



# KALEIDOSCOPE

STANDING CONFERENCE OF PUBLIC ENTERPRISES

**KALEIDOSCOPE wishes a very Happy New Year and Good Health to all its Readers**

**SCOPE represents Asia at OECD - Mauritian Financial Services Commission**



**SCOPE represents PSEs at Dattopant Thengadi National Board for Workers Education and Development (DTNBWED)**





## 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](http://www.mstcindia.co.in)

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**KALEIDO SCOPE**  
STANDING CONFERENCE OF PUBLIC ENTERPRISES

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# Message by CHAIRMAN



**A**s we all enter the New Year with renewed hopes and enthusiasm, I would like to wish each one of you to be empowered with confidence and may you fill this New Year with new accomplishments, learnings and success. With the advent of this year comes the urge to replenish. The biggest lessons that humankind has learnt in the year gone by are tolerance and adaptability. As the COVID 19 pandemic engulfed the entire globe and threw a threatening situation for all, newer paradigms were introduced at workplaces changing the entire scenario of working. Organisations in this digital age will have to treat innovation as not a one-time activity but a continuous process. At this threshold of change, PSEs continued to function with resilience providing the much needed support to the efforts of the Government and as the fight is far from over, PSEs need to continue working with their undeterred spirit.

SCOPE has continued to refurbish itself towards being a learning organisation and hopes to build a conducive environment for learning and skilling ourselves. A recent report by think tank Centre for Economics and Business Research (CEBR) has stated that India will be the third largest economy by 2030 and as Public Sector has an intense role in creating self sufficiency in the country, they will have a pivotal role to play. During the recently launched Compendium titled 'Building Self Reliance, Self Resurgent, and Resilient India', Hon'ble Union Minister Prakash Javadekar stated that CPSE's contribution during

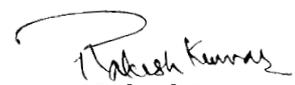
lockdown included electricity supply at 99% and 24000 LPG distributors, 71000 retail outlets, 6500 SKO dealers were open round the clock to serve the people. CPSEs maintained 100% movement and production of goods.

Nearly 249 operating CPSEs contribute more than Rs. 3.68 lakh crore to the Central Exchequer and the CSR expenditure is about Rs. 3,900 crores. Thus the crucial role played by the CPSEs makes it the pride of the nation. With the continuation of the same undeterred spirit, let's strive to increase our efficiency and contribute, for the nation to thrive in the turnover and profitability. As part of recognizing significant achievements of PSEs, SCOPE has introduced SCOPE Eminence Awards 2019-20 that invites nominations from organizations in various specialised fields leading to Business Excellence and Competitive Advantage. I encourage all our members to participate in these awards, that have gone digital for the first time.

With SCOPE regularly reinventing itself to stay in tandem with the latest trends and scenario, its webinar series received tremendous support which has encouraged us to conduct more such programmes. We look forward to your continual support and suggestions to perform better and I hope this year proves to be one of learning and unlearning our skills.

I wish the readers once again a Happy New Year and may you find fulfilment in all your endeavours. As it is always the courage to continue counts, with the same indomitable spirit, let resilience still be our resolution and excellence as usual our all time brand.

STAY SAFE! STAY HEALTHY !

  
**Rakesh Kumar**  
Chairman, SCOPE



**FERRO SCRAP NIGAM LIMITED** is a Government of India Mini Ratna II, IMS Certified Company under Ministry of Steel.  
**FSNL** has over the years evolved as a pioneer organization in the field of steel mill services with technology comparable to other world leaders.

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- Fe enrichment of recovered scrap from 45% to 85% (value addition).
- Hot slag pit management at Blast Furnace (BF) & Steel Melting Shop (SMS).
- Handling & processing of iron and steel skulls & jams by lancing and or balling.
- Collection, processing of maintenance/mill rejects.
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- Crushing & screening of LD slag for further use at Steel Plants.
- Acid Neutralisation.

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## Director General's Desk

I would like to begin by wishing you all a Happy and Prosperous New Year 2021. The year gone by has been one of the most challenging years of our times. But despite the severity of the pandemic, businesses remained resilient and adopted strategies to survive and revive in the challenging environment. We look forward to better times ahead and resolve to accomplish new set of goals with renewed zeal and enthusiasm.

