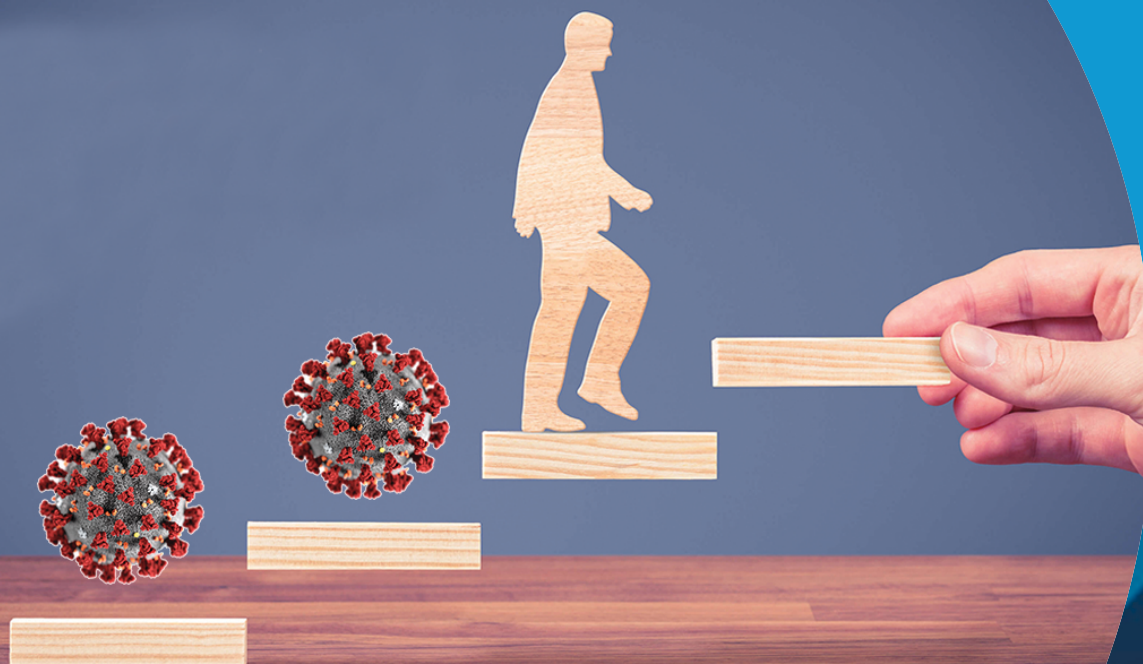


LOOKING AHEAD WITH HOPE

Leadership During  
**COVID-19** Crisis



**Dr. A Sakthivel**  
Chairman



**Apparel Export  
Promotion Council**  
(Sponsored by Govt. of India, Ministry of Textiles)

### MESSAGE

Let me start by wishing everybody A Very Happy and Prosperous 2021.

I have had the privilege to be associated with OGTC activities, and I am witness to OGTC's yeoman services towards the cause of the Apparel Export Industry. Success can only be achieved through collective thinking and cooperation. OGTC has over the years grown from an Industry supporting organization to an organization which identifies best practices with reference to business planning and implementation, with focus on CSR, Training of disabled persons, environmental issues, women empowerment etc. Implementation of intensive collective training and adopting out of the box approach and providing inputs as a think tank are another hallmark of OGTC.

AEPC has had a long association with OGTC and the success of ICAHT is a shining example of the association. The concept of workshops and general interest presentations is a novel concept adopted by OGTC and has been found extremely beneficial to the industry in terms of specific skill up gradation and creation of general awareness in the present times.

I wish to work more closely with OGTC in times to come and send my best wishes to the team of OGTC for publishing its Newsletter for the benefit of the garment industry.

**(Dr. A Sakthivel)**  
Chairman, AEPC

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## MANAGEMENT DURING COVID-19

Everyone around the world is finally coming to the realization that regardless of when and how this situation will end, the world we know is never going to be the same.

It is here the need for building resiliency in the workplace is critical, especially in these times of uncertainty, anxiety and economic worries amid the pandemic.



PMS Uppal  
President, OGTC

### BUILDING RESILIENCE

**The best preparation for tomorrow is doing your best today.**

Resiliency isn't quite the same as stress management. Stress management tends to be reactive, the damage control needed when a crisis hits. **Resilience is more proactive, teaching people to build ability and skills so they're prepared for the next crisis, and the one after that.** As a manager, you can explain to your workers that resilience training means learning how to deal with challenges and setbacks in a different way than they may have learned before. **Becoming resilient, experts say, doesn't just help you get through a stressful time, but can also empower you to learn how to stay resilient for the long haul, and in the process experience personal growth and improve your life.**

"Typically, resilience is defined as the ability to bounce back, but I think **it's more than that "It's the ability to emerge from a crisis in a better position."** The word associated with resilience is empowerment," Learning to be resilient puts you back in the driver's seat. You can be taught skills that develop resilience muscles."

While levels of resilience vary from person to person, everyone starts with some but it is important to lead to strengthen these and take them forward. **Urge workers to stop "catastrophizing" when something negative happens at work. To help workers do that let them learn and practice simple ways to build resilience:**

**Some of the ways can be**

- **Encourage connections.** Staying connected is crucial for resiliency, and a manager can help foster those connections **Having people you can reach out to for support is one of the most fundamental cornerstones of resilience** One-way managers can foster that connection is to recognize and talk about small wins—not just the annual awards or the goals that took many years—and celebrate those small victories regularly.
- Simple, brief check-ins with workers during the workday, "showing an interest in who they are versus what they do, is a powerful way to ensure resiliency on a personal and professional level,"
- **Pay attention to self-care and well-being.** It's difficult to feel resilient when you are exhausted, depressed or anxious. Managers should destigmatize the use of well-being programs, including mental health offerings.

- **Aim to be more transparent about the company, its status, its expectations of workers and its future plans.**
- **Write down the worst-case scenario.**
- **Write down the best-case scenario.**
- **Identify the most likely scenario.**

# Union Budget 2021: Budget a great balancing act

By Gautam Nair, Managing Director, Matrix Clothing



**The FM's confirmation that the GST Council would work to correct inversion of duty structures is also welcome, particularly for synthetic fabric/apparel manufacturers who bear the brunt of non-refunded GST because of inverted tax structure.**

For all industries, including textiles and apparel, the push in modernising infrastructure, improving logistics, creating district-level export hubs, setting quality standards for manufacturing and developing ports is welcome. Increased allocation for R&D in public institutions is encouraging, and hopefully the FM will see fit to extend this to the private sector, going forward.

