



KALEIDO SCOPE

STANDING CONFERENCE OF PUBLIC ENTERPRISES

SCOPE represents PSEs at Ministry of Labour & Employment Consultation Meeting on Draft Rules under four Labour Codes



SCOPE webinar on Competition Law in association with Competition Commission of India



SCOPE webinar on Strengthening HR strategies



MSTC Stimulating e-Governance through innovative e-Commerce solutions



DEEP (Discovery of Efficient Electricity Price)

e-bidding & reverse auction portal developed for power procurement by DISCOMS on Short/Medium/Long Term on behalf of Ministry of Power

SHAKTI (Scheme for Harnessing and Allocating Koyala)

MSTC provided a tailor made software solution for execution of the scheme online for allocation of coal linkage for regulated sector

UDAN (Ude Desh Ka Aam Nagarik)

Regional Connectivity Scheme-Developed portal for Ministry of Civil Aviation



Coal Linkage e-auctions

e-bidding platform developed for allocation of coal linkages for non-regulated sectors by CIL/SCCL

e-RaKAM

Developed an e-platform for farmers to sell agricultural produce on pan India basis. The portal is a joint initiative by MSTC and Central Warehousing Corporation arm CRWC

Agri-Products for NE

MSTC in collaboration with NERAMAC & CRWC has developed a portal for sale of different Agri-produces like Ginger, Pine apple, broom stick etc

M3 MSTC Metal Mandi™

Developed 'M3' portal, which is a virtual marketplace for B2B & B2C transactions for sale and purchase of iron, steel and Non Ferrous products especially

Allocation of Mineral Blocks:

Two-stage e-Auction System (Technical Bid with IPO-Initial Price Offer first, then Forward e-Auction) developed for Mining Lease & Composite License on behalf of Ministry of Mines (MOM)

Other Milestones....



Red Sander Wood multi-currency Auctions for AP/Telangana forest Department



Timber auctions for Kerala forest Department



Developed Portal for Export of Petroleum Product for IOCL



TTD Price Quantity Human Hair auctions

www.mstcindia.co.in

www.mstcecommerce.com



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KALEIDOSCOPE
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Message by CHAIRMAN



India has buoyantly entered the New Year with the same persistent indomitable spirit. The same spirit is now further strengthened with the battling economy looking towards resurgence and revival. As the country starts to record the lowest number of Corona cases in over seven months, the pandemic seems to be waning down. The vaccination drive in the country is indeed a remarkable change in the prevalence of uncertainty and is sure to open the gates of opportunities in many sectors. In this regard, the role of Public Sector Enterprises (PSEs) will once again be imperative. PSEs made exemplary and appreciative contribution in rebuilding and recovery efforts during the pandemic.

The International Monetary Fund (IMF) recently projected an 11.5 percent growth rate for India in 2021, making the country the only major economy of the world to register double-digit growth this year amidst the coronavirus pandemic. The Government of India is taking a series of significant initiatives to achieve V-shaped economic recovery of the country.

As the Government continue to support and strengthen the economy, SCOPE has taken upon itself to actively engage with the Government, regulatory bodies and policy makers for creating conducive policy framework to safeguard interests of PSEs and improving their competitiveness and thus promoting excellence and sustainability. SCOPE prepared and submitted to Ministry of Finance and Ministry of Corporate Affairs a Pre-Budget Memorandum - Recommendations for the Budget, for consideration in Union Budget 2021.

The greater the crisis, the greater the learning has

been the mantra for SCOPE in the year gone by. SCOPE virtual symposiums have over the last one year covered several topics pertinent to PSEs in India, while continuing its work on capacity building of PSEs; SCOPE has also been taking a series of studies on important areas like climate change, leadership and women empowerment. To recognise the significant contribution of PSEs towards organisational growth as well as growth of national economy, SCOPE Eminence Awards have been instituted which received an overwhelming response from public sector fraternity. Meanwhile, adapting to the latest trends SCOPE will continue to reinvent itself and discover newer avenues to benchmark its programs and initiatives as per the global standards.

Enunciating the great teachings of the Father of Nation and their relevance in the present-day socio-political milieu has been an important facet of SCOPE's Journey. As part of this, SCOPE has been organising lectures and seminars to commemorate the Martyrs' Day. SCOPE organized a webinar on 'Gandhian Perspective for Value Based Governance' to commemorate 73rd Martyrs' Day.

As always, I once again encourage and urge all PSEs to take advantage of these symposiums that not only offers an elite platform for effective deliberations but also gives a great learning experience of latest business trends for all. Owing to your continuous support and feedback only, SCOPE has been able to successfully conduct these programs and respond, recover and thrive in the current scenario. As Dr. A. P. J. Abdul Kalam said, in a democracy the well being, individuality and happiness of every citizen is important for the overall peace, prosperity and happiness of the nation, I hope PSEs, besides operational efficiency and commercial viability will stand firm with optimism and continue its focussed approach not only for nation building but for the safety of lives and livelihoods as well.

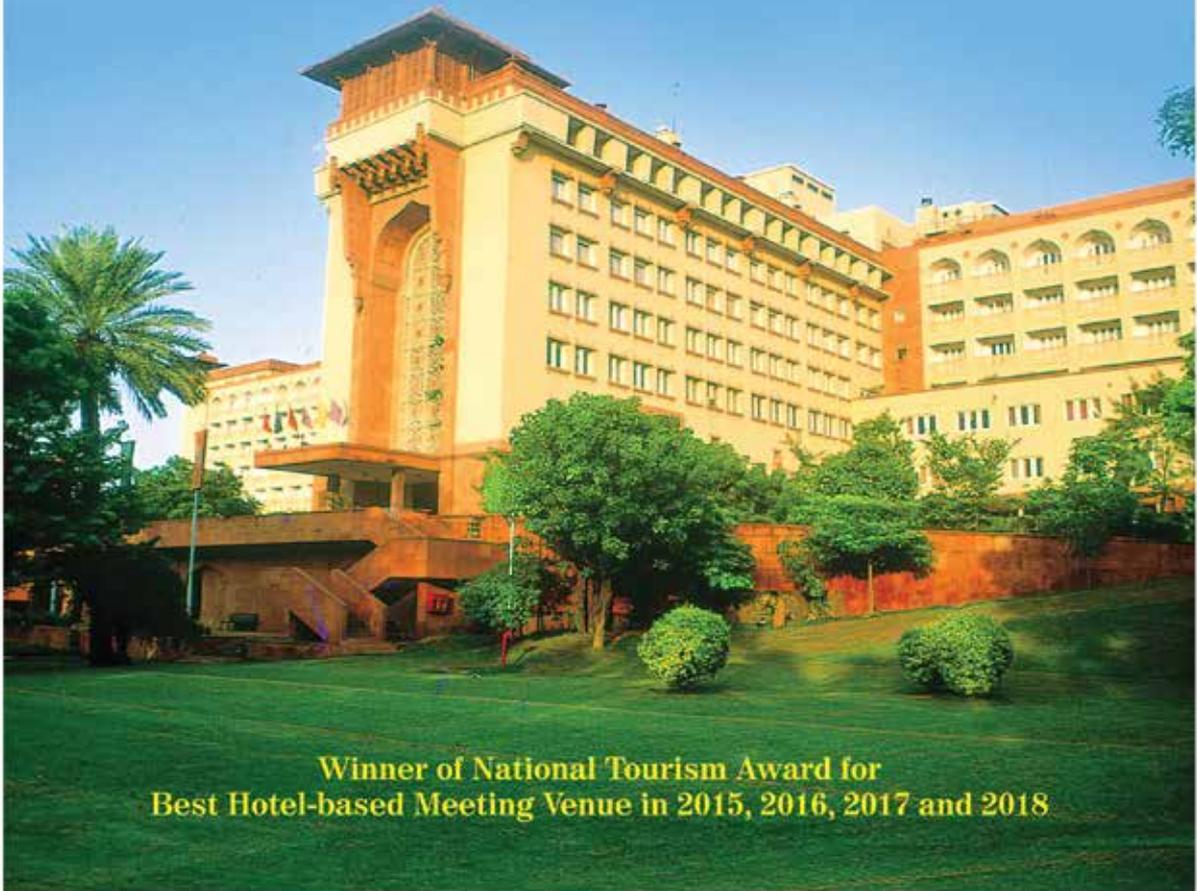
Stay Safe! Stay Healthy!


Rakesh Kumar
Chairman, SCOPE



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Director General's Desk

Rising above the trepidations of the pandemic in the year gone by economies around the globe including India, are all set to resurge towards a brand new year of opportunities. As our country celebrates the 72nd Republic Day, efforts are being made to push the economy on the growth trajectory. The Union Budget 2021 will focus on accelerating growth, stimulating demands, attaining self-reliance and long term revival of the economy.

As India is a labour intensive economy, the importance of Labour laws remains indomitable. SCOPE, on its part has continued to represent Public Sector at the various forums. Recently, SCOPE participated in a series of Consultation Meetings under the Chairmanship of Hon'ble

Minister of State (I/C) for Labour & Employment with the representatives of the Central Trade Unions and the representatives of Employers' Associations on the Draft rules under four labour Codes.

Creation of conducive learning and development opportunities remains one of the guiding principles of SCOPE. Owing to the importance of Competition Law in the present environment, a webinar was organized with Competition Commission of India chaired by Mr. Ashok Kumar Gupta, Chairperson, CCI. The present pandemic has magnified the role of Human Resources in organisations and to deliberate on these dynamic shifts, a webinar with industry stalwarts was held on 'Strengthening HR Strategies in Emerging Business Scenario.'

SCOPE also continues to collaborate with International organisations and a virtual meeting with Secretary General, International Organisation of Employers (IOE), Geneva was held recently, to strengthen collaborations between SCOPE and IOE. Various studies, research, workshops are also being planned and future associations are being charted out for enhancing capacities of PSEs.

Commemorating the 73rd Martyrs' Day, SCOPE Gandhian Forum for Ethical Governance organized a webinar, recalling the teachings of our Father of the Nation in these times of crisis.

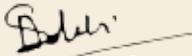
SCOPE has announced SCOPE Eminence Awards 2019-20 to encourage and motivate PSEs and their leaders to achieve higher goals of excellence and we would like to thank all for the enthusiastic participation. Our renewed impetus towards becoming a more proactive and vivacious organization continues as we undertake novel initiatives for effective policy advocacy, skill enhancement and capacity building of PSEs and I look forward to the continued support of our members in the same.

Programmes & Initiatives launched (since last issue of KALEIDOSCOPE)

- Symposium on Competition Law in association with Competition Commission of India – **12th January, 2021**
- Symposium on Strengthening HR strategies in Emerging Business Environment – **23rd January, 2021**
- SCOPE Celebrates 72nd Republic Day- **26th January, 2021**
- Symposium on Gandhian Perspective for Value Based Governance- **30th January, 2021**

Programmes & Initiatives in offing

- Symposium on Implications of Union Budget 2021- **3rd February, 2021**
- Training Needs Assessment Report: Joint publication of SCOPE & GIZ, Germany
- SCOPE APSE's Online Executive Development Program for Executives of CPSEs


Atul Sobti

Director General, SCOPE

SCOPE webinar on Competition Law in association with Competition Commission of India



Mr. Ashok Kumar Gupta, Chairperson, CCI; Mr. Atul Sobti, DG, SCOPE; Mr. A. K. Tiwari, Director (Finance), GAIL; Dr. K. D. Singh, Director (Law), CCI; Mr. Ashok Kumar Juneja, ED (CC&M), NTPC and Mr. K. R. M. Rao, ED (C&P), GAIL during the webinar.

In view of the critical role of fair market and competition in promoting consumer welfare, Standing Conference of Public Enterprises (SCOPE) organized a webinar on 'Competition Law' in association with Competition Commission of India (CCI) on 12th January, 2021.

Mr. Ashok Kumar Gupta, Chairperson, CCI delivered the key note address. The webinar was also addressed by Mr. Atul Sobti, DG, SCOPE; Mr. A. K. Tiwari, Director (Finance), GAIL; Dr. K. D. Singh, Director (Law), CCI; Mr. Ashok Kumar Juneja, ED (CC&M), NTPC and Mr. K.R.M Rao, ED (C&P), GAIL. About 520 participants including senior

official from PSEs attended the webinar through SCOPE's various platforms.

Mr. Ashok Kumar Gupta complimented SCOPE for organising the webinar and reiterated that such interactive sessions play a vital role in promoting greater understanding of the law and need for transparent public procurement system that ensures quality, price and service delivery. He added that since public procurement forms about 25% of our GDP, even small savings shall go a long way in making fiscal savings. He also apprised about CCI's efforts towards development of efficient and competition compliant procurement processes at both

Central and State Government level through its enforcement and advocacy roles.

Mr. Atul Sobti in his address stated that while SCOPE has been reinventing itself in the present scenario, this webinar has been organised with an aim to provide clarity in area of public procurement while maintaining competition in businesses for PSEs.

The webinar also discussed salient features of the Competition Law and deliberated on issues pertaining to proactive measures for better compliance of Competition Law, best practices, key initiatives and challenges of public procurement in the public sector. ■

SCOPE webinar on **Strengthening HR strategies**



Mr. Ranjan Kumar Mohapatra, Director (HR), IndianOil, Ms. Soma Mondal, Chairperson, SAIL, Mr. Atul Sobti, DG, SCOPE, Mr. Anandorup Ghose and Mr. Mohinish Sinha, Partners, Human Capital, Deloitte during the webinar.

The growing complexities of business has magnified the need for a dynamic and resilient HR function in order to transform workplaces. Deliberating on this, Standing Conference of Public Enterprises (SCOPE) organised a Symposium on 'Strengthening HR strategies in Emerging Business Environment' on 23rd January, 2021. The webinar was addressed by Ms. Soma Mondal, Chairperson, SAIL; Mr. Ranjan Kumar Mohapatra, Director(HR), IndianOil and Mr. Atul Sobti, Director General, SCOPE. Deloitte team comprising of Mr. Anandorup Ghose and Mr. Mohinish Sinha, Partners, Human Capital gave an insightful presentation into the changing

paradigms of HR and measures to advent to the modern HR practices. Over 650 participants including senior officials from PSEs attended the webinar through SCOPE's various platforms.

While addressing the participants, Ms. Soma Mondal called HR as the backbone of every organisation and 'Change managers.' She highlighted the need for safety & well-being of employees, embracing technology by mapping digital quotient of employees, building resilience and leadership development as key issues to pave way for self-reliance and ensure business continuity. Mr. Ranjan Kumar Mohapatra resonated the need to treat the ongoing crisis as a lesson and

adopt a multifocal approach of agility, adaptability and aligning with business to revive and thrive in business. He highlighted the role of HR in ensuring effective communication to bring the organisation together especially in challenging times.

DG, SCOPE in his address said that SCOPE's webinars have become its most sought after capacity building programs. Speaking on the subject, he said that the role of HR has undergone a massive change especially in the pandemic. He also highlighted that the new role of HR should be one of systemic thinking that would enable adaptability, agility and strategy and effective utilisation of the workforce. ■

Interface with Stakeholders



SCOPE represents PSEs at Ministry of Labour & Employment Consultation Meeting on Draft Rules under four labour codes.

SCOPE Celebrates 72nd Republic Day



Comments/Feedback Received from CPSEs for SCOPE Webinars, held on "Competition Law" and "Strengthening HR strategies in Emerging Business Environment."

Recording of SCOPE Webinars are available on SCOPE Website : www.scopeonline.in

The session was very informative and insightful and enriched our knowledge and experience. Thru this session I came to know about new initiatives taken by GAIL and NTPC some of which we can implement in our organization also. Thanks SCOPE for organizing this webinar. Thanks GAIL and NTPC for sharing their new initiatives and experience. Thanks CCI for enriching our knowledge on competition law.

We are very grateful for arranging the subject Webinar and it was very informative and enriching to our knowledge. We are very grateful to the SCOPE, SCOPE team and most respected Faculty members to the subject webinar. We are very thankful for registering me and giving me this most valuable opportunity.

The webinar in the Chairpersonship of Mr. Ashok Kumar Gupta ji was more informative and interested. This workshop was useful and no doubt about upgrade the knowledge too. We enjoyed a lot in the webinar.

Thank you very much for organizing the webinar/ workshop and invitation to me for joining.

The SCOPE Live Webinar on 'Competition Law' on 12th January, 2021 was very informative and very well in line with my mindset philosophy.

The information was very crisp and informative to all. The Knowledge shared was very well received and thanks to all the presenters for putting so much effort and clarity.

Special thanks to Mr. Ashok Kumar Gupta sir (Chairperson, CCI), learned dignitaries on sharing insights and initiative by SCOPE.

It was really a very good learning experience which has enriched me over the subject domain and gave a new direction for thinking while evaluating the tenders.

This will increase my acumenship and due diligence in evaluating the tenders.

I feel myself very lucky and honoured to be a part of the webinar among the presence of dignitaries from administrative and corporate world.

It was a very useful webinar.

Interactive & enriching webinar. Look forward to similar symposiums.

Very beautiful and well arranged webinar. Highly informative.

It was very excellent program.

At the outset, we wish to convey our sincere thanks to SCOPE for arranging series of webinar on relevant topics with extremely renowned faculties. Webinar on Strengthening HR strategies in Emerging Business Environment was no exception.

We got benefitted by knowing HR strategies in emerging Environment .

