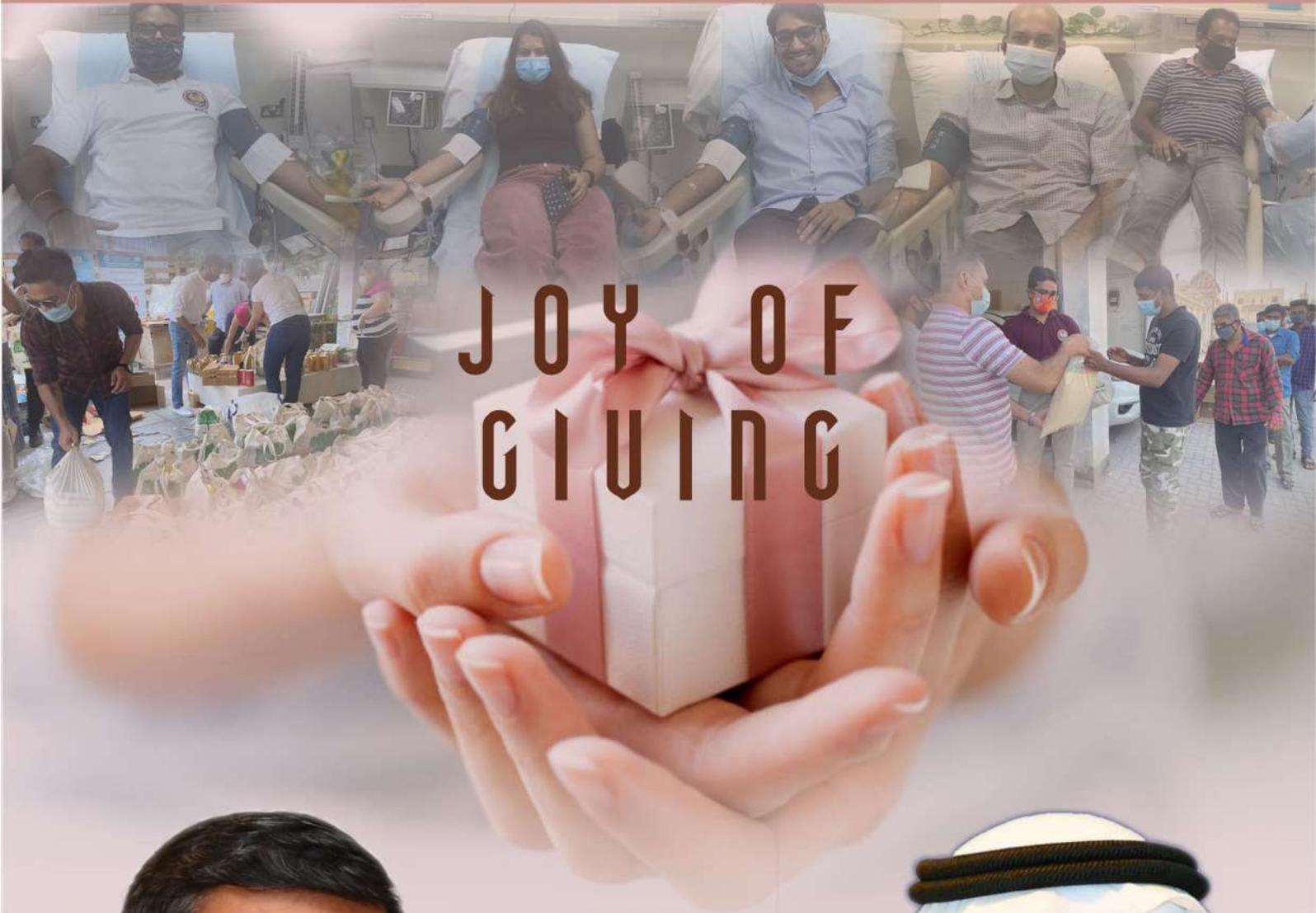


BCICAI
MONTHLY MAGAZINE

APRIL 2021

CONNECT @ FUTURE



**JOY OF
GIVING**



FEATURED MENTOR OF THE MONTH
CA MAHESHKUMAR NARAYAN



FEATURED TITAN OF THE MONTH
MR. KHALID RASHID AL ZAYANI



Our Services

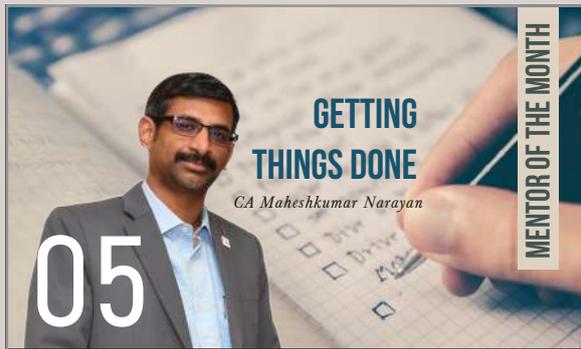
- Audit and Assurance
- Business Risk Services
- Transaction Advisory Services
- IT Advisory Services
- Tax Advisory (VAT)
- Outsourcing Services
- Corporate & Legal Services



Al Nakheel Tower, Seef District
Manama, Kingdom of Bahrain

Bahrain Financial Harbour, Harbour Gate
Manama, Kingdom of Bahrain

CONTENTS



02 Chairperson's message

03 Editor's message

05 Mentor of the Month

07 Meet the Titans

11 Message from Excom member

12 International Writer of the Month

13 Articles

20 Law Corner

22 Events of the Month

25 Media coverage

26 Activities of ICAB

28 C2A Toastmaster Club

29 BCICAI Taste of India Club

32 Art Corner

34 CSR Activities

36 Special Achievements

CHAIRPERSON'S MESSAGE



In the words of Mahatma Gandhi, "The simplest acts of kindness are by far more powerful than a thousand hands bowing in prayer". It is in this spirit that BCICAI has decided to celebrate the holy Ramadan month with the theme "The Joy of Giving".

Under the leadership of the CSR committee, BCICAI was able to launch two programs:

- The blood donation drive held on 30th April which saw around 25 members come forward to donate blood
- Food Distribution on 1st May- Dry ration kits with 14 items were handed out to 102 persons in 2 labour camps

We are thankful for the members for their contribution to these noble efforts as many members. The efforts of the CSR team and the volunteers is extremely praiseworthy. We also managed to bring two outstanding technical sessions. The first one on effective structuring of family business by prominent Bahraini business leader Mr. Khalid Rashid Al Zayani who is also our Titan of the month. We also had special focus on Cybersecurity and Continuous Compliance in a DevSecOps World by Mr. Altaz Valani and "Big Data for IT Security and Business Assurance" by our own member CA Nishith Seth. Our focus on upskilling and reskilling continued with the launch of Speechcraft program in collaboration with ICAB and C2A Toastmaster clubs as well the first ever workshop by BCICAI on Excel Macros.

The coming month will see more focus on skills, the joy of giving element as well as showcasing the Indian culture as part of India@75 celebrations. I look forward to your active participation.

Best regards,
CA Ajay Kumar
Chairperson



Our lives are fulfilling when we give and share, and that great inner joy comes from helping others to better their lives. As Mahatma Gandhi said: "The best way to find yourself is to lose yourself in the service of others".

We would like to thank the BCICAI - CSR committee for carrying out a blood donation as well as food distribution drive which exemplified the true nature of "Joy of Giving".

A quick glance at our calendar for April 2021, It started with a Masterclass from Mr. Khalid Rashid Al Zayani on the subject of "Effective structuring of Family Business". The second technical event was on the topic "Cybersecurity and Continuous Compliance in a DevSecOps World" conducted by Mr. Altaz Valani, this was followed by a session by CA Nishith Seth on the subject "Big Date for IT Security and Business Assurance".

We also witnessed the launch of BCICAI Speechcraft Program on 21 April 2021 which is being conducted jointly by ICAB and C2A Toastmasters Club.

We received numerous article write-ups, poems, arts from our members which are indubitably sufficient to hold the interest and admiration of the readers. We are sure that the positive attitude, hard work, sustained efforts and innovative ideas exhibited by our members will surely stir the mind of the readers and take them to the surreal world of unalloyed joy and pleasure.

We would love to hear your feedback and ideas on what you would like to see in the coming time. We sincerely hope that you enjoy reading this edition and continue contributing towards the magazine.

Sincerely,

Editorial Team

CA Bharat Venkat - Editor

CA Gaurav Agrawal - Co editor



EDITOR'S MESSAGE



ABOUT MMJS CONSULTING

We started our journey in 2017 in the UAE with a vision to support clients with their tax, management and technology needs. Today, we have expanded our footprint across the GCC and India with over 80 team members, solving complex problems for businesses through tailor-made solutions.

MMJS Management Consulting, our group company launched in 2020, focuses on delivering value through strategy and implementation. The latest addition to our portfolio in 2021, MMJS DataPhi, is our data analytics and machine learning company with a promise to deliver the future to our clients.