Specifically for textiles and apparel, a positive is the MITRA scheme announcing seven mega textiles parks to be launched in the next three years. If these are planned with plug-and-play facilities, good logistics for material/workers, in-house utilities and special work rules for workers that allow for competitive manufacturing, it would help improve India's competitiveness in this sector.

The PLI scheme has drawn serious criticism from textiles and apparel industry, for its limited coverage of products as well as its high threshold limit for investment and growth. Industry has strongly represented a re-look at these parameters and hopefully this will be re-examined. The National Technical Textiles Mission with a four-year implementation period from FY20-23 and an outlay of `1,480 crore is a welcome step.

The FM's confirmation that the GST Council would work to correct inversion of duty structures is also welcome, particularly for synthetic fabric/apparel manufacturers who bear the brunt of non-refunded GST because of inverted tax structure.

An unexpected, and undesirable, pronouncement in the Budget was the imposition of 10% import duty on imported cotton "to help farmers". Cotton is imported only in the ELS (Extra Long Staple) varieties and where we need contamination-free cotton. As businesses move from China, India's ability to offer cotton products across different counts was an important strength.

ELS and contamination-free cotton is hardly grown in India, and the Kasturi scheme launched by the textiles minister in October 2020 towards developing Indian fine counts cotton is well-intentioned, which will take a few years to deliver results.

Creating a tariff wall at this early stage leads to much pain and little gain. It will steer value-added export business towards Bangladesh and Vietnam, will give a fillip to the unprecedented increase in cotton/yarn prices in India in the last few months, will create distortions in our fibre policy where cotton would suddenly have a higher duty (intended 10%) than polyester/nylon (5%), and create unnecessary friction with our trade partners like the US from where we import this fibre.

Many of the FM's policies will depend on good implementation; here, I borrow the FM's quote from Rabindranath Tagore in her speech: "Faith is the bird that feels the light and sings when the dawn is still dark."

We live in that faith.



## New Skilling: Continuous Learning for an Adaptable Workforce

This global pandemic is going to leave a long-lasting impact on our lives, but it's the immediate impact that's more devastating and crippling. It has forced us to innovate and change the way we work and live. Upskilling, the process of learning new skills that is being used extensively in the industry, is the only way to stay ahead in the game in a post-pandemic world.



**R.C. Kesar**

**Director General, OGTC**

Jobs are changing because organizations require new skills that their workforce may not currently possess, and there is no sign of this trend stopping. **We can adapt to challenges and overcome them by embracing Reskilling and Upskilling which are great ways to learn to new applications that will help the employee to become an effective team player.**

**Businesses do this because an employee may fit well in a team and have marketplace or company knowledge that would be difficult to replace, to keep that employee, the company just needs to update their skills to match new systems and new capabilities."**

Many organizations are not proactive enough with their reskilling efforts, waiting until they see a decline in skills and/or not properly identifying their specific needs. A more holistic approach to skills development (what we're referring to as "new skilling") involving regular evaluation will greatly improve a company's ability to quickly and successfully adapt.

### Upskilling: Expanding Current Skill Sets

Upskilling occurs when workers improve upon existing skills and deepen their abilities and impact within their area of expertise. By expanding their knowledge, employees become better positioned for additional responsibilities and higher-level roles on a particular career track.

**For instance, a marketer will need to learn new digital tools and skills to better engage with their audience (and reach new ones) on emerging social platforms. If they do so successfully, they will simultaneously give their business a boost and set themselves up for future success in more advanced positions.**

Providing employees with upskilling opportunities should be top of mind for HR executives and part of a larger, continuous new skilling strategy devoted to developing industry-leading talent. It is a win-win situation and a smart way to stay on top of best practices in the field. Simultaneously reskilling, upskilling also tends to build strong inter-company relationships.

**Upskilling can keep good leaders from leaving to join your competition, By investing in your team and showing that you want them to grow, they are more likely to stay.**

The demand for skilled talent is only going to continue to grow, and the skills gap will only widen as technology advancements and societal shifts disrupt the status quo. The new world of work requires people to continuously hone their skills to stay relevant and improve their employability. The term new skilling represents all types of continuous learning to help build high-demand skills, whether an individual is trying to upskill current capabilities or they need complete reskilling to build entirely new capabilities.

# THE FUTURE OF HR IN THE NEW REALITY

## DELIVERING COMPETITIVE ADVANTAGE IN YOUR ORGANIZATION

Compiled by Pankaj Choudhary & Mr. Neeraj Pandey, OGTC

The 2020 lesson for HR: Think big and play the long game. The changes demanded by a significantly altered new reality requires



HR to rethink its role. The immediate impacts of COVID-19 and the staging for massive remote work raised the HR function's visibility and contribution to the business. HR to rally the workforce through the urgent pandemic disruption, true long-term value lies in the ability to drive performance across the enterprise—getting the most from people, data, and technology. There has never been a better time to be in HR. Issues such as flexible working, reskilling and upskilling, and digital transformation were important before—now, they are critical.

HR leaders know that the work they do adds strategic value, but it often occurs in the organizational shadows and is difficult to tie directly to business results. HR leaders must do more to prove the value they bring

to the organization. HR function needs to completely reinvent itself to respond more effectively to future disruptions. **This transformation includes modernizing HR processes, governance, information management, technology, and its own delivery model.**

To rise in the strategic ranks, HR needs to move on from just firefighting to planning for the new reality. Rather than focusing exclusively on the short-term issues, it should look to the more strategic challenge of shaping the workforce to drive competitive advantage over the medium and long term.

**HR functions demonstrate excellence across several key areas.**

1. **Agree that HR is considered within their organization to be a value driver rather than an administrator.**
2. **Play a vital role in establishing the right culture across the enterprise.**
3. **Own the entire employee experience for their organization.**
4. **Are proficient in using data and analytics to target and recruit the future workforce?**
5. **Are confident that their organization can attract, retain, and develop the talent it needs to meet its growth objectives?**

**HR LEADERS WHO ASPIRE TO PATHFINDER STATUS SHOULD FOCUS ON SIX AREAS TO BUILD THEIR PLAN:**

**Purpose and digital mindset** Organizational purpose and digital mindset are often treated as separate areas to address. However, in the most successful businesses, the digital mindset connects the core purpose and environmental, social, and governance (ESG) agendas to create a powerful architecture that uses real-time analytic and behavioral economics to nudge behavior and keep the organization on track to meet its objectives.

