



Volume 67 | Issue 02, 2023

INDO-GERMAN ECONOMY

The business magazine of the Indo-German Chamber of Commerce

HIGHLIGHTS →

- Indian Business Delegations on Green Hydrogen
- ITB India 2023
- Annual Regional Meet Pune 2023
- India's Workforce Meet the Needs of Germany
- FairVoice: Grievance Mechanisms



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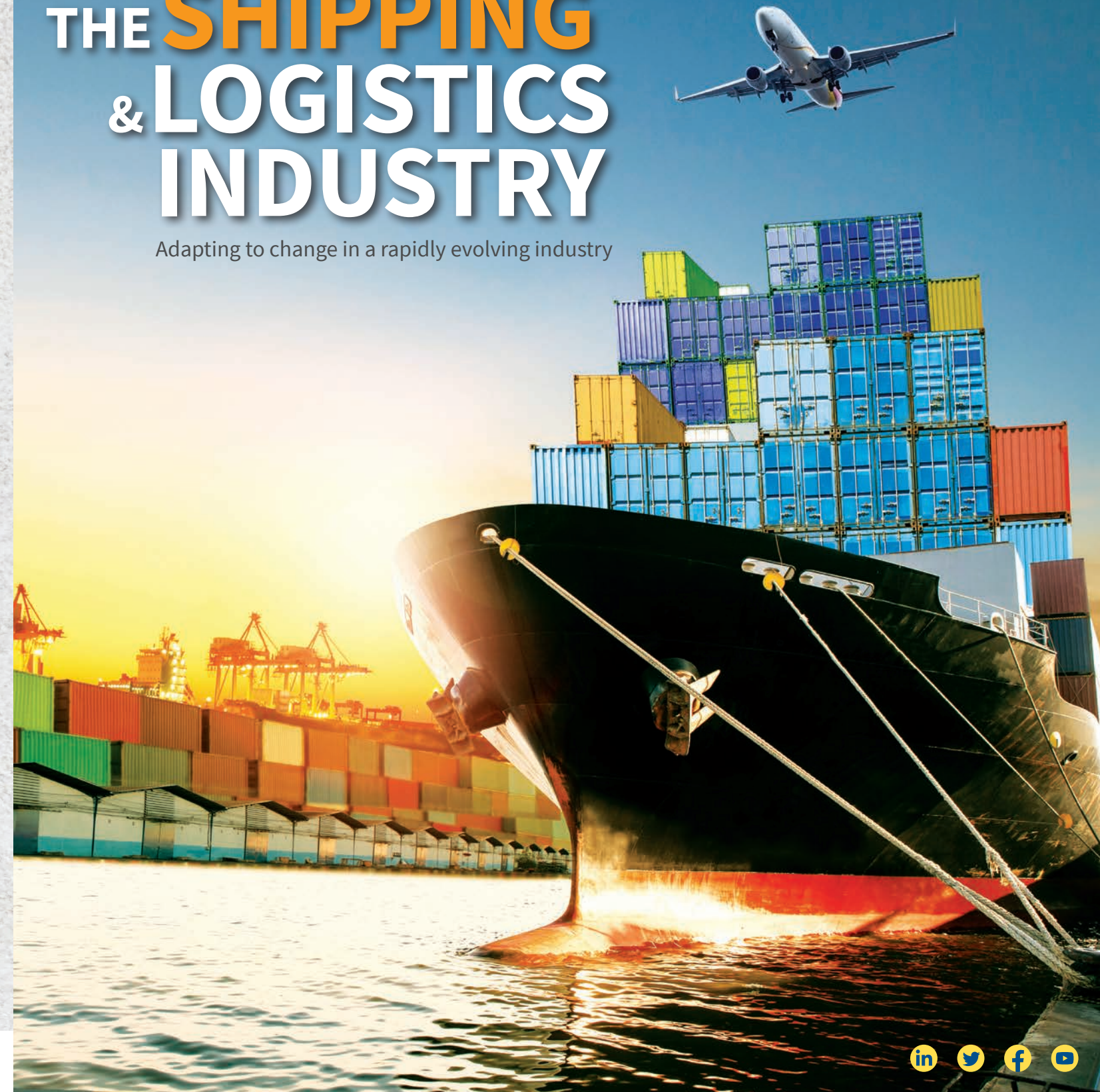
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Dear Members and Friends of IGCC,

It is fair to say that halfway through India's G20 Presidency, India is making the most of being the centre of global attention. Over 200 events take place in more than 50 Indian cities, many of which are covered by global media. Political delegations have travelled in and out for the Presidency. In addition, business delegations have also travelled in the context of B20 meetings. Their objective is compiling recommendations for the G20 summit in September, the business summit will take place at the end of August.

The theme of the Indian Presidency is **"One Earth, One Family, One Future"**. The target is a **"Presidency of healing, harmony and hope"**. The mission statement underlines and stresses the necessity of international collaboration and peace to jointly address the global challenges ahead of us. India can, should and wants to play a leading role in tackling those challenges. There are around 3 months left before the summit and it remains to be seen, how and to which extent India can win over those countries, which do not seem to place international collaboration very high on their agenda.

In Early May, I had the pleasure of attending the AHK World Conference in Berlin, together with IGCC President **Anupam Chaturvedi**, Vice-President **George Ettiyil**, and my colleagues **Sonia Prashar** and **Ute Brockmann**. It was a four-day event, focusing on the work of the global AHK network, the collaboration with our partners and a full day on the state of the world economy. Speakers included the Minister of Economic Affairs and Climate Action, **Robert Habeck**, Siemens CEO and APA Chairman **Roland Busch**, BASF CEO **Martin Brudermueller** and many more. A variety of topics was covered, from the resilience of global supply chains to the green energy transformation, skilling, training and skilled migration to geopolitics and their impact on global businesses. India and its role were part of any and all of these discussions. In an 80-minute tour around the world, we took the chance to mention some of the highlights, which are making the news. India is now the country with the largest population on the planet, it is the 5th largest economy in the world, and at currently forecasted growth numbers, it will only

be a few years until India will surpass Germany and then Japan to become No. 3.

Being the most populous country in the world and one of the largest economies comes with many opportunities and at the same time with significant challenges and responsibilities. The domestic market potential is enormous and will continue attracting foreign investment into the country. We, at IGCC, see the increased interest of German companies in India every day. This will contribute to the targeted economic growth, and we will continue playing our role to support the German industry. On June 14 we will hold our "Jahrestreffen", the annual meet with our German members, in Frankfurt. This year the focus will be on "Innovative India" and how to best combine German technology and Indian talent. The combination of Indian and German companies has the potential to generate benefits and growth in both countries and beyond.

Every month around one million Indians enter the labour market. One of the biggest challenges will be providing a sufficient number of qualified employment opportunities. Only then, the economic growth will reach all parts of society. It will be essential that all or at least the vast majority of entrants will be trained and will possess the necessary skills to create value for their employers and income for themselves. We, at IGCC, will continue making it our mission to contribute to the skilling and training of the workforce of our member companies.

Being the most populated country in the world will also mean that other countries will look to India for leadership. This will continue after the G20 Presidency and will include other international institutions. It will not be easy, as those countries, which are currently trying to dominate the world order, will not just step aside to make room for India. It will be important for India to have allies. Germany should most certainly be one of those allies. IGCC, together with our partners, will continue working on the further strengthening and deepening of Indo-German relations in all fields at all levels.

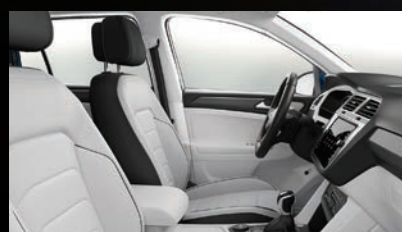
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Stefan Halusa, Director General
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Unlocking Sustainable Potential: The Port of Hamburg's Journey Towards a Greener Future

In the bustling metropolis of Hamburg, where economic success intertwines with environmental consciousness, lies the Port of Hamburg—an exemplar of sustainable development. The port's actions have far-reaching implications, leaving a tangible impact on its surroundings, economy, and nature. Recognizing the need to embrace sustainability, the port has risen to the occasion, spearheading ecological initiatives and paving the way for a greener future.

The Hamburg Port Authority (HPA) is aware of the multifaceted impacts of its activities on people, the environment, and the climate. It has set ambitious goals to reduce carbon emissions by 50% by 2025 and to achieve climate neutrality by 2040. Through ongoing shore power projects and adherence to the World Ports Sustainability Program, the Port of Hamburg balances economic success with environmental responsibility.

Amidst growing global demand for clean energy and the urgent need to achieve climate targets, Hamburg has set its sights on becoming a leading hydrogen hub in Europe. The port is poised to host Germany's first large import terminal for green hydrogen, in collaboration with Air Products and Mabanaft by 2026. With the requirement for hydrogen in Germany exceeding domestic production capacities,

creating a robust infrastructure for import, distribution, and utilization has become imperative. Hamburg, with its world-class port facilities, is certain to be at the forefront of this movement. Hamburg's aspiration to become a European centre of green hydrogen aligns with its unique advantages, as highlighted by the Organization for Economic Co-operation and Development (OECD) Territorial Reviews 2019.

Hamburg's proactive approach to forging international partnerships has led to agreements with countries such as Chile, Uruguay, Argentina, Scotland, the Netherlands, Canada, and the United Arab Emirates. This showcases the port's ambition to create a worldwide network of sustainable trade and logistics, driving the adoption of environment-friendly practices on a global scale.

As the port continues to pioneer sustainable practices, it will not only secure a reliable energy supply for Germany but also inspire change and accelerate the global transition towards a greener and more sustainable future. Its determination to become the most modern, digital, and sustainable port globally will inspire other ports and industries to follow suit, realizing the immense potential for economic prosperity within the framework of environmental responsibility.





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From 4 – 6 October 2023, INMEX SMM India, South Asia's largest maritime exhibition and conference, will take place at the Bombay Exhibition Centre in Mumbai.

India has a coastline of more than 7,500 km and about 95% of India's international trading volume is handled by maritime transport. The expansion and modernisation of the maritime industry is one of the country's top priorities, for which an investment requirement of 81 billion US dollars has been identified. In addition to the expansion of ports and their improved connection to the domestic infrastructure, key topics include growth in the areas of shipbuilding, recycling, and repair as well as sustainable development goals for the maritime sector.

Funded by the Federal Ministry for Economic Affairs and Climate Action (BMWK) and supported by the VDMA and the VSM, the German Pavilion at INMEX SMM India 2023 offers exhibitors the opportunity to benefit from a high-quality trade show participation under the label "Made in Germany".

The German Pavilion offers the following presentation options:

1. Stand space with stand construction incl. extensive additional services for € 290 per sqm (minimum area 9 m²).
2. Space in the pavilion's information centre (2 m²) incl. extensive additional services for € 810 per participating company.

INMEX SMM India covers the entire range

of maritime technologies and services and offers suppliers and investors the ideal starter platform for the South-Asian market or the opportunity to expand their business relations in the region. Around 250 exhibiting companies from more than 20 countries and over 6,500 trade visitors are expected to attend.

"The Indian shipping and shipbuilding market offers an interesting and long-term growth potential for supply business and cooperation for international maritime supply companies. INMEX SMM India is undisputedly India's leading maritime trade platform for all companies that want to tap into this growth market for the first time or maintain their existing contacts and business relationships", said Hauke Schlegel, Managing Director VDMA Marine Equipment and Systems.

Outlook SMM 2024

The maritime transition requires concerted efforts, collaboration, and a platform that combines leading players and newcomers from all sectors. That's why SMM takes place again from 3 – 6 September 2024 in Hamburg.

Around 2,000 exhibitors and more than 38,000 participants from over 100 countries are expected to attend.

Come exhibit at the world's leading maritime fair and present your innovations and solutions. We look forward to welcoming you to the heart of Hamburg, the maritime metropolis of the world.



**The deadline for
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For more information on INMEX SMM India or SMM please contact **Silke Eidam** at silke.eidam@hamburg-messe.de

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SES is Germany's leading volunteering non-profit organization for experts and executives, who are either retired or taking some time off work. It is the foundation of the German Industry for International Cooperation.

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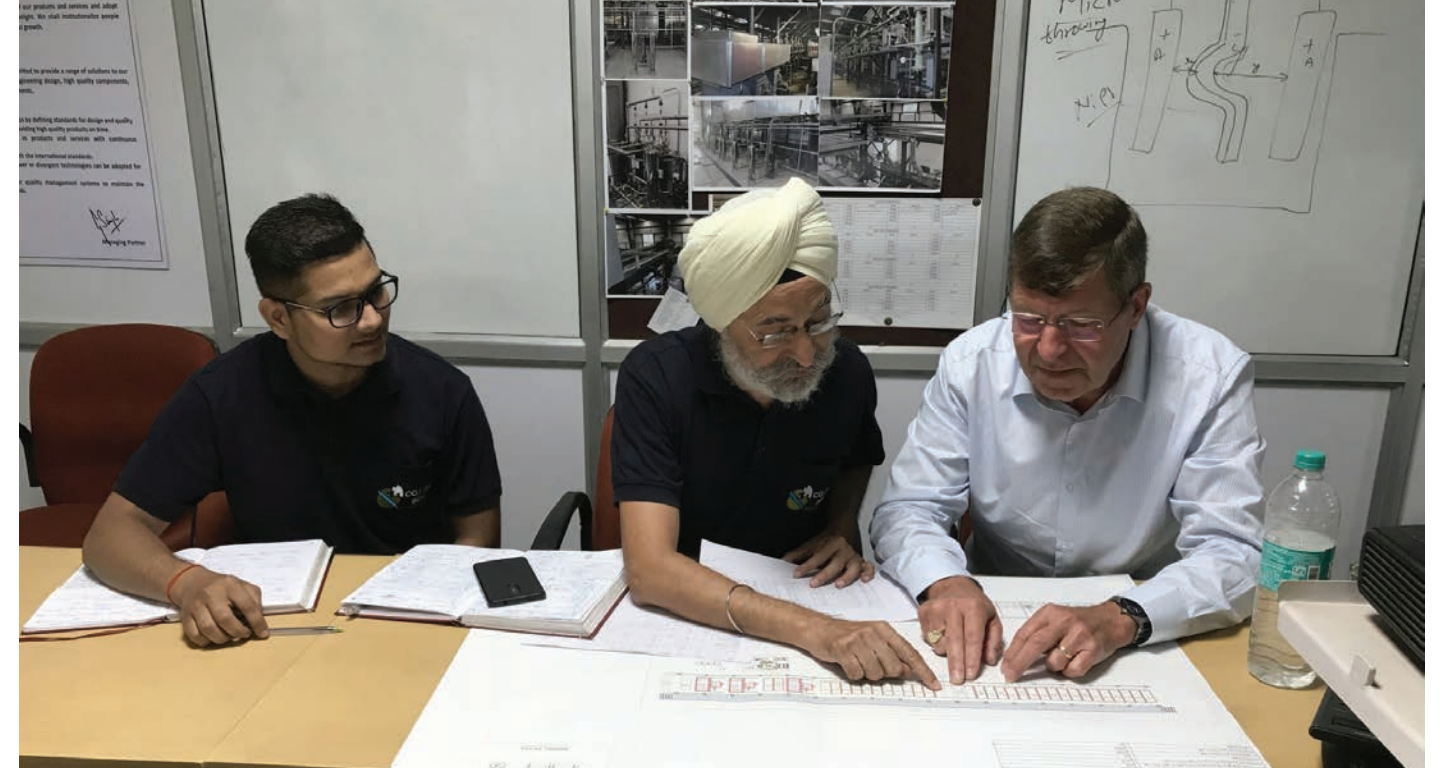
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At present, SES has access to the knowledge and experience of over 12,000 experts from all professional spheres. Since 1983, SES has completed more than 45,000 voluntary expert assignments in over 160 countries, with approximately a third of the placements being in Germany.

Main Beneficiaries

The main beneficiaries of the SES network's expertise are small and medium-sized businesses, public authorities, professional and business associations, social and medical facilities, and institutions which provide basic education or vocational training. In Germany, there is a special focus on supporting the development of young people at school or in training.

Supporting Organizations

The SES is based in Bonn. It has about 200 representatives in 90 different countries around the world. The SES is supported by Germany's top business organizations:

- The Federation of German Industries (BDI)
- The Confederation of German Employers' Associations (BDA)
- The German Association of Chambers of Industry and Commerce (DIHK)
- The German Confederation of Skilled Crafts (ZDH)



- The SES primarily receives funding from the German Federal Ministry for Economic Cooperation and Development (BMZ) and the German Federal Ministry of Education and Research (BMBF).

For further details, please contact: **Sutanwee Pandit**,
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Aero India 2023: Unveiling the Future of Aviation and Defence



Aero India, Asia's biggest Air Show is a biennial air show and aviation exhibition held in Bengaluru at the Yelahanka Air Force Station. The exhibition is organised by the Defence Exhibition Organisation, the Ministry of Defence, Government of India. The global aviation expo provides an opportunity for the aerospace and defence industry to exhibit products, technologies and solutions. This year's theme at Aero India; 'The runway to a billion opportunities' showcased the rise of a strong and self-reliant 'New India' with exhibitors and representatives from over 80 countries participating at the exhibition.

The 'German Group Participation' was facilitated by the Indo-German Chamber of Commerce (IGCC) and supported by the German Aerospace Industry Association (BDLI). Organisations like Liebherr, Cap Gemini, and Optimier participated in the expo. **Achim Burkart**, Consul General at the German Consulate General in Bengaluru inaugurated the participation together with **Sumit Sharma**, Regional Director, IGCC and senior industry representatives. He encouraged the exhibitors to engage and explore new business opportunities to further strengthen Indo-German cooperation.

With more than 800 exhibitors and over 100 overseas exhibitors, the show attracted global participation.

During the parallel conference and CEOs Round Table meeting on the theme



'Sky is not the limit: opportunities beyond boundaries' laid the foundation for a more robust interaction between the Industry Partners and Government with an eye on bolstering the 'Make in India' campaign which encompassed 'Make for the World'.

