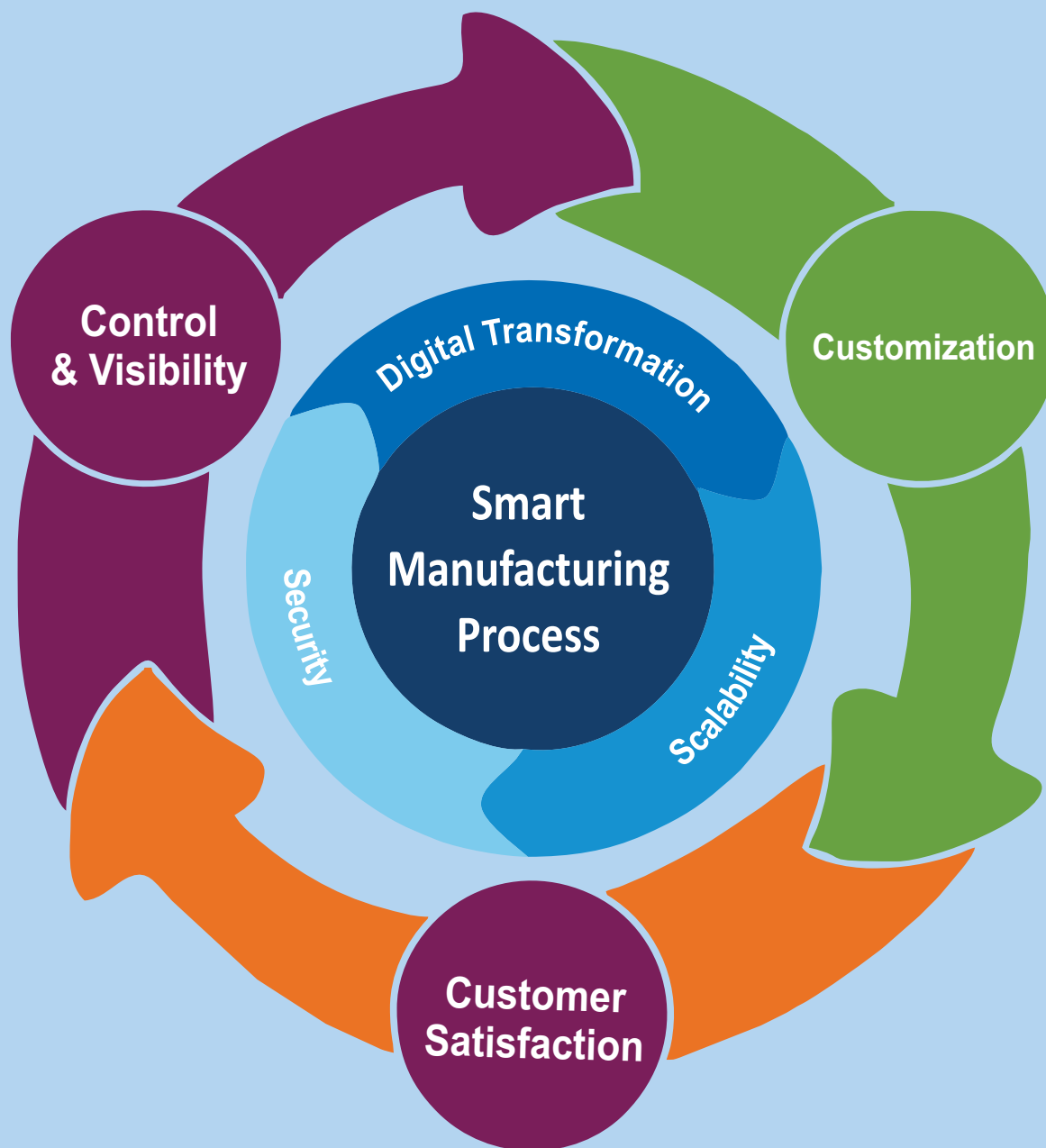


APPAREL INDUSTRY 4.0



Dr. A Sakthivel
Chairman



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

MESSAGE

Wishing all the members of OGTC a safe and strong revival after a challenging beginning of 2021

As we have all witnessed, 2020-21 has been an unprecedented period, full of challenges for the industry and trade. But I am happy to share that with our collaborative efforts, the industry has been able to come back to a revival path. As an industry which is one of the largest employment generators, we also had the added responsibility of managing lives and livelihoods of the huge labour force that we support.

I am happy to note that OGTC and its members had ensured good health and hygiene, COVID protocols and other safety precautions during this period to ensure that the workers and managers in the industry were adequately safeguarded. AEPC had been sharing real time updates and advisories on all the policy support and health & safety measures that industry needs to take during these unprecedented times and will continue to support OGTC members, a safe & healthy recovery in business and trade.

As we all gear up for a strong revival, I am happy to note that OGTC is planning to resume its skilling programmes and other activities. Like always, the Council wishes OGTC all the best for its activities and extends full support for the overall growth of the industry.

(Dr. A Sakthivel)
Chairman, AEPC

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MANAGEMENT DURING & AFTER COVID-19

RESILIENCE AND ADAPTABILITY

Business is always changing. And while change is often good, it can also be difficult.

Change can mean unexpected challenges, problems to solve and added pressure to perform under new and sometimes adverse conditions. Organizations that want to stay competitive and relevant must learn to move forward with **resilience and adapt to new challenges**.



PMS Uppal
President, OGTC

An organization is only as resilient as its people. If your people struggle to adapt and bounce back from stress and even failures, your company will struggle too. That is why it's important to develop resiliency and adaptability in your employees. The more resilient and adaptable your people, the better equipped your business will be to weather change and meet new challenges.

Resilience is the capacity to recover quickly from challenges. People who are resilient can mentally and emotionally cope with a crisis or move through and bounce back from stressful circumstances.

Stress, change and new challenges are part of life and part of business—making resilience an important and useful skill to have at any level in an organization.

Resilient leaders and employees do not shy away from challenges. Instead, **resilient workers view challenges as opportunities rather than threats**, enabling them to focus on solving problems and adapting with confidence.

Both resilience and adaptability are crucial for driving a successful business that is built to last.

Resilience empowers people to manage their emotional and mental stressors, adapt to change with greater confidence and maintain motivation despite challenges.