**Workforce insights and analytics** In early stages of adoption, workforce insights and analytics provide information about what is happening in different areas of the workforce at a specific time. Yet, at a mature stage, analytics can connect people data with business outcomes—enabling new ways of measuring and managing productivity and predicting future needs with greater accuracy.

**Workforce shaping** At the most basic level, workforce shaping focuses on identifying priority skills and roles, often in a way that is siloed from the development of the wider business strategy. HR organizations that want to become Pathfinders should be aiming for a “Total Workforce” model that connects workforce shaping with business insights, employee experience design, and agile workforce management.

**Workplace and experience** Businesses can begin the journey to an outstanding employee experience by identifying “moments of truth” for different employee types and architecting authentic experiences that meet their needs. Crucially, the employee experience should mirror and reinforce the organizational culture and purpose yielding engagement across the workforce.

**Enabling technology** Many HR organizations are hindered by disparate software, systems, and tools that are heavily dependent on manual intervention. Instead, businesses need to transition to an ecosystem of applications that connect data from across the business, enabling greater agility and more informed decision-making. Additionally, HR functions should seek to automate a high proportion of administrative tasks (for example, by using chat bots), which will free them to focus on value-adding activities.

**HR organization of the future** Rather than taking an “inside-out” approach, characterized by policing adherence to policies, the HR function of the future will operate an “outside-in” model, which removes the boundaries between HR and the rest of the enterprise. In this new reality, the HR function has automated the more administrative tasks and is using business insights to continuously transform the employee experience while nurturing the wider purpose and culture of the organization.



OGTC Factories prepare for Industry 4.0 with  
Zilingo Factory

### What is Industry 4.0?

Manufacturing is undergoing a transformation much like what it underwent during the third industrial revolution. The current evolution takes aspects from the third industrial revolution and enhances them with the addition of automated and digital technology. This process has been termed as “Industry 4.0”, A fitting term for the fourth wave of industrial metamorphosis.

### How does Zilingo Factory make easing into Industry 4.0, a smooth process?

In order for manufacturers to fully embrace Industry 4.0, it is essential to keep 4 design principles in mind. Zilingo Factory software allows for smooth integration with these principles and conversion into smart factories in the following ways:

**1. Modules that allow for data entry and digitisation thereby leading to Interoperability:** Interoperability is the ability to bridge the gap between information shared across objects, machines and people. Zilingo Factory provides a cloud based platform for data integration and digitisation that allows for interoperability.

**2. Digitisation of operational data giving way for Virtualisation:** Through virtualisation, information systems must have the ability to create digital replicas of the physical world. The Zilingo Factory software provides the required tools for accurate data entry into software systems, thereby making operations paperless.

**3. Real time data available on demand allows for Decentralisation:** Under decentralisation, systems are to be broken down into smaller scalable components allowing for autonomous decision making.

Zilingo Factory software provides timeline predictability and automatic escalation of data incase of underperformance thus enabling decentralisation.

**4. TV Dashboards and multi device accessibility leading to Real Time Capability:** Real time capability involves the ability to collect and analyse data in real time allows for faster decision making.

Through the deployment of apps that are accessible across devices, TV dashboards that are accessible on the factory floor and automated reports, Zilingo Factory provides the tools for real time solutions.

### Transforming factories with real-time visibility - How Zilingo Factory has helped these companies achieve their targets

Deployment of the Zilingo Factory software to OGTC members, in particular, have resulted in great improvement in efficiency and DHU levels among other metrics. For example, one of the OGTC members which uses Zilingo Factory across all of their factories, has seen a 1.26% reduction in average DHU% along with witnessing an increase in efficiency of almost 8%, with the improved processes based on Zilingo Factory software. And similarly, other member companies using the platform have reported significant improvements in the efficiency of the production floor, large reductions in the DHU%, and a satisfactory ROI within a few months of installing the software.

# SKILL REQUIREMENTS AND SKILL GAPS IN APPAREL INDUSTRY

Function	Level	Skills Required	Skill Gap
Procurement	Purchase Manager	Knowledge of various types of fabrics (type of material, count/picks, Dye requirements, etc). Knowledge of various types of fabric defects such as breakage of threads, missing threads, stains, patches and shade variation, etc. Awareness of the latest price trends in the fabric market. Negotiation and communication skills for negotiating with the fabric manufacturers.	In-depth knowledge of the various types of fabric and quality parameters. Negotiation and communication skills.
	Purchase Associate / Executive	Ability to calculate the amount of requisite quality fabric required based on the order size and likely wastage. Knowledge of various types of fabric defects and other quality parameters. Liaison with the fabric manufacturers and fabric	Insufficient knowledge of various types of fabric defects and other quality parameters.
	Senior Merchandiser	Understanding of various production activities as the merchandiser is interface between the buyer and the company Soft skills like negotiation and communication skills. These skills assume more significance for export oriented units. Knowledge of foreign languages such as French for better co-ordination with the buyer. Ability to handle multiple accounts/ customers. Through understanding of costing. Understanding of buyer requirements of design and quality.	Lack of soft skills for interacting with buyers in the international market.  Knowledge of foreign languages is limited to English – this might prove to be an issue with India becoming a sourcing hub for garments and knitwear  Understanding of various factors affecting costing.
	Junior Merchandiser/ Merchandising executive	Reviewing materials used for garment manufacturing Understanding of various production activities as the person is responsible for execution of the order. Ability to work closely with other functions like design, production etc. Time management skills to handle multiple orders at the same time. Basic computer skills.	Inadequate understanding of various production activities. The person employed picks up the requisite skills with
Design	Designer	Design and develop garments according to buyer requirements. Ability to modify existing designs to suit the current trends in the market. Keep abreast with the latest fashion trends in the key markets - the	Inadequate understanding of buyer requirements which leads to number of iterations before the sample is accepted. Insufficient knowledge of latest fashion trends in the international markets – changes in design between 'seasons'. It is



