

# ANNUAL REPORT 2016



Nurturing Skills Together



## RUBBER SKILL DEVELOPMENT COUNCIL

Ramakrishna Dalania Wing, PHD House (4th Floor),  
4/2, Siri Fort Institutional Area, August Kranti Marg, New Delhi - 110016

### NOTICE

NOTICE is hereby given that the Fourth Annual General Meeting of the Rubber Skill Development Council will be held on Thursday, September 22, 2016 at 10.30 a.m. at Hotel Le Meridian, New Delhi to transact the following business:

- 1) To confirm the proceedings of the Third Annual General Meeting held on September 25, 2015 (already circulated).
- 2) To receive and adopt the fourth Annual Report for the year ended 31st March 2016.
- 3) To receive and adopt the Audited Balance Sheet and Income & Expenditure Accounts of the company for the year ended 31st March 2016.
- 4) To appoint Directors in place of the retiring directors.
- 5) To appoint Auditors for the year 2015-16 and fix their remuneration.
- 6) Any other matter with permission of the chair.

By order of the Board

Vinod Simon  
Chairman

Place : New Delhi  
Date : August 29, 2016

## RUBBER SKILL DEVELOPMENT COUNCIL

Governing Council Members for the year 2014-15

### Governing Council of RSDC

RSDC is governed by the Governing council comprising of the following members:

- **Mr Vinod T Simon , Chairman , RSDC**  
Executive Director, Simmco Rubber & Plastics (P) Ltd. (Representing AIRIA)
- **Mr A Ajith Kumar IAS**  
Chairman, Rubber Board of India (Representing Rubber Board) – from May, 2016
- **Mr P K Mohamed**  
Chief Advisor R&D Apollo Tyres Ltd (Representing ATMA) – from January, 2016
- **Mr Mohinder Gupta**  
Managing Director, Vinko Auto Industries Ltd. (Representing AIRIA)
- **Mr Rajeev Anand**  
Vice Chairman & Managing Director, Goodyear India Ltd. (Representing ATMA)
- **Mr Yogen Lathia**  
Director, Lathia Rubber Mfg Co. Pvt. Ltd (Representing AIRIA)
- **Mr Rajiv Budhreja**  
Director General, ATMA (Representing ATMA)
- **Mr Rummy Chhabra**  
President, ICRTMA & Managing Director, Metro Tyres Ltd. (Representing ICRTMA)
- **Dr R Mukhopadhyay**  
Chairman, IRI and Director & CE, HASETRI (Representing IRI)
- **Dr K Rajkumar**  
Director, IRMRA (Representing IRMRA)
- **Mr. Vijay Pahwa**  
Director –Corporate Relations, University of Petroleum and Energy Studies  
(Representing NSDC)
- **Chief Executive Officer, RSDC**

#### Previous Members:

- **Dr. A. Jayathilak, IAS**  
Chairman, Rubber Board of India from October 2014 – April, 2016

Auditors

**M/s Ravinder K. Goel & Associates**

Chartered Accounts



RUBBER SKILL DEVELOPMENT COUNCIL

4<sup>TH</sup> ANNUAL REPORT  
WITH STATEMENT OF ACCOUNTS  
FOR  
THE YEAR ENDED  
31<sup>ST</sup> MARCH 2016

(From 1<sup>ST</sup> April 2015 to 31<sup>ST</sup> March 2016)

– Head Office –

PHD house (4th floor), Opp. Asian Games Village,  
Siri Fort Institutional Area, New Delhi - 110016

### Formation of Rubber Skill Development Council (RSDC)

Rubber Skill Development Council is a Section-25 company, set up by All India Rubber Industries Association (AIRIA) & Automotive Tyre Manufacturers' Association (ATMA) in Collaboration with National Skill Development Corporation (NSDC).

### Objectives of RSDC:

- To provide skilled manpower to meet the requirement of the Industry in coming years.
- Development of National Occupational Standards (NOS) for various job roles, considering the current and futuristic requirements of the industry by involving industry representatives.
- Setting up Labour Market Information System (LMIS) to assist planning and delivery of training
- To frame affiliations and certifications for short and midterm courses in various trades of rubber industry.
- Ensuring quality in training delivery, by affiliated institutes.
- Assessments and certification of the trainers and trainees.

### SCOPE OF WORK

#### ➤ National Occupational Standards (NOS)

One of the main functions of RSDC is to develop the National Occupational Standards for various job roles. National Occupational Standards (NOS) is a core part of India's current efforts to develop a standardized and high quality vocational Education system. NOS specifies the standard and performance, an individual must achieve when carrying out a function in the workplace, together with the knowledge and understanding they need to meet that Standard consistently.

#### *Members of RSDC's NOS Sub-committee Manufacturing Sub-sector*

- **Dr R Mukhopadhyay (Convener)**  
Director (R&D), JK Tyre & Industries Ltd., Chairman, IRI and Director & CE, HASETRI
- **Mr Vijay Deshpande (Member)**  
VP - HR, JK Tyre & Industries Ltd.
- **Mr P Sridharan (Member)**  
Director, Mypol & Prof. SJCE, Mysore
- **Mr K Srikanth (Member)**  
Director, Alfa Rubber & Springs Pvt. Ltd.
- **Mr P K Chatterjee (Member)**  
Chairman, IRI Delhi