These qualities are key for driving better outcomes for your people and your business.

Greater resilience and adaptability in the workplace increases employee engagement and performance, reduces stress and absenteeism due to poor health, and preventing burnout and drives towards a successful business that is built to last.

Having a resilient workforce—from leaders and managers to employees has numerous benefits to the health of your people and your bottom line.

Resilience and adaptability are distinct but intertwined—and both are important for a healthy and successful business. Where resilience is the ability to recover or cope with difficulties, adaptability is the ability to adjust to those difficulties to move forward and create a positive or productive outcome.

EMPLOYEE UPSKILLING AND RESKILLING IS IMPORTANT RIGHT NOW

The Covid-19 pandemic has demonstrated that no one has control over the future not markets, individuals or even the economy. Long-term goals are more likely to fall through than ever before, and therefore the time for employee reskilling and upskilling is now.



R.C. Kesar
Director General, OGTC

The time when companies are struggling to stay afloat does not seem to be very appropriate for employee upskilling and reskilling, right? Wrong. It is often misconceived that during tough times employees need to do what they have to by utilizing their current skills and not thinking about how to expand their skill set.

This is especially not true during the crisis of 2020 and 2021 as its effects have been extremely uneven across different industries and functions. We have already seen the major changes that the Covid-19 pandemic have brought upon the economic landscape and, with them, the demand for **new approaches to mobilizing your existing talent base**.

While there have been many conversations about utilizing technology to transform workplaces, companies lack the knowledge or expertise to implement the shift to a distributed workforce model. Yet, with the Covid-19 pandemic, the tables have turned, **and such business models are no longer a privilege but a necessity**.

Perhaps one of the most dramatic impacts of the pandemic has been the unprecedented numbers of laid-off employees and high unemployment rates. However, in a time when even major industries cannot afford to hire new talent, supply chains and business models experienced disruptions that have forced hundreds of thousands of workers into being laid off, transferred into unfamiliar positions or forced to take unpaid vacation time.

In the long run, upskilling and reskilling programs can improve employee engagement and retention, attract new talent, increase collaboration between departments and speed up the adoption of new trends within the company.

Additionally, distributed workforce training will provide an opportunity for the company to maximize employee potential and allow workers to keep their jobs by expanding their skills to different areas.

It is crucial to invest in a workforce adaptable to market changes.

Companies with a strong learning mindset and innovation culture that stay committed to investing in their people in times of economic hardship are the first to benefit from recovery.

AGILITY: HR'S ROLE IN FLATTENING THE ORGANIZATION

Compiled by Neeraj Pandey & Pankaj Choudhary, OGTC



The pandemic underscores the urgency for a more dynamic talent and work model. Human-Resource leaders can help by focusing on identity, agility, and scalability.

Change is the new deal now. Exponential change; accelerated pace of technology, "digital revolution" this is the order of the day. The acceleration of digitization and automation to meet changing individual and organizational needs. Organizational agility improves both company performance and employee satisfaction

ADOPT NEW ORGANIZATIONAL MODELS

For instance, as a part of a multiyear **agile transformation the HR function to drive capability building for the transformation.** To be successful, a transformation should touch every fact of an organization—**people, process, strategy, structure, and technology.** HR can help create an interactive approach by developing core elements of the people-management process, including new career paths for agile teams, revamped performance management, and capability building. It should lead by example as well, by shifting to agile **“flow to work”** pools in which individuals are staffed to prioritized tasks.

CREATE A FLEXIBLE AND MAGNETIC WORKFORCE

The accelerating pace of technological change is widening skill gaps, making them more common and more quick to develop. To survive and deliver on their strategic objectives, all organizations will need to reskill and upskill significant portions of their workforce over the next ten years. **Potential skills gaps related to automation/ digitization within their workforces. HR should help prioritize these talent shifts.**

The shift to digitization has accelerated during the pandemic. These trends and the need to shift skills, there is a clear business rationale behind workforce strategy and planning. During the pandemic, we've seen how organizations have come together to utilize talent with transferable skills make better decisions—faster.

SCALABILITY: HOW HR CAN DRIVE VALUE CREATION

The new normal of large, rapidly recurring skills gaps means that reskilling efforts must be transformational, not business as usual or piecemeal. Lean into a learning culture by reskilling and upskilling. Effective reskilling and upskilling will require employees to embark on a blended-learning journey.

CREATE A VALUE-ENHANCING HR ECOSYSTEM

The need of the hour is for HR to collaborate on and leverage the landscape of HR tech solutions across the employee life cycle - from learning, talent acquisition, and performance management to workforce productivity to build an effective HR ecosystem.

As the organization of the future takes shape, HR will be the driving force for many initiatives: mapping talent to value; making the workforce more flexible; prioritizing strategic workforce planning, performance management, and reskilling; building an HR platform; and developing an HR tech ecosystem.

HR and their teams can continue on this path by connecting talent to business strategy and by implementing changes in the three core areas of identity, agility, and scalability, as well as the nine imperatives that flow from them.

CONTEMPORARY HR

Mr. Pravin Kumar, AGM HR/Compliance, M/s Pee Empro Exports Pvt. Ltd.

Contemporary HR, as I believe is to recognize employees as human beings and not only resources or commodity. This approach of considering human resource as human being is becoming very important and more central in the contemporary approach of Human Resource Management.

As Compared to the Traditional Approach or we can say Factories Act, when in the factories skills were standardized and human resource were visualized as commodity. But today the scenario has totally changed, In the current times we have learned valuing and developing unique resourcefulness. We have realized that each employee is important and each employee can bring business, can add to business as well. Now the second thing that comes to my mind while talking about contemporary Human Resource Management is Talent Development.

In Contemporary Human Resource Management Innovation, agility and cross disciplinary collaboration is central. Talent Development and Strategic Planning is the requirement of current business world. Organizations find it easy to invest into developing skills with in the organization itself. Nurturing talent within the organization makes it easy to maintain competitive advantage in the business world and current environment. Its strategies with larger business strategies.