OUR SERVICES



Tax (Direct & Indirect)



Transfer Pricing



Financial Accounting and Advisory Services



Economic Substance Regulation (ESR)



Strategy and Business Consulting



Data Analytics



Machine Learning & Artificial Intelligence



Enterprise Performance Management (EPM)

MMJS DIFFERENCE



80+ Qualified Staff



400+ Happy Clients across the GCC



VAT Consulting Partner with BIBF in Bahrain



In-house tax agent Approved tax agency

OUR PRESENCE



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KINGDOM OF SAUDI ARABIA



SULTANATE OF OMAN



STATE OF KUWAIT



REPUBLIC OF INDIA



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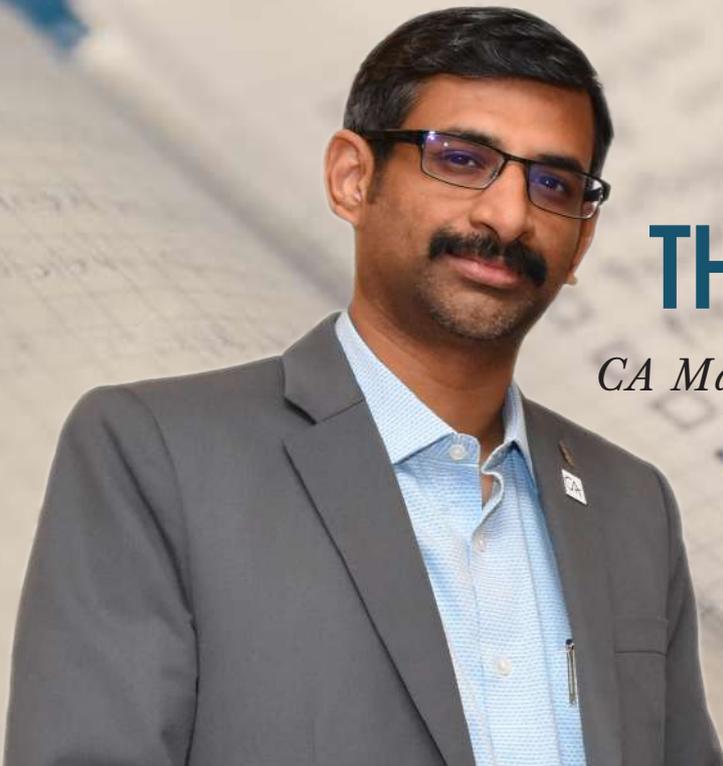
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www.dataphimmjs.com

GETTING THINGS DONE

CA Maheshkumar Narayan



We all have only 24 hours in a day in which we have to accomplish a long list of tasks. At times we get too overwhelmed with our things to do and end up accomplishing far too less. Despite our best intentions and committed efforts to execute things, at the end of the day we feel dissatisfied.

In my search for information and resources that can help me manage my work efficiently and effectively and having a fulfilling day, I came across an excellent book "Getting Things Done" by David Allen. David's **Getting Things Done** or GTD as it is more popularly known was first published in 2001 and later a revised and updated version was published in 2015. The book goes into extensive details about how we can methodically organize and execute our commitments both at our work as well as in our personal space. I am sharing a brief overview of the core process of managing work by way of the five-step method as described by David in the book. No matter what the settings are these five stages will apply universally.

1. Capture what has our attention
2. Clarify what each item means and what to do about it
3. Organize the results which presents the options
4. Reflect
5. Engage in action

All of the above stages must be integrated and supported with necessary tools to achieve the desired outcome. If any of the stages are weak it will have follow-on impact on the subsequent ones. David recommends that all of the above stages can be separated, and we can devote specific time slots to perform each one.

Five stages in brief

CAPTURE

It is important to know what needs to be captured and how to do that most effectively so we can process it appropriately. It is necessary that we purge our mind of all the to-do, incomplete tasks which we have secured inside our head and capture it somewhere other than our head. There are several tools that can be used to collect the in-completes.

- Physical in-tray
- Paper based note taking devices
- Digital/Audio note taking devices
- Email and text messaging

The capturing tools effectiveness rests on how much you place them close to you and use them consistently. Most times we are unsure about them or are causal about them which leaves with an incomplete set of things in our in-tray and an incomplete set in our mind. These

tools should become part of our lifestyle and become indispensable.

Once the capturing part is completed, it is important to empty and process the stuff collected. Emptying does not mean we have to finish what's there; it just means that we have to decide specifically what it is and what should be done with it and if it is still unfinished organize into the system. What should be done with the "in" will be clearer in the next two stages.

"Get a purge of your brain. It will do better than for your stomach- Michel de Montaigne"

CLARIFY

When we look at the item in our in-tray, we have to decide the next action. There are only two possible answers for any task. Actionable or not actionable.

If no action required then there are 3 possibilities:

- Its trash, no longer needed
- No action needed now, but something might be need to be done later (incubate)
- Potentially useful information that might be needed for later (reference)

If an action is required then two things need to be determined about each item:

- What "project" or outcome you have committed to? and
- What is the next action required?

If its about a project then we need to capture that outcome on a Project's list.

The Next action is the next physical visible activity that needs to be engaged in, in order to move the thing toward completion.

"It does not take much strength to do things, but it requires a great deal of strength to decide what to do- Elbert Hubbard"

Once the next action has been decided, we have three options:

1. Do it. If an action will take less than two minutes, it should be done at the moment it is defined.
2. Delegate it. If the action will take longer than two minutes, ask yourself, Am I the right person to do this? If the answer is no, delegate it.

3. Defer it. If the action will take longer than two minutes and you are the right person to do it, you will have to defer acting on it until later and track it in one or more "Next action lists".

ORGANIZE

Once the things which needs to be done are captured and clarified the next step is organizing. This stage rest on the foundation of the previous stage. For non-actionable items, the possible categories are trash, incubation and reference. To manage actionable items, we need a list of projects, storage or files for project plans and materials, a calendar, list of reminders of next actions and a list of reminders of things you are waiting for.

David defines Project as any desired result that can be accomplished within a year that requires more than one action step. All such things should go into the Projects list. This list needs to be reviewed on a weekly basis.

The next action decision is central to getting things done. We need to track every action that has to happen at a specific day (enter those on your calendar), those that need to be done as soon as they can (add to your next action lists) and all those that you are waiting for others to do (put these on a waiting for list).

What goes on your calendar?

Time specific actions.

Day specific actions; and

Day-specific information

The Next action list is where all the action reminders go. If you have only limited number of next actions, then it may be fine to keep them all one list labeled Next Actions which you will review whenever you have any free time. If the number is high say 50 to 150 then it makes sense to organize it into categories.

"Everything should be made as simple as possible, but no simpler- Alber Einstein"

Watch out for the next month's edition of **BCICAI Connect** for the last two stages Reflect and Engage. Till then happy reading.

MEET THE TITAN

MR. KHALID RASHID AL ZAYANI

Honorary Chairman-Al Zayani Investments BSC (C)



Read our exclusive interview where BCICAI Joint Treasurer CA Bharat Venkat (BV) interview with Mr. Khalid Rashid Al Zayani (KZ), Honorary Chairman-Al Zayani Investments BSC (C)

BV: You are considered a pioneer when it comes to formalizing a “Family Business” and setting up a governance system in place. Our members at the BCICAI would be interested to know your thought process behind it and how you went about setting it up and making it a success story?

KZ: This is a question I keep getting asked, Yes, we are pioneers in setting up a governance system in a Family Business.

To give you a background of how it all began, I started my career with A.A. Zayani and Sons which was a partnership between my grandfather, father and uncles.

The next generation including myself and cousins had just completed schooling and joined in 1964. Without any working experience, we were appointed as Managers of certain departments in the business. Senior family members demanded so much, for which we were not ready to handle.

I mentioned to my father that I needed to first gain experience, and what was the hurry all about? I emphasized that the business will be under our control but that should be after we have gained necessary experience. Senior family members didn't like my statement. I chose not to become a Manager.

My first assigned job was to clear goods from the customs, something as simple as that, but I chose to learn from the bottom and work my way up the ladder. I worked in almost all departments of the Company. I was working under each Managers in their departments. Whereas my two cousins who joined along with me were directly appointed as managers of other departments viz. accounts and hotel business. It turned out that I was right. Without real experience at the job, one cannot command people or function effectively as a manager.

At that time, A.A. Zayani & Sons were displaying and selling cars, trucks, busses, marine engines, freezers, refrigerators, everything in one showroom. I suggested to my father that we should separate our business into two divisions; one for general goods and another for cars and commercial vehicles with their relative services. The family agreed to my request.

In 1966, I was assigned to manage the smaller division, which was then cars and commercial vehicles division. It had two agencies, Austin and Land Rover. Thereafter, I added other agencies like Chrysler, BMW and Mitsubishi and expanded franchises across the Gulf. My passion was to grow and expand my assigned business.



When you have no governance in a company, you invite insecurity, nepotism and jealousy. There was no modern disciplines and rules laid out in A.A. Zayani & Sons. When nepotism flourished, I submitted my resignation to my grandfather. He was very upset and told me that I am doing a good job and asked why am I leaving? I told him that I felt insecure. Though I was getting a monthly salary, I had no employment contract, I was neither a partner nor formally employed. I had doubts as to whether I will ever own a home, a car or being able to sustain myself and my young family. I saw issues boiling between uncles and father which would eventually lead to separation of their partnership.

My grandfather wrote me a cheque from his personal account and advised me to start a new business to secure my future. He insisted that I must promise to him that I will be the last son to quit the family business.

With that money, I part founded Bahrain Islamic Bank, Bahrain Kuwait Insurance, Investcorp Bank, Midal Cables and some other businesses as well.

These new entities were created with a knowledge that we need to set up governance in our new family business and we must not repeat mistakes done at A.A. Zayani and Sons; create an environment in which everyone in the family felt secure.

We believe in a "total separation of ownership from management". This was our fundamental principle. We decided that no member of the family will be a CEO of any of the business. If business fails, you can replace a CEO, but you cannot replace your brother, son or nephew. This principle was established to protect the family from breaking apart. The family should not be disrupted because of business issues.

In early 1970's we added non-family members to our Boards with a right to vote. They were people of substance who gave us direction and vision through their experience in audit and legal firms. We pioneered into the concept of independent directors, which is now quite prevalent in today's corporate governance disciplines.

Another initiative we introduced was, when a director turns 65 years old, he had to step down from the Board; the idea behind it was to avoid what we went through with A.A. Zayani & Sons and allow younger generation of the family to control the destiny of the company.

BV: How important is succession planning and getting the plans and vision aligned with all family members and how did you ensure that the Business is able to run smoothly generations after generations?

KZ: When I turned 65, I called my brother Hamid (Hamid Rashid Al Zayani) and told him that "tomorrow I am going to withdraw from my position as a Chairman and you are going to be our new Chairman".