Reflecting on SCOPE's initiatives to be Inspiring, Innovative and Impactful in the year gone by, we remain dedicated to work towards our future endeavours with renewed impetus. In the year gone by, SCOPE continued to create a learning and conducive environment for capacity building of Public Sector Enterprises (PSEs) through its Webinars, programs; research and studies and publications reverberating the unparalleled spirit of PSEs in rebuilding the nation during the pandemic.

As SCOPE deems it imperative to recognise the contributions and achievements of its member organizations and individuals who

have helped in achieving unique accomplishments, it has instituted SCOPE Eminence Awards 2019-20 that aims to encourage and motivate enterprises and their leaders and managers to achieve higher goals of excellence. Given the dynamic shift in business environment, change in paradigms, global exposure of the PSEs, SCOPE revisited the earlier instituted SCOPE Excellence Awards and SCOPE Meritorious Awards and subsumed them to launch 'SCOPE Eminence Awards.'

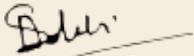
Welfare of labour has always been our prime concern. I am happy to share with you all that I have been nominated by Ministry of Labour and Employment, Government of India as Board Member of Dattopant Thengadi National Board for Workers Education and Development (DTNBWED). This only renews our commitment towards bringing to fore labour issues of PSEs. Also, SCOPE recently represented PSEs in Consultation Meeting on the draft rules under labour Codes held under the Chairmanship of Hon'ble MoS (I/c) Labour & Employment with the representatives of the Central Trade Unions and the representatives of Employers' Associations.

As part of representing PSEs at International forums, SCOPE was recently invited by Organisation of Economic Cooperation and Development (OECD) as Asia Representative to share India's experience on 'Broadening State Owned Enterprises (SOEs) Ownership' organised with Mauritian Financial Services Commission's Regional Centre for Excellence. The meeting was attended by policy makers and experts mainly from Africa, Ukraine, Mauritius, Asia as well as other parts of the world.

In the coming months, SCOPE is also exploring new partnerships and collaborations with national and international organisations to utilise their core competencies for capacity building of PSEs in the pertinent areas of CSR, technology, innovation, sustainable development, etc. and also to undertake study to understand various aspects of listing of PSEs, besides strengthening their market capitalization.

Continuing to conduct webinars on topics most relevant to PSEs in the present scenario, in the New Year, SCOPE will be conducting webinars on Human Resources, Competition Law and observe Martyr's Day to pay tribute to the Father of the Nation.

I once again wish you all a happy New Year and I hope we can convert today's inspiration into tomorrow's innovation.

  
**Atul Sobti**

Director General, SCOPE

### Programmes & Initiatives launched (since last issue of KALEIDOSCOPE)

- Launch of SCOPE Eminence Awards 2019-20- **4<sup>th</sup> December, 2020**
- SCOPE Virtual Cultural Programme –**24<sup>th</sup> December 2021**

### Programmes & Initiatives in offing

- Webinar on Competition Law – **12<sup>th</sup> January 2021**
- Virtual Symposium on Strengthening HR Strategies in the emerging business environment
- Observance on Martyr's Day – **30<sup>th</sup> January 2021**



STANDING CONFERENCE OF PUBLIC ENTERPRISES

# SCOPE EMINENCE AWARDS 2019-20

Knowledge Partner :

**Deloitte.**

### Preamble

Public Sector Enterprises (PSEs) play a major role in fulfilling the developmental priorities of the country, contributing to various development aspects and act as a catalyst for social development.

Standing Conference of Public Enterprises (SCOPE) is the apex professional organization of PSEs committed to enabling a conducive and cohesive policy and operational environment for the fraternity. Given the significance of PSEs in national development, SCOPE deems it imperative to recognise the contributions and achievements of its member organizations and individuals who have helped in promoting organizational as well as growth of the economy. In this regard, SCOPE has instituted **SCOPE Eminence Awards**. This award commences from the year 2019-20.

### Aim and Objective

- To encourage and motivate PSEs and their leaders and managers to achieve higher goals of excellence.
- To recognize significant achievements of Member PSEs in various specialised fields leading to Business Excellence and

Competitive Advantage.