- **Dr N M Mathew (Member)**  
Vice Chairman, IRI Kerala & Former Director of Research, Rubber Board
- **Mr S P Sukhrani (Member)**  
Sr. Vice President – Technical, Metro Tyres Ltd
- **Mr Harsh Gandhi (Member) – Joined November, 2014**  
Executive Director, GRP Ltd
- **RSDC:**  
Chairman, CEO, Manager – Standards & Assessments

### Key Activities

#### NOS Development

- Qualification packs for total 148 job roles have been approved by QRC, 116 job roles for Manufacturing, 32 for plantation sector (NR)
- 116 Manufacturing Qualification packs was reviewed by the NOS Subcommittee and as per the request from NSDC, it was narrowed down from 116 to 62 Manufacturing Qualification packs. This will increase the acceptability of the Manufacturing QP's and also result in better uptake of the trainees among the industry.
- Qualification packs for 1st year B.Voc in Rubber Technology was approved by the committee and will be presented to QRC.
- 26 Qualification packs for NOS Phase III along with the 2nd & 3rd year QP for B.Voc in Rubber Technology has been identified/finalised by the NOS Subcommittee.



#### ➤ Labour Market Information System (LMIS)

One of the key objectives of RSDC is to develop a robust Labour Market Information System (LMIS), and the first step towards developing robust LMIS is to study the prevailing skill gaps in the industry. Keeping this in mind, RSDC conducts the Skill Gap Study which would enhance the understanding of the skills-requirement in the rubber industry and help RSDC plan for capacity building needs.

**Members of RSDC's SGA Sub-committee for Manufacturing Sub-sector**

- **Mr M.L. Gupta (Convener)**  
Managing Director, Vinko Auto Industries Ltd.
- **Mr Rajiv Budhraj, (Member)**  
Director General, ATMA
- **Mr Vijay Deshpande, (Member)**  
VP-HR, JK Tyre & Industries Ltd.
- **Ms Shingari Ramachandran, (Member)**  
Group Manager HR, Apollo Tyres
- **RSDC:**  
Chairman, CEO, Director –Affiliation & Training

**Key activities**

**Skill Gap Analysis (SGA) - Manufacturing**

- Skill gap study has been carried out for nine states namely Kerala, Tamil Nadu, Punjab, Maharashtra, West Bengal, Delhi NCR, Haryana, Gujarat & Uttar Pradesh to understand the demand and supply side of the sector in Phase I & Phase II of the project.

**Phase III - SGA**

- Eleven states namely Karnataka, Andhra Pradesh, Rajasthan, Madhya Pradesh, Jharkhand, Goa/Daman, Himachal Pradesh, Pondicherry (Union Territory), Odisha, Assam and Telangana have been identified for phase III of the project.
- Validated and approved questionnaire developed for the SGA project.
- Team of RA's and PC's visited the companies and conducted the skill gap study as per the requirement of the project.
- Survey has been conducted on the ground and completed.
- Research consultant and Rubber Experts have started writing the report and the first draft of the report will be ready soon.

**Skill Gap Analysis (SGA) – Natural Rubber (NR) Plantation Subsector**

**Members of RSDC's NR SGA Sub Committee:**

- **Mrs. P Sudha**  
Director Training, Rubber Training Institute (RTI)
- **Mrs. Claramma P V**  
Dy RPC, Rubber Board



- **Mr. Achuthan Kutty**  
Dy. RPC, Rubber Board
- **Mr. G Ravindranath**  
Development Officer, Rubber Board
- **Mr. Boban Mathai**  
Development Officer, Rubber Board
- **Mr. Binny Mathew**  
President Janatha Model RPS Aimcombu
- **Mr. Santosh Kumar**  
Senior Vice president, HML
- **Mr Rajiv Budhreja, (Member)**  
Director General, ATMA

#### Key Activities

- A SGA subcommittee has been formed of five members from the rubber board including one representation from North East and one member each from Large & Small grower and RPS.
- It was decided to initiate the project in Kerala, Tamil Nadu, Karnataka & Odisha.
- Questionnaire has been developed and submitted for approval.
- The project will be implemented by the extension officers of Rubber Board.

#### ➤ Affiliation:

The term Affiliation is used to define a process of establishing competence of any institution that wants to deliver NOS based trainings. The affiliation process conducted by RSDC carries out evaluation of competence and desired infrastructure or the capability of creating the desired infrastructure for delivering NOS based training.

#### **Members of RSDC's Affiliations Sub Committee:**

- **Mr Rajeev Anand (Convener)**  
Vice Chairman & Managing Director, Goodyear India Ltd.
- **Mr Rajiv Budhreja (Co-Convener)**  
Director General, ATMA
- **Mr K.T. Thomas (Member)**  
Director, Paragon Polymer Products
- **RSDC:**  
Chairman, CEO, Director-Affiliation & Training

**Key Activities**

- RSDC has created affiliation protocol and application formats for affiliation and same has been uploaded on RSDC & NSDC website for training provider's reference.
- RSDC has so far received many applications for affiliation, out of which below mentioned training providers have already been affiliated by RSDC till June, 2016.

