



# **KALEIDO** **SCOPE**

STANDING CONFERENCE OF PUBLIC ENTERPRISES



## **CPSEs Conclave with Prime Minister on Vision 2022**



## **SCOPE Excellence Awards 2016-17 Announced**



# ***EXECUTIVE DEVELOPMENT PROGRAM FOR EXECUTIVES OF CPSEs***

**Day & Date**

***Monday 14<sup>th</sup> May 2018***

to

***Saturday 19<sup>th</sup> May 2018***

**Venue:**

APSE Training Centre, SCOPE Minar, Plot 2 A & 2 B  
District Centre, Laxmi Nagar, Delhi 110092

***For further information/registration kindly contact***

**Program Facilitator**

**B.V.K.K.RAO**

+91 11 24360661, +91 9899402261

**Program Coordinator**

**HEMA KOUL**

+91 11 24365418, +91 9899362335

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**E-mail: [apse.scope@gmail.com](mailto:apse.scope@gmail.com) Website: [scopeonline.in](http://scopeonline.in)**

## Contents

Chairman's Desk.....	05
CPSEs Conclave with Prime Minister on Vision 2022.....	07
44 <sup>th</sup> Annual General Meeting of SCOPE held.....	08
SCOPE Excellence Awards 2016-17 to CPSEs Announced.....	10

### Articles

From a 'Certificate' to Self-Employment .....	11
by Dr. U. D. Choubey	
NRDC: Promoting Licensing of Innovative Technologies to PSUs and .....	13
Startups in the country	
by Dr. H. Purushotham	
Project Execution – Our Way .....	19
by Dr. Sanjay Kumar	
Ease of Doing Business Index – from Euphoria to Challenge.....	21
by Dr. S. K. Gupta	
Safety – Specific Transformational Leadership Can Lift Organisation.....	26
From Safety Compliance to Excellence	
by B. B. Chakravarty	
A New Era in Financial Reporting .....	30
by Parveen Kumar	
Fixed Term Employment (FTE) .....	32
by Dr. Rajen Mehrotra	

### SCOPE News

SCOPE & PSEs celebrate 9 <sup>th</sup> Public Sector Day .....	36
Implementation of Kotak Committee Report - A Mixed Pill for PSEs .....	36

### PSE News

PSEs CSR Initiatives .....	41
PSEs Ink MoU .....	49
BEL crosses Rs.10,000 Cr. Landmark Turnover.....	53
Personalia .....	54
PNB embarks on Mission Parivartan.....	54
Cochin Port Trust makes a Turn-Around .....	55
Five Mines of NMDC receives 5 Star Rating .....	55

# Contents

NCL enters New Financial Year with Safety Resolution .....	56
AAI celebrates 23 <sup>rd</sup> Annual Day with 'Horizon', a Cultural Extravaganza .....	57
REC raises \$300 Million through Dollar Bond .....	57
GAIL's First Chartered LNG Vessel carrying US LNG arrives at Dabhol.....	58
NFL achieves Highest Ever Production in 2017-18 .....	58
BEML delivers Ultra Modern Metro Train to Kolkata Metro.....	59
HAL achieved All Time High Turnover of over Rs. 18K Cr. ....	59
HEC - SIMCO - Latest Generation Dragline Bucket dispatched.....	60
Handing Over of Fourth Mark IV LCU Class Vessel "L54" to Indian Navy .....	60
NALCO pays Rs.546.95 Cr. Interim Dividend to Government .....	61
NRL bags Order for Supply of Diesel to Bangladesh .....	61
IREDA & European Investment Bank sign Euro 150 million Loan .....	62
Agreement for Renewable Energy Financing in India	
Battery-Operated Vehicle Service at Puri railway station.....	63
under Swachh Iconic Project	
BHEL secures Rs.736 Cr. Order for Nuclear Steam Generators .....	64
National Fire Service Day celebrated at GSL.....	65
KIOCL's Pellet Production surpasses 2 MTPA .....	65
MCL breaks 6 lakh Tonne Daily Coal Production Barrier .....	66
Home Minister Lays Foundation Stone for Redevelopment of .....	67
Railway Stations at Lucknow by NBCC	
World Water Day at NTPC .....	67
Relocated Renal Care Unit inaugurated at NLCIL .....	68
Pawan Hans pays Dividend to Gol .....	68
CMD, OIL calls on Chief Minister, Manipur .....	69

**KALEIDO SCOPE**  
STANDING CONFERENCE OF PUBLIC ENTERPRISES

**CHIEF EDITOR**  
Director General

**EDITOR**  
Nisha Sharma

**PUBLISHER**  
A. S. Khan

Total Pages : 72

Annual Subscription: Rs. 500/-

Price per copy : Rs. 50/-

(Payment may be sent by DD/Cheque drawn in favour of  
"Standing Conference of Public Enterprises")

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Published and printed at New Delhi by  
A. S. Khan on behalf of Standing Conference of Public Enterprises,  
Core 8, 1<sup>st</sup> Floor, SCOPE Compex, 7 Lodhi Road,  
New Delhi-110003 • Tel.: 24361495, Fax: 24361371  
E-mail: pr.scope@gmail.com  
at Rave Scan (P) Limited, A-27, Naraina Industrial Area,  
Phase-II, New Delhi - 110028

Designed by Akar Advertising & Marketing (P) Ltd.  
Tel: 011-43700100

## CHAIRMAN'S DESK



**H**on'ble Prime Minister of India Shri Narendra Modi addressed PSEs fraternity and appreciated the contribution of Central Public Sector Enterprises (CPSEs) in nation building at CPSE Conclave – Vision 2022 organized by DPE, Ministry of HI&PE on 9th April 2018 at Vigyan Bhawan. He asked the CPSEs to formulate implementable road-map along with measurable targets to strengthen PSEs and promoting development goals. He exhorted PSEs to take concrete steps to build a New India and also set measurable targets to be achieved by 2022. Hon'ble Prime Minister also advised that the CSR spent by PSEs

should be focused largely on one specific theme each year. Appreciating the success achieved in construction of toilets in schools, he suggested that PSEs can take up development of aspirational districts and skill development programmes. We are thankful to the Hon'ble Prime Minister for expressing confidence in PSEs to play a crucial role in realizing the nation's vision of building New India. It is proposed that SCOPE will organize various seminars to deliberate on the ways to achieve the targets given by PM and initiate necessary action in PSUs towards this.

The week-long Public Sector Day celebrations were held from 10th April to 16th April 2018 across the country. I also take this opportunity to convey my best wishes to public sector fraternity on this occasion. This is an important day to recall the glorious contributions and achievements of PSEs to the national economy. I am happy to share that over the years, PSEs have demonstrated excellent performance. During the year 2016-17, PSEs as a whole, have registered positive growth on almost all the financial parameters, be it profit, turnover, gross revenue, total income, reserves and surplus, contribution to central exchequer, foreign exchange earnings, net worth, market capitalization etc. PSEs have been earning net profit of over Rupees One Lakh Crore every year for the last five years. They have earned a net profit of Rs 1.27 lakh crore as against Rs 1.14 lakh crore earned in FY 2015-16 registering 11.69 percent increase. Contribution to the central exchequer has increased to Rs 3.85 lakh crore from Rs 2.76 lakh crore in 2015-16 showing an increase of 39.78 percent. In terms of turnover,

PSEs contribute 12.87 percent of the total GDP of India which was Rs 151.84 lakh crore at current market prices in 2016-17. The turnover of CPSEs for 2016-17 was Rs 19.55 lakh crore.

During the celebrations of Public Sector Day, SCOPE has initiated the series "Know Your Public Sector- Some Facts" on the contribution, performance and activities of public sector. Messages are being shared with the PR groups and other groups to disseminate the facts among their employees and others concerned so that they can take pride in the contribution of PSEs.

With a view to provide a platform and wider reach to promote the cause and brand building of PSEs, SCOPE has launched a You Tube Channel that would highlight the performance of PSEs and shall provide benefit to respective PSEs by projecting their image, vision, strategy and overall

achievement. Innovative practices in various fields like HR, CSR, Corporate Communication, Women Empowerment etc. would also be showcased. Important issues pertaining to public sector, national economy, would also be covered.

I urge PSEs to use this platform to project the performance and contribution of their organization(s). I also request you to share ideas/suggestions to make the programs/initiatives of SCOPE more impactful and beneficial to PSEs.



**Ved Prakash**  
Chairman, SCOPE

## CPSEs Conclave with Prime Minister on **Vision 2022**



Prime Minister Shri Narendra Modi gracing the CPSEs Conclave Vision 2022 at Vigyan Bhawan, New Delhi.

**M**r. Ved Prakash, Chairman, SCOPE and Dr. U.D. Choubey, Director General, SCOPE participated in the CPSEs Conclave Vision 2022 held on 9th April 2018 at Vigyan Bhawan, New Delhi. Details are as follows:

Prime Minister of India Narendra Modi addressed heads and senior officials of around 331 Central Public Sector Enterprises (CPSEs) at the CPSE Conclave-Vision 2022 in New Delhi on 9th April 2018. This was the first time in 75 years that a conclave of all CPSEs was held. Speaking on this occasion the Prime Minister said that CPSEs are the wealth of nation and will be an important catalyst to fulfil the vision of New India by 2022. The Prime Minister went on to say that with this Conclave a new beginning is being made by CPSEs to transform themselves into Profit and Social Benefit Generating Enterprises. The Prime Minister outlined three mantras for CPSEs- Incentives, Imagination and Institution

building in order to bring about this transformation. Unique incentives, not necessarily financial, will energize the public enterprises. Imagination will bring about technological changes for which leadership is required and institution building will transform the public enterprises from Maharatna into New India Ratna Enterprises. The Prime Minister went on to give a formula of 5 Ps which will prepare the CPSEs to compete with the best companies in the world-Performance, Process, Persona, Procurement and Preparedness. In a few years, India will become a 5 trillion dollar economy and this will be possible due to the collective efforts of all CPSEs which will be the third arm of revenue generation for the India's GDP.

Prime Minister Shri Modi put forth five challenges and asked for roadmaps with measurable targets to be prepared within 100 days towards fulfilling the vision of New India by 2022. The five

challenges put forth by the Prime Minister are:

- How will the CPSEs increase their Geo Strategic Reach?
- How will CPSEs reduce India's import bill?
- How will CPSEs work in coordination with each other for innovation and research?
- How will CPSEs use CSR funds for the 115 aspirational districts, which are to be brought on par with national indices?
- What new model CPSEs will offer to the development of New India?

The Union Minister for Heavy Industries and Public Enterprises Shri Anant Geete welcomed the Prime Minister at the Conclave. The Minister of State for Heavy Industries and Public Enterprises, Shri Babul Supriyo along with Secretaries of Ministries of Government of India and other top officers were present on this occasion.

# 44<sup>th</sup> Annual General Meeting of SCOPE held

*The 44th Annual General Meeting of the Governing Council of SCOPE (the apex body of PSEs) was held on 27th March 2018. Mr. Ved Prakash, Chairman, SCOPE & CMD, MMTC and Dr. U.D. Choubey, Director General, SCOPE addressed the Governing Council Members. Large many representatives of PSUs were present on the occasion.*

Chairman, SCOPE and CMD, MMTC, Mr. Ved Prakash welcomed the Members of Governing Body of SCOPE on the occasion of 44th Annual General Meeting of the apex body of public enterprises.

At the outset, Mr. Ved Prakash, thanked Chief Executives of member PSEs for the support extended to SCOPE all these years for the sustained performance and growth of Public Sector Enterprises (PSEs) in India. He said that it's been a very satisfying year for SCOPE with its umpteen numbers of programs and policy advocacy efforts for the benefit of PSE fraternity.

Chairman, SCOPE requested the member enterprises to share ideas/suggestions to make the programs/initiatives of SCOPE more impactful. Talking about the objective of SCOPE's effort to update its members with new government policies, new areas of management, he said that SCOPE wants to enhance the efficiencies of PSE officials so that they could compete with global business giants. Speaking about the global economic scenario, Chairman, SCOPE said that the advocates of liberalization are promoting



Mr. Ved Prakash, Chairman, SCOPE (on left) addressing the 44th AGM of SCOPE. Also seen in the photograph is Dr. U. D. Choubey, Director General, SCOPE.

protectionism and PSEs need to adapt to these changes. He apprised the gathering about various programs conducted by SCOPE like, Digitization, Women Empowerment, GST, RTI, Meeting with SEBI's Chairman, issues of Risk Management, Corporate Governance etc.

Chairman, SCOPE added that it has been SCOPE's endeavour to be a 'Thinking' organization so as to continuously innovate and come up with new and interesting formats as an apex body. He mentioned that 2017 has been an overall positive year for the

global economy. As per the World Bank, the world economy has fared better than the last year. He further added that in the long run, digitalization, demonetization, GST should be adopted in its spirit as it is the people who will gain the most. Chairman, SCOPE said that SCOPE this year, will be extensively dealing with Image Building, Risk Management and Corporate Governance. He requested the member enterprises for suggestions for future programs conducted by SCOPE.

He mentioned that SCOPE also brought out special issue of



Member representatives of the Governing Council of SCOPE attending the 44th AGM.

KALEIDOSCOPE and conducted programs on Swachh Bharat and Aligning Digital India to efficiency & transparency. Chairman, SCOPE also mentioned SCOPE's programs like, Advanced Global Leadership Program, Interactive Meeting with SEBI, Chairman, Academy of Public Sector Enterprises, Ethical Corporate Governance, Sustainable Development and Climate Change, Women in Leadership & Management.

Chairman, SCOPE also mentioned the New Initiatives proposed during FY 18-19. He said that a CEOs Conclave for involvement and participation of more PSUs in discussing common issues of interest and taking up at appropriate forums would be conducted. He further added that SCOPE is planning to hold more of Board Meetings/and organize programmes in other Zones of India for wider active participation of PSUs in those regions. He appreciated the cooperation of DG, SCOPE and all SCOPE employees for their tireless efforts to make all endeavors of SCOPE a success.

Dr. U. D. Choubey, Director General, SCOPE in his address said that this year has been very satisfying for the PSEs because of the larger investment of Government of India in PSEs which is roughly Rs. 12 lakh crore. He further added that the profit of profit making PSEs increased to Rs. 1.53 lakh crore and the loss making PSEs have reduced the loss. He advised that the fast moving economy has to commensurate with the growth pace. DG, SCOPE added that better Corporate Governance, Transparency, Trust, Skill Development is the need of the hour and in coming year, PSEs need to collaborate with the Government on these issues.

He informed the members that because of the SCOPE's Green initiative, SCOPE brought down its energy consumption substantially in two of its towers at Lodhi Road and Laxmi Nagar, New Delhi during the 2016-17, where savings in power consumption was 2.09 million units against 1.12 million units in the corresponding previous year (2015-16). In terms of money saved was Rs.

2.19 crores against Rs. 1.23 crores in 2015-16. 100 KWp Solar Power Plant was installed on the rooftop of SCOPE Minar in Laxmi Nagar District Centre, New Delhi.

DG, SCOPE briefly spoke on various programs like Global Leadership Programme, 3<sup>rd</sup> International HR Summit on the theme "Reimagining HR: Global Competitiveness and New Age Workforce", "National Meet on RTI Act 2005", Symposium on RTI Act 2005, Industry-Academia Meet, 15th Program on Corporate Governance. DG, SCOPE informed the members that SCOPE has recently launched its YouTube channel to project the image, contribution of PSEs. He said that each PSE would be given a 10-15 minutes slot to showcase their achievements, contribution.

DG, SCOPE expressed his gratitude for the constant support and encouragement provided by the constituents of SCOPE Complex and SCOPE Minar. He also thanked Department of Public Enterprises, Ministry of Heavy & Public Enterprises, Government Departments and Agencies.

# SCOPE Excellence Awards 2016-17 to CPSEs Announced

**J**ury for the SCOPE Excellence Awards under the chairmanship of Justice R. C. Lahoti, former Chief Justice of India and distinguished panel of eminent persons comprising Padma Bhushan Mr. Moosa Raza, former Secretary to the Govt. of India, Padma Bhushan Dr. M. B. Athreya, renowned Management Consultant, Mr. C. Phunsog, former Chairman, Public Enterprises Selection Board, Mr. Arvind Pande, former Chairman, SAIL and Dr. U.D. Choubey, Director General, SCOPE met on 26<sup>th</sup> March 2018 and selected the Winners of the SCOPE Excellence Awards 2016-17. Soon after



Jury Meeting of SCOPE Excellence Awards 2016-17 in progress.

the Jury meeting, DG, SCOPE Dr. Choubey announced the names of the Award Winners. The SCOPE Awards have been

recognized as one of the most prestigious awards for public sector enterprises, Dr. Choubey added.

## The Winners of the SCOPE Excellence Awards 2016-17 are as under:

### SCOPE Excellence Award – Individual Leadership Category-I (Maharatna/Navratna PSEs)

**Mr. Mukesh Kumar Surana, CMD**  
Hindustan Petroleum Corpn Ltd &

**Mr. I.S. Jha, CMD,**  
Power Grid Corporation of India Ltd

### SCOPE Excellence Award – Individual Leadership Category-II (Miniratna I & II PSEs)

**Mr. R.K. Gupta, CMD, WAPCOS Limited**

### SCOPE Excellence Award for Outstanding Woman Manager in PSEs

**Ms. Sukla Mistri**  
General Manager, Indian Oil Corporation Ltd

### Commendation Certificate

**Ms. Usha Singh, General Manager, NMDC Limited**

### SCOPE Excellence Award – Institutional Category - I (Maharatna & Navratna PSEs)

**Power Finance Corporation Limited**

### SCOPE Excellence Award – Institutional Category - II (Miniratna I & II PSEs)

**SJVN Limited**

### SCOPE Excellence Award – Institutional Category III (Other Profit Making PSEs/Surplus Generating PSEs)

**National Handloom Development Corporation Limited**

### SCOPE Excellence Award – Special Institutional Category (Turnaround)

**Indian Rare Earth Limited**

### SCOPE Excellence Award – Special Institutional Category (Digitilization)

**Bharat Electronics Limited**

### Commendation Certificate

**Bharat Heavy Electricals Limited**

**& Rural Electrification Corporation Ltd**



**Dr. U.D. Choubey**  
Director General  
SCOPE

# From a ‘Certificate’ to Self-Employment

**Skill Development has been taken up on priority in Rural Areas, but mere certification is not sufficient; we’ve to enable the villagers so that each house in Rural India becomes a Centre of Production**

India still lives in her villages—about 6 lakh villages with over 65 crore people represent the real country.

The promise of “wiping every tear from every eye” is still alive. Tears that could not be wiped out have gone dry with time. With patience giving way, it’s time to go all out for rural development. Without resorting to blame game, the time has come for contributions by all the stakeholders, as the government alone cannot do everything. The society at large, state governments, NGOs, public and private enterprises, and those living in villages have equal roles to play. A diagnostic evaluation of the plight of villages presents a dismal data. Be it education,

energy, infrastructure, health, sanitation, drinking water, skill, entertainment, internet and other amenities... availability is much shorter than demand. But the Prime Minister’s vision for rural India has revived hopes. Our villages continue to stagger behind in fulfilling the basic necessities and infrastructure requirement. Since Independence, many schemes have been formulated to uplift rural India and almost every Union Budget sees a handsome allocation of funds for rural development. But evaluation of growth has been largely based on fulfilment of basic needs of “roti, kapda aur makan,” whereas development needs must be measured against facilities for

education, health and sanitation, electricity, road, drinking water, and now internet.

Skill development has been taken up on priority, but mere certification is not sufficient. There should be enough opportunities for self-employment. Internal connectivity of road network is essential, to ensure supply chain of products made from the skills learnt. Skill development must be transformed into mini, tiny and micro industries, so that each house becomes a centre of production. Time and again, non-development of villages has been equated to the backward and poor mindset of the uneducated. Thought process of the people can be modified if they are provided



education. As per NSSO, literacy rate in rural India has seen only 10% increase in the past decade. As per DISE Analytical Report 2015-16 on elementary education in rural India, there are 15.22 lakh schools where 26 crore students are enrolled.

