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**New Year Message from
SICCI Chairman, Mr. Neil
Parekh.**

On behalf of the Board of Directors and the Secretariat Staff of SICCI, I take this opportunity to wish you and your family a very Happy New Year! We have come a long way since the pandemic started.

This year, with most restrictions lifted, we can conduct our businesses with ease but with an eye of caution to ensure that we are resilient to face the adversities of future variants that may come our way.

I must thank all our members, for taking that extra effort to adhere to the requirements placed by our government for businesses to function in line with the restrictions.

Singapore bounced back to business with a winning combination of gusto and precision planning.

Our proud monument, the Singapore Changi Airport is back bustling with activities and handled 3.42 million passenger movements in September 2022, reaching 62.6% of its pre-Covid traffic in September 2019.

Our MICE industry moved in leaps and bounds which was evident from the record turnout for several significant conferences. A special mention to our Formula One Grand Prix which saw the largest turnout since its inception.

Many conferences and seminars SICCI organised or partnered with local and overseas trade associations have seen great turnout and support.

While we have started emerging from the major pandemic, we are faced with the war in Ukraine that continues to threaten global peace and stability. The war resulted in significant disruptions to the food supply, thus enhancing the need for food security in our Singapore and neighbouring countries. Inflation and the rising cost of living continue to haunt businesses, with the governments taking strong measures to assist its people and businesses.

Amidst these global events, I would like to take stock of the work of SICCI and its various initiatives in 2022 and share the brief plan for 2023.

2022 In Review

SICCI held its annual general meeting in June 2022. The new Board of Directors under my Chairmanship assumed office on 15 June 2022.

In the past six months, the various sub-committees under the supervision of the Board of Directors have set out to achieve several tasks.

We have spread our wings far and wide to attract new members from various industries. Our team has promoted our membership through small-scale roadshows to explain the benefits of joining the Chamber, and I am pleased to report that we have been successful in our campaigns. Our membership numbers have grown steadily, and during our Deepavali Nite in Nov 2022, we presented many new members with their certificates. We will continue with these outreach efforts in the new year. The conferences and seminars SICCI organised or partnered with had seen a good turnout and support.

Our focus and attention will be our members. Our SME Centre@SICCI plays a critical role in serving the industry, particularly the Indian businesses which require financial assistance and corporate advice. Our business advisors are guiding the businesses on how to apply for grants to address their business needs. In 2022, the SME Centre has provided business advisory services to almost 2900 members and facilitated 220 cases.

On the internationalisation and bilateral front, SICCI has inked three MoUs (Memorandum of Understanding). We started the MoU with the Malaysian Indian Chamber of Commerce, followed by the Associated Chambers of Commerce and Industry of India (ASSOCHAM) and another with the Uttar Pradesh government, boosting our efforts to expand into the Indian market. In addition to the MoUs signing, we had discussions with the Core Group of the Confederation of Indian Industry (CII).

With normalcy returning to Sri Lanka after a severe political and financial crisis, we at SICCI are set to enhance our ties with various trade and business associations. A discussion with the Governor of the Northern Territory of Sri Lanka and more actions are in the pipeline as Sri Lanka celebrates its 75th year of Independence in 2023.



Looking Ahead to 2023

The road to 2023 looks promising though some major events continue to disrupt the business like the war in Ukraine. Closer to home, ASEAN faces its threats with the worsening situation in Myanmar. Despite these challenges, prospects remain bright as SICCI is poised to expand the work that it started in 2022.

As we all know that Budget 2023 will be announced in the first quarter of 2023, SICCI has been gathering recommendations from its members to present to the ministry. We conducted a survey amongst our members on their areas of concern and their requests to our government agencies.

For our SME Centre, there are plans for more outreach activities by collaborating with the Singapore Business Federation (SBF), the Legal fraternity in Singapore and E-Commerce firms. Plans are underway for more SME-focused workshops to address the current SME needs. We are looking forward to setting up a mini satellite business advisory office in the LISHA in late January 2023.

Internationally, 2023 is expected to be a year where international business delegations will explore overseas markets which includes Malaysia, India and Sri Lanka. SICCI and its members will participate in two upcoming leading events in India, the 17th Pravasi Bharatiya Divas in January 2023 and the Investor Global Summit in Uttar Pradesh in February 2023.