Human Resource Management is shifting more towards administrative tasks like hiring, firing, staffing, planning, managing leaves(sick-leaves). Whereas Contemporary Human Resource Management focuses upon aligning its strategies with larger business strategies. Today we should speak about Human Resource Management keeping in view International Context which is referred to as International Human Resource Management. As a conclusion Contemporary Human Resource is currently allowing us to witness change in Human Resource Management.

- a) Motivating and Nurturing the Employee within the organization
- b) Work on Employees Skill upgradation
- c) Developing Employees Talent
- d) Designing Employees scale
- e) Managing and Retaining Employees
- f) Establishing Employee Relationship

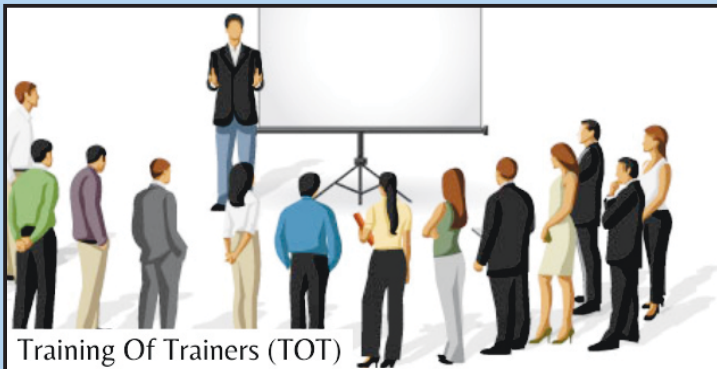
Contemporary Human Resource Management allows us to design a range of technical, cognitive and interpersonal process to accomplish HR functions.

Human Resource being treated as Human Being and not just as any other resource or commodity will create a better HRM environment and will allow the organization to focus on strategic business.

Contemporary Human Resource Management gives organization the vision to value each and every employee and take it as a competitive advantage in the current business world.

Building and Sustaining Competitiveness, and the way forward

Ms. Sunaina Khanna, M/s Methods Apparel Consultancy Pvt. Ltd.



Training Of Trainers (TOT)



Smart Textiles



Industry 4.0



Enable Technology

Irrespective of the sector, competitiveness is something that I believe brings the best to the dias. With things evolving every day, especially after the pandemic, a different paradigm is set to be built that is going to govern the apparel manufacturing from a slightly different perspective. Especially for a country like India where the apparel manufacturing is largely unorganised.

It is important for the manufacturing fraternity to bring the required changes to be competitive and for their business to sustain. Here I bring a few points to the table including many that I think is set to bring change in the apparel manufacturing sector and following which would provide a competitive edge to the organisation.

1) Skill with low wages – Buyers today are not only looking for cheap labour but skill of the workforce has been a top priority today. Brands before placing orders are very keen to understand and analyse the quality of the workforce of the organisation which has made training and skilling a necessity.

2) Innovation – This factor is the key to building and sustaining competitiveness in any environment. Every step brings new challenges and the only way to get past them is through innovation. Technology has been playing a huge role in optimising the factory operations which in the end makes the manufacturing cost competitive, helping the organisation to bring in more buyers. This though has been a concern with the unorganised sector in India which isn't welcoming technology with open arms, creating issues with the whole working ecosystem, not very aware that they can be resolved by simple software's.

3) Targeting the niche – It is important for the manufacturers to target the niche and develop their ecosystem accordingly. The Technical Textile Industry in India has witnessed one of the fastest-growing rates in recent years and is expected to reach \$32 billion by 2023, representing a CAGR of 9.6% during 2014-23. Searching and tapping similar areas having demand in the market, like sustainable fabrics etc. would ensure a smooth growth for the organisation by providing better opportunities to scale.

4) Infrastructure – The pandemic has showed how important it is for systems to develop some sort of self-reliance in the supply chain. Luckily for India, an abundance of production of raw materials like cotton, jute, wool and silk has ensured that manufacturing industries always have an efficient and smooth supply chain of raw materials. The launch of schemes like “Atmanirbhar Bharat” has assisted new players to jump in the booming textile industry and take bold steps towards being a part of the supply chain.

5) Digital presence – The digital media has become such an important part of our lives and its role in influencing decisions has been so huge that it is important for any organisation to have an online presence. Having a solid presence on the internet not only creates the branding but is also crucial to pull buyers towards yourself. Buyers today are looking for transparency within the organisation and the internet has been one stop which is providing a lot of data to build a perspective.

6) Government support – Be it SEZ's or FTA's, these factors are very important parameters that decide the growth of a sector in that country massively, apart from the country's efforts internally. Aiming to develop the sector to be worth US\$300 billion by 2025-26, the Indian government has planned a Production-Linked Incentive (PLI) Scheme worth US\$1.42 billion for the setting up of seven mega textile parks, and to increase the production and exports of man-made fibres, which is in huge demand. Apart from that, government schemes for the unorganised sector, tax reduction on imported raw materials, investment in skilling and training makes a huge difference.

7) Global competitiveness – The world is a global village, makes a lot of sense when we talk of trade. If any factory, situated anywhere has to do a good business, it has to compete on global standards because doing business anywhere in the world today has been quite easy. Hence, it is important for apparel manufacturers to build a system keeping the global standards in mind.

I would conclude by saying that the market is so open today that manufacturers cannot compete on geographical basis but have to compete on their quality of product and business. Any unit that eyes a good growth need not focus only on completing orders but have to also invest a fair share on innovation. Hence, an approach which is based on the principle of cumulative continuous improvement with respect to time and situation is the way forward in building and sustaining competitiveness in the apparel manufacturing sector.

OGTC becomes Smart & Industry 4.0 Ready with Zilingo Factory

“Any skilled engineer can take control remotely of any connected 'thing'. Society has not yet realized the incredible scenarios this capability creates.”

~ André Kudelski



Zilingo Factory is harnessing cloud-based technology and Artificial Intelligence to help apparel factories control their facilities remotely. Majority of the workforce in the factories is young and prefer conducting their work more through mobile devices than computers and laptops.

They carry these computer miniatures in their pockets. Zilingo Factory has harnessed the power of technology and smartphones to enable OGTC members to become Industry 4.0 ready.

Smartphones are portable, affordable and available around the clock, making the workflow very smooth. Therefore, they can be leveraged to emerge victorious in the age of the fourth Industrial Revolution, Industry 4.0.