He was initially reluctant saying that father had just passed away and people would feel that we had a dispute within the Family. I told him that this is a rule which we have introduced in the 1970's to allow the next generation to have a peaceful succession and that he also must step down at 65.

He led a good term and later handed the reign to Zayed (HE Zayed Rashid Al Zayani) who later was appointed as Minister of Industry, Commerce and Tourism.

Next in line was Nawaf (Nawaf Khalid Rashid Al Zayani) who is the current Chairman at Al Zayani Investments. Nawaf is only three years younger than Zayed. Today, our board consists of the sons' generation and non-family members.



Each company in our Group has its own Board and CEO. A CEO submits to his own board a business plan, once approved he is then allowed to run his business. The role of the family is to open doors for the CEO and assist him to expand his business. A CEO needs the muscle and support of the family without their direct interference in running his business.

Our companies compete with each other and deal with each other at arm's length. Zayani motors, First motors, Euro motors and Orient motors – they all are in the same business, they all fight for their market share. It is healthy competition.

When a son or a daughter wishes to enter our family business, they would probably have already passed a master's degree from the United Kingdom or the United States of America University. They would have worked outside our family business for approximately 2 years to come to terms with reality of the world. Joining the business, they would report to one of the CEO's and climb up the ladder. If they were really smart, it would take them no less than 3 years to absorb right experience and competency of a CEO. Yet, they would not become a CEO. They would become Board members of the holding company. They may also join Boards of Group companies as non-executive MDs, to assume the role of opening doors for a CEO.

As they were well educated and they now have time, their other important role is to create new business for the group. As a Group, every year we grew with an addition of at least one new business. New business ideas are presented to the main board, and if they are found to be viable, they receive a go ahead. In case a business does not do as well as its expected or accumulate losses, we

just shut down its operations. We don't believe in funding a business which doesn't reach its goals.

Since I have left the Board of Al Zayani Investments, I have never stepped in any of its Board meetings because I believe that my entry would influence their decision making process. If they needed advise, they can always reach me and I shall be there to help.

As the sons reach the main board, fathers pass to them a share of their equity in Al Zayani Investments. This will turn them into partners rather than employed by the group.

Each partner is responsible for his own family's welfare. The Company should not be involved in family commitments. I was responsible for the education and housing of my children; the Company should not be disturbed with family issues.

Every family member should feel secure. We set up this governance mechanism so that the family is not entangled in disputes due to our business.

BV: Were there any disputes or disciplinary action taken on Family members despite the structure and rules being clearly defined?

KZ: I remember an incident where, once I received a call from a CEO of one of our companies asking if he could come to my office to meet me. This CEO visited my office late afternoon to inform me that he had problems with one of my nephews. Though he was a smart engineer, he didn't adhere to Company rules.

I asked the CEO whether he followed the norms in giving him warnings, to which the CEO replied that "we had given numerous warnings, but he wasn't listening".

"What's next", I asked the CEO. He told me that "Next,

is to fire him". I told him, "then do it; if you don't fire him today, tomorrow you will be fired".

It actually worked. It set a good example as to how discipline should be maintained. Now everybody knows the rules and respects them.

BV: What are your family values and how did they contribute to the success of the business?

KZ: The best value is to respect other people's opinion. You may have an opinion of your own, but you must allow others to express theirs too. This is how you maintain fairness in a family business.

BV: What advice would you give for someone getting into a leadership position for the first time?

KZ: It's important to listen before you open your mouth. I believe that once you listen, you learn. If you are right, you can explain later your point of view clearly to others. Whereas, if you were wrong, and you listened to others, you can avoid disaster. By listening you could be correcting your course of thinking. Both ways you are a winner, if only you listen.

You have to be compassionate because there will always be a brother, a son or a nephew who may hurt you, but even then you need to remain patient and calm and just allow things to simmer down. As a leader you need to create an environment of dialogue and not confrontation.

BV: How can Bahrain bounce back from the COVID 19 Impact and what have been the technological changes you have witnessed recently?

KZ: Businesses all over the world is in a mess but one should not be totally discouraged. Once it's gone things will improve for the best.

A lot of our meetings have now moved to a Zoom platform .

However, companies like Investcorp and Midal cables, long time before Covid-19, used online meeting platforms for communications as they conducted their overseas businesses.

For over 26 years, all our Group companies operated as paperless businesses. Our staff are trained to communicate between themselves online. This was a talent gained through our new generation of family. To give you an example of the changes in technology;

In our Garages, we are operating in a paperless technology. All the details with regards repairs/ parts request / other services are routed from one person to the other only through the system. Even in Midal cables everything is automated. Everybody knows what's going on and life is going on seamlessly since past 26 years.

BV: BCICAI is a forum of Indian Chartered Accountants and our theme for this term is "Log in to the Future" – What are your thoughts about BCICAI and what advice would you like to give us?

KZ: Long time ago, I was advised by an American businessman to remember that, to get on with your life you need two people – one, a good accountant and two, a good lawyer.

He was absolutely right in what he said because we can't do any business without an accountant and you will also need lawyer to protect and advice so that we do not go wrong.

As Accountants, your future will always boom.

I wish all the members of BCICAI the very best. We can't do without you.



FOOD WASTE: THE PROBLEM AND THE SOLUTIONS

CA Gaurav Agrawal



Around 250,000 tonnes of leftovers are thrown out annually, making Bahrain the top Arab country in food wastage and the fourth in the world, according to a United Nations Environment Programme 2021 study.

- Up to 600 tonnes of food is being thrown away every day during Ramadan in Bahrain, according to an expert.
- As much as 30 per cent of the food that people buy ends up in the bin during the holy month, as quoted by the Gulf Daily News
- These are some facts & figures which we should not be proud of.

Food waste occurs in all countries, developed or undeveloped. However, several steps can be taken to tackle this issue:

- Awareness campaigns to focus on healthy food choices, the quantity required as well as the cons of food waste.
- Educating children at school to not waste food and sow the seed of guilt when they waste food as there are many mouths to feed across the globe.
- Think of starving people before wasting food. My parents would always tell me to finish my food as this is a blessing from God.
- Government should impose fines for wasting food. They should conduct regular inspection and reward outlets showing proactive approach to the issue.
- Volunteer with local food collection organisations; so many organisations across the country are actively working to collect & redistribute safe, edible food to those in need.
- Government campaign, authorities should launch awareness campaigns and provide tips on how to tackle food waste.
- Plan ahead- Before buying groceries make a list of all the food items you need to buy and try to finish the available stock before the next purchase. This way you can not only avoid wasting food but also save money.

Change will not come overnight; it's a cultural change which requires more awareness, education and ideas to ponder to control and manage the waste.

As it is rightly said "Wasting food is a sin like every other sin". Wasting food is like stealing from the poor. So, think twice before wasting any food.



Kala Subramaniam
*Former Chairperson,
Singapore Chapter*

INTERNATIONAL WRITER OF THE MONTH



“Try not to become a person of success, but rather try to become a person of value.”

-- Albert Einstein

The major value in life is not what you get. The major value in life is what you become.

Values are the things that we believe are important in the way we live and work. It does exist whether we recognize or not. Life can be much easier if we acknowledge it and take our decisions. Values are what we learn from childhood; the ‘stuff’ we acquired from our parents and immediate surroundings. Values are the motive power behind purposeful action.

There is stress and conflict when we value something but are not able to honor it. We depend on parents, friends to make decisions when we are in dilemma. It is important to understand the real priorities in life and determine the best direction for us. When we start our career, success is measured by money and status, but after a family, work life balance values more.

We need to continuously revisit our values, if we start to feel unbalanced. Each experience is truly important and memorable. We need to determine top values based on our experiences, happiness, pride and fulfillment and prioritize it. We have to make sure that they fit our life and our vision. Ensure to keep your sense of integrity, do what is right and approach decisions with confidence and clarity. Choices may not always be easy, However, making a choice what you know is right always helps in the long run. Acceptance, adaptability,

awareness, community, creativity, compassion, discipline are some of the core values to adopt.

Change is the only permanent thing in the world. But core values rarely change and guide us throughout the life. When we feel the world is difficult, and riding up and down the emotional rollercoaster, core values will always be there for us. Our core values help us to improve decision making, productivity, achievements, most importantly ability to love and be loved.

The values in life hold great importance towards personal, social and spiritual development. Values, morals and ethics are inextricably tied together. Moral values are meant for making the quest to find the higher self. Unfortunately, many amongst us may find it difficult to follow values such as truthfulness, honesty and forgiveness in our lives because we have not perceived the subtle gains that came to us by following these values. Or, maybe, we are careless to realize the importance of values in life. Ethics, on the other hand, are how we actually behave in the face of difficult situations that test our moral fiber. Ethics are the code or principles on which one's character depend. Ethics and character are closely related. Values are essential for ethics development at an early age and can be instrumental in building character.

Demystifying “liable to tax” amendment in the Indian Income Tax Act and concerns over the taxability of Global Income of Non-Resident Indians.

CA Mani Lakshmanamoorthy



1. How to determine that an Individual is NRI- Before the Finance Act 2020:

The status of an individual for the purpose of the Income Tax Act such as resident in India or a non-resident or not ordinarily resident, is dependent, inter-alia, on the period for which the person is in India during a year.

As per section 6 of the Income-tax Act, an individual is said to be resident in India if:

- If he is in India for a period of 182 days or more during the previous year; or
- If he is in India for a period of 60 days or more during the previous year and 365 days or more during 4 years immediately preceding the previous year. The 60 days condition is replaced to 182 days for individuals who travel abroad for a work and for people of Indian origin.

2. Amendment in Finance Act 2020:

The Finance Act, 2020 has amended the above exception by introducing a new section 6 (1A) to provide that the period of 60 days as mentioned in (2) above shall be substituted with 120 days, if an Indian citizen or a person of Indian origin whose total income, other than income from foreign sources, exceeds Rs. 15 lakhs during the previous year. Income from foreign sources means income which accrues or arises outside India (except income derived from a business controlled in or a profession set up in India).