		designer should be aware of the colours, contours which are in vogue. Knowledge of Styling, Elements of Design, Basics of Costing, Fabric Study, Pattern Making and Draping	required that the designer be able to forecast trends by being networked with foreign designers in major markets. The same is applicable to Indian markets as well.
Production	Production Manager	Knowledge of pattern making Ability to undertake inspection, production planning and control Man-management skills.	Inadequate knowledge of speciality fabrics Lack of adequate scientific knowledge of line balancing, work study, and Quality Control (this is because a large number of managers have been elevated by experience rather than by formal training).
	Line Supervisor / Floor Supervisor	In-depth knowledge of production process and inspection methods Knowledge of different type of fabrics as well as understanding of stitching processes. Ability to guide the sewing machine operators. Man-management skills to manage the shop floor. The Supervisor should be able to motivate the workers in the challenging work atmosphere as the demand is seasonal and order driven.	Insufficient knowledge of various types of sewing machines (refer table listed earlier) – ability work in a cross-functional manner across sewing machines Inadequate soft skills to manage the shop floor personnel.
	Operator	Good machine control - knowledge of threading of sewing machine, stitching on different shapes, seaming garment components together in various fabrics to specified quality and quality standard Knowledge of machine maintenance procedures Knowledge of Pattern Making, Grading and Draping. Knowledge of CAD for Pattern Development Ability to sew complete garment.	Lack of proper knowledge of sewing machine operations, and different types of seams and stitches Ability to work across different machines is missing Ability to stitch the complete garment is missing ( In case of units which do not follow line system of production)
Quality	Quality Control Executive	Quality requirements are all the more important for companies focussing on international markets. Even small quality issues can lead to cancellation of order. Understanding of the customer requirements by interacting with the merchandiser. Knowledge of international standards is desirable. Knowledge of in line and final quality testing procedures - ability to understand and prevent defects like size variations, loose threads, stains etc.	Knowledge of international quality standards is a significant gap.

## LEAN IMPLEMENTATION – CASE STUDY FOR A SMALL MANUFACTURING UNIT

BY METHODS APPAREL CONSULTING PVT LTD.

Lean, 5S, RFID, Automatic material movement, PRO-SMV, PRO-CUT are technologies usually associated with big companies. It is assumed that bigger the company, they are in a better position financially and with respect to implementation resources. The basic thought process being smaller companies cannot afford these systems/technologies nor it is financially viable to implement.

We are sharing a project of ours, where the factory was less than 50 machines and implementation of Lean Manufacturing principles had incredible results. It is an example for all small operators, to realize whatever the capacity, but operating it at optimal efficiency would make a huge difference to the bottom line and more than makes up the consulting/systems/software costs.

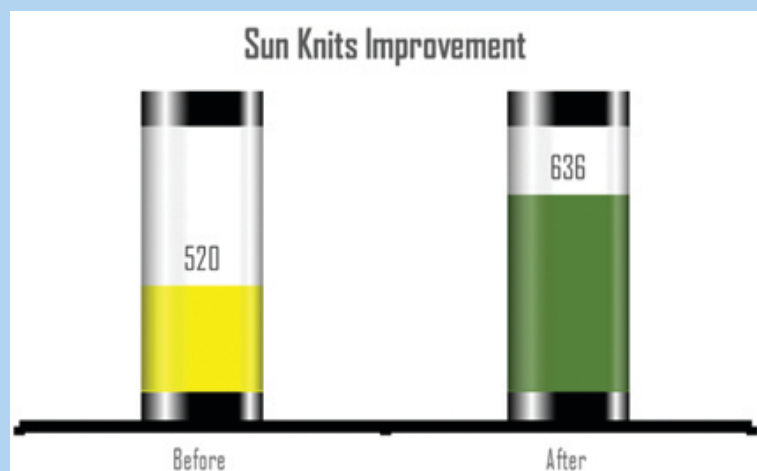
A major European fashion clothing brand, based out of Germany, had a great relationship with Sun knits, Tirupur, India. It was built over a decade of close association. But gradually it came at a cost of efficiency/timely shipments. And the brand was looking for somebody to bring Sun knits to come up to benchmark standards without affecting the great understanding and working relationship already existing between the brand and Sun knits.

After an intense couple of rounds of discussion, the Brand Management team from Germany were convinced that Methods Apparel best understood and capable of delivering what exactly was wanted from their favorite supplier Sun knits.

We, Methods apparel consulting Pvt. Ltd ( [www.methodsapparel.com](http://www.methodsapparel.com) ) come with over 250 plus projects across 20 countries and being one of the oldest in the field, being in business for over 39 years.

The First step in the project was Diagnostics study/SWOT analysis. Sun knits was a young, dynamic and fast-growing company. But over the years the systems running the operations stagnated, compared to the standards worldwide. The diagnostic study brought out problems in current Layouts, Monitoring of Entire Production Data, including final efficiency, Shortcomings in Quality monitoring, a dire need to multi-skill existing operators, Lack of consistent and timely follow-ups, need for a robust planning encompassing all aspects of operations, and a need to put a strong push on pre-production activities.

Systems/SOP implementation was needed. Training of the workforce was a must. An integration of the operations from purchase to shipment as a whole was to be implemented.



Now it was time to work on specifics. Planning systems totally revamped, simplified and integrated from material receipt to shipping of final products. Production layout re-engineered to give complete visibility of the material flow. A failsafe monitoring system set up hourly, half day, daily as required by the specific areas/process. Quality systems updated to current best practices, with the same quality team. Giving visibility and accountability to rework, with the ultimate goal to bring it to a minimum. A rotational system was put in place to multi - skill the existing operators. Started with 5S system at the workplace.

And the results. Standalone improvements in Planning, Layouts, Monitoring, Quality, and Multi-

Skillings lead to a 22% increase in productivity in the first months itself. And a Very visible and stress free operations to the Management. No Capacity is too small for improvement.

A graphical representation of productivity improvement. From just an average of 520 pcs per line to 636pcs in the first month itself. A jump of 22%.

# RoDTEP (Remission of Duties and Taxes on Exports Products)

## Applicable w.e.f. 01.01.2021

The Cabinet Committee on Economic Affairs has given its approval for introducing a new Scheme namely **Remission of Duties and Taxes on Exported Products (RoDTEP)**. Under such a scheme, reimbursement of such taxes/duties/levies, paid at the central/ state/ local level, shall be refunded which is not refunded in any other mechanism.