The Defence Ministers' Conclave, was held with the broad theme 'Shared Prosperity through Enhanced Engagements in Defence (SPEED)' giving an opportunity to deepen cooperation with friendly nations. The annual defence innovation event, Manthan, organised by Innovations for Defence Excellence (iDEX), will bring the leading innovators, start-ups, MSMEs, incubators, academia and Investors from the defence & aerospace ecosystem under one roof.

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TRADE FAIRS

Revving Up the Future: Auto Expo 2023 Showcases Technological Excellence and Global Partnerships



After a three-year pandemic-led hiatus, the Auto Expo 2023 Components and Motor Show was held from 12 to 18 January 2023 in New Delhi/Greater Noida, organised by the Automotive Component Manufacturers Association of India (ACMA), Society of Indian Automobile Manufacturers (SIAM) along with the Confederation of Indian Industry (CII). Auto Expo which debuted in 1985 is the most important trade show for the automobile industry in India and is eagerly awaited by trade and fans alike, for the opportunities it affords for growth and a peek into the future.

This edition of the expo enjoyed unparalleled success, reflecting the underlying spirit of transformation and technological excellence in the whole Indian automobile ecosystem and signalled a promising future. There was a special focus on Electric Mobility and Sustainable Mobility Solutions. The trade fair witnessed the participation of 800 companies from 15 countries and the highest-ever footfall of 1,22,500 business delegates from 65 countries.

The Indo-German Chamber of Commerce (IGCC), in cooperation with the German Association of the Automotive Industry (VDA), facilitated a German Group Participation at the Auto Component Show and Motor Show with the presence of more than 25 German companies including Freudenberg Group, Mahle India, Miba Drivetec India, Norma Group, BÖLLHOFF



Group, Gedore India, DÖRKEN Coatings and Bremskerl India amongst others.

Senior officials from the Embassy of the Federal Republic of Germany in India opened the pavilion along with other industry association representatives followed by interactions with the exhibitors in the German Group. The discussions were focussed majorly on products, technology, safety, standards and skill sets required for innovations in the sector. India is an important and reliable partner for the German automotive industry and since 2005, the VDA has been working closely with the Indian automotive associations, ACMA and SIAM.

Indian Business Delegation on Green Hydrogen to Brussels, Rotterdam, Essen & Berlin

The Indo-German Chamber of Commerce (IGCC) together with the Indo-German Energy Forum Support Office (IGEF-SO) organised an Indian business delegation to Belgium, the Netherlands and Germany from 7 to 13 May 2023 on the topic of green hydrogen. The tour featured a visit to the World Hydrogen Summit & Exhibition, which took place from 9 to 11 May 2023 in Rotterdam.

The first day of the delegation in the city of Brussels focused on the EU's sustainability criteria for green hydrogen and



what implications these have on India's green hydrogen strategy. **Tobias Winter**, Director, IGEF SO and **Frank Mischler**, PtX-Hub, GIZ presented various aspects of sustainable green hydrogen production and consumption in Europe. **Arthur Daemers**, Policy Advisor, Solar Power Europe, gave an overview of European developments in green hydrogen from a solar industry perspective. The role of hydrogen in the European energy transition was discussed by **Mauricio Belaunde**, Project Manager EU Hydrogen Policy, Agora Energiewende. To gain a better insight into the European requirements and sustainability criteria, the Indian delegation had the possibility to meet and exchange with **Ruud Kempener**, Member of Cabinet of Commissioner for Energy Kadri Simson. During the meeting with **Jorgo Chatzimarkakis**, CEO, Hydrogen Europe, the participants discussed the industry perspective on European market ramp-up and sustainability criteria.

The delegation travelled to Rotterdam, where the delegates were able to get a first-hand impression of green hydrogen developments in Europe. The tour around the Port of Rotterdam included a stop at ammonia terminals of Kooole, OCI and Gunvor, the visit of an offshore-wind transformer station for green hydrogen production and a stop at the "Conversion Park" development site including electrolyser projects by Shell, BP and Air Liquide. Lastly, the tour ended with an impression of SIF Offshore wind foundation manufacturing and storage site with impression on GE Haliade-X 14 MW wind turbine.

On 10 May, a guided tour at the World Hydrogen Exhibition enabled the delegation



to network with experts from companies with a special interest in India who, presented their activities and explored possibilities for future collaboration and exchange between the respective companies.

On the occasion of the visit of two Indian delegations with high-ranked representatives from the Government of India and green hydrogen companies, a networking lunch was organised by IGEF-SO in cooperation with IGCC, the Government of the Netherlands, the Embassy of India in the Netherlands and energiewächter. Participating companies and institutions expressed their interest in Indo-

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EU green hydrogen cooperations and gave insights into present project developments and future ideas. In the evening, participants had the chance to interact with each other and discuss further green hydrogen project development in India.

After visiting the World Hydrogen Summit, one part of the group travelled to Essen to visit the H2 Centre in Herten. The centre is a former coal mine where modern systems and components of the hydrogen infrastructure can be tested. **Dieter Kwapis**, Project Lead H2-Herten, led the tour and various technical experts gave insights into the ongoing projects.

The second part of the group travelled to Berlin for an event organised by The Embassy of India in Berlin, the World Energy Council Germany, and ThyssenKrupp Uhde on "Hydrogen and its Derivatives in Practice: German and Indian Perspectives on Opportunities and Challenges" on 11 May 2023. The event focused on India's potential to export green hydrogen and its derivatives. The welcome remarks were given by **Gaurav Sharma**, First Secretary, Embassy of India, Berlin and **Dr. Carsten Rolle**, Executive Director, World Energy Council Germany. **H.E. Parvathaneni Harish**, Ambassador of India to Germany opened the event by giving an insight into the prospects of Indo-German cooperation. Participants from Government, academia and the private sector took part in the event and were eager to learn about potential Indo-German hydrogen projects.

Further remarks were made by **Dr. Andreas Nicolin**, Deputy-Head of Directorate General V, German Federal Ministry of Economic Affairs and Climate Action (BMWK) and **Dr. Cord Landsmann**, CEO, ThyssenKrupp Uhde GmbH, who presented on the topic of Green Ammonia and gave an insight into its production, costs and potential.

A pitching session followed the presentations, where German and Indian



companies discussed green hydrogen and its derivatives. A networking dinner followed the Q&A session with the goal of sharing individual views and improving Indo-German green hydrogen cooperation.

As a result of the delegation tour, participants gained an understanding of the various developments in the green hydrogen industry in Europe. In addition to networking, participants explored new opportunities for cooperation at the World Hydrogen Exhibition.

For further information please contact **Shivani Chaturvedi** at shivani.chaturvedi@indo-german.com

ELECRAMA 2023: Connecting Power and Innovation



ELECRAMA is the flagship showcase of the Indian Electrical Industry ecosystem and the largest standalone show in the electrical and allied equipment in the Transmission and Distribution segment in the world. It is a gateway to the world of electricity. The expo is organized by the Indian Electrical and Electronics Manufacturers' Association (IEEMA).

ELECRAMA brings together the complete spectrum of solutions that powers the planet from source to socket and everything in between. Features not just equipment & technology but thought leadership platforms for everything electric – from technical conclave to industry summits.

IGCC has been associated with IEEMA since 1999 to coordinate the participation of German companies at the fair which provides them an attractive and reliable framework to establish and expand their business relationships with India.

As every year there was an official German Pavilion at the fair presented by the Federal Ministry for Economic Affairs and Climate Action (BMWK) in cooperation with the Association of the German Trade Fair Industry

(AUMA) and initiated by the German Electrical and Electronic Manufacturers' Association (ZVEI). The Pavilion showcased a remarkable array of German technology and was one of the largest ever country participations featuring over 50 German companies.

Dr. Stephan Koch, Minister Counsellor, Embassy of the Federal Republic of Germany, New Delhi inaugurated the pavilion together with **John Klaus**, ZVEI; **Sonia Prashar**, IGCC; **Dr. Wilfred Damm**, GIZ; **Tobias Winter**, Indo-German Energy Forum and **Seema Bharadwaj**, Germany Trade and Invest.

With its focus on innovation, future technology, startup ecosystem, and new business opportunities, ELECRAMA provided a global platform to the exhibitors with close to 1000 exhibitors, 15,000 buyer-seller meetings, and close to 35,000 visitors both from domestic and international markets.

With close to 87 Countries participation and 4 Country Pavilions from Germany France, the United Kingdom and Canada, ELECRAMA yet again proved to be the standalone largest event in the electrical and allied equipment industry in the Transmission and Distribution segment in the world.

German Pavilion at India Energy Storage Week (IESW)

The 9th edition of India Energy Storage Week (IESW) 2023, an international conference and exhibition on energy storage, advanced batteries, renewable integration, electric mobility, charging infrastructure, green hydrogen and microgrids in India was held from May 01- May 06, 2023 at New Delhi, India. The expo was supported by the Ministry of Heavy Industries (MHI), Ministry of Electronics and Information Technology (MEITY) and Ministry of New and Renewable Energy (MNRE), Ministry of Chemicals and Fertilizers - Government of India. The event was organized by the India Energy Storage Alliance (IESA).

The expo witnessed participation from 20+ countries, 100+ regulators and policymakers, 150+ partners & exhibitors, 150+ Speakers, 1000+ Delegates and 5,000+ visitors.

Many German organisations demonstrated their commitment to the Indian market by participating as exhibitors or conference partners. The Indo-German Chamber of Commerce (IGCC) organised the German Pavilion in collaboration with the Indo-German Energy Forum (IGEF). The German pavilion was inaugurated on 3rd May by senior industry stakeholders. The German companies who participated had the opportunity to showcase their company products or services and felt that the forum was very useful to network with potential or existing customers.



India Energy Storage Week (IESW) 2023
www.energystorageweek.in

In case you are interested in this topic, please send an email to **Shivani Chaturvedi** at shivani.chaturvedi@indo-german.com



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TRADE FAIRS

International Engineering and Technology Fair (IETF)- Water & Waste Expo



The Confederation of Indian Industry (CII) in collaboration with the Ministry of Housing and Urban Affairs, Ministry of Jal Shakti, Niti Aayog, Department of Science and Technology, Principal Scientific Adviser to the Government of India and Ministry of MSME, Government of India successfully celebrated the silver jubilee edition of the three-day exhibition-cum-conference, International Engineering and Technology Fair (IETF) from 16-18 February 2023.

Hon'ble President of India, **Smt. Droupadi Murmu** inaugurated the event where she spoke about how India is emerging as a favoured manufacturing destination for sophisticated industries. She said that India is appreciated the world over for taking rapid strides in producing clean energy.

The Indo-German Chamber of Commerce

organised a German info-stand at the inaugural edition of the concurrent event at IETF, the Water & Waste Expo. The booth had representatives from GIZ to create awareness about project AVIRAL and representatives from Germany Trade and Invest and IGCC. The project AVIRAL - Reducing Plastic Waste in the Ganga, is implemented by the German development agency GIZ and funded by the Alliance to End Plastic Waste (Alliance) with the objective to reduce plastic waste entering the environment.

The Water & Waste expo had a concurrent conference program with speakers including environmental scientists, corporate leaders, think tanks, Government authorities, etc. There was a session on Sustainability Solutions with a special focus on Plastic Waste and Clean Air organised by CII's Centre of Excellence for Sustainable Development.

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REFRATECHNIK



Building Connections, Fuelling Growth: IMTEX 2023

Indian Machine Tool Manufacturers' Association (IMTMA) organized the 20th edition of its flagship event, IMTEX-Metal Cutting from 19th to 25th January at the Bangalore International Exhibition Centre (BIEC), Bengaluru. Over the years, IMTEX has grown into South and Southeast Asia's largest exhibition on machine tools and manufacturing technology.

The mega event had visitors from a wide spectrum of manufacturing and ancillary industries including key decision and policymakers as well as industry captains who are keen to source the latest technologies and manufacturing solutions for their product lines.

The Indo-German Chamber of Commerce (IGCC) in cooperation with the German Machine Tool Builders' Association (VDW) organized a 'German Group Participation' at the exhibition comprising of participation by the German federal states of Baden-Württemberg, Bayern and Hessen besides many Indo-German companies showcasing an impressive display of more than 100 German companies at the expo.

Achim Burkart, Consul General at the German Consulate General in Bengaluru opened the pavilion along with **Klaus-Peter Kuhn münchen** from VDW in the presence of senior industry stakeholders. They interacted

with the members of the German Group Participation and discussed the new skill sets to be included in the curriculum so that the industry and academia can go hand in hand. An evening interaction was organized on the first day, where industry leaders exchanged and discussed technology, sustainability, skill enhancement and training on sector-specific skill sets. Mr. Burkart was also a part of this meeting and actively participated and shared his views.

IMTEX also coincided with the platinum jubilee of IMTMA. IMTEX 2023 had many other parallel events. IMTMA held the JAGRUTI-IMTMA Youth Programme with the participation of 25 engineering students from 12 various institutions of the country to create awareness about the latest developments and trends in machine tools and manufacturing industries.

The International Buyer Seller Meet held on the 23rd and 24th January had 38 representatives from 17 countries and was an apt platform for Indian machine tool manufacturers to interact with international buyers and enhance their export potential.

IMTEX 2023 was a huge success with more than 991 exhibitors, 99,000 visitors and 23 countries participating and 5 Country Pavilion making it a mega event for the Machine tool industry.

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Indian Business Delegation at Hannover Messe 2023

Indo-German Chamber of Commerce (IGCC) and Indo-German Energy Forum Support Office (IGEF-SO) organised an Indian business delegation to Germany from 15 to 20 April 2023 on the topic of green hydrogen. The tour featured a visit to the HANNOVER MESSE 2023, where this year's lead theme "Industrial Transformation – Making the Difference" was all about showing how the industry can significantly reduce CO2 emissions.

On 17 April, an exclusive guided tour at the trade fair enabled the delegation to gain insights into the latest developments in the topics of green hydrogen and fuel cells. International experts from companies with special interest in India presented their activities and explored possibilities for future collaboration and exchange between the respective businesses. In total, two Indian business delegations visited the HANNOVER MESSE 2023 and more than 100 exhibitors from India showcased their products and services.

On the occasion of the visit of the Indian Ambassador to Germany, **H.E. Harish Parvathaneni** to Hannover, the Indo-German Energy Forum Support Office (IGEF-SO) in cooperation with the Indo-German Chamber of Commerce, the Embassy of India in Berlin and energiewächter organised a dialogue event on "Decarbonisation of India's Industry – Green Hydrogen Project Development in India". H.E. Harish Parvathaneni presented the National Green Hydrogen Mission of India and spoke about its importance for energy security and tackling the climate crisis. He highlighted the importance of the diversification of international supply chains, especially in photovoltaics and green hydrogen.

Werner Diwald, Chairman of the German Hydrogen and Fuel Cell Association / Deutscher Wasserstoff- und Brennstoffzellen-Verband (DWV), presented on "German Strategies and Ramp-Up of Hydrogen Technologies". The DWV, focusing on the development of a climate-neutral hydrogen market economy, counts 431 personal members, and 178 companies. Mr. Diwald made clear, that Germany will remain a net importer of energy also in a renewable energy and hydrogen-based economy. Further, **Tobias**



Winter, Director, IGEF-SO, gave a briefing on the latest developments of green hydrogen market developments in India. He pointed out, that already today India globally is the third largest producer and consumer of grey hydrogen. In a pitching session, participating companies and institutions expressed their interest in Indo-German Green Hydrogen cooperation and gave insights into present project developments and future ideas. More than 50 participants actively took part in the dialogue event on Indo-German Green Hydrogen project development.

HANNOVER MESSE 2023
<https://www.hannovermesse.de/en/>

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ITB Berlin 2023 ends on a successful note



Since 1966, ITB Berlin has been the World's Leading Travel Trade Show. At the 2023 edition of ITB Berlin, the international travel industry was delighted with the huge demand and people's desire for travel, despite the challenging market situation. Following the break due to the pandemic and taking as its slogan 'Open for Change', the World's Leading Travel Trade Show was back for the first time as an exclusively B2B event and confirmed its standing as the leading platform of the global travel industry. Over the three business days, a total of 90,127 attendees from more than 180 countries were in Berlin. The ITB Buyers' Circle with its 1,300 members was also an impressive success. Membership in this exclusive circle was limited to leading travel industry buyers. Their sales volume increased noticeably, and international participation grew from 50% in 2019 to 70% overall. The international nature and diversity of the approximately 5,500 exhibitors from 161 countries were equally impressive. ITB Berlin also attracted considerable media attention, with around 3,000 media members and 333

travel bloggers and high-profile international political figures at the event.

Big boost for the industry

At ITB Berlin the industry agreed that 2023 could become a record year – people's desire for travel is back in many parts of the world. Only the Asia-Pacific region is lagging somewhat behind – due among other reasons to China opening its borders late. *"Over the past few days, the tourism industry has displayed incredible confidence despite the difficult overall situation and geopolitical crises"*, said **Dirk Hoffmann**, Managing Director of Messe Berlin.

Personal contact is crucial for people's business in tourism

"This year's ITB Berlin was proof of the vital need to meet face-to-face. We are delighted with the trade show's spectacular comeback as a live event and the huge response from exhibitors and visitors. Our industry is a people's business, and not without reason" – was the general consensus at ITB Berlin.

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Numerous networking formats including the ITB Speed Networking event, get-togethers and events on exhibitors' stands as well as evening events on the exhibition grounds and in Berlin's city centre were proof of the desire to meet in person.

The ITB Berlin Convention with high-profile figures attending offered wide-ranging orientation on specialist subjects. At 18 theme tracks, 400 internationally recognised top speakers took part in a total of 200 sessions and discussed highly pressing topics as well as current trends including digitalisation, Artificial intelligence and the skills shortage. Under the heading 'Mastering Transformation', experts presented ways to turn the pressing global challenges facing the industry into opportunities. A total of 24,000 attendees visited the lectures, panels and discussions at the leading international think tank of the travel industry.

Notwithstanding the joy and euphoria following the global recovery of the markets, the industry also agreed that having overcome the pandemic it now faced enormous challenges. Prior to the pandemic criticism had already been mounting that "business as before" would no longer really be possible and that growth could only be achieved by taking all aspects of sustainability into account. Socially responsible tourism has long been on the agenda of the World's Leading Travel Trade Show. This year it again offered a wide range of panel discussions, seminars and lectures, in order among other things to raise awareness for social responsibility in tourism. The Equality in Tourism Award, presented for the first time on International Women's Day at ITB Berlin 2023, aims to draw global attention to gender equality in tourism. Three candidates made the final – the award went to the tour operator Travel Excellence from Costa Rica, followed by Adventure Women from the USA and Etur from Ecuador.