SICCI aims to give back to the community and we work through our charity arm, SICCI Cares. We will jointly organise a SICCI charity golf tournament supporting Sree Narayana Mission, Singapore, to raise funds for its 75th Anniversary. This golf event will take place on 30 March 2023.

SICCI is where it is today because of many of our pioneers and forefathers whose successive generations are today running well-established businesses in Singapore and globally. We owe our gratitude to our pioneering generation and successive management committees of SICCI for establishing the chamber as the leading apex business chamber for the Indian community in Singapore.

With its “Bring it on” attitude, SICCI and its members will emerge stronger in 2023.

My best wishes for the New Year!

Neil Parekh
Chairman
Singapore Indian Chamber of Commerce and Industry.



SICCI inks MoU with India's ASSOCHAM

The Singapore Indian Chamber of Commerce and Industry (SICCI) has signed a Memorandum of Understanding with India's largest organization representing the country's business associations and state chambers - ASSOCHAM, the Associated Chambers of Commerce and Industry of India. ASSOCHAM and its affiliates have over 440,000 members.

The signing ceremony took place at SICCI in Singapore following a roundtable discussion with ASSOCHAM's leaders led by its President, Mr. Sumant Sinha.

Mr. Sinha is the Founder, Chairman and CEO of ReNew Power, one of India's largest Clean Energy companies.

Mr. Neil Parekh, Chairman of SICCI, said "We are delighted to be in partnership with an organisation the quality and size of ASSOCHAM".

The MoU covers cooperation in specific sectors, working closely to identify business partners for its respective members, developing international trade fairs together and enhancing opportunities in the tourism sector.

Putting our signatures above the dotted lines is the easiest part of the MoU. Next comes the more important aspect- the follow-up and implementation of the initiatives detailed in the MoU," emphasized Mr. Parekh

Both leaders from SICCI and ASSOCHAM have asked their respective officials to work closely to target a joint business delegation to states in India as soon as possible to explore opportunities in various emerging sectors.





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Uttar Pradesh Attracts Investors ahead of Global Summit



India has ambitious plans to attract significant investment dollars from foreign countries, and the latest to embark on road shows to foster interest is the Indian state of Uttar Pradesh.

Ahead of a global investor summit in UP in February 2023, delegations from Singapore, helmed by ministers, have been visiting various states. On Thursday, 15 December 2022, the Singapore Indian Chamber of Commerce and Industry was honoured to host a team of Indian Ministers and delegates for a roundtable discussion.

The SICCI office welcomed the delegation from the UP government. The team was led by Mr. Swatantra Dev Singh, Minister of Jal Shakti, Mr. Dharendra Pal Singh, Chief Minister’s education advisor and numerous other officials from the UP State Government. In attendance were also the Indian High Commissioner to Singapore, His Excellency Kumaran Periasamy, officials from FICCI, Ernst & Young, the Singapore Ministry of Trade and Industry, EnterpriseSG, and SICCI’s Board of Directors.

In his welcome remarks, SICCI Chairman, Mr. Neil Parekh, said companies are rushing to re-capture global markets after a two-year lull. He discussed the upcoming Uttar Pradesh Global Investor Summit 2023 is an opportune moment to capitalise for Singapore businesses to explore and sign deals with the UP counterparts.



Several SICCI members have registered to participate in the global summit.

“We would be delighted to hear from you about areas in which you think Singapore Indian businesses can make their mark in the UP economy,” said Mr. Parekh.

In his remarks, High Commissioner P Kumaran spoke about the State of UP and how it has progressed over the years and continues to grow.

Uttar Pradesh is India's most populous state, with little over 200 million residents, and has one of the largest GDPs in India.

Mr. Kumaran highlighted that in recent years the state had established IT parks for Singaporean IT firms to invest. Other investment sectors include Defence, Aerospace & Agriculture.

The UP delegation is on a global tour to many countries and was tasked by Chief Minister Yogi Adityanath to attract interest for the UP Global Investor Summit 2023, scheduled in February 2023 in Lucknow, India.



SICCI Inks MoU with Uttar Pradesh State Government



SICCI has inked a milestone MoU with the Uttar Pradesh state government.

The signing ceremony took place on 16 December 2022 at the Fullerton Singapore during a roadshow held by the UP state ahead of the major Global Investor’s Summit in February 2023. The MoU aims to set the pace for Singapore’s investors to take part in the prosperity of the UP state.