But it's worth looking at the status of the quality of teachers and their availability—59% schools in villages do not have a regular teacher or a headmaster, and 73% schools have less than five teachers. Further, only 17% teachers receive in-service training. In case we do not upgrade their teaching skills or knowledge, we should not expect improvement in quality of students. Also, even though internet has revolutionised remote areas, 59% schools in villages don't have computers. There is lack of basic infrastructure like buildings and classrooms, and 42% schools don't have electricity. A lecturer in a South African university once noted: "Collapsing any nation does not require use of atomic bombs ... it requires lowering the quality of education..." Basic amenities are found lacking in villages. Not only fund allocation, but a well-conceived action plan for the integrated development of villages is a must for improving rural economy.

The concept model for rural development: Improved rural economy would require massive efforts for skill development centres across villages to ensure at least one such centre in a cluster of four villages. Skills learnt must be transformed into mini, tiny and micro industries in every village home to produce items for marketing not only within the country, but worldwide. Unsophisticated village folk are not well-conversant to market



**India still lives in her villages—about 6 lakh villages with over 65 crore people represent the real country. The promise of “wiping every tear from every eye” is still alive. Tears that could not be wiped out have gone dry with time. With patience giving way, it's time to go all out for rural development. Without resorting to blame game, the time has come for contributions by all the stakeholders, as the government alone cannot do everything. The society at large, state governments, NGOs, public and private enterprises, and those living in villages have equal roles to play.**

the product, nor do they have the required financial support—thus we need micro-financing and an effective supply chain management. The role of state governments is very important to market the products. Banks, Centre and state governments, NGOs, PSUs, multilateral financial institutions need to play prominent roles to make it a success. Further, internationally-benchmarked skills will provide the movement of huge labour force in international

markets, just like the IT sector.

Imparting proper education can prepare the youth for the change and, therefore, each village must have primary education centres—every two villages a middle level and for every 3-4 villages a secondary and inter-college level education. Girl child has to be given special incentives because even today there is discrimination between boys and girls.

Villages require inter- and intra-connectivity by surfaced roads. Availability of electricity and internet in villages will bring the village folk into the mainstream. Health, sanitation and drinking water are other essential areas that require special attention.

All these areas require a robust mandatory mechanism for implementation. Awareness on these facilities must be first created in each village, for which a dedicated team comprising of one each from Centre and state, NGOs, two MBA students (mandatory for degree) and PSUs and corporates should camp in villages for at least ten days to appraise villagers on the proposed development. It would require a large number of such teams to cover all villages. As these requirements will need not only proper planning but huge financial resources, it will need help from everybody—Centre, states and corporate. Mahatma Gandhi said, “I would say if the village perishes, India will perish too. India will be no more India. Her own mission in the world will get lost.” With great technological advancement that India has seen in past few centuries, we are more capable and efficient to fulfil Gandhi's dream of self sustainable Indian villages. ■

# NRDC

## Promoting Licensing of Innovative Technologies to PSUs and Startups in the country



**Dr. H. Purushotham**  
CMD, NRDC

Hon'ble Prime Minister while addressing the CPSE Conclave on 9 th April, 2018 at Vigyan Bhawan said that enterprise and innovation should be guiding principles in the 21st Century. He also stressed the need to integrate research and innovation.

NRDC, a CPSE functioning under Ministry of Science and Technology offers services in wide ranging S&T areas in improving the manufacturing base in India with innovative technologies and acts as an effective catalyst, translating innovative research into marketable Industrial products and services. NRDC, therefore can play a crucial role in realizing the Vision 2022 in the field of Research, Innovation and Technology. NRDC has been on a turnaround and growth phase. During the last 3 years the revenue has grown over 243%. It is expected to achieve a turnover of Rs. 115 Cr. by 2021-22 by expanding its operations.

### NRDC: A pioneering organisation for commercialisation of Innovations

National Research Development Corporation (NRDC), a Central PSU (Section 25 Company now Section 8) functions under the Department of Scientific and Industrial Research, Ministry of Science and Technology, Government of India. The mandate of NRDC is to promote, develop and commercialize technologies emanating from public funded R&D Organizations, Universities, Technical Institutes, Corporate R&Ds, Individual inventors, etc. NRDC offers its

services in wide ranging S&T areas in improving the manufacturing base in India with innovative technologies and acts as an effective catalyst translating innovative research into marketable industrial products and services. During its existence over 63 years NRDC has forged strong links with various R&D organizations in the country as well as from abroad and pursued the worthy cause of bringing inventions to fruition. NRDC is now recognized as a large repository of wide range of technologies spread over almost all areas of industries, viz. Agriculture & Agro-processing, Food, Chemicals

including Pesticides, Drugs and Pharmaceuticals, Bio Technology, Metallurgy, Electronics and Instrumentation, Building Materials, Mechanical, Electrical and Electronics, etc. As on date it has signed about 5000 technology licence agreements in India and abroad, filed more than 1700 patents, awarded over 950 meritorious inventions and innovations. Fig 1 highlights the value added services to the lab scale innovations so that the technologies are investment ready. Fig 2 highlights the technologies transferred to foreign countries and Fig. 3 shows the sources of technologies for NRDC.



Fig. 1: NRDC model for technology commercialization



Fig. 2: Transfer of Technologies/Services by NRDC across the globe (24 Nations) .

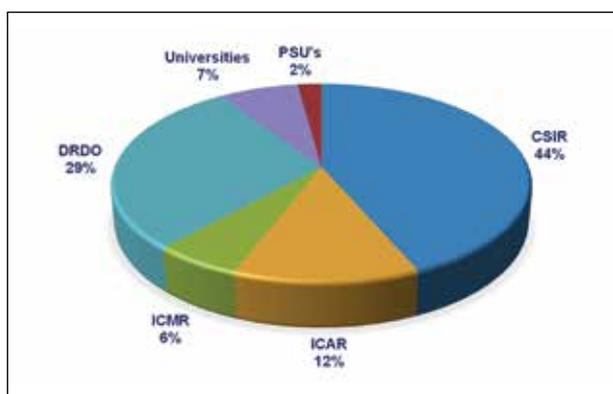


Fig. 3: NRDC's Sources for Technologies

**CSIR – Council of Scientific and Industrial Research, DRDO – Defence Research Development Organisation, ICMR – Indian Council for Medical Research, ICAR – Indian Council for Agriculture Research, PSU – Public Sector Undertakings**

**NRDC: In the Service of PSUs**

NRDC has been promoting and licensing technologies in

various fields to number of State and Central PSUs. It has also been providing services to PSUs in technology transfer and

Intellectual Property Right (IPR) management. Some of the major technologies licensed to PSUs by NRDC are listed below:

Name of PSU	Name of Technology
Bharat Heavy Plates & Vessels Ltd.	Sacrificial Anodes for Cathodic Protection
Mysore Paints and Varnish Ltd.	Indelible Ink
Hindustan Zinc Ltd.	Electrolytic Chromium Metal
Central Electronics Ltd	Colour TV Receiver
National Aluminum Company Ltd.	Zeolite A, Gallium
Instrumentation Ltd.	Thick Film Hybrid Micro-circuits
National Thermal Power Corporation Ltd.	Fly Ash Bricks
Hindustan Latex Ltd.	Disposable Blood Bags

Balmer Lawrie & Company Ltd.	Alcotran, Alutan
Maharashtra State Mining Corporation Ltd.	Pollution Control System for Vertical Shaft Line
Kerala State Women's Development Corporation	Electronic Ballast
Tuticorin Alkali Chemicals and Fertilizers Ltd.	Biopesticide based on BT
Indian Medicines, Pharmaceuticals Corporation Ltd.	Ayush 64
Kerala State Electronics Corporation Ltd.	C-band signal generator, Computerised networking system for commercial broadcasting system, Dynamic carrier control System, etc

Name of PSU	Name of Technology
Karnataka State Electronics Development Corporation Ltd.	Ni-Cd cell
Maharashtra Electronics Corporation	S-Chennel multiplexure/demultiplexure
Hindustan Insecticide Ltd.	Monocrotophos
National Organic Chemicals Industries Ltd.	Phosphamiden
Rashtriya Chemicals and Fertilizers Ltd.	Cyclocel
Bihar State Electronic Development Corporation	Electronic Telphonic Exchange
Bharat Heavy Electricals Ltd.	Aluminium Alloy Anodes for Cathodic Protection
National Organic Chemicals Ltd.	Monocrotophos

Name of PSU	Name of Technology
Andhra Pradesh Dairy Development Corporation	Malted Milk Based Beverage
Rajasthan State Industrial Development Corporation	Commentotory Consol
Bihar State Pharmaceutical & Chemical Dev. Corporation	Purification of Anthracine
Uttar Pradesh Rajkiya Nirman Nigam Ltd.	Board Compaction Piles
Andhra Pradesh Heavy Machinery and Engineering Ltd.	Vibration Stalking Machine
Karnataka State Forest Industrial Corporation Ltd.	Tartaric Acid From Tamarind Seeds
Haryana State Electronics Development Corporation	Thin Film Optical Coating

The Corporation has also signed MoUs with number of PSUs for commercialisation of technologies developed by their R&D centres/divisions. MoUs have been signed for patent protection and commercialisation of their technologies and providing consultancy services with BHEL, SAIL, NTPC, NMDC, BEML, IREDA, IOC, NLC & ONGC-Energy Centre.

NRDC ploughs back about 70% of the technology transfer fee/royalty it earns to the R&D Labs/Research Organisations/Universities from where it sources the technologies for transfer of technology.

### NRDC: A potential partner for implementing CSIR Activities

NRDC has been promoting large number of technologies/machines which are typically suitable for CSR activities. Some of the technologies have been demonstrated and trainings were given to the rural entrepreneurs at the Rural Technology Demonstration cum

Training Centres (RTDT) set up by NRDC in association with NGOs across the country are highlighted below along with other technologies which could be undertaken by PSUs/Corporates:

#### Rice Husk Particle Board

The technology for manufacture of particle board from Rice husk developed by Indian Plywood Research Institute, Bangalore, India has emerged as one of the



Shelters Made from RHP Boards for Rehabilitation of Bhuj (Gujarat) Earth Quake Affected Families.

best solutions to the conservation of wood and forests. This board has emerged as a versatile substitute for wood in a wide range of applications. Moreover these boards can also be made decorative with elegant looks by incorporating suitable colours and, therefore, can be more attractive than any wood/plywood substitute. It utilises the most abundantly available agricultural waste - the rice husk. The board has edge overwood/plywood owing to its Termite resistance, High decay resistance, Improved fire resistance, Excellent mechanical properties like internal bond strength, elasticity, dimensional stability, screw and nail holding capacity, abrasion resistance, surface hardness, etc., Improved water resistance and High durability.

#### Shelf life extender for fruits and vegetables

The technology developed by IIT, Delhi for manufacture of organic wash for fruits and vegetables is extremely useful for farmers for

extending the shelf life of fruits and vegetables. The solution is prepared from natural sources. The coating is easily washable and even the traces are not harmful to human.

Shelf life of the fruits tested using the product:

<b>Apples</b>	<b>6-8 weeks more than the uncoated</b>
Plums	2 weeks
Pears	12 days
Tomatoes	2 weeks
Capsicum	2 weeks
Oranges	3-4 weeks
Small Pears	4-5 weeks

**Spirulina Algae**

Spirulina Plankton is a blue-green vegetable micro-algae found in the highly alkaline lakes of Africa and Mexico. The natives of these places have been using Spirulina as part of their diet for centuries. Today, Spirulina cultivation is becoming a world-wide phenomena owing to its extraordinary nutritional qualities. The various considerations that highlight the importance of Spirulina under present day context are:

- The only single, natural source providing the highest amount of protein ever known to man is spirulina which contains 71% protein.
- Spirulina contains all natural vitamins including the 'B' complex range, minerals and growth factors including gram-linolenic acid. It contains the highest amount of  $\beta$ -carotene a precursor of Vitamin 'A'. It is the only vegetable source of vitamin 'B12' containing two and half times that of liver.



Handing over of cheque to Hon'ble Minister of S&T / DG, CSIR.

Spirulina Algae has also got enormous applications and uses in food supplement, health and medicine, pisciculture, sericulture and cosmetics.

	10 gm Spirulina	200ml Milk	1 Egg
			
Protein, g	6.6	6.6	6.6
Vitamin A, iu	14000	248	1050
Nic. Acid, mg	1.18	0.2	0.04
Riboflavin, mg	0.4	0.38	0.19
Thiamine, mg	0.55	0.1	0.95
Vitamin B12, $\mu$ g	30	0.28	1.6
Iron, mg	5.8	0.4	1.6
<i>A comparison of value with Milk &amp; Egg</i>			

**Water Filter Candles**

The candles developed for purification of water to make it potable. It can be fitted with earthen pot or stainless steel container and

very cheap source of potable water. Advantage of these candles is that no electricity is required, low cost and can be easily adopted by the rural people.



### Leaf Cup Making Machine

A very simple machine that makes plates and cups of various size from the leaves. The machine can be operated even by a village women and is very good for rural entrepreneurs.



### Manually Operated Reverse Osmosis System

Salient Features are:-

- No electrical power required to operate the RO System



- No operator is required for maintenance, the beneficiary himself can maintain
- Maintenance cost of the system is very low
- Low wastage of water when compared with electrically operated RO Systems

- Purity of water conforms to the IS:10500/1991 Standard for Drinking water
- Long life of the System with low wear and tear
- Investment on System is low compared to electrically operated RO Systems

### Innovative Mobile Fibre Extraction Machine

Extraction of coir fibre through conventional ratting process is very time consuming and has pollution problem to the environment. The new innovative mobile fibre extraction machine developed has following advantages:



- Eliminates Pollution
- Eliminates many machines
- Very low cost affordable to common people
- Mobile – can be transported to different places of coir co-operatives

### Parapheromone-Based Insect Trap to Mango Farmers

- Cost effective, long lasting, farmer friendly and eco-friendly technique for trapping fruit flies
- Fruit flies of Mango, Guava, Banana, Papaya, Butter Fruit, Anona, Citrus, etc can be trapped and monitored
- About four to six traps per acre are required

- Fruit quality, appearance and shelf-life extended
- Increase in Yield of fruit crops over time



Bactrocera Fruit Fly Laying its Egg on Mango Fruits.



Our licensee, Mr. B. V. Subbarayadu donated Horticulture and Sericulture inputs to the Andhra Pradesh CM Relief Fund for distributing them among the farmers affected by the Hudhud.

### Radio Distress Beacon Direction Finder

It is used to locate a distress signal emanating from a sea going fishing craft facing mishap. It can monitor 40 sq. Kms of coastal area and operates on 12 volts battery at 27.88 mhz.

The other potential technologies that could be implemented under



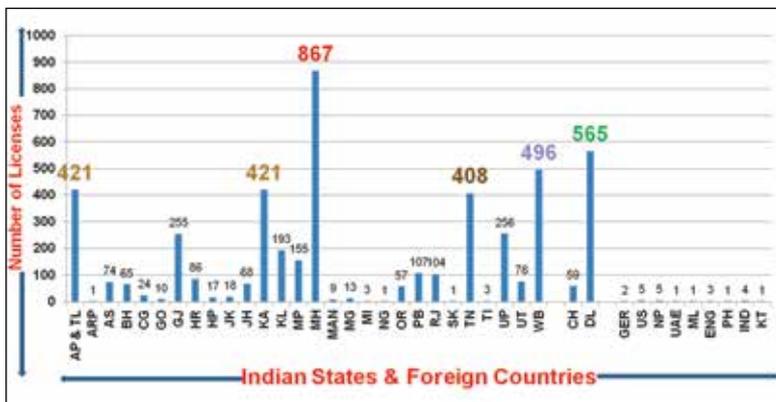
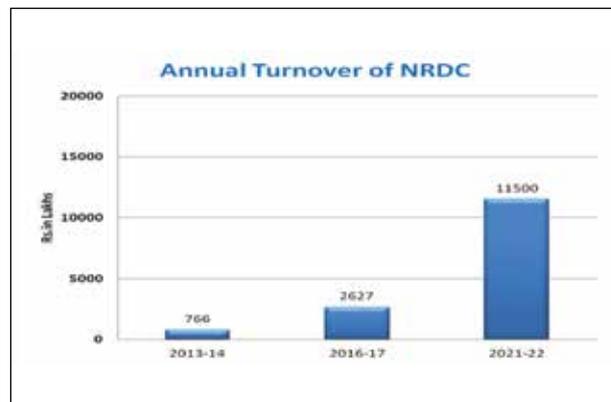


Fig. 5: Licensing of technologies/Innovations by NRDC to Start-ups/SME's in India & Abroad.



NRDC growth and projected turnover.

CSR by Corporates are (i) Papad Press (ii) Natural Fibre Spinning Machine (iii) Fire Retardant Roof (iv) Tara Handloom (v) Cattle Lick Bricks for Minerals Supplement (vi) Solar Fish Drying Plant (vii) Soil stabilized mud blocks making machine (viii) Solar Light.

**NRDC: Playing key role in Startup India and Make in India**

To create jobs for the youth and using innovations for socio-economic development in the country, the Hon'ble Prime Minister Shri Narendra Modi has launched

several flagship programmes like Startup India, Make in India, Digital India, etc.

All these flagship programmes require innovative technologies. NRDC being the central repository of innovative technologies developed in the country, playing a critical role in promoting Startup India and Make in India by way of providing innovative technical know-how/technologies to the Entrepreneurs/Startups and Corporates in the country. To strengthen the innovation ecosystem, NRDC has also opened an incubation centre in its campus. DIPP has given the responsibility to NRDC for technically assessing the applications received by them under Startup India Mission for Startup recognition and recommending the eligible Startups for tax exemption/benefit. NRDC has also participated with Indian Oil Corporation for implementing the Indian Oil Startup Scheme. Fig. 5 highlights the technologies transferred by NRDC to various startups/MSMEs/Corporates in the country. Fig. 6 shows the partnership signing Agreements with IOCL for implementing the Indian Oil Startup Scheme.



CMD, NRDC receives the "Best PSU Award 2017" from Governance Now PSU Awards.

**NRDC: The Way Forward**

NRDC has been on the turnaround and growth phase. During the last 3 years the company's revenue has grown over 243 %. Recognising the efforts of "Team NRDC", Governance Now conferred to NRDC the "Best PSU Award 2017". (Fig.8). It is expected that NRDC would achieve a turnover of 115 Cr. by 2021-22 by way of expanding its operations to leverage the enormous opportunities emerging in the core business areas of NRDC i.e. innovation, incubation, entrepreneurship and Startups in the country and meet the expectations of the PSUs and Private Sector Companies.



Dr. H. Purushotham, CMD, NRDC & Mr. Sanjiv Singh, CMD, IOCL exchanging agreement for implementation of Indian Oil Start-up Scheme. (Fig. 6)

# Project Execution – Our Way



**Dr Sanjay Kumar**  
Director (Personnel)  
WCL &  
Member, SCOPE  
Executive Board

## “51 – Year Old Dam Project’s Cost Up 64 Times”; The Indian Express, Thursday 2 November 2017

The headline is about The Upper Godavari irrigation project, first approved in 1966 at a cost of Rs14.29 crores to supply water to parts of Northern Maharashtra and Marathwada was given cabinet nod for a revised cost of Rs 917.74 crores, which is 64 times higher.

The headline in itself is a complete story with multiple take-aways for the readers.

Both food crops and cash crops are grown in the state of Maharashtra - main being mangoes, grapes, bananas, oranges, wheat, rice, jowar, bajra, and pulses. Cash crops include groundnut, cotton, sugarcane, turmeric & tobacco. One can spend days & months speculating on the financial loss and opportunity loss that has accrued to Maharashtra farmers

However, this is not an effort to assess the loss to farmer or exchequer but an attempt to understand this and similarly placed other projects in the framework of Project Management rather Project Execution

## Infrastructure Projects

Infrastructure plays a significant role in the all round economic growth of our country. This sector, being a key driver of growth has witnessed setting of ambitious targets during the various five year plans. However, time and cost over runs do impede the intended rate of growth. To illustrate – ‘331 Infrastructure projects see cost overrun of Rs 1.73 lakh crore’. These 331 projects include projects across various sectors and spectrum of the economy. Interestingly, some of these 331 projects have embarrassingly huge time overruns. We as a nation have a mixed track record of project execution. It would be worthwhile to have an insight into our brand of management and execution of projects.