Thanking DG, SCOPE and all concerned once again,

Excellent thoughts, presentation was provided by all means.Very potential knowledge given by all the team concerned members etc.

Thank you very much for platform to learn new things.

Nice program. Thanks for organizing.

Many thanks to SCOPE. It was nicely organised.

Thanks DG, SCOPE Mr. Sobti sir for wonderful program.

Thanks to all speakers for nice presentation... and sharing the experiences.. Regards

Very well organized...hats off to SCOPE.

SCOPE in Media

Hindustan Times

16.01.2021 Pg no : 18

SCOPE Eminence Awards 2019-20 launched

Honouring the unremitting efforts of Public Sector as nation builders and catalysts for social transformation in the country, Standing Conference of Public Sector Enterprises (SCOPE) launched 'SCOPE Eminence Awards 2019-20.' These awards are part of SCOPE's commitment to honour the outstanding contribution of the PSEs and their leaders to the economy at large. Among the most coveted awards recognising outstanding contribution in PSEs, SCOPE awards have been presented by the President in the past.

The Indian EXPRESS

22.01.2021 Pg no : 16

SCOPE SCOPE has launched 'SCOPE Eminence Awards 2019-20' to honour the outstanding contribution of the PSEs and their leaders to the economy at large. SCOPE awards have been presented by the President of India in the past. SCOPE Eminence Awards will be presented in 9 categories having 16 specific awards in areas of Corporate Governance; Digital Transformation; Women empowerment; R&D, Technology Development & Innovation; HR; Environmental excellence; Corporate Social Responsibility and Individual Leadership.

NBT नवभारत टाइम्स

18.01.2021 Pg no : 11

स्कोप ने एमिनेंस अवॉर्ड का ऐलान किया

वि, नई दिल्ली : स्टैंडिंग कॉन्फरेंस ऑफ पब्लिक सेक्टर एंटरप्राइजेज (स्कोप) ने अपने स्कोप एमिनेंस अवॉर्ड 2019-20 की घोषणा कर दी है। स्कोप देश के निर्माण में पब्लिक सेक्टर के प्रयासों और सामाजिक बदलाव लाने में उसकी भूमिका के लिए यह अवॉर्ड देती है।

FINANCIAL EXPRESS

Page No:02

SCOPE webinar on Competition Law in association with CCI

IN VIEW OF the critical role of fair market and competition in promoting consumer welfare, Standing Conference of Public Enterprises organised a webinar on 'Competition Law' in association with Competition Commission of India.

Excelsior

13.01.2021 Pg no : 1

SCOPE Eminence Awards 2019-20 launched

Excelsior Correspondent

JAMMU, Jan 12: Honouring the unremitting efforts of Public Sector Enterprises (SCOPE) has launched 'SCOPE Eminence Awards 2019-20.' These awards are part of SCOPE's commitment to honour the outstanding contribution of the Public Sector Enterprises (PSEs) and their leaders to the economy at large. Among the most coveted awards recognising outstanding contribution in PSEs, SCOPE awards have been presented by the President of India in the past.

THE TIMES OF INDIA

21.01.2021 Pg no : 10

SCOPE Eminence Awards 2019-20 launched

Honouring the unremitting efforts of public sector as nation builders and catalysts for social transformation in the country, Standing Conference of Public Sector Enterprises (SCOPE) has launched 'SCOPE Eminence Awards 2019-20.' These awards are part of SCOPE's commitment to honour the outstanding contribution of the public sector enterprises (PSEs) and their leaders to the economy at large. Amidst the changing paradigms and global exposure of PSEs, SCOPE Eminence Awards will be presented in 9 categories having 16 specific awards in areas of corporate governance, digital transformation, women empowerment, R&D, technology development and innovation, HR, environmental excellence, corporate social

The Tribune

Page No:30

SCOPE rolls out Eminence Awards 2019-20 for PSEs

Honouring the unremitting efforts of public sector as nation builders and catalysts for social transformation in the country, Standing Conference of Public Sector Enterprises (SCOPE) has launched 'SCOPE Eminence Awards 2019-20.' These are part of its commitment to honour the outstanding contribution of the PSEs and their leaders to the economy at large.

millenniumpost

13.01.2021 Pg no : 9

SCOPE Eminence Awards 2019-20 launched

OUR CORRESPONDENT

NEW DELHI: Honouring the unremitting efforts of Public Sector as nation builders and catalysts for social transformation in the country, Standing Conference of Public Sector Enterprises (SCOPE) has launched 'SCOPE Eminence Awards 2019-20.' These awards are part of SCOPE's commitment to honour the outstanding contribution of the Public Sector Enterprises (PSEs) and their leaders to the economy at large. Among the most coveted awards recognizing outstanding

अमर उजाला

स्कोप एमिनेंस अवार्ड 2019-20 लांच

नई दिल्ली: राष्ट्र निर्माण तथा सामाजिक परिवर्तन के क्षेत्र में सार्वजनिक क्षेत्र के लिए स्टैंडिंग कॉन्फरेंस ऑफ पब्लिक सेक्टर एंटरप्राइजेज (स्कोप) ने 'स्कोप एमिनेंस अवार्ड्स 2019-20' की घोषणा कर दी है। स्कोप देश के निर्माण में पब्लिक सेक्टर के प्रयासों और सामाजिक बदलाव लाने में उसकी भूमिका के लिए यह अवार्ड देती है।

THE FREE PRESS JOURNAL

16.01.2021 Pg no : 12

SCOPE Eminence Awards 2019-20 launched

Honouring the unremitting efforts of Public Sector as nation builders and catalysts for social transformation in the country, Standing Conference of Public Sector Enterprises (SCOPE) has launched 'SCOPE Eminence Awards 2019-20.' These awards are part of SCOPE's commitment to honour the outstanding contribution of the Public Sector Enterprises (PSEs) and their leaders to the economy at large. Among the most coveted awards recognizing outstanding contribution in PSEs, SCOPE awards have been presented by President of India in the past. Amidst the changing paradigms and global exposure of PSEs, SCOPE Eminence Awards will be presented in 9 categories having 16 specific awards in areas of Corporate Governance, Digital Transformation, Women empowerment, R&D, Technology Development & Innovation, HR, Environmental excellence, Corporate Social Responsibility and Individual Leadership.

वीर अर्जुन

स्टैंडिंग कॉन्फरेंस ऑफ पब्लिक इंटरप्राइजेज ने आयोजित किया वेबीनार



वीर अर्जुन

13.01.2021 Pg no : 11

स्कोप एमिनेंस अवार्ड 2019-20 लांच

नई दिल्ली, (बीबीसी): राष्ट्र निर्माण में सार्वजनिक क्षेत्र के प्रयासों की भूमिका को रेखांकित करने के लिए सार्वजनिक उद्यमों को सर्वोच्च स्टैंडिंग कॉन्फरेंस ऑफ पब्लिक एंटरप्राइजेज (स्कोप) ने स्कोप उत्कृष्टता (एक्ससेल्सोर) अवार्ड 2019-20 लांच किया है। यह पुरस्कार सार्वजनिक क्षेत्र के उद्यमों द्वारा राष्ट्रीय अर्थव्यवस्था में उनके योगदान को दर्शाने के लिए स्कोप की पहचान का एक हिस्सा है। यह सार्वजनिक क्षेत्र के उत्कृष्ट योगदान को मान्यता देने वाला सबसे प्रतिष्ठित पुरस्कार है जिसे विगत में राष्ट्रपति द्वारा प्रदान किया गया है। स्कोप एमिनेंस अवार्ड को 9 श्रेणियों में दिया जाएगा जिसमें कॉर्पोरेट गवर्नंस के क्षेत्र में 16 विशिष्ट पुरस्कार होंगे। इसके अलावा डिजिटल ट्रांसफॉर्मेशन, अर्थव्यवस्था, आरक्षण, आरक्षण, आरक्षण

THE FREE PRESS JOURNAL

Page No:11

SCOPE organises webinar on Competition Law in association with CCI

In view of the critical role of fair market and competition in promoting consumer welfare, Standing Conference of Public Enterprises (SCOPE) organized a webinar on 'Competition Law' in association with Competition Commission of India (CCI). Ashok Kumar Gupta, Chairperson, CCI delivered the key note address. The webinar was also addressed by Anil Solati, DG, SCOPE, A. K. Tiwari, Director (Finance), GAIL, Dr. K. D. Singh, Director (Law), CCI, Ashok Kumar Jaiswal, ED/IC&P, NTPC and K.R.M Rao, ED (IC&P), GAIL. Over 500 participants including senior officials from PSEs attended the webinar through SCOPE's various platforms. Ashok Kumar Gupta complimented SCOPE for organizing the webinar and reiterated that such interactive sessions play a vital role in promoting greater understanding of the law and need for transparent public procurement system that ensures quality, price and service delivery. He also appreciated CCI's efforts towards development of efficient and competition compliant procurement processes at both Central and State Government level through its enforcement and advocacy roles.

समय जगत

13.01.2021 Pg no : 8

स्कोप एमिनेंस अवार्ड्स 2019-20 किया लॉन्च

नई दिल्ली: राष्ट्र निर्माण तथा सामाजिक परिवर्तन के क्षेत्र में सार्वजनिक क्षेत्र के लिए स्टैंडिंग कॉन्फरेंस ऑफ पब्लिक सेक्टर एंटरप्राइजेज (स्कोप) ने 'स्कोप एमिनेंस अवार्ड्स 2019-20' की घोषणा कर दी है। स्कोप देश के निर्माण में पब्लिक सेक्टर के प्रयासों और सामाजिक बदलाव लाने में उसकी भूमिका के लिए यह अवार्ड देती है।

Wake Up!

The Surprising Truth about What Drives Stress and How Leaders Build Resilience



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You are browsing through the TV channels but haven't registered what is playing? You have read an entire document but can't recall what it was about? If your answer is yes to any of this, the answer is that you were spaced out.

We've all had such experiences at one time or the other. What we don't register is the how most of our day, or say our lives, is spent in this spaced out -unaware state.

In this state, Individuals are neither absolutely awake nor fully asleep. If it's a regular phenomenon, why does this matter? It is important because this is the state where all of your stress, is generated as a result of this rumination.



Based on our experience, there are 4 steps that help managing stress.

Be aware & stay sharp

The underlying 'mantra' is "Be aware, Be present where you are and Be Conscious" of what you are doing at the moment. To do this, you must increase your awareness and rely on your senses. All professionals involved in high stakes roles talk about a particular state of mind or Zone they enter when they are performing at their top form.

Control your mind and don't let attention waiver

The key to directing your attention is to consciously divert and focus your attention wherever you need it to be and maintaining it there. For this it is essential to bring your mind back to the present moment and to what you wish to focus on.

Detach

Detachment is the ability to set appropriate distance from the circumstances and situations that you're facing. Experience has proven that people who are able to detach are able to maintain perspective and focus on 'limited management'. Such leaders take losses well in their stride and have the attitude of "Why worry about things that can't be controlled".

Learn to let go

More often than not, we become fixated on things that bog us down and don't really help us hence. The leaders of the world actively practise letting go.

Lets's part by saying that once THE CHOICE of focussing on important and limited management becomes an attitude and way of life it makes all the difference not only to self but even to the organisation and people around us. ■

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Lessons Learnt from Biological Disasters



Dr. Danish Ahmad



Dr. Tamorish Kole



Dr. Muzaffar Ahmad

Major emergencies, disasters and other crises are no respecters of national borders and never occur at convenient times. The magnitude of human suffering caused by these events is huge, and many aspects of people's lives are affected including health, security, housing, access to food, water and other life commodities, to name just a few. That is why it is vital to have emergency plans in place, so that the effects of disasters on people and their assets can be mitigated and coordinated response may be launched as effectively and efficiently as possible when disasters or other crises strike. The aim is to save lives and reduce suffering. The existence of infectious diseases has been known among human communities and civilizations since the dawn of history. Biological disasters might be caused by epidemics, accidental release of virulent microorganism or Bioterrorism with the use of biological agents such as anthrax, smallpox, etc. literature of civilizations record the ability of major infections to decimate

populations, thwart military campaigns and unsettle nations.

Social upheavals caused by epidemics have contributed in shaping history over the ages. The mutual association of war, pestilence and famine was acknowledged and often attributed to divine influences, though a few keen observers realized that some infections were contagious. The development of bacteriology, epidemiology established the chain of infection. Along with nuclear and chemical agents, which are derived from technology, biological agents have been accepted as agents of mass destruction capable of generating comparable disasters. Natural, biological, technological and societal hazards put the health of vulnerable populations at risk and the potential to cause significant harm to public health.

Examples of these hazards are Natural: earthquake, landslide, tsunami, cyclones, flood or drought. **Biological:** epidemic disease, infestations of pests. **And Technological:** chemical substance, radiological agents,

transports crashes. Societal: conflict, stampedes, acts of terrorism. The health impact of emergencies and crises can be substantially reduced if both national and local authorities and communities in high-risk areas are well prepared and are able to reduce the level of their vulnerabilities and the health implications of their risks. National and International initiatives by the humanitarian community are geared increasingly towards supporting this objective. The challenge is to put in place systematic capacities such as legislation, plans, coordination mechanisms and procedures, institutional capacities and budgets, skilled personnel, information, and public awareness and participation that can measurably reduce future risks and losses. Major emergencies and crises primarily often affect the health of the affected population well beyond the immediate risk of disease, death and injuries during the emergency stage.

Health is defined by the WHO as a "state of complete physical, mental and social well-being and not

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merely the absence of disease or infirmity" The long-term psychological consequences of conflicts are well known and are increasingly recognized after major technological and natural emergencies. Furthermore, the potential impact of climate change on food security and its interaction with HIV/AIDS and other communicable diseases, the protracted nature of many ongoing conflicts, and the consequences of environmental catastrophes are likely to bring about new health challenges. The international community now considers mortality and morbidity rates as key indicators of the severity of conditions requiring humanitarian intervention as well as the yardstick for measuring its impact. Emerging pandemics show that humans are not infallible, and communities need to be prepared.

Corona virus outbreak was first reported towards the end of 2019 and has now been declared a pandemic by the World Health Organization. Worldwide countries are responding differently to the virus outbreak. A delay in detection and response has been recorded in China, as well as in other major countries, which led to an overburdening of the local health systems. On the other hand, some other nations have put in place effective strategies to contain the infection and have recorded an exceptionally low number of cases since the beginning of the pandemics. Restrictive measures like social distancing, lockdown, case detection, isolation, contact tracing, and quarantine of exposed had revealed the most efficient actions to control the disease spreading the difference in response by different countries and their outcomes.

Based on the experience of these countries, India responded to the pandemic accordingly. Only time will tell how well India has faced the outbreak.

It was also suggested the future directions that the global community should take to manage and mitigate the emergency. COVID-19 is a mega-pandemic, if ever there was one. No other outbreak, even if it was called a pandemic by the World Health Organization, affected people in as many countries as this one has ever caused the world to shut down. Every country that has tried to follow a different path, calibrated or otherwise, has discovered that a shutdown is inevitable. The impact was so swift and widespread that we were forced to learn new lessons and rediscover the value of some old ones much to our chagrin. A health crisis response plan was drawn up to tackle the problems at source on key issues such as health service delivery, human health resources, research and development, local innovation and manufacturing, and food and nutrition security, etc. Countries subsequently rapidly implemented public health and social measures (PHSM) to contain the COVID-19 epidemic. These measures are likely to have slowed the spread of the virus, and the number of cases in Africa remained lower than initially forecasted. In African countries, Removing tariffs and border controls has facilitated the transit of goods and people. The COVID-19 crisis highlighted the need to expand the road network, which proved vital for the delivery of food in the early months of the crisis, as sea and air links had been completely closed, In many developing countries health

facilities, education and training of health professionals constitute a major capital investment. From epidemics to conflicts, natural disasters to technological emergencies, this human and physical infrastructure is the most fundamental for the survival of the population. Yet health systems are also among the most vulnerable to major events.

After the 2004 Indian Ocean tsunami, in Sri Lanka alone the health physical infrastructure losses included at least 92 partially or fully damaged health institutions. These included hospitals, drug stores, cold rooms, preventive health care offices, health staff accommodation facilities and district health offices. In addition, a large number of vehicles (ambulances, lorries, vans, motorbikes) and most of the medical equipment and office equipment in the affected areas were totally destroyed. The loss of health personnel included medical officers, nurses, midwives and support staff. Furthermore, a large number of health staff were injured, traumatized or displaced by the event, hence unable to assist the affected. An all-hazard approach is essential. As indicated planning processes and other tools necessary for emergency preparedness, mitigation and response are similar regardless of the nature of the hazard. Countries and especially communities at risk cannot afford to develop a separate system for each type of hazard they are vulnerable to. The capacity of the health sector must be enhanced to face all types of major risks, from epidemics to conflicts, natural disasters to technological accidents, well known risks to new or emerging threats such as an

influenza pandemic or terrorism. This means that the WHO strategy should build on existing WHO expertise and capacity in all relevant departments and programs as well as in different parts of the world. Risk reduction and emergency preparedness are the responsibility of all national actors. At the national level the ministry of health is the lead agency of the health sector, which includes among other state and district health authorities and disaster management authorities the armed forces medical services, the Red Cross and Red Crescent Societies, health-related non governmental organizations, private health facilities and professional associations. Emergency preparedness requires a multispectral approach. At the national and local levels, reducing the public health impact of emergencies, disasters and other crises requires a multispectral outlook. Proper land use management and design of housing or new health facilities may, for instance, contribute most to decreasing mortality and morbidity.

