



**Panacea Connect**  
"Intelligent Thinking. Responsible Execution"

# HR NEWS Letter

## Can **Modi** Lead India to **Maritime Dominance**?

What does it augur for the maritime industry with Narendra Modi at the helm? Today the mantra is speedy implementation. Can the industry look for a more robust friendly investment climate? Would the implementation discipline improve? Can the Modi Government propel India to maritime dominance in South Asia? There is an eager anticipation in the maritime community with the Budget looming ahead.

Will the Shipping Ministry sail or would it be scuttled by bureaucratic ice bergs? How did the Gujarat ports fare under Modi? Since 2007, traffic volumes at the ports, operated by Gujarat Maritime Board had increased at a CAGR of 13%. Last year Kandla port maintained its number one position for the fifth consecutive year. Mundra port in Gujarat, the largest private a non-major port, had overtaken the Kandla port in terms of cargo handled in the first quarter. India's first private port APM Terminals port came up in Gujarat. For the maritime community the ports of Gujarat are more than a reliable alternative gateway ports to Nhava Sheva. The private port Hazira is the first port in the country to be entirely paperless in its operations. What had Gujarat done differently?

FICCI and Bain and company had brought out a report last year identifying variables that determine the climate for conducting business- its impact on the business environment. The report collated the best practices employed across seven states viz, Andhra Pradesh, Gujarat, Karnataka, Maharashtra, Rajasthan, Tamil Nadu and West Bengal. Twelve key factors were identified, factors which influenced business environment.

The reports revealed that the ability of the states to introduce reforms in each of the 12 areas depended on whether they fell under the Union, State or Concurrent list. In the 10 out of the 12 cases where the states had the jurisdiction they were able to implement best practices which substantially improved business environment. However where the center had a stronger influence the reforms were staggered and made insignificant headway.

The 12 factors that influenced business environment were;

- 1 - Land acquisition.
- 2 - Property registration.
- 3 - Obtaining construction permits.
- 4 - Single window clearance mechanism.
- 5 - Industrial clusters.
- 6 - Labour reforms.
- 7 - Environment related compliance.
- 8 - Availability of power.
- 9 - Payment of taxes.
- 10 - Commercial dispute resolution.
- 11 - Availability of information.
- 12 - Exit procedures.

Out of the 12 best practices that were identified with the states, 2 practices namely "Exit procedures" and "Commercial dispute resolution", were excluded, since no best practices were identified with any state. The study showed that out of the 10 remaining best practices adopted by the states, Gujarat had adopted 7 of them, which was way above what the rest of the identified states had embraced.

After ratcheting up a clear majority would Modi be able to replicate the Gujarat model in other states?

In 2012, the World Bank had listed India 132 out of 183 countries on the ease of doing business. Therein lies Modi's target. Will he be able to bring down figure? If so India could well be on its way to establish maritime dominance in South Asia.

Source :

<http://blogs.economictimes.indiatimes.com/catchmydrift/entry/can-modi-lead-india-to-maritime-dominance>

## GREAT WORDS

The **MIND** is NOT a **Vessel** to be **FILLED**, but a **FIRE** to be **IGNITED**

## Star of the MONTH



**Mr. Gyan Chandra Sharma**  
Sr. Accountant

Favorite Colour : Red  
 Writer : Munshi Premchand  
 Cuisine : North Indian  
 Hobby : Watching T.V.  
 Joined at : 1 May 2003  
 What he thinks : It feels great working here there are very nice colleagues and also supportive nature. I hope i'll do great efforts in Future... :)



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## Is your Organization Gender Balanced?

It's wonderful being part of a world that aims at equality and fair distribution of resources and opportunities. With the homemaker cum grocery buyer now evolving into a potential purchase power, the paradigm is bound to shift its roots. Growing brand consciousness and consumption awareness are the new challenges that both service and manufacturing industries have to cater. From a male dominant society till mid 70s we managed to evolve into male-centric and now we are heading towards a society with equal respects for both the genders.

**Shyam Sunder**, 34 is a Sr. Software Engineer with Wipro says, "I can't think of buying things ranging from daily needs to my investments without having an opinion from my wife, it's not because she is dominant but actually she has a different approach to brainstorm and we are able to look at options from altogether newer angles". Psychologists have put that each of the gender has its own limited and defined circle of thoughts. The logic is strictly bound to interplay within a set premise. So if a male decides to buy or invest he tends to think upon the same set of parameters every time. It's near to impossible to get out completely from a defined box. Similar is the case with the females. This clearly signals that if they both take each other's opinion then all the hidden angles get covered and most viable decisions are made.

Similar is the case with organizations. In the era of kingship of consumers, it's suicidal to take chance while ignoring what the consumer actually needs. Need assessment and viability of catering to the need are two ends of any business process. While launching a new product surveys and test launch can be few of the ways of entering the jungle. But the correct simulation will only happen when the customer is actually involved at the stage of product development. In my opinion a homemaker can design a house's map which will suit better to the real customer later on engineers may be consulted for its viability and applicability to practicality. The HR policies must provide for gender balancing at all the levels and at all the functions.

Gender balanced institutions are obvious to demonstrate true diversity of thought processes and are more likely to hit at the right place of the market. Diversified thinking and brainstorming leads to a balanced outcome and a longer product life cycle as both the genders agree to become long term consumers. Organizations generally argue that the probability is low that a product would be appreciated by both the genders equally. But have we introspected as to why the probability stands low.

The prime reason is non-involvement of gender diversity at the stage of product designing and development. The correct simulation happens at home. Organizations should balance the workforce at every level. Policies must state that equal number of both the genders is to be recruited at every function and at every level of management. Moreover, the organizational values must provide for mutual respect and acceptance of ideas when put across.

**Ms. Beth Brooke**, the Global Vice Chair of Public Policy for Ernst and Young says....! **"Research conducted throughout the world shows gender balance in top positions contributes to improved competitiveness and better business performance."**

The task is challenging and sounds like a Utopian dream but the results are bound to be amazing and a next level of leadership will emerge providing of social respect for the organization and prolonged product life cycle for the business.

EVENTS OF THE MONTH

## PROPERTY UTSAV

### in Hotel Kanha Shyam

22nd June ' 2014

Panacea Quick Bricks (I) Pvt. Ltd. has organized the PROPERTY EXPO being attended by many Prestigious Builders & hundreds of buyers from Allahabad City.




"VIDHI" - 2014 (27th June'14 at Hotel Milan, Allahabad)



An Annual Felicitation Event of Successful Students of **CLAT-2014**, Presided by Mayor of Allahabad - **Mrs. Abhilasha G. Nandi**

Today's

JOKE



"If I don't go to the doctor, he can't find anything wrong with me. That's how I stay healthy!"

design by: Yasir Khan

For feedbacks and suggestions email us at : [feedback@panaceapeople.com](mailto:feedback@panaceapeople.com)