## Project Execution – Our Way

Project is an endeavour to create something tangible (Dam, Flyover) or intangible (Brand Image) and is considered successful if it meets or exceeds intended objectives.

Project Management in India has travelled a long way – in fact it has become a full time profession and there are professional bodies

like PMI, PMA, IPMA who have set shops in India for dissemination of global and local best practices in the field of project management. However, in spite of project management evolving into a profession, project delays or overruns (time, cost or both) are a common phenomenon in large number of projects.

Projects, in India suffer from delays mainly because of excessive time taken in project formulation due to delay in data collection, obtaining clearances, absence of documented procedure & lack of commitment. Further, muddying the waters is the multitude of approval granting agencies often working in silos. Additionally, cumbersome procedure of fund mobilization, budget allocation & release of funds adds to the state of uncertainty. At times project execution is severely impacted due to selection of contractors with inadequate competence - lack of expertise, resources, equipment, skilled manpower, working capital etc.

Lastly, project execution suffers due to poor system of control which, inter-alia includes absence of competent monitoring cell, infrequent monitoring and inadequate contingency mechanism to implement corrective measures



# Ease of Doing Business Index – from Euphoria to Challenge



**Dr. S. K Gupta**  
Director  
(Corporate Affairs), AIHP

The Doing Business Report (DB) is a study elaborated by the World Bank Group since 2003 every year that is aimed to measure the costs to firms of business regulations in 190 countries. The study has become one of the flagship knowledge products of the World Bank Group in the field of private sector development, and is claimed to have motivated the design of several regulatory reforms in developing countries.

## Description of DB Index

It is an aggregate figure that includes different parameters which define the ease of doing business in a country. It is computed by aggregating the distance to frontier scores of different economies. The distance to frontier score uses the 'regulatory best practices' for doing business as the parameter and benchmark economies according to that parameter. For each of the indicators that form a part of the statistic 'Ease of doing business,' a distance to frontier score is computed and all the scores are aggregated. The aggregated score becomes the Ease of doing business index. The study presents every year a detailed

analysis of costs, requirements and procedures a specific type of private firm is subject in all countries, and then, creates rankings for every country. The study is also backed up by broad communication efforts, and by creating rankings, the study spotlights countries and leaders that are promoting reforms.

A nation's ranking on the DB index is based on the average of 10 sub indices:

- **Starting a business** – Procedures, time, cost and minimum capital to open a new business
- **Dealing with construction permits** – Procedures, time and cost to build a warehouse
- **Getting electricity** – procedures, time and cost required for a business to obtain a permanent electricity connection for a newly constructed warehouse
- **Registering property** – Procedures, time and cost to register commercial real estate
- **Getting credit** – Strength of legal rights index, depth of credit information index
- **Protecting investors** – Indices on the extent of disclosure, extent of director liability and ease of

shareholder suits

- **Paying taxes** – Number of taxes paid, hours per year spent preparing tax returns and total tax payable as share of gross profit
- **Trading across borders** – Number of documents, cost and time necessary to export and import
- **Enforcing contracts** – Procedures, time and cost to enforce a debt contract
- **Resolving insolvency** – The time, cost and recovery rate (%) under bankruptcy proceeding

The Doing Business project offers information on following datasets:

- **Distance to frontier** - Shows the distance of each economy to the "frontier," which represents the highest performance observed on each of the indicators across all economies included since each indicator was included in Doing Business
- **Entrepreneurship** - Measures entrepreneurial activity. The data is collected directly from 130 company registrars on the number of newly registered firms over the past seven years
- **Good practices** - Provide insights into how governments

have improved the regulatory environment in the past in the areas measured by Doing Business

- **Transparency in business regulation** - Data on the accessibility of regulatory information measures how easy it is to access fee schedules for 4 regulatory processes in the largest business city of an economy

### Caveat on DB ranking

While fewer and simpler regulations often imply higher rankings, this is not always the case. Protecting the rights of creditors and investors, as well as establishing or upgrading property and credit registries, may mean that more regulation is needed. In most indicators, the case study refers to a small domestically-owned manufacturing company - hence the direct relevance of the indicators to foreign investors and large companies is limited. DB uses a simple averaging approach for weighting sub-indicators and calculating rankings. Some caveats regarding the rankings and main information presented have to be considered by every user of the report. Mainly:

- Doing Business does not measure all aspects of the business environment that matter to firm or investors, such as the macro-economic conditions, or the level of employment, corruption, stability or poverty, in every country.
- Doing Business does not consider the strengths and weakness neither of the global financial system, nor the financial system of every country. It also doesn't consider the state of the finances of the government of every country.
- Doing Business does not cover all the regulation, or all the

**The Doing Business report is not intended as a complete assessment of competitiveness or of the business environment of a country and should rather be considered as a proxy of the regulatory framework faced by the private sector in a country. These rankings focus a lot more on the laws and rules that are on the books and do not necessarily capture the daily experiences of businesses. We may hear a lot of complaints about demonetization or GST implementation but that is beyond the scope of the current report.**

regulatory requirements. Other types of regulation such as financial market, environment, or intellectual property regulations that are relevant for the private sector are not considered.

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These rankings focus a lot more on the laws and rules that are on the books and do not necessarily capture the daily experiences of businesses.

### Evaluation of DB Index

Doing Business is a controversial study, with passionate critics and devoted fans. As recognized by the Independent Evaluation Group of the World Bank, some have questioned the reliability and objectivity of its measurements while others doubt the relevance of the issues it addresses or fear it may unduly dominate countries reform agendas at the expense of more crucial development objectives. Attention given to the indicators may inadvertently signal that the World Bank Group values less burdensome business regulations more highly than its other strategies for poverty reduction and sustainable development.

According to researchers, several limitations are present in the DB studies and have to be kept in mind when using the study:

- The indicators and measures are referred to the costs, requirements and fees of doing business in the country's largest business city; thus conditions elsewhere within the country may differ.
- To achieve cross-country standardization respondents are asked to give estimates for a limited liability company of a specific size. Costs for other forms and scales of businesses may differ.
- Transactions and fees to be cost out are very specifically defined. The costs of other types of transactions may differ.
- The cost estimates come from individuals identified as expert



respondents. Sometimes the estimates give by such individual may differ with other experts and with public officials. If so, the responses are cross-checked for consistency.

- The estimates assume that a business knows what is required and does not waste time. Satisfying regulatory requirements will obviously take longer if the business lacks information or is unable to follow up promptly. A related point here is that DB may not understand “work-arounds”, “facilitating fees”, and “learning time” that speed or delay approvals and causes variation costs.

### DB rankings 2018: India makes highest-ever jump to rank 100/190

India jumped 30 spots to secure a place among the top-100 countries on World Bank’s ease of doing business ranking list in 2018. India has improved its standing in 6 out of these 10 indicators, the report shows. In an otherwise patchy and challenging business environment, this should serve as a much-needed morale booster. India secured 29<sup>th</sup> spot in terms of

getting electricity connection for a business. The Indian economy has improved its standing to 103 in terms of resolving insolvency. This is one of the most encouraging parameters for India as we were previously ranked 136 in resolving insolvency, but this year we have jumped 33 positions to finish at 103 number. We are ranked 29<sup>th</sup> in providing credit. This is a significant position we have achieved. The biggest jump we have made is in taxation reforms. This year we have moved up 53 places to 119. In protecting minority shareholders, we are at number 4. Apart from these benchmarks in the Doing Business 2018 report, India has been ranked 164 in Enforcement of Contracts, 181 in Construction Permits, 156 in Starting a Business. Moreover, World Bank listed names of 10 countries which have taken structural reforms, and India is the only major economy to feature in this list. However, Brazil is the only BRICS nation below India in terms of ease of doing business.

With eight reforms making it easier to do business in 2016/17, India was the only economy in

South Asia to join the list of the 10 top improvers. India made obtaining a building permit faster by implementing an online Single Window System for the approval of building plans; the new system allows for the submission and approval of building plans prior to requesting the building permit, the report said. India is now in the middle of the list, moving up from the last quarter but still it is at a place where there is scope for improvement, The WB official said, “There are significant changes possible, though the change this year is significant, both in relative and absolute terms. This is a marathon and not a sprint; patience is a virtue here.”

As per the Doing Business 2018, India also streamlined the business incorporation process by introducing the SPICe form (INC-32), which combined the application for the Permanent Account Number (PAN) and the Tax Account Number (TAN) into a single submission. Furthermore, following improvements to the online system in 2016, the time needed to complete the applications for Employee’s Provident Fund Organization (EPFO) and the Employee’s State Insurance Corporation (ESIC) decreased. The report noted that the joint application for the Mumbai Value Added Tax (VAT) and the Profession Tax (PT) also was fully implemented in January 2017. India also strengthened access to credit by amending the rules on priority of secured creditors outside reorganization proceedings and adopting a new insolvency and bankruptcy code that introduced a reorganization procedure for corporate debtors. In trading across borders,

India reduced border compliance time by improving infrastructure at the Nhava Sheva Port in Mumbai. Export and import border compliance costs were also reduced in both Delhi and Mumbai after merchant overtime fees were abolished. Thanks to the increased use of electronic and mobile platforms, since July 2016 importers under the Authorized Economic Operator (AEO) program have been able to clear cargo faster through simplified customs procedures. The findings of the report underline how initiatives by both the states and the Centre are crucial. India mostly lags in parameters where state government interference is maximum: registering a property, starting a business or getting an electricity connection.

However, Goods and Services Tax, the biggest tax reform in the country, was not factored in by World Bank while conducting this survey. Since June 1 is the cut off date for ranking economies on the basis of 10 specified parameters, GST implementation was not factored in this year. GST will be factored in the ease of doing business ranking, which will further improve the ranking ahead.

World Bank complimented India's initiative of ensuring that the structural changes in easing regulation around business is not only limited at the national level but has percolated to the local. But it also warned that to sustain the momentum and improve rankings, the government has to identify pain points and carry out reforms, year after year.

Commenting on the India's



unprecedented performance in ease of doing business, Prime Minister Narendra Modi stated, "The Government has undertaken an extensive exercise of stakeholder consultations, identification of user needs, government process re-engineering to match government rules and procedures with user expectations and streamline them to create a more conducive business environment. Tackling the challenging reforms will be key to India sustaining the momentum towards a higher ranking. To secure changes in the remaining areas will require not just new laws and online systems but deepening the ongoing investment in the capacity of states and their institutions to implement change and transform the framework of incentives and regulation facing the private sector. India's focus on 'doing business' at the state level may well be the platform that sustains the country's reform trajectory for the future.

### Way forward – The imperatives

If India wants to achieve Prime Minister Narendra Modi's goal

of a top 50 ranking by 2022, the government has to introduce big ticket reforms to land ownership, labor law, and the judicial process. One area that continually frustrates foreign investors is the complex procedure for getting a construction permit. India has made dealing with construction permits less cumbersome by implementing an online system to streamline the process in the municipalities of New Delhi and Greater Mumbai. The online system has reduced the number of steps and overall time required to obtain a building permit in India. However, a lot needs to be done to make it easier to acquire both land and the permits necessary to build on that land.

Another area of concern is labor law. There is a need to realize that it can encourage foreign investment only if the government overhaul labor laws, which, in the present form, make firing an employee very complicated.

Another aspect where both the central and state governments need to act immediately is to cut the bureaucratic delays and resulting corruption in granting

permission to start a business. At every stage of the clearance process — getting clearance to purchase land, registering property, hooking up electricity and water connections, getting environmental clearance, obtaining permission from the factory inspectorate and pollution control boards, etc — nothing moves unless the businessman or company pays a bribe. In one classic case, a well-known automobile giant decided not to set up a manufacturing facility in the state of Tamil Nadu, because the authorities wanted a fee amounting to 10 percent of the total project cost for facilitating the process of approval for the plant. The government should professionalize the bureaucracy to avoid this.

India has already taken several measures in this direction. With e-governance, a single window concept can be introduced where companies can file their application online for permission to acquire land, register property, get a construction clearance, etc. This will go a long way towards eliminating bureaucratic hurdles and eliminate corruption. The government is already working in this direction, but only by taking bold steps in pushing reforms and simplifying the clearance processes India will be able to realize the Prime Minister's dream of being among the top 50 economies of the world.

With our domestic aggregate demand remaining sluggish, a focus on exports can yield positive results only when the red tape around trade is loosened, transaction costs are reduced, and traders are made to feel as

**For attracting new investment, both foreign and domestic, several macroeconomic issues have to be addressed. These include political and economic stability, law and order maintenance, quality physical infrastructure, and buoyancy in financial markets. Major institutional and governance reforms not covered in the World Bank study remain prerequisites for new businesses to start and grow. India may have the advantage of a large domestic market, and our efforts to improve our ease of doing business rankings may be finally yielding results, but there is still a lot of work ahead.**

welcomed as manufacturers or service providers. There is also no valid cause for state governments to not put in place a more robust system, including online facilities to register a property. This year's remarkable results are the culmination of efforts that have taken place over the past three years, so you can extrapolate forward and

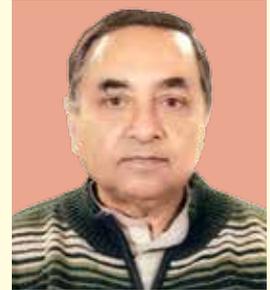
see that steps that are taken this year may take 2-3 years to show up in the results. We expect Ease of Doing Business (EODB) rank to significantly gain in the coming years.

While vigilance is the call of the hour, we should also recognize that a high ranking is not an end in itself. For attracting new investment, both foreign and domestic, several macroeconomic issues have to be addressed. These include political and economic stability, law and order maintenance, quality physical infrastructure, and buoyancy in financial markets. Major institutional and governance reforms not covered in the World Bank study remain prerequisites for new businesses to start and grow. India may have the advantage of a large domestic market, and our efforts to improve our ease of doing business rankings may be finally yielding results, but there is still a lot of work ahead.

### Conclusion

A number of steps have already been taken to boost India's rankings and a lot of them were those that could be done immediately. The focus now will be on the next step forward, many of which may require more time. On the back of multiple policy reforms, digital led process transformation and capacity building in government, things will change for good. Some of these initiatives are already rolled out, some other are in the process and others will soon see the light of the day. We believe that a converged effect of all these initiatives shall make the progress very rapid. ■

# Safety – Specific Transformational Leadership Can Lift Organisation From Safety Compliance to Excellence



**B. B. Chakarvarty**  
Senior HSE Consultant

Running a safe enterprise is fundamentally leadership business. While management copes with business complexities like goal setting & action plans, leadership on the other hand copes with changes in culture, values and integrating them with those of the organisations and people involved. Changes in organizational culture, often face resistance from the managers, supervisors & workforce and hence are always difficult. Because in such cases top management has to deal with psychological factors such a perception, attitude, motivation and

behaviours. Managers or sometimes called transactional leaders find it difficult to address adequately these issues & challenges. These managers follow command and control style focusing on safety compliance without changing mind set of their subordinates and hence rarely can bring sustainable change in their behaviours. Transformational leadership breaks down the resistance to change by engaging, encouraging and inspiring people. They will focus on strategy and concept than tactics, engaging heart and mind of followers to participate in decision making and to feel work-ownership at individual &

collective levels. Therefore, for sustained business goals and cultural change, organisations require both types of leaderships.

## Safety leadership

Safety is more cultural and much less programmatic. Having said that, my apprehension of the situation in India is largely the opposite. This is borne out of my extensive interactions with management people at all levels including conversations with workforce (both employees and contract workers), during my visits on varied assignments, covering a span of about 15 years, to the establishments of middle and large organisations from different industry sectors, some of them having international presence. My observations concerning safety management of the companies can be summarized:

- For 90% safety is not a mission or a core value
- For 95% safety is enforced and not a culture
- For 100% safety first but production must
- For 100% diverse work safety attitude – poor category dominates
- For 90% safety & risk communication inadequate & lack openness

- For 80% Concern for health & safety of workers inadequate

On analysis of these findings, five undesirable situations were found very prominent among others, undermining development of safety culture.

- Priority of safety vs. production seems often as top level rhetoric.
- Top level health & safety commitment is not perceptibly visible to workforce.
- Managers & frontline executives largely lack competence & commitment to deal with workplace safety issues & challenges.
- Workforce voice in the matters of Health & Safety, is almost non-existent due to absence of trust, honesty & consistency in dealing.
- Safety consciousness at work is often hidden by subjective norms of chance & luck, due to work & time pressure.

All those organisations are well established in their respective field of business. Safety performance figures are quite attractive and are well recognized and rewarded by the authorities & other agencies. But we forget that safety is never a number. It is a belief, value, an attitude and these are never observed & reported

but remain hidden in the minds of people to be discovered. Time and again safety audit reports reveal the gaps between the desired level of safety perception, attitude and actually observed levels at workplaces – reflected in existence of unsafe equipment, tools and workplaces, including sub-standard works, ignorance of and negligence to set safe procedures. In fact the middle level managers & frontline executives remain busy meeting targets, preparing reports and have very little time left for caring, coaching of their reports- for site follow-up, interaction with workers & supervisors. Such behaviors from people of importance, encourage negligence and non-compliance to safe work procedures, with end result of workforce developing low motivation and poor attitude towards safe behaviours. Hence my proposition that organizations need manager- cum- transformational safety leaders particularly at middle & lower level. It is often found that top level managers & executives do possess leadership qualities & style, only to be more visible through appropriate behaviours throughout the organization. When that happens, managers & frontline executives would embrace the safety leadership styles & roles readily. I am sure such organisations will leap from their goal of safety compliance to safety culture & achieve sustained excellence in safety performance in true sense.

### Safety leadership role & style

When Indian industries have yet to master the art & science of effective management in the areas of health safety of employees & contract workers, it is not



Fig.1.

an easy task to convert managers into safety leaders as well. Unfortunately, we bring this issue knowing that culture of proper supervision of work & workforce has gone bad to worse at this time. Primarily due to most operational works are now done through contractors. Now let's see what are the roles & styles of safety leadership (see Fig.1).

It emerges from study of safety leader attributes that they have to help developing climate of trust & relationship, informedness & participation in the organization at large and specifically at workplaces. To be real safety leaders, they themselves have to be the role models and trust-worthy. They should be influencing & inspiring the employees/workers by doing right things, complying with safety systems & set procedures in the first place. Style is generally represented by openness, trust, good safety communication, supporting workforce free thinking & expression, challenging existing safety beliefs, values & processes.. Their actions match the decisions. They demonstrate their confidence & competence

by examples at work front. They have ability to predict behavior of workers at workplace by observing what they do, by listening to what they think & by conversing what they feel. These abilities are very rare in the managers and supervisors because they have low concern for the well-being of their workforce. Completion of works is more important to managers. They remain busy satisfying the larger interest of running the business, conveniently ignoring or delaying solutions to issues of health & safety at workplaces. Top management has to take measures to correct this situation, before they can think of transforming managers to safety leaders.

### Developing safety leadership

Present exercises on job safety and work risk control concentrate on work methods & procedures, paying scant attention to human factors - like latent & active errors, violations, supervision, team work, motivation & commitment. Safety leaders would have to know their people, in particular their behavioural & cognitive

psychologies. Behaviour –based-safety addresses only behavioural psychology. Whereas, cognitive psychology focuses on study of how people think, understand & know of an object, person or an issue - precursor to actual behavior. There are no structured programs as on date for addressing & improving cognitive psychology of employees. Some organizations at times, conduct safety culture & attitude surveys, that do not bring any perceptible behavioural-change or improvement. BBS programs are being introduced with limited success for a limited period, being driven by external motivation. This is world- wide situation. This route would not help build safety culture. So, organisations need safety Gurus or Leaders, who have to know what is going on in the minds of people in respect of thinking, feeling & attitude towards safe work behaviours. Top management must realize that safety is both an “Art” and “Science”. Much improvement has occurred in the areas of safety science and still continuing. But the same can’t be said about safety art. Art requires devoted heart & mind of people to produce & deliver. Hence, having good safety management systems, is not enough to internally motivate people to safe behaviours for all time to come. Leader - manager shall guide & inspire the people to apply their hearts & minds to improve safety awareness, consciousness, perception to make them self- motivated & committed to safe behavior.

