

ACMA

Automotive Component Manufacturers Association of India

December-January 2021

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Inside: Interview

Half Yearly Industry Performance and Key recommendations

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EDITOR'S NOTE

In this edition of the Auto News, a slew of important activities were held by ACMA. A conference on EV Power Electronics Solutions was held on December 14-15, 2020. The conference was attended by major power electronics players from India and around the world. The objective of the conference was to understand the available EV solutions and use cases, create an ecosystem in India for OEMs, Tier 1s and 2s to benefit from, and learn from global solutions. A webinar was held virtually on Supply Chain & Logistics on January 27, 2021. The webinar was attended by over 100 participants from the automotive industry. The objective of the webinar was to discuss the challenges faced by Indian companies in terms of supply chain efficiencies and logistics costs, and to explore ways to improve these areas.

Conference apart, ACMA organised a special interactive session with Mr. Sunil Deshmukh, Head- Regional Sourcing (IPO), Skoda Auto Volkswagen (I) Pvt. Ltd. on December 8, 2020. The session was attended by over 50 participants from the automotive industry.

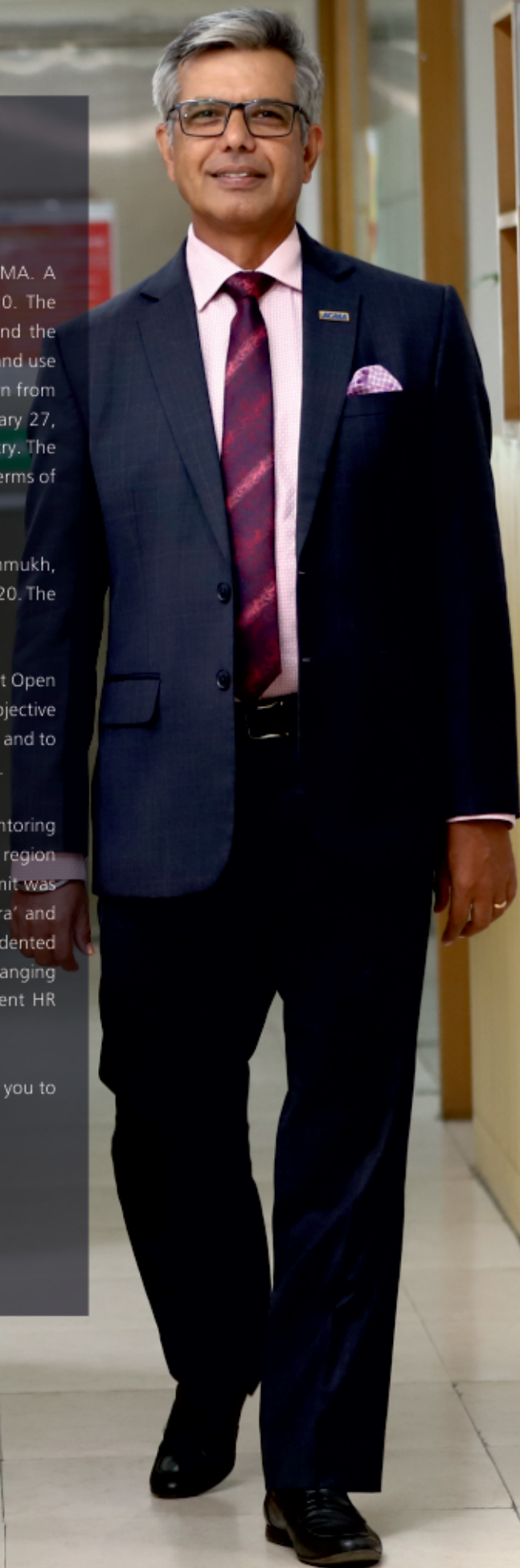
In an unique initiative ACMA organized webinar on Building Independent Aftermarket Open Catalogue, along with TecAlliance, for ACMA Members on December 15, 2020. The objective of the webinar was to discuss the challenges faced by the Indian aftermarket segment and to explore ways to build an independent aftermarket open catalogue for ACMA members.

The regional chapter led from the front and organised several training and mentoring programs, to help the members overcome the current challenges. The western region organised a very important 12th Annual HR Summit, on January 15, 2021. The summit was themed on 'Impact on Business Sustainability & Human Resources: In Post Covid Era' and focused on three key topics: Re-visioning business strategy to manage unprecedented disruption, Changing face of IR amidst new labour reforms & frequently changing government norms in the Post Covid Era and Role of Technology driving an efficient HR Organization in Post Covid Era.

Hope the information provided will help you drift through these tough time and lead you to stay ahead of the curve.

We hope that this information will be helpful to you.

Vinnie Mehta
Director General, ACMA
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CONTENTS

05 COVER STORY: Interview of Mr. Vinnie Mehta, Director General, ACMA

1 BUSINESS DEVELOPMENT

07 Region-Wise Activities

2 GOVERNMENT ADVOCACY/ REGULATIONS/ RESEARCH

10 Region-Wise Activities

3 EDUCATION/SKILLING/ TRAINING MENTORSHIP

11 Region-Wise Activities

5 FUTURE READY INITIATIVES

27 YBLF (Young Business Leaders Forum)

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ACMA AUTONEWS

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Half Yearly Industry Performance and Key recommendations

Mr. Vinnie Mehta Interview with Autocar Professional for Half Yearly Industry Performance and key recommendations

Can you elaborate the underlying raw material challenges that could break the speed of industry's recovery?

There is a challenge in terms of the raw material prices going up steadily. The prices of steel, which forms 70 percent of a vehicle's construction, have risen between 5 and 7 percent in Q2 of FY2021 as have prices for non-ferrous materials, notwithstanding the fact that compared to last year, the rupee has fallen significantly too. Moreover, we are also seeing the cost of iron ore and cooking coal simultaneously rising, and with these being the input materials for the manufacturing of steel, there is a direct correlation in the price rise. While on one end, the cost is going up, with the economic recovery in India being steeper compared to other parts of the world, demand is also growing higher. And as a result, there could also be constraints regarding raw material availability in the near future.

ACMA has stressed incentives for localisation of auto electronics in its recommendations to the government. What is the objective?

While on the taxation front, there isn't anything substantial that the industry can be demanding of, so what is important for us is to see how we can grow manufacturing in India and enhance localisation. If auto electronics is going to comprise about 20-25 percent of the cost of a vehicle in the future, we need to de-risk from a foreign exchange perspective as well. Since we do not have a sizeable presence in this area, our expectation is that the PLI scheme should bring the right way forward for the localisation and manufacturing of auto electronics in the country. Therefore, we would request the Ministry of Electronics and Information Technology (MEIT) to include auto electronics manufacturing in the scheme for promotion of manufacturing of electronic components and semiconductors (SPECS) or introduce a standalone PLI scheme to push auto electronics manufacturing in the country. A lot of the Indian component players have already struck JVs in the area of auto electronics and have positioned themselves to be able to move to the next level quickly. So, at this point if there is a policy that can act as an enabler, it would certainly enhance the pace.

Do you think the demand will be sustained across vehicle segments as we move away from the festive season?

As a thumb rule, two-wheeler sales account for 20 percent of the component industry's revenue, whereas PVs and CVs bring 40 and 20 percent, respectively. With the Q1 (FY2021) being specifically bad, it's a good thing that volumes in two-wheelers and passenger vehicles are reaching pre-Covid levels like what we saw during the festive season. Passenger vehicles are doing good as people want to be safe and even though the public transport is slowly getting back to normal, there continues to be a risk. CVs have also started to come up and interestingly, the rural market continues to do well in both PV and two-wheeler segments.



Is the industry impacted by the farmers' protest in North India? Do you think tractor sales are going to be slow as a result?

While none of the ACMA members have raised an alarm as yet, we are concerned that if the situation of the protest extends further, there could be some disruptions. Having said that, the supply chain does factor in a buffer of three to four weeks of inventory at any given point in time. Coming to tractor sales, it is a very cyclical business because tractors are predominantly required during the sowing season. And right now, being closer to the crop harvest, I don't think so there will be such a huge impact on tractor sales due to the ongoing protest.

KEY RECOMMENDATIONS:

Manufacturing / Localisation

- Early Implementation of PLI scheme for automobile and component Industry.
- Early Implementation of PLI scheme for National Program on Advanced Chemistry Cell (ACC) battery.
- Inclusion of auto electronics manufacturing in SPECS or introduce PLI for auto electronics manufacturing.
- Enlarge scope of FAME-II to include xEV component manufacturing.

- Implementation of standards for the aftermarket.