Let us understand how Zilingo Factory is transforming OGTC factories into Smart factories with the help of simple smartphone technologies.

#1 Digitisation leads to Interoperability

- Zilingo Factory provides **cloud-based software** for data entry and data integration.
- Digitisation enables Interoperability – easy information sharing across machines and people.

#2 Virtualisation by going Paperless

- The software provides tools to create **digital replicas** through information systems anywhere, irrespective of the pin code.
- Since everything is cloud-based, there is no need to use paper. This makes Virtualisation seamless.

#3 Real-Time Data Sharing allows Decentralisation The software enables decentralisation through-

- Real-time data sharing and timeline predictability.
- An **automated system of data escalation** in case of any issues in the factory.

#4 Accessibility enables Real-Time Capability

- The software provides tools for real-time solutions in case of any emergency on the factory floor.
- It provides **apps to collect, analyse and report data in real-time** that are accessible across multiple devices and TV dashboards.

Impact of Zilingo Factory on OGTC Members

- Defect per Hundred Units (DHU) has significantly reduced to as low as 1.26%.
- Efficiency has increased by almost 8%.
- Significant improvements on the production floor.
- Satisfactory Return on Investment (ROI) within a short span of time.

Industry 4.0 leads the future of textile manufacturing industries because the Smartphone Revolution is real. Digitisation and virtualisation of every business are real. Zilingo Factory, with its flagship manufacturing flexibility, now operates in over 50 factories across 6 countries.

CRB's 8th Annual Sustainability Conference India & Sustainability Standards 2021

27-29 October 2021

Centre for Responsible Business CRB's annual flagship conference 'India and Sustainability Standards: International Dialogues and Conference' convenes international and Indian businesses, policymakers and all stakeholders to dialogue and develop road maps across issues and industry sectors – in supporting the momentum towards the Sustainable Development Goals (SDGs).

CRB believes that sustainable business principles are a key ingredient that businesses of the future (and businesses with a purpose) should integrate into their enduring core values – that should ultimately inform their strategies and operations.

2021 is an important year and presents great opportunities with a number of global events like the COPs on climate, biodiversity and desertification; Global Food Systems Summit; 10th anniversary of the UNGPs; Generation Equality Forum and so on. These and other such events are expected to explore answers to pertinent issues on the sustainability agenda. CRB has been trying to make sense of what these global developments signify for India's aspiration to meet the SDGs, especially post COVID19.

At the **8th edition of its annual sustainability conference (27-29 October 2021)**, together with its partners, CRB intends to explore these key questions and evolve elements of transformative pathways for India and beyond. Some prominent issues which will take centre stage at this year's event include:

- Addressing climate risks through net zero GHG emission and commitment towards carbon neutrality.
- Reducing human led environmental damages by adopting and promoting sustainable and circular business models, including value chains.
- Creating an ecosystem to nurture sustainable enterprises that meet job demands and economic opportunities especially for the youth, women – and attracts sustainable finance and investments.
- Addressing inequality through an effective business and human rights framework, building on the experience of the UNGPs and the National Action Plans (NAPs).
- Fostering collaboration and cooperation across stakeholders, geographies, power and institutional structures and systems.
- Viewing the evolving role of technology and finance as enablers, thereby reducing the divide they seem to have created.

CRB will complete 10 years on 14th November 2021. *In honour of this anniversary, we are providing **complimentary passes** for the conference. Please register here to attend this year event* <https://forms.hubilo.com/issregistrationform>

For additional information about the event, please visit our website www.sustainabilitystandards.in

Contact:

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KNOWLEDGE RESOURCE

WEBINARS ORGANISED / ASSOCIATED / COORDINATED

S. NO.	SUBJECT	ORGANISED BY	STATUS (VIDEO RECORDING LINK)
PRODUCTION			
1	Fashion For Profit & How Lack of Knowledge Leads to Costly Mistakes	RDPL	https://www.youtube.com/watch?v=AYr6wgHlcj4
2	Non Woven usage in Medical Textile, and Protective clothing (Medical) technology and its implementation	TA(I) DELHI	https://youtu.be/szqq59O6NVU
3	Importance of workspace analytics in the New Normal	Citrix Systems (I) Pvt. Ltd.	https://www.youtube.com/watch?v=ieauCFX3C6A
4	Applications for Industrial Engg. Techniques for Productivity Measurement and Improvement	NIFT-TANTU	https://www.youtube.com/watch?v=KVWAbcolFkl
MANAGEMENT			
1	Export Incentives, Overview and recent changes	Drip Capital	https://www.youtube.com/watch?v=m0YcTe4BoYI&feature=youtu.be
2	CITI's Global Textiles Conclave 2021	CITI	https://www.youtube.com/c/ManojSharma-CITI/videos
3	Export Customs Clearance: Process Overview & How to reduce costs	Drip Capital	https://www.youtube.com/watch?v=LMq8Jisej6Q
4	Leveraging Design Thinking for the Textile Industry	TA(I)	https://www.youtube.com/watch?v=dauZ2oFp-Jc
5	9TH EDITION OF "TECHNOTEX 2021	FICCI	https://www.youtube.com/watch?v=iCxj65FtClo
6	'Excellence in Apparel: Leveraging TNA	BlueKaktus	https://youtu.be/PfTd7niKxYE
7	Textile Industry's Revival with Growth: Looking Ahead	NISTI India	https://www.youtube.com/watch?v=agpWCl--n0w
8	Shipping Crisis – A Threat to Trade Recovery	Drip Capital	https://www.youtube.com/watch?v=LNwqVhQ-J3Y
9	Inclusive and Sustainable Recovery of Indian MSMEs	FICCI	https://drive.google.com/file/d/1pAJeYlK2qcc_rf5YiylZW987COeOMm/view
10	Exclusive Session on "Production Linked Incentive (PLI) Scheme"	Wazir Advisors	https://cilionline.zoom.us/rec/share/McNbMTB5EXb0EAYTb14dtBQuMa92GJCL2h83Nb9Na4UMpa5QAbAQPL_jNbzwDVM3.pz9fnRPAZ1cVB6T3 Passcode: 4bg2L#E@
HUMAN RESOURCE			
1	"Reimagining the Organization for the New Normal - Role of HR"	CII	https://www.youtube.com/watch?v=ofWxIWDdP3I
2	Book Discussion: BEYOND GREAT: "Nine Strategies for Thriving in an Era of Social Tension, Economic Nationalism, and Technological Revolution"	FICCI	https://www.youtube.com/watch?v=oxuXrlrD8o8
3	Navigating the New Normal: Role of Human Resource Post 2nd Wave of COVID	FICCI	https://www.youtube.com/watch?v=6S-wap0ix4I
4	Changing Role of HR – Navigating the New Normal	FICCI	https://www.youtube.com/watch?v=PdvS8LQazXc
MARKETING			
1	Role of Fashion, Design, art and skill in growth of Indian Textile Industry	Srijan Sanchar & UPID Noida	https://www.youtube.com/watch?v=KRSMtwvU4Y
2	Business Development Strategies	The Southern Gujarat Chamber of Commerce & Industry	https://www.youtube.com/watch?v=XIVLTnuftyO