3. Deemed Residents will be treated as Resident but Not Ordinarily Resident (R-NOR)

Upon careful perusal of clause (1A) it can be noticed that this clause applies for:

1. An individual AND
2. Who is a citizen of India AND
3. whose total income, other than foreign income, exceeds Rs. 15 lakhs during previous year AND
4. he is not liable to tax in any other country or territory for the reason of his domicile, residence or any other similar criteria. (However, “liable to tax” was not defined in the Income Tax Act)

Such an individual shall be treated as “deemed resident” in India and by the operation of sub-clause 6(1A) he shall be rendered to be an R-NOR.

4. The definition for “liable to tax” has been included recently (2021 amendment) in the Income Tax Act

In order to avoid the interpretation of “liable to tax” to courts, a new definition has been introduced.

(29A) “liable to tax”, in relation to a person, means that there is a liability of tax on such person under any law for the time being in force in any country, and shall include a case where subsequent to imposition of tax liability, an exemption has been provided;’;

(43) “tax” means income-tax and super-tax chargeable under the provisions of this Act;

The question is whether NRI's residing in GCC are liable to tax under any law currently or any exemption has been provided after imposing the tax liability?

Currently there is neither a law that taxes the income nor any exemption provided after imposing the tax in all the Gulf Countries. Hence, it can be construed that the Indian residents in these countries are not liable to tax in these countries and hence they fall under Section 6 (1A).

By virtue of the above, all GCC residents whose total income in India exceeds Rs 15 lakhs will be automatically become "Deemed Residents" and hence will be treated as "Resident but not ordinarily resident" (N-NOR).

However, the above classification as RNOR has many other implications for NRI. For example, when you return to India permanently, you can avail two years RNOR only if you fulfil the following conditions:

1. If you were an NRI for nine out of the previous 10 years preceding that year; Or
2. If you have stayed in India for 729 days or lesser in the previous seven years preceding that year.

If you are categorized as RNOR under Section 6 1A even for more than one year out of previous 10 years, you may not be eligible for RNOR on your return to India under condition 1.

5. The effect of the Amendments on the NRI in GCC:

A proper planning is required to address the new amendments and to remain as NRI or not get your global income taxed. There is no need to panic regarding taxability of your global income if you are a "bonafide worker" in Gulf Countries even you are categorised as deemed resident. However, if you are deriving business income in Bahrain (other GCC countries have Double Tax Avoidance Agreement), then take the following precautions:

1. Keep your Indian Income within 15 lakhs and follow not staying in India for 182 days or more. and 365 days in the previous four years (your global

income will not be taxed, and you retain NRI status)

2. If the Indian Income exceeds 15 lakhs, ensure that you do not stay more than 120 days in India in any financial year and 365 days in the previous four years, you will be considered as "Deemed Resident" and treated as R-NRO. Your global business income will not be taxed, provided the business is not controlled or profession not set up from India. The details of income deemed to accrue or arise in India is described under Section 9 of the IT Act.
3. If you are treated as deemed resident and hence become Resident but Not Ordinary Resident, you need to manage your RNRO status when you return to India permanently and plan your foreign investments, if any, accordingly.
4. If your Indian income exceeds 15 lakhs and you stay 120 days or more in a financial year, you will become resident and your global business income will be taxed.
5. For the sake of clarity, please note that any interest paid on NRE or FCNR deposits will not be included for the purpose of calculating 15 Lakhs. However, any dividends or rent received in India or any Capital Gain on Financial Securities or Physical Assets sold etc will be included. for the purpose of calculating Rupees 15 lakhs.
6. Since Bahrain does not have a DTAA with India, the NRIs in Bahrain will not be eligible for any concessional tax rates or TDS or the favourable determination of residential status (tie breaker rules). Hence, in order not to get taxed your business income derived from Bahrain, ensure that the business is not deemed to be controlled from India.



FOOD WASTE NOT IN GOOD TASTE!!!

CA Sharmila Shet

REDUCE
FOOD
WASTE



There is enough food in the world to feed every child, woman and man on this planet yet million people go to bed hungry every night. Sad but true that food waste is one of the biggest problems facing mankind today. When the world is fighting malnutrition and poverty, a lot of food is ending up in trash cans.

Food waste is especially substantial in this part of the world and more so around this time of the year as the month of Ramadan is being commemorated. The Arab region generates an enormously huge amount of food waste which happens to skyrocket during this month and Bahrain tops among the Arab world. As per statistics, around one-fifth of the food purchased or prepared during Ramadan finds its way to garbage bins.

As per Food World index report 2021, household wastes contributes to around 61% of the food waste. As an individual we cannot stop the world phenomenon. But if we all do our share, it will definitely have a positive impact. So we need to be mindful of our personal choices and habits. Small changes to the way we shop and eat, such as improved meal planning, buying only what we need, familiarising our self with food storage rules and freezing, eating leftovers and donating will make a huge difference.

While the month of Ramadan focuses on introspection, community service and expression of gratitude, let's pledge to stop food waste. Let's track our habits and evaluate our waste to change our behaviour for better. By wasting less and adopting a more sustainable lifestyle, each one of us can contribute to building a world free from hunger!!!





HR INSIGHTS - LOOKING FOR A JOB CHANGE: THIS IS YOUR “TO DO” LIST

CA Bharat Venkat

1) Things to do before Interview, during Interview and after you receive offer letter

Before interview

- Check the company's website – read about the company and nature of the services they offer. If the company does not have a website, it's a potential red flag.
- Note that there are a few good companies without a proper website, here you need to make a few more checks about the company. Look for references through LinkedIn or Facebook and attempt to contact them to verify the background of the company.
- Try to search for company officials in LinkedIn – you will know how long the people are working with the company; it goes to show whether it is a company which is able to retain talent or people are constantly moving after a year or two in the company due to various reasons.

During interview

- Understand the Company's Organization structure and role they are looking to fill
- Ask about the Company's expectations for this role during the initial few months (this is to ensure you don't end

up losing your job during probation period and you have more clarity of what's expected of you).

- Ask about the career path for someone in this role
- Enquire about other Benefits – Family visa, Private medical insurance, Car allowance, Bonus, etc.
- Ask about the next steps in the interview process.

After you receive an offer letter

- Do not resign from your current employment unless you have passed the pre-employment medical test, which is mandatory before applying for a work visa. (applicable for people coming from out of Bahrain)
- Enquire with your new employer about the visa formalities and estimated time for getting a work visa after you submit signed offer letter and medical fitness report.
- After you have received clearance on all the above matters, inform your current employer about the offer and send them a formal resignation letter. You may get a counteroffer from your



current employer that includes a higher salary. Resist the temptation to accept. Remember all the reasons you looked for a new job in the first place.

- Facilitate handover in current employment and go out on a high note. Keep contact details of your reporting manager and Human Resource for future references.

2) Things to do before applying to top companies in Bahrain as they may conduct a background verification on the below parameters

An independent verifier will be appointed by companies to make the following checks -

- **Qualification check** (They will write to your certifying body to verify the authenticity of your qualification, keep the contacts ready)
- **Previous employment checks** (Keep your experience and relieving letter for each previous employment, also keep in handy the contact details and email id of the HR department) Be in good terms with your past employers as a negative feedback from them could jeopardize your prospects.

- **Court / police verification check for criminal record in India** (The criminal record in your local address will be verified to check if any past or current cases are registered)
- **Credit check** (Any loan defaults will jeopardize prospects)
- **Social media check** (Facebook, LinkedIn, Instagram, Twitter). Avoid making any comments which could be treated as racist and do not share any sexually explicit material. Refrain from making any comments against any political party or religion. The parameters of checks will be on following criteria -
 - Racist/ sexist
 - Sexually explicit material
 - Threats/ violence
 - Political leanings
 - Religious leanings



WELLNESS AT WORKPLACE

CA Kannan Sundar Rajan

Wellness programs in the workplace are important now more than ever as stress over the pandemic and changes in work practice continue to bite. Employers are focusing on how to improve operations so as to improve profitability and sustenance in the long run. It is a known fact that employees can perform well when they are in optimal health. Implementing a wellness program confirms improved disease management and prevention, and a healthier workforce in general. It will give rise to lower health care costs, increase productivity, reduce absenteeism and raise employee morale.

While the entire working class is affected, employers are already focusing on helping them cope with stress and promoting mental well-being. Many of these new approaches to physical and mental health are likely to become the norm post-pandemic.

1. **Safety Initiative:** If an asymptomatic employee innocently attends work at office, the employer need to isolate him, thoroughly clean and disinfect all areas including all surfaces that he is in contact.
2. **Protective Shield:** All electronic equipment should be well covered with replaceable covers. The Market is abuzz with innovative Panel Protective Devices.
3. **Staggered Arrival and Departure** times for duty or working hours shall be implemented. Social distancing at workplace, closing some of the rest rooms or urinals, limit one person to a vehicle during official trips, doors and entry points to be automatic so as to avoid touching handles, are some of the precautions to be in place.
4. **Social Distancing:** Install glass or plexiglass barriers where people have to meet to talk and exchange documents or materials, including at secretarial workstations and customer service desks.
5. **Fitness Programs:** It is a general practice with most of the Corporates to cover employees Gym membership. But with Post COVID preparedness, they can better focus on a specific onsite gym which will be cost effective against reimbursement offerings based on employee's fitness program choices. Rather than work out onsite, employees may prefer on-demand webinars, yoga sessions or other forms of remote instructions.
6. **Wellness Challenges:** Employees must be encouraged to undertake wellness challenges in the form of On Duty Walking challenges, drinking more water, frequent



short rests, weight loss programs and better eating habits like consuming more fruits and vegetables.