The provision of public health services and medical care is utterly dependent on the preparedness of other sectors such as: law and order, transport and communications, lifeline services (water/electricity) and public works, search and rescue and fire services, social services and housing, and others. Having said that, COVID-19 is not the first pandemic India has seen, and it will most certainly not be the last either. In fact, in an increasingly globalised and rapidly urbanizing world, the risk of such outbreaks spreading quickly to all parts of the world is only becoming higher. The need of the hour is to build a resilient public

health system that can prevent diseases, promote good health, and respond quickly to minimize loss of life when faced with an outbreak of this magnitude. In the last few years, the Indian government has taken several steps to strengthen the public health system through the implementation of programmes like National health mission, Mission Indradhanush, and the National AYUSH Mission. Flagship schemes like POSHAN Abhiyaan, and Swachh Bharat Mission also impact human health as they help prevent diseases, and boost immunity. So, what else is needed to build a strong and adaptive public health system across India. Firstly, we need to increase spending on public health. The central government is committed to enhancing funding for health to at least 2.5% of GDP as stated in the National Health Policy (NHP), 2017. States, too, have a critical role to play in meeting the NHP target of increasing health expenditure by 2022. In addition to

Emergency preparedness is a program of long-term activities whose goals are to strengthen the overall capacity and capability of a country or a community to manage efficiently all types of emergencies and bring about an orderly transition from relief through recovery, and back to sustained development.

increasing overall public spending on health, we need to ensure that a large share of the funds goes towards preventative care strategy for India, a focal point for public health is required at the central level, with state counterparts. Such an agency would be responsible for performing the functions of disease surveillance and response, monitoring health status, informing and educating the public, as well as of providing evidence for public health action. In order to be effective, the agency would also need to be legally empowered to enforce compliance from other public authorities, as well as citizens. This is crucial because several factors require inter-sectoral action to achieve a measurable impact on population health.

The legislation, possibly in the form of a Public Health emergency Act, would clearly confer specific powers on the agency for taking action to promote public health, especially in situations of “public health nuisances”. For instance, medical facilities that dispose potentially harmful waste inappropriately need to be held accountable, as do residential colonies that allow water to stagnate, thus, providing breeding grounds for mosquitoes. The impact of such actions, after all, is not just one or two individuals, but puts the health and lives of several individuals at risk. It is essential to institute a public health cadre in states, with officials trained in disciplines such as epidemiology, biostatistics, demography, and social and behavioral sciences. To a great extent, such a cadre can be created by training existing personnel in the necessary skill sets, thus requiring only minimal additional staff. 13th

Conference of the Central Council of Health and Family Welfare (CCHFW) has resolved to establish a public health and management cadre in states by 2022. We need to train front-line workers like Accredited Social Health Activists (ASHAs), Auxiliary Nurse Midwives (ANMs), and other workers. The new National Medical Commission Act, 2019 includes enabling provisions for creating a cadre of mid-level service providers who can also play a vital role in screening people for early signs of illness in rural areas. Lastly, efforts must be made to reinforce disease surveillance, and response. This requires the list of notifiable diseases to be expanded, along with steps for integrating health facilities in the private sector in disease reporting as part of regular surveillance systems. Infrastructure for surveillance, including adequate numbers of suitably equipped laboratories for testing samples, also needs to be strengthened. Multi-Purpose Workers (MPWs)—to promote healthy behaviors among people and identify early signs of a disease outbreak in communities. Given the inherent information asymmetry in health, and the fact that we live in world where misinformation can spread rapidly,

appropriate channels are necessary for ensuring that people are aware of diseases, their symptoms, as well as mechanisms for prevention and treatment. Over the past 30 years, there has been a major shift in how emergencies and crises are managed. More emphasis used to be placed on humanitarian response and relief activities – national or international with little attention given to strategies and actions in place prior to disasters that can mitigate the effects of these events on communities and preserve lives and assets. It is becoming increasingly clear that while humanitarian efforts remain important and need continued attention, community-based risk reduction and emergency preparedness programs are critical for reducing the effects of emergencies, disasters and other crises, and thus essential for the attainment and protection of sustainable.

Emergency preparedness is a program of long-term activities whose goals are to strengthen the overall capacity and capability of a country or a community to manage efficiently all types of emergencies and bring about an orderly transition from relief through recovery, and back to sustained development. It requires that



emergency plans be developed, personnel at all levels and in all sectors be trained, and communities at risk be educated, and that these measures be monitored and evaluated regularly. Encouraging and supporting community-based all-hazard risk reduction and emergency preparedness programmes, Improving knowledge and skills in risk reduction and emergency preparedness and response in the health sector. Training should focus on awareness-raising, advocacy and sensitization on risk reduction and emergency preparedness health issues, planning processes, needs assessment in emergencies, intersectoral emergency management and standardizing and building technical skills within all health disciplines involved in emergency preparedness and response. ■

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Learning from Mahatma Gandhi's Perspective in the Times of the Pandemic



Dr. Shobhana Radhakrishna*

Mahatma Gandhi wanted to become a doctor from a very young age, but having been born in the Vaishnava family, he was told that his late father would not have approved this and so he gave up that stream and opted to become a Barrister. But his inner calling or Swadharma was to serve others and that stayed with him forever as Gandhiji dedicated his life to serving the entire humanity.

Gandhiji was very interested in health and wellness and remained ever vigilant about his health as well as of others. He said that our lifestyle should be such that it should not let any disease come anywhere near us and every person is responsible for looking after his or her body, mind and spirit impeccably.

There are many lessons to learn for the corporates and the business world from Gandhiji's health management practices when it comes to what can be done to reach out and help the stakeholders and the community to cope up and stay safe in these times of

the COVID-19 Pandemic.

Though Gandhiji's role and contributions to the political arena are well known, what is less known is his contributions towards health and well-being. Gandhiji was a firm believer in the principle that a healthy mind keeps the body healthy, and he stressed the importance of a healthy lifestyle and positive thinking, which is the need in today's world.

His interest in health, hygiene, nutrition and diseases was as great as his interest in politics. He insisted that adopting preventive measures for diseases was better than treatment. He also said that it was important to focus on cleanliness, a controlled diet and an exercise regimen and that it was best to avoid over-consumption of medicines, especially those that were not required.

He was also a firm believer of Nature Cure and conducted experiments related to diet and fasting. He always believed that it was important to understand what caused diseases and then remove that very cause, rather than

falling ill and then attempting to treat it with excessive medication.

Mahatma Gandhi was essentially a man of science. He scientifically approached problems. His message to the world on the vital question of health and well-being is very important. To him, the study of this question was part of the service to God and his creation, which was his mission. Knowing to care, summed up his life.

His message was simple and easy to follow. It encouraged everyone to respect simplicity, voluntary self-control, reduce the wants, follow the tradition, cultural practices and the values, the environmental credo and treat oneself and others through Nature Cure and Ayurveda for living in harmony with nature.

He advised that for keeping physically, mentally and spiritually healthy we should have a perfect understanding of our bodies which is made up of the five elements that are found in nature. And that is what has been told by our ancient's seers and rishis

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of India and these five elements are – Air, Water, Fire, Earth and Akash or space! For the wellness of our bodies, the balance and harmony between all these five elements are necessary.

Today the world is facing three kinds of crisis globally. First is the COVID-19 Pandemic which is causing immense physical stress and sickness and fear of death or existential crisis, the second is the serious and long drawn financial crisis which is also causing physical and mental anguish and the third is the Ecological crisis which is impacting everyone. We must look for answers somewhere within ourselves by learning from the life of Mahatma Gandhi who had said, 'My life is my Message.'

Gandhiji extended his inner calling of living a healthy and moral life in harmony with nature to 'Nature Cure' and maintained that health and wellness means one should keep the body healthy, without any disease and must carry on the day's routine without getting tired!

One needs to understand that in the current Pandemic and the present crisis, what would be Gandhiji's perspective and actions in dealing with health emergencies? Gandhiji without fear would personally have taken care of the patients. For them, he would be fastidious about hygiene, cleaning, hand washing, and mask use. Gandhiji's use of so-called Nature Cure, Ayurveda, Yoga and letting the body recover with nature's healing power, would make sense in most cases.

Gandhiji called himself a Practical Idealist and more than anything else he believed in putting actions and beliefs into practice by taking



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the lead himself. That is why all his idealist actions became practical and he can be truly called a man of action. He had said: An ounce of practice is worth more than tons of preaching.

Therefore, firstly, he would not have merely preached and instead, he would have acted and

practised on his strategy himself. For him, it would be important to take up the action locally and not try and change the world. This is where one can see his management skills and executive foresight and in meticulous planning and execution in the first place. These are important steps in management.

Thus, his strategy would be seen in the action points summarized below:

Freedom from fear: The entire world seems to be in the grip of fear and existential crisis. Despite many lessons being very clear for nearly one year, still fear more than the Coronavirus is causing people to be afraid of the unknown. Many unknown situations are surrounding us in uncertainty and have paralyzed the world. This uncertainty is causing mental stress, anxiety, existential crisis, fear of extinction and death and mass psychology of living in depression and grief is pointing out towards this fact in the current Pandemic. We are collectively grieving for the loss of our known lifestyle. Gandhiji would ask us to first shed this fear, as he had asked the Indians to shed the fear of the British rulers in

1916 onwards. He had given the mantra of fearlessness to India and gave the object lesson in the famous Champaran Satyagraha.

Caring for sick: In India, hundreds of people became sick with debilitating symptoms with COVID-19 and its after effects and need care. The long and gruelling lockdown also left its imprint on mental health, following the guidelines for staying safe and not infecting others have made people vary of any kind of contact. Gandhiji's emphasis on healthy lifestyle, empowerment for self-care and care in the community would make perfect sense.

Very few people know that as a couple, Gandhiji and Kasturba Gandhi contributed immensely, 123 years ago to public health emergencies and service of humanity during the second Anglo Boer war, Zulu uprising, Bubonic Plague outbreak in South Africa and the Spanish flu Pandemic in India. Without fear they personally nursed patients. Gandhiji was fastidious about sanitation and hygiene. Therefore, in today's times, he would have taken all the precautions to maintain hygiene cleaning, hand washing, physical distancing and wearing a mask, which are the norms for staying safe and not infecting others.

Nearly a century ago humanity was devastated by the Spanish Influenza Pandemic in 1918. Millions of people lost their lives as well as of their near and dear ones. The only cure was to increase the immunity of the body to fight the dreaded virus and maintain precautions. Since medical science does not have a single proven effective treatment anyway, Gandhiji's use of Nature

Nearly a century ago humanity was devastated by the Spanish Influenza Pandemic in 1918. Millions of people lost their lives as well as of their near and dear ones. The only cure was to increase the immunity of the body to fight the dreaded virus and maintain precautions. Since medical science does not have a single proven effective treatment anyway, Gandhiji's use of Nature Cure by letting the body recover with nature's healing power, eating simple immune-boosting food, having a positive outlook and prayers made the most cases recover.

Cure by letting the body recover with nature's healing power, eating simple immune-boosting food, having a positive outlook and prayers made the most cases recover. That was his natural instinct and he effectively nursed and took care of 30000 patients through sunbath, fasting, mud therapy, hydrotherapy, meditation, Yoga and prayer.

Gandhiji had said in a letter written during the Spanish Influenza

Pandemic on 10th November, 1918 that: "Our ancestors could build such tough bodies in the past. But today we are reduced to a state of miserable weakness and are easily infected by noxious germs moving about in the air. There is one and only one really effective way by which we can save ourselves from them even in our present broken state of health. That way is the way of self-restraint or of imposing a limit on our acts".

Inter-faith harmony and unity: This cause was very close to his heart. It was also the last but incomplete cause of his life for which he offered the highest sacrifice of his life. Therefore, Gandhiji's foremost task would have been to bridge the communal divide and wage a war on the severe acute respiratory syndrome. He would try to unite people of all faiths by living with them in their colonies, serving the sick among them in quarantine, taking all the precautions, and sending the volunteers to serve in each other's areas.

Gram-Swaraj: Gandhiji would remind us of the humaneness and stability of Atma Nirbhar Bharat and use only the local production (Swadeshi) for local consumption and encourage the local community for production for our needs. He called it Gram-Swaraj because for him true democracy, responsibility, and relationship can be better practised locally.

Prayer: In Gandhiji's life the final act was surrender to God and offer prayers in total gratitude. He considered himself as an instrument in God's hands. He had to go wherever God lead him. This is the most important aspect of being fearless. At the end of each



day, after we have made our best efforts and completely exhausted our options and energy, we need to sit quietly, reflect, and submit and surrender to God, to Life, to Nature, to Truth. This is the Gandhian perspective for coping and staying mentally, physically, emotionally and spiritually safe doing the current Pandemic with the action plan for serving others. In August 1942, Gandhi ji wrote the book 'Key to Health' was translated into several Indian languages. An English translation also appeared. This reached the West and was translated in several European languages. The result was that the book became the most popular of all his writings. Gandhiji wrote in the preface of the book: I have never been able to understand the reason for this popularity. I had written those articles casually, and I did not attach much importance to them. But perhaps the reason for the popularity is to be sought in the fact that I have looked upon the problem of health from a novel point of view, somewhat different from the orthodox methods adopted by doctors and vaidyas. He further wrote: 'Anyone

who observes the rules of health mentioned in this book will find that he has got in it a real key to unlock the gates leading him to health. He will not need to knock at the doors of doctors or vaidyas from day to day.'

In the future also we will have to learn to live with such medical emergencies like this Pandemic. Instead of reinventing a new lifestyle we just have to get inspired from the life of Mahatma Gandhi to make the necessary changes in thoughts, actions and conduct. Gandhiji was the first environmentalist who had declared a century ago that the Earth has enough for man's needs but not for man's greed. Unlimited wants and the greed to capture the world is the leading cause of global level unsustainability and the ecological crisis.

If still, we return to the normal standard of finding happiness by chasing money, running after power and position, lifelong consumerism, then COVID-19 has given the wakeup call. This kind of lifestyle empty consumerism and mass distractions has only increased the difference between the rich and poor, created the

huge carbon print, increased the misery of the invisible poor masses. Till we do not get out of the narrow mindedness and selfishness of considering the needs of oneself. We have to extend a helping hand that all the creations of Mother Nature, live in harmony with oneself, with each other and with the rhythm of Nature, take care of personal well-being and the well-being of others.

When a crisis makes you feel stressed, meditation and prayer relieve the stress response. Fear and anxiety are forms of stress that become exaggerated when events become uncertain when you feel a loss of control over the situation. And when the stress keeps repeating itself without letup, the thinking mind reacts to all of these conditions. It always has, even in normal times, but a crisis brings stress into high relief, making it very capable of lowering the immune system of our body and causing inflammatory diseases.

Decades ago, stress was classified as an epidemic of modern life. The Gandhian way of life is the best guide for practising the coping mechanism that induces relaxation, calmness, inner peace, absence of anxiety and remaining positive.

He comes out as a healer and the greatest Wellness Guru whose message and actions are the guiding sources for all times. Gandhian principles of Freedom from fear and care for all is a perfect prescription time of the Pandemic. Gandhiji's emphasis on healthy lifestyle, empowerment for self-care and care in the community would make perfect sense in these times in the future as well. ■

Challenges Restraining Qualitative & Sustainable CSR- Projects by Companies



Venneti S. N. Rao
GM (HR), MMTC Ltd.

Statutory Frame Work for CSR by Companies in India

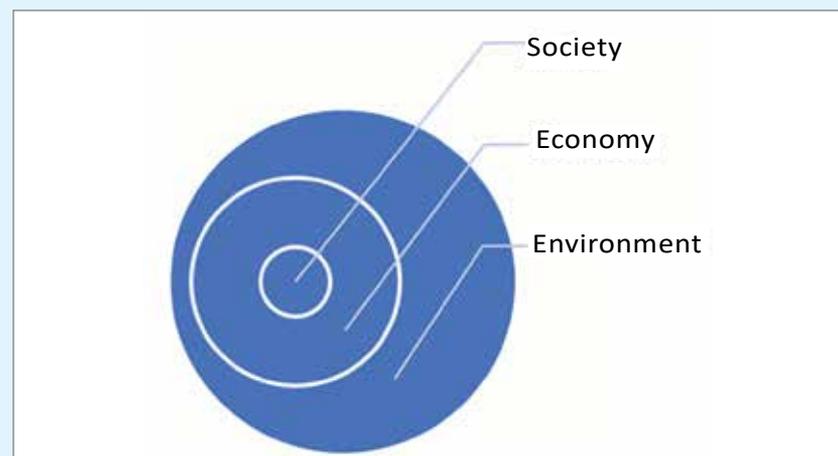
India is first country in the world to introduce CSR Laws as a statutory mandate. The CSR laws are a Success in India, but Strong Growth is fraught with obscure Challenges. One of the significant features of the new companies act '2013 is CSR. The Central Government through 'Ministry of Corporate Affairs' in 2014 made rules called the Companies (Corporate Social Responsibility) Rules 2014 applicable from financial year 2014-15. In terms of section 135 of Companies Act '2013, The Board of every company having Net worth of Rs.500 crore or more; or Turnover of Rs. 1,000 crore or more; or Net profit of Rs. 5 crore or more during any financial year, shall spends at least 2% of the avg. Net Profits of the company made during preceding three years. The compilation of 'net profit' for CSR purpose shall be as per Section-198 of the Company's Act-2013 which is primarily profit before tax (PBT). The projects and programs which can be undertaken by Companies (Listed/unlisted/one-man companies etc.) are enumerated in Schedule-VII of Companies Act'2013. CSR projects can be

executed through A Registered Trust/ Society/ NGO/ NPO, A holding company or subsidiary or Public Private Partnership (PPP), Section-8 companies, In collaboration mode with other listed co., as per CA 2013. Department of Public Enterprises (DPE) issued "Guidelines on CSR and Sustainability for CPSEs" in Oct '2014 for Central PSUs, which are supplementary in nature to CSR rules.