Therefore, developing transformational safety leadership is a process that would change & transform mind set of the managers. At the heart of transformation process involves assessing &



Fig.2.

dealing with emotions, feelings, attitude of people towards safety & safe behaviour. Managers have to be trained to acquire adequate knowledge about cognitive psychology and soft skills. They have to possess empathy skills & compassion skills to win the heart & mind of subordinates. They need to know worker psychology more than technicalities of work. Psychologist, particularly experienced in cognitive psychology would be necessary to educate managers & supervisors, also help them learn about mental processes involved and various

tools to bring changes in behavior. Western world has already started working in this area and few leadership models are being developed. One such model is shown in Fig. 2.

Applying this path- goal leadership model would benefit the organisations to develop strategic behaviours of the safety leaders. But to operationalize these concepts at workplace require different approaches. Basic approach uses situational awareness & safety consciousness, shown in Fig.3.

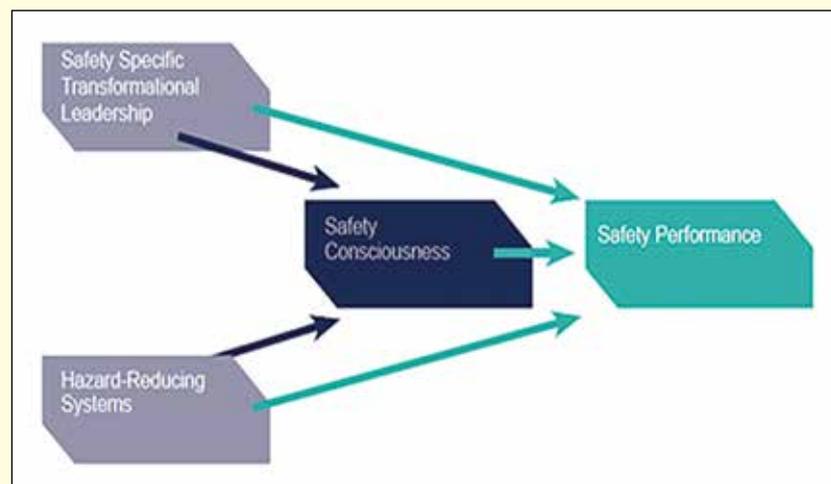


Fig.3.



# A New Era in Financial Reporting



**Parveen Kumar**  
National Head-  
Assurance/Director,  
ASA & Associates, CCI

In any industry, whether manufacturing or service, we have multiple departments, which function day in day out to achieve organizational goals. The functioning of these departments may or may not be interdependent, but at the end of day they are linked together by one common thread – Accounting & Finance department. The accounting & financial aspects of each and every department are recorded and are reported to various stakeholders or users of this information. The financial statements provide entity's performance during the reporting period and financial position at the end of the reporting period.

Financial reporting is thus considered as the product of accounting, comprising of the following components:

- The financial statements – Balance Sheet, Statement of Profit & loss, Cash flow statement & Statement of changes in equity
- Accounting Policies and notes to financial statements
- Quarterly & Annual reports (in case of listed companies)
- Prospectus (In case of

companies going for IPOs)

- Management Discussion & Analysis (In case of public companies)

Financial Reporting in India is governed by various regulations depending on nature of business and type of organization e.g. The Companies Act for companies. In addition, Accounting standards are also required to be followed as per regulatory requirements. These standards are prepared by the Institute of Chartered Accounts of India (ICAI) and ensures uniformity across various diversified industries when they prepare & present their financial statements.

Fundamentally, there are two diverse types of reporting viz a viz Financial reporting for various stakeholders & Management Reporting for internal Management of an organization. Both these reporting are important and are integral part of Accounting & reporting system of an organization. Considering detection of frauds in recent past and increasing awareness in society, besides significant changes statutory &

other regulatory requirements, Financial Reporting has come into limelight in any organization. Of course, a sound & robust financial reporting system across industries, promotes good competition and facilitates capital inflows which in turn helps in economic development.

Over the past decade, the nature of financial reporting has evolved to meet the changing needs of users. Business and capital markets have become more challenging, with greater complexity in business models, sources of risk and uncertainty, as well as greater sophistication in how risk is managed. Financial reporting has had to keep up with these changes, perhaps most significantly with more widespread use of fair value accounting, which often involves more complex and judgmental measurements.

## New Era

As against the traditional methods wherein manual system of accounting was followed in most organizations which posed immense practical difficulties. Drafting of the annual statement of accounts was a task earlier

whereas now we have moved towards an era of financial reporting where accounts are maintained on real time basis. All this has been possible because of the introduction and adoption of ever improving technology.

Over the last decade, we have witnessed the rapid adoption of cloud-based applications across IT environments. These are systems whose data is easily accessible and talk readily to other systems. Consequently, the ability to produce useful and meaningful whole of business reporting is far easier than it has ever been.

Accounting records these days are maintained on ERP which makes the extraction of data from the underlying books of accounts faster. For many businesses, it is becoming the hub of their business systems. Accounting software and packages, today are so progressed in their development that they connect to bank feeds automating bank reconciliations, creditor payments and debtor receipts. Systems can integrate with equally advanced applications for the automatic posting of sales occurring at stores as well as report on inventory.

Management is seen not only achieving this efficiency but investing the efficiency dividend in getting more meaningful reporting on their business that is readily available. Consequently, traditional financial statements are becoming redundant in business reporting for owners and managers in today's time. They are being replaced by meaningful management reports that are easy to tailor to ensure they communicate the true drivers of business performance. Useful information like the ageing of stock on hand,

**Management is seen not only achieving this efficiency but investing the efficiency dividend in getting more meaningful reporting on their business that is readily available.**

**Consequently, traditional financial statements are becoming redundant in business reporting for owners and managers in today's time. They are being replaced by meaningful management reports that are easy to tailor to ensure they communicate the true drivers of business performance.**

performance of stock categories, working capital performance and margin analysis all reported with accuracy on a single page.

At a click of a button one can have a management report ready for you to review that represents



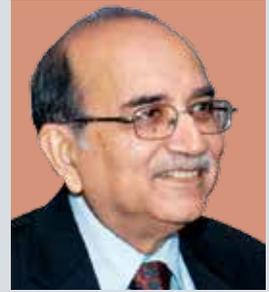
your whole business. Efficient, integrated systems are not the domain of expensive IT systems like SAP. Meaningful management reporting is no longer the domain of specialist software consultants. This functionality is accessible to businesses of all sizes and importantly is far more affordable. The most significant outcome of this change in the business environment is opportunity for business owners to be better informed about the performance of their business quickly and wherever they may be.

### **We live Technology**

As they say, "It is not that we use Technology, we live technology". Technology has become an inadmissible part of our day to day lives, so much so that it plays a crucial role wherever we go and in whatever we do.

Likewise, Financial Reporting in this era of the 21st century has indeed evolved over time owing solely to the enhancement of technology and how professionals have come to adopt this advancement. Seemingly extraction and utilization of the financial data has become a lot easier as compared to the ancient times where primitive methods of book-keeping were followed. ■

# Fixed Term Employment (FTE)



**Dr. Rajen Mehrotra\***

The desire of enterprises in India to have the right to directly engage workers for periods beyond 240 days, and not be liable for permanency of this workforce has received legislative sanction by the Gazette Notification of 16 March 2018 bringing in “Fixed Term Employment” (FTE) as a valid form of employment under The Industrial Employment [Standing Orders] Act, 1946 under the Central Rules. Hence, for those enterprises where the appropriate Government is the Central Government this notification becomes applicable immediately. However, for enterprises where the appropriate Government is the State Government, and the State is having rules different from the Central Rules, then the enterprises will have to wait till the State Rules notify this amendment.

This new amendment comes with a caveat that “No employer of an industrial establishment shall convert the posts of the permanent workmen existing in his industrial establishment on the date of commencement of the

Industrial Employment [Standing Orders] Central (Amendment) Rules, 2018 as fixed term employment thereafter”.

The new amendment further states that “fixed term employment workman” is a workman who has been engaged on the basis of a written contract of employment for a fixed period: Provided that- (a) his hours of work, wages, allowances and other benefits shall not be less than that of a permanent workman; and (b) he shall be eligible for all statutory benefits available to a permanent workman proportionately according to the period of service rendered by him even if his period of employment does not extend to the qualifying period of employment required in the statute”. Hence this category of workers will qualify for gratuity benefit at time of departure, even if they do not complete the qualifying period of minimum five years of continuous service when the contract of employment is over.

The new amendment further states that “ no workman employed on fixed term employment

basis as a result of non-renewal of contract or employment or on the expiry of such contract period without it being renewed, shall be entitled to any notice or pay in lieu thereof, if his services are terminated”. Also the “Fixed Term Employment” contract can be terminated on either side with fifteen days notice.

The said amendment is silent on the time period for which an individual can be issued a fixed term contract, nor how many times the fixed term contract can be renewed, nor the type of work for which such a contract can be issued, and also the implications of renewal of contract. Enterprises will have to decide on the time period of the contract and the type of work for which the worker is employed, under “Fixed Term Employment” contract and also their policy on termination / renewal on completion of the contract period.

## **Fixed Term Employment Not New**

Fixed Term Employment is not a new concept in India. It was incorporated in The Industrial

\* Former Senior Employers’ Specialist for South Asian Region with International Labour Organization (ILO) and Former Corporate Head of HR with ACC Ltd. and Former Corporate Head of Manufacturing and HR with Novartis India Ltd.

Employment [Standing Orders] Central Rules, 1946 during the period 1999 to 2004. It was withdrawn from the Central Rules in October 2007. However, in the state of Gujarat the state Rules permit the engagement of “Fixed Term Employment” workers in all sectors from 3<sup>rd</sup> August 2006 and hence “Fixed Term Employment” is not new for enterprises operating in the State of Gujarat where the appropriate government is the State Government.

Presently, the Government introduced “Fixed Term Employment” in Apparel Manufacturing sector in The Industrial Employment [Standing Order] Central Rules, 1946 on 7<sup>th</sup> October 2016, before extending the same to all sectors from 16<sup>th</sup> March 2018.

### Response of Employer Organizations & Trade Unions

The Government’s move to extend the facility of hiring workers on fixed term employment to all sectors through the Gazette Notification of 16 March 2018 has been welcomed by “Employer Organizations” in India claiming that “it will boost job creation in the near future”. At the same time, the trade unions including Bharatiya Mazdoor Sangh (BMS) criticised the Government for extending fixed term employment to all sector, saying “this will legalise hire and fire, while permanent jobs would vanish”.

### Will Fixed Term Employment Lead to Job Creation

As per International Labour Organization’s (ILO’s) World Employment Social Outlook Trends 2018 Report, India could witness an unemployment rate of 3.5 per cent (i.e. 18.6 million

jobless) in 2018, 3.5 per cent (i.e. 18.3 million jobless) projected earlier for 2017. The projection for 2019 is an unemployment rate of 3.5 per cent (i.e. 18.9 million jobless). These figures are not very encouraging for the country.

Job creation in the formal sector is a function of many variables and it is highly unlikely that the present amendment in The Industrial Employment [Standing Order] Central Rules, 1946 would lead to any major change of new job creation. It is likely, that this amendment can lead to a new form of employment and can be beneficial to labour if it leads to improved wages, allowances and other benefits.

### Present Workforce Model

In the present day competitive business environment in India, large number of enterprises both in the service sector and manufacturing sector have developed a workforce model of engaging maximum executives and minimum permanent workers, so that lesser number of employees are covered under the ambit of the Industrial Disputes Act, 1947. This approach is more prevalent in service sector than in manufacturing sector because of the type of activity.

Also the business model in quite a few sectors of the economy has changed; for example the lease agreements that individual airline companies engage with service providers in the airports is only for 3 to 5 years. In view of uncertainty over short periods, the companies that provide this service may be happy to engage employees for a “Fixed Term” depending upon their contract period. The problem arises, because these companies engage

labour force in large numbers and are likely to keep extending their services from time to time, if the contracts get renewed. The second type of cases comes up as some employers like hospitals and others engage “Fixed Term Employment” workers as a business strategy. Courts have held that the employer in his wisdom can determine business strategies and hence “FTE” is a legitimate tool. Court decisions point out that it is necessary for the appointment letter to specifically mention that the employment is for a fixed term and it is insufficient if FTE is a category of employment as mentioned in the Industrial Employment [Standing Orders] Act and Rules.

In most enterprises where contract labour is engaged, enterprises being the principal employer have to ensure that the contractor meets all the statutory requirements of payment of minimum wages, over time payment, provident fund contribution, employees state insurance scheme coverage if applicable, annual bonus payment, paid leave benefit and gratuity wherever applicable. Apart from these expenses being reimbursed to the contractor, the enterprise has to provide for at least a ten percent profit margin to the contractor plus the payment of 18 % Goods & Service Tax (GST), if the annual billing of the contractor is above Rs 20 lakh (i.e. Rs. 2 million). There are two critical items on which enterprises need to ensure compliance under the Contract Labour (Regulation and Abolition) Act, 1970

- Contract labour to be supervised by the contractor or his authorised representative.
- If the contract labour “perform same or similar kind of work as

the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the workmen of the contractor shall be same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work " as per Central Rules, Viz. – Rule 25(v) (a) of The Contract Labour (Regulation & Abolition) Act 1970.

But majority of the enterprises do not strictly follow this and also the Appropriate Government's Labour Departments do not check on this requirement, unless they receive complaints in that regard.

Most enterprises that engage contract labour are likely to look at "Fixed Term Employment" as an option against contract labour, if they find the same as advantageous as per their perception, after understanding the implications of the Gazette Notification of 16 March 2018, because it also states that "Fixed Term Employment" workers "hours of work, wages, allowances and other benefits shall not be less than that of a permanent workman". It will have to be seen how this clause is interpreted and implemented by enterprises and the Appropriate Government's Labour Departments.

Some of the present day practices of engaging 'workmen' category workforce in manufacturing enterprises in India is also through engagement of apprentices under the company specified Apprenticeship Scheme, National Employment Enhancement Mission (NEEM) trainees,

**In the present day competitive business environment in India, large number of enterprises both in the service sector and manufacturing sector have developed a workforce model of engaging maximum executives and minimum permanent workers, so that lesser number of employees are covered under the ambit of the Industrial Disputes Act, 1947.**

contract labour under the The Contract Labour (Regulation and Abolition) Act, 1970 and the same has become a cost effective strategy for enterprises. Fixed Term Employment is another option available to enterprises, to directly engage workforce rather than taking them through the other options and reduce the risk of permanency arising out of likely litigation. Each of these options has plus and minus points with reference to cost, skill and flexibility which the enterprise has to evaluate.

Where companies engage apprentices under the company

apprenticeship scheme they pay these apprentices a stipend which is normally much lower than the wages of permanent workers, impart relevant technical skills needed by the enterprise and these apprentices have the flexibility of doing various skilled jobs and have expectations of being absorbed by the enterprise in the future. There are enterprises that have absorbed these apprentices in the work force; however there are others that replace these apprentices with another batch of apprentices. There have been industrial relations problems generated by apprentices in enterprises, when their numbers are large and they see negligible prospects of future employment with the enterprise.

The National Employment Enhancement Mission (NEEM) trainee is a person between the ages of 18 to 40 years seeking training for duration of three months to three years in any technical or non technical stream and can be engaged by any of the 23 industries through a NEEM Agent {who is required to be registered and has a turnover of Rs 500 million}. The NEEM agent can place up to 10,000 trainees in industry and there are limited numbers of NEEM agents in the country that supply this workforce to enterprises. The NEEM agent is to pay all enrolled NEEM trainees a remuneration/stipend which shall be at par with the prescribed minimum wage for unskilled category in the enterprise where they are placed and obviously this amount plus profit plus applicable GST is reimbursed by the enterprise to the NEEM agent. A person seeking training under NEEM may be either pursuing his or her graduation/diploma in any

technical or nontechnical stream or may have discontinued studies. The scheme was introduced by Government of India through All India Council for Technical Education (AICTE) in April 2013 as a program for improving skills of the labour force. The scheme on paper appears noble for upgrading skills, but it has been used by certain enterprises as a cost reduction strategy of getting working hands for fixed period of time at lower cost, with flexibility and no future liability. There are manufacturing enterprises that obtain new batches of NEEM trainee at periodic time intervals, and the NEEM trainee after the training period finds it extremely tough to improve their employment prospects, based on the so called training received. The Government of India needs to review the NEEM trainee scheme, so that the workforce is not exploited by enterprises, because the youth studying/passing out from C Grade institutions in spite of spending money on education find it practically impossible getting meaningful employment.

### Conclusion

Job creation is a function of the additional workforce requirement of existing and new enterprises. Enterprises for additional worker requirement under the present legislations, have the option to engage (i) company specified Apprenticeship Scheme trainees, (ii) National Employment Enhancement Mission (NEEM) trainees, (iii) contract workers through contractors/service providers (iv) "Fixed Term Employment" workers and (v) the earlier option of, permanent workers, temporary workers, badli workers and casual workers.

Most enterprises in India have done away with the practice of engaging temporary workers, badli workers and casual workers after the option of engaging contract workers was available under The Contract Labour (Regulation & Abolition) Act 1970, as the labour departments of the Appropriate Governments have been liberal in granting the requisite permission both to the enterprise and the contractor post 1991.

Till such time enterprises have the option of engaging contract workers through contractors/service providers, they are likely to continue this practice rather than opt for "Fixed Term Employment" workers, unless they see any specific benefits in it, or as a policy desire to engage "Fixed Term Employment" workers. However, there is one favourable point in FTEs that the employer has not to worry in engaging this workforce on perennial nature of jobs and beyond a period of 240 days, also without fearing for a claim of permanency which could have come otherwise by engagement of contract labour. Hence, employers shall have to choose a balanced approach for engaging FTEs & Contract labour for core and non-core activities to insulate against the likely risks which might arise in the future.

If The Contract Labour (Regulation & Abolition) Act 1970 is withdrawn, as has been demanded many times by Trade Unions on the allegation of its misuse by enterprises, then the enterprises would be compelled to engage "Fixed Term Employment" workers or continue with the earlier option of engaging temporary workers, badli workers, casual workers which was the practice prior to 1970. However,

withdrawal of The Contract Labour (Regulation & Abolition) Act 1970 is not likely to happen because presently Government of India and Public Sector Units (PSUs), is the biggest employer of contract labour. In quite many Government of India Departments the vacancies arising out of departure of class IV employees are either abolished or filled in through contract labour.

As far as new enterprises are concerned they would have the option of commencing business by engaging "Fixed Term Employment" workforce as workers rather than engaging other type of workmen as provided under The Industrial Employment [Standing Orders] Act, 1946. However, the renewal of these contracts over a period of time and not making these "Fixed Term Employment" workers permanent is likely to lead to Industrial Relations problems.

Company specified Apprenticeship Scheme trainees, National Employment Enhancement Mission (NEEM) trainees and "FTE" personnel engaged by enterprises should be treated as potential future employees by enterprises and not just used as a transitory/temporary workforce to be replaced with new workforce and as a cost arbitrage, as is the present practice by certain enterprises. Unless this approach by enterprises changes, the present proposal of engaging "Fixed Term Employment" workers will only be an additional alternative with enterprises of engaging workforce to reduce cost and the same will hardly benefit the youth of this country in the worker category with permanent employment. ■

## SCOPE & PSEs celebrate 9<sup>th</sup> Public Sector Day



SCOPE Complex (on left) and SCOPE Minar lit up during the 9th Public Sector Day Celebrations.

Considering the significant contributions made by Public Sector Enterprises to national economy and with the mission to create awareness among the public at large about the notable achievements, performance and role played by them, SCOPE decided to observe 10th April as Public Sector Day every year. The initiative of SCOPE to

organize Public Sector Day received overwhelming response from Government and Public Sector fraternity. The Public Sector Day is one of the most prestigious events of SCOPE.

PSEs observe Public Sector Day in their head offices, regional offices and other units in a befitting manner by conducting Debates, Quiz Programmes, and Essay

Competitions. This year too SCOPE & Public Sector celebrated 9<sup>th</sup> public Sector Week from April 10<sup>th</sup>- April 16<sup>th</sup> 2018.

The focus of the 'Public Sector Day' is to recapture the glorious history, contributions and achievements as well as the current spirit with which the economic revolution is being taken forward by the public sector.