Fully-booked halls on the trade show's return

Fully-booked halls also reflected the industry's positive mood. Exhibitor numbers were especially high in the Travel Tech and Cruise segments at this year's show. Among individual regions the Arab countries were particularly well represented. Overall, many exhibitors occupied noticeably larger stands this year and a lot of tourism companies were back after a



long break. Others in turn were newcomers at this year's ITB Berlin. The new multi-purpose hall hub27 made a successful debut.

As well as ITB Berlin, the Official Host Country Georgia also welcomed visitors with open arms. Taking as its slogan 'Infinite Hospitality', the destination also presented its tourist attractions at a spectacular opening gala on the eve of the show, attended by both the host country and high-profile figures from the industry and politics. Over the next few days, B2B customers visiting the new multi-purpose hall hub27, Hall 4.1, the south entrance and attending many activities and events throughout the exhibition grounds were able to gain an insight into the wide-ranging tourist attractions the country in the Caucasus had to offer.

For the last six years, ITB Berlin and the International Institute for Peace in Tourism (IIPT) have annually presented three Celebrating Her Awards, highlighting



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the role model of successful women in the tourism industry and honouring their long-standing commitment. This year, the three awards were presented in several categories: Tourism Resilience, Tourism Leadership and Tourism Advocacy. The winners were **Carol Hay** from London, **Rupinder Brar** from India and **Laia Pedemonte** from Italy, who as a freelance journalist a number of years ago, set up the Gender Responsible Tourism Association (GRT).

Rika Jean-Francois, CSR Commissioner for ITB Berlin, presented the awards to the three winners on Wednesday, praising each of them in a short speech. She highlighted the fact that, the awards honoured women for outstanding achievements in their field and for standing by their beliefs and causes. *“It is so important to do what one believes in, and that is exactly what the three women we are honouring today have done”*, Jean-Francois said. Working for India's Ministry of Tourism, Rupinder Brar from India, who took part in the presentation by video link, has lent her weight to improving security at tourism destinations and during the Covid pandemic successfully set up a campaign supporting domestic tourism. She has also launched virtual training programmes for travel guides. While expressing her thanks, Rupinder Brar also made the case for visiting her home country which apart from ancient philosophy also had Bollywood, dancing, music and Indian curry to offer. *“If you have never been to India then come, and if you have been then come again – we await you”*, Brar said.

According to IPK International, a world-leading tourism consulting firm that specializes in tourism marketing, research, and planning,

ITB Berlin 2023 comes to a successful conclusion: 90,127 attendees celebrate booming demand at the World's Leading Travel Trade Show

- The industry expects 2023 to be a record year despite economic challenges
- Fully-booked halls on the trade show's return
- Personal contact is crucial for people's business in tourism
- Positive response to the three-day focus on B2B customers
- Growth in leading international buyers
- 24,000 convention attendees at the leading travel industry event of its kind

trips to India increased by 150% in 2022. As a result, India is the third most popular travel destination in Asia. Last year, the main source markets were the USA, UK, and UAE.

ITB and Messe Berlin have partnered with the IGCC for more than 67 years, with a vast network in India. ITB Berlin has a large contingent of Indian participants organized by IGCC, including the very impressive **'Incredible India'** stand under the **Ministry of Tourism**. There were 112 Indian exhibitors this year from states such as Rajasthan, Kerala, Karnataka, Goa, Maharashtra, Tamil Nadu, Madhya Pradesh and Telangana, along with independent stands from various DMCs and travel technology companies.

Furthermore, the Ministry of Health & Family Welfare, Government of India, won the prestigious award of ITB Medical Tourism 2023 in recognition of its pursuit of holistic wellness, combining traditional principles with modern research & innovation.

The next edition of ITB Berlin 2024 will take place from 5 to 7 March 2024.

For more information on the event, please contact the ITB representative in India, **Ms. Tanu Ailawadi**, tanu.ailawadi@indo-german.com

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ITB India: Connecting you to the Indian Travel Market

Founded 50 years ago, ITB is one of the most renowned brands of Messe Berlin. In its first year as a live on-site event bringing together key travel industry leaders and international exhibitors from MICE, Leisure, Corporate, and Travel & Technology segments, ITB India achieved impressive success this year. Taking place at the Jio World Convention Centre, Mumbai, the B2B trade show and conference brought quality buyers and international exhibitors together to bridge the Indian and South Asian travel markets. The event was organized in a strategic partnership with the Indo-German Chamber of Commerce, the official representatives of Messe Berlin in India.

The trade show was inaugurated by **Achim Fabig**, Consul General, German Consulate General Mumbai, along with **Cuneyt Yavuzcan**, Consul General, Consulate General of the Republic of Turkey, **Hoang Tung**, Consul General, Consulate General of Vietnam, **Stefan Halusa**, Director General and **Sonia Prashar**, Deputy Director General from the Indo-German Chamber of Commerce along with **Katrina Leung**, Managing Director, Messe Berlin (Singapore) Pte Ltd. also participated at the inauguration, welcomed the guests, and wished everyone a successful interaction at the exhibition.

"2023 is seeing a strong revitalisation of the global travel market in all segments. We must capitalize on this trend and steer it towards the new, up-and-coming markets. With buyers and exhibitors from diverse verticals and destinations, ITB India spearheads the effort of showcasing the Indian and South Asian travel market to the global audience", says **David Ruetz**, Senior Vice President, Messe Berlin.

The exhibition showed a strong presence of national tourism organisations (NTOs) including Atout France India, German National Tourist Office, Saxony Tourism, Tourist Office of Roissy, Tourist Office of Spain, and Visit Sarajevo. International airlines, hotels, travel agencies and tour operators were also highly represented with their products, including AVIS, Collinson Group, Fiji Airways, Mize, IDEaS, Prince Hotels & Resorts, Travelline,



Uzbekistan Airways, and Vietnam Airlines. The show served as a framework for business facilitation, with attendees worldwide making more than 5,200 business appointments.

The ITB India 2023 Conference offered a holistic knowledge exchange hub for more than 120 thought leaders of the industry. With more than 80 sessions divided into 3 theme tracks unified under the motto "Connecting you to the Indian travel market", the conference totalled 35 hours of insight-rich discussions on the topics critical to the future of MICE, corporate travel, leisure travel, and travel technology. Prominent speakers included representatives from Amadeus, BCD Meetings & Events, Cvent, CWT, FCM Travel India, Google, Hotelbeds, Indian Hotels Company Limited (IHCL), ixigo, KAYAK, MakeMyTrip, Society for Incentive Travel Excellence (SITE), SOTC Travel Limited, Thomas Cook (India) Limited, and many more.



**ITB India
will be back
on 11 – 13
September
2024, at
Jio World
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Centre.**



Spielwarenmesse 2023: Successful restart with all the old strength

Spielwarenmesse® is the world's leading international trade fair for toys, hobbies and leisure. This B2B fair creates a comprehensive communication and ordering platform for national and international exhibitors. Its presentation of innovations and comprehensive overview of the industry represent a valuable pool of information for specialist retailers from around the world, guiding them through the market every year.

The restart of the trade fair this year brought great joy: after an enforced gap of three years, the Spielwarenmesse reasserted its position as the biggest event of the sector. Between 1 and 5 February at the exhibition centre in Nuremberg, personal networking, product innovations and establishing new contacts came top of the agenda.

"We're just delighted. It's wonderful to see visitors' eyes light up again after three long years," said **Markus Grossweischede**,

summing up the fair. The Hasbro General Manager North Europe spoke for many of the 2100+ exhibitors from 69 countries who were presenting their new product ideas in Nuremberg. After such a long period of abstinence, the fair organiser could take nothing for granted. Said **Christian Ulrich**, Spokesperson of the Executive Board at Spielwarenmesse eG: "We are very happy with this positive result, which at close to pre-pandemic levels has exceeded our expectations." As many as 95% of exhibitors rated participation in the industry event as important or very important. And 92% expressed themselves satisfied or very satisfied with the way it went.

"The live character of the event is fundamental for us – being held and experienced through touch is vital to our products," says Managing Director, **Özgür Bicakci**. He and his young business, **Melia Games**, found the ideal entry point into the toy market in the StartupArea.

- Most important industry date with trends and innovations
- Beaming faces and a great atmosphere in the halls

Ukraine's national pavilion enjoyed not only interest in the newcomers but also a powerful media echo. It was the first time this pavilion had appeared at the Spielwarenmesse and it was visited by the Ukrainian Ambassador, Oleksii Makeiev, who called for the purchase of his country's products.

Victoria Kay of Hamleys UK is always out on the hunt for trends with her team. "The Spielwarenmesse is innovative, exciting and creative. That makes it very unique because you get to see a huge variety of products under one roof," she comments in her role as Head of Buying & Merchandising. Targeted compilation of a product range was assisted by the Spielwarenmesse Specials. Amongst these, the Toys go Green exhibition space enjoyed much popularity with its presentation of the sustainability theme on four topic islands. There was also a strong focus on one of the three trends selected by the Spielwarenmesse



with the international TrendCommittee, namely MetaToys. **Kate Scott**, Founder of HoloToyz, benefited from the level of interest in new technologies with her ToyAward triumph in the Startup category. "The prize gave a significant boost to our presence here."

For **Christian Munkel** of Ever Earth Europe, too, the Spielwarenmesse was a success: "Participation is a must for us. The 2023 fair builds seamlessly on previous years. We have learnt to value highly the quality of the trade audience." Across the five days, a total of 58,000 retailers and buyers from 128 countries came to the Spielwarenmesse. This represents a drop of 8%, due largely to the absence of guests from China and Russia. "The large number and diversity of international visitors was what most impressed us," commented new exhibitor **Daniel Görres** of Unidice. Attendance from the American toy market – which claims to be the largest in the world –

For further information
please contact tanu.ailawadi@indo-german.com or norma.remedios@indo-german.com

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was higher than ever and grew by almost 10%.

The new elements, too, had an international character. With over 140 games authors from some 20 countries, the Internationale Spieleerfindermesse – Game Inventors Convention celebrated a successful premiere on the Friday of the fair. “By integrating this established event into the Spielwarenmesse, we were able to exploit the synergies,” said **Christian Ulrich** in his summing up. “We are expecting strong growth in future years.” The daytime event was rounded off with GamingHour, involving about 300 games authors and editors, and with the award of the DuAli Games Prize from the Ali Baba Games Club.

Another new event was similarly well received by exhibitors and visitors alike: the RedNight, which took place on the Thursday at the stands throughout the entire exhibition area. “A new format such as RedNight also underpins business and personal contact,” declares **Thorsten Koss**, Managing Director of Gollnest & Kiesel. Over 140 exhibitors joined in the celebration. Among further highlights was the Model Railways & Model Construction OPEN DAY. With this, the Spielwarenmesse was fulfilling the long-held wishes of exhibitors as it opened up Hall 7A at the weekend – over 3,000 consumers took up the offer. “The large crowds right from the start reflect the high level of interest among consumers in being able to actually visit the halls of the world famous fair for once,” said **Märklin boss Florian Sieber**.

Christian Ulrich expressed himself satisfied

with the restart: “The high level of enthusiasm that was apparent in all aspects of this year’s Spielwarenmesse is even now shining a light on the next event: 83% of exhibitors are already making firm plans to take part again. Against the background of current changes in the trade fair landscape around the world, the Spielwarenmesse provides a stable anchor for the sector.”

The Indo-German Chamber of Commerce, as the official representative of Spielwarenmesse eG in India, once again supported the Indian visitors and exhibitors at the event. The toy industry in India is reporting excellent economic prospects: according to Germany Trade & Invest, it has the potential to grow in the coming year to three billion dollars. Turnover in the retail toy trade is expected to increase by up to 15% – some ten percentage points more than the global average. This is due to the demographic structure in India, with a very high proportion of younger people and a growing middle class with rising incomes and consumption. Consumers place great store by quality and sustainability. Moreover, well-known brands are just as much in demand as new products and trends. This is reflected also in the increasing number of Indian exhibitors at Spielwarenmesse. This year 57 Indian manufacturers took part at the trade show including an Indian Pavilion organized with the support of the Sports Goods Export Promotion Council (SGEPC).

The next edition of the trade fair will take place in Nuremberg from 30 January to 3 February 2024.

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TRADE FAIRS



German Pavilion at DELHIWOOD

The 7th edition of DELHIWOOD 2023, the leading trade fair dedicated to the woodworking and furniture manufacturing industry, concluded successfully on March 5th, 2023, at the India Expo Centre and Mart in Greater Noida, New Delhi.

The four-day event organised by NuernbergMesse India showcased the latest advancements and innovations in woodworking machinery, tools, materials, and accessories, as well as furniture production, fittings, and hardware. It provided a valuable platform for industry professionals such as furniture manufacturers, craftsmen, architects, and interior designers to discover new products, technologies, and techniques that can enhance their productivity and profitability.

Over 27,000 visitors attended the event, which featured over 500 exhibitors from around the world. There were 52 German exhibitors, including Hesse Lignal Coatings, Grass GmbH, Leitz Tooling Systems, Kleiberit, Altendorf, and Dieffenbacher GmbH.

The presence of Imos AG, Pollmeier Massivholz GmbH & Co. KG, Venjakob Maschinenbau GmbH & Co. KG., added a distinct highlight to the event, showcasing Germany's expertise and excellence in the



woodworking and furniture manufacturing industry. The Indo-German Chamber of Commerce organised a German Group participation at the expo which was well received by the industry stakeholders and visitors.

For further information
please contact **Shivani**
Chaturvedi at shivani.chaturvedi@indo-german.com

Milestones and Memories: IGTC Convocation Ceremony and Alumni Association Sign Off

Some events are an inspiration, some are a celebration, and some are a strategic start to a new future!

The IGTC Convocation Ceremony and the IGTC Alumni Association sign-off on Saturday 4th March 2023 were all of this and much more. A day full of achievements, pride and nostalgia on one hand, and humility, passion and purpose on the other. The presence of Padma Bhushan **Sudha Murty** made the event truly phenomenal, and this day will go down as a milestone in the IGTC history.

The Convocation Ceremony was an emotional occasion and a double celebration as the Post Graduate Programme in Business Administration (PGPBA) 30th Batch and the Executive Business Management Programme (EBMP) 8th Batch graduated to take the next big step into their career journey. A sense of pride and accomplishment was palpable as the graduating class received their certificates and celebrated their achievements with their families and peers.

The event commenced with the IGTC anthem, which set the tone for the day. **Stefan Halusa**, IGCC Director General, delivered the opening remarks, and **Anupam Chaturvedi**, IGCC President delivered the welcome address. **Vasanth Kamath**, President, Brose India Automotive Systems, gave the Keynote Address. The event was hosted by **Radhika Mehta**, Director IGTC, where she gave the audiences a glimpse into the heart and soul of IGTC, providing a deeper understanding of what IGTC stands for.

EBMP managers **Anup Bhosale**, **Minal Kulkarni** and **Nesar Kalasur** shared their experiences, while PGPBA students **Rahul Nair**, **Medhawi Gupta** and **Emmanuel Selvaraj** presented a video with an extremely candid version of their journey. Both sets of graduates left no stone unturned to express their deepest gratitude and respect to the highly experienced IGTC faculty, from whom



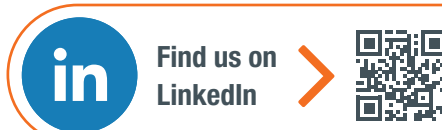
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The Certificate Distribution Ceremony involved many of the representatives from the various sponsoring, training and recruiting organizations, who shared equal pride in the developing this human capital. The Siemens Award for Excellence was presented to the PGPBA students, **Medhawi Gupta** and **Yash Dsouza** and the Dr. Guenter Krueger Award for Excellence was presented to the PGPBA student, **Varda Maydeo**.

The traditional hat-toss marked the graduation finale along with a lot of emotions in the audience filled with loved ones! A common sentiment prevailed over everything; being a part of IGTC is a lifelong partnership. And hence, it was logical and sequential to take the evening into an even grander IGTC Alumni Meet.

The theme of the evening “Power of Phenomenals” emphasised the coming together of the alumni, to unleash the power of togetherness. Individually IGTCians have strived to be phenomenal in their respective professions. Now, by combining the alumni strength, IGTC hopes to unleash the Power of Phenomenals to its full potential and aims to

be the best version of management training in India.

Over 300 proud IGTCians, faculty members and corporate partners attended the enthralling Alumni Association Formation. Words fall short to describe the energy of this moment. When revered individuals come together, phenomenal things happen. For the alumni, the formation of the Alumni Association marked a new aspiration and a new future for many IGTCians, as they would now create a fraternity of like-minded individuals with a united goal of achieving excellence and making a positive impact on society.

As representatives of the Alumni, **Abhishek Gupta**, **Gary Chandy** and **Urvil Matalia** signed the Memorandum of Understanding with the Indo-German Chamber of Commerce to embark on this mission. It was another level of euphoria, when Padma Bhushan Sudha Murty witnessed and blessed the MOU and wished the alumni the very best in promoting the institution's values, supporting its mission, and enhancing its reputation.