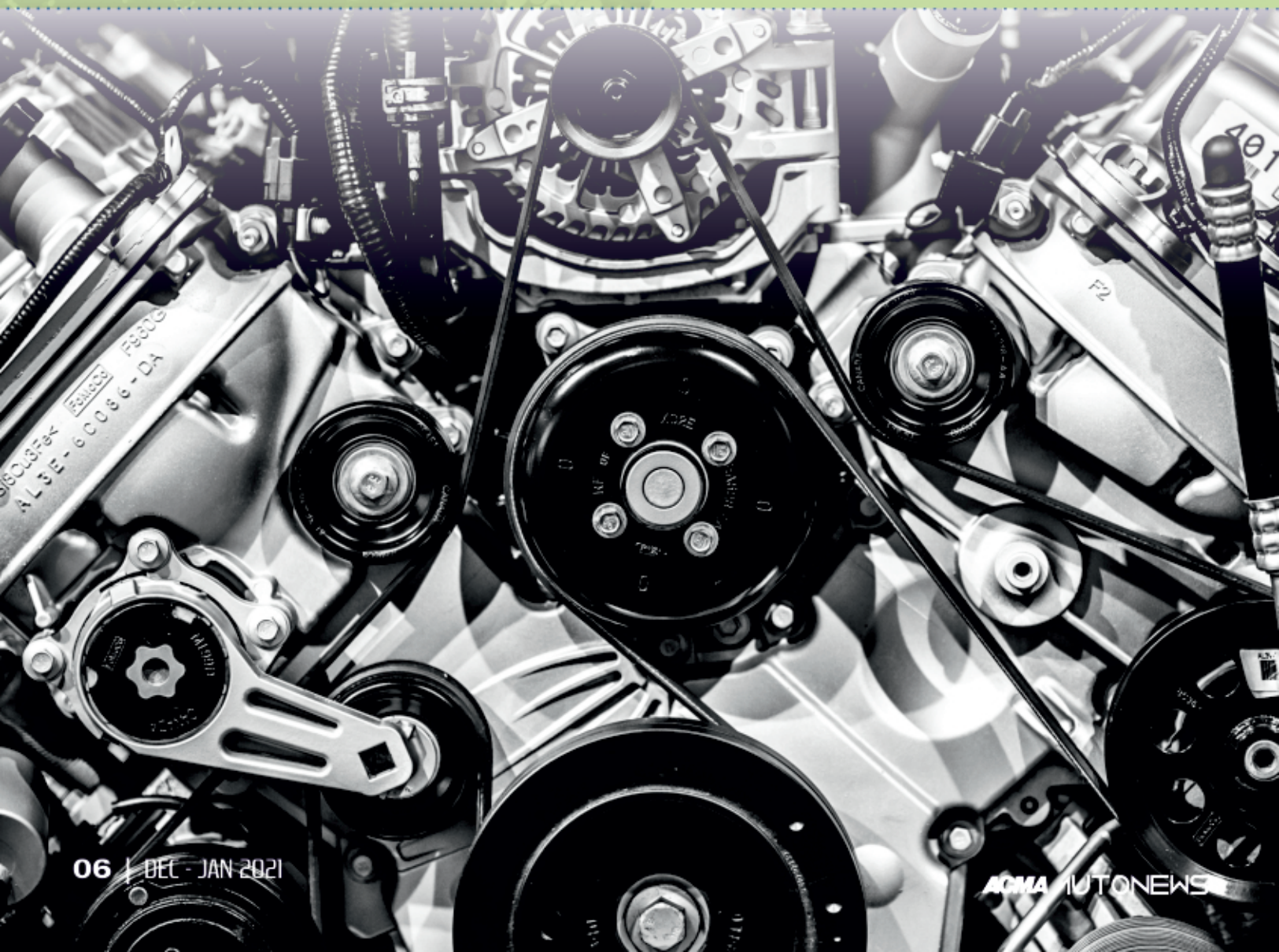
Exports

- Early Implementation of the RoDTEP Scheme.
- Ease in Customs Administration of Rules of Origin under Trade Agreements Rules, 2020 (CAROTAR, 2020).
- Release of funds against MEIS scrips for FY2019-20 and 9 months of FY2020-21 (April-December 2020).
- Continuation of EPCG Scheme in New Foreign Trade Policy 2021-2026. .

“If auto electronics is going to comprise about 20-25% of the vehicle, we need to de-risk from a foreign exchange perspective.”

- Smooth transition of existing schemes/incentives in New Foreign Trade Policy.

government has also done a good job is supporting that. But we are still very wary about regional hotspots happening. But I think we are in a better position to plan our disruptions better. Be it international, or domestic.



BUSINESS DEVELOPMENT

INNOVATION



MARKETING



STRATEGY



PROJECT

RESEARCH

1 BUSINESS DEVELOPMENT

CONFERENCE ON 'EV POWER ELECTRONICS SOLUTIONS'

ACMA, Sub-Pillar xEV & Future Mobility, organized a conference cum interaction opportunity on 'EV Power Electronics Solutions' and had invited major Power Electronics players on 14th and 15th December, 2020.

The objective of session was to; Understand the available EV solutions and use cases, enable to adopt faster and easier, To create an ECO system in India so that OEMs, TIER 1s & 2s can get aligned and benefit and Learn from the global solutions and make it suitable to our need through local innovations/adaption.

Mr. Nishant Arya, Chairman, xEV & Future Mobility sub-Pillar inaugurated the session with a welcome address and advised that customization is the key in Power Electronics.

Mr. Suresh D. Leading-PE in Sub Pillar xEV & Future Mobility lead this first-of-its-kind event on Power Electronics. While summing up- Mr. Suresh advised that we need to have a good knowledge in PE. You cannot bring the system as it is available elsewhere, it needs local development & localized solutions to bring affordability and acceptability.

During the course of interaction, impetus was given to the technologies like:

1. Wireless BMS and next gen battery management system tech
2. Mass weight, Motor Controller, BMS Chargers
3. Solutions starts from system level verification, Battery Cooling Management control etc.
4. Motor controller, Mass Weight
5. Various simulations were addressed

The participants also got opportunity to have virtual meetings with the PE Companies of their interest during the interaction. Some of the companies having technologies like Interface ICs, Motor controller ICs, DC-DC converter ICs, BLDC Motor Driver ICs, Battery Charger ICs, LDO, Controllers for DC-DC, H-bridge IC's, Buck-Boost Converters etc interacted with the participants.

A total of seven companies presented on available solutions like; Analog Device, Ansys, Infineon, Millenium Semiconductors, NXP, Renesas, while Texas Instruments presented on available solutions in Power Electronics.

More than 150 participants joined the event and the program was well received with excellent feedback.



WEBINAR ON VIRTUAL SUPPLY CHAIN & LOGISTICS CONFERENCE

ACMA, along with International Purchasing Offices (IPO) Forum of ACMA organized a webinar on Virtual Supply Chain & Logistics on 27th January, 2021. The conference was organized in view of the supply chain efficiencies & logistics costs that are impeding Indian companies' ability to gain a larger global market share.

Specifically due to the impact of COVID 19, which has changed global dynamics. Globally, the trend of China Plus One (China +1) strategy to de-risk the supply chain will have its direct impact on Indian companies. They are well positioned to take advantage of this global shift despite facing tough competition from SE Asian countries. Global OEM's recognizes the advantages of India and the resilience that the Industry has shown despite acute challenges during the pandemic, while sourcing components for their global organizations through their International Purchase Offices (IPO's).

Some of the key Highlights of the session was:

- There are significant growth opportunity, all the IPO's plan to double India sourcing in the next five years
- Labour costs in China has increased significantly in the last few years
- India ranks high on quality but still has some way to match quality of European suppliers
- A right combination of automation and labour skilling will make India very competitive in future
- Showcasing India supplier capability to OEM's Engineering and R&D teams in addition to purchase teams
- Focus on core competence and outsource supply chain.
- Invest in technology to achieve competitiveness – AI/ML, Digital, Drones, Robotics

The IPOs who participated in the conference were; John Deere, MAN Trucks and Buses, Valeo, Meritor, Volvo gave their perspective on the subject along with three PL companies TVS Supply Chain Solutions, GEFCO and DB Schenker.

The session witnessed participation by over 100 delegates and the conference was well received by the learned audience.

SPECIAL INTERACTIVE SESSION WITH MR. SUNIL DESHMUKH

ACMA, Western Region organized special interactive session with Mr. Sunil Deshmukh, Head- Regional Sourcing (IPO), Skoda Auto Volkswagen (I) Pvt. Ltd. on 8th December, 2020

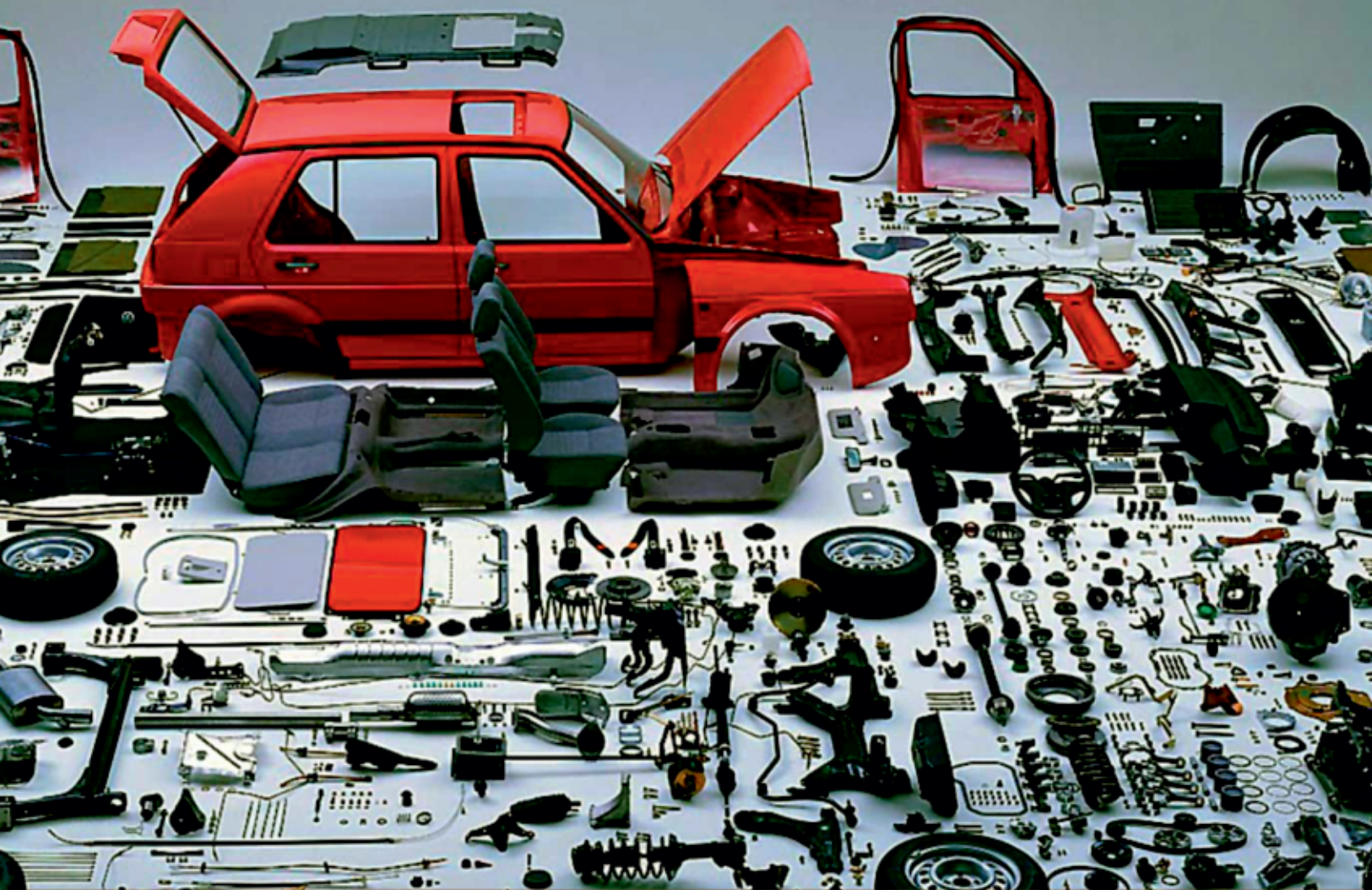
Mr. Piyush Tamboli, Chairman, ACMA Western Region while welcoming the participants expressed that such interactions brings an opportunity to have 1st hand information about top global brand VW Group.