CSR Trajectory Alignmnet with Projects of National Interest

With such sound statutory & regulatory frame work evolving

for companies to implementation of CSR project & programs, the nation is bound to achieve its pre-determined objectives in near future, especially in the areas identified under Schedule VII of Companies Act '2013 & in the Projects of national interest like Swachh Bharat Mission (Construction of toilets), National Mission for Clean Ganga (NMCG), Skill Development, Non-Conventional energy generation etc. However, the financial statistics reported till 2019-20, for the period over first 5 years since introduction of CSR Law, have yet to achieve the pre-determined goals of the nation building through CSR.



Ideal Triple Bottom Line Mix.

Attainment of Objectives of CSR Law Still a far Cry

If we take the 339 Central Public sector Enterprises (CPSEs) as a case study - as per data of PE survey, CPSEs have spent total CSR expenditure of Rs. 2450 cr (120 CPSUs) in 2014-15, Rs. 4028 cr, (106 CPSUs) in 2015-16, Rs. 3336 cr (126 CPSUs) in 2016-17, Rs. 3442 cr (146 CPSUs) in 2017-18, and Rs. 3873 cr (150 CPSUs) in 2018-19, for implementing various projects/programs under section 135 mandate. The top 10 companies account for almost 35% total CSR fund. The top 10 companies among large 500 companies, Reliance Industries, TCS, ONGC, IOCL, HDFC Bank, Infosys, ITC, Housing Development Finance Corporation, NTPC and Coal India. The large 500 companies, listed on BSE or NSE, had the prescribed CSR fund of Rs. 12079 cr. in the financial year 2018-19. There is an increase close to 11% in the financial year 2019-20 with Rs. 13405 cr. The entire CSR fund of all the companies falling under the ambit of the CSR law, will be more than Rs. 17000 cr which is significant for contributing to the overall Development index of target communities under CSR.

Typical CSR Cycle – Companies Act

- Need Assessment
- Base Line Survey
- CSR Plan / Strategy
- CSR Committee at Board level
- CSR Committee below board level
- CSR policy formulation
- CSR Budget plans
- Time Lines (Start /end dates)
- CSR policy approval by Board
- Implementation Partner
- Transparency /Monitoring
- Display of Policy/Projects online

- Implementation /Execution
- Concurrent Audit /
- Documentation / Fin. Disclosures
- Compliances Reporting CA '2013
- Final Audit
- IMPACT ASSESSMENT
- Separate CSR & SD reporting
- Business Responsibility Reporting (As per SEBI -Guidelines)

Aspirational Districts Program for Progress in Overall Development Index (ODI)

Aspirational Districts Program is an ambitious program of national interest, piloted by NITI Ayog in association with District Administration (collector/ Magistrate), nominated Prabhari Officers, for each District for improving Overall Development Index (ODI) of 117 extremely poor and Backward districts including the districts of Left-Wing Extremist (LWE) identified by MHA. DPE guidelines dt. 10.12.2018; Company's (Amendment) Act' 2019 dt. 31.7.2019; NITI Aayog's directions dtd. 5.9.2019, mandated 60% of annual CSR budgetary allocation

of CPSEs is to be expended on the matic program (Education, Health & Nutrition) w.e.f. financial year 2018-19, in any of the 117 aspirational districts notified by NITI Aayog which also included LWE districts identified by Min. of Home Affairs (MHA) as well.

The companies are expected to work in close tandem with the District Administration for allocation of projects in three core areas Health, Nutrition and Education which are expected to improve the ODI of these Aspirational Districts. A close look of template given hereunder reflecting matrix of variables involved in implementation of CSR in projects/ program mode and a typical cycle of CSR activity of a CPSE from the stage of baseline survey to reporting disclosures, including SEBI mandated Sustainability Reporting (BRR) & aligning the sustainability with Global Compact Network (GCN) shown aside reveal that the processes involved for an effective CSR growth are fraught with many challenges which we shall discuss herein below.

A template for Evaluation of CSR Proposal Projects/Programs by COs

Introduction of the trust/NGo/Sec-8 Cos.,

- DPR/detailed proposal of CSR work
- Credentials of TRUST/NGO/Section 8 Co.,
- Relevant past experience in CSR projects
- Whether similar projects carried out before
- Impacts/benefits of such projects
- Tie-ups with other companies if any
- Sector to benefit under CSR initiative

Proposal should contain

- Need Assessment / Base Line Survey
- Broad & Detailed Plan of implementation
- Area of intervention as per Schedule-VII
- Duration of the project/Estimated Time
- Cost estimate- Expenditure & Overheads

- Involvement of the local governing bodies
- Implementation Plan / CSR grant needed
- Steps involved in processes -Methodology
- Tools / instruments used (Incubation etc.)

Minimum documents required

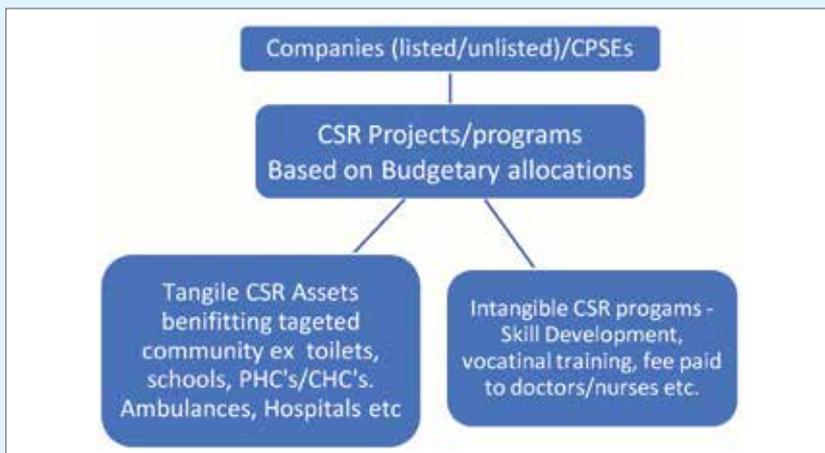
- Registration certificate (RC)
- Trust deed / Partnership Agreement
- Memorandum of Articles (MoA)
- 80G certificate (IT exemption) / 35 AC
- PAN Card & Service Tax Certificate/ GSTRegn.
- Audited accounts of last three years
- NITI Ayog Registration & Unique ID

Envisaged benefit /impact

- Impact (Economic /Environmental / Social)
- Monetary (by selling/using recycled stuff)
- Intangible (quality of life improvement)
- Number of people benefitted belonging to
- Below the poverty line/marginalized/ section
- Women/girls/ – Target stake holders
- SC/ST/PW/Old Aged – Target Stakeholders
- BPL/underprivileged Children
- Overall Tangible / Intangible benefit

• **Non-availability of scaled data on NGOs/NPOs:** Companies while engaging implementing partners for CSR projects & programs, intend to associate with specialised agencies having certain capabilities, expertise to execute, CSR programs (Ref to template above). But in reality, in majority cases, the challenge is in identifying reliable agencies having integrity, credibility and competence. The specialised agency may include Sec-8 companies (Non Profit Organizations), Non-Governmental Organisations (NGOs), Autonomous Bodies, Registered Trusts, Consultancy Organisations, Self-Help Groups, Local Bodies such as Panchayti Raj, Academic institutions, Semi Government Organisations, Charitable Trusts etc. Companies face difficulties in shortlisting the agencies there is no calibrated Data on NGOs. There has to be a national endeavour to streamline the data of NGOs as well as the validation of their credentials.

• **Social Impact Assessments (SIA) of CSR Projects:** As per DPE guidelines-2014 Impact Assessment Study by 3rd party agencies, is mandated only for major /mega CSR projects whose threshold value is left to be decide by respective Boards of CPSEs. There is no threshold value prescribed in CSR rules for Social Impact Assessments leaving a scope for discretion by companies. The true essence of the CSR project implementation and accrued benefits to the target stakeholders/ community, could be determined only by carrying out impact assessment studies. The scale of operation varied from company to company based on its ‘capacity building’ and as consequence the percolated benefits (tangible and intangible outcomes – refer to schematic view given below) for the target communities/ beneficiaries should also in ideal situation should be both scalable and measurable. But in reality,



Measurable/immeasurable CSR outcomes.

there is very limited emphasis laid on post project implementation of a CSR outcome.

• **CSR spend - Ambiguity in Section 37(1) vis-à-vis 80G & TDS:** At present there is no simplified & uniform tax structure on CSR & SD expenditures made by companies especially with respect to complexities involving allowance of exemptions under 80G, 35AC, ITC, TDS sections of relevant tax laws. The section 37 of IT Act talks about the way business income is computed and its scope is limited. The provisions of the amended section 37 of IT Act '1961 as brought out in Finance Act, 2014, categorically disallowed the deductions for CSR expenditure. The scope of the restriction imposed in section 37 does not extend to Chapter VI-A of the Act which is independent of section 37, hence, it can be safely derived that CSR spend is eligible for deduction under section 80G of the Income Tax Act, 1961 even if same was disallowed under section 37(1). The deductions against CSR spend by companies under section 80G may range from 50% to 100 % with no tax benefit to the expending company for incurring amount on CSR activities on its own. On the contrary, if the CSR activities are executed through specialized agencies like charitable organizations like NGOs, trusts, societies, section 8 companies etc. the expending company may claim tax benefits under sec-80G. In case CSR contribution is by way of donation to a charitable organization which is exempt u/s 80G(5)(vi) then 50% of the donation will be allowed as a deduction u/s

80G. Similarly, if the company donated to Swachh Bharat Kosh (SBK) or National Mission for Clean Ganga (NMCG) fund then 100 percent of amount contributed will be allowed as a deduction under section 80G. Similar if the CSR activities are carried out through NGOs etc then the amount of contribution or donation does not attract TDS even though the donation is made for meeting the expenditure by the NGOs which attracts TDS. It is felt that there is no uniform structure for allowance of exemption under income tax deduction on CSR spend.

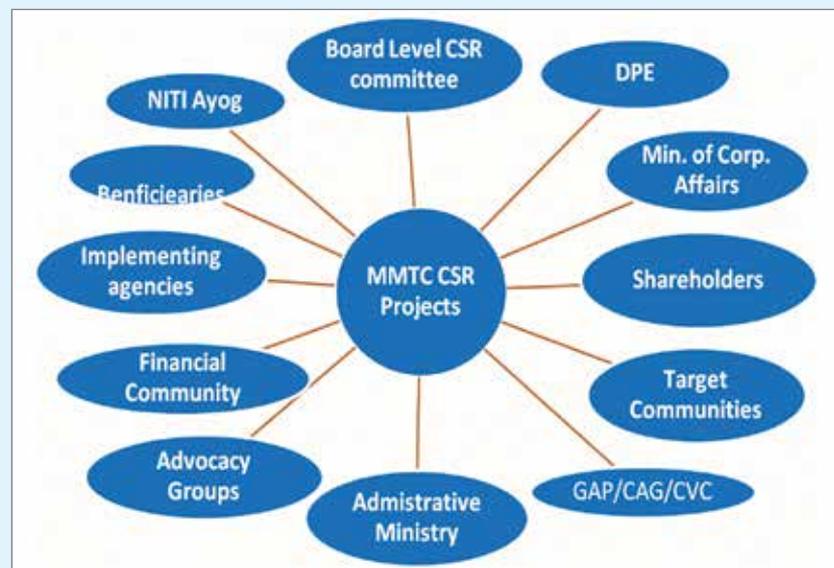
- **Lack of adequate CSR budgets:** Since introduction of CSR rules around 150 companies (CPEs) reported to have made disclosures, as mandated in section 135 of companies Act. While predominant CPSEs are not making significant profits thereby not falling under statutory ambit of section 135. DPE in Dec'2018, allocated CSR projects only to the top 73 CPSEs with estimated CSR budgetary outlay of more than Rs. 2 cr for implementation of CSR projects in Aspirational Districts in association, leaving around equal no. of reporting PSUs (72) with an advisory for CSR spend preferably in Aspiration Districts. In addition, companies' business performance is affected resulting in no incremental profits or in certain cases total losses.

- **Tendering processes for CSR works take longer time for implementation:** While predominant contribution on CSR is coming from private corporates who are not obligated to observe norms stipulated

by the DPE, GAP, CVC, CAG, NITI Ayog, etc, the statistics report show that the spend patterns of CPSEs is bogged down with compliances of regulatory frame work and audit objection in implementation of budgeted projects. CPSEs are constrained to observe CVC stipulated tendering norms for all tangible CSR projects & programs resulting in creation of CSR assets for which revenue recognised in the books of accounts. At many occasions the tendering process results invariable delay in implementation of the CSR projects. On-adherence to tendering results in further delays leading to audit and vigilance objections. There is also ambiguity whether a company can associate with an implementing

agency at the discretion of Board or tendering norms are to be followed even for short-listing agency.

- **Too many regulatory stakeholders on same turf:** (please ref to schematic sketch given below) Companies often received guidelines and instructions from MoCA, DPE, NITI Aayog, MHA, Administrative Ministries etc. vigorously resulting in CPSEs caught up in a quagmire of statutory obligations. Most of the CPSEs are neither capacitated nor equipped to handle such escalated statutory thrust resulting in even the special class of PSUs like Maharana's / Navaratna's failing to expend the annual budgetary allocation in a given time frame



For each transaction of CSR, Companies (CPSEs) have to provided compliances to multiple Govt. / Regulatory Entities stretching to administration time.

- **Difficulty in selection of innovative, sustainable & scalable CSR interventions:** The CSR projects & programs based on budgetary allocations of the Companies result in both tangible and intangible CSR outcomes. However, PSUs are straddled with numerous proposals from organised and unorganised sectors, and other stakeholders, without much focus on the feasibility of the projects /programs in terms of its scalability or sustainability. 60-70% of proposals

received are incomplete with no proper need assessment/baseline survey, financial estimates and there is no standardisation of project proposals resulting in companies clogged with voluminous proposals but without focus on quality or innovation benefitting the target community.

- **Capacity building (Internal)-Resources & Skilled manpower familiar with nuances of CSR & SD:** Barring top 72 CPSEs as per the data captured by DPE remaining PSUs out of 300 odd companies are not technically equipped to understand the nuances of the statutory obligation set under the companies act provisions Section 135. It is a general impression that many PSUs leaving few exceptions do not have exclusive manpower for CSR obligation
- **Capacity building (External) - availability of Land, Labour, Electricity in remote areas:** For example CPSE majors like IOCL, HPCL have petrol pumps located all over India and SBI having branches all over India; accordingly they have extensive reach to far interior places even in backward districts facilitating the scope for implementation of CSR even in the remote locations. Same is not true for other PSUs who does not have such reach. Similarly, while ONGC has an average annual CSR budget of Rs.500 crs. for companies like ITI, NTC etc. whose budget is less than Rs.1 cr. annually. In such context, it is very difficult for smaller companies to organise labour, electricity for projects in aspirational districts like Kalahandi, Kandhamal which are not only remote districts

but are infected by Naxal movement as well. Further the projects were mostly executed on the land allocated by District Administration which in normal course takes very long time for sanction.

- **Stake holders' commitment not uniform:** In most of the CSR projects where assets are created like schools, toilets, public health centres, modular OTs, etc. there is deep routed ambiguity as regards the responsibilities of stakeholders. Toilets constructed in remote areas needs a local community stakeholder's commitment to maintain the toilets with the resources required (water, drainage, cleanliness, creation of awareness etc.).
- **Difficulty in executing projects under collaboration mode:** Most of the companies preferred to go it alone instead of collaborative mode along with other PSUs owing to ambiguity prevailing in tax structure, lackadaisical response of the collaborating Boards an obvious need to assimilate the project benefits for their company.
- **Annual accounts are not finalized by 1st April for preceding year:** This becomes an impediment for formulating the CSR policy for upcoming year in a firm manner as most of the board would prefer to arrive at CST budget only after completion of annual accounts which mostly defers up to first/2nd quarter of succeeding financial year.
- **CSR impact of small companies not visible:** Barring Big league Companies, Maharatna /Navratna companies the other CPSEs end up spreading their

meagre budgets thinly over several CSR projects resulting in marginal/transient social /economic /environmental impact.

