membership	Rs. 500	Nil	Rs. 4,000/-* year

* +GST Tax Extra

- Each Member has an option to pay Annual Charge of 5 years together.
- As an incentive to member and also for association's better fund management and less paperwork for all, any member intending to pay together the Annual Charge for 5 years will be charged for 4 years only. For example: Life Member will pay Rs. 10,000/- but his membership fees will be considered paid for 5 years.

We agree to abide by the Memorandum And Article of Association as may be in force from time to time.

Proposed By : _____

Seconded By : _____

(The Proposer and the Seconder should be members of the Association)

Your Sincerely,

Signature

(Name : _____)

(Designation : _____)

Place : _____ Date : _____

(FOR OFFICE USE ONLY)

LIFE / ASSOCIATE

Source : Direct / Member / Other

Application Received on _____ by _____

Application Verified on _____ by _____

Payment : Rs. _____ Cheque / Draft No. _____

Drawn on Bank _____ Receipt No. _____

Applicant enrolled as a **Life Member / Associate Member** (accepted / refused) as decided in the Executive Committee Meeting held on _____

Membership Enrolment No.: _____



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