Signing the MoU were Mr. Deepak Kumar, IAS, Principal Secretary, Government of Uttar Pradesh and Mr. Neil Parekh, Chairman of SICCI.

Witnessing the signing was UP Minister for Jal Shakti and Flood Control, Mr. Swatantra Dev Singh and India’s High Commissioner to Singapore, His Excellency, Mr. Kumaran Periasamy.

The UP Minister noted that SICCI will act as a bridge between investment companies in Singapore and UP. SICCI will be a lead knowledge partner, advertising on avenues for growth.

The MoU covers areas such as cooperation. Promoting joint marketing activities for cross-border trade services initiated by the signatories and to promote activities for the digitalisation of trade services.

The MoU encourages members and affiliated trade associations to participate in diagnostics and related advisory campaigns and promote cooperation in the facilitation of internationalisation. Both organisations aim to assist their members in exchanging trade missions, arranging one-on-one business meetings during trade missions, holding seminars and taking part in industrial and trade exhibitions.

Addressing delegates after the MoU signing ceremony and during the closing ceremony of the UP roadshow, SICCI Chairman, Mr. Neil Parekh said today’s UP under the strong leadership of Chief Minister Yogi Adityanath is set to become a leader in attracting new investments to develop business in the state.

“This roadshow has given us chance for our businesses to get close with their counterparts from UP and to find out more about the areas where they can consider allocating their investment dollar. Today’s roadshow is the start of a series of business ties that are set to grow and blossom between Singapore and the UP state government”, said Mr. Parekh.



SICCI Goes to PBD 2023

Pravasi Bharatiya Divas 2023 is set to take place in Indore, Madhya Pradesh 8 - 12 January 2023 and the Singapore Indian Chamber of Commerce and Industry will be sending a strong delegation comprising its board members and members. We share with you the inspiring letter written by the Indian High Commissioner to Singapore, Mr P Kumaran to SICCI's Chairman, Mr Neil Parekh, inviting the chamber and its members to take part in PBD 2023.



P. KUMARAN



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Website: www.hcisingapore.gov.in

No. SIN/HC/2022

22 November 2022

Dear Shri Parekh,

As you are aware, the 17th Pravasi Bharatiya Divas Convention is being held from 8-10 January 2023 in Indore, Madhya Pradesh. The theme of the 17th PBD is "Diaspora: Reliable Partners for India's Progress in Amrit Kaal".

2. Singapore is host to one of the most dynamic, vibrant and successful Indian communities anywhere in the world. You represent the heritage and progress of India; our diversity and talent. Your success in all walks of life, your contribution to the development of a cohesive, harmonious and pluralistic society in Singapore is enormous and is a source of pride for India. You constitute a living bridge that continues to strengthen the bonds of friendship and cooperation between the two countries.

3. PBD is not just an occasion to acknowledge and celebrate the deep emotional bonds that tie the Indian Diaspora with India – a bond that has remained alive through generations and centuries; it is also an occasion for us to celebrate your success and achievements, your contributions to the countries and communities you live in. Above all, it is a time for us to reflect on how India can improve the services we provide abroad and how we can make it easier and smoother for you to connect with India for whatever reason you wish to – family, tourism, business, enterprise, education, healthcare or pilgrimage.

4. Engaging the Diaspora is a matter of great priority for the Government. It has been raised to a new level over the past few years. Speaking to the Indian Diaspora has been a key feature of visits abroad by the Prime Minister and the External Affairs Minister. Prime Minister Modi fondly remembers his visit to Singapore and your response to his address to the community. It was indeed an electrifying moment.

5. India is undergoing transformation on a scale rarely seen in the world. It is today the fastest growing major economy in the world. It is a land of opportunities, but also of many challenges.

6. There is great enthusiasm and desire in the Indian communities abroad to contribute to India, to play a role in the transformation and development of India, to contribute to the many flagship programmes of the country. Many of you are giving

back to the country. India welcomes it and values this immensely. The potential is enormous and we must create a platform to expand the scale and scope of our contribution to India.

7. The Government of India and the High Commission are very keen to ensure that the vibrant Indian diaspora in Singapore is well-represented at PBD 2023.

8. The Singapore Indian Chamber of Commerce & Industry (SICCI) is a key pillar of the Indian diaspora in Singapore. I am writing to you to solicit your personal engagement and the unreserved support of the members of the SICCI so that the presence of the Indian diaspora in Singapore at this event matches its profile and achievements.