The day ended a Vote of Thanks to all the programme sponsors that made this momentous day possible. IGTC stands proud of the partnership, as being truly invaluable,



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The evening agenda was full of many highlights:

- A candid conversation with Padma Bhushan Sudha Murty on what it takes to “Being Phenomenal” was nothing short of a masterclass in leadership, compassion and resilience. She deeply moved the audience with her simplicity, authenticity, and subtle humour.
- The felicitation of all the legendary IGTC faculty for their incredible contribution, for inspiring generations and for being instrumental in sculpting the future leaders and CEOs.
- The free-flowing alumni panel discussion on “Building Phenomenal Career Journeys” among **Manav Adlakha**, Chief Financial Officer, C&S Electric Ltd., PGPBA Alumnus 1998; **Pallavi Shastri**, Vice President - HR, Bosch Limited, PGPBA Alumnus 1997 and **Alok Badamkar**, Mercedes-Benz India Ltd., PGPBA Alumnus 2015, and anchored by **Urvil Matalia**, Global Supply Manager, Apple, PGPBA Alumnus 1996. Their stories reflected that success is not just about achieving goals, but also about embracing failures and setbacks as lessons to help one grow and evolve. It is about finding passion and constantly upgrading oneself to stay relevant over the years.
- A presentation on “Your network is your net-worth” by the core Alumni Catalysts, **Abhishek Gupta**, General Manager, SMS India Pvt. Ltd., EBMP Alumnus 2022 and **Gary Chandy**, Head – Product Planning and Management, UNO MINDA group, EBMP Alumnus 2022. They inspired IGTCians to come onboard to establish the formal and well-structured IGTC Alumni Association that would aim to engage in activities such as knowledge sharing and mentoring, professional development and upskilling, innovation and incubation, fostering of new business ideas among the alumni.
- The fun-filled finale in the “Court Martial” of the Maverick, **Boman Moradian**, IGTC faculty and by **Anuj Sharma**, Assistant Procurement Manager, Unilever, PGPBA Alumnus 2018 that left the audience in splits.



connected, and deep. In conclusion, the Convocation Ceremony and Alumni Association formation were emotional events that marked a significant milestone in the lives of all those involved. The sense of accomplishment, pride, and camaraderie that pervaded the event will undoubtedly stay with everyone for years to come.

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Embracing Diversity: German Students from Karlsruhe Embark on a Study Trip to Mumbai



After a hiatus of 4 years due to the pandemic, IGTC was thrilled to restart and welcome a group of 25 German students, accompanied by two senior professors **Dr. Philip Pohl** and **Volker Ihle**, from the prestigious Duale-Hochschule Baden-Württemberg (DHBW), Karlsruhe for a 12-day “Business Environment India” intercultural study trip to Mumbai. The group of students came from different disciplines such as business administration, engineering, and social sciences. IGTC put together an exciting agenda that included interesting lectures, visits to renowned companies and cultural landmarks, and immersion into Indian cuisine, culture and philosophy which are deeply intertwined with our way of life. Undoubtedly, a deep dive!

Company Visits – Experiencing the pulse of innovation and inspiration!

Germany and India are two countries with vastly different cultures and economies, yet they share a common interest in fostering innovation and technological advancement. This is why we arranged for company visits for our German students so that they could learn

about the country’s unique business practices and could gain valuable insights into the emerging market. One of the most exciting aspects of these visits was the opportunity to witness first-hand how businesses are adapting to the changing market conditions.

During the visit, the students had the opportunity to visit the DHL service station in Byculla and the Rhenus Logistics plant in Bhiwandi across Mumbai to gain insights into this complex and rapidly evolving logistics industry in India. They learned about the complexities of the Indian logistics network, including the challenges of road transport, congestion, and outdated infrastructure. During the informative tour of the service station, the students were deeply impressed by the level of professionalism and efficiency displayed by the DHL team, despite the challenges of operating in a crowded and bustling city like Mumbai. On the other hand, the students were impressed by the scale of the operations at the Rhenus Logistics plant, and the level of technology and automation employed by the company. They noted that the facility was equipped with advanced machinery and software to manage inventory and track shipments. The students

To read the full report:
The Journey of Karlsruhe Embark Students: Unveiling Mumbai's Richness from the Eyes of German Students
<https://bit.ly/3WPhzEV>

also appreciated the focus on sustainability and environmentally friendly practices in both organizations.

To gain an understanding of the automotive industry in India, the German students visited the Bosch and the SEW – Eurodrive plant at Chakan, Pune. At the Bosch plant, the students learned about the production of automotive parts and were impressed by the precision and efficiency of the advanced machines used in the manufacturing process. At the SEW Eurodrive plant, the students learned about the production of industrial gearboxes and motors. They were able to see the various stages of the manufacturing process, from the casting of metal parts to the assembly of the finished products. The students also met the employees and asked

questions about the company's operations.

BASF and Siemens Limited gave the students exposure to cutting-edge technologies and innovative practices being employed. At the BASF Innovation Centre, they met the BASF scientists and engineers. They were able to interact with the production team and ask questions about the manufacturing processes and quality control procedures. At Siemens Limited, the students got an overview of the company's various business divisions, their operations and their research and development activities in India. The students were particularly interested in Siemens' work in the renewable energy sector and in developing innovative solutions for India's energy needs and sustainable development.

Last but not least, the students visited Tech Mahindra Business Services Ltd, where the students learnt about the company's expertise in providing digital CX and back-office services across the industry. They gained insights into the company's operations, technological solutions, and their approach to delivering efficient and effective services to their clients. Overall, the various company visits were an invaluable learning experience for the German students. The firsthand insights into the operations and management of multinational companies in India will undoubtedly be of great value to them as they pursue their future careers.

Breaking Barriers and Bridging Cultures: Inspiring Guest Lectures for German Students in India!

The lectures were designed to provide the students with insights into various aspects of Indian culture, business, and society, and to



help them gain a deeper understanding of the country.

A lecture by **Priyanka Kumar** focused on the importance of cultural orientation, ayurveda, yoga and meditation. She explained the history and philosophy of yoga and meditation, and how it can be used to promote physical, mental, and spiritual well-being. The students were also given a practical demonstration of various yoga postures and breathing exercises. The lecture was well-received by the German students, who found them to be informative and enriching. Then, a lecture on communications and storytelling, conducted by Masooma Pathre and Bhavik Doshi, aimed at providing the students with insights into the art of effective communication and how to tell stories that captivate and engage audiences. The students were introduced to various communication tools and techniques and were given tips on how to develop strong messaging and create impactful presentations.

Industry stalwart **Dr. Suhas Rane** delivered a lecture on the logistics industry in India. He provided an overview of the industry's growth and development in India, as well as its challenges and opportunities. The students learned about the various modes of transportation used in the country, including road, rail, air, and water, and the challenges associated with each mode. The lecture was followed by a live demonstration of the Mumbai Dabbawalla system at Churchgate Station. The Dabbawallas are a group of highly organized and efficient lunchbox deliverymen who transport over 200,000 lunchboxes across Mumbai every day. The

students observed how the Dabbawallas use a complex system of codes and symbols to ensure the timely delivery of the lunchboxes to their intended recipients. The students found the lectures to be informative and engaging and were grateful for the opportunity to learn from experts in their fields.

As part of the cultural agenda, the students explored Dharavi, Asia's largest slum. Students were amazed by the bustling workshops where leather tanning, plastic container recycling, garment production, and other activities took place. Borivali National Park was also visited by the students. Nestled within the bustling city of Mumbai, the park provided a tranquil and natural setting for exploration. The experience allowed them to appreciate India's natural heritage and gain insight into its approach to environmental conservation.

Students from IGTC went the extra mile to ensure that their guests enjoyed exploring the city and experiencing its vibrant nightlife, in addition to accompanying the German students to various program activities. As an added element of entertainment and cultural immersion to the visit, they taught the German students some fun and energetic Bollywood dance steps. The German students were delighted and grateful for this unique opportunity to learn and experience a traditional form of Indian dance. Their efforts to entertain and engage their German counterparts contributed to an extra layer of warmth and camaraderie. During their stay in Mumbai, the German students experienced exceptional kindness and hospitality, making their trip truly memorable.

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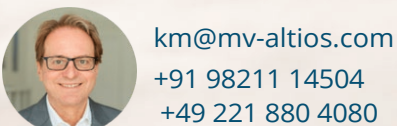
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Henning Weber
Managing Director

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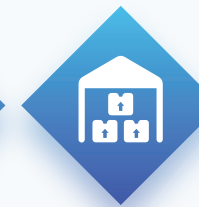


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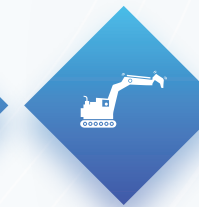
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The Shipping and Logistics Industry

The following industry report goes over the global, German and Indian shipping and logistics industry with facts, figures, and supporting factors, as well as the challenges the countries face. The research has been gathered from numerous sources such as GTAI (Germany Trade and Invest), Statista, KPMG, IBEF, FICCI, JLL, and others.

Global trade and commerce are heavily dependent on the shipping and logistics supply chain industry. Several activities are involved in moving and managing goods from production to consumption as part of the shipping and logistics supply chain industry. Among them are shipping, transportation, warehousing, freight forwarding, customs clearance, and distribution. Several factors influence international trade patterns and economic conditions, such as GDP growth, trade agreements, geopolitical tensions, and consumer demand.

Automating, analysing data, using the Internet of Things, and implementing blockchain technology have become increasingly important for the success of the industry. Eco-friendly practices, exploring alternative fuels, optimizing shipping routes, and implementing green supply chain initiatives are among the efforts being made by the industry to reduce its environmental footprint.

The growth of e-commerce has revolutionized the industry. It has led to an increase in last-mile delivery services, fulfilment centres, and advanced logistics solutions to ensure faster and more efficient delivery of goods. Global supply chains were exposed to vulnerabilities during the COVID-19 pandemic, demonstrating the need for enhanced resilience. In order to mitigate disruptions, companies are reassessing their supply chain strategies, diversifying their sourcing locations, and adopting risk management measures.

Customs regulations, trade tariffs, and security measures are among the many regulations and compliance requirements that must be met. Adapting to changing regulations is crucial for maintaining smooth operations and maintaining compliance with legislation. For the industry to succeed, international cooperation and collaboration are essential. To improve efficiency, address challenges, and facilitate trade, stakeholders, including shippers, carriers, logistics providers, and governments, need to collaborate.

Various tasks in the industry, such as logistics planning, freight forwarding, customs documentation, and supply chain management, require skilled workers. To build and maintain a capable workforce, continuous training and development programs are essential. Despite continuing to evolve rapidly, the global shipping and logistics supply chain industry is expected to continue to grow in the future. Technology, sustainability initiatives, changing consumer expectations, and geopolitical factors will all shape the industry's future, requiring industry players to adapt and innovate.



Highlights

Germany and India are two countries with robust shipping and logistics industries that play a significant role in global trade and commerce. Here is a brief overview of the shipping and logistics industries in both countries:

Germany

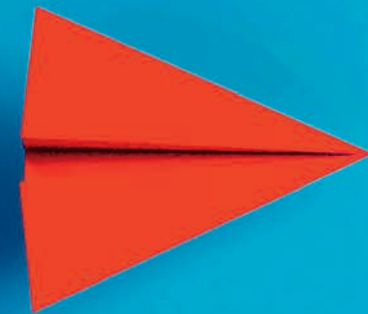
- ❑ Germany has one of the most advanced shipping and logistics industries in the world, with a highly developed and efficient transport infrastructure.
- ❑ The Port of Hamburg, located on the Elbe River, is one of the largest and busiest ports in Europe and a major gateway for international trade, handling a wide range of cargo including containers, bulk, and project cargo.
- ❑ Germany is also a key player in the European road transport market, with an extensive network of highways and modern logistics hubs.
- ❑ The country has a strong railway system that connects its major cities and industrial regions, providing efficient and reliable transportation for goods.
- ❑ Germany is known for its advanced logistics technologies and services, including supply chain management, warehousing, and e-commerce logistics, with many global logistics companies headquartered in the country.
- ❑ The shipping and logistics industry in Germany is supported by a skilled workforce, advanced infrastructure, and a favourable business environment, making it a major player in global trade and logistics.



India

- ❑ India has a rapidly growing shipping and logistics industry, driven by its expanding economy and increasing trade volumes.
- ❑ The country has a number of major ports, including the Port of Mumbai, Port of Chennai, and Port of Kolkata, which handle a significant portion of India's international trade, particularly in containerized and bulk cargo.
- ❑ India has an extensive coastline of over 7,500 kilometres, which provides ample opportunities for coastal shipping and inland waterways transportation, although this segment is still in the early stages of development.
- ❑ India has a large and growing road transport network, with a vast fleet of trucks that transport goods across the country. However, the road transport sector in India faces challenges such as inadequate infrastructure, regulatory complexities, and high logistics costs.
- ❑ The country also has a growing railway network that plays a crucial role in the transportation of goods, particularly for long-haul and bulk cargo, although it faces challenges in terms of capacity and efficiency.
- ❑ India's logistics industry is undergoing significant modernization and digitization, with the adoption of technologies such as e-commerce logistics, warehouse management systems, and supply chain optimization solutions.
- ❑ India's logistics sector is supported by a large labour force, with a significant portion of the population engaged in transportation and logistics-related activities.





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Transpeed Logistics Pvt Ltd

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This project is being carried out as part of the MAKE-IN-INDIA initiative of our Honorable P M. Please watch the attached photograph & Video where our Honorable Prime Minister of India, Shri Narendra Modi is seen inspecting the K-9 Vajra Self Propelled Howitzer. It is indeed an honor to be a part of this successful project and heartening to see our defense capabilities strengthened.



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3.Warehousing & Distribution

4.Project Logistics

5.Transportation



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Corporate Office:

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Passion for Solution...



The German Shipping and Logistics Industry

As one of the largest markets in Europe, Germany is also one of the world's most attractive logistics markets. This is mostly due to its central location in Europe, but also due to its size and quality. Besides having highly developed infrastructure, Germany also has the best technology and warehouses in most European countries that are larger and better equipped. As a result, logistics is a very important part of German economics. It contributes more than US\$ 2.89 billion (€ 270 billion) to its national budget.

Growth momentum slowed down

As per PwC research, it was expected that 2022 would be the year of recovery and growth following the first half of 2021, which was characterized by an imbalance in supply and

demand, severe disruptions of supply chains, and repeated new COVID-19 measures by individual countries that burdened global supply chains. Instead, it is evolving into an uncertain period of geopolitical realignments, persistent supply shortages, and broadening price pressures. In the current environment, a trend that has been evident for some time is being accelerated: the nature of globalisation is changing, and a reordering of the world is emerging. Many countries seem to interact less interactively and collaboratively; they prioritize their own national sovereignty and economic interests first. Global supply chains are being affected by the relocation of production processes or nearshoring.

The Tracking Index for the Global Economic Recovery (TIGER), a twice-yearly analysis



US\$ 2.89
BILLION

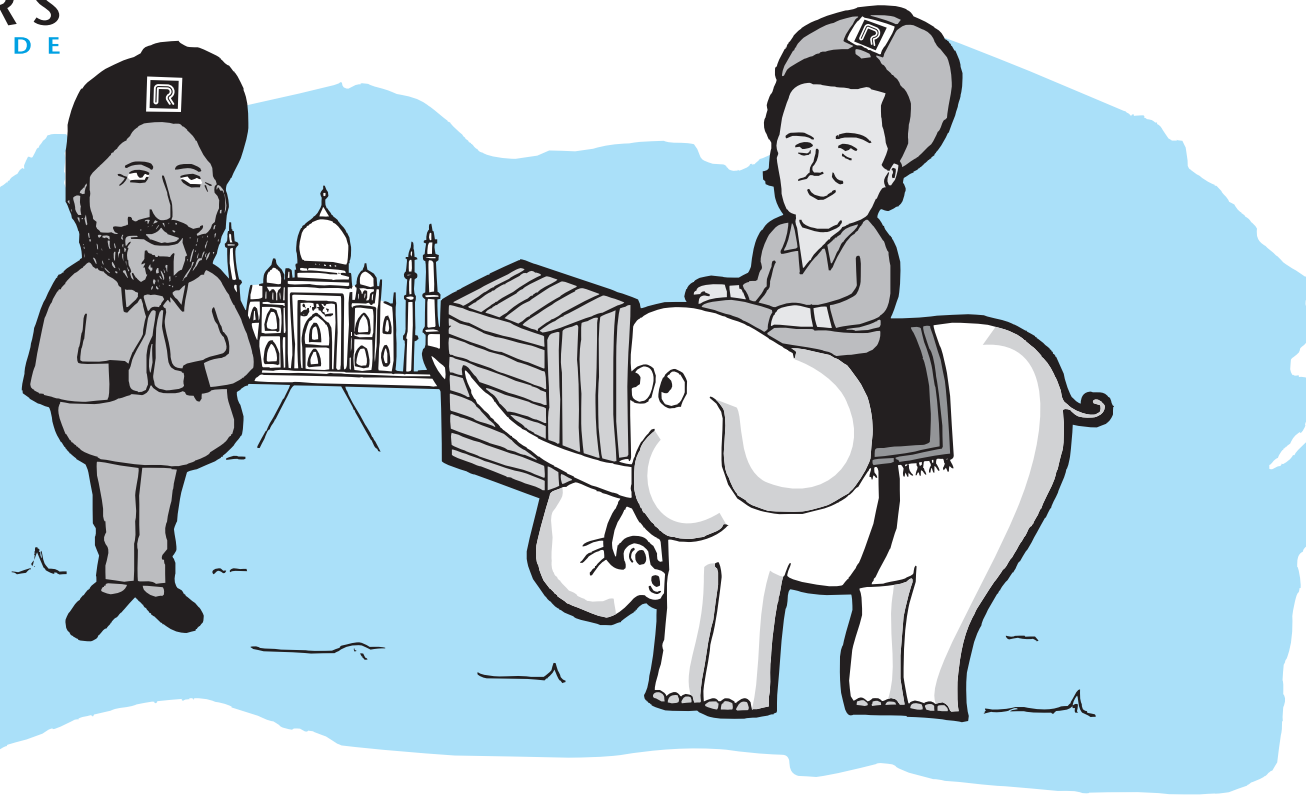
LOGISTICS
SECTOR
CONTRIBUTION TO
THE GERMANY'S
NATIONAL BUDGET

History of the Shipping Container

Prior to 1956, in spite of early examples of intermodal containers (the modern-day shipping container) in railroads from the 1830s, there was no large-scale usage of containers as we know them today. Each piece of cargo of varied sizes was loaded onto ships and was often poorly secured and prone to damages, delays and pilfering.

American trucker and businessman, Malcom McLean, developed the modern intermodal shipping container, which revolutionised transport and international trade in the second half of the twentieth century. Containerization led to a significant reduction in the cost of freight transportation by eliminating the need for repeated handling of individual pieces of cargo and also improved reliability, reduced cargo theft, and cut inventory costs by shortening transit time.