Sr No.	Organization
1	Hari Shankar Singhania Elastomer & Tyre Research Institute (HASETRI)
2	Indian Rubber Institute (IRI)
3	Indian Rubber Manufacturers Research Association (IRMRA)
4	Elysium Technologies Pvt Ltd
5	Yashswi Skills Academy
6	LabourNet Services India Pvt Ltd
7	IL&FS
8	NewTek India Pvt Ltd
9	BASIX Academy for Building Lifelong Employability Limited (B-ABLE)
10	REEP Trust
11	AITS (A Unit of BRM Education & Welfare Society)
12	National Educational Society
13	GRAS Academy
14	SWAMI AMBRISH CHETANYA SEWA SAMITI
15	Rubber Board of India
16	The Skills Academy
17	Adamas Institute of Technology
18	Bridge Point Skills & Network Pvt. Ltd
19	Empower Pragati Vocational & Staffing Pvt. Ltd.
20	Netking Institute of Skill Development
21	JSB Education Services Pvt. Ltd.
22	Orissa Rubber Product
23	Kamaraj College of Engineering and Technology
24	AIRIA WR – Pune Chapter
25	Aelis Enterprise Learning and Implementation Solution Pvt. Ltd.
26	Bhola Institutional Trust

## Trainings

RSDC's affiliated training providers have started NOS based training programs for various job roles in the rubber sector across the country. The trainings focuses on developing hands on skills for the trainees, through theoretical and practical sessions, complemented with on-the-job trainings.

So far, 27, 920 trainees have been trained by RSDC's affiliated Training providers in various job roles of manufacturing and natural rubber sub-sector.



## Trainings under PMKVY scheme launched by GOI



Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship outcome-based skill training scheme of the new Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this skill certification and reward scheme is to enable and mobilize a large number of Indian youth to take up outcome based skill training and become employable and earn their livelihood. Under the scheme, monetary reward would be provided to trainees who are successfully trained, assessed and certified in skill courses run by affiliated training providers.

## About the Scheme

- Union Cabinet on 20th March 2015, approved the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) with an outlay of Rs. 1,500 crore to provide skills training to 24 lakh people.
- This flagship scheme for skill training of youth has been implemented by the new Ministry of Skill Development and Entrepreneurship through the National Skill Development Corporation (NSDC).
- Of the total outlay of Rs 1,500 crore, as much as Rs 1,120 crore will be spent on skill training of 14 lakh youth.
- Every candidate successfully completing a skill based course would get a reward of Rs. 7,500/- to Rs. 10,000/-, depending upon the level and sector of the course.
- Skill training under the new scheme is primarily focused on the first time entrants to the country's labour market and primarily target Class 10 and Class 12 drop outs.
- Focus under the PMKVY is on improved curricula, better pedagogy and better trained instructors.

**RSDC's participation in PMKVY scheme:**

- RSDC has participated in the PMKVY scheme with 17 job roles of manufacturing and natural rubber sub-sector.
- The training programmes were executed by RSDC's affiliated training partners.
- Comprehensive audit checks were conducted by RSDC for validating curriculum, training methodology and infrastructure of the factory shop floor.
- The trainees undergoing the programmes was assessed by RSDC certified assessors.

**PMKVY Key Activities**

- RSDC's Affiliated Training partners have enrolled candidates in various job roles as given below.

**Trainees Enrolled in PMKVY from 1st June, 2015 till 31st March 2016**

S.No	Training Partner	No. of trainees Enrolled	
		Job Role	Numbers
1	Indian Rubber Manufacturers Research Association (IRMRA)	Mill Operator	12
2	Elysium Technologies Pvt Ltd	Compression Moulding Operator	1044
3	Yashswi Skills Academy	Compression Moulding Operator	60
4	LabourNet Services India Pvt Ltd	Mill Operator	176
		Tyre Moulding Operator	32
		Compression Moulding Operator	200
		Extruder Operator	77
		Junior Rubber Technician	517
		Injection Moulding Operator	141
		Bicycle/rickshaw tyre building operator- mono band	74
		Packaging Operator	948

5	IL&FS	Latex Harvest Technician	515
		Rubber Nursery General Worker	594
6	BASIX Academy for Building Lifelong Employability Limited (B-ABLE)	Compression Moulding Operator	297
		Injection Moulding Operator	25
		Internal Mixer Operator	32
		Latex Harvest Technician	2876
7	REEP Trust	Packaging Operator	182
		Rubber Nursery General Worker	4320
		Tyre Tube Repair Operator	397
8	AITS (A Unit of BRM Education & Welfare Society)	Tyre Tube Repair Operator	454
		Tyre Fitter	1557
9	National Educational Society	Junior Rubber Technician	85
10	SWAMI AMBRISH CHETANYA SEWA SAMITI	Compression Moulding Operator	269
		Rubber Product Assembler	176
		Tyre Fitter	83
		Tyre Moulding Operator	1303
		Tyre Tube Repair Operator	1330
11	Rubber Board of India	Rubber Nursery General Worker	50
		General Worker Rubber Plantation	23
		Latex Harvest Technician	175
		Rubber Nursery Budder	20
12	The Skills Academy	General Worker Rubber Plantation	49
		Latex Harvest Technician	3856
13	Adamas Institute of Technology	Autoclave Operator	110
14	Bridge Point Skills & Network Pvt. Ltd	Latex Harvest Technician	90
15	Netking Institute of Skill Development	Latex Harvest Technician	60
16	RVS	Junior Rubber Technician	100
		Packaging Operator	847
		Total	23156

**Number of Trainings in Manufacturing Sector: 10,528**

**Number of Trainings in Natural Rubber: 12,628**

**Centre Validation:**

RSDC empanelled Subject Matter Experts (SME) conducted training centre validations across various locations. SME conducts due diligence of the centre w.r.t. infrastructure and availability of machinery/equipments required to train the students for the mentioned job role. So far, 103 centres have been validated across the country.



**Train The Trainer:**



RSDC is committed to create a talent pool of skill and provide the skilled manpower to meet the requirement of the industry. Thus, Trainers of affiliated institutes trained and certified on best pedagogical practices to ensure standardization of the training processes, quality and consistency.