9. Details of the event, registration, logistical arrangements and programme, along with a list of FAQs, may be seen at <https://pbdindia.gov.in/>.

10. The Government of Madhya Pradesh is also hosting the MP Global Investors Summit 2023 (GIS 2023) on 11-12 January 2023, to promote investments into the State.

11. I would request the SICCI to register as many members as possible (4-5 representatives at a minimum) for PBD 2023 so that the SICCI is well-represented at this important event.

12. My team remains available in case of any queries or assistance required. The nodal officer for this purpose is Ms. Saswati Dey, First Secretary, who can be reached at fspol.singapore@mea.gov.in. You can also reach my office directly at socsec.singapore@mea.gov.in or Tel: +65-6238-2520 (Ms. Leela).

With regards,

Yours sincerely,

(P. Kumaran)

Shri Neil Parekh
Chairman
Singapore Indian Chamber of Commerce & Industry
Singapore.

17th PBD
CONVENTION

8-10 January 2023
Indore, Madhya Pradesh

प्रवासी: अमृत काल में भारत की
प्रगति के लिए विश्वसनीय भागीदार

DIASPORA: RELIABLE PARTNERS FOR
INDIA'S PROGRESS IN AMRIT KAAL



Expanding Singapore-India Business Ties

Economic and business ties between Singapore and India are set to grow by leaps and bounds, thanks to developments in bilateral ties between the two countries in recent months. Two economic sectors to watch closely are digitalisation and manufacturing & industry 4.0. Following the high-level ministerial meeting between both countries in September, the Singapore Business Federation engaged leaders from the Confederation of Indian Industries' (CII) Core group led by its President, Mr. Sanjiv Bajaj Singapore on 7 November 2022.



As part of the CII visit, the Singapore-India Business Roundtable was also held, chaired by the Chairman of the Singapore Indian Chamber of Commerce and Industry and SBF Council member, Mr. Neil Parekh, and CII Director General, Mr. Chandrajit Banerjee. Mr. Parekh noted the deep and multi-faceted relationship between the two governments, businesses, and people.

India was Singapore's 12th largest trade partner in 2021 and the 3rd largest recipient of Singapore direct investment in 2020, making Singapore one of India's leading foreign direct investment sources.

And both governments also signed agreements to encourage more synergistic development of digital economies.

The cooperation agreement for cross-border regulatory partnership signed between the Monetary Authority of Singapore (MAS) and the International Financial Services Centres Authority (IFSCA) aimed at enabling innovative cross-border experiments. "These efforts to lower barriers of entry for fintech services are helpful steps towards growing a vibrant fintech ecosystem in both our economies" said Mr. Parekh.

With India assuming the chairmanship of the G20 group in 2023, there is much in store for members of SBF including SICCI to participate in the business-to-business discussions at the global forum.

SBF looks forward to working closely with CII to make a meaningful contribution to the B20 process.



Deepavali 2022 Message from SICCI Chairman

I wish Happy Deepavali to our members, well-wishers and those celebrating the festival.

This year, I was privileged to join our community leaders at the Little India light-up ceremony with our Deputy Prime Minister, Mr Heng Swee Keat.

The mood was vibrant and jubilant amongst the attendees following the re-opening of borders and lifting vaccinated differentiated arrangements, particularly for our food and beverage industry. These efforts led by the Singapore Indian Chamber of Commerce and Industry(SICCI) with cooperation from government agencies, industry partners and business leaders helped to overcome the two years of pandemic and challenging conditions. Businesses transformed and embraced new ways of doing business and attracting clients locally and abroad. Digital transformation was the order of the day, and it will continue to play an essential role in the survival of businesses and small & medium enterprises in future. Indian families took the opportunity to venture into a home-based business. This trend continues to stand them in good stead as they have become household names for us to process orders with just a phone call or a WhatsApp message.

My board of directors and I will continue to help businesses navigate this post-pandemic environment and to venture abroad to tap overseas markets. Our team members from SICCI's Membership sub-committee are reaching out to Indian business Associations to discuss changes they need to implement to remain competitive. Following this initiative, we will help to devise training programmes through our SME Centre. Enterprise Singapore and agencies under the Ministry of Trade and Industry will help SME Centre to roll out these programmes by supporting us with grants.

