



**Institution's Innovation Council  
Saurashtra University Rajkot**

## **How to plan for Start-up and legal & Ethical Steps**

27<sup>th</sup> May 2025

At

Online on Google meet  
Incubation Centre

Dr. A P J Abdul Kalam Science Laboratory  
Saurashtra University Campus, Rajkot

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## Saurashtra University – IIC

The university is dedicated to instruction, research, and extending knowledge to the public (public service). Ministry of Education (MoE), Govt. of India has established 'MoE's Innovation Cell (MIC)' to systematically foster the culture of Innovation among all Higher Education Institutions (HEIs). The primary mandate of MIC is to encourage, inspire and nurture young students by supporting them to work with new ideas and transform them into prototypes while they are informative years. Saurashtra University is one the Organization that have constituted the IIC to foster the vision of MoE and be a part for the promotion and development of innovation ecosystem.

### Event Schedule

<b>3:00</b>	<b>Registration Time</b>
<b>3:05</b>	Welcome
<b>3:10</b>	Awareness session on How to plan for Start-up and legal & Ethical Steps by Dr. Davit B. Dhruv
<b>3:50</b>	Programme Feedback - Conclusion
<b>4:00</b>	Closing Ceremony

### Event Registration Link

[bit.ly/SUSEC-PPDD25](https://bit.ly/SUSEC-PPDD25)

## Brief about Event

The Department of Physics and the Department of Nano Science and Advanced Materials, Saurashtra University, in collaboration with the Institution's Innovation Council (IIC) Saurashtra University, organized a webinar on "*How to Plan for Start-up and Legal & Ethical Steps*" on 27th May 2025 from 3:00 pm to 4:00 pm. The session was designed to guide students and early-stage entrepreneurs in their journey from ideation to execution.

The webinar aimed to create awareness about effective planning strategies for start-ups while highlighting the importance of legal and ethical considerations in entrepreneurship. By providing both practical and strategic insights, the session encouraged participants to think critically about building sustainable and responsible ventures.

The resource person, Dr. Davit B. Dhruv, explained the essential aspects of start-up planning, including identifying opportunities, evaluating risks, and setting clear business goals. He emphasized that beyond the business model and funding, every entrepreneur must adhere to the legal framework and maintain ethical practices to ensure credibility, trust, and long-term success.

The session also underlined how legal compliance and ethical responsibility are vital in today's competitive ecosystem. Students were encouraged to integrate innovation with accountability, ensuring that their entrepreneurial efforts not only create value but also contribute positively to society.

Overall, the webinar provided participants with meaningful insights into start-up planning and the legal-ethical landscape of entrepreneurship. It reinforced the vision of IIC Saurashtra University to nurture an innovation-driven culture while preparing the next generation of entrepreneurs with the right knowledge, values, and strategies.

## Key Points

During the session, below mentioned points were discussed:

- Introduction to Start-up Planning
- Identifying Opportunities & Risks
- Business Model and Goal Setting
- Legal Framework for Start-ups
- Ethical Practices in Entrepreneurship
- Importance of Credibility & Trust
- Role of Innovation with Responsibility
- Pathway to Sustainable Ventures

## Outcome

The webinar helped participants gain clarity on the fundamentals of planning a start-up, including opportunity identification, risk management, and goal setting. They understood the significance of legal compliance and ethical practices in establishing credibility and ensuring long-term growth. The session motivated students to combine innovation with responsibility, thereby fostering a sustainable entrepreneurial mindset.

## About the Speaker / Chief Guest



Dr. Davit B. Dhruv

Assistant Professor

Department of Physics, Saurashtra University

The poster features logos for Saurashtra University, SSIP, Institution's Innovation Council, StartUp, and SEC. The title is "How to plan for Start-up and legal & Ethical Steps". The speaker is Dr. Davit B. Dhruv, Assistant Professor, Department of Physics, Saurashtra University. The event is on Tuesday, 27th May 2025, from 03:00 PM to 04:00 PM. Contact information includes phone number 8490991979 and website www.susec.ac.in. A "REGISTER NOW" button with the link bit.ly/SUSEC-PPDD25 is also present.