Addressing the participants Mr. Sunil Deshmukh, he informed audience that VW globally produces 44 thousand vehicles per day, it has under its umbrella 12 strong brands and are present in 150 markets with global sales at around 11 million per annum and global market share of around 12 per cent. While, touching upon opportunities & challenges for Indian suppliers in VW group component export business, Mr. Deshmukh, said that the group is shifting from conventional vehicles to electric mobility. It is expected that the shift to EV would be around 30 percent by 2030. Engine & Foundry, Chassis & Battery Systems, Light Vehicle Solutions and E – Vehicle Components are the areas where suppliers are expected to contribute significantly, he further added.

Speaking on key drivers for exports business Mr. Deshmukh mentioned component export business is long term commitment, no gain from short term efforts. For global competition supplier need to stand top in all aspects. Flexibility in operations is key driver for profitable export business, he added.

He also shared a presentation having the information on the current state of industry and covered following points:

1. Presentation of VW group IPO (Regional Sourcing) & current activities in India
2. Current market scenario on Group component export & impact of Covid 19
3. Opportunity for Indian suppliers in VW group component export business
4. Expectation from suppliers



BUILDING INDEPENDENT AFTERMARKET OPEN CATALOGUE FOR ACMA MEMBERS

ACMA, Western Region along with TecAlliance organized a Webinar on Building Independent Aftermarket Open Catalogue for ACMA Members on 15th December 2020. The webinar was organised in view of major challenges faced by the growing Indian aftermarket segment. Which loses on the opportunity due to its highly un-organized nature.

ACMA has been actively working in this direction and has finalised on the Common Catalogue System through the services of TecAlliance. TecAlliance, an initiative of ACMA, is a consortium of Tec Doc from Europe and Pitzo, an Indian start up to provide the service.

The Aftermarket Catalogue will be a standard catalogue conforming to International TecDoc Cataloguing Standards, hosted in the cloud with full security and functionalities such as multiple search options, multiple view options, with the ability to integrate this with PoS (Point of Sales) systems.

The web catalogue will benefit the whole ecosystem around Aftermarket in the country which includes manufacturers,

distributors, retailers and the customers.

TecAlliance officials made a presentation on how the web catalogue is created and its benefits to the manufacturers, distributors, retailers and the customers.

The session was highly appreciated by all the esteemed participants.





2 | GOVERNMENT ADVOCACY, REGULATION & RESEARCH

1st INTERACTIVE SESSION ON ACMA (WR) IT (DIGITAL) FORUM

ACMA, Western Region launched 'Digital Forum' and organized first interactive session on 1st December, 2020.

Mr. Rajeev Mittal, Chairman ACMA (WR) congratulated the Western Region for the initiative. While Mr. Piyush Tamboli, Chairman, ACMA (WR) said that the forum is very relevant and is the need of the hour, as it is created at a time when the industry is facing unprecedented disruption and digital technology has become the lifeline to survive. The digital technology has changed the life and business in much faster pace than expected, he further added.

Sharing the journey of Digital Transformation roadmap, Mr. Sri Kiribati, Chairman Digital, ACMA, said there is a Digital Transformation study conducted jointly by ACMA and SIAM in February, 2019, which members must study.

He further stated that development of roadmap for Digital transformation of Auto industry was initiated in 2019. In 2020 the foundation work has been done such as prioritization, development of delivery framework, building partnerships and execution plans. We are ready for execution in 2021 & 2022, Mr. Karumbati added.

Mr. Sri Karumbati further mentioned the workplan for this year is

categorised in 3 pillars, Awareness, Education & Adoption.

During the interaction Mr. Mittal said advance technology has become necessity. The platform like ACMA Forum helps where exchange of learning can take place through periodical deliberation among IT professionals, to deal with the unprecedented challenges.

Mr. Mittal suggested following three key areas to be covered by the forum:

1. Topics, Issues, Pain areas that needs expert's advice/interaction
2. Digital related training/workshop for enhancing efficiency/skilling / re-skilling employees
3. Theme for proposed Digital conference to be held in Feb 2021

Mr. Mittal invited the members to put forth their views on the points or any point to be added to make the forum a knowledge platform.

All the participants appreciated the initiative take by the Western Region and excellent feed was received.



3 | EDUCATION, SKILLING, TRAINING & MENTORSHIP

EASTERN REGION

ONLINE TRAINING SESSION ON MSA

ACMA, Eastern Region, organised an online training session on Measurement System Analysis (MSA) for the benefit of its eastern region members on 28th November, 2020.

The objective of the program was to explain measurement concepts & fundamental analysis, analyze variation error in measurement results, Perform bias, linearity and stability studies.

Mr. Ranjan Vasishtha, with over 40 years of experience was the faculty for the training program. He is a bachelors in Mechanical Engineering from BITS Pilani (Rajasthan) and a Diploma in Management from IGNOU.

Welcoming the participants Mr. Anil Kumar Unni, Regional Secretary, ACMA (ER) mentioned that consistency & continuous enhancement in quality is key to customer delight and also helps in getting new business.

MSA is helpful for recording and determining repeatability and reproducibility for attribute and variables data. The training would help to methodically guide, conduct or evaluate bias, linearity, and



stability studies, he further added.

Mr. Vasishtha, during the session explained each step in detail and elucidated with examples on; what is measurement?, Objective and

its Purpose, Possible sources of process variation, MSA – REPEATABILITY, MSA – REPRODUCIBILITY, Accuracy Metrics, Fundamental of MSA, BIAS and linearity and MSA terms.

Mr. Unni, in his concluding remarks thanked the faculty and attendees for the wonderful session. A total of 22 delegates from 11

Companies participated in the session and the feedback received remained encouraging.

ONLINE TRAINING PROGRAM ON CYCLE TIME & COST REDUCTION USING VSM

ACMA, Eastern Region organised an online training session on Cycle time & Cost reduction using Variable Search Methodology (VSM) on 17th to 19th December, 2020.



Mr. Ramnarayan, a certified Six Sigma Master Black Belt holder was the faculty for the session. Mr. Ram had over a decade of experience working with leading industries and in the area of problem solving and coaching for over 2 decades.

In his welcome address Mr. Anil K Unni, Regional Secretary, ACMA



ONLINE TRAINING SESSION ON KIAZEN

ACMA, Eastern Region organised an online Kaizen training session on how to sustain the momentum on 28th December, 2020. The objective of the session was to ensure that the delegates understand the concept of Kaizen.

The target audience for the training were Supervisors, particularly for those who are involved in Quality, Team leaders & Middle Level Associates.

Faculty for the training was Mr. V. Thiagarajan, who has more than 35 years of experience and have worked for companies like HAL, Sundaram Clayton and Wabco.

He explained in detail how the improvements are based on small changes; In kaizen- what we are aiming is "Small-small incremental and steady improvements". Kaizen reduces waste – like inventory waste, time waste and unnecessary work or motion. Kaizen improves space utilization and product quality.

(ER) welcomed the participants. In his introduction, he emphasized on cycle time and cost reduction, which plays a vital role. Reduced cycle time means more output, which returns in greater opportunities and demand, he added.

The three day structured program included numerous case studies pertaining to the industry. During the session Mr. Ram, outlined the essence of the program, he mentioned that currently in many Organizations, process parameters designs are based on trial & error method, not on Systematic Design and Optimization procedures. As a result, there is always a huge scope to reduce cycle time and cost through redesigning Parameters.

He explained the following Key Points; Identification of Theme of Optimization, Listing down Design parameters, Identifying the Existing and + condition, Conducting trials to find out Significant and Non-significant Parameters, Finding out whether the contributions of Non-Significant Parameters are zero or not zero, Handling Non-Significant parameters and finding out the Optimal setting and Selection and fine tuning of Optimal setting.

A quiz was also organised to understand the level of understanding on a daily basis on the previous day's topics and participants were encouraged to ask questions. The training concluded with online assessment to gauge the understanding of the concepts.