For 2023, we are organising business missions to neighbouring countries and then to countries in the South Asian region. SICCI has recently received several business delegations from India and Sri Lanka. Their leaders are keen to partner with companies in Singapore to grow their businesses in India and the Southeast Asian region. Sri Lanka, in particular, is keen to bring our investors home as they return to stability politically.

I want to take this opportunity to invite the Indian business community to work with our Chamber to grow beyond the shores of Singapore. My Deepavali message started by describing the joy amongst our citizens and businesses as the celebrations continue. While we are celebrating, let us keep sight of the ever-changing environment in Singapore and overseas and the need to be responsible and cautious as we battle the Covid virus in its various variant forms. So, let us rejoice but at the same time uphold all our government health protocols.

On behalf of the Board of Directors and Secretariat of SICCI, Happy Deepavali 2022!



SICCI Members Deepavali Nite



SICCI celebrated the joy of Deepavali with its members in style on 7 November 2022.

Mr Alvin Tan graced the occasion as SICCI's Advisor and Minister of State for Trade and Industry & Culture, Community, and Youth. Mr. Tan who also takes care of Little India in the Tanjong Pagar GRC donned a beige kurta. His Excellency, Mr. Kumaran Periasamy, India's High Commissioner to Singapore, graced this occasion.

The dignitaries witnessed the presentation of membership certificates to new members who joined SICCI. Delegates from the Young Entrepreneurs Federation of Tamil Nadu joined us in the celebration. Their objective was to present business opportunities with Indian companies in Singapore.

Both MOS Alvin Tan and SICCI Chairman, Mr. Neil Parekh touched on the significance of celebrating Deepavali - celebrating Victory over Evil and more commonly Light at the end of Darkness. The pandemic was a 2-year dark period in Singapore. Now we have returned to many sectors of the economy with normalcy.

Mr. Neil noted that business delegations came knocking at SICCI's doors and this has led to significant collaborations with overseas business associations and chambers in recent months.



Commending SICCI for taking the lead in assisting the Indian business community in Singapore during the pandemic, MOS Alvin said, "Throughout the pandemic, SICCI has been the voice and guide for its members. As advocates for business interests, you play a critical role in providing us with valuable feedback and insights on business sentiments and needs".

MOS Alvin also lauded the 2022 SME Centre conference organised by SME Centre@SICCI attended by over 750 participants as it showcased efforts by the SME centres in helping local businesses.





New SICCI Members at the Deepavali Night



World Mental Health Day was observed globally on 10 October 2022



SICCI's Vice Chairman, Mr. M. S. Maniam, who is Managing Director of Seagull Pte Ltd, a company which specialises in ship repair operations, shares his thoughts on mental wellness at the workplace.

Mental health is extremely important for individuals.

I stand by the notion that a happy workforce leads to higher productivity among employees which contributes to good mental health.

Initiatives of Seagull since its inception in 2003:

- Providing interest-free loans to those who need financial assistance
- Free airline tickets to employees returning to their home countries in times of emergencies

The pandemic encouraged us to look into the hygiene practices in our dormitories and premises. Due to pandemic movement restrictions, we invested in revamping our buildings to ensure our foreign workers residing in the dormitories have sufficient space and equipment to ensure they are safe, happy, and comfortable.

The work atmosphere is inviting, and we have Wellness ICs who look after the mental, physical and emotional well-being of our employees, including our foreign workers. Our wellness ICs, led by my wife, the finance director, look into getting the daily and weekly supplies for our in-house workers.

Extra efforts have been made to enhance the camaraderie amongst the employees and also to provide a greater sense of belonging.

- Company t-shirts for special occasions
- Meals during festive occasions and all public holidays.
- Video call sessions between upper management and families of foreign workers

Moreover, re-skilling and up-skilling are encouraged, and incentives are provided to those employees who put in the effort to upgrade themselves. We believe that this helps to future-proof our employees as they will have a wider skill set when they return to their home countries.



Meetings with TACs and other Agencies



SICCI Director Mr. Maneesh Tripathi represented SICCI and our SME Center at the BCG round table for RISE reskilling program. Minister Chan Chun Sing was the GOH.

RISE for Business is a unique programme that enables businesses to identify and act upon new digital opportunities by equipping their home-grown talent with high-demand business and digital skills.