Inadequate clarity on GST & availability on Input Tax Credit (ITC)

- As per section 7(1) of CGST Act, supply of goods and services or both under GST Law is Taxable Event. If there is no supply then no GST should be levied on it. Supply of anything other than goods or services does not attract GST meaning thereby that if there in a transaction of supply resulting in any consideration or ownership to the company then GST is leviable. In other words,GST should be made for Consideration or in the course or furtherance of business by the taxable entity within a tax regime. As CSR Activities are mandatory as per Section 135 of the Companies Act' 2013, non-compliance of expenditure of CSR by companies would lead to violation of the statutory provisions. On the other hand, companies are receiving visibility & goodwill by creation of the CSR asset, however they do not result in ownerships of such assets. Having said so, the said CSR expenditure is a component of furtherance of Company's business since the revenue is recognised in its books of accounts whereas there would be no consideration from such assets creation. Therefore, it is inferred that ITC (Input Tax Credit) can be availed on expenditure made for CSR Activities. As per amended CGST Act '2018, input tax credit should not be denied for those expenses

incurred by companies in connection with statutory obligations imposed as per company laws. To understand this, the following case laws are seen as giving conflicting perspective.

- The case law in respect of Essel Propack Ltd. Vs Commissioner of CGST, Bhiwandi (CESTAT Mumbai) pronounced in August 2018, the Mumbai CESTAT held that the input service credit in respect of expenditure on CSR can be availed by the Company which discharges CSR obligations.
- Similarly, when we see the Advance Ruling decision by Kerala Authority in case of Polycab Wires Private Limited. It was held that applicant can not avail ITC-input tax credit, for CSR expense incurred. Here the applicant distributed electrical items like, switches, fan, cables etc., free of cost, to flood affected persons as a measure of Social responsibility. The authority stated that in terms of section 17(5)(h), of CGST Act the input tax credit shall not be available in respect of goods lost, stolen, destroyed, written off or disposed of by way of gift or free samples. By this interpretation the applicant was denied ITC benefit on free goods distributed under CSR as per section 17(5) of CGST and KSGST by Kerala AAR(Authority for Advance Ruling).

Thus, it can be appreciated from the few case citations as given above there are conflicting views on eligibility of ITC (Input tax credit) on GST and also there is no clarity on whether CSR activities attract charge of both SGST & CGST on supply of Goods/ Service, as such inputs are not resulting in a measurable consideration for the company. This ambiguity is leading to a situation where many companies are facing disallowance of genuine input tax credit(ITC).

- **Delay in allocation of projects:** At the district level the administration is saddled with mainly issues related to the developmental activities of the zone and consolidation of projects through companies is not a focussed activity. Accordingly, there is reluctance in prompt redressal of issues by district administration to decide on allocation of CSR Projects/ land etc. for implementation by companies. For example, in some cases there is a conflict of interest as district administration also received funds through say National Health Mission which are used for development of health sector infrastructure. At same time activities closely related to NHM are allowed to be undertaken through CSR supply of (Life-saving ambulances, construction of Primary health centres, MOTs, nutrition for under nourished children and lactating mothers etc.)



which results in Delay of decision by District Administration for projects implementation or sanctioning NOC for companies. Same is true in getting clearances for land for rural infrastructure projects and or in urban slums etc.

- **Inadequate skilled human resource** that are willing to work at grassroots level like specialised doctors/nursing staff required to maintain a Modular Operation Theatre (MOT) in a remote backward district like Karauli, Baran etc. similarly, for running the Primary Health Centres (PHCs)/ Community Health Centres (CHCs) for CSR project involving provision of healthcare facilities, then getting doctors and medical staff in remote villages to run primary care facilities is a key concern for companies. Similar is the problem faced in running educational institutes in such remote/backward districts. Opening Health centres and educational centres is further compounded in the areas effected by the Maoists infested areas. ■

Disclaimer

The views expressed in this paper or interpretations drawn are solely intended for creating awareness among the stakeholders on the various challenges faced by companies only from academic perspective. It does not constitute to be a professional advice for any stakeholder nor is intended for challenging any statutory provision. The authors do not accept any liabilities or any kind of issues arising out of any information in this document nor for any actions taken in reliance thereon.

Healthy Heart and Healthy Mind with Spirituality

is the only way for Robust, Perfect and Effective Leadership



Dr. H.K. Chopra*

Every individual has hidden leader in him, search it, perceive it, invoke it and experience it. This is possible by Enhancing Spiritual Potential. I firmly believe that these are the only methods available today to invoke hidden leader in you by introspection which is the core all hidden potential in you.

Leadership is expressed as follows:

L- represents love, liberty and listening & leading capability, E- represents effectivity and efficiency with action, enthusiasm, A - represents agility, assertiveness, alertness, activity and awareness, D- represents divinity & dynamism, as a model of doership, dependable, devotion and dedication, decision taking capability, E- represents excellence & eternity, with emotional stability & energetic with egolessness, R- represents respect, reverence & responsibility and role model, S- represents subtleness, selflessness, H- represents humility &

humanity with higher values, I - represents inspiration, intimate relationship with impact creation and interpretation with positivity, P- represents purity, persistence and perseverance.

Who is a Leader?

A Leader is defined as "one who has the capability to lead himself and others with a motive of welfare of all".

A leader is "one who knows that he knows what he must know and he must make others to know that he knows".

A leader is "one who guides and directs other people and influences their behaviour".

A leader is the symbolic heart and soul of a group, who recognises the vision for prosperity and happiness with creativity and action and fulfills the desires of everyone. He understands the dynamics, creativity and loyalty of the group with the intent of excellence.

Leadership is the qualitative

behaviour of positive attitude of a leader with a group and motivating them in that direction.

Leadership can be important modifier of people's behaviour working in an organization.

Effective leadership to inspire people to work to accomplish the goal.

Leadership can also be defined as the core cohesive force, which holds the integrity of the group and does not allow it to disintegrate.

Effective Leadership: An Outcome of Spiritual Potential

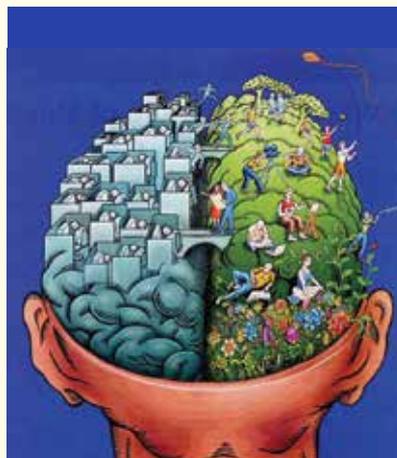
Basically all human beings have some basic needs such as food, clothing, shelter, protection, security, need for love and to be loved. Rising above these are what we call as higher human needs. If our lower needs are fulfilled and satisfied then desire for the higher needs follow. It is very simple to understand that a hungry man can not think of higher needs

* Sr. Consultant Cardiologist, Medanta Moolchand Heart Institute, New Delhi, President, World Wellness Foundation, WWF WHA, Country Head, American Heart Association.

such as self-esteem, self-respect, self-knowledge, self-analysis, self-introspection, self-discipline, self-worth, self-expression, self-recognition, self-rewards, self-love, selfless service for others, divine life or spiritual awareness etc. Today human beings are the most dangerous species on earth. They are ready to stab their own beings at any point of time due to some reason or the other compared to animals who neither do it and nor they know how to do it. What we speak, what we do, what we think has direct effect on whole universe as we are all part of the universe and universe is part of us. All human beings are interdependent, if all insects are destroyed today then the humanity will disappear in the next few years and however, if human beings disappear from this planet then insects or animals will flourish. Nature takes care of everybody needs but not anyone's greed. There is no dearth of water, air, food, grains and shelter etc. for all of us. It needs to be properly organised. The needs of leader and followers should be fulfilled at the basic level as well as higher levels. A leader should embody a positive emotions such as emotion of love originates compassion, humility, altruism, magnanimity, empathy, sympathy, peace harmony, sense of hopefulness, helpfulness, faith, confidence, forgiveness, truthfulness, honesty, security, politeness, respect, reverence, caring and sharing attitude, detachment, selflessness, egolessness, positive mental attitude and gives rise to perfect leadership. I firmly believe that Perfect leadership is an expression of outstanding intelligence, vital force, enlightenment, happiness and ecstasy.

“Love heals, Love inspires, Love renews, Love rejuvenates, Love Empowers, Love makes us feel safe, Love makes us close to God, Love secures, Love motivates, Love unites (hate and anger divides). “Love is tranquilizer, love is energizer, love is equalizer, love is stabilizer, love is equipoiser and love is happinessizer”.

“Love is self control, Love is self-knowledge, Love is self-awareness, Love is self-respect, Love is self-Strength, Love is self will power, Love is self (solipsism), which is all pervasive”. Love is leadership and leadership is love. Lord expressed in the Gita that Love is life and life is love & love is pure potentiality. He said that there is an invisible, immortal (dweller) leader in you and me, the nature of which is sat, chit and anand. Sat is eternal truth, chit is unity consciousness without fear, which upholds the whole universe and anand is the ultimate bliss. This is what leadership is. We can experience this by practice of meditation, regular exercise, yoga, pranayam, healthy diet, regular massage etc. Lord Krishna also said that in order to be a perfect leader, “Be in action and not inactive”. He also said, “Have renunciation in action and



not renunciation of action.” If you want to invoke hidden leader in you, be rajasic with enhanced sattva qualities without inertia/tamas.

Is nurturing the quality of leadership necessary?

Yes, nurturing the quality of leadership is necessary right from the childhood to live effectively with dignity and productivity which is possible by an optimal integration of body, mind, spirit, soul and environment to have perfect leadership.

“As is the perception, so is the thought, As is the thought, so is the interpretation, As is the interpretation, so is the experience, As is the experience, so is the choice, As is the choice, so is the mind, As is the mind and body apparatus, so is the intelligence. As is the intelligence, so is the leadership, As is the leadership so is the world around you.” “Perfect mindset leads to perfect leadership” and imperfect mindset is responsible for imperfect leadership. Intelligence is an invisible, infinite, potential of choice making in every cell of our body. A true leader is one who is selfless, has no greed, is service oriented devoted, dedicated, inspires, motivates the people to fulfill the goal and he is a soul and heart of the group who takes care of the group in every way possible. He believes that God alone is working through him for the welfare of everyone.

Functions of a leader A leader has to

- Conceptualize, plans, structures and execute actions to achieve the goals and act accordingly.

- Organise the activities of a group without conflict.
- Achieve coordination within the group and outside the group.
- Fulfill the physical, psychological, emotional, mental, environmental and spiritual needs of the followers including security, safety, support and recognition etc.
- Provide guidance.
- Inspire and motivate followers.
- Firmly believe in ethical values.
- Firmly believe in newness and change, because change is the essence of life.
- Be process-oriented and not only result-oriented.
- Change his strategies depending upon the requirements of the situation.
- Respond differently to different stimuli.
- Reveal confidence, faith, selflessness, no greed, no lust, no anger, no attachment, no ego, no arrogance, no vengeance, no violence, no vindictiveness, no prejudice, no racism, no ethnoracism, no bigotry, hopefulness, helpfulness, kindness, flexibility, peace, harmony, equipoiseness and self discipline.

A perfect leader is a product of physical, mental, emotional, psychological and environmental response to any challenging situation. If managed well then any ordinary man can be extraordinary person gradually with full of admiration and grow to full potentials if not managed well, it may be disastrous and fatal not only for himself but also for a family, community, society, nation and the world. This is

possible when the leadership is expressed from the levels of the soul by practicing meditation.

How do we Classify leaders?

A. Based on their profession

- **National leaders** such as Mahatma Gandhi, Jawahar Lal Nehru, Indira Gandhi and Atal Bihari Vajpayee, Dr. A.P.J. Abdul Kalam, Sir Winston Churchill, Ronald Ragan, Bill Clinton, John F Kennedy, Nelson Mandella, Mikhail Gorbachev can be designated as perfect national leaders as their qualities are firmness, balance of mind and body, selflessness, excellence, work from soul and heart, belief in prosperity, belief in respect and reverence, belief in action, peace, harmony, simplicity, honesty, truthfulness and not arrogance or destructive attitudes. They always believed in creativity, self-support, self-respect, self-security, self-confidence and no conflict.
- **Spiritual leaders** such as Lord Krishna, Lord Shiva, Lord Ganesha, Jesus Christ, Guru Nanak, Lord Mahavir, Prophet Mohammed, Gautam Budhha, Ved Vyas, Maharshi Patanjali, Tulshidas, Kabir, Dayanand Saraswati, Swami Vivekananda, Rabindranath Tagore, Swami Chinmayananda, Maharishi Mahesh Yogi, Osho Rajneesh, Mother Teresa and Dr. Deepak Chopra are categorized as spiritual leaders with spiritual domain and perfect leadership qualities. 1 of the opinion that all leaders with spiritual domain can achieve tremendous success and prosperity.
- **Sports leaders** such as Sunil

Gavaskar, Kapil Dev, Wasim Akaram, Sachin Tendulkar, Sourav Ganguly, Rahul Dravid, Virendra Sehwag, Imran Khan, Inzamam ul Haque have all the qualities of perfection in leadership in cricket. Similarly, Steve Waugh and Brett Lee from Australia are perfect leaders in their own mission.

- **Film leaders** such as Dilip Kumar, Raj Kapoor, Rajesh Khanna, Amitabh Bachchan, Shashi Kapoor, Rishi Kapoor, Shah Rukh Khan, Aamir Khan, Salman Khan, Anil Kapoor, and ladies such as Vijayanthi Mala, Rekha, Sridevi, Madhuri Dixit, Aishwarya Rai, Preity Zinta, Rani Mukherjee, Priyanka Chopra, Katrina Kaif are unique Indian leaders in their own field in film industry.
- **Warriors:** Such as Doctors, Nurses, Healthcare Workers during COVID era are great heroes of today. Shivaji, Rani Jhanshi, Napoleon, Maharaja Pratap Singh and many other in the history were great heroes of their time.
- **Scientists, philosophers and researchers** including Galileo, Newton, Claude Bernard, Albert Einstein, William Harvey, Archemedes, Swan and Ganz were leaders in their own way.
- Similarly, leaders in business community/ corporate world/ Public Sector Undertaking, family (parents), school (Head Girl/Head Boy) and in associations such as presidents should have all the qualities of a perfect leader to achieve the goals.

B. Based on leadership styles

The different types of leadership styles are:

- Autocratic leadership (Dictatorial)
- Participative leadership (Democratic)
- Free rein leadership
- Paternalistic leadership

C. Based on Relationship

Transactional vs Transformational Leadership: The more traditional transactional leadership involves an exchange relationship between leaders and followers but transformational leadership is based more on leaders' shifting the values, beliefs and needs of their followers.

D. Based on Qualities

Successful leader vs Effective leader: A leader is successful when he is able to get the desired results from the followers or subordinates. In other words the success of a manager is measured by the production or productivity of the group he needs. But a successful leader is not necessarily effective. Effectiveness describes the internal state of an individual or a group and thus, is attitudinal in nature. Effective leaders not only concentrate on production but also on the needs and aspirations of the followers. The successful leaders may have different degrees of effectiveness. They may be highly ineffective if their style of leadership is not appropriate to the needs of the situation. Thus, successful leaders may be having different degrees of effectiveness depending on the situation. Some of the important traits of an effective leader are intelligence, physical features, inner motivational drive, maturity, vision, foresight, acceptance of responsibility, open mind and adaptability, self confidence, human

A perfect leader is a product of physical, mental, emotional, psychological and environmental response to any challenging situation. If managed well then any ordinary man can be extraordinary person gradually with full of admiration and grow to full potentials if not managed well, it may be disastrous and fatal not only for himself but also for a family, community, society, nation and the world. This is possible when the leadership is expressed from the levels of the soul by practicing meditation.

positive relation attitude, fairness and objectivity.

E. Based on Power sources

Sources of Leader power: The leaders use various sources of power such as personal power, money power, legitimate power, expertise power, communication power, political power and muscle power etc.

Leadership vs. Managership

Leadership is the ability of an individual to inspire and enthuse the followers towards a definite goal. Leadership is thus a part of management, but not all of it. A managership on the contrary is the ability to plan and organize and not necessarily inspire or enthuse others to follow. This

means that a strong leader can be a weak manager and viceversa. Leadership is something a person does. However, it should not be confused with mere activity. An individual is a leader in true sense if he is accepted as a leader by the group and there is communication between the leader and the followers. An individual lacking in one of these qualities cannot be called a leader as he has no capability of leading the people.

Leadership Styles

The leadership style is described by the reflection of the leader's role. These styles may be Autocratic (Dictatorship or Authoritative), Participative (Democratic) or Free Rein leadership styles. In real practice out of these styles one style may be dominant. For example a Medical Superintendent in a hospital is normally autocratic and may be participative in determining the vacation schedule of the employee and free rein in selecting a department representative.

Autocratic Leadership: An autocratic leader gives orders in such a manner that they should be obeyed and executed by the subordinates. He makes the policies alone without consulting anyone and does not share detailed information about future plans. He always remains aloof. In this style all decision-making power is centralized in the leader. Autocratic leadership creates negative influence at times. As the followers are uninformed, insecure and are afraid of the leader's authority. The autocratic leader may be a strict autocrat which is negative, or a benevolent autocrat which is usually positive and effective and enhances an excellent human relationship.

and manipulative autocrat who makes subordinates feel that they are participating in decision making process even though he is already taken the decision. The autocratic leader directs his subordinates according to his decision. Frustration low morale and conflict easily develops in autocratic situation.

Participative Leadership: A participative leader or democratic leader is one who makes policies and implement them only after consulting the group. Participative leadership

decentralizes as the decision taking power. This kind of leadership enhance cooperation, positive attitude, boost morale and cooperation of the employees.