RSDC has organized 2 day TTT program in various locations and trained 72 trainers in various job roles.

**Placements:**

Trainees who completed assessments till March 2016 were placed & self employed as per the below table;

Trainees Enrolled	Trainees Assessed	Trainees Certifies	Total Placed	Placements		Placement Percentage		Total Placement Percentage
				Self Employed	In Service	Self Employed	In Service	
23,156	19,055	11,579	5,073	2,642	2,431	52.1	47.9	43.8



**Content Development:**

As per the mandate given by Ministry of Skill Development & Entrepreneurship (MSDE) to the SSC's that need to publish one Standard Trainee Handbook (courseware/content) for every QP that will participate in Govt Skilling Programs.

**Key Activities**

- The Govt schemes like PMKVY 2 will mandate that every trainee participating in the scheme is provided with this handbook by the training provider.
- The training partner will procure the same from SSC for every trainee getting trained under the scheme and will get the reimbursement of the same back as part of the training cost under the scheme.
- MSDE will also recommend the usage of this handbook by State Skill Missions and other Government Training Programs run by other Ministries.
- RSDC has also initiated the content development for various Job roles which getting further validated by the Subject Matter Experts and Industry. These content are getting submitted to NSDC for approval.

**Assessments:**

Prime objective of developing National Occupational Standards is to train and assess the trainee on skills, competency and knowledge at NOS level. Assessment criterion has been defined for each NOS, and it includes both theoretical and practical skills on which the trainee is assessed. The evaluation of the competencies accomplished by the trainees is conducted through comprehensive assessments process. Post the conduct of assessments, successful trainees are certified by RSDC.

Currently, RSDC has empanelled 5 assessment agencies to carry out assessment of the trainees trained under manufacturing & plantation job rules.

1. Aspiring Minds
2. Trendsetter
3. Manipal City & Guilds Pvt Ltd
4. Cocubes
5. Mettl



**Members of RSDC's Assessments & Certifications Sub-committee:**

- **Mr Tom Thomas (Convener)**  
Executive Director (Technology & Projects, CEAT Limited)
- **Mr P.K Mohamed (Member)**  
Chief- Research & Technical, Apollo Tyres Ltd.
- **Prof K.E. Raman (Member)**  
Director, BITS Goa
- **Mr Swarnendu Chatterjee (Member)**  
Head HR & IR, Phoenix Conveyer Belts India Pvt. Ltd.
- **Mr Vinod Patkotwar (Member)**  
CEO, Crown Rubber Products
- **RSDC:**  
Chairman, CEO, Manager – Standards & Assessments



**Key Activities**

- Accredited assessment agencies carries out Assessments of all the trainees trained by RSDC's affiliated training providers.
- Assessment agency empanels assessors and Subject Matter Experts from the Industry or academic institutes, for conducting the assessments effectively.
- Assessment agency has been mandated to use tablets for conducting the assessments.
- Trainees are being assessed on theoretical as well as practical skills, to ensure that they are readily deployable by the industry.
- The successful trainees were issued a joint certificates from the Govt. of India, NSDC and RSDC.



Summary	No. of candidates	Percentage %
Total Candidates	22041	
Candidates Present	19055	86.4
Candidates Passed	14096	73.9
Candidates Failed	4952	25.9
Candidates Absent	2993	13.5



## State Government Projects:

### RSDC and ASAP Collaboration:

Considering the dire need of skilled manpower in the rubber industry, RSDC officials met the Principal Secretary, Department of Higher Education, Additional Skills Acquisition Programme (ASAP) Govt. of Kerala, for the introduction of Rubber Technology Programmes in schools and colleges across Kerala.

### Key Activities

Under a signed MoU with ASAP (Additional skills Acquisition Programme) Kerala, RSDC has introduced Junior Rubber Technician (JRT) and Lab Chemist – Incoming Raw Material training program for college and school students in Kerala.

- ASAP JRT program new session 2015 16 has enrolled 108 students and 33 students for Lab Chemist program for the academic year 2015-16 in schools and colleges of Kerala.
- Under ASAP summer skill skool program 2016, 130 students completed training for Lab Chemist program.
- The program is executed by Indian Rubber Institute (IRI) & Rubber Training Institute (RTI) in various districts of Kerala.

## Engagements with college / universities



- RSDC has signed an MoU with Tripura Central University to conduct a 3 year program, B.Voc in Rubber Technology.
- Tripura University has got approval from UGC under Ministry of Human Resources & Development to run the course for 50 students per year and they have already enrolled 22 students for their 1st batch.
- It is a 3 year program and students can exit at the end of each year. If student exits at the end of year 1, after passing the exam he/she gets a diploma degree, in year 2 if the student exits he/she gets the advanced diploma and after completion of three years, the student is awarded the degree, B. Voc in rubber technology.
- RSDC is also in discussions with Lovely Professional University & GNA University to offer NOS based Training programs in Punjab.

### UK-India Education and Research Initiative (UKIERI) Project

RSDC and UK-SSC Lantra, bid for a grant under UKIERI project for collaboration between UK and Indian SSC's, said grant under UKIERI project was awarded to both the SSC's in May 2014.

- RSDC officials visited sector skill councils and training institutes in UK in the month of June, 2016 to understand the sector skill council operations, implementation of NOS based training delivery models and best practices being followed by UK SSC's and institutes.
- RSDC officials and Lantra team discussed about the implementation of TTT program in India.
- Lantra officials are planning to undertake the initiatives to share their expertise in trainings and assessments for the rubber sector in India.
- During the visit, RSDC team also shared about the methodologies being adopted in the development of qualifications, trainings and assessments.