Mr. Maneesh Tripathi attended a Turkish 99th anniversary event.



SICCI Directors Mr. M.S. Maniam and Mr. Maneesh Tripathy participated in a Cyprus chamber event on bilateral business relations between Singapore and Cyprus.



Meetings with TACs and other Agencies

Mr. Maneesh Tripathi attended a UAE Singapore Business Council event on Aviation post COVID recovery.



Mr. Maneesh Tripathi joined the SMEC team for a day at Sandbox Somerset, which they had helped organize to celebrate and enable the next generation of industry leaders aged 35 and below.

Mr. Maneesh Tripathi, Chairman -SMEC Center, joins the SMEC team for the SME Center appreciation night. Joining Mr. Maneesh are board directors Ms Jayanthi Manian and Ms. Hsien Naidu



Mr. Maneesh Tripathi attended an event on Timor-Leste organised by SCCC.



Meetings with TACs and other Agencies



SICCI Directors Mr. Maneesh Tripathi, Mr. JK Saravana, and Mr. Parthiban welcome the Business Dhronacharya International Business Council from Chennai for a discussion on cross border opportunities for both chambers and avenues for collaboration.



SICCI met up with a delegation from the Indian Media.



Meetings with TACs and other Agencies



SICCI Director Mr. JK Saravana welcomes Kuala Lumpur and Selangor Indian Chamber of Commerce and Industry to SICCI to foster bilateral ties.

SICCI Director Mr. JK Saravana meets Mr Pedro Oliveira of Unimar. They discussed about opportunities for SICCI and its members in the commodity import/export industry in Brazil.



SICCI Chairman, Mr. Neil Parekh and Director, Mr. Maneesh Tripathi at an India- Singapore business forum.



SICCI commended for role in Total Defence

The Singapore Indian Chamber of Commerce and Industry has been commended for its role in Singapore's total defence movement.

SICCI Chairman, Mr Neil Parekh received the total defence award at a dinner held on 10 November 2022 from the Minister for Defence.

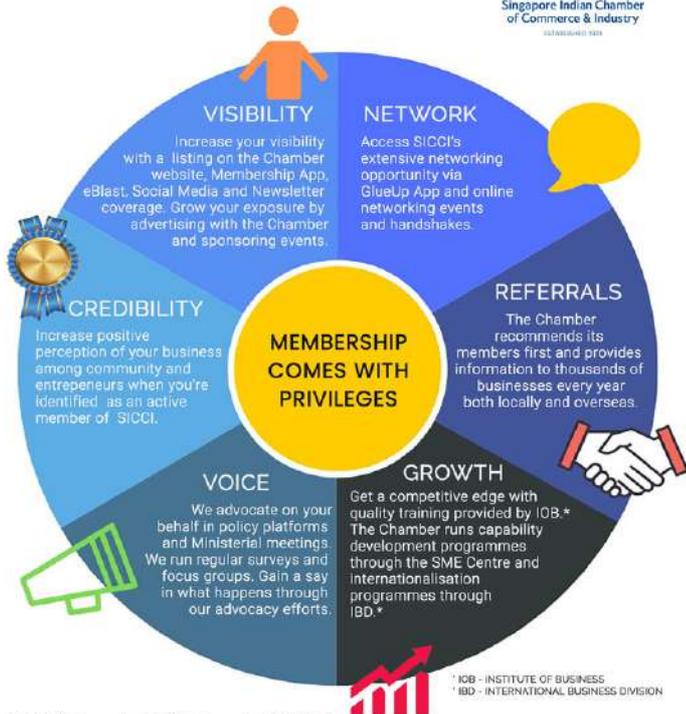
The Total Defence Awards (TDA) is a national pinnacle award to recognise NS Stakeholders including supportive Employers, Businesses, Educational Institutions, Organisations and Individuals from the community for their contributions towards National Service and Total Defence.

SICCI is part of the ACCORD Employer and Business Council and has played a critical role in massing resources for the management of Covid patients at the centres.



WHY JOIN SICCI?

LET US HELP YOUR BUSINESS



Apply for SICCI Membership now!
<https://sicci.glueup.com/register/account>

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membership@sicci.com
 Call: 6222 2855 / 9654 1346

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 The ultimate mobile hub for your events and membership experience.