## Implementation of Kotak Committee Report - A Mixed Pill for PSEs

Acceptance of Kotak Committee Report by SEBI on one hand aims at better Corporate Governance, on the other few of its clause are likely to create a paradox in the already complex governance system in PSEs.

The Report is highly appreciable in terms of creating more accountability for Directors, making the structure of Independent Directors more measurable, promoting Women Empowerment, all aiming towards a good governance of the listed companies thereby protecting the interests of the investors and corporate India as a whole. However, clause

pertaining to separation of roles of Non-Executive Chairperson and Managing Director/ CEO, for ensuring better transparency is likely to create two power centres and bring further complications in decision making in the Public Sector. When approached, Dr. U.D. Choubey, DG, SCOPE said that "even though he was member of the Kotak Committee and had presented his views on Public Sector, he is of the opinion that two power centres will create confusion and conflicting situations for PSEs which may lead to delay in decision making". The culture in PSU is

different than private sector. He suggested "alternatively, in order to make governance simpler yet transparent and accountable a Sovereign Holding Structure could be considered for PSEs wherein a flatter structure would prevail so as to consolidate multiple synergic PSEs into a single sector implying simpler and measurable governance along with advantage of economies of scale, greater negotiating powers, higher value of assets etc. Therefore, SCOPE urge Government to give due consideration to the clause when SEBI submits the report for Government".

As published in the Financial Express Dated: 06.04.2018

## Conference Facilities at SCOPE Convention Centre

The centrally air-conditioned SCOPE Convention Centre at SCOPE Complex, Lodhi Road, New Delhi provides excellent conference facilities to PSEs, Govt. Departments, Autonomous Bodies, Institutions/NGOs etc. The Auditorium and other Conference Halls are equipped with projector and screen facilities, sound & light control room with recording & P.A. facility, etc. Details of the capacity of the Auditorium and other Halls, which are available on nominal tariff are given below.

### Auditorium



The Auditorium having capacity of 310 persons (300 Chairs + 10 Nos. Chairs at stage) capacity equipped with mikes on dias and podium on stage.

### Mirza Ghalib Chamber



The chamber having capacity of 108 persons (102 Nos. Chairs + 6 Nos. Chairs on Dias) equipped with mikes on table, dias and podium.

### Tagore Chamber



The chamber having capacity of 92 persons (86 Nos. Chairs + 6 Nos. Chairs on Dias) equipped with mikes on dias, tables & podium.

### Bhabha Chamber



The chamber having capacity of 44 persons (24 Nos. Chairs on round table and 20 Nos. Chairs on sides) equipped with mikes on dias, tables & podium.

### Fazal Chamber



The chamber having capacity of 25 persons (15 Nos. Chairs on round table and 10 Nos. Chairs on sides) capacity with board room type sitting arrangement equipped with mikes.

### Business Centre



The Business Centre having capacity of 7 persons equipped with multi point Video Conferencing System (1+3), at three locations at a time for National & International both.

### Banquet Hall



The banquet hall having capacity of 500 Persons for the purpose of lunch & dinner. Sitting arrangement could be done for 90 persons.

### Annexe I



The Annexe-I having capacity of 25 Persons.

### Annexe II



The Annexe-II having capacity of 25 Persons.

### Tansen Chamber at UB



The Tansen Chamber having capacity of 50 persons having stage and podium.

### Amir Khusro Chamber at UB



The Amir Khusro Chamber having capacity of 50 persons having facility of stage and podium.

*For Booking & Tariff details please contact*

**Mr. M. L. Maurya**, GM (Tech.)  
Mobile: 9313375238

**Mr. Nitin Kulshrasta**, Asst. Manager, Engineering (Elect.)  
Mobile: 9313989067 • Email: scope.convention@gmail.com

**STANDING CONFERENCE OF PUBLIC ENTERPRISES**

1st Floor, Core No. 8, SCOPE Complex, Lodhi Road, New Delhi - 110003 Phone: 011-24311747, 011-24360101 • Fax: 011-24361371

## Conference Facilities at SCOPE Minar Convention Centre

SCOPE Minar, an architecturally conceived in the form of two high rise curvilinear tower blocks sitting on a four storey circular Podium Block, is strategically located in Laxmi Nagar District Centre, Delhi -110092 and housing around 40 PSEs of repute. It is one of the known buildings of East Delhi. It has a very size Reception Foyer giving ambience look inside the building. There is a green environment all around the SCOPE Minar with large size planters all around. The building is also having state of art Convention Centre, comprising four halls i.e.

### Convention Hall



A large sized Convention hall having sitting capacity of 300 delegates. Various seminars, training programmes, presentations, get to gather etc. are conducted in Convention Hall. It provides ambient and peaceful environment for the programmes.

### VIP Lounge



VIP Lounge having sitting capacity of 60 delegates. The executives and higher level officers, Directors, CMDs can use it as waiting lounge also.

There is a wide space for vehicle parking that cater for a capacity of 700 cars, including the newly built good quality Banquet Hall wherein 300 delegates can comfortably dine at a time, makes it special to deliver an all-round conducive meeting environment.

### Meeting Hall



Meeting hall having "U" shaped table, with a meeting capacity of 65 delegates. Most widely used for small size meetings and training programmes, group discussion, power point presentations etc.

### SCOPE Academy of Public Sector Enterprises



SCOPE Academy of Public Sector Enterprises (APSE) conducts induction level programmes for PSEs executives. It has three training halls, one with capacity of 40 persons and two halls with capacity of 30 persons each for training purpose.

*For Booking & Tariff details please contact*

**Mr. M. L. Maurya**, GM (Tech.) (M) 9313375238 **and Mr. Shubh Ratna**, DCE(C), SCOPE Minar  
(M) 9873398242, (O) 011-22458176, 22458178 • Email: scopeminar.convention@gmail.com • shubhratna@yahoo.co.in

## SCOPE Forum of Conciliation and Arbitration (SFCA)



SCOPE had set up an Arbitration Cell known as SCOPE Forum of Conciliation and Arbitration (SFCA) mainly to settle disputes between PSUs and its associates. This was inaugurated on 9th January, 2004 by Shri Santosh Gangwar, the then Hon'ble Minister of State for Heavy Industries, Public Enterprises and Parliamentary Affairs, which was attended by the then Secretary, Ministry of Heavy Industries and Public Enterprises, Joint Secretary, DPE, CMDs and other senior officers of Govt. of India and PSUs.

SFCA has framed its own rules prescribing consolidated fee structure and expenses with the assurance that arbitration proceedings shall be completed in the shortest possible time and shall be more economical in comparison to other institutions. A panel of expert Conciliators and Arbitrators has also been drawn which consists of retired Judges

of Supreme Court, High Court, retired Secretaries, Joint Secretaries of Govt. of India, Chief Executives, Directors and senior officials of Govt. of India and PSEs, besides Advocates and C.As and other professionals.

The Forum has its own infrastructure with a spacious Arbitration Hall having sitting capacity of 15 persons with all the modern facilities such as projector for live projection of record of proceedings on a large screen with free service of mineral water, tea/coffee and biscuits. High tea and lunch can also be arranged by the Forum on request in advance at the cost of the parties by authorised caterer of SCOPE.

PSUs are requested to advise the concerned officials to avail facilities of the Forum and refer cases to SCOPE Forum of Conciliation and Arbitration (SFCA).

*For further details please contact*

**Mr. M.L. Maurya**, General  
Manager (Technical)  
Mobile No.9313375238.

**Ms. Radhika**  
Executive - Legal (SFCA)  
(M) 8920574097, 24360559  
e-Mail: scopesfca@gmail.com

*For booking and tariff details please contact*

**Mr. S. K. Sharma**  
(M) 9891781484, 24365739  
e-Mail: sfcascopes@gmail.com

### STANDING CONFERENCE OF PUBLIC ENTERPRISES

1st Floor, Core No. 8, SCOPE Complex, Lodhi Road, New Delhi - 110003 Phone: 011-24311747, 011-24360101 • Fax: 011-24361371

## PSEs CSR Initiatives

### **BEML's Green Initiative - Bio-Gas to meet cooking fuel requirements at BEML, Bangalore Complex**



Mr. Subhash Chandra, IAS, Additional Secretary, Defence Production, MoD and Mr. D K Hota, CMD, BEML inaugurating the Bio Gas Plant at BEML's Bangalore Complex.

BEML Ltd. is continuously engaged in promoting greenery and environmental protection activities. As a part of such initiatives, BEML has established a Bio-Gas Plant at its Bangalore Complex for its internal consumption to meet the requirement for cooking fuel.

At a function held recently at Bangalore Complex, Mr. Subhash Chandra, IAS, Additional Secretary, Defence Production, MoD and Mr. D. K. Hota, CMD, BEML inaugurated the Bio Gas Plant in the presence of Directors and senior executives of the Company.



BEML's Bio Gas Plant at Bangalore Complex.

This Bio Gas Plant has a capacity input of Bio Waste 500 Kgs per day and generates Bio Gas about 15 Kgs per day. The savings of LPG gas cylinder is around 19 Nos. (390 Kgs) per month. The Bio Gas so generated will be utilised for cooking requirements in the complex canteen.

### **Other Green Initiatives**

BEML is generating electricity through wind mills and solar power plant for its own consumption and also 'no plastic zone' has been created in its complexes and town ships. Saplings are also distributed to BEML employees and executives to promote greenery and protect the environment.

### **MDL launches "Black Gold: Rope for Life", a CSR Initiative towards Poverty and Hunger Free Maharashtra**



Cmde T. V. Thomas, Director (Corporate Planning & Personnel), MDL launching Black Gold: Rope for Life Scheme by handing over Osmanabadi Goats to identified beneficiaries from six hamlets of Kharade.

Black Gold: Rope for Life Scheme, was launched by Cmde T. V. Thomas, Director (Corporate Planning & Personnel), MDL by handing over Osmanabadi Goats to identified beneficiaries from six hamlets of Kharade in the presence of representatives of Kharade Gram Panchayat, residents of Kharade, volunteers, EAGL and Karve Institute of Social Services representatives and CSR team of Mazagon Dock Shipbuilders Ltd (MDL) recently.

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While speaking on occasion of the launch Cmde T. V. Thomas expressed satisfaction and said “MDL is pleased to fund Black Gold Rope for Life which addresses socio-economic deprivation, rural distress and empower members of the communities by promoting self-employment through social enterprise among the people at the bottom of the pyramid.” He further said that such impactful initiatives would collectively contribute towards building poverty and Hunger free India.

Cmde J. M. Jangir, General Manager (I&A) on occasion of the launch said “Black Gold: Rope for Life Scheme is going to be extremely important for the poorest of poor for eradicating poverty, generation of livelihood, empowerment of women and eventually contribute to United Nations Sustainable Development Goals (SDGs).”

## Handing Over of 100 Individual Toilets by MDL, Mumbai at Shelarwadi Village in Karjat Block

In line with the Swachh Bharat Mission of Govt of India, Mazagon Dock Shipbuilders Ltd. (MDL) is constructing 1000 individual household toilets along with awareness generation in 11 villages of Karjat Block of Raigad district. M/s Seed is the implementing partner of this project.

An event was organized in Shelarwadi village (Karjat) recently to handover 100 individual toilets to beneficiaries. Cmde T. V. Thomas, Director (CP&P) graced this event as Chief Guest. On behalf



Cmde T. V. Thomas, Director (Corporate Planning & Personnel), MDL along with Cmde J M Jangir, General Manager (I&A), Mr. Aniran Roy, MD-Seed & Mr. Salunke, Dy CEO, Zila Parishad - Raigad handing over 100 individual toilets to beneficiaries by unveiling the plaque at Shelarwadi village (Karjat).

of government, Mr. Salunke, Dy CEO, Zila Parishad – Raigad and Ms. Shabana Mokashi, BDO – Karjat attended the event Mr. Anirban Roy, MD – Seed and Gram Panchayat members also graced the occasion.

Cmde Thomas stated that MDL is a socially responsible organization and is fully committed to help the needy and under-privileged section of the society in every possible way. Construction of 1000 individual toilets in Karjat by MDL happens to be one of the initiatives under CSR. Mr. P. N. Salunke appreciated the role of MDL under Swachh Bharat Mission and expressed his gratitude towards MDL for supporting the mission of making the country Open Defecation Free (ODF) by 2019.

A Nukkad natak was also performed to generate awareness of good sanitation practices amongst the villagers.

## NCL promotes Skill Development: Opens Computer Training Centre at Jawaharnagar Village



Computer Training Centre at Jawaharnagar Village.

NCL Krishnashila Area has opened a Computer Training Centre in Jawaharnagar village for promoting skill development as part of CSR activity. With ever increasing use of IT and ITES, the curriculum offered in the centre will help increase employability quotient of youths. The three-month long curriculum called ‘Course on Computer Concept’ (CCC) includes MS Office, photo editing, web basics, colour printing and other vital computing lessons. In addition to this, trainees will also be trained to operate printers, scanners and related equipments. As many as 125 youngsters living in and around

गेल (इंडिया) लिमिटेड



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Students taking training at the NCL's Computer Training Centre.

operational area of NCL Krishnashila have registered themselves for the training in new computer centre. The total number of registrants will be subdivided into group of 5; translating into 25 groups with 1 PC each. This will facilitate best use of the resources to provide hands-on in-centre training. After the successful completion of the programme, the trainees will be awarded CCC Plus Certificates. Recognised by National Institute of Electronics & Information Technology (NIELIT).

## **NALCO's Battery - Operated Vehicle Service at Puri Railway Station**

In keeping with its objective of inclusivity and all round development of Puri as a Swachh Iconic Place, NALCO recently launched battery-operated vehicle service free of cost, at Puri railway station for senior citizens, differently-abled passengers and sick people, in association with Khurda Railways Division. The free-battery operated vehicle service was flagged off by Dr. Tapan Kumar Chand, CMD, NALCO and Mr. Braj Mohan Agarwal, Divisional Railway Manager, Khurda.



Free Battery-Operated Vehicle Service being flagged off by Dr. Tapan Kumar Chand, CMD, NALCO.

NALCO and Mr. Braj Mohan Agarwal, Divisional Railway Manager, Khurda. The initiative will benefit passengers travelling to Puri, which is an internationally-acclaimed religious and tourist destination. CMD, NALCO, said, 'NALCO is a symbol of pride in Odisha and the country. This battery-operated vehicle service will be free of cost to senior citizens, specially-abled persons and sick passengers. As a responsible corporate citizen, we have undertaken several projects to promote and develop Puri under Hon'ble Prime Minister's Swachh Iconic Place project.' Stressing on scaling up this initiative, Dr. Chand added, "Battery-operated vehicle service will also be provided from Jagannath Ballav to Lord Jagannath temple, which will help in decongestion of Grand Road and enable the pilgrims to visit the Temple." Under the Swachh Iconic Place Project, NALCO is carrying out a number of activities, including, development and beautification of Gandhi Park, multi-storeyed car parking at sea beach, renovation of Niladri Vihar museum inside Jagannath Temple, providing access to drinking water at various spots in the city, development of heritage corridor, among other initiatives. (For Detailed Report- See Pg. 63)

## **Business start-up by 460 Women – Trained by NLCI**

Smt. Yogamaya Acharya, President, Neyveli Ladies Club bestowed Certificates and Stipends to Women, who underwent training under Self-employment Scheme in NLCI Limited recently. The function was held at Neyveli Ladies Club, Neyveli.

As part of women empowerment, Corporate Social Responsibility Division of NLCIL, imparted training to Women under "Praveen Sthri" Scheme. The women from surrounding villages including students of Neyveli Jawahar Science College gained the Self-employment Training and Skill Development Training. In the year 2017-18, 460 women were trained in various disciplines like Tailoring, Beautician, to drive Light Motor Vehicle, Modern Gem and Jewellery making and Spoken English Language. The total cost of the training amounted to Rs.30 Lakhs, was met out from CSR Fund. Smt. Yogamaya handed over Tailoring Machines to 30 Women and bestowed Driving Licenses, to the respective trained women. Instead of giving cash incentives, the company provided Sewing Machines



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**स्वच्छ ऊर्जा – सौर ऊर्जा**



Smt. Yogamaya Acharya, handing over a Sewing Machine and Certificate to a Woman, who underwent training in NLC India Ltd. Also seen are Mr. S. R. Sekar, GM, CSR, NLCIL.

and other instruments to be utilized for the profession, what they learnt.

Senior Officials of NLCIL and Members of Neyveli Ladies Club participated in this function. Earlier Smt. Latha, Treasurer, Neyveli Ladies Club delivered Welcome address and the vote of thanks by Mr. B. Balachandar, AEE, CSR, NLCIL.

## PFC Contributes Rs. 51.13 Cr. to Swachh Bharat Kosh

Mr. Rajeev Sharma, CMD, PFC presented a token of remittance for Rs 51.13 cr. towards "Swachh

Bharat Kosh" to Mr. Hasmukh Adhia IAS, Secretary (Finance) wherein, Mr. Parameswaran Iyer IAS, Secretary, Ministry of Drinking Water & Sanitation was also present. The amount of Rs 51.13 cr. also includes contributions by PFC Subsidiaries i.e. PFC Consulting Ltd., (Rs. 1.19 Cr.) PFC Green Energy Ltd (Rs. 0.66 Cr.) and PFC Capital Advisory Services Ltd. (Rs. 0.03 Cr.) Directors and senior officers of PFC were present on this occasion.



Mr. Rajeev Sharma, CMD, PFC presenting the cheque to Mr. Hasmukh Adhia, IAS, Secretary (Finance).

PFC is committed to supporting the Government of India's mission for Swachh Bharat. As a responsible Corporate Entity, the cause of Nation building has always been high on PFC's priorities.

## BEL pays Rs. 262 cr. Interim Dividend to Government

Bharat Electronics Ltd (BEL) has paid an Interim Dividend of Rs. 2,62,29,12,635.20 to the Govt. of India for the year 2017-18. Mr M.V. Gowtama, CMD, BEL, presented the Interim Dividend cheque to the Raksha Mantri, Ms. Nirmla Sitharaman, at New Delhi recently. BEL has declared 160 percent Interim Dividend (Rs. 1.60/-per share) to its shareholders for the year 2017-18. This is the 14th consecutive year that BEL is paying Interim Dividend. The Company has paid a total dividend of 225 percent on its paid up capital for the year 2016-17.



Mr. M. V. Gowtama, CMD, BEL, and Mr. M. M. Joshi, Executive Director (National Marketing), BEL, presenting the Interim Dividend cheque to the Raksha Mantri, Ms. Nirmla Sitharaman for the year 2017-18.



# NFL

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# PSEs Ink MoU

## AAI signs MOA with Construction Industry Development Council for Skill Development

Following the past success of Skill Development initiatives in 2015-16 and 2017-18, Airports Authority of India (AAI) and Construction Industry Development Council (CIDC) signed a Memorandum of Agreement (MoA) recently for financial assistance for Employment Oriented Training and Skill Development Programme for SC/ST/OBC/Women, Unemployed Youth and people belonging to EWS. This CSR initiative of AAI, to be implemented during 2018-19, will have 2000 beneficiaries.



Mr. Sanjeev Jindal, GM (CSR) and Mr. Ashutosh Bhardwaj, Director, Corporate Affairs, CIDC during signing of MOA in the presence of Mr. G. K. Chaukiyal (ED-CSR), AAI and Mr. B.N. Rao, Sr. Manager, CIDC.

The MoA was signed by Mr. Sanjeev Jindal GM, CSR, AAI and Mr. Ashutosh Bhardwaj, Director, Corporate Affairs, CIDC in the presence of Mr. G. K. Chaukiyal (ED-CSR), AAI, Mr. Ajay Kumar, AGM (HR), AAI and Mr. B. N. Rao, Sr. Manager CIDC.

The program is aimed at providing job oriented skill development and training to the marginalized and economically weaker sections of the society in five zones namely South, West, East, North and North Eastern.

## MoU signing between NMDC and IREL for Rare Earths and Downstream Value Addition



Mr. Rajeev Sharma, Mr. P. K. Satpathy, Director (Production), NMDC and Mr. A. K. Mohapatra, Director (Technical), IREL with MoU Documents in the presence of Mr. N. Bajjendra Kumar, IAS, CMD, NMDC and Mr. D. Singh, CMD, IREL.