QUALITY

1	Quality Control & Compliance: Market Focus Europe	FICCI-CMSME & BAA	https://www.youtube.com/watch?v=BrLQOyrV_Ro
2	Shade Variation in Textile Fabric Processing, Root Cause Analysis & Rectification	NITRA	https://www.youtube.com/watch?v=vT4ww_GkS-E
3	Quality Gate Effectiveness in a Textile Unit	NITRA	https://www.youtube.com/watch?v=1qa0tlSykUM
4	9th Virtual Quality Conclave Theme: Quality 4.0: Leading towards an Atmanirbhar Bharat	Quality Council of India	https://www.youtube.com/watch?v=r0mIVADw-cw

INDUSTRY 4.0 - SMART MANUFACTURING

1	3rd CII Virtual Conclave on Artificial Intelligence	CII	https://www.youtube.com/watch?v=wx-HG0KQ_Gg
2	Technical Textile - The Future of Indian Textile Industry	IMC Chamber of Commerce and Industry	https://www.youtube.com/watch?v=2AR2M8c4zTM
3	Overview of Robotics Applications in Smart Manufacturing	IIT Delhi - AIA Foundation for Smart Manufacturing	https://www.youtube.com/watch?v=FRDhcuUhmHk
4	Business Excellence Through ATHENA i4 Enterprise Planning	Technopak	https://drive.google.com/file/d/1sJ9RE4VemyS7xxahwFoGVCJrasDBuG7D/view

SUSTAINABILITY

1	How Sustainable Textiles can be a game changer in your 2021 growth strategy	Sowtex Network	https://www.youtube.com/watch?v=gifCB6d8RVU
2	Wastewater reuse and water conservation in the Textile Industry	CRB	https://www.youtube.com/watch?v=xBqHh_-6EVk
3	Strategic Approach to National Water Management	Prem Jain Memorial Trust	https://www.youtube.com/watch?v=NNlc0Z7yV1s
4	How to Reuse Common Effluent Treatment Plant (CEPT) Water	The Southern Gujarat Chamber of Commerce & Industry	https://www.youtube.com/watch?v=IUK2IF-nlCk

FINANCE

1	"e-Invoicing and Compliances made easy with Tally Prime"	Drip Capital	https://www.youtube.com/watch?v=0NAQw-ZMOYo
2.	Union Budget 2021-22 – Highlights & Impact for Apparel Industry	AEPC	https://event.webinarjam.com/replay/46/r4zn1iv5twpt08t7g2
3	Furnishing of details in IFF and payment of tax by Taxpayers in QRMP Scheme	GSTIN	https://www.youtube.com/watch?v=yOBizK3X9Ec&feature=em-lbrm
4	Rules & Update on Incoterms 2020	Drip Capital	https://www.youtube.com/watch?v=mgzrKH6rc40
5	Export Payment Terms	Drip Capital	https://youtu.be/bc3gvUVIEdg
6	Forex Risk Management in Exports with Currency Hedging	Drip Capital	https://youtu.be/YFS_1cta9yQ
7	Refund under GST for Exports	Drip Capital	https://www.youtube.com/watch?v=GVsqYm-kreA
8	Master Class on Customs Rules, 2020 and Faceless Assessment	FICCI India	https://www.youtube.com/watch?v=bjHqBQwbAbM&t=1599s
9	Export Finance - Guidelines & Facilities	Drip Capital	https://www.youtube.com/watch?v=caetQlmlhjo
10	Changes under TDS/ TCS provisions from 1st July 2021	V J M & Associates LLP	https://www.youtube.com/watch?v=Wck2O9xu520&t=13s

SOCIAL

1	Webinar on "Your Body Hears Everything Your Mind Says"	Enviro-Connect	https://www.youtube.com/watch?v=bXPylW3gSek
2	Crucial Role of Water & Nutrients	Team Wellness Mandala	https://www.youtube.com/watch?v=_uFtK4BYj3o
3	People After Pandemic	The Southern Gujarat Chamber of Commerce & Industry	https://www.youtube.com/watch?v=odhlwNmuWUM
4	The Effective Role of the Central Government in the Current Corona Situation		https://www.youtube.com/watch?v=ZJ8BTfaH0jU
5	Interpretation of well-known Criminal Clauses		https://www.youtube.com/watch?v=4qPfHI9RgYw

Grid's No-Code Platform is making way for the Garment Manufacturing Industry

Mr. Shaurya Poddar, M/s Grid

With changing times, the garment manufacturing sector is looking forward to making its processes faster, smoother, and more powerful. And that's exactly what Grid's no-code platform does.

For the past four years, we have been helping manufacturers build effective tools for their business purposes using our platform Grid.

Taking a new approach to digitisation for Factory Floor and processes with Grid

Who are we?