7. **Health Screenings:** One of the biggest changes that can be expected at the workplace will be to host office health screenings. 45% of young adults under the age of 30 did not have a primary care physician, as per a WHO survey conducted in 2015. But post COVID19 employers cannot afford to keep quiet in this regard as also when they are concerned about employee productivity, it becomes imperative to have frequent health screenings.
8. **Balanced Working Hours:** Shift in Working environment shall give rise to a balanced or flexible working hours and for compensation on productivity, employers can consider part time contract workers which will reduce cost.
9. **Artificial Intelligence:** The spread of the virus has accelerated the use of Robotics and Artificial Intelligence(AI) to take on tasks that are more fraught during the pandemic. Safety is optimized, productivity increases, dependencies are eliminated, workflows are streamlined and revenue grows. While adoption of AI has reduced

pressure on humans, which does not create redundancies at work place as a recent study confirmed that AI-enabled solutions need AI professionals to monitor their functions and guide them, so they can move businesses in the right direction.

10. **Other Programs:** Employees can be encouraged to participate in nutritional or Recipe Contests so as to have a break from their official routines as also to showcase their latent talents. This way we are sure to develop a feeling of belonging amongst the workers when it comes to health and employee satisfaction, and feeling part of a community is crucial.

At the home front, the pandemic has created positive awareness as most of us busy with various 'Walk a Mile' programs available, to keep our-self fit and healthy.

"Body achieves what the mind believes" Train your Mind to take Healthy Advices.

Before I conclude, I would like to pass on my gratitude to every successful employer who takes care of their human resources, since they are the back bone of our future and to see them hale and healthy will provide more flying colors to the Universe at large. See You.



LIST OF SOME OF THE LEGISLATIONS, RESOLUTIONS ETC., ISSUED DURING THE MONTH OF APRIL 2021

Adv. Madhavan Kallath
Managing Partner, Kallath & Company WLL.

- Decree No. (51) of 2021 appointing an executive head of the Labor Market Regulatory Authority
- Decision of the Minister of Justice, Islamic Affairs and Endowments No. (38) of 2021 regarding the authorization of some employees of the Labor Market Regulatory Authority to the status of judicial control officers
- Decision of the President of the Supreme Council of Health No. (23) for the year 2021 to issue a list of requirements for licensing government health institutions and monitoring them
- Decision of the Chairman of the Labor Fund Board of Directors No. (1) for the year 2021 to issue the personnel affairs regulations in the Labor Fund
- Amendment to the sanctions list issued by the relevant authority in the United Nations Security Council under Chapter VII of the United Nations Charter regarding the prevention and suppression of terrorism and its financing and the prevention, suppression and stopping the proliferation and financing of weapons of mass destruction
- Decree No. (44) of 2021 establishing a general consulate of the Kingdom of Bahrain in the Emirate of Dubai to the United Arab Emirates
- Decision of the Minister of Justice, Islamic Affairs and Endowments No. (32) for the year 2021 to authorize some employees of Islamic affairs and the Sunni and Jaafari Endowments departments to be entitled to judicial control officers
- Decision of the Chairman of the Board of Directors of the National Oil and Gas Authority No. (3) of 2021 amending some provisions of Resolution No. (3) of 2015 regarding the amendment of the selling price of natural gas
- Decree No. (45) of 2021 naming the administrative body concerned with the law of letters and electronic transactions promulgated by Decree Law No. (54) of 2018
- Circular regarding the official working hours during the blessed month of Ramadan 1442 AH
- Decision of the Minister of Justice, Islamic Affairs and Endowments No. (28) for the year 2021 regarding the procedures for prohibiting and combating money laundering and financing of terrorism and illegal transfer of funds across borders in the work of a notary, auditing and monitoring controls and rules prohibiting dealing with persons or entities included in the lists of terrorism
- Decision of the Minister of Justice, Islamic Affairs and Endowments No. (29) of 2021 regarding obligations related to procedures for prohibiting and combating terrorist financing in the activities of persons licensed to collect money for public purposes and prohibiting dealing with persons or entities included in the terrorist lists
- Decision of the Minister of Justice, Islamic Affairs and Endowments No. (30) of 2021 amending the list accompanying Resolution No. (101) of 2020 regarding the documents and requirements necessary for submitting a list of lawsuits, appeals, or filing judicial requests



Decision of the Minister of Industry, Commerce and Tourism No. (59) of 2021 amending Article 1 of Resolution No. (58) of 2014 regarding defining the internationally recognized chartered accountants associations

Decision of the Minister of Industry, Commerce and Tourism No. (61) for the year 2021 to amend Article 2 of Resolution No. (12) for the year 2021 regarding the regulation of selling via the Internet through a virtual commercial store

Decision of the Minister of Transportation and Communications No. (7) of 2021 regarding temporarily permitting the operation of vehicles designated for practicing the activity of vehicle rental, which are six years old since their manufacture

Decision of the President of the Supreme Council for the Environment No. (2) of 2021 regarding environmental standards for air

Decision of the President of the Supreme Council for the Environment No. (3) of 2021 regarding environmental standards for water

Decision of the President of the Supreme Council for the Environment No. (4) of 2021 regarding determining the categories of fees payable for licenses and services provided by the Supreme Council for the Environment

Decision of the Chairman of the Board of Directors of the Central Bank of Bahrain No. (1) for the year 2021 to reconstitute the Board of Directors of the Bahrain Institute for Banking and Financial Studies

Decision of the Governor of the Central Bank of Bahrain No. (8) of 2021 regarding canceling the license of a wholesale sector bank (in accordance with Islamic principles) granted to International Investment Bank BSC (closed) and granting a new license to a category 1 investment business

Decree No. (42) of 2021 establishing a diplomatic mission for the Kingdom of Bahrain to the State of Israel

Decree No. (43) of 2021 appointing a head of the diplomatic mission of the Kingdom of Bahrain to the State of Israel

Decision of the Minister of Transportation and Communications No. (4) for the year 2021 to replace Table No. (4) (public fees) accompanying Resolution No. (25) for the year 2016 regarding the determination and regulation of civil aviation fees and the fees for departing services by air

Decision of the Minister of Industry, Commerce and Tourism No. (58) of 2021 regarding the regulation of import and circulation of clothing, supplies, equipment and military and security equipment and supplies

EVENTS OF THE MONTH

Effective structuring of Family Business

H.E. Khalid Rashid Al Zayani delivered a session on “Effective structuring of Family Business”.

He spoke about the governance system which is required to be set up in a family business and also touched upon the importance of succession planning and getting the plans and vision aligned with all family members to ensure the business is able to run smoothly generations after generations.

Key takeaways from the session -

1. Willingness to learn before becoming a boss and starting from the bottom and climbing the ladder.
2. Always keep growth and progress in mind
3. Separation of ownership and management

The event was well attended and appreciated by all attendees.

The poster is for a virtual CPE meeting titled "EFFECTIVE STRUCTURING OF FAMILY BUSINESS" featuring Mr. Khalid Rashid Al Zayani, Honorary Chairman of Al Zayani Investments B.S.C. (C). The event is organized by the Bahrain Chapter of the Institute of Chartered Accountants of India (BCICAI) and is affiliated with the Bahrain Accountants Association. It is scheduled for Wednesday, April 07, 2021, starting at 06:15 PM onwards. The poster includes logos for BCICAI, ICAI Bahrain, and various sponsors: Platinum Sponsors (Grant Thornton, KPMG, MMJS), Gold Sponsors, and Silver Sponsors (Assure Consulting, HOME BOX). Social media handles for BCICAI, bahrainical, @bahrainICAI, ICAIBAHRAIN, and ICAI Bahrain are also listed.

Cybersecurity and Continuous Compliance in a DevSecOps World

BCICAI conducted a session on “Cybersecurity and Continuous Compliance in a DevSecOps World” which was covered by Mr. Altaz Valani, Director of Insights Research at Security Compass.

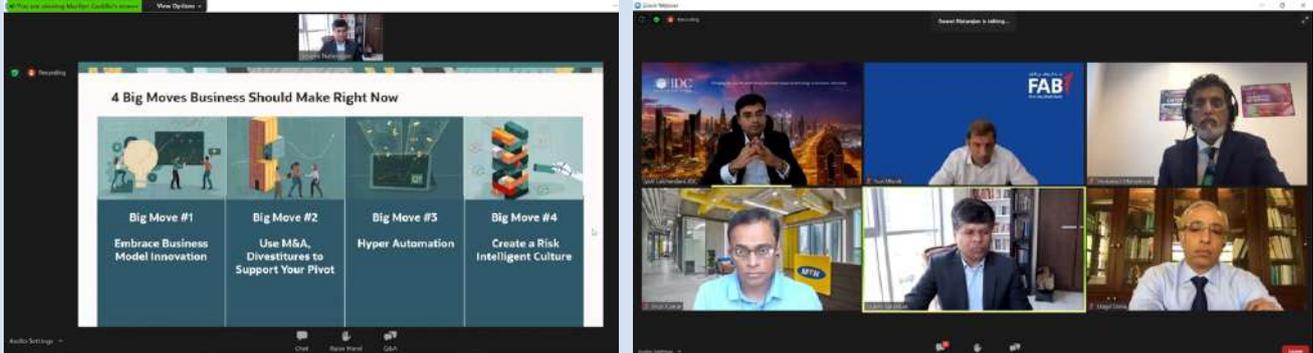
The second session focused on “Big Data for IT Security and Business Assurance” and was handled by BCICAI Member and Director of SSPL Middle East, CA Nishith Seth.

The event was attended by around 100 members.

The poster is for a virtual CPE meeting titled "Cybersecurity and Continuous Compliance in a DevSecOps World" featuring Mr. Altaz Valani, Director of Insights Research at Security Compass. The event is organized by the Bahrain Chapter of the Institute of Chartered Accountants of India (BCICAI) and is affiliated with the Bahrain Accountants Association. It is scheduled for Saturday, April 17, 2021, starting at 03:45 PM. The poster includes logos for BCICAI, ICAI Bahrain, and various sponsors: Platinum Sponsors (Grant Thornton, KPMG, MMJS), Gold Sponsors, and Silver Sponsors (Assure Consulting, HOME BOX). Social media handles for BCICAI, bahrainical, @bahrainICAI, ICAIBAHRAIN, and ICAI Bahrain are also listed. A second session, "Big Data for IT Security and Business Assurance" by CA Nishith Seth, Director-SSPL Middle East, Bahrain, is also mentioned.