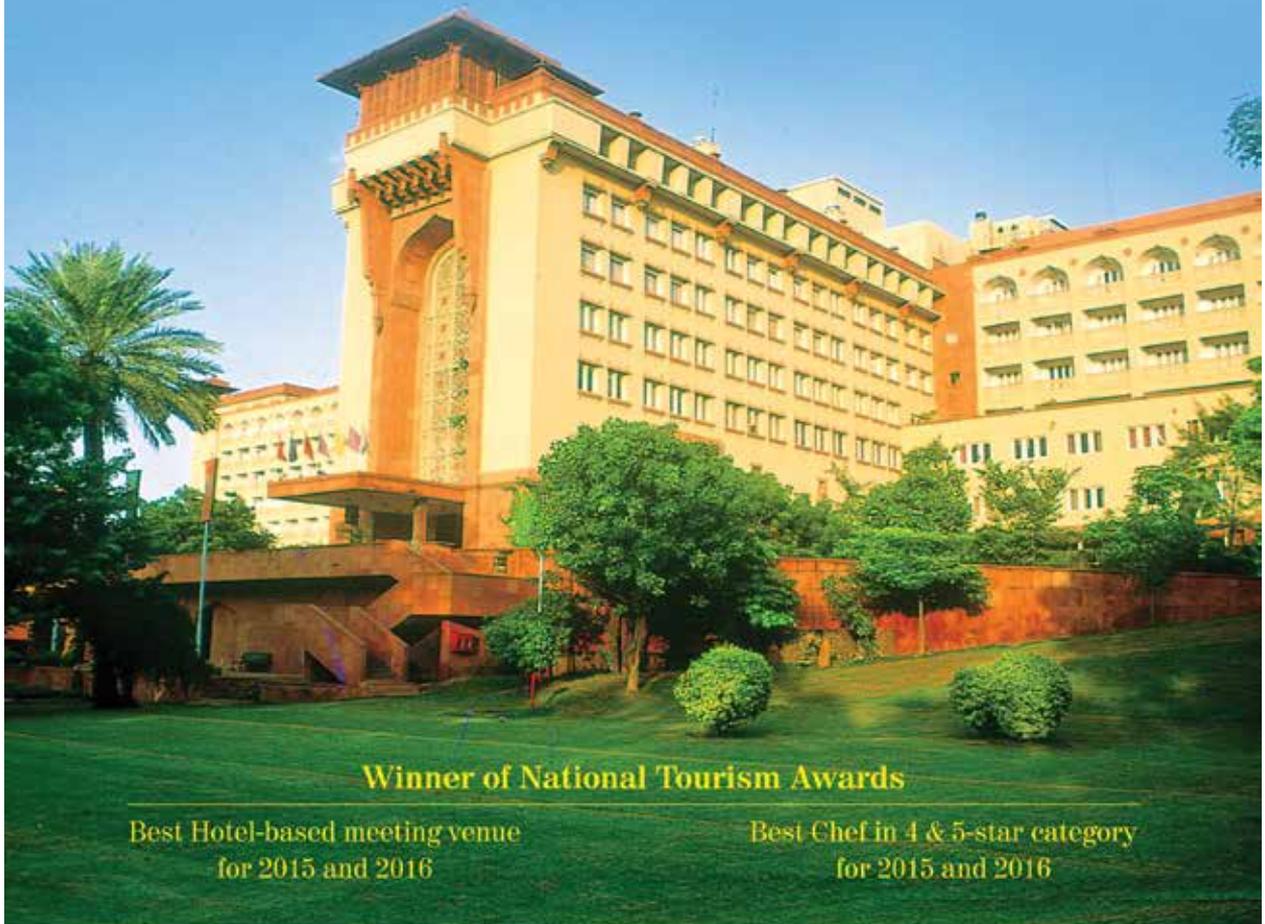
NMDC and IREL signed MoU recently at NMDC Head Office, Hyderabad. Mr. P. K. Satpathy, Director (Production), NMDC and Mr. A. K. Mohapatra, Director (Technical), IREL signed in the presence of Mr. N. Bajjendra Kumar, IAS, CMD, NMDC and Mr. D. Singh, CMD, IREL. Dr Narendra K. Nanda, Director (Technical); Dr. T. R. K. Rao, Director (Commercial); Mr. D.S. Ahluwalia, Director (Finance); Mr. Sandeep Tula, Director (Personnel) and other senior officials from NMDC and IREL were also present at the signing ceremony.

The ever increasing demand for Rare Earth Elements (REE) necessitates a concerted effort to augment the resource position of our country and also explore opportunities for acquisition / sourcing from abroad. Through this MoU, NMDC and IREL together propose to explore opportunities in rare earths in India and abroad and also in setting up downstream value chain for RE products.

During the MoU signing ceremony Mr. Bajjendra Kumar expressed happiness over NMDC and IREL coming together for meeting the country's demand of the strategic and critical raw material.



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## NALCO signs MoU for Commercial Scale Nano based Emrion Defluoridation Plants

After successful commissioning of first-of- its kind Defluoridation plant in the world using Nano based Emrion technology, the aluminium major National Aluminium Company Limited (NALCO) is all set for using this technology in commercial scale. It may be noted that NALCO has been using this technology in its Smelter Plant since February 2017 which has successfully addressed the endemic problem of fluoride contamination of water in Angul sector.



MoU signing ceremony at NALCO.

In this line the Company recently signed a MoU with M/s Eesavyasa Technology Pvt Ltd of Hyderabad. The MoU was signed between Mr. Subrat Kar, GM (R&D), NALCO and Mr. D. P. Chakravarthy, MD, M/S Eesavyasa Technology. As per the MoU, NALCO would be getting royalty on setting up of commercial scale defluoridation plants in other Aluminium plants and other industries based on this technology for removal of fluoride to provide chemical free water for drinking purpose.

Speaking on the occasion, Dr. Tapan Kumar Chand said that this breakthrough technology is an example of sustainable solution that would cater to the people, planet and profit aspect of an industry in a balanced manner.

## NBCC Diversifies Into Highway Construction Gets contract to build 50-km four-lane highway in Uttarakhand

A Memorandum of Understanding (MoU) was

signed between Mr. Yogesh J. P. Sharma, ED (Engg.) NBCC and Mr. Anup Malik, MD from Ecotourism Development Corporation of Uttarakhand Ltd (EDCUL) in the presence of Mr. Harak Singh Rawat, Minister for Forest, Government of Uttarakhand to construct an eco-tourism circuit along Kotdwar-Ramnagar Kandi Road in the State of Uttarakhand.



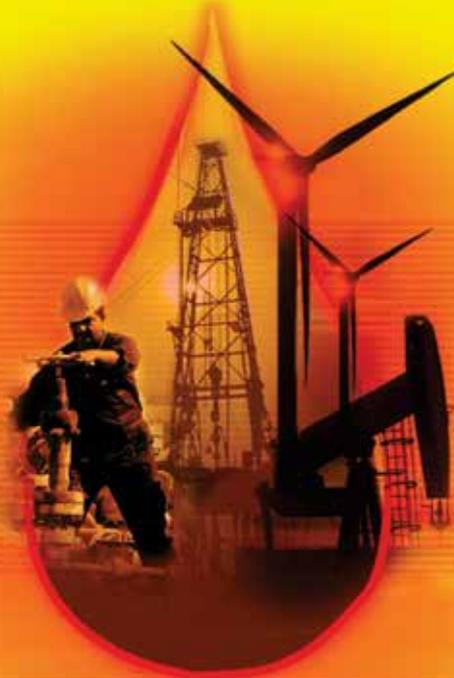
Mr. Yogesh J. P. Sharma, ED (Engg.) NBCC and Mr. Anup Malik, MD, EDCUL in the presence of Mr. Harak Singh Rawat, Minister for Forest, Government of Uttarakhand at the MoU signing ceremony.

The 50 km four lane highway road project will be partly straight road and partly elevated road, like flyover/bridge etc., to allow for free movement of wild animals underneath. The project will be developed under Green Infrastructure/Green Road Model and is estimated to cost Rs. 2,000 crore.

The Wildlife Institute of India, Dehradun will be the partner institute of NBCC for ecological planning of the project which will be conducted through Satellite data. Dr. Anoop Kumar Mittal, CMD, said, "NBCC is always scouting for growth opportunities in existing and new sectors. With the present Government's thrust towards roads and highways construction, we foresee immense opportunities in this space."

NBCC is already an executing partner in Government's flagship scheme Pradhan Mantri Gram Sadak Yojana (PMGSY) in Odisha, Bihar, West Bengal and Tripura, where it is constructing rural roads. The Kotdwar-Ramnagar Kandi road, passing through the Jim Corbett National Park, Garhwal and Kumaon Mandals, will be interconnected and the distance of Kotdwar, Kalagarh and Ramnagar from Dehradun will be greatly reduced. The challenging aspect of the project is the road stretch traversing through the National Park, requiring an ecological balance of 'development

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## Personalia



**Mr. Bejoy Bhasker**  
assumes charge as Director  
(Technical), CSL.



**Rear Admiral Anil Kumar Saxena,  
NM (Retd)**  
takes over as Director (Shipbuilding),  
MDSL.



**Mr. Vijay Goel**  
is appointed Director  
(Personnel), THDC India Limited.



**Mr. Sanjay Kumar Moitra**  
takes charge as Director  
(Onshore), ONGC.



**Mr. Subodh Gupta**  
is appointed Director (Finance), BHEL.

## PNB embarks on **Mission Parivartan**

In keeping with the dynamic business environment, the Bank has embarked on Mission Parivartan – a structured approach for keeping the long-term success of the Bank in mind. An Independent think tank on the lines of Niti Aayog named ‘Mission Parivartan Division’ will act as the catalyst to ensure the 3 C’s i.e. Commitment, Collaboration and Communication bring together all internal stakeholders.

The think tank will provide both directional and policy inputs and also act as a platform to enhance



Mr. Sunil Mehta, Managing Director  
and Chief Executive Officer, PNB.

ownership, commitment and involvement of HO Divisions and all internal stakeholders in the policy making process using the bottom’s up approach. ‘Lead the Parivartan’ portal has been developed in-house to engage all functions of the Bank in the transformation process and involves crowd-sourcing of suggestions and ideas from all PNBians.

Ideas have been sourced around the 3P’s – People, Process and Product. Since the launch the ‘Lead the Parivartan’ portal has sourced many ideas which are currently being evaluated.



## Cochin Port Trust makes a Turn-Around

Cochin Port Trust has made a turn-around in the financial front by making a net surplus of about Rs.4 crore overcoming the loss registered continuously during last 10 years. The Port achieved an all-time high cargo throughput of 29.14 million metric tonnes for the year 2017-18 recording an impressive growth of 16.51 percent over 2016-17. Incidentally, the cargo growth rate is the highest amongst all the Major Ports of India. Container traffic grew by 13 percent during the same period. During 2017-18 the Port handled a Total traffic of 29.14 Million Metric Tonnes (MMT) as against 25.01 MMT during 2016-17 registering a growth of 16.51 percent.

The Total no. of Containers handled during 2017-18 is 5.55 lakhs TEUs (Twenty-foot Equivalent Units) and during 2016-17 is 4.91 lakhs TEUs registering a growth of 13 percent. Total POL (Petrol,

Oil & Lubricants) handling improved from 15.79 MMT during 2016-17 to 18.66 MMT during 2017-18 registering a growth rate of 18.17 percent.

Cochin is the most preferred cruise destination port in India with 42 Cruise vessels called at the Port during 2017-18. Cochin Port handled Coastal Steel Cargo of Rashtriya Ispat Nigam Ltd. (RINL), Vishakapatnam by Coastal Shipping with effect from October 2017. The Port could attract river sand & Illmenite sand vessels during the current year and handled 1.33 lakhs & 0.37 lakhs respectively during 2017-2018. Introduction of Incentive/ Penalty Scheme under Berthing Policy of Govt. of India w.e.f. 04/06/2017 has helped to achieve higher productivity in handling POL & Cement. Cochin Port proposes to provide International Cruise Terminal facilities inside Ernakulam Wharf area to cater



(in crores)

FINANCIAL PERFORMANCE (Tentative)				
SN	Items	2015-16	2016-17	2017-18 (Pr.)
1	Operating Income	437.25	496.43	509.00
2	Operating Surplus	70.9	127.72	141.69
3	Net Surplus	(-)40.52	(-)27.17	4.44

to the cruise passengers with the functional and service requirements as per the Standard Operating Procedures (SOP) issued by Ministry of Tourism. The project consists of Construction of an International Cruise Terminal building of approximate area 2253 m2 with connected facilities.

## Five Mines of NMDC receives 5 Star Rating

NMDC's highly mechanized five iron ore mines received 5 Star Rating from Ministry of Mines recently at the 3<sup>rd</sup> National Conclave on Mines and Minerals at New Delhi. Two mines from Bachel Complex, two mines from Kirandul Complex (Chhattisgarh) and one mine from Donimalai (Karnataka) received the 5 star rating given by Indian Bureau of Mines (IBM), Ministry of Mines.

The 5 star rating certificates were given by Mr. Narendra Singh Tomar, Union Minister of Mines and Mr. Haribhai Parathibhai

Chaudhary, Union Minister of State, Ministry of Mines and Ministry of Coal in presence of Mr. Arun Kumar, Secretary (Mines); Mr. Anil Mukim, Secretary Designate, Ministry of Mines at a function held at New Delhi recently. Mr. P. K. Satpathy, Director (Production) along with Mr. A.K. Shukla, Executive Director, Bachel Complex; Mr. B. Sahoo, General Manager, Donimalai; Mr. M. Mahadevan, General Manager; Head Office; Mr. A.K. Prajapathi, General Manager, Kirandul Complex received the certifications on behalf of NMDC.

Mr. N. Baijendra Kumar, IAS, CMD, said that NMDC since inception has been in the forefront in encouraging and implementing best sustainable mining practices and adopting scientific mining, mineral conservation and beneficiation techniques. This recognition will help NMDC to reach greater heights of excellence in mining and keep up the spirit of being the Nations' true Eco-friendly miner.



# NCL enters New Financial Year with Safety Resolution



Mr. P. K. Sarkar, DG, DGMS chairs Interactive Session on Occupational Health and Safety at NCL HQ.

**N**orthern Coalfields Limited (NCL) witnessed the beginning of the new financial year 2018-19, with a resolution on occupational health and safety as Mr. P. K. Sarkar, Director General, Directorate General of Mines Safety (DGMS) chaired an interactive session on the subject at NCL Headquarters recently.

Addressing the session, Mr. Sarkar expressed that NCL is performing laudable job in respect of occupational health and mines safety and is very well contributing its part to fulfil the energy aspirations of the nation. To take NCL's initiatives to the new pinnacle, he emphasized that worker's safety is paramount and said that precious lives of the employees form the foundation of economic development of the nation.

On this occasion CMD, NCL Mr. P. K. Sinha pledged to give top priority to the safety. Other dignitaries such as Deputy DGMS, North Zone Ghaziabad Region

Mr. M. Satyamurti, DMS Varanasi Mr. U. P. Singh, DMS (Electrical) Ghaziabad Mr. M. Sahay, DDMS Varanasi Mr. P. R. Thakur, NCL Director (Technical/ Operation) Mr. Gunadhar Pandey, Director (Finance) Mr. P. S. R. K. Sastry and Director (Technical/Project & Planning) Mr. P. M. Prasad were present as guest of honour. General Managers of all coal areas of NCL, General Managers and HoDs of HQ were present in the session.

## Secretary, Coal visits NCL, Reviews Performance

Mr. Sushil Kumar, Secretary, Ministry of Coal visited Northern Coalfields Limited (NCL) recently. Soon after his arrival at the corporate headquarters of NCL at Singrauli, Mr. Kumar reviewed the performance of NCL with higher ups of the company. Mr. P. K. Sinha, CMD, NCL; Ms. Shantilata Sahu, Director (Personnel); Mr. Gunadhar Pandey, Director (Technical/ Operations); Mr. P. S. R. K. Sastry, Director (Finance); Mr. P. M. Prasad Director (Technical/ Project & Planning) along with General Managers of all areas and corporate departments of the company attended the review meeting.

On the second day, Mr. Kumar

Mr. Sushil Kumar, Secretary, Ministry of Coal at the DAV school inauguration at Nigahi area.

inspected Jayant Coal mine of the company and gathered the detailed information about the operations of this mega coal mine of NCL. He was also informed about the future expansion of this mine.

Mr. Kumar inaugurated a new Coal Handling Plant (CHP) Phase-II at Khadia Coal Area, having capacity of 6 million tonne (mt) coal despatch per annum, with coal crushing capability of minus 100 mm size. He also observed the working of the CHP. With this capacity addition, the total coal handing capacity of Khadia has gone up to 10 mt per annum.

He also inaugurated a new DAV school building at Nigahi area. The new state of the art school building consists of total 40 rooms including 26 study rooms, hi-tech lab and library.





# AAI celebrates 23<sup>rd</sup> Annual Day with 'Horizon': A Cultural Extravaganza



Lighting of the auspicious lamp by Mr. Jayant Sinha, Union Minister of State for Civil Aviation in the presence of Dr. Guruprasad Mohapatra, Chairman, AAI and Board Members during AAI's 23rd Annual Day celebrations at Siri Fort Auditorium

**A**irports Authority of India (AAI), the mainstay of Civil Aviation in the Country celebrated its 23rd Annual Day recently at Siri Fort Auditorium, New Delhi with a cultural extravaganza - 'Horizon.' Mr. Jayant Sinha, Union Minister of State for Civil Aviation was the Chief Guest of the event. The colourful evening of music and celebration started with the felicitation of AAI airports that made a mark in ACI-ASQ and CSI Awards respectively. While the Airport Directors of Chennai, Kolkata, Ahmedabad, Lucknow, Indore and Pune were felicitated for their respective airports making it under various categories of the coveted list of ACI-ASQ Awards 2017, APDs of AAI's Raipur, Udaipur and Dehradun were felicitated for their respective airports achieving 1st, 2nd and 3rd ranks in the Customer

Satisfaction Index (CSI) Survey.

Apart from various airports, Mr. Subhash Kumar, General Manager (Fire), the recipient of President's Medal for Fire Safety was also felicitated. While addressing the audience, Mr. Jayant Sinha congratulated AAI family and acknowledged the significant role it plays in the growth of the civil aviation sector in India. He applauded significant strides that AAI made in the last year in terms of financial performance and also commended its CSR initiatives in serving the society. "Aviation is about four 'S', he said. Setting benchmarks for the organization, he asserted, that while AAI meets the expectations in terms of Safety and Security – the bedrock of aviation; on the other hand, Service delivery has to aim for world-class standards. "We can deliver against these 3S only if we have the right Skills,"

he said while emphasizing the need of a skilled manpower for aviation sector. Dr. Guruprasad Mohapatra, Chairman, AAI thanked all his colleagues for a successful year and warmly acknowledged all their efforts. "All our efforts have given enormous confidence to us and we are now aiming to achieve the Navratna status for which we have already applied," he said. The cultural evening was interspersed with dance performances by Zenith Dance Group, stand-up comic act by famous comedian Rajeev Nigam and musical performance by well-known Bollywood playback singer Benny Dayal.

## REC raises \$300 Million through Dollar Bond

**R**EC has successfully priced 10 year USD Reg-S Bond at a coupon of 4.625 percent and raised USD 300 million. The issuance received an excellent response with order book of more than USD 900 million. The net proceeds will be used for power sector development.

# GAIL's First Chartered LNG Vessel carrying US LNG arrives at Dabhol



Minister, P&NG, Mr. Dharmendra Pradhan receives India's first US LNG cargo.

India's first LNG Cargo from USA under long term contract of GAIL (India) Ltd. was received at Dabhol, recently. This marks a new beginning in the Indo-USA energy partnership & trade. Commencement of LNG supplies under the Henry Hub indexed contracts is significant for GAIL and the Indian markets as well. GAIL's first charter hired vessel - MV Meridian Spirit, arrived after 25 days voyage and docked for unloading in the august presence of Mr. Dharmendra Pradhan, Union

Minister Petroleum & Natural Gas and Skill Development & Entrepreneurship. Mr Patrick Santillo, Minister Counselor for Commercial Affairs, US Embassy and Mr. B. C. Tripathi, CMD, GAIL were also present on this momentous occasion.