Free Rein Leadership: A free rein leader does not lead. It allows the group to lead itself. The free rein leader avoids power. They give all the responsibilities to the group which is supposed to lead. This is also known as permissive style of leadership, where there is least interference by the leader.

Paternalistic Leadership: This

type of leadership is fatherly or the leadership between the leader and his group as the family with the leader as the head. Here, the leader helps guide, protect, and keep his followers happily working together as members of the family. This type of leadership has been highly successful in Japan.

I firmly believe that optimization of perception from the eye of the soul and enhancing the spiritual potential in any being may create perfect leadership qualities and make our country a global power.

"Leaders are not human beings with spiritual experience, but spiritual beings with human experience."

"Leadership is getting along with the people and not getting rid of the people."

"Leadership is self-confidence, bravery, truthfulness and tenacity."

"Truth is my God and non violence is the method of realizing him".

"Truth and non violence are divine and awaken your leader within you".

Mahatma Gandhi

"Leadership is coping with new problems and new opportunities, to win the world."

John F. Kennedy

"Lust, anger, greed, attachment and ego are five gates to hell".

Lord Krishna - Gita

"Lovable leader gives happiness, wherever he goes, and angry leader gives happiness, whenever he goes".

Swami Chinmayananda

"Leadership is the art of communication".

"Leadership is of the people, by the people and for the people".

"Leadership is vision for the future."

"World leadership is winning the hearts and souls of the people of the world by working with soul and heart."

"Leadership is a matter of having people look at you and gain confidence. If you're in control, they're in control."

"Leadership is in action, and not in position."

"Leadership is the challenge to do something more than average".

"Leadership is to be strong, but not weak;

"Leadership and communication are inseparable."

"Leadership is an opportunity to serve and not a trump card of self-importance."

"Leadership is a cordial relationship, and not discordial relationship."

"Leadership is knowledge and knowledge is leadership."

"Leadership is wisdom and wisdom is leadership."

"Perfect mindset is responsible for perfect leadership"

"To be divine or devil, you can't have both to be a leader".

"Love is heaven, anger is hell, love is divine, anger is devil."

"Love unites (hate and anger divides). That's what a leader should know."

"Path of love is path of enlightenment, path of anger is path of misery and hell"

"A leader is one who has quality of forgiveness"

"A leader has to know "the art of living and the art of giving"

"Good and effective leader is one who takes time off to think of others and treat others as one would like himself to be treated by others." ■

New and Improved Convention Centre at SCOPE Complex and SCOPE Minar

Conference Halls and facilities are being sanitized and fumigated on a regular basis.
Booking of halls are now open in line with Government guidelines.

Conference Facilities at SCOPE Convention Centre Lodhi Road, New Delhi

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 projector, screen and mikes on dais and podium on stage.

Mirza Ghalib Chamber



The chamber having capacity of 108 persons (102 Nos. Chairs + 6 Nos. Chairs on Dais) equipped with 2 Nos. projector & screen and mikes on table, dais and podium.

Tagore Chamber



The chamber having capacity of 92 persons (86 Nos. Chairs + 6 Nos. Chairs on Dais) equipped with 2Nos. projector & screen and mikes on dais, tables & podium.

Bhabha Chamber (Board Room)



The chamber having capacity of 44 persons (24 Nos. Chairs on round table and 20 Nos. Chairs on sides) equipped with projector, screen and mikes on dais, 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 projector, screen and 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.

Annexe II



The Annexe-II has capacity of 15 Persons and is equipped with projector and screen.

Banquet Hall



The banquet hall having capacity of 500 Persons for the purpose of lunch & dinner. Sitting arrangement could be done for 40 persons.

Tansen Chamber at UB



The Tansen Chamber has capacity of 30 persons and also has stage & podium equipped with projector and screen.

Annexe I



The Annexe-I has capacity of 20 Persons and is equipped with projector and screen.

Amir Khusro Chamber at UB



The Amir Khusro Chamber has capacity of 35 persons with facility of stage & podium equipped with projector and screen.

For Booking & Tariff details please contact

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Conference Facilities at SCOPE Minar Convention Centre, Laxmi Nagar, New Delhi

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 iconic buildings of East Delhi. It has a huge foyer which gives an ambience look inside the building. There is a green environment all around the SCOPE Minar building with large size planters. The building also has state-of-the-art Convention Centre comprising of five conference halls i.e.

Auditorium



The auditorium has capacity of 350 delegates. Various seminars, training programmes, presentations, get together etc. can be conducted in auditorium which is equipped with projector and screen. It provides ambient and peaceful environment for the programmes.

VIP Lounge



VIP Lounge has sitting capacity of 30 delegates. The executives and higher level officers, Directors, CMDs can use it as waiting lounge also.

Board Room



Board room having "U" shaped table, has a sitting capacity of 50 delegates with modern facilities - projector, screen, sound system, table mic 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 equipped with projector, screen, sound system etc. one with capacity of 40 persons and two halls with capacity of 30 persons each for training purpose.

Meeting Hall



Meeting hall having "U" shaped table, has a sitting capacity of 62 delegates. Most widely used for small size meetings and training programmes, group discussion, power point presentations etc. and is equipped with projector and screen.

For Booking & Tariff details for Convention Center, SCOPE Minar, Laxmi Nagar please contact

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Mr. Gopal Krishna Bharti

Asst. Manager (Tech.) SCOPE Minar,

Mob: 9717564689

Email: scopeminar.convention@gmail.com,

gopal@scopeonline.in

There is a wide space for vehicle parking that cater for a capacity of 550 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.



SCOPE FORUM OF CONCILIATION AND ARBITRATION (SFCA)

With a view to expedite settlement of disputes and reduce avoidable expenditure by PSEs, a need was felt by Standing Conference of Public Enterprises (SCOPE), an Apex Body of Public Sector Enterprises, to institutionalize the prevailing system of arbitration which led to formation of SFCA in 2003. The forum was formally inaugurated by Shri Santosh Gangwar, the then Hon'ble Minister of State for Heavy Industries & Public Enterprises and Parliamentary Affairs at SCOPE Complex on 9th January 2004.

WHY SFCA?

Empanelment of more than 400 Arbitrators/Conciliators

- Retired Judges of Supreme Court, High Courts,
- Retd. Secretaries, Joint Secretaries of Government of India
- Chief Executives, Directors and senior officials of PSEs
- Professionals including Advocates, Chartered Accountants.

Complete services for conducting Arbitration

- A dedicated Forum administering, overseeing and conducting arbitration and conciliation proceedings.

Cost effective and timely dispute settlement

- Settling disputes between PSEs and their associates within shortest possible time at more economical and cheaper cost in comparison to other institutions.

Dedicated Infrastructure

- Exclusive Arbitration Hall having sitting capacity of 15 persons.
- Facility of provision of halls with higher capacity in SCOPE Convention Centre at SCOPE Complex, Lodhi Road and SCOPE Minar, Laxmi Nagar, New Delhi.

Facilities and provisions

- Provision of modern equipments and facilities such as projector for live streaming of proceedings on a large screen, stationery etc.
- Complementary service of mineral water, tea/coffee with arrangements for high tea on request of parties.

Capacity Building

- Executive development programmes and workshops on various aspects of Alternate Dispute Resolution process (ADR).
- Annual National Seminar on various aspects of Arbitration and Conciliation.



For any queries relating to SFCA, you may contact

SCOPE FORUM OF CONCILIATION & ARBITRATION (SFCA)

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Associate with us and adopt SFCA Clause for resolving disputes in a cost and time effective manner!

Secretary, Ministry of Coal reviews the Progress of NUPPL; Gate Complex of NUPPL Project also inaugurated



Mr. Anil Kumar Jain, Secretary, Ministry of Coal and Mr. V. K. Tiwari, Additional Secretary, Ministry of Coal reviewing the progress of the NUPPL, JV Power Project, Ghatampur, U.P., along with Mr. Rakesh Kumar, CMD, NLCIL, senior officials of Gol, Government of Uttar Pradesh, NUPPL and others.

Mr. Anil Kumar Jain, IAS, Secretary, Ministry of Coal visited the Joint Venture Power Project, Neyveli Uttar Pradesh Power Ltd. in Kanpur, U.P, to review the progress of the project, along with senior officials of NLCIL and UPRVUNL. Member of Parliament, Mr. Devendra Singh Bhole, MLA, Ghatampur,

Mr. Upendra Nath Paswan, Mr. Alok Tiwari, IAS, DM, Kanpur Nagar and Mr. Arun Kumar, SDM were also present on the occasion.

The project progress was reviewed at site along with Mr. V. K. Tiwari, Additional Secretary, Ministry of Coal, Mr. Rakesh Kumar, CMD, NLCIL, Mr. Senthil Pandian, IAS, MD, UPRVUNL, Mr. Shaji John,

Director (Power), NLCIL and Mr. Mohan Reddy, CEO, NUPPL. Secretary (Coal) visited the Chimney, Boiler area, TG area, Switch Yard, NDCT area and had an in-depth discussion on all aspects of the project with senior management and officials present on the occasion. Local issues related to the project were also discussed with the MP, MLA and District officials.

Secretary Coal also inaugurates the Gate complex of the NUPPL project

Neyveli Uttar Pradesh Power Ltd. (NUPPL) a joint venture of NLC India Ltd., and Uttar Pradesh Rajya Vidyut Utpadan Nigam Ltd. (UPRVUNL) is setting up a Coal based Supercritical Thermal Power Plant with a capacity of 1980 MW (3X 660 MW) at Ghatampur Tehsil, Kanpur Nagar District, Uttar Pradesh with 51:49 equity participation. The project was accorded approval by the Government of India in July 2016.





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Please contact for details

Director (Marketing)

IREL (India) Limited

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Coal demand is expected to rise: Chairman, Coal India Ltd.

There is need to produce more coal as demand for dry fuel is expected to rise post-COVID-19 pandemic, said Mr. Pramod Agrawal, Chairman, Coal India Limited. Mr. Agrawal, who was on a day-long visit here in Mahanadi Coalfields Limited (MCL), inspected mining and coal evacuation operations at Talcher coalfields.

Committed to fulfil the energy needs of the country, the Chairman said, Coal India is giving much emphasis on increasing production. "Need of country is to produce more and more coal", Mr. Agrawal said, highlighting rising demand for coal to meet energy requirement for revival of industry post COVID-19 restrictions. There was a sudden fall in demand of coal due to pandemic,

which had forced subsidiaries to slow down production and focus on other related works like removal of overburden and strengthening of infrastructure for coal transportation.

On production, the Chairman said Coal India would cross 650 million tonne production mark during financial year 2020-21. He appreciated MCL for commendable growth in all the major parameters of production, despatch and over burden removal. Coal India had produced 405 million tonne coal by third financial quarter ending December 31, 2020, which has a contribution of 101.8 million tonne from Odisha-based MCL.

Mr. P. K. Sinha, CMD, MCL along with Mr. O. P. Singh, Director (Technical/Operations) and Mr. Keshav Rao, Director (Personnel),



Mr. Pramod Agrawal, Chairman, CIL alongwith Mr. P. K. Sinha, CMD, MCL and other senior officials of MCL visiting Talcher Coalfields.

MCL accompanied the Chairman during his visit. The Chairman inspected coal mining and despatch operations at Bhuabaneswari OCP, SILOs in Lingaraj Area, Bharatpur Area and Hingula Area in Talcher coalfields.

NRL pays Interim Dividend to Govt. of Assam for FY 2020-21

NRL handed over Interim Dividend for the financial year 2020-21 to the Government of Assam against its equity stake of 12.35% in the Company. The cheque amounting to Rs. 122.61 crore was presented by MD NRL Mr. S. K. Barua to Hon'ble CM of Assam, Mr. Sarbananda Sonowal in the presence of Chief Secretary, Govt. of Assam, Mr. Jishnu Baruah; Additional Chief Secretary to Chief Minister, Mr. Paban Kumar

Borthakur; Commissioner and Secretary of Industries and Commerce, Govt. of Assam, Mr. K. K. Dwivedi, Director (Technical) NRL, Mr. B. J. Phukan, Director (Finance) NRL, Mr. I. Mitra, Company Secretary NRL, Mr. H. K. Sarmah and DGM (Corp. Comm.) NRL, Ms. Madhu Chanda Adhikari at the CM's Official residence in Guwahati. The interim dividend amount is based on financial performance of the



Mr. S. K. Barua, MD, NRL presenting dividend cheque to CM of Assam, Mr. Sarbananda Sonowal.

company in the period between April 2020 to September 2020.



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- ❖ **108.05** Million Tonne Coal Production in FY 2019-20



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Chennai Airport gearing up for a spectacular makeover



A view of the modernisation of the Chennai Airport.

AAI's Chennai Airport has been witnessing tremendous traffic growth over the years which has necessitated the revamp of the airport aimed at providing a world-class terminal to passengers. The second phase of Chennai Airport Modernization commenced in the year 2019 when Hon'ble Prime Minister of India laid the foundation stone for the project.

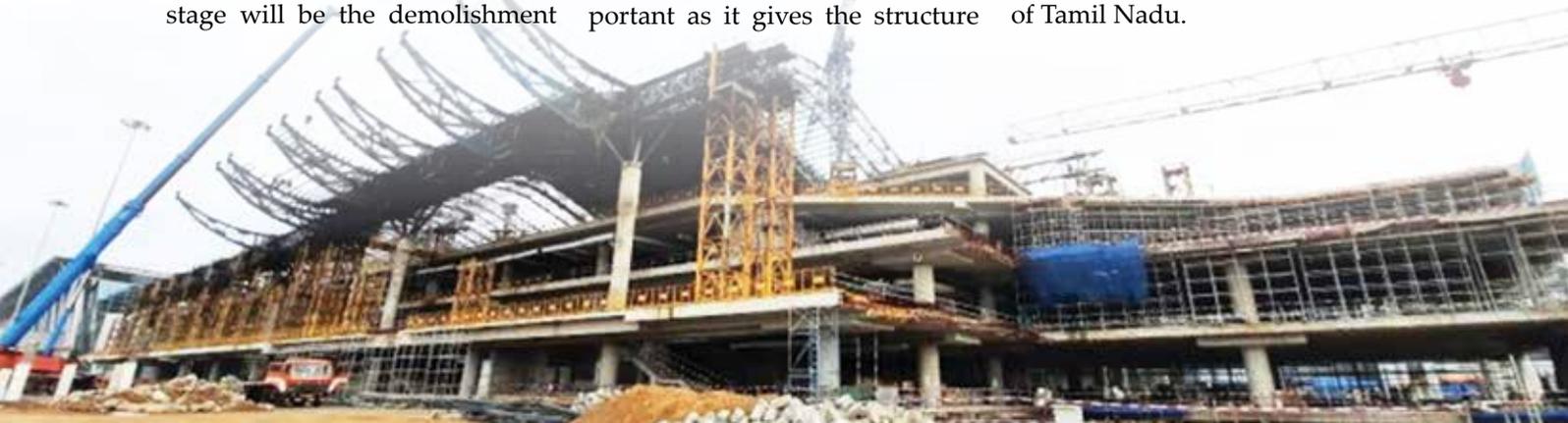
The modernization of the Chennai Airport is planned in two stages. The first stage has seen dismantling of the existing Domestic Terminal T-2 with an area of 19,250 sqm. for construction of new facility which is scheduled to be commissioned by June 2021. The second stage will be the demolition

of International Terminal T-3, with an area of 42,300 sqm. and construction of New Terminal. The total project will be commissioned by December 2022.

The estimated cost of the project is Rs. 2467 cr which also includes integration of airside corridor for seamless flow, augmentation of contact bays, integration of multi-level mechanized car parking and Metro rail. The New combined terminal (Stage-1+ Stage-2) which will function as one large Integrated terminal for International and Domestic operations having a total area of 2,18,000 sqm. will enhance the present capacity from 21 million passengers per annum to 35 million passengers per annum.

The design of roof is most important as it gives the structure

an iconic look. It is derived from the traditional form of local art and culture; the movement of traditional costume from Tamil Nadu's Bharatanatyam dance. The pleats in these costumes open beautifully when the dancer forms particular postures and the roof will reflect the movement and lightness of the garment. The fabric-like roof lightly sits above the terminal with the ripples creating from layers of curvature roof structure. The roof then cantilevers over the forecourt road to create a welcoming space and weather protection for the passenger and visitors alike. Evidently, the new terminal and its interiors will reflect an array of aesthetic elements taken from the rich cultural repository of Tamil Nadu.





ALL GREAT ACHIEVEMENTS ARE A SERIES OF SMALL EFFORTS.

LET'S KEEP ODISHA CLEAN

Mahanadi Coalfields Limited (MCL), a Government of India Enterprise under Ministry of Coal, operates 15 open cast and 5 underground coal mines in Angul, Jharsuguda and Sundergarh districts of Odisha. The company contributes to 25 percent of total production by Coal India. Ever since its inception, MCL has been a front-runner in introducing innovative ideas and technology to minimise the impact of coal mining on environment. Extending Swachhta Abhiyan to waste management level with new technology and best practices, the company has achieved huge advancements in cutting down and safe disposal of solid waste in its mines. Committed to inclusive growth, MCL is the top spender under CSR in Odisha.



Ujjwal Bharat Ka Hai Sapna, Swachh Koylanchal Ho Apna

Mahanadi Coalfields Limited

(A subsidiary of Coal India Limited)

Corporate Office: At/PO:- Jagruti Vihar, Burla, Sambalpur, Odisha-768 020

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PSEs CSR Activities

Oil India Super 30 Students Excel



Oil India's Super 30 - the CSR Initiative.