Big moves to Pivot Forward

On 20 April 2021, around 20 members of BCICAI joined the live webinar on the topic “Big moves to Pivot Forward” organised by Oracle in partnership with IDC

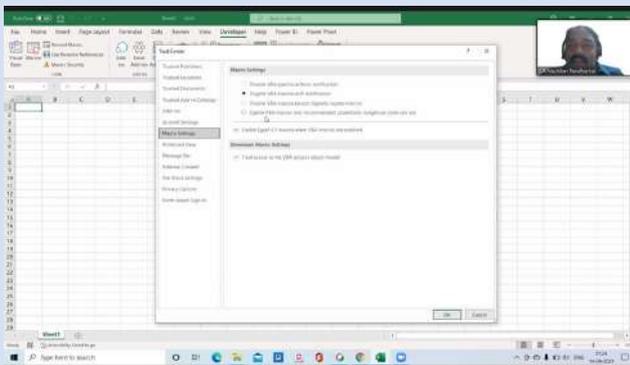


Excel Macros for Professionals

BCICAI organised another upskilling workshop – Excel Macros for Professionals and also providing the opportunity to use the commitment points that members have been accumulating with their regular attendance of BCICAI events.

It was conducted over a total of 24 hours which was split over 11 days starting 15 April 2021

Faculty: CA Nachiket Pendharkar, Founder and CEO of ViN Learning Centre



The Indian Premier League (IPL)

The Indian Premier League (IPL) is back and BCICAI is back with the “IPL 2021 - Log into the Future & Predict Contest”. All the armchair experts can put on their thinking caps and make a prediction about the outcomes of the matches during the league phases and also make the bumper predictions of the winner, runner-up teams along with predicting who will win the Orange cap (most runs) and Purple Cap (most wickets) in IPL 2021.

- Results will be declared after the Final match on 30th May 2021
- 3 Prizes on offer for members scoring the highest points.



Greetings of the month



BCICAI Easter Wishes

CA Roanna, CA Jonathan D'Souza and family who are extending their special Easter wishes to the BCICAI family.



Ramadan Greetings by our member CA Syed Nasruddin

CA Syed Nasruddin extends his warm wishes to the BCICAI family.



CA Mahesh, CA Shribharthi and their family extend their warm wishes to the BCICAI family.

Job Opportunity

Ref: J/010/20-21 – **ACCOUNTS MANAGER**

Experience

- University degree and Qualified Chartered Accountant.
- Minimum 8-10 years post-qualification experience.
- Experience in Construction/Contracting Industry is a must..

Job role

- A good knowledge of accounting standards, strong communication, interpersonal, negotiation and presentation skills.
- Working Knowledge in Oracle Financials, IT applications
- Responsible for preparation of MIS, strategic performance reports, budgets and forecast.
- Knowledge in VAT

Package

- The positions attract a competitive salary, furnished accommodation, family status, and other benefits.
- The Group promises career progression and growth for deserving candidates

MEDIA COVERAGE



CP CA Ajay Kumar speaking at the Students honouring ceremony conducted by Palakkad Arts and Culture Theatre covered in Twenty Four News



On 25 April 2021 - BCICAI Chairperson CA Ajay Kumar addressed Asian School Students



On 24 April 2021 - BCICAI Vice Chairperson CA Santhosh appeared on Janam TV



Palakkad Arts and Cultural Theatre (PAACT) conducted a student's honoring ceremony on 16 April 2021 wherein BCICAI Chairperson was invited as a motivational speaker.



India in Bahrain (Embassy of India, Bahrain) organized a virtual interaction with the Indian Associations in Bahrain to brainstorm & discuss different ideas for IndiaAt75 celebrations, and for Golden Jubilee celebrations of establishment of Diplomatic relations between India & Bahrain.



BCICAI Chairperson CA Ajay Kumar and Vice-Chairperson CA Santhosh attended a virtual meeting of various Indian Association and societies called by the Indian Embassy to discuss ideas related to activities that can be considered as part of India@75 celebrations which is two year long celebrations which will conclude in August 15, 2022. The Indian Ambassador HE Piyush Srivastava urged the Indian Associations to collaborate as part of the India@75 celebration with the aim to raise the profile of India in Bahrain and also informed that events will be planned to celebrate the golden jubilee of setting up of formal bi-lateral relations between India and Bahrain. BCICAI set forward some ideas which were well received by the Embassy.

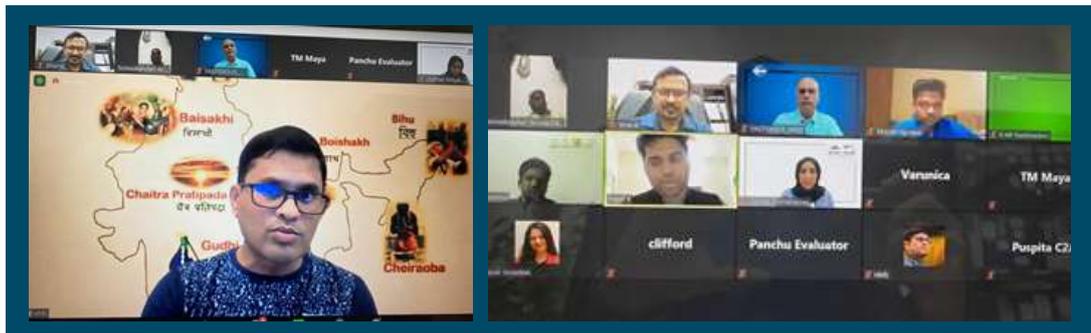
ICAB (INDIAN CHARTERED ACCOUNTANTS IN BAHRAIN) TOASTMASTERS INTERNATIONAL CLUB

Synopsis of activities during the month of April 2021

14th April: Theme: **Celebration**

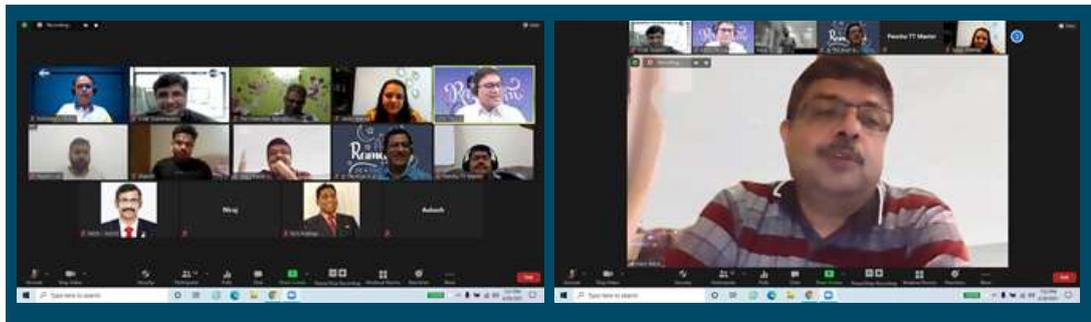
"The more you praise and celebrate your life, the more there is in life to celebrate"

ICAB TMC celebrated the festivals of different states of India celebrated in month of April. TMOD Ekansh gave information through ppt of how different states celebrate. CA Flenil, CA Clifford & TM Varunica gave motivating and inspiring messages. CA Meenakshi Sundaram evaluated the whole meeting and motivated the members of ICAB.



28th April : Theme: **Trivia**

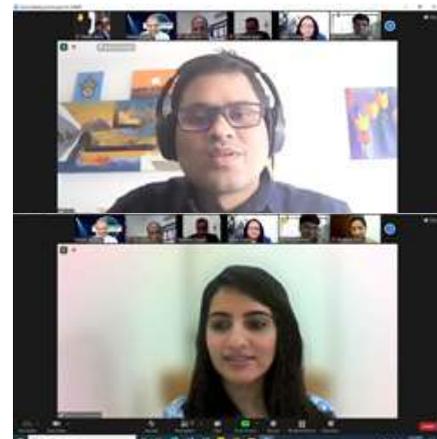
TMOD, CA Meenakshi Sundaram conducted trivia questions within the members of ICAB and shared their one thing which no one knew. This session of Trivia was thoroughly enjoyed by everyone. CA Ekansh, CA Niraj & CA Rajesh gave excellent speeches on their respective paths, which was further evaluated by ICAB members which helps them to be a flawless speaker.



Youth leadership Program (YLP)

The Youth Leadership Program is a workshop consisting of eight sessions that enable young people under the age of 18 to develop their communication and leadership skills. In the workshop, young people learn valuable skills including evaluating their own speaking ability, preparing and giving speeches, giving impromptu talks and much more.

ICAB TMC organised YLP virtual session from 16th April with the Bhavans School students under the leadership of CA Sanjay Gupta. Other co-ordinators are CA Venkata Ramana, CA Sandeep Gupta, CA Radhika



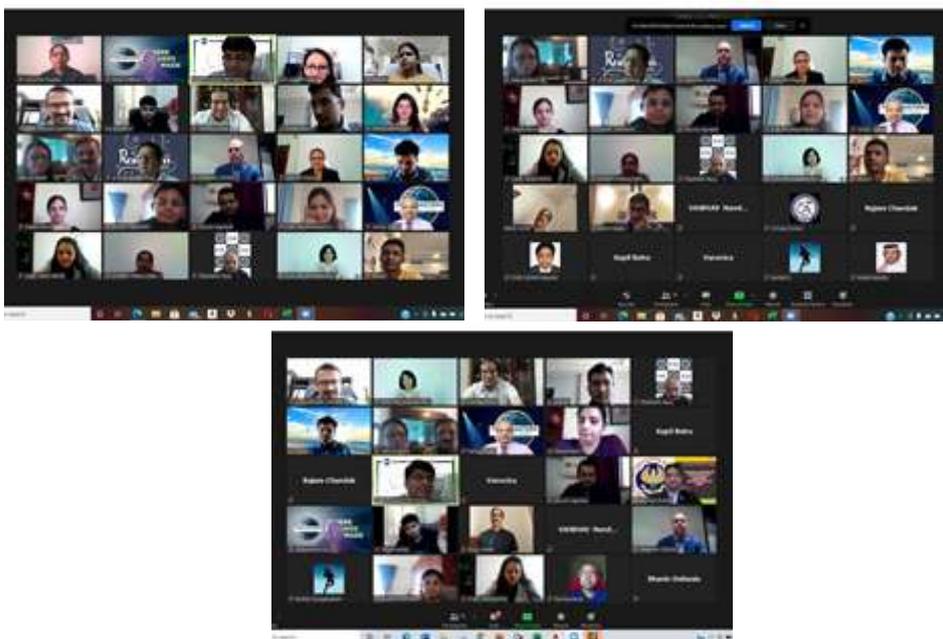
and TM Dashanad. There are around 19 students who participated in this session and are having a great learning outcome.