The highly interactive and witnessed 12 participants from seven companies, it received positive feedback from the participants.

He further explained that for sustenance the following measures have to be there like;

- Proper SOP
- With instruction & Diagram
- Whatever is done should be robust & long lasting
- The steps should be followed properly
- The control plan should be updated
- Everything should be monitored & audited frequently
- After improvement, the changes should reflect
- Evaluation and tweaking the Kaizen as per the requirement is a must.

The session was appreciated by all the 10 delegates from 6 companies who attended the session.

Concluding the session Mr. Anil Kumar Unni, proposed the vote of thanks and took verbal feedback from all participants.

NORTHERN REGION

SECOND 5S COMPETITION, 2019-20

ACMA, Northern Region successfully conducted all the three phases of Second 5S Competition 2019-20 despite the pandemic situation. The entire Competition Process was spread over 5 months from 6th November 2019 to 18th March 2020. While the First two phases of the Competition was completed by Feb. 2020, the Final phase of the Competition could not be held due to COVID-19 Pandemic and the finale was finally held on 4th December, 2020 over the virtual platform.



Valedictory Ceremony, Ms. Shradha Suri Marwah, Chairperson-NR expressed that it was heartening to see an overwhelming participation by the NR membership at this competition.

Providing the Jury Team's overview of the participating 5S teams, Mr. Murari Lal, Chief Manager, India Yamaha Pvt. Ltd. emphasised that 5S should not be seen as a burden or as a duty to be performed before a Customer Visit. Rather it should be developed as a SELF SUSTAINING SYSTEM to bring in overall improvement in the facilities.

Meanwhile, addressing the participants at the Valedictory Ceremony, the Chief Guest Mr. Yashpal Sardana, Head-Business Excellence & Plant Head- Haridwar, Hero MotoCorp Ltd. congratulated all the participating companies for their efforts. And gave a inspirational speech that touched upon every aspect of the 5S.

He also advised the participants to take these Competitions as an opportunity for "Cross Learning platforms" to learn and improve from each other.

The competition had three stages:-

- Application / Awareness Workshop on the Program
- Site Assessment

- Final Presentation

A total of 19 companies participated at the event and attended the Awareness Workshop and the Site Assessment Audit of implementation of 5S was also carried out during Feb. 2020. The participating companies from NR were grouped under following Turnover categories:-

- Over Rs. 200 Cr. – 12 companies
- Rs. 51- Rs. 200 Cr.- 4 Companies
- Upto Rs. 50 Cr.- 3 companies

The focus area for site assessment was Office, Store, Shop floor, Rest rooms, Outskirts. Each and every area in the unit in all the 19 companies were thoroughly assessed by 4 ACMA Counsellors namely - Ms. Sangeeta Sharma, Mr. Dinesh Kr. Sharma, Mr. Mahavir Singh, Mr. Vishal Saxena while the technical support for the 5 S Competition was provided by Ms. Tanu Ahuja.

ACMA conveyed its sincere thanks to all the ACMA Counsellors & the Jury Panel members for supporting at the event.

The Overall Winners of the Second 5S Competition 2019 Competition were:

Winners in Over Rs. 200 Cr Turnover Category -

1st (Gold) - Gabriel India Ltd., Parwanoo

2nd (Silver) - Subros Ltd. - Manesar

3rd (Bronze) - Mahle Anand Filter Systems Private Limited - Gurgaon

Winners in Upto Rs. 50 Cr Turnover Category -

1st (Gold) - Lumax Ancillary Ltd. - Gurgaon

1ST ZONAL MEETING OF ZONE – I & ZONE – IV ACMA MEMBERS

ACMA, Northern Region organised the 1st Zonal Meeting of ACMA Members based out of Zone-I Delhi, Haryana (No Faridabad) & Rajasthan and Zone IV- Uttarakhand on 8th December, 2020.

The meeting was held with an objective of bringing-in closer relationship with the members in every Zones and also to understand their challenges, concerns & issues and to support them during the challenging times. The meeting was held under the able leadership of Chairperson Ms. Shradha Suri Marwah & the Co-Chairperson, Ms. Anjali Singh.

Taking this initiative forward the Mr. Kiran Deshmukh, Zonal Co-ordinator for Zone-I and Mr. Hitesh Jain, the Zonal Co-ordinator for Zone-II welcomed the participating members.

The Members were apprised of ACMA's organisation structure and the activities & initiatives. The members were thanked for their whole hearted support for the activities organised by the Region.

The participating members highlighted the issues like; lack of availability of skilled labour in major parts of NCR, hiring of 75% of locals mandated by the Haryana government and challenges due to the introduction of new labour codes as also variance in the definition of employees in different States.

With regard to Raw Material, members highlighted the shortage and non-availability of raw materials as also the challenges of weekly fluctuations and ever increasing prices of raw materials.

The Zonal Members meet was concluded with a Vote of Thanks by the Zonal Co-Coordinator Dr. Arvind Gupta for Zone I & Mr. PSVS Raju for Zone IV.

The highly interactive session was appreciated by all.

MASTERCLASS ON CUSTOMS FRAMEWORK & PROCEDURES

ACMA, Northern Region jointly with Pillar II (Public Policy: Govt. Advocacy/Regulations/Research : Interface with Central & State Governments) organized an E-Certificate Masterclass on Custom Framework & Procedures on 21st to 22nd January, 2021 with Ernst & Young Global Ltd. (EY) as the Knowledge Partner.

Welcoming the Chief Guest and participants, Ms. Shradha Suri Marwah, Chairperson of ACMA (NR) emphasized on the customs and foreign trade policy law in India which continues to evolve with the streamlining of benefits and processes.

Mr. Kishori Lal, Ex. Principal Commissioner, Mumbai Customs (Retd.) was the Guest Speaker at the Inaugural session, he provided an overview of risk assessment and faceless assessment its proceedings, demands and grievance redressal.

Addressing the participants Mr. Sanjay Malhotra, Member of ACMA Executive Committee and Taxation Group of CII ASCON stated that the objective of this session was to understand the key recent developments and amendments to the Customs law and Foreign Trade Policy.

He appreciated EY for their in-depth study on this new policy and

delivering the Masterclass session for ACMA Members in the current need of the hour.

The masterclass was aimed to equip members with a working knowledge of key recent developments in the Indian Customs & Foreign Trade Policy which help them redesign their logistics and trade compliance framework including evaluation of available incentives and benefits.

The salient features provided at the masterclass were:

- Discussion on key legal provisions as well as practical experiences in matters of imports and exports.
- Clear Understanding on key recent developments and amendments to the Customs law and Foreign Trade Policy and on key concepts such as rules of origin
- Provided an overview of key benefits and conditions for claiming the same under the FTP
- Handling investigations, assessments and audits
- Provided an insight into what's in store basis an analysis of global trends in best practices.

The 3 hour webinar for 2 days was conducted by Experts on following Topics-

- Mr. Saurabh Agrawal, Partner, EY on Free Trade Agreements, Rules of Origin and CAROTA Rules- Benefits under FTAs
- Mr. Pankaj Jain, Director, EY on Export promotion and Trade facilitation methods- Comparative analysis of benefits (Foreign Trade Policy, SEZ Duty Drawback, MEIS/ SEIS, Refunds, Deemed Exports)
- Mr. Dhruv Gupta, Partner, PDS Legal on Customs Audits, investigation and assessment- Handling investigations, demands, do's and don'ts, self, provisional and re-assessment
- Ms. Parul Nagpal, Director, EY on Faceless Assessment – Customs
- Ms. Minal Agarwal, Manager, EY on Steps towards Ease of Doing business under Customs- Trade facilitation measures: Authorized Economic Operator Scheme and Manufacture and Other Operations in Warehouse (MOOWR) regulations, 2019
- Capt. Akhil Khanna, Director, EY on Freight optimization.





SPECIAL INTERACTIVE SESSION WITH R C BHARGAVA

SPECIAL INTERACTIVE SESSION WITH R C BHARGAVA

ACMA, Northern Region, organised an interactive session for the Interaction of ACMA Northern Region with Mr. R C Bhargava, Chairman, Maruti Suzuki India Ltd., on 29th January, 2021 over virtual platform.

Welcoming the esteemed Guest, ACMA President – Mr. Deepak Jain, thanked Mr. Bhargava for the continued support of MSIL during the lockdown period. He further highlighted the contribution of Mr. Bhargava and addressed him as the “Father of Indian Automobile Industry”. Mr. Jain also welcomed Mr. Sunil Kakkar and Mr. Rahul Bharati of MSIL.

Addressing the participants, at the Special Interactive Session, ACMA NR Chairperson Ms. Shradha Suri Marwah, requested Mr. Bhargava, for his viewpoints on the Future of Mobility with respect to the current electric wave and government regulations.

Addressing the participants Mr. Bhargava, appreciated ACMA’s role as a catalyst and the hard work to keep the growth momentum of the component industry. He expressed his concern over the slowdown of the economy due to the ongoing pandemic but also highlighted about the improved quarterly results of MSIL (compared to the lockdown period).

Mr. Bhargava started the session with the history of automobile industry spanning all the changes in the last four decades. He emphasized that the automobile industry played a big part in the economic recovery, as it had and has the potential to create jobs directly and indirectly. He informed the participants that India has a

huge market for car industry as it’s in the growth stage and could certainly be a green pasture for International OEMs.

He further, highlighted that the present situation had to be carefully managed without hazarding the future. He stated that Government should support the industry by doing away with unwanted regulations, enabling the auto industry to manufacture cars at low cost and provide a level playing field for all manufacturers.