Speaking on the occasion, Mr. Dharmendra Pradhan said that the government was working towards making India a gas based economy. He added that the arrival of the first LNG cargo from US was a significant milestone in the direction of realising

adequate availability of natural gas through imports from diversified sources. He further stated that a shift towards a gas based economy would require augmenting domestic production as well as imports. He added that adequate investments in natural gas infrastructure including pipeline, LNG import terminal and City Gas Distribution network was also a focus area for the Government. GAIL will have an optimum portfolio mix of LNG indexed to Henry Hub (HH) and crude oil and the customers will benefit from such a unique price blend. GAIL is one of the early movers to contract US LNG and has 5.8 MMTPA of US LNG in its portfolio. GAIL shall be receiving around 90 cargoes per annum from Sabine Pass and Cove Point LNG terminals. The arrival of this LNG vessel comes close on the heels of formation of Konkan LNG Private Limited, a subsidiary of GAIL, which has recently been demerged from RGPPL.

## NFL achieves Highest Ever Production in 2017-18

National Fertilizers Ltd. (NFL) has achieved the ever highest Urea production of 38,10,250 MT with an overall capacity utilization of 118 percent in the year 2017-18. The Company has registered record sale of fertilizers inclusive of Urea, Imported fertilizers

(DAP, MoP, and NPK) and City Compost. The Company has also achieved ever best turnover of Industrial Products (Nitric Acid, Ammonium Nitrate & Ammonia). The Company's Nangal, Panipat, Bathinda and Vijapur plants also operated with ever lowest energy consumption in 2017-18. Over the

last few years, NFL has steadily transformed from single product to a multi-product Company. NFL today provides all agri inputs such as Urea, DAP, MoP, NPK, Bio-fertilizers, Bentonite Sulphur, City Compost, Seeds, Agro chemicals under the brand-Kisanto farmers under one roof.



# BEML delivers Ultra Modern Metro Train to Kolkata Metro

## State-of-the-Art units are Indigenously Developed & Designed

**B**EML Ltd., the premier manufacturer of Metro Cars, recently delivered the first set of six car metro train unit to Kolkata Metro Rail Corporation (KMRCL). BEML won this contract for supply of 84 nos. standard gauge metro cars (14 trains) to KMRCL East-West Metro Line against international competitive bidding. The total contract value is approx. Rs. 900 crores.

At a function held recently at BEML Bangalore Complex, Mr. D.K. Hota, CMD, BEML delivered the Metro Car Unit to Mr. A. K. Kundu, Director (RS & T), KMRCL. BEML is the first Indian company supplying indigenously developed six car metro train

with Advanced Communication Based Train Control (CBTC) system. The six coach rakes comprise of two Driving Motor Cars (DMC) at either end, LED lightings for energy conservation and latest train protection/control systems. The carrying capacity of each rake is 2068 passengers and with a maximum operation speed capability of 80 kmph. state-of-the-art metro trains are indigenously designed, developed and manufactured by BEML, truly realising the motive of 'Design in India' and 'Skill India' initiatives of the Government. Speaking on the occasion, Mr. D. K. Hota, CMD, BEML, said, "BEML is providing world class metro coaches



Mr. D. K. Hota, CMD, BEML, Mr. A. K. Kundu, Director, KMRCL and senior executive of BEML seen with KMRCL Metro Train.

to urban metro transport. This helps in reducing road congestion and gives impetus to 'Make in India' policy. In associating with KMRCL we are delighted to serve Kolkata metro commuters."

## HAL achieved All Time High Turnover of over Rs. 18K Cr.

**H**industan Aeronautics Ltd. records a turnover of over Rs. 18,000 cr. (provisional and unaudited) for the year ending March 31, 2018 (corresponding figure for the previous year was Rs. 17,605 cr.). The Company expects continued "Excellent" MoU rating for the FY 2017-18 from Government of India on meeting all the relevant parameters related to its performance. During the FY 2017-18, HAL has produced 40 new aircraft/helicopters and 105 new engines. The Company has also carried out overhaul of 220 aircraft/helicopters and 550 engines. The

Company has received order of 41 Advanced Light Helicopters and 8 Chetak helicopters from Indian Armed Forces in the FY 2017-18. In the other major achievements, the Company received Initial Operational Clearance (IOC) certificate for its Light Combat Helicopter (LCH), Certificate of Airworthiness for its civil variant Dornier Do-228 from DGCA, acceptance of Mirage 2000 upgrade by Air HQ after its Final Operational Clearance, first successful run of Hindustan Turbo Shaft Engine -1200 and successful test firing of BrahMos missile from Su-30 MKI etc.

According to Mr. T. Suvarna Raju, CMD, HAL, "The Company strongly supports the Indian Armed Forces with its indigenous and licence manufactured products. The Company has also continued to emphasize on self-reliance towards development of indigenous products, diversification into civil segment, enhancement of capacity, support development of defence manufacturing eco-system by developing domestic vendors (including MSMEs) and enhance outsourcing. These efforts will provide steady growth of the Company and opportunities to capitalize on the future requirements arising for Indian Armed Forces."

## HEC - SIMCO - Latest Generation Dragline Bucket dispatched



**H**EC received an order for manufacture and supply of 15 nos. 24 Cu.M. dragline Buckets from NCL, Singrauli, of order value Rs 102.30 Cr. under global tender. This opened an attractive business prospect for HEC. These dragline buckets are being manufactured in association with SIMCO, Australia, a leading manufacturer of dragline buckets.

A dragline bucket system consists of a large volume bucket which is suspended from a boom of the dragline with rigging arrangement. With the hoist rope powered by large electric drive system in combination with drag system, the bucket is filled and material is handled.

## Handing Over of Fourth Mark IV LCU Class Vessel "L54" to Indian Navy



Rear Admiral V.K.Saxena, IN (Retd) CMD, GRSE and Lt. Cdr. Munish Shetty, Commanding Officer during the handing over ceremony of the "Mark IV LCU vessels - L54".

**T**he fourth of the eight "Mark IV LCU vessels - L54", built by Garden Reach Shipbuilders and Engineers Limited (GRSE), Kolkata, was formally "Handed Over" to the Indian Navy recently at GRSE, Kolkata. L54 is fitted with two MTU 16V 4000 M 53 marine Diesel Engines each fitted with one Fixed Pitch Propeller generating 2 X 1840 KW power. She is also fitted with 2 X CRN-91 indigenous 30mm Guns, 2 X HMG and 4 X MMG to provide artillery fire support during attack missions.

The ship was handed over by Rear Admiral V.K.Saxena, IN (Retd) CMD, GRSE to the Commanding Officer of the ship Lt. Cdr. Munish Shetty at the ceremony held in GRSE recently. Brigadier S.Y. Deshmukh, Chief Staff Officer (Technical) of Andaman and Nicobar Command carried out Final Inspection of the ship prior

to acceptance by the Navy. Mr Sarvjit Singh Dogra, Director (Finance), Mr Asit Kumar Nanda, Director (Personnel) and Cmde. Sanjeev Nayyar IN (Retd), Director (Shipbuilding) and other senior officials of the Indian Navy and GRSE were present at the occasion. As done in the previous two LCU ships L52 & L53, this ship L54 has also been delivered to the Indian Navy with Zero Shipbuilder's liabilities and with successful completion of her Weapon & Sensor trials prior to delivery. Normally this activity is undertaken after the ship is delivered to the Indian Navy.

With the handing over of IN LCU 54, GRSE has once again demonstrated its' commitment to strengthen the maritime security of the Nation, thereby meeting the aspirations that the Country has reposed on this Mini Ratna Shipyard.



# NALCO pays Rs. 546.95 cr. Interim Dividend to Govt.



Dr. Tapan Kumar Chand, CMD, NALCO presenting the dividend cheque to Mr. Narendra Singh Tomar, Union Minister of Rural Development, Panchayati Raj and Mines in the presence of Senior Officials from NALCO and the Ministry.

National Aluminium Company Limited (NALCO), has declared an interim dividend of 94 percent, i.e. Rs4.70 per share of Rs.5/- each, amounting to Rs. 908.48 cr. for the financial year 2017-18, on the paid-up equity share capital of Rs.966.46 cr. This is the highest-ever dividend declared by the company since inception. Mr. Narendra Singh Tomar, Union Minister of Rural Development, Panchayati Raj and Mines was presented a cheque, amounting to Rs.546.95 cr. as interim dividend, by Dr. Tapan Kumar Chand, CMD, NALCO, in the presence of Mr. Haribhai Parthibhai Chaudhary, Minister of State for Mines. Among others, Mr. Arun Kumar, Secretary, Ministry of Mines and Dr. K. Rajeswara Rao, Additional

Secretary, Ministry of Mines, Mr. Bipul Pathak, Joint Secretary, Ministry of Mines Dr. Niranjan Kumar Singh, Joint Secretary, Ministry of Mines, Mr. Anil Kumar Nayak, Joint Secretary, Ministry of Mines, and Ms. Reena Sinha Puri, Joint Secretary & FA, Ministry of Mines were present on the occasion.

The Union Minister Mr. Tomar appreciated the dedicated efforts of Dr. Chand CMD, NALCO and his team for the effective functioning of NALCO and five-fold increase in profit of NALCO in third quarter of this financial year. It may be mentioned that since inception, NALCO has paid a total of Rs.7273.59 cr. as dividend including Rs.5918.39 cr. as share of Govt. of India.

## NRL bags Order for supply of Diesel to Bangladesh

Bangladesh Petroleum Corporation (BPC) will import approx. 66,000 Metric Tonnes (MT) [ @ 2,200 MT per railway rake] of High Speed Diesel equivalent to 30 rakes from Numaligarh Refinery Ltd. in the period between May 2018 to Dec 2018. The exports will be effected from NRL's Siliguri Marketing Terminal to Parbatipur Depot of Bangladesh Petroleum in Bangladesh. This was decided in a meeting between NRL and BPC in Shillong. The Bangladesh team was by led by Mr. Abu Hena Md. Rahmatul Muneem, Chairman, BPC and Secretary to Govt. of Bangladesh while NRL team was led by Mr. B. Ekka, Senior Chief General Manager (Marketing & BD). It may be recalled that a goodwill rake containing 2,284 MT of HSD from NRL's Siliguri Marketing Terminal to Bangladesh was flagged off recently by the Prime Minister of India Mr. Narendra Modi and his Bangladesh counterpart Sheikh Hasina through remote device from New Delhi. Earlier, Minister of State (I/C) for Petroleum and Natural Gas, Mr. Dharmendra Pradhan, flagged off a rail rake consignment carrying 2200 MT of HSD from NRL's Siliguri Marketing Terminal to Parbatipur Depot of Bangladesh Petroleum Corporation. So far, NRL has exported 13 rakes to Bangladesh since commencement of exports in March 2016.

# IREDA & European Investment Bank sign Euro 150 million Loan Agreement for Renewable Energy Financing in India

More than 1 million Indian Households to benefit from the new initiative

European Investment Bank (EIB) and Indian Renewable Energy Development Agency Ltd. (IREDA) signed a loan agreement for a second line of credit (LoC) of Euro 150 million on non-sovereign basis in New Delhi recently. The line of credit is for tenure of 15 years including a grace period of 3 years, and will be used for financing Renewable Energy and Energy Efficiency projects in India. More than 1.1 million households are expected to benefit from clean energy produced with these funds.

The loan agreement was signed by Mr. K. S. Popli, CMD, IREDA and Mr. W. Hoyer, President, EIB in the presence of Mr. R. K. Singh, Union Minister of State (IC) Power and New & Renewable Energy and Mr. Anand Kumar, Secretary, MNRE.

Speaking about India's fascinating journey to electrify every single village, Mr. R. K. Singh said, "There are villages in Ladakh and Arunachal Pradesh where you track on foot for three to four days to reach. Our aim is to bring electricity to even these remote places... We have decided to go green, as we have a responsibility to future generation and the planet."

Highlighting the fact that renewable energy (RE) has now become economically viable, he said that



Mr. K. S. Popli, CMD, IREDA and Mr. W. Hoyer, President, EIB in the presence of Mr. R. K. Singh, Union MoS(IC), Power and New & Renewable Energy and Mr. Anand Kumar, Secretary, MNRE during the Loan Agreement Signing Ceremony.

companies bidding for RE projects are getting funds from all over the world... Today, many countries want us to share our experience in this field."

Mr. Anand Kumar, Secretary, MNRE said that two factors- efficient technology and easy finance, are important for the success of renewable energy sector. He expressed confidence that India will exceed its target of 175 GW renewable energy by 2022.

Mr. K. S. Popli, CMD, IREDA said that the speed with which the second line of credit was negotiated shows the mutual confidence and comfort that EIB and IREDA had developed after working with each other for last 4 years. Moreover, the EIB has

extended this line of credit without insisting for sovereign guarantee from Government of India, which also shows their commitment and confidence in the sector, he added. Mr. W. Hoyer, President, EIB appreciated India's role in International Solar Alliance and its commitment to Paris climate deal. He said that with much sunlight, solar energy is evidently a solution here. Mr. Tomasz Kozlowski, Ambassador of the European Union to India was among the dignitaries present along with other senior officials of MNRE, IRDEA and EIB. IREDA & European Investment Bank sign Euro 150 million Loan Agreement for Renewable Energy Financing in India



# Battery-Operated Vehicle Service at Puri railway station under Swachh Iconic Project



Dr. Tapan Kumar Chand, CMD, NALCO and Mr. Braj Mohan Agarwal, Divisional Railway Manager, Khurda flagging off the Battery Operated Vehicle Service.

**I**n keeping with its objective of inclusivity and all round development of Puri as a Swachh Iconic Place, NALCO recently launched battery-operated vehicle service free of cost, at Puri railway station for senior citizens, differently-abled passengers and sick people, in association with Khurda Railways Division.

The free-battery operated vehicle service was flagged off by Dr. Tapan Kumar Chand, CMD, NALCO and Mr. Braj Mohan Agarwal, Divisional Railway Manager, Khurda. The initiative will benefit passengers travelling to Puri, which is an internationally-acclaimed religious and tourist destination.

Dr. Chand, CMD, NALCO, said, 'NALCO is a symbol of pride in Odisha and the country. This battery-operated vehicle service

will be free of cost to senior citizens, specially-abled persons and sick passengers. As a responsible corporate citizen, we have undertaken several projects to promote and develop Puri under Prime Minister's Swachh Iconic Place project. Stressing on scaling up this initiative, Dr. Chand added, "Battery-operated vehicle service will also be provided from Jagannath Ballav to Lord Jagannath temple, which will help in decongestion of Grand Road and enable the pilgrims to visit the Temple."

Praising NALCO for this noble initiative, Mr. Braj Mohan Agarwal, Divisional Railway Manager, Khurda, complimented Dr. Chand for readily agreeing to provide battery-operated vehicles proposed by Railways in Puri, Bhubaneswar and Cuttack

stations. Further, he said, "This initiative will benefit lakhs of people visiting Puri. NALCO is carrying out a number of CSR projects in this historic place and contributing to Puri's development. We are very proud to work with NALCO in CSR activities." An MoU was also signed between Railways and NALCO, in presence of senior railway officials and NALCO executives.

Under the Swachh Iconic Place Project, NALCO is carrying out a number of activities, including, development and beautification of Gandhi Park, multi-storeyed car parking at sea beach, renovation of Niladri Vihar museum inside Jagannath Temple, providing access to drinking water at various spots in the city, development of heritage corridor, among other initiatives.

# BHEL secures Rs.736 Cr. Order for Nuclear Steam Generators

**B**harat Heavy Electricals Limited (BHEL) has secured a significant order worth Rs.736 Cr. for supply of Steam Generators from Nuclear Power Corporation of India Limited (NPCIL). The order has been received against competitive bidding.

The Steam Generators will be used for a 700 MWe Pressurised Heavy Water Reactor (PHWR) to be installed at Gorakhpur Haryana Anu Vidyut Pariyojna (GHAVP) in Fatehabad district of Haryana. The Steam Generators will be manufactured at the Tiruchirappalli plant of BHEL.

BHEL has been a pioneer in the design and development of Nuclear Steam Generators along with NPCIL and has so far supplied 38 Steam Generators for various Nuclear power installations in the country. Currently, BHEL manufactured Steam Turbine Generator sets contribute nearly half of the country's total installed Nuclear power capacity.

Significantly, BHEL is the only Indian company associated with all the three stages of the Indian Nuclear Power Programme - the first stage Pressurised Heavy Water Reactors (PHWR), the second stage Fast Breeder Reactor (FBR) and the third stage Advanced Heavy Water Reactor (AHWR) and has been a partner for over four decades in the development of the indigenous Nuclear Power Programme since its inception.



Nuclear Steam Generator.

## BHEL commissions first unit of Kishanganga HEP in Jammu & Kashmir

Bharat Heavy Electricals Limited has successfully commissioned the first 110 MW generating unit of the prestigious 330 MW Kishanganga Hydro-Electric Project (HEP) in Jammu & Kashmir (J&K), being developed by NHPC Ltd.

Located on the river Kishanganga, a tributary of the river Jhelum, in Bandipora district of J&K, the three units of Kishanganga HEP on being commissioned, will be able to generate 1,350 Million Units (MU) of clean electricity annually. The balance two units are also in advanced stages of commissioning.

BHEL was entrusted with execution of the Electro-Mechanical (E&M) package for the project comprising design, manufacture,

supply, installation and commissioning of Vertical Shaft Pelton Turbines and matching synchronous Generators, Controls & Monitoring (SCADA) System along with electrical and mechanical auxiliaries.

The equipment was supplied from BHEL's manufacturing units at Bhopal, Jhansi, Rudrapur and Bengaluru while the execution of works on site was carried out by the company's Power Sector Northern Region division and Transmission Business Group.

In the state of J&K, BHEL has so far commissioned 31 Hydro sets with a cumulative capacity of 1,257 MW. BHEL is presently executing hydroelectric projects of more than 2,900 MW in the country and 2,940 MW in Bhutan which are under various stages of implementation.



## National Fire Service Day celebrated at GSL



National Fire Safety Day being observed at GSL.

The National Fire Service Day was observed at Goa Ship Yard Ltd. Vasco-da-Gama, Goa. Mr. Rajendra V. Arlekar Ex. Speaker, Goa Legislative Assembly and Ex Minister of Forest & environment, Govt. of Goa and RAdm. (Retd.) Shekhar Mital, NM, CMD, GSL graced

the occasion along with other higher officials of the company and Dy. Commandant/CISF D M Tiwary, Insp/Fire Ajit Anand, Insp/Exe U P Singh along with all ranks of CISF Unit GSL. Floral tributes were paid to the gallant fire service personnel who laid their lives while combating the

devastating fire and explosion at Vitoria Docks at Bombay Port on April 14, 1944 during Second World War. During his speech the CMD stressed for adopting reliable safety in every sphere of life and motivated all for developing a strong safety culture in the yard for making the yard a fire free zone.

RAdm Shekhar Mital emphasized on importance of observing fire safety, not only work but also at other places including homes. He reiterated that fire incidences can be avoided by taking simple and small steps towards fire safety in our day-to-day life style. RAdm Shekhar Mital announced the start of National Fire Service week - 2018 (14<sup>th</sup> April to 20<sup>th</sup> April 2018).

## KIOCL's Pellet Production surpasses 2 MTPA

KIOCL LTD. recorded robust turnaround after a span of a decade. During the 43rd Company Day celebration at corporate office, CMD, Mr. M. V. Subba Rao, stated in his address that the company has produced 2.32 million tons of pellets and dispatched 2.30 million tons against the MOU target of 1.925 million tons under excellent category. Further, he stated that for the first time with bought out ore we have exported 1.45 million ton and also entered into markets of Japan, South Korea etc. The Company has processed different types of ores and tuned the Pellet Plant

to process any type of ore made available for production. While congratulating all the employees for achieving the above success, CMD gave credit to them for their team spirit, dedication, hard work with which company could achieve this goal. He also said about the Company's endeavor to continuously explore opportunities to create new epicenters of growth. The primary focus should be to create new fountainheads of value creation while continuing to expand the existing flanks of value creation.