SICCI Welcomes our New Members

Ordinary Corporate

- Rijke Power Pte Ltd
- Rycroft Offshore Pte Ltd
- Yaali Marine Pte Ltd
- JS Marine Engineering Pte Ltd
- Kayastha Vansh International Pte Ltd
- Worldscan Engineering Pte Ltd
- AKS Marine Pte Ltd
- Yin N Yang Pte Ltd
- Jaanik Business Solutions Pte Ltd
- Vgosh Info Pte Ltd
- Strokearts Studio Pte Ltd
- KT Tech Pte Ltd
- Rakki Tech Pte Ltd
- Dawood Flour Mill & Provision Pte Ltd
- Rich innovation engineering Pte Ltd
- Direct Search Asia Pte Ltd

Ordinary Individual

- Ravindran Athi Nahappan
- Elavazhagan Murugan
- Siva Rajan Sinaya
- Mahalakshmi Muruganatham
- Vivekanandan Marimuthu
- Elysha Vani Perumal
- Ravi Ahyiliam Pathy
- Umagaithri Subramaniam
- Amanda Aida Atan
- Mohan Raj Jeffery
- Rita Nanu
- Anubhuti Dhote
- Meenachi Shanmugaiya
- Surendra Hiranandani
- Emran Hasan

Associate Corporate

- Galaxy Technology Services Pte Ltd
- Deloitte Tax Solutions Pte Ltd
- Frontal Projecting Consulting Pte Ltd
- Newbridge Alliance Pte Ltd
- Seng Heng Marine Pte Ltd



Singapore Indian Chamber
of Commerce & Industry
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26 Dec 2022

Mr Vijay Iyengar

Founder and Managing Director
Agrocorp International Pte Ltd
10 Anson Road
#32-03 International Plaza
Singapore 079903

Dear Vijay,

My greetings and best wishes to you, your team at Agrocorp and your family.

With great happiness, I write to congratulate you on your recent accolade of being conferred the EY Family Business Award of Excellence 2022.

It is yet another feather in your cap of achievements as you and your company continue contributing to the growth and development of the Agrocorp business in Singapore.

Your area of work continues to be of utmost importance for Singapore as the nation continues to explore and look into new sources of food production to boost its food security amid global challenges.

I look forward to your further inputs on how SICCI and its Board can play a role in helping to boost Singapore's capabilities in food technology and security as my team continues to embark on a slew of overseas business missions in the region with India.

Once again, my heartiest congratulations and good health.

Neil Parekh

Neil Parekh

Chairman

Singapore Indian Chamber of Commerce and Industry



INTERNATIONAL
BUSINESS
DIVISION



SICCI In the News



Singapore is a partner country for UPGIS.

The Uttar Pradesh government has signed a number of agreements with investors in [Singapore](#) ahead of a major global investors' summit in February, a state minister said here on Friday, as he sought Singapore's support for reaching at least USD 50 billion investment commitments target.

Uttar Pradesh Minister for Jal Shakti and Flood Control [Swatantra Dev Singh](#) said he received a "very encouraging response" from his roadshows in Singapore and Sydney to promote the [UP Global Investors Summit \(UPGIS\)](#). His was one of the eight delegations sent to more than 16 countries by the UP government to promote the investors' summit, to be held in Lucknow from February 10-12, next year.

At the Singapore roadshow on Friday, the UP government signed a Memorandum of Understanding with the [Singapore Indian Chamber of Commerce and Industry \(SICCI\)](#) to set the pace for Singapore investors to participate in the prosperity of UP.

"Since we are pitching for investments, SICCI will act as a bridge between investment companies here and the UP government," Singh said.

THE ECONOMIC TIMES

16 December 2022

https://ecoti.in/DBf_4b

NEWS

Benefits of parental leave

This is the first of our three-part series on parental leave.

Many employers offer parental leave to support employees in balancing work and family life. Benefits to employers include:

Better staff retention

"Our employees value taking time off to manage family commitments. So, we try to be accommodating when they need to take leave. That's how we retain them."

- Employer (SME, Manufacturing)

"If you want to retain your employees, you need to provide flexibility and benefits to support their needs."

- HR (MNC, Accommodation and Food Services)

Increased staff productivity

"We care for our employees and advocate placing their family first. This allows them to contribute positively to the organisation."

- Employer (SME, Information and Communications)

"There are many long-term benefits when an organisation provides sufficient leave support. We receive a lot more from our employees when they return."