**How to plan for Start-up and legal & Ethical Steps**

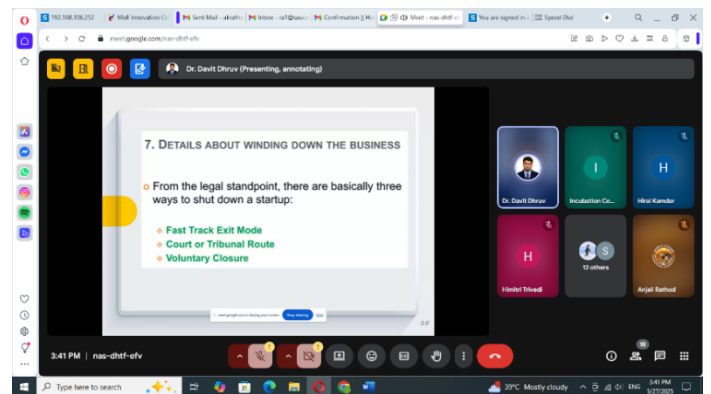
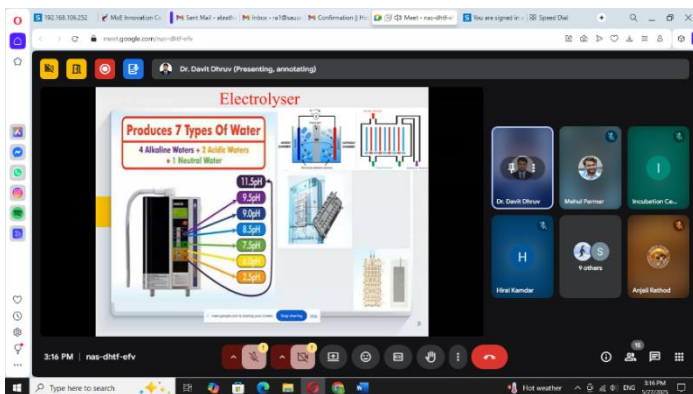
Department of Physics, Saurashtra University and Department of Nano Science and Advanced Materials, Saurashtra University in collaboration with IIC Saurashtra University organizes webinar on "How to plan for Start-up and legal & Ethical Steps"

**Tuesday**  
27th May 2025  
03:00 PM TO 04:00 PM

**Dr. Davit B. Dhruv**  
Assistant Professor  
Department of Physics  
Saurashtra University

8490991979  
www.susec.ac.in

**REGISTER NOW**  
[bit.ly/SUSEC-PPDD25](https://bit.ly/SUSEC-PPDD25)



**4. ADHERING TO LABOUR LAWS**

- Laws with regards to minimum wages, gratuity, PF payment, weekly holidays, maternity benefits, sexual harassment, payment of bonus among others will need to be complied with.
- Startup – Exemption 1 Yr – 9 Laws
  - The Industrial Disputes Act, 1947.
  - The Trade Union Act, 1926
  - Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1966
  - The Industrial Employment (Standing Orders) Act, 1946
  - The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
  - The Payment of Gratuity Act, 1972
  - The Contract Labour (Regulation and Abolition) Act, 1970
  - The Employees' Provident Funds and Miscellaneous Provisions Act, 1952
  - The Employees' State Insurance Act, 1948

**1. FORMALIZING A BUSINESS STRUCTURE AND FOUNDERS AGREEMENT**

- Nature and Type of the business.
  - Sole proprietorship,
  - Private limited,
  - Public limited,
  - Partnership,
  - Limited liability Partnership etc.,

**Innovation**

**STUDENT START-UP AND INNOVATION POLICY AT FUNCTIONAL OXIDE LAB (II)**

Diagram illustrating a smart device with various sensors and actuators:

- Electron sensors
- Plasma sensors
- Integrating
- 3D printed
- On-demand nitrogen atomization
- Light activation
- Effective filtration
- Digitally personalized
- Moisture control

**NANO-ADHESIVE (BIOINSPIRED)**

Diagram illustrating the applications of the nano-adhesive:

- Medical (e.g., bandage, wound dressing)
- Industrial (e.g., bonding, repair)
- Consumer products (e.g., glue, adhesive tape)



**2. APPLYING FOR BUSINESS LICENSES**

- Business licenses are the legal documents that allow a business to operate while business registration is the official process of listing a business (along with relevant information) with the official registrar.
- The common license that is applicable to all businesses is the Shop and Establishment Act which is applicable to all premises where trade, business or profession is carried out.
- Other business licenses vary from industry to industry.

**6. ENSURING EFFECTIVE CONTRACT MANAGEMENT**

- As per the Indian Contract Act, 1872, all agreements are contracts if they are made by the free consent of parties competent to contract
- Employee contracts are one of the most crucial aspects to be looked into while starting a venture.
- salary, scope of work and stock options
- non-disclosure agreements or NDAs need to be drafted and used by startups

**Electrolyser**

Param.	Weight	Strength
Wt.	20.15	10.17
Wt.	21.15	10.17
Wt.	21.15	10.17

**3. UNDERSTANDING TAXATION AND ACCOUNTING LAWS**

- Government of India - **Startup India** initiative
- Income tax exemption for a period of 3 years as well as tax exemptions from capital gains and investments above Fair Market Value with conditions.
- The startup should not be more than 7 years old (or 10 years for biotech) from the date of incorporation.
- Is incorporated as a Registered Partnership, Limited Liability Company or Private Limited Company.
- Turn over in any year should not have exceeded 25 crores.
- The startup should not have been formed by splitting or reconstructing an existing business.

## Connect Us:



<https://www.linkedin.com/company/susec>



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