Speechcraft Session by ICAB & C2A

BCICAI presents 6 week Speechcraft session of communication & leadership Program organized by ICAB and C2A Toastmasters Club, which was inaugurated on 23rd April. 22 participants took part in this virtual session which includes CA Members and their family.

This program is designed specially to develop their communication and leadership skills. CA Sanjay Gupta conducted very informative workshop on Table Topics. CA Karthik G explained with examples about the ice- breaker speech. The session was graced with the presence of BCICAI Chairperson CA Ajay Kumar, Area 6 Director CA Raunaq Desai and D20 Club Growth Director DTM Khalid Abdulla.



WORD OF THE DAY USED IN THE MEETINGS

Grammarians	Word of the Day	Meaning	WOD used in the sentence
TM Kunjan	Fastidious	Very attentive to and concerned about accuracy and detail.	She dressed with fastidious care.
TM Mahesh	agog	A person who is in state of extreme excitement, wonder or expectancy.	The students were all agog to know their grades.

C2A TOASTMASTERS CLUB

[Communicate 2 Achieve] Sponsored by ICAB Toastmasters Club in June 2019

A Thousand Mile Journey begins in C2A

-TM Varunica Kasinath

Do you know the difference between CA & C2A? 'CA' denotes Chartered Accountant; C2A is an all-women's Toastmasters club who 'COMMUNICATE TO ACHIEVE'. In a way, C2A Toastmasters is connected to CA as it was spun off in 2019 from CA's in ICAB Toastmasters. I am proud to be a member of C2A Toastmasters club that has produced Area Champions in public speaking & winners in the Division Level as well.

My first step in the journey that I had embarked on, was being a guest at the very first C2A Toastmasters club meeting. Perhaps, my father's persuasion made my choice to witness an all-women's meet. To be frank, I yielded only because this gave me a chance to dress fashionably and show off. But in reality, I had to sit in one corner of the room because of my shy nature. Nevertheless, I was able to observe the proceedings and was amazed at the zeal and energy the madam toastmasters exhibited in the meeting. Truly, I should say that enthusiasm is contagious. I dreamt immediately as if I also radiated such energy. One thing that impressed me most is the applause that everyone gets in the meeting.

The journey of 2 years has completely transformed me from a shy and silent girl to someone who could dare to look into the eyes of a group of people and talk. Not merely to talk, but to speak in a convincing way. If one knows all that he/she can get out of toastmasters, I am sure he/she will never get out of toastmasters. The journey is not merely of thousand miles, it is indeed a lifelong journey of commitment, learning and growth. I welcome the readers who are not yet on this joyful journey, to join me and grow through mutual help in a friendly environment.

We hold our meetings every 2nd and 4th Fridays every month from 10am to 12pm. I walked in as a guest, I walked out as a Toastmaster because I believed that this is the best ambience for any novice like me to learn to get out of my shyness and get into shininess.



South Indian Dishes



Mambazha Pulissery (Ripe Mango Curry)

Ingredients

- Ripe mangoes - 2 nos. big
- Yellow Cucumber (vellarika) - small/medium size
- Turmeric powder - 1/2 Tea spoon
- Chilli Powder - 1 Tea spoon
- Salt to taste
- Coconut scrapped - 1 cup
- Yogurt - 1 cup
- Green chillies - 3 nos.
- Curry leaves - 20 nos.

- Cumin seed (jeera) - 1 tea spoon
- Jaggery - 1 table spoon

For Seasoning

- Mustard seeds - 1 tea spoon
- Dry Red Chillies - 2 nos
- Curry leaves - 10 nos.
- Fenugreek seeds - quarter tea spoon
- Coconut oil - 3-4 table spoons



Intructions

Cut the Mangoes and Yellow Cucumber (both peeled) in to medium sized cubes

Add the cut mangoes, yellow cucumber, turmeric powder, chilli powder and salt in to a pressure cooker and add 1 cup water

Pressure cook till you get two whistles and wait for pressure to subside (15 minutes)

Add scrapped coconut, yogurt, green chillies and cumin seeds (jeera) into a mixer and grind it into a fine paste (little laban can be added to help in grinding if required)

Once the pressure cooker is opened (after pressure subsides), keep it on the stove and add this grinded paste. Keep stirring to prevent sticking to the bottom of the pan.

Once it starts boiling, add the jaggery

Once required consistency is achieved, remove from the stove

Prepare the seasoning by heating oil in a seasoning pan to which first add red chillies, then fenugreek seeds and mustard seeds. Once they start finish spluttering, add curry leaves. Remove the pan and add the seasoning to the prepared curry

Pacha Manga Chammanthi (Raw Mango Chutney)



Ingredients

- Raw mango - 1 No.
- Coconut scrapped - 1/2 cup
- Shallots (small onion) - 5-6 nos.
- Red Chilli powder - 1 1/2 Tea spoon
- Cumin seeds (Jeera) - 1 Tea spoon
- Curry leaves - 20 no.s
- Salt to taste

Instructions

- Peel the Mango and cut it in to pieces
- Grind it in mixer in pulse mode and keep it aside
- Add shallots, chilli powder and cumin seeds (jeera) into a mixer and grind it in pulse mode. To this add scrapped coconut, curry leave and salt and grind again.
- To this mixture, add the raw mango and grind once again

Pal Paysam

Ingredients

- Milk - 4 cups 1 litre
- Rice - 3 tbsp raw rice
- Ghee - 1 tsp
- Sugar - 300 gms

Utensils:

Pressure cooker 3 litre or bigger

Instructions

1. Wash, drain and roast rice in a pan with ghee in medium flame for about 2 to 3 minutes
2. Grease the cooker with Ghee and place a spoon or thin plate to avoid burnt bottom
3. Empty the milk and bring it to a boil and then reduce the flame
4. Add the rice and close the lid
5. Once steam starts releasing place the whistle and cook for 3 to 4 whistles
6. After the whistle keep the flame as low as possible and continue for another 10-15 minutes
7. After that open the cooker and add sugar and continue boiling till thick consistency



Chakka Pradhamaan (Jackfruit Pudding)



Preparation Time : 10 minutes

Cooking time : 30 minutes

Serves : 5-6

Ingredients

- Ripe Jackfruit Flesh : 30-40 flesh (de seeded)
- Jaggery : 5-6 blocks /500 grams or to taste
- Thin 2nd Coconut milk – 2nd extract: 5 cup
- Thick Coconut milk – 1st extract : 1 cup
- Cardamom powder: 1/4 tsp
- Coconut Pieces (cut into very small bits) : 1 tbsp
- Cashew-nuts : 10-15 nos
- Raisins : 1 tbsp
- Ghee 2 tbsp or as required

Intructions

How to Make Coconut Milk :

Take a 3 fresh coconut, grate it finely. In a blender or food processor, add the grated coconut with 1 cup of hot water and process for a minute, then squeeze it for milk. This gives you 1cup thick milk.

Return coconut to processor and add 2 cup hot water and process for couple of minutes and squeeze it for milk in separate bowl. This gives you 2 cup thin milk.

Repeat the process and get 2 more cups of thin milk.

OR Buy 1 (400ml) can of thick coconut milk, shake well and pour 1/2 contents in a bowl and mix with 1 cup er (i.e. same quantity of water). Remaining milk in can is thick milk.

OR Mix 50 g instant coconut milk powder with 400 ml water for thin coconut milk.

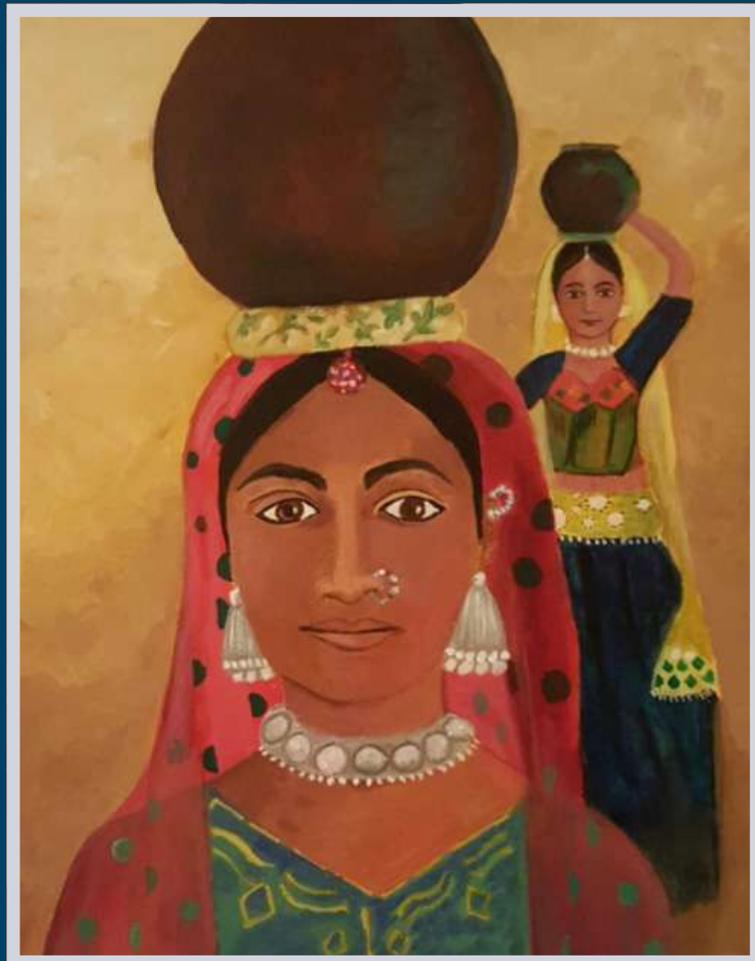
Mix 25 g instant coconut milk powder with 100 ml water for thick coconut milk.