### RSDC's Exclusive Job Portal

- Rubber Skill Development Council launched an exclusive "JOB PORTAL" for the Rubber Sector. It's the one stop for hiring hands on experienced candidates & skilled workforce.
- This Job Portal aims at bringing the candidate and the Industry face to face in order to understand each other's requirement.
- With the help of this portal the Candidate's would be able to directly apply for their preferred jobs. Similarly, recruiters can pick their preferred candidates based on their current requirement.



- RSDC Job Portal has been created on the lines parallel to the other job portals. This is a unique initiative that RSDC has taken in order to focus and assist the training partners in terms of Placement of the certified candidates.

### RSDC's PR Initiatives

Towards building cohesive mechanism to enable skill development of professionals, involving all stakeholders is significant. In continuation to our efforts to connect with the entire industry, RSDC conducts various PR activities.

### Key Activities

#### Skills Time – E-Newsletter

Skills Time is a free, monthly email publication, designed to provide comprehensive information on skill development, issues and news in the rubber industry. Skills time primarily focuses on the following areas:

- o RSDC's activities and news
- o Skill Development in India
- o Special Talk with Rubber/Industry Experts
- o Information on latest developments in the rubber sector

#### Members of RSDC's Editorial Sub Committee:

- **Mr Yogen Lathia**  
Director, Lathia Rubber Mfg Co. Pvt. Ltd
  - **Mr Rajiv Budhraja**  
Director General, ATMA
  - **Ms Shewani Nagpal**  
Director –Affiliation & Training, RSDC  
Sub-Editor
- Skills Time reaches 25,000 people in the rubber industry
  - Successfully completed three years in April 2016



### Articles & Press Release

- RSDC published various articles in leading magazines like Rubber India, Rubber Asia, Indian Rubber Journal, Polymer & Tyres – Asia.
- RSDC has also published articles/news items in print media in national and regional newspapers to keep the industry updated about the activities of RSDC.

## Key Events of Last Year

### Governing Council Meetings

12th GC Meet of RSDC was held on July 31st 2015, at Hotel Le Meridien, New Delhi



### Key Highlights of Twelve GC Meeting

- 78 Manufacturing Qualification Packs have been developed by the in house team of RSDC and the same was declared as National Standards in May, 2015
- Qualification Packs for 6 Reclaim Rubber and Senior Rubber Technician (SRT) was submitted to the QRC on 27 May, 2015 and declared as National Standards in June 2015.
- Qualification Packs for 27 Natural Rubber plantation sector was done in two parts: 5 Natural Rubber Job roles submitted to QRC on 14 May 2015 and declared as National Standards. Rest of the 22 Job roles submitted in July, 2015 and will be declared as National Standards in a months' time.
- The Government scheme which was launched on 20th March 2015, named as Pradhan Mantri Kaushal Vikas Yojana (PMKVY) with an outlay of Rs. 1,500 crore for the training of 14 Lakh youth and later formally announced on July 15, 2015 by Prime Minister Shri Narendra Modi. Under the scheme each successful trainee will be getting Rs.7,500/- to Rs.10,000/- (services and manufacturing Job roles) as a reward money

13th GC Meet of RSDC was held on September 25, 2015 Hotel ITC Sheraton New Delhi

### Key Highlights of Thirteen GC meeting

- A total of 116 QP in the Manufacturing and 10 in the Plantation have been approved as National Standards and another 22 job roles in the Plantation were cleared by QRC of NSDC and uploaded on NSDC website for public view.
- SGA phase III, remaining 11 states are to be covered in which top 5 states (1 to 5) with more than 50 units can be done by in person visit and remaining 5 states (6 to 10) can be done telephonically to collect the data/information about the industry and manpower requirements.



- Training done under PMKVY of the last 2 months, Phase I, 2983 students got enrolled and almost all got assessed.
  - Rubber Board of India enrolled 185 students across 7 locations for training in 2 job roles Latex harvest technician (Tapper) and General Worker Rubber Plantation.

#### 14th GC Meet of RSDC was held on January 28, 2016 at PHD House, New Delhi

##### Key Highlights of Fourteen GC meeting

- GC welcomed Mr. P K Mohamed , the newly appointed GC member on behalf of ATMA and shared that Mr. Mohamed is also a member of RSDC's assessment and certification subcommittee and has already been actively involved with RSDC from its inception.
- GC was briefed about the structure of SGA & NOS Phase III project implementation team. Team consists of 2 rubber expert for technical assistance, Research consultant for collation of information captured by ground teams having 1 Project Coordinator with 5 Research Associates.
- Research consultant will be writing SGA reports and also the Qualification Packs of NOS Phase III.
- RSDC will initiate a skill gap study in the NR sub sector along with the Rubber Board which nominated 5 representatives from Rubber Board to be a part of NR SGA subcommittee and from large and small growers in subcommittee.
- Initially the Phase I of the project will cover Kerala and some part of Tamil Nadu and then in next phase remaining NR growing states of the country including north east will be covered.
- RSDC has signed an MoU with the Tripura University on Sep 30, 2015. They had already initiated the 1st batch of B.Voc in rubber technology program under UGC of MHRD, enrolling 22 students.