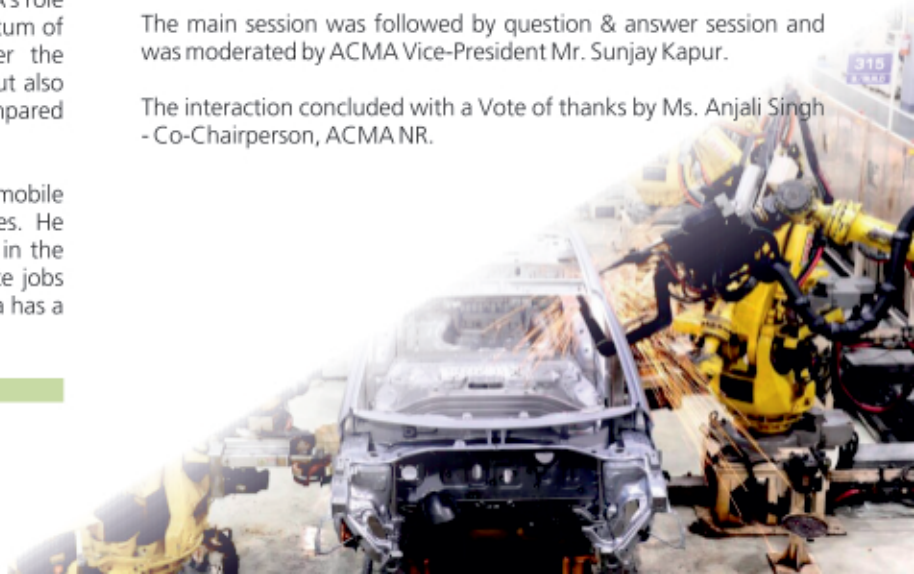
Mr. Bhargava, specially had a word of caution and advice for the emerging new generation in the Management of Auto Industry, and he notified that personal profits should be reduced for the bigger cause of Nation Development.

He further emphasized that the growth of the component industry should always be double the growth of the automobile industry as component industry is the backbone of the automotive industry.

He concluded his address by stating that for having a globally competent supply chain all the Tiers (I, II & III) should have the same Standards and Quality Guidelines.

The main session was followed by question & answer session and was moderated by ACMA Vice-President Mr. Sunjay Kapur.

The interaction concluded with a Vote of thanks by Ms. Anjali Singh - Co-Chairperson, ACMA NR.



SOUTHERN REGION

CONVERSATION WITH MRS. ANJALI SINGH, ON POWER OF PARTNERSHIP & SUCCESSION PLANNING



ACMA, Southern Region, in collaboration with ACMA's Pillar 4 (Strategic Partnerships) organised the 2nd leadership lesson with **Mrs. Anjali Singh, Executive Chairperson, Anand Group on "Power of Partnership and Succession Planning"** on 9th November, 2020.

The session was moderated by Mr. Ashish Gulati, Partner, Deal Advisory – M&A, KPMG.

Ms. Shuba Kumar, Chairperson, ACMA (SR) & Managing Director, Natesan Synchrocones Pvt Ltd while proposing her welcome remarks, updated the participants on some of initiatives introduced by Southern Region including Help Kiosk, Best Practices Sharing, etc.

She also added that this leadership series are being organised to encourage members to explore new opportunities beyond the traditional and enhance their capabilities through technical tie ups/ JV/ Partnership, M&A and build affordable, innovative, technological competencies for staying relevant and for future growth.

Ms Shuba also updated the members on the Mentorship program being organised in partnership with KPMG as knowledge partner for supporting SMEs on directional support in JVs, Technical agreement & M&A.

During the interaction Mrs. Singh, shared her views on how Joint Ventures are a tool for growth. She mentioned that by partnership they are able to deliver better & grasp the market & upgrade to the latest technologies.

While sharing their experiences Mrs. Singh mentioned that when looking for JVs it should always be for the long run and not for a short

term. The JV partners should agree on & have a clear roadmap which avoids frictions. It is important to have a transparent & very strong corporate structure with strong team & where it is not for personal gain but to keep the institution healthy. She mentioned that it is important to maintain a good relationship with the companies even after dissolution of the partnership, as this gives a good perspective to the outside companies to have a JV with you in the future.

Concluding the session, she mentioned that the companies can look for technical licences to begin with, as that would be great way & approach and know the company prior to getting into a JV. This can be done with Korea & Japan in view of a strong presence of Korean & Japanese OEMs in India.

Summing up the session Dr. Lakshmi Venu, Co-Ordinator, Pillar 4- ACMA (SR) & Joint Managing director, Sundaram Clayton Ltd mentioned that it was an interesting session to know how such a large group like ANAND play as a bridge between their OEM customers catering to need of technologies with their partners and by adding value in a well-defined way.

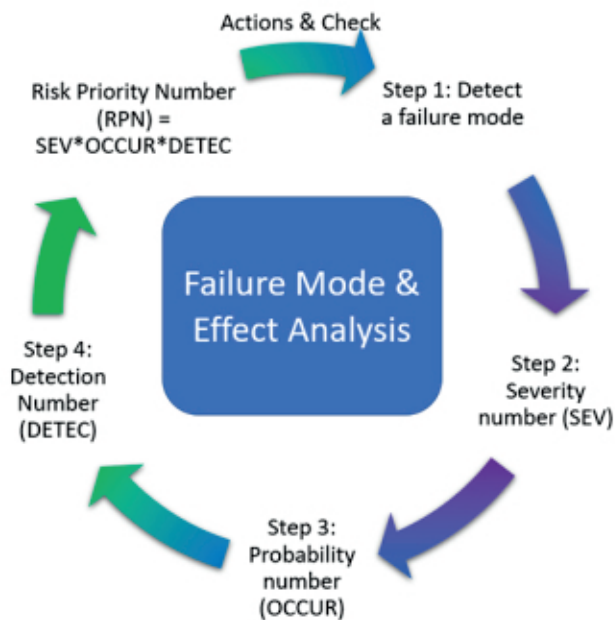
This session witnessed very interactive Q&A session & was attended by over 70 participants from senior management & leadership who gave a positive feedback, with some showing interest for the ACMA's Mentor-Mentee program.

CERTIFICATION PROGRAM ON DFMEA

ACMA, Southern Region, organised an online certification program on 'Design of Failure Mode and Effects Analysis' (DFMEA) from 3rd to 5th December, 2020.

Mr. Anil K Unni, Regional Secretary, ACMA-Southern Region, welcomed the participants to the training and presented the welcome address.

Mr. Ramnarayan, was the faculty for the program, he is a certified Six Sigma Master Black Belt holder and has been associated with ACMA for close to 2 decades.



The 3-day structured program that included numerous case studies pertaining to the industry, outlined the essence of DFMEA. He mentioned that the DFMEA tools can be broadly categorised into 2 categories Knowledge / Thinking based and Data based. It is a preventive technique to make the Design Robust to usage conditions, wear and internal systems interactions, he added. He explained each topic with various case studies depending on the company's profile and as requested by the participants.

To understand the level of understanding of the concepts, Mr. Ramanarayan, organised quiz contests on a daily basis on the previous day's topics to test the level of understanding by the participants and he also encouraged questions and clarified all doubts pertaining to particular topics covered.

The training programme completed with an online assessment quiz to gauge the understanding of the concepts. All participants cleared the assessment and were awarded the certification.

The training program saw 31 participants from 10 companies join.

This session was found to be useful and received positive feedback from the participants.

12th REGIONAL KAIZEN CONTEST (VIRTUAL)

ACMA, Southern Region, organised the 12th edition of the Kaizen Contest on 18th December, 2020. The contest was organised online on Webex platform keeping in COVID-19 protocols. A total of 62 Kaizens were presented in the categories of Productivity, Quality, Cost, Delivery and Safety during the day long session.

The event was held in 3 parallel virtual halls to accommodate the number of teams and with the intent of motivating and recognizing more teams as winners. Top three winners were identified from each category of Cost, Productivity, Quality, Safety & Delivery and were awarded with trophies.

As a new initiative, ACMA has decided a National Kaizen Competition where the top 3 winners from all regions will compete at National Level for the top 3 National Champions Trophy.

In his welcome address to the participants, Mr. Murali Vaidhyanathan, Co-Chairman, ACMA (SR) & Managing Director, Hanon Automotive Systems India Pvt Ltd. mentioned that ACMA has been organising these Kaizen contest for decades where this doesn't concentrate only on Quality aspect but Productivity, Safety, Cost & Delivery as well.

The eminent Juries for the 12th Edition of Kaizen Contest included OEMs who were represented by:

S.No.	NAME	DESIGNATION	COMPANY NAME
1	Mr. Somanathan MK	Head - Quality Management System	Ashok Layland Ltd.
2	Mr. Boopal Raj	AGM - SQE Purchasing	ISUZU Engineering\ Business Center India
3	Mr. Manivannan K	Manager - Technical Training-Mfg. Operations	Mahindra Electric Mobility Limited
4	Mr. Balakrishnan P	Sr. Manager - Alliance Production Way	Renault Nissan Automotive India Pvt. Ltd.
5	Mr. Gunasekaran J	General Manager (Materials)	Tractors & Farm Equipment Ltd.
6	Mr. Vadamalappan	Consultant & Trainer	Ashok Layland Ltd.

The jury also shared their knowledge and experience with the competing teams by asking them questions to test their knowledge and skills.

During the valedictory session Ms. Shuba Kumar, Chairperson-ACMA(SR) & Managing Director, Natesan Synchrocones Pvt Ltd addressing the participants thanked the juries & participants for their active participation at the contest to share & cross learn. She also added that this contest is possible because of this virtual platform which also showcases an amazing capability to allow us to continue our journey towards excellence.