This scheme would boost the domestic industry and will make the Indian product competitive in the International market in terms of cost as domestic taxes/duties are not being exported.

As per press release by the Ministry of Finance dated 31st December, 2020, the scheme shall be implemented from January 1, 2021 and will replace the existing MEIS scheme.

### 1. MEIS (Merchandise Export from India Scheme)/ SEIS (Service export from India Scheme)

MEIS and SEIS were two export benefits given in Foreign Trade Policy ("FTP") 2015-2020 and it was introduced to promote manufacturing and exporting of notified products and services from India.

Under MEIS and SEIS, exporters were provided with "Duty Credit Scripts" and such scripts could be utilised for the payment of specified taxes or could be transfer to any other person. Different percentages were prescribed for different categories of Goods and different countries. The MEIS Scheme was set to expire in March 2020. However, it got extended till March 2021 due to the [COVID-19 pandemic](#).

### 2. Features of RoDTEP Scheme

Following are the Key features of RoDTEP Scheme which will benefit the exporters of India:

1. Under RoDTEP scheme, exporters will be provided refund of all the duties and taxes cost incurred with respect to exported goods such as GST, Custom Duty, taxes paid on fuels etc.
2. Through RoDTEP, cost of product shall reduce and Indian product shall become competitive in international market.
3. The reward would be computed as a percentage of the Freight on Board (FOB) value of exports and it shall be granted in the form of scripts.
4. This scheme shall create a level playing field for exporters in the International market and also boost employment opportunities in export-oriented manufacturing industries.

### 3. Benefits available under RoDTEP Scheme

- The items to be covered under RoDTEP scheme and rate of reward is to be determined by the inter-ministerial Committee. Reward shall be granted by issuing **transferable duty credit/electronic script** and an electronic credit ledger shall be maintained of such scripts. The scheme will be implemented with end-to-end digitization in the line with "Digital India".
- The refunds under the RoDTEP scheme would be a step towards "**zero-rating**". Further, similar to MEIS, an exporter can claim both Duty drawback/refund and benefit under RoDTEP Scheme.
- Reward would be given in a percentage of the FOB value in form of scripts. Reward will be notified on the basis of the Revised ITC (RITC) codes, Hence the exporters would not be required to declare any separate code or schedule serial number for RoDTEP.

### 4. Applicability of RoDTEP Scheme and Rate of rewards

As per press release, RoDTEP scheme shall be implemented with effect from 1st January 2021.

Further, as per press release dated 1st January, 2021, following issues shall be notified shortly based on the recommendations of appointed committee:

- The details of export goods (tariff lines) eligible for RoDTEP scheme.
- Applicable RoDTEP rate, value caps (wherever applicable) on such eligible goods/tariff lines.
- The excluded category of exports
- Other conditions and restrictions
- The procedural details for grant of RoDTEP duty credit, and utilisation thereof.

The benefits of RoDTEP shall be available from 1st January, 2021, even if the rates and other details are prescribed later.

## 5. Procedure of submission of claim and processing of the claim

### 5.1 Declaration in Shipping Bill

- As per document issued by CBIC, an exporter who intends to avail RoDET scheme shall declare his intention in the shipping Bill itself. With effect from 01.01.2021, it has been made mandatory for all the exporters to make such declaration.
- Upon finalisation of the RITC Codes list, the system will automatically process the reward. Please note that no changes in the claim will be allowed after the filing of the EGM.
- Unlike Drawback, there are no separate serial numbers given for claiming RoDTEP.
- If exporters do not claim benefit of RoDTEP scheme in Shipping bill, then he shall not be provided with the benefit even though he is exporting eligible goods.
- There are some checks built in the System to disallow RoDTEP benefit where the benefit of certain other schemes like Advance Authorization, EOU, Jobbing etc. has been availed.

### 5.2 Manner of declaration in Shipping bill

INFO TYPE	DTY
INFO QFR	RDT
INFO CODE	RODTEPY -If RoDTEP is availed. RODETEPN -If RoDTEP not availed
INFO MSR	Quantity of the items in Statistical UQC as per Customs Tariff Act for that item RITC
INFO UQC	UQC for the Quantity indicated above

Declaration in Shipping Bill shall be made in the following manner:

STATEMENT TYPE	DEC
STATEMENT CODE	Rd001

- The exporters have to make following declarations in the **SW-INFO-TYPE Table** of the Shipping Bill for each item as under
- For every item where RoDTEPY Is claimed, a declaration has to be submitted in the statement. Table of the Shipping Bill as below:



Submission of the relevant statement code means that exporter has made necessary declaration from his part that undertakes that the following:-

- a. He will abide by the provisions, conditions, restrictions and time limits prescribed under the scheme.
- b. He does not make claim in respect of duties or taxes which are remitted/exempted/credited under any scheme other than RoDTEP
- c. He shall make available relevant documents for the purpose of audit.

### 5.3 Processing of Claim under RoDTEP

- Upon filing declaration in the Shipping bill, system will automatically compute the reward under the RoDTEP Scheme.
- Once the EGM is filed, all shipping bills shall be sent to Risk Management System ("RMS") and on the basis of Risk based targeting by RMS, all shipping bills with RoDTEP and/or Drawback claim will either go to the officer for processing or will directly be facilitated to scroll queue without any officer intervention.
- Once the shipping bill is processed for DBK and/or RoDTEP either by the officer or as per facilitation by RMS, it will move to the respective scroll queues.
- In case a suspension is placed on any exporter/Shipping Bill for Drawback, the same will also be applicable for the purpose of scrolling out of RoDTEP benefits.

### 5.4 Claiming of Credits and Generation of Credit Scrips

- Once the RoDTEP scroll is generated, the exporter can login his account at ICEGATE and convert such scrolls to the credit scrips.
- The exporter will be able to club the credits allowed for any number of Shipping Bills at a port and generate a credit scrip for the same on ICEGATE portal.
- Once the Scrips are generated, the same will reflect in the exporter's ledger and will be available for utilization or for transfer to any other entity having IEC and a valid ICEGATE registration.