#### 15th GC Meet of RSDC was held on March 30, 2016 at PHD House, New Delhi

##### Key Highlights of Fifteen GC meeting

- RSDC had set the target of 20000 trainings to be done and had completed 23500 trainings which is almost 20% more than the target. Currently, 21 training partners affiliated with RSDC whereas last year there were only 2.
- RSDC also completed affiliation process for the Kamraj College of Engineering & Technology for the Senior Rubber Technician (SRT) program.

➤ Pass percentage in NR job roles was comparatively higher because relatively it was easy to pass in the NR (Service) job roles compared to Manufacturing (Technical) Job roles. RSDC has an average pass percentage of 75% which was comparatively better when compared to other SSC's which have an average pass percentage of approximately 69%.

### Other Meetings

- RSDC and Tripura University signed a MoU on Sept 30, 2015 for starting the program B.Voc in rubber technology. The MoU was signed by Chairman RSDC & Registrar, Tripura University in presence of Vice Chancellor & other officials of the university.
- RSDC participated in All Hands Meet of Sector Skill Councils on Oct 03, 2015.
- Chairman RSDC & GC members attended the SSC meeting with Secretary, MSDE on Oct 15, 2016.
- RSDC official attended NSDA conducting RPL meeting with the SSCs on Oct 24, 2015.
- RSDC Assessment & Certification Committee members met on 24th November 2015 to discuss on various activities of assessments & certification.
- RSDC NOS Subcommittee members met to discuss on B.Voc QP and also on narrowing down 116 manufacturing job roles on November 25, 2015.
- RSDC officials had a meeting with IL&FS & B-Able training partners on December 14, 2015
- RSDC official attended ASAP organized SEEK'15 to setup new benchmarks in the skill development landscape held in Thiruvananthapuram, Kerala on 16th and 17th of December 2015.



- RSDC Chairman gave presentation about RSDC activities in National Rubber Conference, Kolkatta organized by AIRIA on December 18, 2015.
- RSDC official attended National workshop on Implementation & Expansion of Vocational Education on January 18, 2016.
- AIRIA Educational committee member & RSDC officials had a meeting with Amity University, Gurgaon on January 21, 2016.

- Meeting held with UK Skills Ltd for TTT program on February 10, 2016.
  - RSDC Chairman made a presentation to Chairmen of all the Tyre manufacturing companies in the ATMA's Annual General Meeting held on February 17, 2016
  - RSDC participated in India Rubber Meet 2016 in Goa and conducted with various stakeholders' w.r.t. skill development.
  - RSDC NR SGA subcommittee meeting held on March 18, 2016.



## ACKNOWLEDGEMENTS

RSDC places on record its appreciation and conveys gratitude to:

- Governing Council of RSDC.
- President, Managing Committee and other staff members of AIRIA for their co-operation and support. AIRIA for inviting RSDC to make presentations at the National Rubber Conference's across regions, this has helped to create awareness about RSDC and also for providing space in the AIRIA Regional offices to set up RSDC's regional offices.
- Chairman ATMA, Managing Committee, Director General and all the staff members of ATMA for their help and guidance.
- A special Thanks to AIRIA & ATMA for creating awareness amongst their member industries, to recruit RSDC certified manpower, from institutes affiliated with RSDC.
- Government of India and Ministry of Skill Development & Entrepreneurship for their continued support.
- A very special thanks to Shri Rajiv Pratap Rudy, Hon'ble Minister for Skill development & Entrepreneurship.
- Shri Rohit Nandan, Secretary, Shri Rajesh Agarwal, Joint Secretary, Ms. Jyotsna Siting, Joint Secretary and Shri Asheesh Sharma, Joint Secretary Ministry of Skill Development & Entrepreneurship for continuous support.
- Mr S Ramadorai, Chairman NSDC & NSDA, Mr Manish Kumar, IAS, MD & CEO NSDC, Mr Jayant Krishna, ED & COO NSDC and Mr Rajiv Mathur, Principal – Standards & QA NSDC and other officials of NSDC for their continuous support.
- Mr A Ajith Kumar IAS, Chairman, Rubber Board and all the members and officers of the Rubber Board and Rubber Research Institutes of India.
- Chairmen, Managing committees and Staff Members of other Associations, organizations and institutes viz. ICRTMA, IRMRA, IRI and other companies and individuals who extended their support to RSDC.
- Conveners, members of all sub-committees and other technical experts for their assistance and guidance.
- Dr K.M. Abraham, Chief Additional Secretary, Deptt of Higher Education, Govt. of Kerala, Dr. Reju M.T., CEO ASAP and officials of ASAP department for the introduction of Rubber Technology Programmes in schools and colleges across Kerala.
- All advertisers in Skills Time for extending their support by releasing their advertisements in RSDC's E-newsletter. All the Rubber/Industry Experts who contributed for Special Talk section of "Skills Time" editions.



- The Rubber journals such as Rubber India, Rubber Asia, IRJ, South Rubber News, Polymer, & Tyre Asia for their wholehearted support.
- Print and electronic media for their support.
- All training providers and assessment agencies of RSDC for their support and cooperation.
- Our Bankers, Statutory Auditors and Internal Auditors
- Staff members of RSDC for their dedication and hard work



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## INDEPENDENT AUDITORS' REPORT

To,  
The Members  
**RUBBER SKILL DEVELOPMENT COUNCIL**

### Report on the Standalone Financial Statements

We have audited the accompanying standalone financial statements of Rubber Skill Development Council ('the Company'), which comprise the Balance Sheet as at 31 March 2016 & the Statement of Income & Expenditure for the year then ended, and a summary of significant accounting policies and other explanatory information.