Source: www.wikipedia.org



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Germany drops to Second place in the LPI Index



Based on the Logistics Performance Index (LPI) 2023, Singapore has surpassed Germany as the world logistics champion. 139 countries are included in the LPI study, which measures a number of structural factors, including logistics services, trade and transport infrastructure, border controls, as well as the difficulty of reestablishing reliable supply chain links.

Despite the Covid-19 pandemic and supply chain crises, the overall average LPI score remained broadly stable in the LPI 2023, which includes enhanced survey-based data and new key performance indicators.

Countries with medium wealth and consistent performance in all six LPI components could outperform more advanced countries and peers, according to the study. When containers are held up at origin and destination points, such as ports, airports, or multimodal facilities, they cause the most significant delays in international trade. Port productivity, customs modernization, and new technologies can be improved to increase reliability.

produced by The Brookings Institution and The Financial Times, reveals that a marked loss of growth momentum was evident from mid-2021 onward. In both advanced and emerging economies, real activity and financial markets both began to decline in 2021. COVID-19 re-emergence in China and the outbreak of the Russian-Ukraine war in late February 2022 further exacerbated this fragile situation.

Based on a study of container ship movements throughout the world, the Kiel Trade Indicator analyzes the trade flows of countries and regions. With a significant slump in Russian exports in February, global trade fell 5.6% after surpassing its pre-crisis level in January. As a result of the sanctions imposed by Western governments, the EU saw the effects with a slight delay. Imports dropped by 3.4% in March, and exports by 5.6%. Trade data stabilized in April, but container ship congestion, which has now reached the North Sea, has caused a further decline.

Aftershocks of the pandemic are still felt in the transport and logistics sector, and recovery is again disrupted by new challenges. However, the sub-sectors are affected to different degrees by the current events.

Demand for Warehousing remains high

As per Waredock magazine, the German market for warehousing and logistics space recorded a total take-up result of around 8.5 million sqm in 2022. Although the result fell short of the previous year's record (8.67 million sqm), it still outpaced the five-year average by 19%.

Distribution/logistics companies accounted for 34% of space demand, followed by retailers with 29%. In 2022, manufacturers ranked third, increasing their share of total take-up from 19% to 27%, with two transactions of more than 100,000 square meters contributing to this result: Tesla secured planning permission for its 327,000 square feet in Grünheide (registered in the first quarter); NOKERA AG began construction of a factory for timber construction residential buildings in Möckern, Saxony-Anhalt.

With many companies expanding their production, storage, and distribution capacities in Germany to become more independent from global developments, demand for space continues to be high. In many regions, however, there is still a major lack of modern logistics space and land available at short notice.



8.5

MILLION SQM

TAKE-UP RESULT
OF GERMAN
MARKET FOR
WAREHOUSING
AND LOGISTICS
SPACE IN 2022



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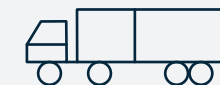
Air Freight



Ocean Freight



Customs Clearance



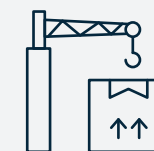
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European services are in greater demand in Asia

According to the World Trade Organization, the European Union (EU) accounted for nearly a quarter of global trade in services in 2020. The EU's total trade in services with third countries broke the 2 trillion euro mark in 2019. For comparison: EU trade in goods with non-EU countries was around twice as high, as per GTAI.

At the same time, trade in services has developed more dynamically in recent years: While the EU's exchange of goods with third countries increased by 19% from 2014 to 2019, trade in services grew by a full 47% in the same five-year period. Revenue from the services provided by countries outside the EU also exceeded the trillion mark for the first time in 2019, thus reaching a new high.

Four of the top ten destinations are in the Asia Pacific
The Asia-Pacific region has developed most

dynamically in terms of EU service exports to third countries. At 206 billion euros, almost 20% of EU exports went there in 2019. Only the NAFTA region has a higher share at 23%. While the EU's total service exports increased by around 40% from 2014 to 2019, those to Asia-Pacific increased by a whopping 69% over the same period. The region thus performed better than, for example, Africa, the Middle East, CIS/Southeastern Europe and Latin America.

Four economies from Asia-Pacific can be found among the top ten most important export markets of the EU. However, the three most important target countries United Kingdom, USA and Switzerland generated significantly higher revenues in 2019. Together they accounted for a little more than half of total service exports (outside the EU member states).

Top 5 Shipping and Logistics Leaders

GERMANY	INDIA
Dachser	Aegis Logistics Limited
DB Schenker	Apollo LogiSolutions Limited
Deutsche Post DHL Group	AWL India
DSV	Blue Dart Express Ltd.
Kuehne + Nage	Container Corporation of India Limited

Source: Mordor Intelligence, Equity Master, Supply Chain Game Changer

Germany Freight And Logistics Market Analysis

The Germany Freight And Logistics Market is projected to register a CAGR of 3.93%

- Pipelines are the Fastest-growing Mode Of Transport: Pipeline transportation is the fastest-growing mode of transport in the industry and is expected to transport 10.8% share (306.9 billion ton-km) of the entire industry volume by 2023.
- Domestic is the Largest Destination Type: The domestic CEP market had the highest market share in 2022, with the revenue reaching US\$ 12.8 billion. The domestic market witnessed a boom owing to the growing e-commerce market.
- Wholesale and Retail Trade is the Largest End User: The wholesale and retail trade segment in 2022 had a GDP contribution of 10.6%, registering 3.86% in CAGR during 2017-2022. However, the demand for the e-commerce market led to the highest demand for logistics in the industry.
- Non-Temperature Controlled is the Largest Temperature Control: Non-temperature controlled segment had the largest share in the industry owing to the high GDP contribution from the manufacturing industry with a 20.7% share.
- Temperature Controlled is the Fastest-growing Temperature Control: The temperature-controlled segment had the fastest growth rate due to the rise in the pharmaceutical market and frozen or pre-packaged food due to the COVID-19 pandemic in 2020.

Source: <https://www.mordorintelligence.com/industry-reports/germany-freight-logistics-market-study>

China, Japan, Singapore and Australia are important target markets in Asia

However, if you look at the development in the five-year period from 2014 to 2019, exports to the three Asian economies of China, Singapore and Japan have increased disproportionately. Of the ten most important export markets, China also stood out in terms of share: The share of global EU exports rose from 3.5% in 2014 to 5% in 2019. In addition, China accounted for almost a quarter of the services provided in Asia-Pacific in 2019. But Japan and Singapore are also important target markets in the region with double-digit shares for European service providers. In addition, Hong Kong SAR slightly increased its share of European service exports to Asia-Pacific by 0.9% points compared to 2014.

Difficult framework conditions for German skilled trades in Asia

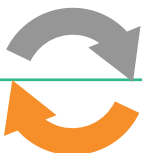
The provision of services outside of Europe remains a major challenge for foreign providers. Despite the dynamic development of the market, German craft businesses exported hardly any services to Asia-Pacific.

The department head Michael Olma from the ZDH reports that in the second half of the 2000s, there were some attempts in the trades to offer services in China. Due to the very difficult framework conditions, especially for small businesses, no sustainable business relationships have developed from this.

Services exports to Asia Pacific are growing faster than goods exports

Since 2011, exports of services to Asia-Pacific have exceeded the growth in total EU exports. Even in 2013, when European global services exports fell slightly year-on-year, exports to Asia-Pacific grew. Only in 2019 was the export development in the region below the total EU services provided. The growth rates in trade in services also stand out clearly in relation to European goods deliveries to Asia-Pacific, which totalled 520 billion euros in 2019.

Around a quarter of the services exported to Asia-Pacific by the EU member states were provided by Germany. In 2020, Germany was the second largest exporter after Ireland and ahead of France in the EU's export of services to third countries.



69% INCREASE

IN EU'S TOTAL SERVICE EXPORTS TO ASIA-PACIFIC REGION



The Indian Shipping and Logistics Industry

Approximately 95% of Indian trade by volume and 70% by value involves maritime transport, according to the Ministry of Shipping. In November 2020, Prime Minister Narendra Modi renamed the Ministry of Shipping as the Ministry of Ports, Shipping and Waterways.

India has 12 major ports and 200+ notified minor and intermediate ports. Under the National Perspective Plan for Sagarmala, six new mega ports will be developed in the country. A large part of India's trade and commerce relies on the Indian ports and shipping industry. The Indian Government significantly supports the Indian ports sector. India has one of the world's sixteenth-largest coastlines. For the construction and maintenance of ports and harbours, Foreign Direct Investment (FDI) has been allowed up to 100% under the automatic route. It has also facilitated a 10-year tax holiday for enterprises that develop, maintain, and operate ports, inland waterways, and inland ports.

As per IBEF, during the fiscal year 2022, the

major ports in India managed a cargo traffic volume of 720.29 million tonnes, resulting in a compound annual growth rate (CAGR) of 2.89% between fiscal years 2016 and 2022. In FY22, the capacity of India's key ports reached 1,598 million tonnes per annum (MTPA). From April to October 2022, the total cargo traffic handled by all key ports in India amounted to 446.50 million tonnes (MT). Furthermore, in FY22, the total cargo traffic handled by all key ports in India was 720.29 million tonnes (MT). India's merchandise exports in FY22 reached US\$ 417.8 billion, marking a 40% increase from the previous year.

The Government of India has granted permission for Foreign Direct Investment (FDI) up to 100% under the automatic route for projects related to the construction and maintenance of ports and harbours. Between April 2000 and March 2022, Indian ports received a cumulative FDI inflow worth US\$ 1.63 billion. Additionally, enterprises engaged in the development, maintenance, and operation of ports, inland waterways,

India jumps up 6 places in LPI Index

India improves in the logistics ranking of the World Bank by jumping 6 places to Rank 38 out of 139 countries in the 7th edition of the Logistics Performance Index (LPI 2023). India has been taking numerous initiatives since 2015 to improve its logistics efficiency. The World Bank has acknowledged India's efforts towards increasing logistics efficiency. On 4 out of 6 LPI indicators, India has seen remarkable improvement on the back of various initiatives being implemented over the past few years.

Source: <https://www.pib.gov.in/PressReleasePage.aspx?PRID=1919925>



and inland ports are eligible for a 10-year tax holiday. The government has also launched the National Maritime Development Programme (NMDP) with a planned outlay of US\$ 11.8 billion to foster the growth of the maritime sector. In the Union Budget 2020-21, the Ministry of Ports, Shipping and Waterways was allocated a total of Rs. 1,702.35 crore (US\$ 233.48 million).

Nirmala Sitaraman, the Minister for Finance and Corporate Affairs, proposed doubling the ship recycling capacity to approximately 4.5 million light displacement tonnes (LDT) by 2024. This expansion is expected to generate around 150,000 additional employment opportunities in India.

The Union Budget for 2022-23 allocated a total of Rs. 1,709.50 crore (US\$ 223.31 million) to the Ministry of Ports, Shipping and Waterways. India plans to invest US\$ 82

billion in port projects by 2035. In 2021, the government announced subsidy funding worth Rs. 1,624 crore (US\$ 222.74 million) for Indian shipping companies to encourage merchant ship flagging in the country. The Major Port Authorities Bill, 2020, was also passed by the Indian government, aiming to decentralize decision-making and enhance governance in major ports.

According to studies conducted under the Sagarmala Programme, it is projected that cargo traffic at Indian ports will reach approximately 2,500 million tonnes per annum (MMTPA) by 2025, while the current capacity of ports stands at 2,406 MMTPA. To accommodate this growing traffic, a roadmap has been prepared to increase Indian port capacity to over 3,300 MMTPA by 2025. This includes improving port operational efficiency, expanding existing ports, and

40% INCREASE
IN INDIA'S
MERCHANDISE
EXPORTS IN FY22
(FINANCIAL YEAR
2021-2022)

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2. ATTRACTIVE OPPORTUNITIES

- India has plans to invest US\$ 82 billion in port projects by 2035.
- The key ports are expected to deliver seven projects worth more than Rs. 2,000 crore (US\$ 274.31 million) on a public-private partnership basis in FY22.
- The Finance Minister proposed to double the ship recycling capacity of ~4.5 million light displacement tonnes (LDT) by 2024; this is expected to generate an additional ~1.5 lakh employment opportunities in India.
- In August 2022, Minister of Ports, Shipping & Waterways and AYUSH Mr. Sarbananda Sonowal went to Chabahar to review the progress of India's first overseas port project.

1. ROBUST DEMAND

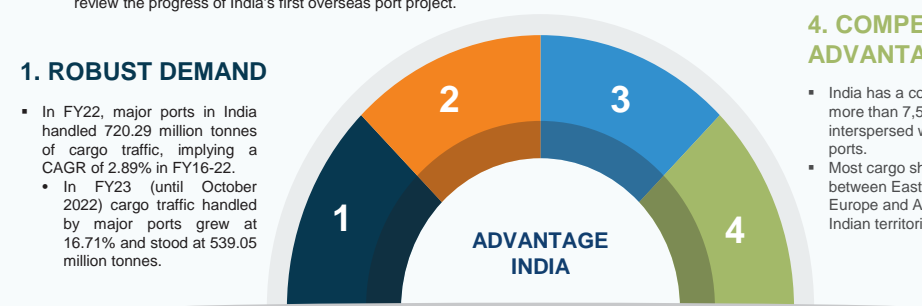
- In FY22, major ports in India handled 720.29 million tonnes of cargo traffic, implying a CAGR of 2.89% in FY16-22.
- In FY23 (until October 2022) cargo traffic handled by major ports grew at 16.71% and stood at 539.05 million tonnes.

3. POLICY SUPPORT

- In Union Budget 2022-23, the total allocation for the Ministry of Shipping was Rs. 1,709.50 crore (US\$ 223.31 million).
- In July 2021, the Marine Aids to Navigation Bill 2021 was passed by the Parliament, incorporating global best practices, technological developments and India's international obligations in this field.
- In November 2021, center planned to invest Rs. 10,000 crore (US\$ 1.30 billion) to modernize Paradip port.

4. COMPETITIVE ADVANTAGE

- India has a coastline which is more than 7,517 kms long, interspersed with more than 200 ports.
- Most cargo ships that sail between East Asia and America, Europe and Africa pass through Indian territorial waters.



Note: NMDP - National Maritime Development Programme, FDI - Foreign Direct Investment, MMT - Million Metric Tonnes

Source: IBEF Ports-
November-2022 report

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Over the years, the Indian shipping industry has experienced substantial growth, backed by consistent investments and increased expenditure. A critical area of focus for developing countries, such as India, is infrastructure development, especially seaports. Due to the removal of trade barriers, international trade has increased, increasing demand for reliable shipping. As a result, India has invested in seaport infrastructure, expanding its capacity to handle large shipments. As a result of its strategic location, India has become a popular destination for shipping companies, boosting its shipping sector. Shipping industry growth in India is driven by modern technologies, skilled labour, and favourable government policies.

Rado Shipping Agencies Pvt. Ltd. is a global shipping company with a presence in over 100 countries since 2001. A wide range of shipping services are offered by the company, including freight forwarding, customs clearance, and logistics. Chennai, India, is the biggest international business hub in South India, where the company began its operations.

Bridging the Gaps

In the shipping industry, customers face various challenges, which Rado shipping agencies have addressed through effective customer engagement. By identifying its customers' needs and preferences, the company develops tailored solutions. To reach and engage customers, Radio Shipping Agencies use a variety of channels, including online platforms, social media, and traditional advertising.

Rado Shipping Agencies offers a wide range of shipping services including freight forwarding, customs clearance, and logistics solutions, to clients across multiple industries. During the COVID-19 pandemic, Rado Shipping provided exceptional support to its customers, ensuring exports and imports were

delivered on time. Aside from Miami, USA, Madison, USA, Netherlands, UK, Oman, Singapore, and Indonesia, Rado shipping agencies now serve customers worldwide. For overseas customers, the company coordinates with shippers to ensure that stuffing is done appropriately and freight and other charges are paid. In the shipping industry, Rado Shipping Agencies has established itself as a reliable and customer-centric company, says S Ramesh.

Streamlining the Supply Chain

In the shipping industry, Rado Shipping Agencies offers a wide range of exceptional services. With regular shipment movements throughout the year, the firm provides competitive pricing and best-in-class services to both importers and exporters. A variety of products are handled by the company, including minerals, steel, automobile parts, pharmaceuticals, garments, and machinery. A critical strength of Rado shipping Agencies is their ability to handle out-of-gauge (OOG) shipments. Rado Shipping Agencies has extensive experience and in-depth knowledge of the shipping industry.

Sailing towards Success

For tire, steel, automobile, mineral and stone exporters looking to transport their goods, Rado Shipping Agencies has established itself as the go-to logistics company. Customer-centeredness and dedicated professionals who work tirelessly to ensure customer satisfaction are at the heart of the company's success.

The company plans to expand its logistics services by building a transport facility, warehouse, and container freight station. The company's expansion plans are part of its commitment to improving logistics services and establishing itself as a leading logistics provider. Rado Shipping Agencies maintains its competitive edge by continuously improving its services and keeping up with the latest industry trends.



**Mr. S Ramesh
Founder**

Rado Shipping Agencies,
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Description

A trusted logistics company that provides efficient and reliable shipping solutions for businesses worldwide, connecting them through global trade.



developing new ones. There are currently 206 port modernization projects worth Rs. 78,611 crore (US\$ 10.71 billion), with 81 projects worth Rs. 24,113 crore (US\$ 3.29 billion) completed and 59 projects worth Rs. 24,288 crore (US\$ 3.31 billion) being implemented.

In 2021-22, the Indian government announced that seven major ports, worth US\$ 274 million, will commence operations under the public-private partnership model. Private sector investments in ports have steadily increased over the past five years, reaching a record high of US\$ 2.35 billion by 2020.

Between April and August 2021, the cargo handled at India's 12 state-owned major ports witnessed a 19.54% increase, rising from 245.289 million tonnes to 293.226 million tonnes.

New warehouses are springing up across India

Compared to international levels, the storage capacities on the subcontinent are low. However, some developments indicate that this will change in the future.

On the major arterial roads and highways on the outskirts of India's metropolises, they are a familiar sight - warehouses. The existing areas are mostly of a manageable size. The brokerage house Edelweiss assumes that the majority of the storage capacities are smaller than 1,000 square meters. In addition, the informal sector dominates the industry. Edelweiss estimates the proportion of informal players in the depot industry to be 90%. In the future, however, the area is likely

to be formalized step by step, also because the requirements for warehousing are increasing.