Three winners from each category were announced & awarded based on the jury scores.

The results of the contest were as under:

PRODUCTIVITY			
S.No.	NAME	DESIGNATION	COMPANY NAME
1st	Sogefi Engine Systems Pvt Ltd	Foam Gluing Productivity Improvement	Mr. Satish Mr. Sachet
2nd	Continental Automotive Components (India) Pvt Ltd	Improve Labor productivity by 10% YSD LOW cluster line	Mr. Raghu HR Mr. Murugadass S
3rd	Comstar Automotive Technologies Pvt Ltd	To improve productivity in Bihler (Armature Assembly)	Mr. Abedhan Mr. Rajesh Kanna D Mr. Kumaran C

QUALITY			
S.No.	NAME	DESIGNATION	COMPANY NAME
1st	Sansera Engineering Ltd	To reduce rejection in rough & finish trepanning operation of BMW Sliding Sleeve (BMSH1001)	Mr. Shivappa Pujari Mr. Dattatreya DK Mr. Srinivas Murthy
2nd	Rane NSK Steering Systems Ltd	Elimination of clamp yoke spot face width NG in Polaris customer models	Mr. K Dhinesh Mr. P Dinesh Mr. S Kandasamy
3rd	Hanon Automotive Systems India Pvt Ltd	Elimination of Reverse cauking	Mr. R. Pramila Mr. A. Arockia Jesu Mr. J. Francis

DELIVERY			
S.No.	NAME	DESIGNATION	COMPANY NAME
1st	Rane TRW Steering Systems Pvt. Ltd.	To improve safety stock at Manesar Warehouse	Mr. A. Subhash Mr. C. Kannan Mr. KC Nandhakumar
2nd	Nippon Thermostat (India) Ltd.	Cycle time reduction in Thermostat PDI Check	Mr. K Hajmohideen Mr. N Kumaran Mr. T.V. Naveen Kumar
3rd	Sansera Engineering Ltd.		Mr. Ravi H A Mr. Girish K P Mr. Basavaraj M S

COST			
S.No.	NAME	DESIGNATION	COMPANY NAME
1st	Lumax Industries Ltd.	Yield Loss improvement in painting process	Mr. S Thirumal Mr. Anil Kumar E
2nd	Lucas TVS Ltd, Padi	ACS Stator winding insourcing	
3rd	Rane TRW Steering Systems Pvt. Ltd.	To reduce tooling cost in SAB Folding machine	Mr. P. Ajithkumar Ms. K. Nagalakshmi Mr. Kamraj

SAFETY			
S.No.	NAME	DESIGNATION	COMPANY NAME
1st	Rane TRW Steering Systems Pvt Ltd, Siruganur	To eliminate accidents in spring winding station	Mr. N. Sethupathy Mr. K. Mahalakshmi Mr. G. Jegadeshwaran
2nd	Lucas TVS Ltd, Padi	Filter Element De Flashing Process Safety Improvement	Mr. Jagdish K Mr. Dayanand
3rd	Sundaram Clayton Limited.		Mr. Tamizharasan T Mr. Kishore Kumar J Mr. Shanmuga Prabu S

NATIONAL QUALIFIERS			
S.No.	NAME	DESIGNATION	COMPANY NAME
1st	Sansera Engineering Ltd	To reduce rejection in rough & finish trepanning operation of BMW Sliding Sleeve (BMSH1001)	Mr. Shivappa Pujari Mr. Dattatreya DK Mr. Srinivas Murthy
2nd	Sogefi Engine Systems India Pvt Ltd	Foam Gluing productivity Improvement	Mr. Satish Mr. Sachet
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3rd	Comstar Automotive Technologies Pvt. Ltd.	To improve Productivity in Bihler (Armature Assembly)	Mr. Abedhan Mr. Rajesh Kanna D Mr. Kumaran C

The feedback from the participants remained encouraging.



LABOR LAW

11th ACMA HELP KIOSK SPECIAL SESSION ON LABOUR CODE

ACMA, Southern Region, organised 11th ACMA Help Kiosk with focus on Labour Code on 21st December, 2020.

Ms. Shalini Jain, Partner – PAS & Mr. Puneet Gupta, Director-PAS from Ernst & Young LLP were invited as facilitators at this edition to deliberate on Labour code which mediates the relationship between workers, employing entities, trade unions and the government.

Mr. Joseph Panakkal, Human Resources Leader, WABCO India Ltd & Co-Chairman- ACMA (SR)- moderated the session. In his welcome remarks, he stated that in 2019 the Central Govt. put forth bills on labour code to consolidate various central laws related to Labour & labour welfare reforms which cover more than 50 Crore organized & unorganized workmen/workforce. These were almost in the implementation stage now, however, to give a clear perspective on the Labour Code, this Help Kiosk was organized with EY as knowledge partner.

Various aspects of the new Labour Code was discussed in detail like; Overview on Labour Code, Simplification of Law into four main codes, Labour Code applicability, Definition of Wages, Working

hours & Overtime, Contracted Employees, how is compliance impacted under the central labour codes? And Consequences on non-compliance.

Mr. Gupta concluded his presentation with what was the suggested way forward for companies with 6 critical / focus areas that companies need to identify & concentrate on -

1. Employee compensation structure
2. HR policies & processes
3. Payroll policies & processes
4. Third party contracts
5. Labour code compliance framework
6. Impact on P&L account

This session was attended by more than 100 participants from Member & Non-Member Companies participating virtually. And was concluded with interactive Q&A session moderated by Mr. Panakkal.

The feedback mentioned the discussion & presentation to be very beneficial & useful for the participants.

ONLINE QUIZ COMPETITION ON TQM CONCEPTS.

ACMA, Southern Region, organised an online Quiz competition on TQM Concepts on 23rd December, 2020.

Mr. Anil Kumar Unni, Regional Secretary, ACMA-Southern Region, welcomed all the participants to the Online Quiz Competition on TQM Concepts.

The quiz master for the event was Mr. T R Narasimhan, Chairman of Quality Circle Forum of India. He joined Sundaram Clayton in the year 1971 and worked in various capacities for over 5 decades. He retired as Senior Manager–HR (TQM & Six sigma) from WABCO-TVS. He holds National Certificate in Supervisory development from National Productivity Council, 'International TQM training' from OSAKA University, Japan. Six Sigma Yellow belt & Green belt from WABCO Institute, Brussels.

The quiz had two stages - 1. Preliminary 2. Final. The Prelims included

an online test wherein participating teams were given a link with 30 questions to be answer within 30 minutes.

Thereafter, 6 teams were selected to the Final Stage based upon the marks scored in the preliminary test



Total Quality Management

The final quiz had six rounds of questions namely Concept Knowledge, QC Tools Knowledge, Jumbled Words, Choose the best, Identify the Personalities, Guess what is hidden.

Every team participated actively and gave tough fight to the competitors.

The top three Winners were announced as

Winner	SJS Enterprises Pvt Ltd
1st Runner up	Rane TRW Steering Systems Pvt Ltd
2nd Runner up	SJS Enterprises Pvt Ltd

In total 17 teams from 10 different companies participated in the event.

ONLINE TRAINING PROGRAM ON APQP

ACMA, Southern Region, organised an online Training program on APQP on 21st January, 2020. The webinar witnessed participation by over 54 participants from nine different companies join.

Mr. V Thiagarajan, was the faculty for the training. He has more than 35 years of experience in companies like HAL, Sundaram Clayton and Wabco and has expertise in TQM, Lean, Six Sigma and various other fields.

Mr. Thiagarajan, began his presentation by explaining APQP as a robust Quality Management System, which can support development of a product or services that will satisfy the customer. In Phase 1 of APQP the “Voice of the Customer” and “Market Research” are two important characteristics while taking inputs. These encompasses complaints, data and information, customer interviews, market tests and Product/ Process Benchmark data. This framework is a standardized set of quality requirements that enable

suppliers to design a product that satisfies the customer, he added. The topics that were covered in the training included:

- AIAG APQP Model
- Phases of APQP
 1. Plan and Define Program
 2. Product Design and Development
 3. Process Design and Development
 4. Product and Process Validation
 5. Feedback, Assessment and Corrective action
- APQP Case studies.

Mr. Thiagarajan also presented various case studies where APQP was used.



The training saw sessions including quiz on the topics covered to gauge the level of understanding. Companies were asked questions individually and saw all the participants participate actively. This was followed by a highly interactive Q&A session.

This session was found very useful and received positive feedback from the participants.

12th ACMA HELP KIOSK SESSION ON REMISSION OF DUTIES & TAXES ON EXPORTED PRODUCTS SCHEME

ACMA, Southern Region, organised the 12th edition of ACMA Help Kiosk, on “Remission of Duties and Taxes on Exported Products (RoDTEP) Scheme” on 27th January, 2021.

Mr. Sriram Balakrishnan, Partner - Indirect tax/ GST practice, Ernst & Young LLP & **Mr. Jayadev D**, Manager, Ernst & Young LLP were invited as facilitators at this edition to deliberate on RoDTEP scheme which was implemented on 1st January, 2021.

Mr. Anil K Unni, Dy. Executive Director & Regional Secretary, ACMA (SR & ER) moderating the session mentioned that the session was organized to give members a clear understanding on the RoDTEP Scheme, with EY as Knowledge Partner.

Mr. Sriram mentioned that this scheme could have been implemented in the next financial year with more clarity on the

scheme on eligibility, conditions & also the rate aspects, however, Govt. has decided to implement it from January, 2021.