### Management's Responsibility for the Standalone Financial Statements

The Company's Board of Directors is responsible for the matters stated in Section 134(5) of the Companies Act, 2013 ('the Act') with respect to the preparation and presentation of these standalone financial statements that give a true and fair view of the financial position, financial performance of the Company in accordance with the accounting principles generally accepted in India, including the Accounting Standards specified under Section 133 of the Act, read with Rule 7 of the Companies (Accounts) Rules, 2014. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding the assets of the Company and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

### Auditors' Responsibility

Our responsibility is to express an opinion on these standalone financial statements based on our audit. We have taken into account the provisions of the Act, the accounting and auditing standards and matters which are required to be included in the audit report under the provisions of the Act and the Rules made thereunder. We conducted our audit in accordance with the Standards on Auditing specified under Section 143(10) of the Act. Those Standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and the disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal financial control relevant to the Company's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of the accounting estimates made by the Company's Directors, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the standalone financial statements.

### Opinion

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid standalone financial statements give the information required by the Act in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India, of the state of affairs of the Company as at 31 March 2016 and its surplus for the year ended on that date.

### Report on Other Legal and Regulatory Requirements

1. As required by the Companies (Auditor's Report) Order, 2016 ('the Order') issued by the Central Government of India in terms of sub-section (11) of Section 143 of the Act, we give in the Annexure A, a statement on the matters specified in the paragraph 3 and 4 of the order.
2. As required by Section 143 (3) of the Act, we report that :
  - a. we have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit;
  - b. in our opinion proper books of account as required by law have been kept by the Company so far as it appears from our examination of those books;
  - c. the Balance Sheet, the Statement of Income & Expenditure dealt with by this Report are in agreement with the books of account. The Cash Flow Statement has not been prepared being Company covered under Small Company hence not applicable as per the provisions of sub section of 40 of Section 2 of Companies Act, 2013;
  - d. in our opinion, the aforesaid standalone financial statements comply with the Accounting Standards specified under Section 133 of the Act, read with Rule 7 of the Companies (Accounts) Rules, 2014;
  - e. on the basis of the written representations received from the directors as on 31 March 2016 taken on record by the Board of Directors, none of the directors is disqualified as on 31 March 2016 from being appointed as a director in terms of Section 164 (2) of the Act;
  - f. with respect to the adequacy of the internal financial controls over financial reporting of the Company and the operating effectiveness of such controls, refer to our separate report in 'Annexure B'; and
  - g. with respect to the other matters to be included in the Auditors' Report in accordance with Rule 11 of the Companies (Audit and Auditors) Rules, 2014, in our opinion and to the best of our information and according to the explanations given to us :

- i. the Company has disclosed the impact of pending litigations on its financial position in its financial statements;
- ii. the Company has made provision, as required under the applicable law or accounting standards, for material foreseeable losses, if any, on long-term contracts including derivative contracts;
- iii. there has been no delay in transferring amounts, required to be transferred, to the Investor Education and Protection Fund by the Company.

For **PRA & Co.**  
Chartered Accountants  
FRN: 017903N

s/d  
**Swati Kapoor**  
M. No. 512587

Place: New Delhi  
Date: 20th June, 2016

## Annexure A to the Auditors' Report

The Annexure referred to in Independent Auditors' Report to the members of the Company on the standalone financial statements for the year ended 31 March 2016, we report that:

- (i) (a) The Company has maintained proper records showing full particulars, including quantitative details and situation of fixed assets.

(b) The Company has a regular programme of physical verification of its fixed assets by which fixed assets are verified in a phased manner over a period of three years. In accordance with this programme, certain fixed assets were verified during the year and no material discrepancies were noticed on such verification. In our opinion, this periodicity of physical verification is reasonable having regard to the size of the Company and the nature of its assets.

(c) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the title deeds of immovable properties are held in the name of the Company.

- (ii) The Company does not have any inventory. Accordingly, the provisions of clause 3(ii) of the Order are not applicable.
- (iii) The Company has not granted any loans to its associated companies during the year. Accordingly, the provisions of clause 3(iii) of the Order are not applicable.
- (iv) In our opinion and according to the information and explanations given to us, the Company has complied with the provisions of Section 185 and 186 of the Act (if any), with respect to the loans and investments made.
- (v) The Company has not accepted any deposits from the public.
- (vi) The Central Government has not prescribed the maintenance of cost records under Section 148(1) of the Act, for any of the services rendered by the Company.
- (vii) (a) According to the information and explanations given to us and on the basis of our examination of the records of the Company, amounts deducted / accrued in the books of account in respect of undisputed statutory dues including provident fund, income-tax, sales tax, value added tax, duty of customs, service tax, cess and other material statutory dues have been regularly deposited during the year by the Company with the appropriate authorities. As explained to us, the Company did not have any dues on account of employees' state insurance and duty of excise.

According to the information and explanations given to us, no undisputed amounts payable in respect of provident fund, income tax, sales tax, value added tax, duty of customs, service tax, cess and other material statutory dues were in arrears as at 31 March 2016 for a period of more than six months from the date they became payable.