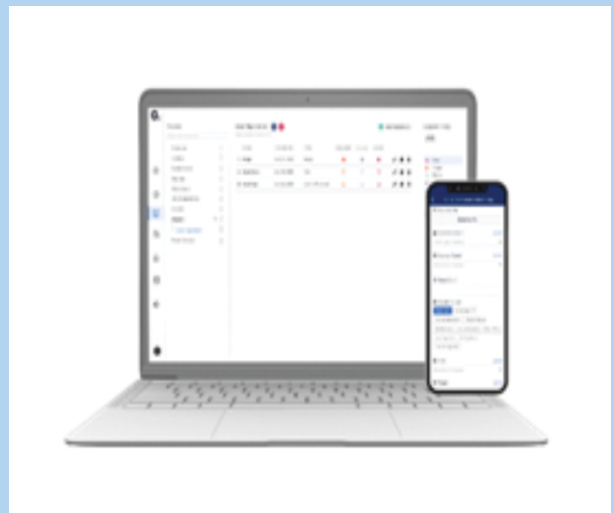
We are a four-year young technology company focused on bringing the best and latest technology to apparel and ancillary manufacturers to ensure efficient frontline operations. A young team who are open to ideas, we are extremely approachable and backed by experience in technology and industry stalwarts like Sunil Arora, who has been mentoring GRID to develop & promote software solutions in the Apparel & Fashion space. He has provided solutions & trusted by 1000+ fashion companies in 50+ countries for 35+ years and had been consulting & lecturing at NIFT -India, IIT-India, FIT-New York, London & Paris Schools of Fashion and presenting at multiple conferences & events around the world.

What do we do?

We help deploy different modules (mobile and tablet enabled) across the production line to capture the correct information and create real-time workflows and dashboards for efficiency increase. Always be up to date with your progress using dashboards, and management can identify key bottlenecks to increase output. Factories working with us typically see over a 10% increase in efficiency and digitalise over ten processes on an average, including production line monitoring, skill matrix, asset maintenance and management, video-based helpdesk and frontline training, and many others.

So, what's different?

Unlike traditional software that is fixed and comes with set processes, we have taken a novel approach to the digitalisation of the factory floor. Instead of preset modules and processes, Grid comes with standard templates like cutting to packaging module, quality management module, and others that can be easily customised according to the processes you follow on your factory floor. The best part? Customising and using Grid is almost as easy as a simple spreadsheet.



Considering the Grid's capabilities, we offer it in a pay as you go solution, therefore, making it ideal for plants of any scale. We also believe in handholding and helping you customise Grid based on your requirements and your processes so that you don't adapt to the software, but the software adapts to you.



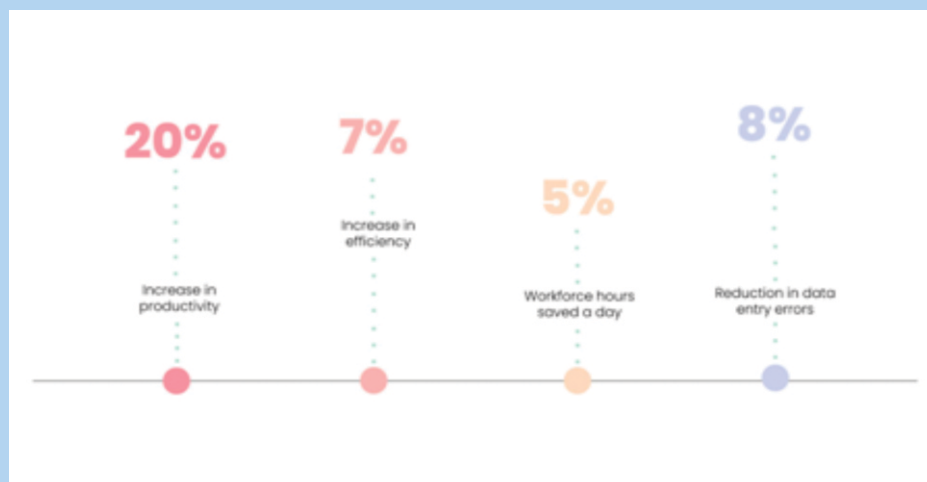
Why are we here and why OGTC?

Improving the global competitiveness of Indian Garments and Textile industries has become a priority for both the government (Niti Aayog's priority list for 2021) and multiple industry associations. The drastic growth in new production hubs like Bangladesh, Vietnam, Morocco, and others has put pressure on Indian manufacturers to be more efficient and productive. Upcoming trends of sustainable and ethical fashion are also finding their way back to traceability and efficiency of manufacturing units, and dramatically impacting global buying decisions.

Therefore, It has become imperative for manufacturers in India to break the existing efficiency barriers of 40-45%. Manufacturers also need to explore innovative and cost-effective ways to identify and remove bottlenecks in their factory floors for both existing assets and people. Our vision is to become the platform through which every manufacturer and operator is digitally enabled, at their maximum efficiency and have the tools that enable them to adapt with changes rapidly.

Making an impact on the Garment Manufacturing Industry

We have built Grid and our templates after partnering with reputed garment manufacturers to create a platform that can give inroads to each process in the manufacturing value chain. While manufacturers have ERPs, custom software and applications or even specific apps that solve specific problems, there is a lack of integrated software experience across all business functions. A simple production tracking and line management system built on Grid can have the following impact on critical business metrics:



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Know more about us at www.workongrid.com and on LinkedIn <https://www.linkedin.com/company/pragyaam/>

FINANCING THE APPAREL & TEXTILE INDUSTRY: THE NEXT BIG THING

India's domestic textile and apparel industry is valued more than \$ 100 billion in 2018-19, and it is anticipated to expand at a CAGR of 12% to \$ 223 billion by 2025. In 2018-19, the textile sector provided 7% of total industry production (by value).

In the fiscal year 2018-19, the Indian textiles and clothing sector contributed 2% to GDP, 12% to export earnings, and 5% of global textiles and apparel trade. In 2019-20, India's textile and garment exports accounted for 11% of all mercantile shipments.



CA. Sachin Jindal,
M/s VJM & Associates LLP

Around 4.5 crore people are involved in the textile sector, with 35.22 lakh of them working on handlooms. As of today, India holds command as the world's largest producer of cotton and the world's second largest producer of polyester and silk.

Even amidst the global pandemic, the industry is doing wonders. Today, more than 600 firms in India are qualified to manufacture PPE, with a worldwide market size of more than \$92.5 billion by 2025, up from \$52.7 billion in 2019.