### 5.5 Utilisation of Scrips in Imports

- a. These scrips can be used for the payment of taxes as would be notified by CBIC.
- b. The owner of the scrip (either the original exporter or subsequent buyer) will be able to use the scrip in the same way as any other duty credit scrips can be used.
- c. An option to suspend any RoDTEP scrip will also be made available with the Customs officer once the scroll generation is enabled. If a scrip is under suspension, its utilization or transfer will not be allowed by the System.



Sachin Jindal is qualified Chartered Accountant and a certified Indirect Taxation expert by the ICAI. Sachin Jindal is a practicing Chartered Accountant and Managing partner in M/s. VJM & Associates LLP (Chartered Accountants), which caters to multi-disciplinary service offerings for domestic and international clientele.

Sachin Jindal drives the Indirect Taxes wing of VJM& Associates LLP, with a special focus on the Goods and Services Tax (GST) offerings including GST advisory, GST compliances and GST refunds. He has contributed to several articles and blogs on various topics and is a regular speaker at Study Circles, Conferences and Trade meets.

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S. No.	SUBJECT	ORGANISED BY	STATUS (VIDEO RECORDING LINK)
<b>PRODUCTION</b>			
1	Lean Concepts – To Improve Productivity	TA(I)	<a href="https://www.youtube.com/watch?v=C_ZUkj-URrA">https://www.youtube.com/watch?v=C_ZUkj-URrA</a>
2	Cut the Noise - Devise a Comprehensive Integrated Strategy Based on Accurate Information	Tukatech	<a href="https://www.youtube.com/watch?v=OTBXXOHqvM&amp;feature=emb_logo">https://www.youtube.com/watch?v=OTBXXOHqvM&amp;feature=emb_logo</a>
3	MSMEs, are you open for Business	Institute of Engineering & Technology	<a href="https://www.youtube.com/watch?v=irSys2WOUp8">https://www.youtube.com/watch?v=irSys2WOUp8</a>
4	Excellence in Apparel - Digital Sourcing	RDPL	<a href="https://www.youtube.com/watch?v=4nSzliYmxt8">https://www.youtube.com/watch?v=4nSzliYmxt8</a>
5	Decoding Industry Best Practices	Method Apparel Consultancy	<a href="https://www.youtube.com/watch?v=_H6RtANMI5c">https://www.youtube.com/watch?v=_H6RtANMI5c</a>
<b>MANAGEMENT</b>			
1	Webinar on Textile & Apparel Industry	QCI	<a href="https://www.youtube.com/watch?v=7Di98Vq0bJs">https://www.youtube.com/watch?v=7Di98Vq0bJs</a>
2	Virtual Roundtable Discussion on Darlie Koshy's Book "RUNWAY TO SKILLED INDIA"	DFU Publications	<a href="https://www.youtube.com/watch?v=F8yyQd5kauE">https://www.youtube.com/watch?v=F8yyQd5kauE</a>
3	Future of jobs & Skills in the Textile-Apparel Sector, Post-Covid Pandemic Crisis	DFU Publications	<a href="https://www.youtube.com/watch?v=SE4zUqAWdZA">https://www.youtube.com/watch?v=SE4zUqAWdZA</a>
4	Apparel Manufacturing Unrestricted by Fabric or Labour Costs	Tukatech & AEPC	<a href="https://www.youtube.com/watch?v=gbWNKggjRKE">https://www.youtube.com/watch?v=gbWNKggjRKE</a>
5	Fabric Spreading: The Most Valuable Job in Your Apparel Cutting Room- Reduce your Garment Manufacturing Cost by 10%	Tukatech	<a href="https://www.youtube.com/watch?utm_source=sendingblue&amp;utm_campaign=TukataTalks_Fabric_Spreading_Premiering_Now&amp;utm_medium=email&amp;v=Fzi7rQ0gf34&amp;feature=youtu.be">https://www.youtube.com/watch?utm_source=sendingblue&amp;utm_campaign=TukataTalks_Fabric_Spreading_Premiering_Now&amp;utm_medium=email&amp;v=Fzi7rQ0gf34&amp;feature=youtu.be</a>
6	Corona - The New Way of Sales" by Mr. Rahul Jain	PHD Chamber of Commerce and Industry	<a href="https://www.youtube.com/watch?v=BNqOwlHqvE">https://www.youtube.com/watch?v=BNqOwlHqvE</a>
7	India Bangladesh Virtual Conference on Textile and Apparel Sector	CII	<a href="https://www.youtube.com/watch?v=imw4u-YEnzw&amp;list=PLI83ACNBcDvkttkvgwbjCT9CK4AKxXR2">https://www.youtube.com/watch?v=imw4u-YEnzw&amp;list=PLI83ACNBcDvkttkvgwbjCT9CK4AKxXR2</a>
8	How India will Survive without China	The Southern Gujarat Chamber of Commerce	<a href="https://www.youtube.com/watch?v=v31FIQe2q3l">https://www.youtube.com/watch?v=v31FIQe2q3l</a>
9	BW Dialogue on Governance & Administration with Mr. Amit Khatri, IAS	Business World	<a href="https://bit.ly/BWWatchFacebook">https://bit.ly/BWWatchFacebook</a>
10	Rebooting the Textile & Apparel Industry	CITI	<a href="https://www.youtube.com/watch?v=MhaUQOBg8Dw">https://www.youtube.com/watch?v=MhaUQOBg8Dw</a>
<b>HUMAN RESOURCE</b>			
1	Awareness Webinar on "Aatmanirbhar Bharat Rozgar Yojana"	The Southern Gujarat Chamber of Commerce & Industry	<a href="https://www.youtube.com/watch?v=H9KFIzyLtwU">https://www.youtube.com/watch?v=H9KFIzyLtwU</a>
2	Practitioners Guide to Business & Human Rights in India	CRB	<a href="https://www.youtube.com/watch?v=c6PeziCv6gA">https://www.youtube.com/watch?v=c6PeziCv6gA</a>
3	1st Edition Global Keynote Speakers Session, by HR Shapers	HR Shapers & ProventusHR	<a href="https://www.youtube.com/watch?v=isrT49-fA0c">https://www.youtube.com/watch?v=isrT49-fA0c</a>
4	E- Conclave on Decoding Labour Codes passed by Parliament	PHD Chamber of Commerce and Industry	<a href="https://www.youtube.com/watch?v=-qubddwOYTM">https://www.youtube.com/watch?v=-qubddwOYTM</a>
5	Knowledge Series on "NEW LABOUR CODES and Unemployment Benefit under ESI"	The Southern Gujarat Chamber of Commerce & Industry	<a href="https://www.youtube.com/watch?v=IjqK5Emx_3o">https://www.youtube.com/watch?v=IjqK5Emx_3o</a>
6	Turn Setbacks into Comebacks in conversation with Mr. Shiv Khara	Proventus HR	<a href="https://www.youtube.com/watch?v=zm5dps7g0Ec&amp;feature=youtu.be">https://www.youtube.com/watch?v=zm5dps7g0Ec&amp;feature=youtu.be</a>
7	LEAN HR Systems for Textile Industries	TA(I)	<a href="https://youtu.be/vTgE2mS-2AM">https://youtu.be/vTgE2mS-2AM</a>
<b>MARKETING</b>			
1	12th edition of Virtual Conference on Textiles & Apparel - Building India's Global Competitiveness in Textiles & Apparel	CII	<a href="https://www.youtube.com/watch?v=dpO9CeTcnC0">https://www.youtube.com/watch?v=dpO9CeTcnC0</a>
2	12th edition of Virtual Conference on Textiles & Apparel - Building India's Global Competitiveness in Textiles & Apparel	CII	<a href="https://www.youtube.com/watch?v=UUhgwotP5T8&amp;list=RDCMUCQVmnK-Go0AVxrXTGbGmg_w&amp;start_radio=1&amp;t=1">https://www.youtube.com/watch?v=UUhgwotP5T8&amp;list=RDCMUCQVmnK-Go0AVxrXTGbGmg_w&amp;start_radio=1&amp;t=1</a>