Deliberating on the scheme the EY team mentioned of:

- The WTO Challenge

In 2018, US Govt. raised a complaint against Indian Govt. as some of the schemes of Export promotion was not in consonance with the SCM agreement signed with WTO. Where after a year long deliberation WTO filed ruling against some of the Indian schemes on Export mainly MEIS. The panel reported a recommendation to withdraw the scheme within 120 days.

So, the Indian Govt. worked on implementing RoDTEP which would be more acceptable by WTO agreement. Where then on March 2020 the Govt. announced the approval of RoDTEP scheme & mentioned it would be implemented by January 2021.

During the session Mr. Sriram, deliberated upon various nuances of the Scheme and also mentioned the drawbacks. Some of the aspects which was discussed remained; What is RoDTEP Scheme?, Legal provisions involved under RoDTEP, Outline on RoDTEP Scheme, Taxes & Levies covered under ROSCTL, Overview on Data collection Exercise, RoDTEP Implementation, Ineligible schemes & its benefits, Features of RoDTEP scheme and Clarity from Government

He concluded the presentation advising the companies that once the RoDTEP rates are notified, the companies may evaluate the benefits notified under RoDTEP & under other duty exemption schemes (AA/EOU/Jobbing) so that the scheme offering the higher benefit may be availed.

The session was attended by more than 50 participants from Member & Non-Member Companies, participating virtually.

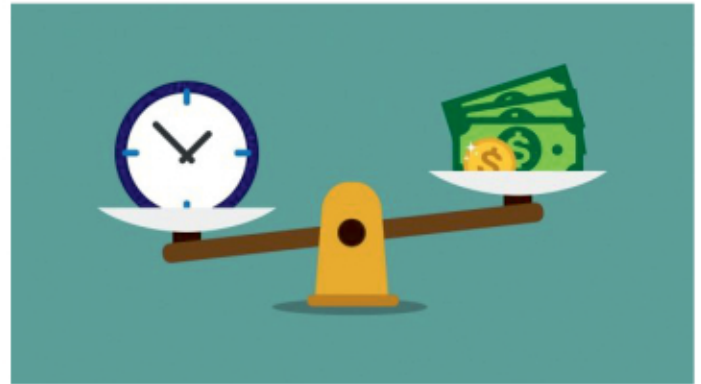
WESTERN REGION

ONLINE TRAINING ON "ENHANCING COST CONSCIOUSNESS"

ACMA, Western Region, organized online training session on Enhancing Cost Consciousness on 7th to 9th December, 2020. The training was held to uncover the hidden costs which every organization incurs, and an insight on various categories of costs and how to control the same.

The program was conducted by Mr. Vishal Kulkarni, one of the

founding partner and director of Faber Infinite Creative Solutions Pvt. Ltd. with operations in Asia Pacific, Africa & Middle East was the Faculty.



Following exercises and topics were discussed during the training program:

Day 1

- Case study on relation of sales, cost and profit
- Understanding "REAL" meaning of cost
- Understanding different dimensions of cost
- Group Work

Day 2

- Understanding of relation between operations and various cost dimensions
- Understanding on how to improve profits by focusing on various cost dimensions
- Understanding on which Opex tool can improve each cost dimension
- Group Work

Day 3

- Introduction to various tools used for cost reduction
- Overview of Breakeven point
- Introduction to relevant tool to reduce and optimize each cost dimension
- Group Work

A total of 12 participants attended the three-day session and was appreciated by all with encouraging feedback.

ONLINE WORKSHOP ON ADVANCE EXCEL TOOLS & TECHNIQUES

ACMA, Western Region, organized online practical workshops on Advance excel tools and techniques on 10th to 12th December, 2020.

Mr. Akshay Magre, a certified Microsoft Office Specialist freelancer and consultant was the Faculty for the session. The workshop provided the better understanding and learning in the following key areas like;



- To Create effective and professional reports.
- To Gather and transform data from multiple sources.
- To Discover and combine data in mashups.
- To Learn about data model creation.
- To Explore, analyze, and visualize data.
- Connect to external data sources such as Access and web queries.
- To use lookup functions and data tables to allow more sophisticated data conversion functions.
- How to record and execute simple macros.

A total of 22 participants attended the three-day training program, it was appreciated by all the participants, and the feedback remained encouraging.

11th ANNUAL KAIZEN COMPETITION

ACMA, Western Region, organized the 11th edition of Annual Regional Kaizen Competition virtually on 17th December, 2020. ACMA Member companies having plants in Western Region were invited to present the case studies in respect of the Productivity, Quality, Cost, Delivery and Safety.

The motive to organize the Kaizen competition was to encourage and appreciate all the employees, who have done continual improvement in their respective companies. The case study presentation made by companies focused on aspect like;

- How to save cost and cycle time doing improvement in stick blade grinding
- How to reduce power consumption
- How to enhance the productivity by adjusting and setting up loss reduction
- To reduce HMCLACK cold shut defect
- To reduce rejection on inter tube at inter seam welding machine

Distinguished OEM customers were invited as Jury to witness the case study presentation. And the Jury comprised of Mr. Hemant Kulkarni, Bajaj Auto Ltd; Mr. Rajan Sethi, Tata Motors Ltd.; Mr. Dattatray Erandole, FIAT Automobiles Pvt. Ltd.; Mr. Kiran Nawale, John Deere India; Mr. Pradeep Gawandi, Mahindra & Mahindra Ltd.; Mr. Sharad Prabhudesai, Tata Motors Ltd. and Mr. Ajay Kavade, Skoda Auto Volkswagen India Pvt. Ltd.

Addressing the participants Chief Guest Mr. Rajdeepak Chatterjee, Vice President (Business Excellence) Automotive & Farms Sectors, Mahindra & Mahindra Ltd. said total employee involvement is must for improvement. We must focus and ensure next level improvement amongst the employees.

Congratulating the winners the Chief Gust at the valedictory session Mr. Sudhir Chikhle, Vice President (Corporate Purchase), Fiat India Automobiles Pvt. Ltd. said even during crises like pandemic the companies have shown resilience and continued the improvement in the organization. We should continue motivating employees and use this platform for new & innovative ideas.

The competition saw overall 87 presentations on improvements carried by ACMA member companies in their respective plants.

Following teams were adjudged winners:

Winners		
1st	Saksham	Gabriel India Ltd., Dewas
2nd	Pragati	Badve Engineering Ltd, Unit 1116, Aurangabad
3rd	Alternative Thinkers	Tata AutoComp Systems Ltd - IPD, Pune

Runner Up		
1st	Josh	Lumax Auto Technologies Ltd, Chakan
2nd	Aastha Champion	Harsha Engineers Ltd. Ahmedabad
3rd	Achievers	Switch Div, Pune



Productivity		
1st	Passion	Varroc Engineering Ltd - Unit IV, Waluj
2nd	Brisk	Oetiker India Pvt. Ltd. Raigad
3rd	Vikrant	Mindarika Pvt. Ltd., Gujrat

Safety		
1st	Katcon Innovators	Tata Autocomp Katcon Exhaust Systems Pvt Ltd, Pune
2nd	Poly Green Stars	Polyplastics Industries Pvt Ltd, Pune
3rd	Lakshya	Tata Autocomp Hendrickson Suspensions Pvt Ltd, Pune

Cost		
1st	Udaan	Mindsa Kosai Aluminium Wheel Pvt Ltd, Ahmedabad
2nd	Diamond	Yazaki India Pvt Ltd, Wagholi
3rd	Mutha Warriors	Mutha Founders Pvt Ltd, Satara

Delivery		
1st	Vijeta	Tata Autocomp Hendrickson Suspensions Pvt Ltd, Pune
2nd	Spicer Satara	Spicer India Pvt Ltd, Satara
3rd	Accelerator	Oetiker India Pvt Ltd, Raigad

1st HR BEST PRACTICES COMPETITION

ACMA, Western Region, organized 1st HR Best Practices Competition on 23rd December, 2020. The primary aim of the event was to provide opportunity to the ACMA Member companies to share their success stories & help others internalize the concept in a right way.

The Competition was held under three categories as follows: 1) Learning & Development 2) Employee Engagement and recognition and 3) Beyond HR/Innovative HR.



The Competition saw 22 case study presentation from leading companies such as ARaymond Fasteners, Advik Hi-Tech, Brembo Brake, Dana India, Flash Electronics, Lucas, MAHLE ANAND, Minda, Prabha, Remsons, Ring Plus, Subros, TACO and Varroc.

Congratulating ACMA and the winners at the valedictory ceremony, the Chief Guest Mr. Pankaj Pradeep, Head – Human Resources, Fiat India Automobiles Pvt. Limited, said the platform curated by ACMA will provide opportunity to HR to showcase their experience and capability.

Welcoming the teams, delegates, Jury members and the Chief Guest at the valedictory session Mr. Arvind Goel, Chairman HR & IR ACMA, and MD & CEO, Tata AutoComp Systems Ltd. said In the current difficult times HR is the one who ensures the wellbeing of the team.

The eminent panel of Jury included:

- 1) Mr. Ranjit Shinde, Plant HR – Bajaj Auto Ltd., Chakan, Pune
- 2) Mr. Smarak Jyoti, Head HR, FIAT India Automobiles Pvt. Limited
- 3) Mr. Joseph Varkey, Manager HR/LR – John Deere Electronic Solutions, Lonikand, Pune
- 4) Ms. Karishma Tapaswi, Manager – HR & Admin, ŠKODA AUTO Volkswagen India Pvt. Ltd.