- Employer (Public Sector)

Parents who took leave^{1,2}:



Feel more motivated at work and have higher job satisfaction



Tend to stay longer in their organisation



Prioritise their time better and are more productive

¹Sources: (1) McKinsey 2020 - Surveys and interviews conducted from Apr-Jul 2020, across 10 countries, including Singapore. (2) EY 2017 - Survey conducted in 2016 on US HR decision-makers and private sector employees.

Employers are required by law to provide parental leave to eligible employees in Singapore. These could be fully paid for by the Government, co-paid with employers (i.e. 50-50 split) or unpaid.

Parental leave includes:



Maternity Leave (or Adaption Leave for adoptive mothers)



Paternity Leave



Shared Parental Leave



Childcare Leave



Unpaid Infant Care Leave

Claiming for leave reimbursement

This is the last of our three-part series on parental leave.

Employers can claim reimbursement from the Government when their employees with Singaporean children take paid parental leave.

Three Simple Steps:



1. Log in to eServices at profamilyleave.msi.gov.sg

Alternatively, scan the QR code to log in:



2. Provide these information/documents:

- Your company's details (e.g. contact and bank information)
- Details of the employee, child, and type of leave taken
- Employee's employment dates
- Employee's period of leave (i.e. start and end date of leave) and wages
- Supporting documents (e.g. payslips) where necessary

Please note that: Only employer-paid portion of Government-Paid Maternity Leave; Adoption Leave for Mothers and Government-Paid Childcare Leave is claimable.



3. Submit your claims

Submit claims within three months of the last day of your employee's leave, or for childcare leave, after the last day of the relevant period.

*Relevant period is the calendar year (by default) or any 12-month period mutually agreed upon by employer and employee.

Parental leave infographics produced for employers - by the Prime Minister's Office, Singapore

Managing parental leave requests

This is the second of our three-part series on parental leave.

Six tips for better leave management:



1. Communicate

Inform your employees about their leave entitlements and update them when there is a change.



4. Encourage use of leave entitlements

Plan for employees to use their full parental leave entitlements within the respective period of use (e.g. within the first year of a child's birth).



2. Plan early

Conduct mutual discussions, such as the days and times that an employee will be away. Aim to do this at least one month before the leave take effect.



5. Make covering arrangements

Agree on covering arrangements during employees' absence. Ensure clear communication within the team and consider hiring temporary staff for longer periods of absence.



3. Approve leave early

Encourage employees to apply for leave early to allow for covering arrangements, and approve leave application in a timely manner.



6. Be objective

Remain objective and professional when discussing leave requests, and evaluate employees' work performance based on contributions and outcomes achieved.

Parental leave, such as maternity, paternity, adoption, shared parental, childcare, and unpaid infant care leave, are legal entitlements.

Maternity Protection for Pregnant Employees:

- Employers must pay an employee the full maternity leave benefits if she is retrenched or dismissed without sufficient cause during her pregnancy.
- Employers cannot dismiss an employee who is on maternity leave.
- Employers cannot ask an employee to work during the immediate four weeks following the birth of her child.



For more information, scan the QR code or visit <https://go.gov.sg/maternity-leave-protection>

www.made4orfamilies.gov.sg

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Supporting organisation



Advisory on Communicating Price Increases to Consumers

The GST rate will be increased from 7% to 8% with effect from 1 January 2023.

Some businesses have been observed to be increasing prices or service fees to account for the additional 1% GST rate increase and also to take into account higher raw material and overhead costs, but have attributed the increase primarily or solely to the increase in GST.

Ahead of the increase in GST rate, the Government would like to remind businesses to be transparent in communicating the reasons for any price increases to consumers. Businesses should explain the main reasons for the increases in price/fee increases, and not misrepresent the situation to consumers by attributing the price increases primarily or solely to the increase in GST.

The Committee Against Profiteering (CAP) takes a serious view of any unjustified price increases using the GST increase as an excuse.

The CAP will investigate all allegations of unjustified price increases of essential goods and services that use the Goods and Services Tax (GST) as a cover.

A number of factors could lead to price increases, such as an increase in operating costs including wages, utilities, rental and materials.

If a business raises its prices, it is not acceptable for the business to use the GST increase as the reason for raising prices before the GST implementation, nor is it acceptable for a business to raise prices by more than the GST after the GST implementation, citing the GST as the reason.

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