Furthermore, the domestic technical textile market for synthetic polymer was valued at \$7.1 billion in 2020 and is anticipated to expand at a CAGR of 7.2 percent to \$11.6 billion by 2027, while the technical textile market for woven cloths is likely to increase at a CAGR of 7.2 percent, while technical textile market for woven cloths is expected to grow at a CAGR of 7.4% to \$15.7 bn by 2027, up from \$9.5 bn in 2020.

With the government ramping up the allocation and reduction of interest on the textile industry in every budget session, Non-Banking Finance Companies have been guaranteed support to perceive the sector as a potential for financing exporters since they often seek loans at cheaper interest rates.

With such a great future prospects in this industries, in the pre-pandemic times, the industry suffered a few common issues which have aggravated in the post-pandemic time. Some of the common issues are:

- No new MSME projects or large industries are being set up to reap the benefits which the textile industry has to offer;
- Unwillingness to bear the expenses of the principal investment- even the potential investors are thinking a lot to take a chance in this potential, yet stagnant industry;
- The labour force was significantly under-paid and the exodus during the pandemic worsened the condition of the labours even further;

- The interest rate of the nationalized and private banks is although less, but the collateral demanded or the technical processes discourages the potential industrialists or entrepreneurs to seek loans;
- Non release of GST refund with in reasonable times including late release of drawback, MEIS etc.
- Problem arisings while engaging into exporting textiles overseas;
- Lenient environmental regulations vis-à-vis the textile industry which demotivates foreign players and their FDI in the industry, etc.

That is why, the government should make efforts in order to raise the belief and win the confidence of the potential investors. A few suggestions which might help the government to instill confidence and encourage investments are:

- **Easy Finance Options:** The Government should come up with banking schemes where interest rates are further slashed down and alternative funding schemes should be implemented to reduce the hassles of availing financing options from banks.
- **Wage Support:** The government should provide stipend to the labours who went back during the pandemic exodus to relocate again to the factory sites and provide direct wage support to ensure that the layoffs and unemployment reduces. It will serve those employed in organised apparel and textile units that account for a large percentage of the registered workforce.
- **GST Refund:** The swiftest way to reach the maximum number of stakeholders is to refund GST payments made in part or full for the past six months. This will cover almost the entire gamut of industry stakeholders, right from the handloom weavers in the remote parts of the country to the shopkeepers and traders in the now deserted high streets.
- **Special Package of Incentives for the Export sector:** The sector will need an immediate package of incentives such as Extra Duty Drawback on exports made in the previous Financial Year (since exports are likely to be slow in coming months), and obviously, a continuation of the same to the next Financial Year.
- **Environment-friendly regulations:** In order to position India as a value-added destination for the textiles and apparel industry globally, there is a need to develop an understanding of the environmental impact of the garments being produced and making the right decisions about how, where, and what we source across the value chain by selecting sustainable and renewable materials, processes and ensuring their traceability.
- **Implementing export-friendly schemes:** Novel schemes such as RoDTEP, which aims to catalyze the exports sector of the economy, should be made more accessible to all types of industries, especially the prospectively high-yielding sectors such as that of textiles and implement no priority basis.

Paramount CSR - Journey towards Social Inclusion & Sustainability

Apparel is a labour-intensive sector. Labour is mostly characterized by lower socio-economic background, migrant, women, low educational level etc. All this makes them highly vulnerable. Therefore, it should be the responsibility of the employer to invest in their well-being. CSR is not just about taking care of the external community as mandated in the Companies Act 2013. However, the internal stakeholder at the bottom of the pyramid are equally important and need to be taken care of. It's the ethical and moral responsibility of the employer and also has a business case towards ensuring the sustainability of the business.

Paramount Products Pvt Ltd is a pioneer in the field of garment export from India since its launch in 1973. Today, the company exports to various brands in the United Kingdom, Germany, France, Spain, Sweden, Norway, and Denmark. We have more than 5000 workforce employed with us in five Manufacturing Units based in Noida. Paramount Products believes that improving working conditions, giving equal opportunities to everyone, and to safeguard environment are an investment and not a cost.

Our business focuses on three core elements, economic growth, social inclusion and environmental sustainability. We have a separate CSR department headed by a well-qualified and experienced development professional who is spearheading the CSR vertical of the Company with a strategic approach.



Presently, we are implementing two major CSR projects for our internal stakeholders, viz. project *Sehat* and project *Mukta*. Objective behind *Mukta* is to liberate and empower women workers towards a more fulfilling life through workplace-based-interventions on sexual & reproductive health, financial inclusion and gender equality. However, *Sehat* aims to take long term sustained efforts toward ensuring health and well-being of all the staff members so that they can contribute as per their best abilities.

Under *Mukta* we are taking both gender specific interventions and gender mainstreaming approach to address direct and indirect discrimination. Gender mainstreaming approach is about adopting gender as a cross-cutting theme in all organizational level decisions and policies. However, gender specific interventions are about programs or activities specific for women to ensure their good health, well-being and empowerment. Various activities conducted are on themes like gender sensitization, violence against women, cervical cancer, menstruation hygiene management, family planning, financial inclusion, legal awareness etc.

Sehat is based on multipronged approach to address health needs of all the workers comprehensively and effectively through curative, preventive and promotive healthcare services. Physical and mental health are two components getting covered under *Sehat* project. Apart from activities around Nutrition, ergonomics, awareness against substance abuse, etc., health assessment of the workers is getting done to know their health status so that required services could be provided to them.

For external community, we are implementing project *Taruna*. The primary focus of the project is to empower the adolescent girls (10 – 19 years) which will help to break the vicious cycle of ill health, poverty and ignorance. Project is based on the ecosystem model, which while keeping girls at the core, is working with the entire community by considering them as important stakeholder.

Through our various initiatives we are contributing towards Sustainable Development Goals, SDG 3 Good Health & Well-being, SDG 5 Gender Equality, SDG 8 Decent work and Economic growth. We are confident that our efforts will help us to create a more inclusive society, bridge the socio-economic gap, create sustainable world, and to empower everyone associated with us.

(Sumit Mahajan)
Managing Director
Paramount Products Pvt. Ltd.

TREE PLANTATION PROGRAM AT M/s RADNIK EXPORTS

RADNIK INITIATIVE FOR SOCIAL EMPOWERMENT (RISE)

AIM

To highlight the importance of plantation for a healthy environment

WHY TO PLANT TREES?