Preparation for Chakka Pradhamaan :

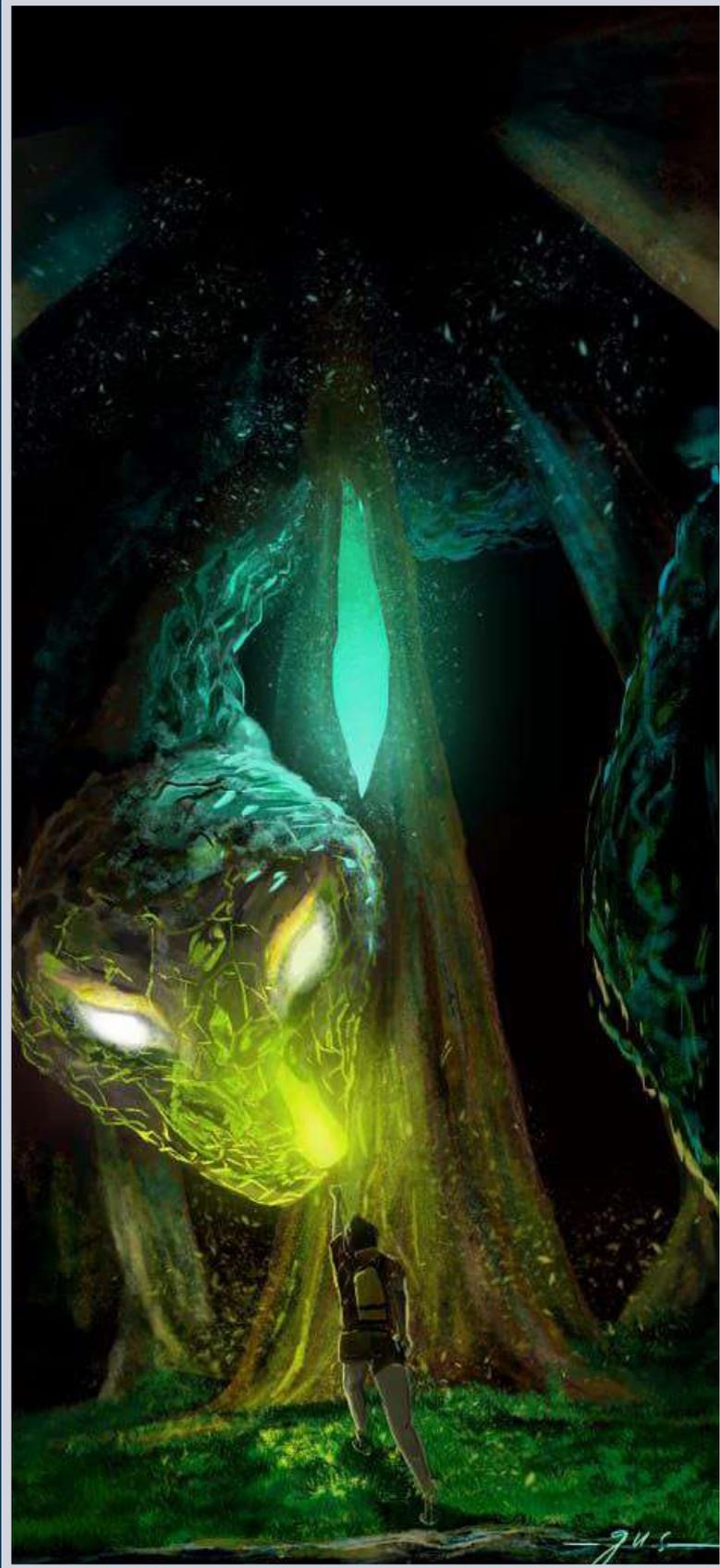
1. Cut Jackfruit flesh into small pieces and pressure cook the chopped jackfruit pieces with one cup of water for 2 whistles or cook until soft (takes about 10 minutes).
2. Ground this cooked jackfruit in a mixer grinder to a paste or slightly mash it using a wooden spoon.
3. Meanwhile with little water in a heavy bottomed pan melt the jaggery in it. Strain the solution to remove fine sand particles and reheat the same.
4. Heat a spoon of ghee and add the jackfruit paste. Add the second coconut milk and; keep stirring in low medium heat to dissolve and boil until the mixture thickens in 8-10 minutes
5. Finally add the first milk and cook for couple of minutes and switch off the flame. Keep stirring until the milk is incorporated.
6. Add cardamom powder
7. Heat the ghee in a small pan; first fry the coconut pieces until brown and set aside. Fry the raisins until plump and drain. Add in the cashews and fry until golden brown.
8. Pour the fried coconut pieces, cashews, raisins over the pradhamaan /payasam. Cover with a lid for 10-15 minutes.
9. Delicious Pradhamaan /Payasam is ready to serve. Serve hot or chilled as you wish and Enjoy!!



CA Sandeep Mehta



Niharika Mehta, D/o CA Sandeep Mehta



Gautam Shanbag
SO CA UDAY SHANBAG

CSR ACTIVITES

THE BLOOD DONATION DRIVE

held on 30th April which saw around 25 members come forward to donate blood





FOOD DISTRIBUTION

On 1st May – Dry ration kits with 14 items were handed out to 102 persons in 2 labour camps



My experience being a volunteer for the BCICAI Food Distribution Drive

On 1st May 2021, Bahrain Chapter of the Institute of Chartered Accountants of India (BCICAI) had organised a food distribution drive as a part of their "Joy of Giving" campaign. I was fortunate enough to be able to volunteer for the same. We managed to assemble 100+ dry ration kits to be distributed between an equivalent number of labourers at two labour camps - Zinj and Hidd. I have recently moved to Bahrain and this was my first event with the Chapter. It was an amazing experience to meet and interact with fellow volunteers and committee members. There could not be a better way to celebrate International Labour Day and do our bit for the less-fortunate. These are challenging times exacerbated by the ongoing pandemic which has affected everyone in some way or the other. It is times like these which requires us as a community to come together and help out in whatever way possible. We got to experience first-hand the privilege that we enjoy and it definitely brought a new perspective to my life. To be able to do this act of kindness in the holy month of Ramadan was an icing on the cake. I am proud to be associated with a fraternity that has come forward to help through generous contributions from its members. I look forward to taking part in many such events in the future!

Regards,

Harini Thakkar Koduru

LOG INTO THE FUTURE
THIS TIME FROM. . .

INDONESIA

THURSDAY | APRIL 22, 2021

QUIZ GALA

HOSTED BY
QUIZ-MASTER
CA DINESH RAMU

06:00 PM ONWARDS

Hello, Fellas!

Join us at Zoom | Meeting Id: 883 5676 8432

MADE IN
INDONESIA

**BAHRAIN CHAPTER OF
INSTITUTE OF CHARTERED
ACCOUNTANTS OF INDIA**
(AFFILIATED TO BAHRAIN ACCOUNTANTS ASSOCIATION)

The Quiz Night of April 2021 was conducted by very special quiz master, CA Dinesh Ramu, who hosted the event all the way from Indonesia. He is a BCICAI Alumni Club Member and also the founder president of ICAB Toastmasters. As Quizmaster, CA Dinesh started the session with a beautiful introduction and successfully hosted a fun quiz. The quiz questions revolved mainly around the interesting facts and questions from round the globe. The top three champions of the quiz were CA Nisha, CA Sanjib and CA Sunil and the runners up were CA Siddhart and CA Arun. CA Nisha will be the quiz master in May 2021.

SPECIAL ACHIEVEMENTS



THE NEW INDIAN EXPRESS
 BAHRAIN ODIA SAMAJ FOUNDER HELPS MIGRANT'S FAMILY GET JUSTICE

EXPRESS NEWS SERVICE
 @Bhubaneswar

INTERVENTION of Bahrain Odia Samaj founder Arun Kumar Praharaj has helped family of an Odia youth, who was choked to death in a manhole in the Middle-East country, get justice.

Debasish Sahoo, a 26-year-old youth from Chandbali area of Bhadrak, along with two other migrant workers had died while carrying out maintenance job in a manhole on November 16, 2020. Sahoo was engaged by Crown Electromechanical Services WLL.

Praharaj, who had earlier actively coordinated with the family members of the deceased to arrange necessary documents to send his mortal remains to Odisha, also helped his father Basanta Sahoo in filing the Indian Embassy and sought their immediate intervention. After a long-drawn battle of over five months with the employer and follow up with authorities of Bahrain and India, Praharaj finally managed to help Sahoo's father get the compensation from the company.

The company on April paid ₹15 lakh compensation to deceased's father. With this the total compensation transferred to the legal heir of Sahoo amounts to ₹21 lakh, said Praharaj.

Praharaj, who is also the CEO of Dadabhai Group Bahrain, said the Government of India has to empower its embassies to protect the rights of Indian migrant workers as many migrants have been repatriated to India without settlement of their legitimate dues by many unscrupulous companies.

The Government of India has to empower its embassies to protect the rights of Indian migrant workers as many migrants have been repatriated to India without settlement of their legitimate dues by many unscrupulous companies

Arun Kumar Praharaj, founder Odia Samaj

claims in Bahrain. He took up the matter with the Bahrain Government and

CA Arun Kumar Praharaj



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