The following teams were announced as winners:

Winner - Top 3 nos		
1st	Bravo	Subros Ltd., Karsanpura
2nd	Strive TGY Strive	Tata AutoComp Systems Limited, Pune
3rd	Passionately Innovative	Advik Hi-Tech Pvt Ltd, Pune

Runner up - 3 nos		
1st	Spark Plugs - Motivating Employees	Dana India Pvt Ltd, Pune
2nd	VRock @ Varroc	Varroc Engineering Ltd, Aurangabad
3rd	MATS	Mahle Anand Thermal Systems Pvt Ltd, Pune

The jury members congratulated the participants and were impressed to see the HR Best Practices implemented by ACMA

12th HR SUMMIT 'IMPACT ON BUSINESS SUSTAINABILITY AND HUMAN RESOURCES: IN POST COVID ERA'

ACMA, Western Region, organised the 12th Annual HR Summit on 15th January, 2021. The Summit was themed on 'Impact on Business Sustainability & Human Resources: In Post Covid Era' and focused on three key topics of Re-visioning business strategy to manage unprecedented disruption, Changing face of IR amidst new labour reforms & frequently changing government norms in the Post Covid Era and Role of Technology driving an efficient HR Organization in Post Covid Era.

The summit witnessed three technical sessions, including panel discussion covering the following key areas of the HR/ IR by the Eminent professionals:

Technical Session – I

Title: Re-visioning business strategy to manage unprecedented disruption

Speakers:

1. Mr. Praveen Paranjape, SVP & Director, Honda Cars India Ltd.
2. Mr. Sumit Bhatnagar, President and Head – Group Human



The Summit was well attended by HR professionals, industry leaders and decision makers. The eminent speakers from the Industry, Academia and IR addressed the participants and imparted knowledge on various HR, IR & Skill Development topics. The Speakers at the Inaugural Session include Chief Guest Mr. Satyakam Arya, Managing Director & CEO, Daimler India Commercial Vehicles Pvt. Ltd., Guest of Honour Dr. Swati Mujumdar, Pro Chancellor, Symbiosis University of Applied Sciences Indore, Symbiosis Skills & Professional University Pune and Dr. Santosh Bhawe, Director – HR & IR Bharat Forge Ltd.

In her address the Guest of Honour Dr. Swati Mujumdar, Pro Chancellor, Symbiosis University of Applied Sciences Indore, Symbiosis Skills & Professional University Pune emphasized on helping society particularly those who have lost job during covid-19. Industry & academia need to work together on new opportunity in post covid era, Dr. Swati Mujumdar added.

In his welcome address Mr. Piyush Tamboli, Chairman – Western Region, ACMA and Chairman & Managing Director, Investment & Precision Castings Ltd said the 12th edition of HR summit is different and special in many ways. The spirit and passion to maintain and sustain the annual event despite the adverse situation due to pandemic is appreciable.

Resource Development and Group Infrastructure, ANAND Automotive Private Limited

Technical Session – II

Title: Panel Discussion: Changing face of IR amidst new labour reforms & frequently changing government norms in the Post Covid Era

Session Moderator: Dr. Santosh Bhawe, Director | HR and IR, Bharat Forge

Panel Member:

1. Advocate Jamshed Cama, Senior Counsel – Supreme Court of India
2. Mr. Jacob Verghese, General Manager HR, SKF India Limited, Pune
3. Mr. Ram Marlapalle, Mentor & Advisor, Endurance Group

Technical Session – III

Title: Role of Technology driving an efficient HR Organization in Post Covid Era

Speaker:

1. Mr. Parameswaran B, Toyota Industries Engine India Pvt. Ltd.
2. Mr. Ira Wolfe, President, Success Performance Solutions, U.S

All three sessions were well received by the participants and excellent feedback was received from the participants.

TRAINING PROGRAM ON ‘IMPROVE PRODUCTIVITY & FLEXIBILITY THROUGH SMED’

ACMA, Western Region, organized online training program on ‘Improve Productivity & Flexibility through SMED’ on 21st & 22nd January, 2021.



The program was conducted by Mr. Devendra Katre, M-tech in Industrial engineering & having rich experience in Manufacturing and Consulting sector.

7 Stages of SMED



Following exercises & topics were discussed during the training:

Day-I:

- Introduction to SMED
- History of SMED
- SMED and Big losses
- Traditional practices Vs. SMED

- The Need for SMED
- Importance of SMED
- Importance of SMED for Organization

Day-II:

- Goals of SMED
- 10 Step Methodology of SMED
- Effects of SMED on Operations
- Benefits of SMED

Case studies of SMED were also discussed in details for better understanding. The program was appreciated by all the 21 participants, feedback received remained encouraging.

ONLINE WORKSHOP ON ‘INVENTORY MANAGEMENT & E-KANBAN’

ACMA, Western Region, organized online workshop on Inventory Management & E-KANBAN on 27th and 28th January, 2021. The program focused on how to deal with inventory using scientific models of inventory management and E-Kanban.

The faculty for the program was Mr. Abhishek Pandey, B.Tech in electronics & instrumentation having experience in many different industries. Following exercises and topics were covered during the training:

Day-I:

- Ice breaking
- Overview: Inventory management
- Understanding on types of inventory
- Calculating cost for inventory
- Inventory & Cost associated with it
- Practical know how on implementing inventory models.
- Principals of Inventory Management
- Different models of Inventory Analysis & inventory design



Day-II:

- Detail Understanding of inventory models with examples
- Group exercise on inventory analysis & inventory design
- Introduction to Kanban and its Importance
- Different types of Kanban
- Application of Kanban to different Inventory Management models
- Understanding on E-Kanban and its Working
- Benefits of E-Kanban over traditional method.
- How to avoid stockout situation and maintain on time supply of material.
- Improved space utilization through better material management using E-Kanban.

This training was appreciated by all the 25 participants, feedback received remained encouraging.



LEADERSHIP LESSON WITH MR. HARISH LAKSHMAN

The session was attended by over 60 participants and excellent feedback was received from the attendees.

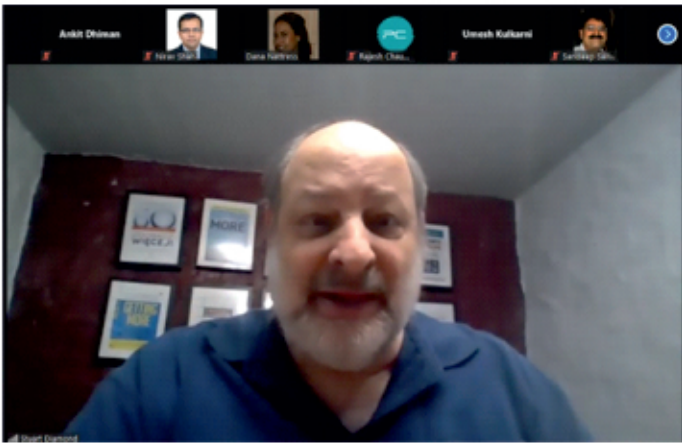
ACMA, Strategic Partnerships Forum in association with Western Region organised 3rd Leadership Lessons with Mr. Harish Lakshman, Vice Chairman, Rane Group on 18th December, 2020. Previously the 1st and 2nd sessions were organised with Mr. Jayant Davar and Mrs. Anjali Singh respectively.

The Session was moderated by Mr. Ashish Gulati, Partner - Deal Advisory - M&A, KPMG.

Speaking at the interaction Mr. Lakshman, shared his experiences about the importance of internationalising to stay relevant in the business. He also touched upon Rane Group's journey while going International and how investments at the right place & time helped, Rane group to achieve success.

He elaborated upon the needs of M&A and partnerships in post-covid world and shared the key learnings and experiences on M&A, partnerships and JVs of Rane Group.





Role reversal activities were good method to understand the concept.

- Style of negotiation to make others feel they own the problem as well. Collaborative approach to ensure a fair deal.
- Think from the customer's perspective & then behave accordingly after understanding the root cause of his behaviour at a particular time.



- Companies can negotiate prices with customers by using this Getting More Model.
- Tools used in the current negotiations faced with customer, got some result also.

A total of 59 members attended the session and shared an excellent feedback.

E-SESSION ON NEW LABOUR CODES

ACMA, YBLF, organized online session on E-Session on New Labour Codes on 28th January, 2021. The eminent speakers for the session was Mr. Rambir Dalal and Mr. S. K. Sharma.

Mr. Dalal is the Managing Partner of Peoplescient Consulting LLP a former Regional Provident Fund Commissioner and an ex-KPMG India Leader for Provident Fund, Pensions and Social Security Practice.

While, Mr. Sharma is an advocate with an expertise and experience in Labour Laws and Industrial Relations and a member of Central Board of Trustees (CBT), EPFO, Ministry of Labour and Employment, Government of India.



Session was moderated by Mr. Ishaan Gupta, Vice Chairman, Enco Engineers Combine Pvt. Ltd.



Key learnings of the session were:

- The Employer of any establishment shall register electronically under one single code.
- The code makes it mandatory for the organization appointing the workers to provide them all a letter of the appointment stating relevant details.
- The code makes it mandatory for the employer to appoint welfare officer if 250 workers employed, earlier being 500.
- Worker is entitled to encash leave above ceiling as prescribed.
- As per the New Code, a Safety Officer is to be appointed on 500 workers in a factory, on 250 workers in hazardous process, on 250 workers in building or other construction and on 100 workers in a mine.
- Impact on Gratuity, PF, ESI, Maternity Benefit, Statutory Bonus, Retrenchment Compensation, Leave Encashment and other statutory payments.
- Impact Analysis of the New Codes.
- Review of existing HR Policies, Employment Contracts.
- Review of existing Contractor agreements and other Indirect employee engagements.
- Assistance in Implementation of necessary changes in Policies.
- Review of existing salary structure to analyze the various components of salary.
- Impact on Take Home Salary as per Indian tax law perspective & New Labour Codes.

A total of 38 members attended the session and share an excellent feedback.

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