Tier II cities are coming into focus

Existing stocks of warehouses are not sufficient to meet demand. Therefore, new and modern facilities are springing up across the country. Companies such as Mahindra Logistics are investing in new space. From around US\$ 9 billion in 2020, the market volume in the storage sector is expected to rise to just over US\$ 11 billion in 2024, reports the news service provider Business Wire. German companies can also benefit, for example by providing suitable logistics solutions.

Providers of storage capacity are increasingly relying on the "hub and spoke" model. A central hub is being built close to an important market. Other smaller and decentralized warehouses are served from there.

So far, the big urban centres such as Mumbai, New Delhi, Bangalore and Pune have dominated what is happening around the depots. The real estate company Knight Frank states that the annual transaction volume in the country's eight major metropolises for 2021 will be almost 3 million square meters. By 2026, this value is expected to climb to over 7 million square meters.

However, medium-sized cities are playing an increasingly important role in the market. In India, these centres are mostly referred to as Tier II regions. Knight Frank's experts estimate that the share of the annual transaction volume in these regions has

STORAGE AREAS IN AN INTERNATIONAL COMPARISON

INDICATOR	INDIA	USA	UNITED KINGDOM	CHINA
Total storage area (in million m 2)	31	1,446	73	1,060
Storage area per capita (in m 2)	0.02	4.4	1.1	0.8

Data for 2021

Source: Knight Frank

Source: <https://www.gtai.de/de/trade/indien/branchen/in-ganz-indien-entstehen-neue-lagerhaeuser-791890>

grown significantly in recent years. In 2019, the proportion was only 12%, by 2021 it had almost doubled to 23%.

The potential for more warehousing is great


In an international comparison, storage areas in India have so far been below average. Knight Frank reports a total storage capacity of 30.9 million square meters for the year 2021 for the subcontinent. That is just 0.02 square meters per capita. Considering the size of the country, both values are small. The comparison with China makes this clear. For the large neighbour to the north, the value was just over 1 billion square meters or 0.8 square meters per capita. A look at the USA strengthens the impression that India has the potential for expanding storage capacities. In the United States, there are 4.4 square meters of warehouse space per capita.

Expansion potential through digital trade

Online retail is an important growth driver. India is seeing more and more e-commerce buyers. In order to be able to quickly meet the increasing demand for a large number of products, modern warehouses are necessary. In addition, more and more companies are outsourcing logistics and warehousing to service providers. These Third-Party Logistics Providers (3PL) are growing rapidly and require additional storage capacity. At the beginning of February, the Pune-based 3PL start-up Xpressbees achieved a company valuation of more than US\$ 1 billion. It joins the unicorns' club (unicorns are start-up companies with a market valuation of over US\$ 1 billion) and underscores the potential of 3PLs. Knight Frank forecasts that e-commerce and 3PL will drive demand for warehouses in the years to come.

The food and pharmaceutical industries also have a growing need for storage capacity. Delivery directly to the customer is becoming increasingly important here. For this, however, products must be available in sufficient quantities and in a timely manner. For both sectors, Knight Frank predicts increasing demand, especially for cold storage. So far, state actors have dominated the storage of food, especially fresh food. However, the role of private companies is increasing.

India launched a large subsidy program with Production-Linked Incentives (PLI). The state subsidy in billions is intended to strengthen the manufacturing sector. It increases input goods demand, just like the growing volume of finished goods, and is usually linked to growing production volumes.


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Dheeraj Bhatia, Senior Managing Director for Region Middle East

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Hapag-Lloyd is today one of the largest shipping lines in India and India is a very important part of our long-term strategy. We believe that global trade will adjust over time and India is very well-positioned to take advantage of some of these changes.

What are Hapag-Lloyd's plans for growth in the Indian market? What are the opportunities that Hapag-Lloyd sees in the Indian market?

Hapag-Lloyd is a strong believer in the India growth story for the decade to come. There is an ongoing global manufacturing shift, and India will vastly benefit from this due to its growth focus, favourable demographics, and a stable government. Over the last several years, Hapag-Lloyd has continuously provided space and services, in line with India's growth. Our innovative digital products and process improvements have helped to enhance business transactions and optimize costs.

How does Hapag-Lloyd differentiate itself from its competitors in the Indian market?

Hapag-Lloyd has already invested in several direct services to and from the US, Europe, the Middle East and Africa with the objective of competitively supporting both importers and exporters. Recently, Hapag-Lloyd invested in JM Baxi enabling our access to key ports and other relevant assets across India to continue to improve our services for our customers. Our ambition is to be number one for Quality, and continuously deliver on our Quality Promises towards our customers.

What are the challenges that Hapag-Lloyd faces in the Indian market? What are Hapag-Lloyd's plans to address these challenges?

The Indian Government's highest priority is on infrastructure improvements, and we certainly expect that there will be more to come. Cargo visibility for exporters/importers is currently limited within India. Therefore, Hapag-Lloyd has been equipping its reefer containers with tracking devices since 2019. In addition, the company is installing tracking devices on standard containers with the goal of having the majority of them equipped by the end of 2023.

Hapag-Lloyd highly supports the Indian Government's initiative to bring down logistics costs and improve the ease of doing business through better cargo visibility, cargo flow reliability and schedule reliability.

What are Ship Green and Bio-Fuel initiatives?

Ship Green is the easiest way for you to make an impact! With the additional service you get the option to directly book a climate-friendly shipment online – tailored to your requirements. Simply add Ship Green to your existing Hapag-Lloyd booking, avoid 25, 50, or 100% emissions of the ocean leg of each shipment, and join us in our efforts of making shipping climate neutral.

Annual Regional Meet Pune 2023: “Creating a Skilled Workforce for the Future”



On 26th April 2023, the Indo-German Chamber of Commerce hosted its Annual Regional Meet Pune 2023 at J.W. Marriott, along with its event partners, *Fristam Pump (India) Private Limited*, *Hirschvogel Automotive India Private Limited* and *Roedl & Partner Consulting Private Limited*.

The theme of the evening was around the crucial topic of “**Creating a Skilled Workforce for the Future**”. The focus was to discuss and debate the importance of training and skilling for the industry's workforce. The event brought together Indian and German businesses to interact and discuss opportunities and challenges in the Indian market.

Close to 200 company representatives of IGCC's member companies, from various sectors, participated in the event. IGCC's commitment to sustainability and effort to execute zero waste events was visible due to a plastic-free green event.



The future of attracting and retaining talent in manufacturing is about embracing technology, promoting diversity and inclusion, offering work-life balance, and providing comprehensive training and development programs. Vocational Education



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and Training (VET) is on the agenda of the Indian government and new programs at the Bachelor's and Master's levels are planned to ensure youngsters are "fit for the job" as well as change mindsets towards vocational education. Ideally going forward, VET should be introduced at the primary level of education. From the government's perspective, cooperation from the industry is key to rolling out such programs.

IGCC's Director General, Stefan Halusa, opened the event with his welcome speech, followed by the opening address by the Guest of Honor, Consul General of Germany, Mumbai Mr. Achim Fabig. Both dignitaries highlighted the importance and the need for



skilling and training for enhanced growth of the industry and laid the foundation for the panel discussion and debate as the key feature of the evening.

The panel discussion was moderated by Ms. Ute Brockmann, Deputy Director General, IGCC, and experts and panelists included **Rajesh Mishra**, Managing Director, VULKAN Technologies Private Limited; **Waman Kothekar**, Assistant Director (Training), ITI Regional office, Pune; **Lokesh Kumar**, Chief Manager, Technical Training, Skoda Auto VW

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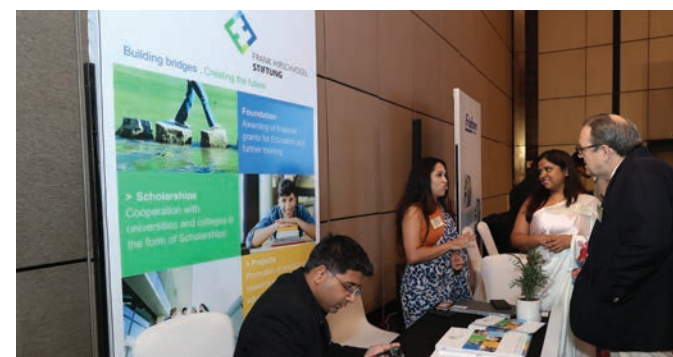
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demands. Practical training should be emphasized along with theoretical knowledge. It is imperative that government, relevant ministries, the industry, and the Chamber work together to achieve this objective. It was wonderful to hear from our partners and our esteemed panelists as they shared their experiences and insights on the topic.

The evening was concluded with a networking dinner and cocktails.

IGCC constantly seeks to engage the Indo-German business community and promote business opportunities between both countries. We extend our heartfelt thank you to all our partners, panelists, and guests, who supported us to make this event a success.

India Private Limited, **Kayur Modi**, Head of Technical Training, Mercedes Benz India Private Limited.

Skills development programs have been introduced by the government, but awareness within the industry is lacking. The inclusion of innovation and current technologies like virtual reality for training sessions should be part of the curriculum to keep up with the industry

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SCAN FOR ENQUIRY



IGCC KOLKATA participated in FAIR Industry Meet at Bose Institute

IGCC Kolkata participated in the "FAIR Industry Meet" held at Bose Institute, Kolkata from April 12-13, 2023. The goal of this meeting was to appraise the Indian industries about the opportunities and challenges for them in working with the International Mega Science projects where India is playing a crucial part in building the facilities.

Facility for antiproton and ion research (FAIR), founded on 4th October 2010, established at Darmstadt-Germany focuses on delivering beams for research in nuclear physics, hadron physics, high energy heavy ion collisions, atomic and plasma physics. Bose Institute Indo-FAIR Coordination Centre (BI-IFCC) is an extramural project at Bose Institute, Kolkata for facilitating the coordination of India's participation in building the largest upcoming accelerator facility worldwide. India is a founder member and the third largest contributor in this upcoming international facility, with Bose Institute being the shareholding institute for the country. BI-IFCC is the nodal centre in India to facilitate Indian activities in FAIR at GSI, Germany.

Prof. (Dr.) Uday Bandyopadhyay, Director, Bose Institute inaugurated the event and **Mr.**



Manfred Auster, the Hon. Consul-General, Consulate General of the Federal Republic of Germany, Kolkata was present as the Chief Guest.

The second day witnessed a panel discussion organized with several panelists including **Sabina Pandey**, Regional Director, Indo-German Chamber of Commerce (Eastern Region) where the focus was on the overall response of the Indian industries and on several issues where the industries required more detailed information and specific help regarding participation and winning global bids. **Dr. David Urner** emphasized on the importance of Indian companies who should be registered in the FAIR and European Union tender database to receive the information on the business opportunities on time. The Indo-German Chamber of Commerce promised to function as a bridge between the scientific community and the industries for this purpose.

Interested members of IGCC can find the published tenders by clicking on the following links:

Link to GSI/FAIR website with extract of recently published running tenders
https://www.gsi.de/start/wirtschaft_industrie.htm

English Instructions on DTVP:
<https://support.cosinex.de/unternehmen/display/company/E-Vergabe+-+English+Instructions>

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Being Compliant Ready to Safeguard Businesses in India

A seminar by Roedl and Partner & IGCC

The Indo-German Chamber of Commerce recently along with Roedl and Partner conducted a seminar titled 'Being Compliant Ready to Safeguard Businesses in India' on the 9th of March 2023. This seminar stressed the importance of establishing a compliance framework that can help mitigate risks and ensure the long-term sustainability of businesses. The event was held at the Indo-German Training Centre and was attended by business owners and professionals alike.

During the seminar, **Stefan Halusa**, Director General of the Indo-German Chamber of Commerce, gave the Welcome Address. This was followed by the presentations that were given by **Vaibhav Sharma**, Senior Associate, and **Vishal Vig**, Principal Associate and Team Lead BPO from Roedl and Partner.

Mr. Sharma provided attendees with a comprehensive overview of different labour laws and Acts that businesses in India need to comply with. This includes the Factories Act, Payment of Gratuity Act, and Employees Act. He explained the consequences of non-compliance and the legal penalties that the company could incur. Attendees were also provided



insights on how to safeguard key managerial personnel, as this is an important aspect of risk management for businesses. His presentation provided valuable guidance to companies on how to protect their top executives.

Mr. Vig's presentation emphasized the significance of establishing a compliance framework that involves conducting regular compliance audits and risk assessments. He emphasized that developing policies and procedures to ensure compliance with various labour laws and Acts is essential for the long-term sustainability of businesses. He explained the life cycle of an effective framework and the process it takes from development to implementation of a framework.



The seminar concluded with a Question-and-Answer session where attendees had the opportunity to address their concerns to the speakers. The speakers addressed all questions that were asked by the participants and provided valuable insights on how businesses can stay compliant and avoid legal issues.

After the Q&A session, the attendees had the chance to network with each other during the networking hi-tea. This provided them with the opportunity to interact with other attendees and exchange ideas.

In conclusion, the seminar was a great success and provided attendees with the knowledge shared by the speakers. The Q&A session was particularly helpful in addressing the concerns of the attendees. Roedl and Partner's support in navigating the complex legal and regulatory environment in India was also highlighted during the event. Overall, the seminar was a valuable learning experience for all attendees and provided them with important insights on how to ensure compliance and safeguard their businesses.





Business Roundtable Meetings on “Green Hydrogen” at Pune and Mumbai

On the 23rd and 24th of May, the sixth and seventh business roundtable sessions on the topic of ‘Green Hydrogen and German funding schemes for green hydrogen projects were held in Pune and Mumbai, respectively by the Indo-German Chamber of Commerce (IGCC) along with the Indo-German Energy Forum (IGEF-SO).



Achim Fabig, Consul General of the Federal Republic of Germany in Mumbai, mentioned that the Government of Germany aims for climate neutrality by 2045. As per the National Green Hydrogen Strategy, the goal is to have 10 GW of electrolyser capacity in Germany by 2030. Another important goal of the national green hydrogen strategy is to promote an international hydrogen economy. This provides a great opportunity for Indo-German cooperation. **Stefan Halusa**, Director General, IGCC mentioned that the German Industry estimates a requirement of 20 - 50 Gigawatt of Power-to-X Plants in Germany alone until 2030. In coming years, there will be a demand by the German industry for energy imports also in the form of green hydrogen or green ammonia from abroad. It is an opportune time to assess the opportunities provided by this industry.

At the Pune roundtable, the welcome remarks were given by IGCC representatives,

Dipti Kanitkar and **Shivani Chaturvedi**. It was mentioned that in January 2023, the “National Green Hydrogen Mission” was officially adopted by the Indian government which supports the development of green hydrogen technologies to meet future energy needs in transport, industry and other sectors with an initial budget outlay of Rs.19,700 crore. The goal is to increase India’s green hydrogen production capacity to at least 5 million tons per year by 2030.

The Centre is planning to develop hydrogen valley innovation clusters (HVIC) in the country – hydrogen flagship projects covering the whole hydrogen value chain and serving more than one sector in mobility, industry, and energy. Pune is strategically positioned to become a Hydrogen hub.

The sessions featured a detailed presentation on Green Hydrogen Market Developments in India by **Sidharth Jain**, MEC Intelligence as well as a presentation on German Funding Schemes for Green Hydrogen Projects by **Tobias Winter**, Director, IGEF.

The presentations were followed by moderated discussions by Mr. Winter with



the impressive 40+ attendees at each of the roundtables. This enabled participants to provide their valuable inputs on how to scale up Green Hydrogen production in India and harness the opportunities for exports to Germany. Some of the key takeaways that came up during the discussion are that India already belongs to the main users of grey hydrogen as part of the fertilizer and petrochemical industries. This bears great potential for shifting to Green Hydrogen in the short and medium term.

Other sectors such as heavy-duty transport and steel production can follow at a later stage. Secondly, German companies and their Indian partners are already investing in the ramp-up of India’s Green Hydrogen economy. German funding schemes offer financial support to these Indo-German Green Hydrogen Projects with grants of up to 2 million EUR. We thank all the participants for their presence and for adding value to the discussions.

For any further information, please contact **Shivani Chaturvedi** at shivani.chaturvedi@indo-german.com

Green Business Roundtable at IGCC New Delhi



The Indo-German Chamber of Commerce (IGCC) together with the German Embassy, New Delhi and GIZ India organised a 'Green Business Roundtable' during the visit of **Dr. Eva Kracht**, Director General (International and Europe), German Federal Ministry for the Environment, Nature Conservation, Nuclear Safety and Consumer Protection (BMUV) to India on Friday, 24th March 2023.

Sonia Prashar, Deputy Director General, IGCC mentioned the Chamber activities on this topic. **Karin Deckenbach**, Project Manager, GIZ India Programme Environment & Climate Change gave a detailed presentation of the initiatives of GIZ in India. Dr. Kracht, BMUV mentioned the initiatives in Germany. The session was then open for discussion with senior industry representatives who shared inputs on the work being done in this area and their insights and concerns. We thank the participants for their active participation.

Business Roundtable Meetings on “Green Hydrogen” at Chennai and Bangalore

Business roundtables on the topic of 'Green Hydrogen' were organised by the Indo-German Chamber of Commerce (IGCC) in collaboration with the Indo-German Energy Forum (IGEF-SO) at Chennai and Bangalore on 26 and 27 April, respectively.

Michaela Kuechler, Consul General of the Federal Republic of Germany in Chennai, welcomed the participants by emphasizing the need for collaboration between the policy makers and industry, and cooperation between India and Germany.

The roundtable in Bangalore was graced by **Achim Burkart**, Consul General of the Federal Republic of Germany, who said that the time was now for green hydrogen and Europe to look towards India for the same. **Sonia Prashar**, Deputy Director General, IGCC also welcomed the participants at the Bengaluru roundtable and encouraged the discussions on this important topic. The regional directors of IGCC, **Mallikarjuna S** and **Sumit Sharma**, moderated the discussions respectively.

The meetings in both cities witnessed participants from academia and the private sector who were eager to learn about the green hydrogen market and the available funding instruments. A detailed presentation was delivered by **Rolf Behrndt**, Principal Senior Advisor, GIZ, on the German market for green hydrogen, what this means for India, costs and the viability gaps in the Indian markets.