The students who were beneficiaries of OIL's popular CSR initiative - Oil India Super 30 has once again excelled in their entrance exams. In engineering batch of 2019-20, total 170 students were enrolled out of which 164 students have secured admissions in various engineering colleges making it a 96% success rate across six centres i.e Guwahati, Jorhat, Nagaon & Dibrugarh in Assam, Itanagar in Arunachal Pradesh and Jodhpur in Rajasthan.

Out of total admissions, 64 students have exclusively secured admissions in IITs (A group engineering colleges), 90 students in NITs (B category engineering colleges) and rest 10 students in other state engineering colleges.

In the medical batch of 2019-20, total 30 students were enrolled out of which 29 students qualified in NEET. Thereafter in the first counselling of NEET, 21 students have secured admission in MBBS colleges and one student got admission in AIIMS Guwahati.

Since 2010-11, Oil India Limited has supported total 1166 students in engineering entrance examinations and out of which 1060 students have successfully secured admissions into various engineering colleges and since 2018-19 session, total 50 students have been enrolled in medical entrance examinations out of which 39 have secured admissions in MBBS.

Oil India Super 30 project is one of the CSR initiative of the company focusing on providing 11- months

completely free residential coaching in the field of Engineering and Medical to the meritorious students belonging to underprivileged sections of the society and helping them by providing opportunity to fulfil their dream of securing admissions in premium colleges of the country.

The basic concept of the program is to keep the students focused and develop a result - oriented approach in preparing for the JEE Mains/Advance, other Engineering and Medical entrance examinations. The students are provided with free food, boarding and coaching for eleven months starting from July to May (of each academic year). Currently, residential coaching is provided to under privileged students at six centres of Guwahati, Jorhat, Dibrugarh, Nagaon, Jodhpur and Itanagar.

MCL takes CSR initiative to make rural Sambalpur women self-reliant



Ms. Geetanjali Mahapatra, DSWO, Sambalpur, Mr. B. Sairam, General Manager (CSR), MCL and Ms. Sushree Sangita Bal, Project Manager (HBT), Bhubaneswar after signing MoU.

A tripartite agreement between District Administration, Sambalpur and Mahanadi Coalfields Limited (MCL) and Humara Bachpan Trust (HBT) was signed at District Collector Office, Sambalpur for the project "Empowering women of Sambalpur District through Transformational Life Skill Training".

The overall objective of the project is to provide skills to underprivileged women enabling them to earn an independent living and provide a sustainable



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pathway out of poverty. The thrust of the program is to help women increase their livelihood options and entrepreneurial competitiveness through capacity-building training in entrepreneurial skills and value addition, supply chain management, among other social skills.

The project will be implemented in Dhankauda Block of Sambalpur district where 1500 girls and women will be benefitted in the project. The program will run under a partnership between MCL, Dist Admin Sambalpur and HBT. The project

will be implemented under its Corporate Social Responsibility of the company at a cost of Rs.14 lakhs over a period of seven months.

MCL will be the funding partner, District Admin Sambalpur will do program monitoring and quality assurance and HBT will be the implementing partner of the training and other interventions.

The MoU was signed by Ms. Geetanji Mahapatra, DSWO, Sambalpur, Mr. B. Sairam, General Manger (CSR), MCL and Ms. Sushree Sangita Bal, Project Manager (HBT), Bhubaneswar. ■

NALCO to invest Rs. 30,000 crores for expansion and business diversification: Union Mines Minister

It is indeed commendable that NALCO, which started with a modest investment way back in 1981 continues its leadership position with excellent performance for more than four decades. Forty glorious years of sustainable growth reflects the fact that NALCO has matured in the business cycle and now exponential growth and expansion will take this CPSE to the next level of business excellence, said Mr. Pralhad Joshi, Hon'ble Union Minister of Parliamentary Affairs, Coal & Mines while addressing the 41st Foundation Day celebrations of the Company, at Bhubaneswar.

The Union Minister appreciated the dedication, hard work of the management and employees for continuing their efforts for optimizing production and productivity, particularly during the last few months wherein there has been a slump in metal prices and onset of COVID-19 pandemic. On this occasion, Hon'ble Union Minister Mr. Joshi also stressed on the fact that there exists a huge scope for increasing the per capita consumption of Aluminium in the



Mr. Pralhad Joshi, Hon'ble Union Minister of Parliamentary Affairs, Coal and Mines inaugurating the NALCO Foundation Day Celebrations.

country and it is the right time for the Indian Aluminium industries to ramp up their production and leverage this opportunity. "The annual consumption is stated to grow many fold with demand picking up under Government of India's Atmanirbhar Bharat initiative in sectors like power, building and construction, packaging, automobile manufacturing and transportation", he said.

On NALCO's growth plans, he said that, for NALCO to remain a significant contributor in the alumina and aluminium sectors, it is essential that NALCO must go for its planned expansion,

with an estimated investment of around Rs. 30,000 crores in the next 7 - 8 years. "This will help the company for its sustainability and competitiveness. Moreover, Aluminium industry being one of the fastest growing sector among all metals has the potential to attract huge investments in the near future", he added. "The Rs. 30,000 cr. expansion plan of NALCO, spread over the next 7 - 8 years will include the expansion of its refinery by one million tonne capacity, adding 3.5 million tonne capacity Pottangi bauxite mines and operationalization of Utkal D and E Coal Blocks.

**HAR EK KAAM
DESH KE NAAM**



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PSEs Ink MoU

MoU signed between HUDCO and MoHUA



HUDCO has signed a Memorandum of Understanding (MoU) with the Ministry of Housing and Urban Affairs (MoHUA) for setting key targets for the financial year 2020-21. The MoU was signed between Mr. Durga Shanker Mishra, Secretary, MoHUA and Mr. Kamran Rizvi, CMD, HUDCO in the presence of Mr. M. Nagaraj, Director (Corporate Planning) and Mr. D. Guhan, Director (Finance).

'Desi Beej Ghar': MCL creates a potential seeding opportunity for farmers of its command area

Farmers have been increasingly using hybrid seeds owing to high yielding, disease-resistant and climate-tolerant characteristics. However, in some



Signing of the MoA in the presence of Director (Personnel), MCL.

cases, hybrid seed loses its quality during reproduction. This forces a farmer buy hybrid seeds every year resulting in financial burden. The answer to Farmer's woes lies in indigenous seeds which maintain the same quality year after year.

Realising the conundrum, MCL has come up with a pioneering project under its CSR for assisting the marginalised farmers grow, conserve and bank indigenous seeds. Partnering with MCL in this noble venture is 'Gram Samridhhi Trust', a voluntary organisation working in the field of agricultural development. Named as 'Desi Beej Ghar', the project will provide support for cultivation and preservation of indigenous seeds, and create an ecosystem for marketing the product to fellow farmers through seed bank. Farmers will grow high quality seeds following scientific standards under the guidance of seed science experts. Seed banks will be established which will be operated by seed growers. The project will be implemented in Hemgir block, Sundargarh district. Overall 200 farmers will be provided training on mechanisms for preservation of indigenous seeds.

A Memorandum of Agreement for the project has been signed between MCL and Gram Samridhhi Trust in the presence of Director (Personnel).

NHPC signs MoU with IREDA

With a view to expand NHPC's Renewable Energy Projects footprint in the country, a Memorandum of Understanding was signed through Video Conferencing between NHPC Limited and Indian Renewable Energy Development Agency Ltd. (IREDA). The MOU was signed by Mr. Abhay Kumar Singh, CMD, NHPC on behalf of NHPC Limited and Mr. Pradip Kumar Das, CMD, IREDA on behalf of IREDA. The occasion was graced by Director (Technical), Director (Finance) and Director (Projects) from NHPC and Director (Technical) from IREDA.

In line with Hon'ble Prime Minister's vision of development of 175 GW of Renewable Energy by 2022 and "Aatmanirbhar Bharat" NHPC has undertaken an ambitious plan to make a significant imprint on RE landscape of the country through



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distributed

Street Lighting National Programme (SLNP)

Over **11 million** street lights
replaced with smart LED street
lights

These initiatives have helped India save



55.32 billion kWh
Energy (per year)



43.88 million t CO₂
GHG emission reduction (per year)



10,820 MW
Avoided peak demand

development of 7.5 GW of Renewable Energy (Solar-Terrestrial and Floating and Wind) in the next three years. Towards achieving this objective, NHPC has already successfully commissioned renewable capacity of 102.5 MW (Solar-Terrestrial and Rooftop and Wind) on ownership basis and has contracted 2000 MW as Intermediary Procurer basis (Facilitator Mode) at one of the most competitive



Mr. Pradip Kumar Das, CMD, IREDA and other senior officials during signing of the MoU.



Mr. Abhay Kumar Singh, CMD, NHPC and other senior officials during signing of the MoU.

tariff with planned commissioning by 2021.

Besides 155 MW Solar-Terrestrial and Floating capacity is under final stages of award and another 2.9 GW of Solar capacity (Floating 500 MW and 2400 MW Solar-Terrestrial) are under various stages of development. The geographical spread of these projects is pan India.

Secretary (Power) Govt. of India visits Changlang, Arunachal Pradesh



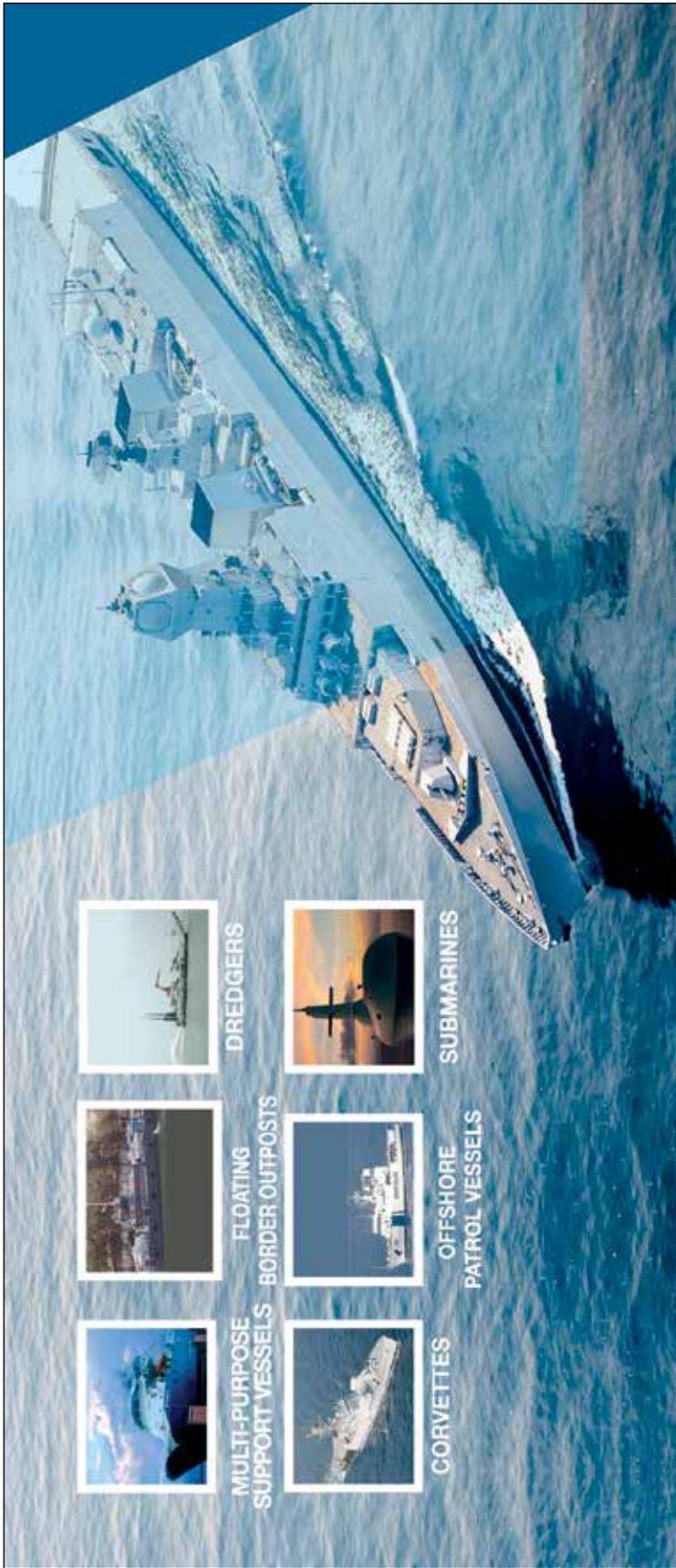
Mr. Sanjiv Nandan Sahai, Secretary (Power), accompanied by Mr. Tanmay Kumar, Joint Secretary (Hydro), Mr. A. K. Singh, CMD, NHPC and Mr. K. Sreekant, CMD, PGCIL during his tour to Changlang district of Arunachal Pradesh.

Secretary (Power), Mr. Sanjiv Nandan Sahai visited Changlang district of Arunachal Pradesh recently. During the visit, Secretary (Power) was accompanied by Mr. Tanmay Kumar, Joint Secretary (Hydro), Mr. A. K. Singh, CMD, NHPC and Mr. K. Sreekant, CMD, PGCIL.

On his arrival at Changlang helipad, Secretary (Power) was accorded a hearty welcome by Mr. Tesam Pongte, Hon'ble Dy. Speaker, Arunachal Pradesh Legislative Assembly and Mr. Phosum Khimhum,

Mr. MLA, Changlang (South) along with Deputy Commissioner (I/C), Superintendent of Police, Changlang district and Senior Officials from NHPC and PGCIL.

Secretary (Power) also took a review meeting on the development of mini and micro-hydro projects of Changlang district. The meeting was chaired by Mr. Phosum Khimhum, MLA, Changlang (South) wherein the Arunachal Pradesh State Hydro Power Department briefed about the various issues associated with mini and micro-hydro projects in the district. The issues related to erection of transmission lines by PGCIL was also discussed at length and the visiting Secretary (Power) assured all necessary help and support from the Ministry.



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India's only shipyard to have built Destroyers and Conventional Submarines for the Indian Navy. (Source: CRISIL Report)



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BEML pays Annual Dividend of Rs. 13.50 crores to the Govt. of India



Mr. Rajnath Singh, Hon'ble Raksha Mantri receiving the dividend cheque from Dr. Deepak Kumar Hota, CMD, BEML. Also seen are Mr. Raj Kumar, Secretary (Defence Production) and Mr. Puneet Agarwal, Joint Secretary.

BEML Limited, paid an annual dividend of Rs. 13.50 crores to the Union Government for the financial year 2019-20. At a function held in New Delhi, the final dividend cheque worth Rs. 5.62 crores. was handed over by Dr. Deepak Kumar Hota, CMD, BEML to Mr. Rajnath Singh, Hon'ble Raksha Mantri. This is in addition to interim dividend paid of Rs. 7.88 crores.

On this occasion, Mr. Raj Kumar, IAS, Secretary (Defence Production), Mr. Puneet Agarwal, Joint Secretary (Land System) and other senior officials were also present.

NTPC's oldest unit at Singrauli records highest PLF so far in current fiscal

NTPC Ltd's very first unit, which was commissioned 38 years ago at Singrauli in Uttar Pradesh, has achieved the highest Plant Load Factor (PLF) of 100.24% among all thermal units in the country between April 2020 to December 2020, data published by Central Electricity Authority (CEA) showed. The 200 MW unit was commissioned in 1982 and the robust PLF signifies the exceptional operational and maintenance efficiency at NTPC.

Besides the exceptional feat achieved by unit#1, three more NTPC units - Singrauli unit#4 and Korba unit #1 & #2 in Chhattisgarh, have figured among Top 5 performing units.

Further, NTPC Group achieved highest gross generation of 222.4 Billion Unit (BU) from April to December 2020, an increase of 3.8 percent compared to the same period last year. Concurrently, NTPC coal power stations have maintained high availability of 92.21 percent from April 2020 to December 2020 as against 87.64 percent during the same period last

year. Six flagship power plants of NTPC i.e. NTPC Korba (2600 MW) and NTPC Sipat (2980 MW) in Chhattisgarh, NTPC Rihand (3000 MW) in Uttar Pradesh, NTPC Vindhyachal (4760 MW) in Madhya Pradesh, NTPC Talcher Thermal (460 MW) and NTPC Talcher Kaniha (3000 MW) in Odisha have also featured among the top 10 performing thermal plants in the country.





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REIL 38th AGM for the Financial Year 2019-20



The 38th Annual General Meeting of Rajasthan Electronics and Instruments Limited, was held recently. On this occasion, REIL, MD, Mr. Rakesh Chopra presented the data for the year 2019-20.

Mr. Ashutosh A. T. Pednekar, Chairman, REIL reviewed the performance of the Company and gave suggestions to the Company on how to perform better for the coming period.

PERSONALIA



Mr. Manoj Kumar
assumes charge as CMD of Western Coalfields Limited.



Mr. Ram Naresh Singh
assumes charge as Chairman of DVC.



Mr. Arun Kumar Singh
assumes charge as Chairman of Indraprastha Gas Limited.



Mr. Rajnish Kumar Jenaw
assumes charge as CMD of National Scheduled Castes Finance and Development Corporation.



Mr. B. K. Das
assumes charge as Director (Production) of NALCO.



Ms. Renuka Gera
assumes charge as Director (Industrial Systems & Products), BHEL.