- Trees produce air and clean the air we breathe
- Trees clean the soil
- Tree combats the greenhouse effect
- Trees control noise pollution
- Trees fight soil erosion
- Trees shade and cool
- Protects wildlife
- Trees conserves energy

HOW TO STOP DEFORESTATION

- Creating awareness for plantation
- Balance growth of urbanization
- Strict laws against defaulters of deforestation
- Establishment of more forest institutions
- Use recycled items



We have already Planted 2500 trees in NOIDA through "Give me trees" in 2020 and further plan to plant 5000 more Trees in this year.

WORLD ENVIRONMENT DAY CELEBRATION AT M/s ORIENT FASHION EXPORTS (INDIA) PVT. LTD.



AT M/s PEE EMPRO EXPORTS PVT. LTD.



AT M/s PARAMOUNT PRODUCTS PVT. LTD.



WHEAT FLOUR DISTRIBUTION CAPPING AT M/s PEE EMPRO EXPORTS PVT. LTD.



INTERNATIONAL WOMENS DAY CELEBRATION AT M/s PARAMOUNT PRODUCTS PVT. LTD.



AT M/s ORIENT FASHION EXPORTS (INDIA) PVT. LTD.



CELEBRATION OF INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN AT M/s PARAMOUNT PRODUCTS PVT. LTD.



50TH NATIONAL SAFETY WEEK AT M/s ORIENT FASHION EXPORTS (INDIA) PVT. LTD.



INTERNATIONAL HUMAN RIGHTS DAY AT M/s PARAMOUNT PRODUCTS PVT. LTD.



HEALTH CHECKUP CAMP AT M/s NEETEE APPAREL LLP



EYE & HEALTH CHECKUP CAMP AT M/s ORIENT FASHION EXPORTS (INDIA) PVT. LTD.



M/s PARAMOUNT PRODUCTS PVT. LTD. DONATED SOME REQUIRED MEDICAL ITEMS TO THE COVID-19 MEDICAL TREATMENT AND ISOLATION CENTER IN NOIDA

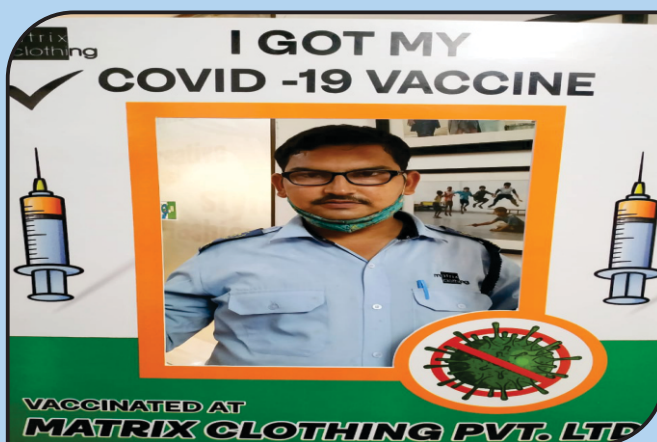
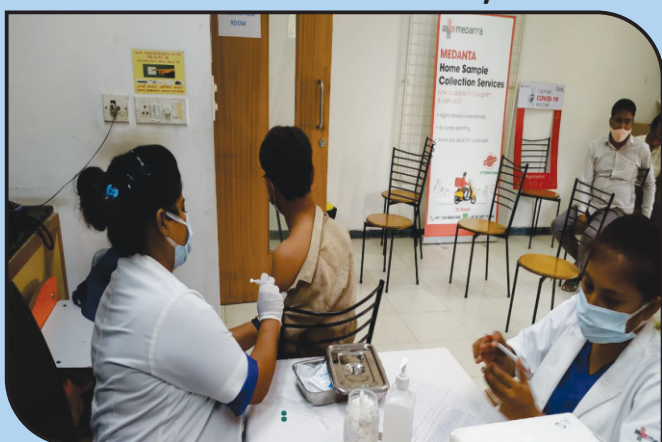


COVID-19 VACCINATION DRIVE AT OGTC MEMBER COMPANIES

AT M/s GUDI EXPORTS PVT. LTD.



AT M/s MATRIX CLOTHING PVT. LTD.



AT M/s PARAMOUNT PRODUCTS PVT. LTD.



AT M/s PEE EMPRO EXPORTS PVT. LTD.





CONFERENCE ANNOUNCEMENT

ICAHT-2021 (VIRTUAL CONFERENCE)

16TH INTERNATIONAL CONFERENCE ON APPAREL & HOME TEXTILES

DATE: - COMING SHORTLY

THEME: ACCELERATING COMPETITIVENESS IN POST-COVID WORLD

A BRIEF INTRODUCTION ABOUT OGTC

OGTC, a cluster centric approach, is the first of its kind with mission excellence as its motto. Though the members are not having physical proximity but are clear in their minds that success can only be achieved through collective thinking and cooperation. Like minded entrepreneurs got together and created OGTC to primarily strengthen each member by complementing each other, by identifying best practices, implementing intensive collective training and adopting out of the box approach and provide inputs as a think tank to the garment industry.

ABOUT VIRTUAL CONFERENCE

The current unprecedented circumstances arising due to COVID 19 has presented new challenges as well as opportunities for businesses to leverage mutual synergies to harness the untapped potential in Textiles and Apparel Sector. With the lockdown getting lifted, the industry is opening up and operations are picking up gradually. Today, the textile and apparel cluster desires to move faster with radical innovation, shifting markets, evolving supply chains and distribution channels, cost & operational efficiency and orientation towards responsible and sustainable manufacturing.

The value of face-to-face interaction will never go away but there are circumstances when going virtual is inescapable. Notwithstanding, our virtual programme will continue to be filled with networking opportunities, educational sessions, and attendee insights so as to generate meaningful take aways.

For mere survivability, the manufacturing sector has to improve the competitiveness of the textile sector in general and apparel sector in particular and this needs to be done sooner than later.

Let's Come together to usher a creative coalition where industry and government working together can alleviate many of the problems facing the industry.

A few quick facts about participation in ICAHT 2019 conference:

- ❖ **600 Delegates from 114 Manufacturing Units.**
- ❖ **30 persons from consulting firms.**

For further details if any contact:

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