The German Federal Ministry for Economic Affairs and Climate Action (BMWK) has commissioned the International Hydrogen Ramp-up Programme (H2UPPP), to kickstart early stages of green hydrogen project development. The objective of this funding tool is to identify, prepare and accompany the implementation of projects to produce green hydrogen and power-to-X applications. The focus is on setting up formal public-private-partnerships. Mr. Behrndt also walked the participants through the other funding instruments offered from Germany, such as the PtX Growth Fund and PtX Development offered by KfW Development Bank.

Both the roundtables witnessed intensive discussion about how the Indian market



is looking at offtake, fuel cells and other applications of green hydrogen. Several startups expressed their interest of manufacturing not only green hydrogen and ammonia but also electrolyzers.

The sessions concluded with a networking high-tea and informal discussions about the next steps for India to take.

For any further information, please contact **Shivani Chaturvedi**, shivani.chaturvedi@indo-german.com



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India's Skilled Workforce Meets Germany's Labour Demand

Germany is rolling out the red carpet for Indian immigrants with the appropriate skills. The country is currently facing a shortage of skilled labour in several industries. One way they are addressing this shortage is by looking at India for potential candidates. In this blog, we will explore Germany's need for skilled labour from India and why India is an attractive source for talent.

Germany is experiencing a demographic shift that is leading to a shrinking workforce. The country has one of the lowest birth rates



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in Europe, and the aging population means fewer people are entering the workforce. The demand for skilled labour is increasing, especially in sectors such as IT, engineering, healthcare, and manufacturing.

There is also a high demand for STEM (Science, Technology, Engineering, and Mathematics) professionals, and India has a wealth of skilled professionals in these fields. Indian engineers, IT professionals, and healthcare workers are highly sought after for their technical expertise, problem-solving skills, and work ethic.

In addition, Germany's partnership with India has been growing over the years. Both countries have signed several agreements to strengthen their economic ties and promote the exchange of talent. In December 2022, the Migration and Mobility Agreement was signed between the two countries. These collaborations can help foster cultural exchange and create opportunities for skilled workers.

The major hindrance in the entire process seems to be the language barrier. However, Chancellor Olaf Scholz in his recent visit to India, assured that working in Germany would not be a problem for those who do not speak German. Moreover, the government is taking initiatives to help immigrant workers learn German.

Hamburg Representation Mumbai is supporting this initiative by the State of Hamburg to facilitate the same. Several exchanges, workshops and interviews have been



organized regarding the recruitment of skilled labour from India. Expectation management, education and intercultural training for the workforce have been determined as crucial in the process of onboarding. In April 2023, Hamburg Representation Mumbai supported a delegation from Hamburg who were in India to get an overview about the Indian healthcare system with the objective of scouting for nurses to work in the German Healthcare System.

In conclusion, Germany's need for skilled labour from India is a win-win situation for both countries. Germany can benefit from India's pool of highly qualified professionals, while Indian workers can gain experience and exposure to the global job market. This mutually beneficial partnership between the two countries can lead to a stronger economic relationship, cultural exchange, and bilateral growth.

Indo-German Chamber of Commerce says adios to its second batch of “German Made Easy”



From 20th August 2022 to 25th February 2023, the Indo-German Chamber of Commerce, Kolkata effectively concluded the online programme, ‘German Made Easy’.

The programme was conducted every Saturday from 10.00 am to 1.00 pm.

It was facilitated by **Bina Ghosh**, a faculty member at Modern High School, one of the renowned schools in Kolkata. It comprised twenty sessions (three hours, each) in total.

The course was a unique opportunity for company representatives to get familiar with the basics of the German language. The curriculum covered aspects of day-to-day life such as self-introduction, daily routine description, transport modes, filling up official forms, writing emails, & many more topics.

The elementary course was an extensive programme of regular home assignments, continuous assessments, and four Block Tests. The first three Block Tests assessed the sectional skills of the participants, whereas the Final Block Test evaluated all four skills of the language: Reading (Lesen), Writing (Schreiben), Listening (Hören) & Speaking (Sprechen).

The applicants who were industry experts, found the programme engaging and invigorating. In the words of some, “The



course was well-framed.”, “We will definitely encourage others to participate in the next course”.

At the end of the programme, participants who completed all the assignments and maintained 75% attendance throughout the course, received a certificate from the Indo-German Chamber of Commerce.

To celebrate the success, a short felicitation ceremony, “Treffen wir uns” (Let’s Meet) was organized on 14th March in the Kolkata office.

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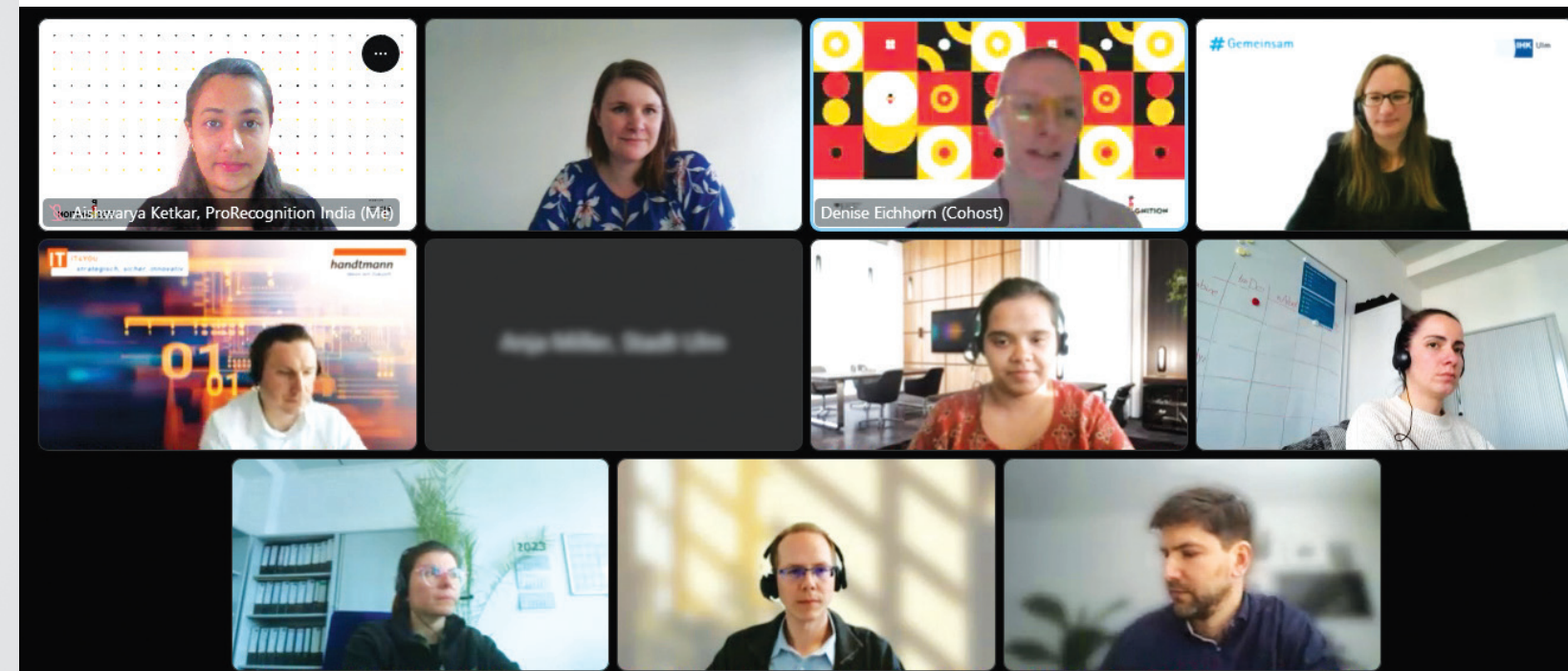
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IT Connect: Indo-German Collaboration Connects Indian IT Professionals to German Companies

Skilled migration from India to Germany has been on the rise in recent years. Germany is currently facing a shortage of skilled professionals in various industries, including IT, healthcare, engineering, and craft trades. The shortage is mainly due to demographic changes, an aging workforce, and a lack of qualified professionals to replace retiring workers. This shortage of skilled professionals is having a significant impact on the German economy, with many companies struggling to find qualified workers to fill open positions.

In the IT domain as well, Germany is facing a shortage of skilled professionals, especially in areas such as software development, cybersecurity, and data analytics. This shortage is driven by the high demand for digital transformation across industries and the rapid pace of technological change.

To address the shortage of skilled IT professionals, the German government has implemented various measures, including restructuring immigration policies and introducing programs to attract international talent.

Many Indians with high levels of education

and professional skills are choosing to migrate to Germany for better employment opportunities and a higher standard of living. There are several factors that make Germany an attractive destination for Indian skilled workers. Firstly, Germany is known for its high-quality education system, which produces a large number of highly-skilled professionals in fields such as IT, engineering, technology, and medicine. Additionally, Germany has a strong economy with many job opportunities for working professionals.

In addition to job opportunities, Germany offers many benefits to skilled workers, including a high standard of living, good healthcare, and a strong social welfare system. These factors make it an attractive destination for many Indian skilled workers.

Keeping in mind the growing demand for highly skilled professionals in the IT Industry, and the ambitious young workforce of India, the Indo-German Chamber of Commerce teamed up with the Chamber of Industry and Commerce Ulm (IHK Ulm) to organize an event connecting Indian IT professionals with German companies in the Ulm region. The IT industry in Ulm is diverse and

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includes a wide range of companies, from large multinational corporations to small start-ups. Some of the key areas of focus in the region include software development, cloud computing, big data, cybersecurity, and artificial intelligence.

After carefully considering various options for bridging the gap between India and Germany in terms of skilled migration, it was determined that organizing an online job-matching event would be the most effective approach. This event can be likened to a speed-dating session, allowing participants to quickly connect and explore potential job opportunities. The event was conducted in collaboration with IHK Ulm and IGCC, where the former spearheaded the acquisition of interested companies, and the latter reached out to relevant IT professionals. Based on the requirements identified by the participating companies, candidates were shortlisted, and a short, anonymised profile of the individual candidates was sent to participating companies. From these profiles, matching candidates with the required skillsets and German language requirements were invited for the Job-matching event, which was conducted on the 28th of March 2023.

As many candidates were invited, the event followed a tight schedule ensuring a seamless flow of participants in and out of virtual rooms in which companies eagerly awaited them. These interactions, although brief introductory sessions, served as valuable icebreakers, fostering initial connections between companies and candidates. Following this initial meet-and-greet, companies were encouraged to extend invitations to promising candidates for more substantive discussions and explorations of mutual interests.

The event in itself was a huge success, and all the concerned stakeholders were very satisfied. One of the interviewers from the German company said, *“The IT-Connect event of the IHK Ulm was excellently organised and showed that there is a great potential for technically well-trained specialists in India, among other places. All candidates were motivated, well-versed in the language, and possessed excellent technical expertise. The placement of foreign specialists with companies was also addressed professionally and competently. In view of the increasing shortage of skilled*



workers in Germany, the format definitely has potential for the future.” (Original quote was translated from German).

The event was structured in a way that allowed Indian IT professionals to connect with potential employers and learn more about the Ulm region and its companies. The online format of the job matching event made it convenient for Indian IT professionals to participate from anywhere in India, and the virtual networking opportunities allowed them to build connections with potential employers as remarked by one of the participating candidates. The feedback received from the candidates was very positive and encouraging to conduct similar events in the future. Many remarked that they enjoyed the chance to meet a company as they had continuously worked towards their career goal of working in Germany, for example by learning German, and this was the first chance they got at interacting with a German company.

The online job matching event for Indian IT professionals in collaboration with IGCC and IHK Ulm was a great success, providing job seekers with access to a wide range of job opportunities and virtual networking opportunities. The event allowed Indian IT professionals to learn more about the Ulm region and the companies operating in the area, helping them better tailor their job search and increase their chances of finding a suitable job. This event exemplifies the power of partnerships in bridging countries and establishing connections in the digital age for job seekers and employers alike. IGCC wishes luck to the candidates in their upcoming interviews and professional careers.



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IGCC conducts Professional Orientation Info-sessions for teachers as well as students

DUALpro, the service brand of IGCC recently conducted Info-sessions for teachers as well as students of the Indian subcontinent on the topic of Professional Orientation and Vocational Education and Training. These Info-sessions were a part of the conferences organized for Goethe Institut, Max Mueller Bhawan on two different occasions.

At the 'German Teacher's Conference West 2023 – Brain Hand Heart' on 28 Jan, 2023, DUALpro conducted an interactive session to orient the teachers about the importance of Professional Orientation in schools and the services and programmes offered by IGCC in this regard. In this 30-minute session, the teachers were given a small quiz to be aware of their professional interests and inclinations and afterwards were assigned small vocational tasks in groups accordingly. The sectors covered in the session were – design, service, healthcare, hospitality and technology. By solving the quiz and accomplishing the small vocational tasks, the teachers got an overview of how a successful professional orientation programme could benefit the school students immensely. They found the idea of a guided transition from school to the professional world extremely vital to the education system. This kind of programme aligns current job requirements with the Indian government's vision for vocational education and training for all school students.

The online conference 'Karrierewege mit Deutsch' held on 5 March, 2023 was attended by more than 100 students and their teachers to get to know about opportunities after learning the German language. DUALpro provided valuable information about Vocational Education and Training options for Germany and India. The dual education system of Germany is a blend of theory and practical knowledge. The students participated enthusiastically in the interactive activities and were very keen to know about the Dual Education System of Germany, its benefits and the plethora of opportunities it brings. After completing the dual education, the students can immediately take up jobs and benefit from a steady income or can also take up higher studies.

By conducting these Info-sessions,



Watch these videos to know more:
<https://youtu.be/zcmDaZDRX5w>
https://youtu.be/_XY5DaT4T_w

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Your point of contact:
Rakulan Selvaratnam
rakulan.selvaratnam@indo-german.com
+91 20 41047 108

DUALpro is striving to spread awareness about Professional Orientation and Vocational Education and Training and making the students, teachers and parents aware of its tremendous benefits. The dual education system brings benefits in terms of hands-on experience and good income and also provides varied choices to students for jobs as well as to companies in getting to know future taskforce.



Revitalizing Connections, Inspiring Strategies: The IGCC Offsite 2023

The Indo-German Chamber of Commerce organized its long-awaited Offsite from the 20th to the 22nd April in Lonavala, Maharashtra. After a hiatus of four years, the Offsite was a breath of fresh air.

Following was the overview of the two-day programme:

Day 1

The first day opened with a warm welcome to everyone from **Stefan Halusa**, the Director General followed by an ice-breaking session & dinner bringing together colleagues from different branches and reconnecting old acquaintances.

Preparation for the next day commenced thereafter. The atmosphere was lively, with everyone sharing their experiences and stories. Overall, the first day of the Offsite was a great success, with everyone feeling energized and excited for the next day.

One of the highlights of Day 1 was the high-level Directors' Strategy Meet. This meeting provided a platform for key decision-makers to discuss and strategize the future direction of the Chamber. It was an important opportunity to align goals and ensure a unified vision.

Day 2

The second day saw an innovative interactive session among the attendees in the "World

Café" style. Small table groups were set up to brainstorm. It was an informal café setting that encouraged open conversations on the services of the Chamber & such other related topics. The inclusive environment brought forth diverse ideas, collaborate with them & put them into actionable strategies.

Another interesting part was an extensive workshop on 'Change Management' which was followed by an engaging Q&A round. The workshop spoke about change and how it affects us personally, professionally and also from an organizational standpoint.

To foster team spirit, a fun-filled game session was organized, showcasing the importance of collaboration within an organization. Teams actively participated, demonstrating the value of working together towards a common goal. The day concluded with a series of creative performances, a gala dinner, and a lively DJ Night, providing an enjoyable and memorable experience for all.

The Offsite 2023 went beyond being a mere gathering of colleagues. It created an environment conducive to knowledge-sharing, team building, and fostering a sense of unity. The underlying theme of the event emphasized the need for working in unison to achieve shared goals, perfectly aligned with the motto of the Indo-German Chamber of Commerce: 'We are one team, one IGCC.'



IGCC STAFF UPDATE



BIRJU SHETH
LOCATION: MUMBAI

PERSONAL DETAILS & PROFILE

Hometown:
Ahmedabad

Qualifications
M. S. Human Resource Development

Interests & Hobbies
Interests: compassion towards animals, nature and learning about different cultures

Hobbies: Crocheting #offthehook_projects

AT THE IGCC

Joining Date:
3rd April 2023

Department:
Human Resources

Field of Interest:
Systems thinking

Email ID:
birju.sheth@indo-german.com



MADHURA GHOSH MUKHERJEE
LOCATION: MUMBAI

After her successful tenure of approximately 5 years as an Executive at IGCC Kolkata (from 2017 to 2022), Madhura has recently moved to a new position within the Communications Department in Mumbai.

PERSONAL DETAILS & PROFILE

Hometown:
Kolkata

Qualifications
M.A. Political Science
PG Diploma Instructional Designing

Interests & Hobbies
Music, Cinema, Reading, Journaling, Traveling, Yoga, Dance, Multiculturalism

AT THE IGCC

Joining Date:
3rd April 2023 (Mumbai)

Department:
Communications

Field of Interest:
Content creation & editing, social media marketing

Email ID:
madhura.ghosh@indo-german.com



NAVEEN KUMAR RANA
LOCATION: DELHI

After a successful stint with the Delhi team from November 2019 to July 2022, Naveen has re-joined in 2023.

PERSONAL DETAILS & PROFILE

Hometown:
Joginder Nagar (Himachal Pradesh)

Qualifications
B.Com, M. Com, CA

Interests & Hobbies
Reading, Playing, Tracking

AT THE IGCC

Joining Date:
1st January 2023

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Field of Interest:
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Email ID:
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IGCC STAFF UPDATE



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Qualifications
Bachelor of Arts

Interests & Hobbies
Singing, Music, Swimming and Exercising

AT THE IGCC

Joining Date:
4th April 2023

Department:
Membership

Field of Interest:
Membership

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SWATI SURHATIA
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PERSONAL DETAILS & PROFILE

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Qualifications
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CS, LLB

Interests & Hobbies
Travelling, Reading

AT THE IGCC

Joining Date:
2nd January 2023

Department:
Company Formation

Field of Interest:
Incorporation of Companies and other Secretarial services.