(b) According to the information and explanations given to us, there are no material dues of duty of customs which have not been deposited with the appropriate authorities on account of any dispute. However, according to information and explanations given to us, the following dues of income tax, sales tax, duty of excise, service tax and value added tax have not been deposited by the Company on account of disputes:

- (viii) The Company does not have any loans or borrowings from any financial institution, banks, government or

- debenture holders during the year. Accordingly, paragraph 3(viii) of the Order is not applicable.
- (ix) The Company did not raise any money by way of initial public offer or further public offer (including debt instruments) and term loans during the year. Accordingly, paragraph 3(ix) of the Order is not applicable.
- (x) According to the information and explanations given to us, no material fraud by the Company or on the Company by its officers or employees has been noticed or reported during the course of our audit.
- (xi) According to the information and explanations given to us and based on our examination of the records of the Company, the Company has paid / provided for managerial remuneration in accordance with the requisite approvals mandated by the provisions of Section 197 read with Schedule V to the Act.
- (xii) In our opinion and according to the information and explanations given to us, the Company is not a nidhi company. Accordingly, paragraph 3(xii) of the Order is not applicable.
- (xiii) According to the information and explanations given to us and based on our examination of the records of the Company, transactions with the related parties are in compliance with Sections 177 and 188 of the Act where applicable and details of such transactions have been disclosed in the financial statements as required by the applicable accounting standards.
- (xiv) According to the information and explanations given to us and based on our examination of the records of the Company, the Company has not made any preferential allotment or private placement of shares or fully or partly convertible debentures during the year.
- (xv) According to the information and explanations given to us and based on our examination of the records of the Company, the Company has not entered into non-cash transactions with directors or persons connected with him. Accordingly, paragraph 3(xv) of the Order is not applicable.
- (xvi) The Company is not required to be registered under Section 45-IA of the Reserve Bank of India Act 1934.

**For PRA & Co.**

Chartered Accountants

FRN: 017903N

s/d

**Swati Kapoor**

M.No. 512587

Place: New Delhi

Date: 20th June, 2016

## Annexure B to the Auditors' Report

### Report on the Internal Financial Controls under Clause (i) of sub-section 3 of Section 143 of the Companies Act, 2013 ('the Act')

We have audited the internal financial controls over financial reporting of Rubber Skill Development Council ('the Company') as of 31 March 2016 in conjunction with our audit of the standalone financial statements of the Company for the year ended on that date.

#### Management's Responsibility for Internal Financial Controls

The Company's management is responsible for establishing and maintaining internal financial controls based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls over Financial Reporting issued by the Institute of Chartered Accountants of India ('ICAI'). These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of its business, including adherence to the Company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Companies Act, 2013.

#### Auditors' Responsibility

Our responsibility is to express an opinion on the Company's internal financial controls over financial reporting based on our audit. We conducted our audit in accordance with the Guidance Note on Audit of Internal Financial Controls over Financial Reporting (the 'Guidance Note') and the Standards on Auditing, issued by ICAI and deemed to be prescribed under Section 143(10) of the Companies Act, 2013, to the extent applicable to an audit of internal financial controls, both applicable to an audit of Internal Financial Controls and, both issued by the Institute of Chartered Accountants of India. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls over financial reporting were established and maintained and if such controls operated effectively in all material respects.

Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls system over financial reporting and their operating effectiveness. Our audit of internal financial controls over financial reporting included obtaining an understanding of internal financial controls over financial reporting, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the Company's internal financial controls system over financial reporting.

#### **Meaning of Internal Financial Controls over Financial Reporting**

A company's internal financial control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal financial control over financial reporting includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the Company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the Company are being made only in accordance with authorizations of the Management and directors of the Company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the Company's assets that could have a material effect on the financial statements.

#### **Inherent Limitations of Internal Financial Controls Over Financial Reporting**

Because of the inherent limitations of internal financial controls over financial reporting, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls over financial reporting to future periods are subject to the risk that the internal financial control over financial reporting may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

#### **Opinion**

According to the information and explanation given to us, the Company has not established its internal financial control over financial reporting on criteria based on or considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India as the Company does not have any significant operations which would need it to establish such an elaborate framework. Therefore, in our opinion, overall controls exercised by senior management over financial reporting are adequate.



## GC Members



Mr Vinod T Simon  
Chairman  
RSDC & Executive Director  
Simmco Rubber & Plastic (P) Ltd.



Mr A Ajith Kumar, IAS  
Chairman, Rubber Board



Mr. R.K. Mohamed  
Chief Advisor - Research & Technical  
Apollo Tyres Ltd.



Mr Vijay Pahwa  
Nominee Director, NSDC



Mr Mohinder Gupta  
Managing Director,  
Vinko Auto Industries Ltd  
& President, AIRA



Mr Rajeev Anand  
Vice Chairman & Managing Director,  
Goodyear India Ltd



Mr Yogen Lathia  
Director, Lathia Rubber Mfg  
Co Pvt Ltd



Mr Rajiv Budhraja  
Director General, ATMA



Mr Rummy Chhabra  
President, ICRTMA and Managing  
Director, Metro Tyres Ltd



Dr R Mukhopadhyay  
Chairman, IRI & Director and  
CE, HASETRI



Dr K Rajkumar  
Director, IRMRA

## RSDC's Secretariat

Ms. Shewani Nagpal  
Director  
Affiliation & Training

Mr. Shikher Saxena  
Manager  
Standards & Assessments

Mr. Ratnesh Mishra  
Dy. Manager  
Affiliation & Training

Mr. Aved Kr. Sharma  
Deputy Manager  
Accounts

Ms. Sarbjot Kaur  
Personal Assistant  
to CEO

Mr. D. Vignesh  
Regional Coordinator  
South

Mr. Nitin Minocha  
Regional Coordinator  
North

Ms. Annamma Jacob  
State Coordinator -  
Kerala

Mr. Prasenjit Dey  
Project Coordinator  
North East (NE) States

Promoted by :-



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