3	MSME - Optimizing Opportunities in domestic market and beyond border	Indian Chamber of Commerce	<a href="https://www.youtube.com/watch?v=_4CQyOdUCME">https://www.youtube.com/watch?v=_4CQyOdUCME</a>
4	Webinar on Fashion Forecasting	AMHSSC   Fashion Futures	<a href="https://www.youtube.com/watch?v=7viMMLEDX6g">https://www.youtube.com/watch?v=7viMMLEDX6g</a>
<b>QUALITY</b>			
1	Training workshop on "Give your profits a Power Boost with the Strategic Planning & 'Triple Triangle Growth' Model used by the World's Best Regarded Companies	QCI	<a href="https://www.youtube.com/watch?v=uoQPcP87uro">https://www.youtube.com/watch?v=uoQPcP87uro</a>
2	Excellence in Apparel – The Future of Quality	BlueKaktus	<a href="https://www.youtube.com/watch?v=zJkGKfr0vSM&amp;feature=youtu.be">https://www.youtube.com/watch?v=zJkGKfr0vSM&amp;feature=youtu.be</a>
<b>INDUSTRY 4.0 - SMART MANUFACTURING</b>			
1	Spotlight: 3D Interoperability and Standardisation	PI Apparel	<a href="https://www.youtube.com/watch?v=p-ngp5zhzj8">https://www.youtube.com/watch?v=p-ngp5zhzj8</a>
2	RAISE2020 - Global Summit on "Artificial Intelligence - Responsible AI for Social Empowerment	Govt. of India	<a href="https://www.youtube.com/watch?v=JzwQ_ArNHZU">https://www.youtube.com/watch?v=JzwQ_ArNHZU</a>
3	Supply Chain and Quality on the Shop Floor - an Industry 4.0 perspective	Automation Industry	<a href="https://drive.google.com/file/d/1pgbBlTnE_YFkaLaU1-WsWx4mH1oSnfe/view">https://drive.google.com/file/d/1pgbBlTnE_YFkaLaU1-WsWx4mH1oSnfe/view</a>
4	Smart and Efficient Garment Factories as Engine for Growth of Gujarat Textile Industry	The Southern Gujarat Chamber	<a href="https://www.youtube.com/watch?v=S7j-CJQTSvM">https://www.youtube.com/watch?v=S7j-CJQTSvM</a>
5	Leveraging the Power of Data in E-Commerce – The Route to Digital Fashion Retail	India Fashion Forum	<a href="https://www.youtube.com/watch?v=ElZAYoEcbS4&amp;feature=youtu.be">https://www.youtube.com/watch?v=ElZAYoEcbS4&amp;feature=youtu.be</a>
6	Digital Future of Fashion	VISTA	<a href="https://www.youtube.com/watch?v=bOjh0FzGhaM">https://www.youtube.com/watch?v=bOjh0FzGhaM</a>
7	Achieve Optimized Material Flow by Leveraging IoT Analytics for Manufacturing	ET Brand Equity	<a href="https://www.youtube.com/watch?v=Quz7Jy74N-E&amp;feature=emb_title">https://www.youtube.com/watch?v=Quz7Jy74N-E&amp;feature=emb_title</a>
8	Industry 4.0- Approach Towards Smart Factory Operations	TA(I)	<a href="https://drive.google.com/file/d/1GsF8E2zRmqdM4LNanhOuH5xpKjy3dmeY/view">https://drive.google.com/file/d/1GsF8E2zRmqdM4LNanhOuH5xpKjy3dmeY/view</a>
9	Apparel Manufacturing: Marching Towards the Smart Factory	NIFT	<a href="https://www.youtube.com/watch?v=7_ATs2ZjHJg&amp;t=208s">https://www.youtube.com/watch?v=7_ATs2ZjHJg&amp;t=208s</a>
10	Apparel Manufacturing: Marching Towards the Smart Factory	NIFT	<a href="https://www.youtube.com/watch?v=7_ATs2ZjHJg&amp;feature=youtu.be">https://www.youtube.com/watch?v=7_ATs2ZjHJg&amp;feature=youtu.be</a>
11	AI Skilling in India - Opportunities and Road Ahead	Institute of Engineering &	<a href="https://www.youtube.com/watch?v=pKDAf_vWd10">https://www.youtube.com/watch?v=pKDAf_vWd10</a>
<b>SUSTAINABILITY</b>			
1	Delivering on SDGs: Aligning action by the Global North with Southern priorities	CRB	<a href="https://youtu.be/TeUIqv5Op_l">https://youtu.be/TeUIqv5Op_l</a>
2	MMA online event on the theme "Fast Fashion vs Sustainable Fashion - Insights from Consumers & Industry	Madras Management	<a href="https://www.youtube.com/watch?v=Zio9KHODA4k">https://www.youtube.com/watch?v=Zio9KHODA4k</a>
3	Circular Apparel and Textile - A Strategy for Better Preparedness	TA(I)	<a href="https://drive.google.com/drive/folders/1SLyQukJES_ZnJz-EXj4m6dTJ_tmQj_U">https://drive.google.com/drive/folders/1SLyQukJES_ZnJz-EXj4m6dTJ_tmQj_U</a>
<b>FINANCE</b>			
1	How to minimize the cost of compliance under GST	Drip Capital	<a href="https://www.youtube.com/watch?v=FaDGopxmy18">https://www.youtube.com/watch?v=FaDGopxmy18</a>
2	Input Tax Credit under GST – Possible Solutions for Exporters	Drip Capital	<a href="https://www.youtube.com/watch?v=kgZsnTrleJU&amp;feature=youtu.be">https://www.youtube.com/watch?v=kgZsnTrleJU&amp;feature=youtu.be</a>
3	Refund under GST & Trade Finance as a working capital solution for exporters	Drip Capital	<a href="https://www.youtube.com/watch?v=N4isZ5M5ZsQ">https://www.youtube.com/watch?v=N4isZ5M5ZsQ</a>
4	TCS & E-invoicing provisions and other IT & GST Updates	The Southern Gujarat Chamber	<a href="https://www.youtube.com/watch?v=9it4SuPsWY0">https://www.youtube.com/watch?v=9it4SuPsWY0</a>
5	How Quick will India's Economic Recovery Be	The Hindu Business Line	<a href="https://www.youtube.com/watch?v=bCKJA3vMNko">https://www.youtube.com/watch?v=bCKJA3vMNko</a>
6	Faceless Assessment Appeals and Taxpayers Charter	TA(I)	<a href="https://www.youtube.com/watch?v=HRICNijYXbA&amp;feature=youtu.be">https://www.youtube.com/watch?v=HRICNijYXbA&amp;feature=youtu.be</a>
7	Debtors and Industry Protection through Insurance-Need of MSME Sector	PHD Chamber	<a href="https://www.youtube.com/watch?v=gZOuZPF4EU">https://www.youtube.com/watch?v=gZOuZPF4EU</a>
8	Factoring – a strong financing tool post Covid-19 & Digitalization and latest changes in exports imports	Drip Capital	<a href="https://drive.google.com/file/u/0/d/1zSAYTuarILMh102R2xsbe58WhVd.XB3y/view?usp=sharing&amp;pli=1">https://drive.google.com/file/u/0/d/1zSAYTuarILMh102R2xsbe58WhVd.XB3y/view?usp=sharing&amp;pli=1</a>
9	Risk & Debt Management for Apparel Suppliers	NIFTA	<a href="https://www.youtube.com/watch?v=ZV7YTggJgM0">https://www.youtube.com/watch?v=ZV7YTggJgM0</a>
10	GST Refund	TAFTA Chamber	<a href="https://www.youtube.com/watch?v=pOISjfMBFnQ">https://www.youtube.com/watch?v=pOISjfMBFnQ</a>
11	3 Years of GST in India – Journey So Far & Road Ahead	PHD Chamber	<a href="https://www.youtube.com/watch?v=JwanDpsAVNk">https://www.youtube.com/watch?v=JwanDpsAVNk</a>