Mr. M. Raghu Ram
assumes charge as Member (Tech.) of Damodar Valley Corporation Limited.



Mr. B. Kasiviswanathan
assumes charge as CVO of ITI Limited.

India's Single Largest Producer of Iron Ore



NMDC has triumphantly completed the Diamond Jubilee Year with a string of laudable achievements. The Company's remarkable growth in these six decades is a testament to its strong fundamentals.

- One of the best performing Public Sector Enterprises of India.
- The single largest producer of iron ore in India.
- Bringing socio-economic transformation through innovative and impactful CSR initiatives in the less developed regions of the Country.
- Sole producer of Diamonds in India.
- Venturing into steel by commissioning 3.0 MTPA Steel Plant at Nagarnar, Chhattisgarh.

NMDC re-dedicate itself with a fresh zeal and renewed enthusiasm, energy and strategy to achieve greater heights in delivering value for all its stakeholders



NMDC Limited

(A Government of India Enterprise)
'Khanij Bhavan', 10-3-311/A, Castle Hills,
Masab Tank, Hyderabad-500 028, INDIA
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Secretary (P&NG), Ministry of Petroleum and Natural Gas visits HPCL, Mumbai

Secretary (P&NG), Ministry of Petroleum and Natural Gas, Mr. Tarun Kapoor (IAS), visited, HPCL's Mazagaon Lube Plant and reviewed the lube blending facilities. He also visited Quality Control Laboratory wherein comprehensive quality control methods and testing facilities were explained to him. He was appreciative of the processes and quality control measures adopted at the plant and also appreciated the competence and motivation levels of the HPCL team.

Subsequently, Secretary (P&NG) held a series of Industry Meetings at Petroleum House, HPCL's Corporate HQO in Mumbai. Industry Meeting on petroleum



Mr. Tarun Kapoor, Secretary (P&NG), being welcomed by HPCL CMD during his visit in HPCL.

business in Maharashtra was attended by the senior officials of the OMCs and private sector Oil Companies. In two separate

meetings, he also held interactions with CGD entities operating in Maharashtra and the LOI holders of CBG & Ethanol.

Global IPv6 Forum confers

Mr. R. M. Agarwal with New Internet IPV6 Hall of Fame

Luxembourg based global IPv6 (Internet Protocol Version 6) Forum nominated Mr. R. M. Agarwal, CMD, ITI Limited to New Internet IPv6 Hall of Fame for 2020. Mr. Agarwal has been inducted to this remarkable platform for his exemplary contributions for proliferation of IPv6 usage among various stakeholders leading to effective deployment of IPv6 in India. On being inducted into



Mr. R. M. Agarwal, CMD, ITI Ltd.

hall of fame for 2020 at a virtual launch event of Bharat IPv6 forum, Mr. R. M. Agarwal, said, "I am very delighted and proud for being nominated and selected among the IPv6 experts across the world. I am happy that the contributions made for the IPv4 to IPv6 migration in the country by preparing both version 1 and version 2 of the National IPv6 Deployment Roadmap have been considered for the nomination.



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GRSE signs Contract for **01 Ocean Going Passenger & Cargo Ferry Vessel for Republic of Guyana**



Signing of the contract between GRSE and Republic of Guyana.

It was a huge boost for the export initiatives of GRSE, when the Harbour Department, Ministry of Public Works, Govt. of Guyana signed the contract with the shipyard to build an Ocean-Going Vessel at a cost of 12.7 MUS\$. The 1700 tonnes (appx) vessel is to be used on the Coastal and Riverine Areas of

Guyana, and shall be equipped with two Caterpillar Marine Diesel Engines coupled with Twin Disc Reduction Gear Boxes to achieve 15 knots speed.

GRSE has been a pioneer warship builder of the nation having delivered the highest number of warships till date, since its inception as a DPSU in 1960. The 106 warships built by GRSE so far range from Advanced Frigates to Anti-Submarine Warfare Corvettes to Fleet Tankers, Fast Attack Crafts etc. with the Shipyard having many firsts to its credit including the unique achievement of having exported the first warship by an Indian Shipyard, CGS Barracuda to Mauritius.

GRSE has the capability to

construct 20 ships concurrently, spread across its three production locations and having modernized its infrastructure with Modular Integrated Facility. This Project shall further consolidate GRSE's position as a unique shipyard with all round capability to design and build warships and vessels for export with State-of-the-Art Technology.

GRSE in the recent past has delivered 14 Warships in 42 months which clocks an average of a delivery every three months, a no mean feat. The export initiative of the shipyard have gained momentum with the award of this order and it is expected that the coming years will see a marked rise in its export orderbook.

IREL issues 100% bonus shares and pays Interim dividend to Secretary, DAE for the year 2020-21



Mr. D. Singh, CMD, IREL presenting dividend cheque to Mr. K. N. Vyas, Chairman, AEC and Secretary, DAE.

IREL (India) Limited, issued 100% equity bonus shares amounting to Rs. 86.36 crore.

IREL also paid to the GoI an interim dividend of Rs. 50 crore for the year 2020-21. Despite

pandemic COVID-19 situation, IREL made all efforts in 2020-21 to sustain the performance achieved during the previous year 2019-20 and similarly complied with the advisory issued by DIPAM to pay interim dividend. On the occasion, share certificate for allotment of bonus shares and the interim dividend cheque of Rs. 50 cr. were presented to Mr. K. N. Vyas, Chairman, AEC and Secretary, DAE by Mr. D. Singh, CMD, IREL in the presence of Mr. A. R. Sule, Joint Secretary (I&M), DAE and Mr. A. Roy Chowdhury, Director (Fin.), IREL.

Awards & Accolades to PSEs

NBCC wins Global Green Building 2020 Awards



Mr. Rajendra Chaudhari, Director (Commcl.), NBCC.

NBCC won "The Energy And Environment Foundation Global Green Building 2020" Award in Platinum Category for Project "Mahatma Gandhi International Conference Centre, Niamey, Niger", constructed by the company. Mr. Rajendra Chaudhari, Director (Commercial) NBCC, received the award at a virtual event, jointly given away by Hon'ble Keith Pitt, MP, Minister for Resources, Water & Northern Australia; Mr. U. P. Singh, Secretary Ministry of Jal Shakti, HE Barry O'Farrell, HICOM of Australia in ND.

POWERGRID bags SKOCH Silver Award



The PowerGrid officials with the SKOCH Silver Award.

POWERGRID received SKOCH Silver Award for its transformational performance in response to the COVID-19 pandemic and POWERGRID's skill development and employment generation program for sustainable growth of 200 underprivileged Women in Damoh district of MP. SKOCH group is India's leading think tank dealing with socio-economic issues with focus on inclusive growth since 1997.

SHRM HR Excellence Award for POWERGRID

Power Grid Corporation of India Limited (POWERGRID), has won the SHRM HR Excellence Award at the SHRMI20 India Annual & Tech Conference - a virtual conference hosted by SHRM India, the world's largest HR professional society. This is the first award that SHRM body has awarded to any PSU in India. POWERGRID won the award after competing with almost a dozen PSU organisations and more than 360 organizations participating in the overall awards process.

The award was presented to Mr. K. Sreekant, CMD, POWERGRID and Mr. V. K. Singh, Director Personnel, POWERGRID in person at POWERGRID Corporate Office.

PFC wins the Gold Award for 'Best Performing PSU' at the SKOCH Awards

Power Finance Corporation (PFC), has won the Gold Award for Best Performing PSU for COVID Activities at the SKOCH Awards. The award was bestowed for consistent performance by PFC across verticals. The award was presented on a virtual platform to PFC. PFC was also bestowed with the 'Beacons of Hope'- Certificate of Merit for its immense contribution on project for relief activities during COVID-19. PFC has been consistent in its performance even during the lockdown phase and the subsequent unlock phases. This award is testimony to the dedication of its workforce who ensured that the business remained as usual even during the testing times. ■

PSEs Celebrate 72nd Republic Day

REIL celebrates "Republic Day" at its premises



Mr. Rakesh Chopra, MD, REIL and officials of the company celebrating the 72nd Republic day.

In accordance with the guidelines issued under COVID-19 in respect of social distancing, Republic Day celebration was organized at the premises of Rajasthan Electronics and Instruments Limited, (REIL) at Kanakpura. On this occasion, the National Flag was hoisted by the MD of the Company, Mr. Rakesh Chopra, along with all employees and their families' by singing the National Anthem, on the occasion of the 72nd Republic Day of the country and respect for the nation and feelings of patriotism were expressed.

On this occasion, the winners of various competitions organized like Swachhta Pakhwada, Hindi Pakhwada, Vigilance Awareness Week and Constitution Day in the Company during the year 2020 were honored by giving them a reward and appreciation by the MD, Mr. Rakesh Chopra. The Company's quarterly News Letter "प्रगति Insights" (October-2020 to December-2020) was also unveiled by the Managing Director and other senior officials.

Everyone participated enthusiastically in this ceremony and all the members enjoyed watering food at the conclusion of the ceremony.

MCL Celebrates 72nd Republic Day

Felicitation of COVID-19 warriors marked the celebrations of 72nd Republic Day at Mahanadi Coalfields Limited.



Mr. O. P. Singh, Director (Technical/Operations), MCL unfurling the National Flag.

Mr. O. P. Singh, Director (Technical/Operations) unfurled the Tricolour at the head quarters in the presence of Mr. K. R. Vasudevan, Director (Finance), Mr. Keshav Rao, Director (Personnel), Mr. Baban Singh, Director (Technical/P&P), other senior officers and vice-presidents of Jagriti Mahila Mandal.

The celebrations, which were scaled down due to COVID-19 pandemic across all establishments of the company, were organised following government guidelines.

Message of CMD Mr. P. K. Sinha to the employees and other stakeholders of company was read out by Mr. O. P. Singh, who also took the salute of marching security contingents.

On this occasion, company felicitated frontline medical practitioners, nurses, security guards and safaimitra.

GRSE observes Republic Day 2021



Rear Admiral V. K. Saxena, IN (Retd.), CMD, GRSE saluting the National Flag on the occasion of India's 72nd Republic Day.

Garden Reach Shipbuilders & Engineers Ltd. celebrated 72nd Republic Day at its 61 Park Unit, maintaining all Covid protocols. Rear Admiral V. K. Saxena, IN (Retd.), CMD, GRSE, Kolkata, hoisted the National Flag at the newly built GRSE Bhavan. Cmde. Sanjeev Nayyar, IN (Retd), Director (Shipbuilding), Cmde. P. R. Hari, IN (Retd), Director (Personnel), Mr. R. K. Dash, Director (Finance) and other Senior Officials of GRSE were present on the Occasion.

Rear Admiral V. K. Saxena, IN (Retd.), CMD, GRSE, in his welcome address, applauded all officers, workers and CISF personnel for working together to see the company sail through the difficult times during the pandemic. He also stated that despite all challenges, GRSE launched, delivered & commissioned warships. He also stated that GRSE has been in the service of the nation protecting the maritime zones and aiding the land forces with its diversified product profile. Also on the current pandemic which hit the world last year, CMD GRSE expressed hope on the development of vaccine and mentioned that it is just a matter of time before we overcome the challenging situation at hand.

NHPC celebrates 72nd Republic Day



Mr. A. K. Singh, CMD, NHPC saluting the National Flag on the occasion of India's 72nd Republic Day. Mr. N. K. Jain, Director (Personnel), Mr. Y. K. Chaubey, Director (Technical), Mr. R. P. Goyal, Director (Finance), Mr. Biswajit Basu, Director (Projects), Mr. A. K. Srivastava, CVO, senior officers and staff of NHPC were also present on the occasion.

NHPC Limited celebrated India's 72nd Republic Day with great enthusiasm. The celebrations began with the unfurling of National Flag and singing of National Anthem at NHPC Office Complex, Faridabad. Speaking on the occasion, Mr. A. K. Singh, CMD, NHPC extended his greetings to the entire NHPC family on Republic Day. CMD, NHPC said that today we must remember the former leaders and freedom fighters of our nation. He also said that apart from power generation, NHPC is also undertaking beneficiary activities under its CSR-SD scheme.

The event was attended by Mr. N. K. Jain, Director (Personnel), Mr. Y. K. Chaubey, Director (Technical),

Mr. R. P. Goyal, Director (Finance), Mr. Biswajit Basu, Director (Projects), Mr. A. K. Srivastava, CVO, senior officers and staff of NHPC.

On account of exemplary work done by NHPC in Haryana, the State Government of Haryana has also conferred a Certificate of Appreciation for Best Corporate Responsibility Practices and COVID-19 relief work to Mr. A. K. Singh, CMD, NHPC. The Certificate of Appreciation was received on behalf of CMD, NHPC by Mr. Harish Kumar, Executive Director (CSR), NHPC from Mr. Kanwar Pal, Hon'ble Minister for Education, Govt. of Haryana at Republic day celebrations at Gurugram on his behalf.

72nd Republic Day Celebrated at NALCO Headquarters



Mr. Sridhar Patra, CMD, NALCO during the 72nd Republic Day ceremony.

NALCO joined the nation in celebrating the 72nd Republic Day. Mr. Sridhar Patra, CMD unfurled the National Flag at its corporate headquarters in Bhubaneswar. The ceremony was held following COVID-19 guidelines and the event was live streamed through the social media handles of the company.

Mr. Sridhar Patra, CMD said that, "When the whole world was passing through lockdowns and shut-downs, Nalconians were putting in all their effort at optimizing the production and productivity and the result is there for all to see. From a modest profit in the first quarter, we are all set to bounce back with renewed vigour by the end of this financial year. Proper strategic initiatives, raw material planning, course corrections and collective determination has made it possible to successfully sail against all odds". He further added that, "Mega expansion and diversification plans are in place and actions are being initiated, which will propel NALCO to the global platform and NALCO will be able to contribute significantly to the "Atmanirbhar Bharat" initiative of the Govt. of India.

Oil India Limited celebrates 72nd Republic Day



Mr. Sushil Chandra Mishra, CMD, OIL unfurling the National Flag on the occasion of 72nd Republic Day.

Oil India Limited (OIL), celebrated the 72nd Republic Day of the country, with patriotic fervour, at its Corporate Office in Noida. Mr. Sushil Chandra Mishra, CMD, Oil India Limited, unfurled the National Flag amidst the singing of the National Anthem by OIL's employees and their families, in the presence of Members on the Board and senior officials of OIL.

Mr. Mishra, commenced his address by paying his tributes to the martyrs, highlighted the importance of this day and enumerated on how energy soldiers of Oil India Limited despite COVID-19, low crude oil prices and other difficulties, ensured uninterrupted supplies of crude oil. Also, the exploration and development activities at various OIL blocks bagged under OALP started before schedule. Thus, indicating OIL's commitment towards Hon'ble PM's vision of AtmaNirbhar Bharat by securing energy security for the nation

NRL celebrates Republic Day with massive plantation drive



MD, NRL Mr. S. K. Barua pays homage to armed forces martyrs at Republic Day celebrations of NRL at Numaligarh.

To commemorate the 72nd Republic Day of the nation, a massive plantation drive was launched by NRL in 8 locations of the refinery simultaneously. 10,000 saplings of different species of trees will be planted by NRL during the course of next 2 months.



Plantation drive launched by NRL Director Finance Mr. I. Mittra at JDSG College, Bokakhat.

The locations include Porabangla, Rongbong, Bokakhat JDSG College, Babathan temple complex, Dabidubi near Khumtai, Letekujan, Kamargaon, Rajabari. MD NRL, Mr. S. K. Barua launched the plantation drive at Porabangla while NRL Director (Technical) Mr. B. J. Phukan launched the same in Rongbong and Director (Finance) Mr. I. Mittra launched it in Bokakhat JDSG college.

Earlier MD NRL Mr. S K Barua presided over the Republic Day function as Chief Guest. He hoisted the National flag at the NRL Township playground and took the ceremonial guard of honour of the marching parade. He paid homage to armed forces martyrs- and awarded members of the CISF for their exemplary services. In his speech, he thanked employees for rising up to the occasion in combatting the challenging times arising out of the COVID-19 pandemic. He also shared the ambitious road map of the company in the coming times and exhorted employees to stay focussed in the arduous journey ahead.

BHEL celebrates 72nd Republic Day with fervour



Dr. Nalin Shinghal, CMD, BHEL during the celebration of 72nd Republic Day.

India's 72nd Republic Day was celebrated with fervour & gaiety by BHEL at all its offices across the length and breadth of the country. Dr. Nalin Shinghal, CMD, BHEL, unfurled the Indian tricolour at an impressive function at the company's township in Noida. He addressed a gathering of BHEL employees and their families. A cultural programme was also organised by the employees and their families on the occasion. ■



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7/18

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कोरोना से बचें

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तब तक ढिलाई नहीं

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NUCLEAR POWER PLANTS

Kudankulam, Kaiga, Tarapur

THERMAL POWER PLANTS

Dhabol, Rajpura

NATIONAL HIGHWAYS

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HYDRO-ELECTRIC POWER PROJECTS

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◆ Visakhapatnam Port Trust

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VZAG TMT REBARS

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Bright bars, Forging, Re-rolling, General Engineering purposes



VZAG URRI STRUCTURALS

Angles 75 x 75 x 6 - 110 x 110 x 10mm
Channels 100 x 50 - 200 x 75mm
Beams 125 x 75 - 150 x 75mm
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