Further, he stated that due to efficiency in production, swift



Mr. M. V. Subba Rao, CMD, KIOCL, addressing the 43rd Company Day Celebrations at Bengaluru.

decision making in exploiting market opportunity and implementing the "Make in India" concept, KIOCL has achieved this feat.

# MCL breaks 6 lakh Tonne Daily Coal Production Barrier

Setting a new record in daily coal production, Mahanadi Coalfields Limited (MCL) produced 6.36 lakh tonne dry fuel recently, which is the highest ever by any coal company in the country.

Congratulating the Team MCL for surpassing the six lakh tonne production figure in a day, CMD, Mr. A. K. Jha recently said the synergy of efforts from top to the lowest ranks working in the mine projects have made the company produce 6.36 lakh tonne in a day.

“I am proud of my team and confident that we can achieve even higher targets” said the CMD. MCL, a flagship subsidiary of Coal India Ltd., is consistently growing and achieving new milestones despite several operational constraints.

## MCL Coal Production Grows 2.8% at 143 MT

Mahanadi Coalfields Limited (MCL) recorded its highest ever coal production at 143.06 million tonnes during the year ended on March 31, 2018, which is 2.8 per cent up against 139.21 million tonne dry fuel mined during 2016-17. Addressing a press conference recently, Mr. A. K. Jha, CMD, said, “MCL has been able to produce more than 143 million tonne (coal) despite several operational constraints. It is a result of cooperation we have got from all our stakeholders”.

The company, which celebrates 27<sup>th</sup> foundation day on April 3, is



Mr. A. K. Jha, CMD, MCL addressing the Press Conference.

the second largest coal producing subsidiary of Coal India and contributes to 25 per cent of its total production. Mr. J. P. Singh, Director (Technical/ Operations), Mr. L. N. Mishra, Director (Personnel), Mr. Munawar Khurshed, Chief Vigilance Officer, Mr. O. P. Singh, Director (Technical/ Projects & Planning) and Mr. K. R. Vasudevan, Director (Finance) were also present at the press conference. The company, which operates 15 open cast and 5 underground coal mines in Angul, Jharsuguda and Sundergarh districts of Odisha, has supplied 138.27 million tonne dry fuel to consumers, 112 million tonne of which was dispatched through eco-friendly mode i.e. railways, Merry Go Around (MGR) belt etc.

The company has registered 12 per cent growth in over burden removal at 138.17 MCuM, which will add to its future growth

in coal production, Mr. Jha informed. The CMD said MCL had made Rs 1,300 crore capital expenditure during the last fiscal, which would be a foundation for its future growth plans.

MCL is also setting-up 10 MT annual capacity coal washers two each in Ib Coalfields and Talcher Coalfields, Mr. Jha said, asserting that company is committed to reduce the impact of air pollution in its operational zones.

MCL has made 92 per cent of total coal production at 131 million tonne through eco-friendly surface miners while dispatch via eco-friendly mode was 81 per cent during the financial year ended recently.

Referring to the CSR, Mr Jha said the company is top spender in Odisha under CSR and about Rs 180 crore were spent last year on comprehensive CSR activities.



## Home Minister lays Foundation Stone for Redevelopment of Railway Stations at Lucknow by NBCC

Union Home Minister, Mr. Rajnath Singh recently laid the foundation stone for Redevelopment of Gomti Nagar & Charbagh Railway Stations at Lucknow. The redevelopment project is being executed by NBCC (India) Ltd.. The company has been entrusted with the Redevelopment of 10 Railway Stations across India. The other dignitaries who were present during the ceremony were Mr. Piyush Goyal, Union Railway and Coal Minister and Dr. Anoop Kumar Mittal, CMD, NBCC.

The redevelopment of these Railway stations shall be carried out in phases and the estimated project cost of Phase 1 is approx. Rs 374 Cr. and Rs 1206 Cr. for Gomti Nagar and Charbagh respectively. NBCC shall be executing this project on a self-revenue generation model by commercial utilization of vacant railway land parcels. NBCC which has wide experience in constructing and developing modern day infra

will carry out the redevelopment of these railway stations on lines of Smart Development to enhance passenger amenities, create congestion-free station premises, seamless integration with other modes of transport and passenger friendly services; while incorporating Green Building and Energy efficient features.

“The re-development work related to the expansion & modernization of railway stations, beautification of railway premises and building world-class infrastructure, is in line with the government’s thrust to make railways as the preferred choice for travel; and NBCC is proud to be a partner of Ministry of Railways” said Dr. Anoop Kumar Mittal, CMD, NBCC. “We will deploy the best of manpower and resources to mark this as an iconic structure in the Lucknow city”, he added. The company is working towards transforming the landscape of cities and towns for the ultimate realization of the “New India” vision.

Union Home Minister, Mr. Rajnath Singh and Mr. Piyush Goyal, Union Railway and Coal Minister at the foundation stone laying ceremony.



## World Water Day at NTPC



Padmashree (Ms) Naina Lal Kidwai, Mr. Saptarshi Roy, Director (HR) Mr. Vinod Kumar, Independent Director and Mr. A K Bhatnagar, ED (PMI) NTPC releasing the compendium

NTPC celebrated World Water Day recently to commemorate the occasion, Power Management Institute (PMI) organized a talk by Padmashree (Ms) Naina Lal Kidwai, as part of PMI Eminent Speaker Series on theme “Making Every Drop Count”.

A compendium of “NTPC Practices & Initiatives in Water Conservation” encompassing best practices and initiatives of NTPC was also released on this occasion by Mr. Saptarshi Roy, Director (HR) accompanied by Padmashree (Ms) Naina Lal Kidwai, Mr. Vinod Kumar, Independent Director and Mr. A K Bhatnagar, ED (PMI)

The program was attended by a large number of employees and was also telecasted live to all offices and locations of NTPC.

## Relocated Renal Care Unit inaugurated at NLCIL

On the occasion of the World Kidney Day, the new premises of the Renal Care Unit (RCU) was inaugurated by Dr. Sarat Kumar Acharya, CMD, NLC India Limited in the presence of the Functional Directors Mr. Rakesh Kumar, (Finance), Mr. V. Thangapandian, (Power) and Mr. R. Vikraman, (Human Resources). The inaugural function was attended by senior officials, doctors, representatives of Unions and Associations, Federation and hospital staff. Mr. M. K. Jha, General Superintendent, NLCIL General Hospital welcomed the gathering. Dr. C. Dharini Mouli, incharge of RCU presented a report about the inception of RCU in 1988 and its expansion since then. The RCU

has a state of the art automatic reverse osmosis plant, automatic dialyser reprocessor and bicarb mixture to ensure the best quality dialysis to the patients. An average of 575 dialysis are performed per month and till date 1.5 lakh sessions have been done. At present there are 10 dialysis machines in the unit and procurement of four more machines is under process. Dr. Packiamary Jerome, proposed the vote of thanks. Dr. V. Subramani was the master of ceremonies. Dr. Venkatesh, Nephrologist from Chennai delivered outstanding scientific address for doctors on "Chronic Kidney Disease (CKD)- Misconceptions and conclusions" at the Mini Auditorium of NLC India General Hospital. He also



Dr. Sarat Kumar Acharya, CMD, NLC India Ltd. after unveiling the plaque on the occasion of the inauguration of relocated Renal Care Unit (RCU) at the NLCIL GH Complex. Also seen are Functional Directors of NLCIL Mr. Rakesh Kumar, Mr. V. Thangapandian, and Mr. R. Vikraman, (Human Resources), Dr. M. K. Jha, General Supdt.,/ NLCIL GH and Dr. C. Dharini Mouli, incharge of RCU.

addressed a Public Awareness Programme at Learning and Development Centre, Neyveli on the topic "Awareness on CKD".

## Pawan Hans pays Dividend to GoI

Pawan Hans registered a remarkable Profit After Tax (PAT) of Rs. 242.78 cr. during 2016-17 and paid dividend of Rs.36.99 cr. to GOI and ONGC for the financial year 2016-17 recently at Ministry of Civil Aviation, Rajiv Gandhi Bhawan, New Delhi. The cheque of Rs.18.86 cr. for the financial year 2016-17 was presented to the Minister of Civil Aviation Mr. Suresh Prabhu by Dr. B.P Sharma, CMD, Pawan Hans in the presence of Minister of State for Civil Aviation Mr. Jayant Sinha, Secretary, Civil Aviation, Mr. R.N. Choubey and other senior officials of Ministry and Pawan Hans. Pawan Hans has also outlined its Business Road Map-2025 for its overall



Dr. B. P. Sharma, CMD, Pawan Hans handing over dividend cheque to Minister Mr. Suresh Prabhu in the presence of Gargi Kaul, Addl. Secretary, Rubina Ali, JS, MoCA.

business expansion in Operational Services (Helicopters, Seaplanes and Small Fixed Wing Aircrafts), Training & Skill Development, Business Development & Projects (MRO, Heliports/Helipads) and Consultancy Services & Foreign Projects and RCS - UDAN-II and also to be 100 helicopters

company by 2025. Under RCS-UDAN-II scheme of GoI, PHL won 11 Helicopter routes to connect various small towns in Uttarakhand, Himachal, Manipur and Assam etc. PHL has also launched its regular helicopter services for Daman -Diu-Daman sectors in association with Daman & Diu Admi. recently.



## CMD, OIL calls on Chief Minister, Manipur



Mr. Utpal Bora, CMD, OIL meeting Mr. Nongthombam Biren Singh, Chief Minister, Manipur at Imphal.

**M**r Utpal Bora, CMD, Oil India Ltd. (OIL) along with Dr. P. Chandrasekaran, Director (E&D) and a team from OIL called on the Chief Minister of Manipur, Mr Nongthombam Biren Singh recently at Imphal. The meeting was attended by concerned ministers and officials of the state government. Mr Utpal Bora apprised Chief Minister about the ongoing activities in Manipur carried out by OIL under the National Seismic Programme (NSP), a flagship program of the Government of India under the Ministry of Petroleum and Natural Gas. The NSP aims to

undertake a fresh appraisal in all sedimentary basins across India, especially where no/scanty data is available, to have a better understanding of the hydrocarbon potential of India.

Under this programme, Oil India was assigned to carry out 870 km line seismic survey in Manipur out of which only 4.5 km could be achieved in the last field season. CMD, OIL, sharing the present status of the project, mentioned that there are a lot of apprehension amongst the local people regarding the ongoing survey activities in Manipur which have resulted in resistance towards the activities and eventual stoppage

of the work. He also informed that OIL had assigned the job to M/S Asian Oil who deployed two crews in Jiribam area but both the crews could not make any remarkable progress in this field season because of these reasons.

The meeting was attended by Mr Thongam Biswajit Singh Minister of Trade, Commerce and industries, Mr Rajani Ranjan Rashmi, Chief Secretary Manipur, Mr Paulungthang Vaiphei Principal Secretary, Dr. J. Suresh Babu Addl Home Secretary, Mr L. M. Khaute DGP Police, Mr. Maranchan Laikham, Director Trade, Commerce and Industry, Mr SI Sharma, Director Geology and Mining Division Manipur. The OIL's team also included Mr Rajib Sharma Executive Director (Basin Manager), Mr. GVJ Rao, Chief General Manager (HOD-Geophysics), Mr. Koustav Dasgupta, Dy. Chief Geophysicist, and Mr. Salim Jabeed Suptdg Geophysicist (NSP). Mr Rohit Agarwal, Director M/S Asian Oil, Mr Atul Bhoil, Vice President (Operations) M/s Asian Oil, Mr Praveen Kumar (Party Manager, Manipur Crews) M/s Asian Oil were also present on the occasion.

Glimpses from the Meeting.



## IndianOil Champions shower India with 11 striking wins

Gold Coast  
2018  
XXII Commonwealth Games  
QUEENSLAND



**Congratulations to IOCians for making the nation proud  
with record-smashing wins at CWG 2018**



### 4 GOLD MEDALS

- **Manika Batra**  
Table Tennis Women's Singles
- **Manika Batra**  
Table Tennis Women's Team Event
- **Sikki Reddy & K Srikanth**  
Badminton Mixed Team Event
- **Sharath Kamal**  
Table Tennis Men's Team Event



### 4 SILVER MEDALS

- **Kidambi Srikanth**  
Badminton Men's Singles
- **Manika Batra**  
Table Tennis Women's Doubles
- **Sharath Kamal**  
Table Tennis Men's Doubles
- **Mehuli Ghosh**  
10-m Women's Air Rifle



### 3 BRONZE MEDALS

- **Manika Batra**  
Table Tennis Mixed Doubles
- **Sharath Kamal**  
Table Tennis Men's Singles
- **Sikki Reddy**  
Badminton Women's Doubles

...and Our Dedicated Coaches : Sh.Gopichand (Badminton), Sh. Soumyadeep Roy (Table Tennis)



2018  
YEAR OF TRUST





Standing Conference of Public Enterprises

# Workshop on "Strategic Performance Measurement"

## Dates & Venue

17<sup>th</sup> -18<sup>th</sup> May, 2018 at SCOPE Convention Centre, New Delhi.

## Objectives

- Understand key strategic Objectives to translate it into operational goals
- Acquire insights and skills in the identification and development of performance measures
- Operationalize performance measures

### Participation

Middle & Senior level  
Executives in level E-3  
and above (both  
men & women)

### Academic Collaborator & Resource Person

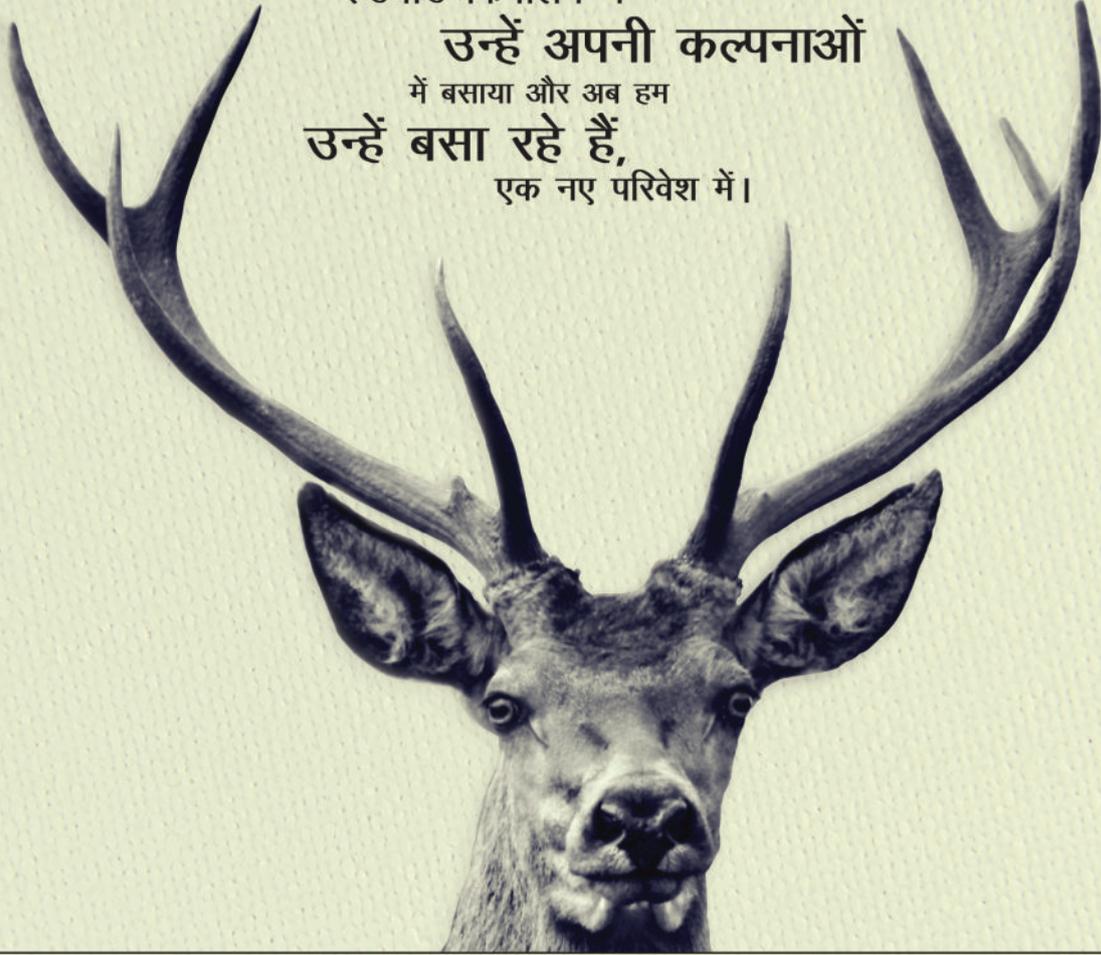
Mr. Ashok Bhat, Director, Mindshare  
HR Consultancy Pvt. Ltd.,

Dr. Punam Sahgal, Former Dean and  
Professor (Organizational Behaviour),  
IIM, Lucknow

### Program Coordinator

Mr. R.K. Vasudeva, Joint Advisor (Programs),  
Phone: 011-24365158, Mob.: 98101-891089,  
Fax: 011-24361371, e-mail: scopecfd@yahoo.in

रुडयार्ड किपलिंग ने  
उन्हें अपनी कल्पनाओं  
में बसाया और अब हम  
उन्हें बसा रहे हैं,  
एक नए परिवेश में।



“ओएनजीसी बारासिंघा (ईस्टर्न स्वैम्प डीअर) संरक्षण परियोजना”  
एक दुर्लभ प्रजाति को विलुप्त होने से बचाने के लिये  
ओएनजीसी की सीएसआर पहल।

असम में पाये जाने वाले बारासिंघा या ईस्टर्न स्वैम्प डीअर (*Rucervus duvaucelii ranjitsinhi*) आज विलुप्त होने की कगार पर है। प्रसिद्ध लेखक रुडयार्ड किपलिंग ने जिस से मंत्रमुग्ध हो कर उसकी सुन्दरता को अपनी दूसरी किताब 'द सेकंड जंगल बुक' में कैद किया हो, उस जीव के लिये यह काफी दुखद स्थिति है।

ओएनजीसी ने इस प्रजाति को विलुप्त होने से बचाने के लिये अपने कदम बढ़ाये, और वो भी बिल्कुल सही समय पर।

इसके पहले चरण के अन्तर्गत इनकी अनुमानित आबादी, अनुकूल पर्यावरण, पशु-चिकित्सा अंतःक्षेप एवं सामान्य अध्ययन और जागरूकता अभियान किया गया। इनके स्थानांतरण के लिये मानस राष्ट्रीय उद्यान को चुना गया, जो इनके रहने के लिये बिल्कुल उपयुक्त स्थान था।

काजीरंगा राष्ट्रीय उद्यान से 19 बारासिंघो को मानस में स्थानांतरित करना बहुत ही कठिन काम था। योजना के इस अत्यंत कठिन दूसरे चरण को दक्षिण अफ्रीका से बुलाये गये वन्यजीव विशेषज्ञों ने बहुत खास तरीके से अंजाम दिया। 19 बारासिंघो का स्थानांतरण खास तंबुओ में किया गया, जिनको अन्दर से उनके प्राकृतिक आवास जैसा ही बनाया गया था। कुछ ही महीनों में 6 नवजात बारासिंघो ने झुण्ड में जुड़कर, स्थानांतरण की खुशी को दुगना कर दिया।

इस योजना के विस्तार के तीसरे चरण के अन्तर्गत 20 अतिरिक्त बारासिंघो का स्थानांतरण किया जा रहा है।

यह परियोजना संतुलित पर्यावरण की ओर ओएनजीसी की एक शुरुआत है। लुप्तप्राय प्रजातियों का संरक्षण करने के लिये प्रेरित, हमारा संगठन प्रकृति की असली सुंदरता को बनाये रखने के लिये प्रतिबद्ध है।



ऑयल एण्ड नेचुरल गैस कॉर्पोरेशन लिमिटेड

पंजीकृत कार्यालय:- पंडित दीनदयाल उपाध्याय ऊर्जा भवन, 5, नैलसन मण्डेला मार्ग, वंसत कुँज, नई दिल्ली-110070

दूरभाष: 011-26752021, 26122148, फैक्स: 011-26129091 www.ongcindia.com f/ONGC Limited @ONGC