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VINOD SHINDE
LOCATION: MUMBAI

PERSONAL DETAILS & PROFILE

Hometown:
Mumbai

Qualifications
Diploma in 'Graphic Designing', Diploma in Photoshop & Adobe Illustrator, Diploma in Advanced Web Designing

Interests & Hobbies
Sports, Going on long drives

AT THE IGCC

Joining Date:
3rd April 2023

Department:
Communications

Field of Interest:
Designing

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Grievance Mechanisms: The Game-Changer for Success!



The right to an effective remedy is a core tenet of a human rights system¹ and indispensable to enforce corporate due diligence commitments. Therefore, ensuring a formalised process to report grievances along the entire supply chain is the foundational element of the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, hereinafter referred to as LkSG).

A Grievance Mechanism serves as a source of information on potential human rights and environmental risks or violations related to a company's economic activities and is crucial to support effective due diligence and achieving business success. Why is it so crucial? What is the value of the mechanism, and the information derived from it? We take a look at the factors that make Grievance Mechanisms a game-changer for businesses in reaching their goals and achieving success.

Enhancing Employee Satisfaction and Performance

A grievance mechanism, as an accessible channel for communication to everyone, seeks to empower employees to express work- and company-related dissatisfaction and thus enter into a constructive, transparent and, if necessary, public dialogue with decision-makers for a joint problem-solving procedure. The mechanism demonstrates trust between workers and companies and helps to enhance employee engagement.

Good communication and collaboration lead to increased satisfaction and a more harmonious work environment, which has a positive impact on employee loyalty, commitment and productivity, reduces absenteeism, work refusal and undisciplined behaviour, and thus improves the overall organization of the company². Therefore, constructive feedback from workers can help decision-makers



continuously improve working conditions while advancing their business goals.

Proactive Approach

An effective Grievance Mechanism operates as an early warning system to identify and address social and environmental risks proactively before they escalate.³ By having a platform to directly communicate their issues, impacted or concerned parties are given a fair voice and opportunity to seek resolution early on.

Grievance mechanisms appear to take care of worker engagement as well as business risks as exclusive parts of due diligence systems. However, they are not mutually exclusive in nature. Through the information obtained from grievance mechanisms, companies can implement measures to prevent litigations, worker strikes, and disruptions in the supply chain that may lead to curtailed revenue and damaged reputation. This proactive approach can minimise interruptions in business activity, allowing smooth and seamless operations; and paving the way for success.

Ensure Responsible Conduct

The German Supply Chain Due Diligence Act mandates that companies take all means

reasonably available to ensure due diligence in their respective contexts. It is an obligation of conduct, not an obligation of result.

Accordingly, corporate responsibility is not limited to ticking boxes of individual measures but is a continuous learning and improvement process that intends to dynamically adapt to changing risk exposures and social, political and legal expectations, including those of consumers, investors and contractual partners. Grievance Mechanisms, as a source of feedback and data, support the continuous learning and innovation of an organisation over time, helping to keep up with the expectations of stakeholders.

As illustrated above, an effective (accessible, confidential and protects against discrimination, § 8(4) LkSG) Grievance Mechanism is not only a legal or contractual obligation, but also of corporate interest, possibly even a competitive advantage⁴, and justifies the initial investment of time and finances required, making it a game-changing solution for success.

The Indo-German Chamber of Commerce in cooperation with Alliance for Integrity is offering companies the chance to trial an Inter-Company Grievance Mechanism and reap these benefits!

¹ Enhancing the accessibility, dissemination and implementation of the Accountability and Remedy Project, A/HRC/50/45, S. 3.

² Onyebuchi Obiekwe, N. Uchechi Eke: Impact of Employee Grievance Management on Organizational Performance, IIARD International Journal of Economics and Business Management, 2019, p. 2.

³ Christian Stemberg: Die drei "Schlüsselkriterien" des Beschwerdeverfahrens nach § Lieferkettensorgfaltspflichtengesetz, CCZ 2022, 92 (92).

⁴ Vedant Vengsarkar, Karishma Desai: Impact of effective grievance redressal mechanism on employee morale, IJIRT, September 2022.

FairVoice, developed in line with German regulations, connects companies and their suppliers to one all-encompassing complaints and whistleblowing mechanism. If you would like to participate, please write to sustainmarkets@indo-german.com



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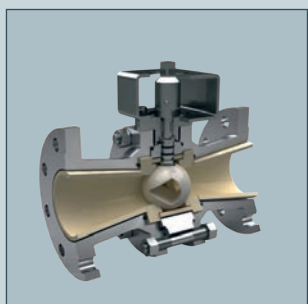
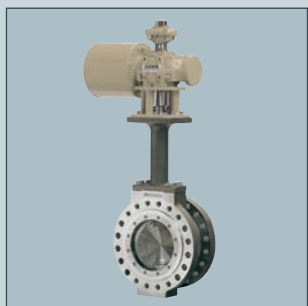
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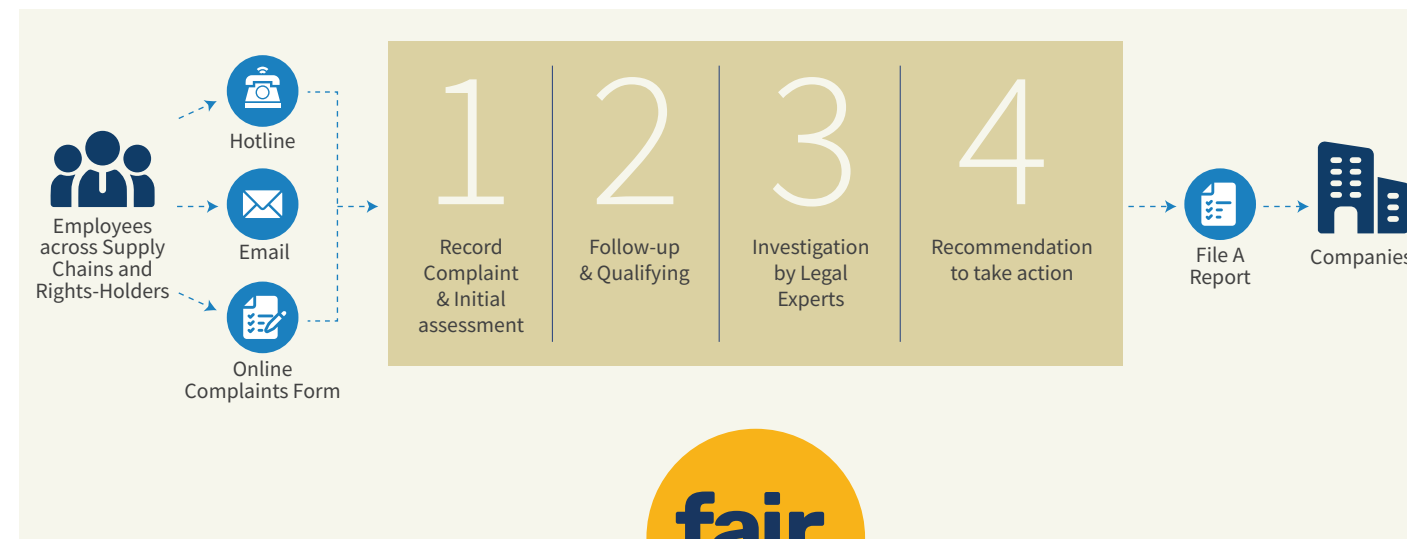
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FairVoice: The Inter-Company Grievance Mechanism



FairVoice was developed in line with BAFA guidelines and international frameworks.



The Indo-German Chamber of Commerce in cooperation with Alliance for Integrity is piloting an Inter-Company Grievance Mechanism!

The German Supply Chain Due Diligence Act mandates that companies implement due diligence measures across their supply chains. This includes providing a functioning and accessible complaints mechanism to the workforce and suppliers through the establishment of robust procedures or through an external grievance mechanism.

As the focus increasingly shifts towards business responsibility, the German Supply Chain Act is just the beginning of international regulations that mandate grievance procedures. Accordingly, we aim to support the Indo-German Business Community in its business integrity and compliance efforts.

FairVoice connects companies and their suppliers to an all-encompassing complaints and whistleblowing platform, handled by subject matter experts.

Developed in accordance with international guidelines including recommendations by BAFA (the German Federal Office for Economic Cooperation and Export Control), our pilot platform provides a clear, formalised mechanism to address concerns along the supply chain. It acts as a building block for effective risk management systems and enables companies to take action through legal recommendations.

The Initiative is being carried out by IGCC SustainMarkets and Alliance for Integrity in collaboration with the Business Scout for Developments programme which is funded by the German Federal Ministry for Economic Cooperation and Development (BMZ).

FairVoice, in its pilot stage, is free of cost for the Indo-German Business Community. If your company is interested in trialling the platform, please write to sustainmarkets@indo-german.com.

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IGCC Participates in Panel Discussion on Responsible Business in India



On 24th May 2023, IGCC SustainMarkets participated in 'Responsible Business in India: a business exhibition' hosted by the Thomson Reuters Foundation in collaboration with the Indo-German Chamber of Commerce, GIZ, Social Compact, and the Indian Chamber of International Business, which took place in Mumbai.

With incoming international regulations including the EU's Corporate Sustainability Due Diligence (CSDDD) and Reporting Directives (CSRD) and the German Supply Chain Due Diligence Act, businesses in India must prepare in order to stay ahead of the curve.

Accordingly, the event focused on supporting Indian businesses in their implementation of responsible business practices, in the context of these new regulations.

A panel discussion, featuring **Indras Ghosh**, Head - IGCC SustainMarkets and **Prashant Mara**, Managing Partner - BTG Legal and moderated by **Timothy Quick**, Senior Manager - Thomson Reuters Foundation, touched on the legal frameworks behind the regulations and what they mean for India. The discussion highlighted practical steps for businesses to ensure compliance and maintain competitiveness in global markets.

The session was followed by a business exhibition showcasing solutions for company representatives in attendance, in line with this objective. The exhibition of services to advance responsible business practices, specifically on decent work and fair labour, included 'FairVoice'; the Inter-Company Grievance Mechanism developed by the Indo-German Chamber of Commerce in cooperation with Alliance for Integrity.

Introduction to IGCC's Cooperation with Trustnet.Trade®



Trustnet.Trade

In an increasingly globalized business landscape where transparency and accountability reign supreme, businesses today face more regulatory scrutiny than ever. With the Supply Chain Due Diligence Act (LkSG) and the KYC principle in force, German and EU companies are mandated to fully disclose their supply chains and thoroughly scrutinize their customers, both aimed at promoting responsible corporate behaviour and combatting financial crimes. Complying with these complex regulations could strain your business resources. That's where Trustnet.Trade® steps in.

Introducing Trustnet.Trade®

The Trustnet.Trade® platform is developed by digitalisation experts at Cargodian to help businesses fulfill their due diligence obligations seamlessly. This tool is designed to meet the needs of the LkSG and comply with EU directives, including the CSD and AMLD.

How These Changes Affect Your Business

Compliance processes can be laborious, time-consuming, and detract your attention from core business operations. Especially for SMEs, vetting customers and suppliers could involve an enormous workload stretching over months.

How Trustnet.Trade® Helps

With Trustnet.Trade®, this no longer needs to be a daunting task. We provide an efficient, streamlined way of vetting your customers, suppliers, and business partners in general. Moreover, we facilitate Supplier Improvement Checks (SIC) as well as Social Due Diligence Checks services for cross-border business activities spanning more than 50 countries.

Your Ultimate Supply Chain Risk Management Solution

Trustnet.Trade® offers comprehensive

solutions, from KYB and Sanction Checks to ensure your business partners and their entire ownership structure are free from sanctions and embargoes to the real-time screening of business partners to comply with the requirements resulting from the German Supply Chain Due Diligence Act. The system's capabilities extend to mapping, screening, identifying, and analyzing, thus enabling you to respond swiftly and effectively to any compliance issue. Upon analysis, you will receive tailored, practical recommendations for actions to meet the requirements.

Stay Ahead with Trustnet.Trade®

Your business can stay ahead of upcoming regulatory demands, safeguard its reputation, and maintain thriving business relationships. Entrust your supply chain risk analysis and management to Trustnet.Trade®. It's about adhering to compliance requirements and protecting your company from potential penalties and reputational harm. Embrace Trustnet.Trade® for swift, easy, and comprehensive preventive and remedial measures, whistleblowing mechanism, and audit-proof documentation. Don't just react to compliance requirements; stay ahead with Trustnet.Trade®.

The IGCC and Trustnet.Trade®

IGCC offers consulting and training services to members and non-members in India and Germany, particularly considering the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, LkSG). Members of the IGCC receive a discount on Trustnet.Trade® services. IGCC also offers Supplier Improvement Checks (SIC) in India, which businesses may utilize to assess their readiness and make improvements in light of German and European business requirements.

Consultancy Services To Claim Benefits Of Export Promotion Schemes Under Foreign Trade Policy And Procedures

Businesses can claim the benefits of export promotion schemes which aim to facilitate and incentivize exports by providing various advantages to exporters. Exporters can optimize their operations, reduce costs, and enhance their competitiveness in the global market.

1. ADVANCE AUTHORISATION SCHEME -

Advance Authorisation is issued to allow duty-free import of inputs (raw materials, consumables, components, packaging materials) which is physically incorporated in export product (making normal allowance for wastage). In addition to any inputs fuel, oil, and catalyst which is consumed/utilized in the process of production of export product, may also be allowed.

2. EXPORT PROMOTION CAPITAL GOODS (EPCG) SCHEME -

EPCG Scheme allows the Import of Capital goods for pre-production, production and post-production at zero Custom duty.

Capital goods for the purpose of the EPCG scheme shall include:

- Capital Goods including in CKD / SKD condition thereof;
- Computer systems and software which is a part of the Capital Goods being imported;
- Spares, moulds, dies, jigs, fixtures, tools & refractories; and
- Catalyst for initial charge plus one subsequent charge.

3. RODTEP SCHEME - RODTEP stands for the Remission of Duties or Taxes on Export Products Scheme. This scheme provides for rebate of all hidden Central, State, and Local duties/taxes/levies on the goods exported which have not been refunded under any other existing scheme. Under the Scheme, a rebate would be granted to eligible exporters at a notified rate as a percentage of FOB value with a value cap per unit of the exported product, wherever required, on the export of items which are categorized under the notified 8-digit HS Code. Under the Scheme, a rebate would be granted to eligible exporters at a notified rate as a percentage of FOB value with a



Status House Category	Export performance Threshold (In USD Million)
One Star	3
Two Star	15
Three Star	50
Four Star	200
Five Star	800

value cap per unit of the exported product, wherever required, on the export of items which are categorized under the notified 8-digit HS Code.

The rebate amount will be issued in the form of a transferable duty credit/electronic scrip (e-scrip), which will be maintained in an electronic ledger by the Central Board of Indirect Taxes & Customs (CBIC).

4. REGISTRATION AS AN EXPORT HOUSE

The objective behind certifying certain exporter firms as "Status Holder" is to recognize such exporter firms as business leaders who have excelled in international trade and have successfully contributed to the country's foreign trade. Status Holders are expected to not only contribute towards India's exports but also provide guidance and handholding to new entrepreneurs.

ELIGIBILITY - Export performance threshold for Recognition of Exporters as Status Holders as follows:

This article has been contributed by our member company Kamdar & Kamdar Associates Pvt. Ltd., Mumbai.

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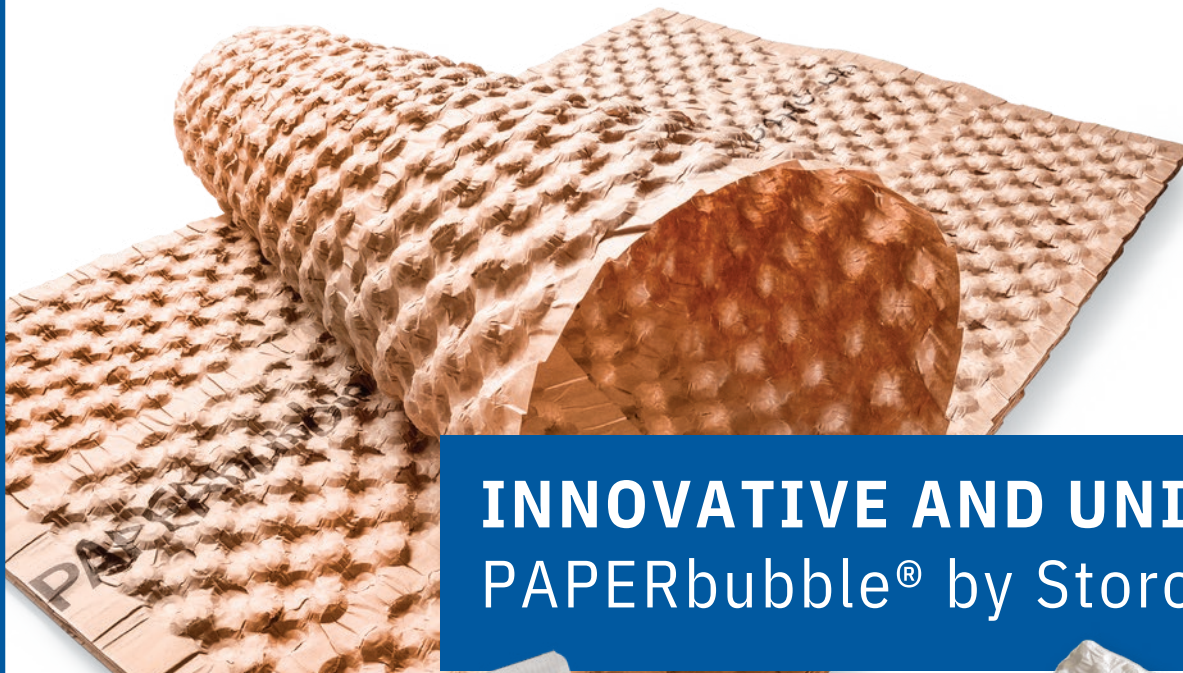


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