## **BUDGET HIGHLIGHTS 2021**

Finance Minister (FM) Nirmala Sitharaman has presented the Union Budget 2021 of India on the 1st of February, 2021. Here are the key Highlights from Budget 2021:

- FM modified the definition of small companies: companies with a paid-up capital not exceeding 2cr & a turnover not exceeding 20cr are to be considered small companies. Over 2 lakh+ companies benefit from this provision.
- FM states that in case the PF amount was deducted but not deposited by the employer, it will not be allowed as a deduction for the employer.
- The FM proposes 'Turant Customs' initiative for faceless, paperless, and contactless customs measures.
- FM announces the pre-filled #ITR in Budget2021: Salary, Tax Payments, TDS are already pre-filled. Capital Gains, dividend incomes, and interest income will now be pre-filled.
- Under Indirect Taxation, the FM proposes to review 400 old exemptions this year through extensive consultations. After which a revised customs duty structure will be introduced.
- In a major move, the limit for tax audits under section 44AB has been increased from Rs 5 crore to Rs 10 crore
- The FM announced that the 'advance tax liability' on dividend income shall rise only after the declaration or payment of dividend.
- The FM announced that the deduction under section 80EEA is to be extended to loans taken up to 31st March 2022.
- FM proposed a faceless Income Tax Appellate Tribunal (ITAT) for providing online resolution.
- FM announced that the senior citizens who get only pension and interest on income are not required to file ITR.
- Reopening of assessment:
  - In normal cases: the time limit has been reduced to 3 years from 6 years.
  - In serious tax evasion cases: can be reopened till 10 years, only when concealment of income is more than 50 lakh.
- FM announced that the 'Faceless dispute resolution committee and mechanism' is set up to reduce litigations for small taxpayers. Any taxpayer with taxable income up to 50 lakh and disputed income up to 10 lakh can approach the committee.

### **BUDGET HIGHLIGHTS FOR TEXTILE SECTOR**

- FM has proposed a mega-investment textile park to be launched along with 7 more textile parks to be established over the next 3 years.
- The Production Linked Incentive (PLI) scheme for man-made fibres and technical textiles with a total outlay of Rs10,683 crore.
- Rs 700 crore for Amended Technology Upgradation Scheme (ATUFs) against Rs 545 crore in the last one, which will help clear the pending capital subsidy. It earmarks Rs 30 crore for Export Promotion Studies against Rs 5 crore in the last Budget, and Rs 100 crore for Integrated Scheme for Skill Development.
- Customs duty (BCD) rates on nylon chips and nylon fibre and yarn will be uniformly reduced to 5% to spur textile industry. Levy of 10% customs duty on cotton and an increase in the customs duty on raw silk and silk yarn from 10% to 15% to benefit farmers. Also, in a move to rationalise duties on raw material inputs for man-made textiles, the Budget proposed to bring nylon chain on a par with polyester and other man-made fibres by reducing the basic customs duty on caprolactam, nylon chips, nylon fibre and yarn to 5%.

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