- To reward Member organizations that have taken extraordinary and innovative initiatives to make a mark in the chosen fields.

### Eligibility Criteria

- All Member organizations, which are not in arrears, in respect of annual contribution towards membership of SCOPE, are eligible for nominations.
- Only the Chief Executive and Functional Directors will be considered for Individual Leadership Excellence Award in the general category.
- Women in Leadership and senior management in grades E7 and above including CEOs and Functional Directors of member PSEs will only be eligible for the award in the Outstanding Women Leadership Category.

### For Nominations

- Enterprises will be required to fill in Categories I, III-IX.
- Individual Leadership nominees will have to fill both Categories I and II (award will be decided on the aggregate score derived by giving 50% weightage to each Categories I and II).

## SCOPE Eminence Awards-Nine categories & Sixteen Eminence Awards

### Category I : Institutional Excellence Award

1. Maharatna & Navratna PSEs
2. Miniratna I & II PSEs
3. Other Profit making / Surplus Generating PSEs
4. Banks & Financial Institutions
5. Section 8 PSEs

### Category II

#### (a) Individual Leadership Excellence Award

6. Maharatna & Navratna PSEs
7. Miniratna I & II PSEs
8. Other Profit making / Surplus Generating PSEs

#### (b) Outstanding Women Leadership Award

9. Women in Leadership and Senior Management roles across all categories of PSEs

### Category III

10. Environment Excellence & Sustainable

Development (Across all categories of PSEs)

### Category IV

11. Corporate Governance (Across all categories of PSEs)

### Category V

12. Corporate Social Responsibility & Responsiveness (Across all categories of PSEs)

### Category VI

13. R&D, Technology Development & Innovation (Across all categories of PSEs)

### Category VII

14. Human Resource Management (Across all categories of PSEs)

### Category VIII

15. Women Empowerment (Across all categories of PSEs)

### Category IX

16. Digital Transformation (Across all categories of PSEs)

## Form and Presentation

- Each award will include a Certificate and a Trophy.
- **SCOPE Eminence Awards** will be presented by a Prominent National Dignitary.

## Evaluation Parameters

Evaluation by Eminent Jury based on assessment of instances / case studies demonstrating PSE's / individual's contribution to category under consideration.

Evaluation of **SCOPE Eminence Awards**  
assisted by M/s  
**Deloitte Touche Tohmatsu India LLP**

The evaluation criteria for the above-mentioned Awards will be based on the parameters, mentioned in **SCOPE Eminence Awards** brochure available on our official website: [www.scopeonline.in](http://www.scopeonline.in)

## Award Jury - for the 2019-20 Awards

A panel of eminent individuals will constitute the Award Jury for the **SCOPE Eminence Awards 2019-20**.

The Award Jury is expected to arrive at decision through consensus.  
**The decision by the Jury will be final and no appeal will be entertained**

Subject to Jury decision, more  
**than one award may be given under the same category**

The participating organisation, if required, may need to make a presentation before the Jury.

**Deloitte Touche Tohmatsu India LLP will assist the Jury in evaluating and deciding the Awards for 2019-20.**

For the first time, as part of its digital initiative, SCOPE invites participation on our website  
[www.scopeonline.in](http://www.scopeonline.in)

Participating PSEs may submit their entries on  
[http://www.scopeonline.in/SCOPE\\_Eminence\\_Awards.php](http://www.scopeonline.in/SCOPE_Eminence_Awards.php)

## Application Fee

Each entry must be accompanied with an application fee of Rs. 25,000/- (Rupees Twenty Five Thousand only) plus GST (18% extra) by cheque / demand draft in favour of "Standing Conference of Public Enterprises" to partially cover the academic processing / professional expenditure. Payment can also be made through NEFT / ECS mode at our bank account of :

### Bank of Baroda,

SCOPE Complex, Lodhi Road, New Delhi – 110 003  
Savings A/c No: 72870100000794  
IFSC Code: BARB0DBSCOP (5<sup>th</sup> digit is Zero), MICR Code: 110012239  
For your reference, the GST No. is: 07AAPFS7390N1Z7,  
Entries not sent with application fee would be liable for rejection.

**Last Date for receiving entries: 18th January, 2021**



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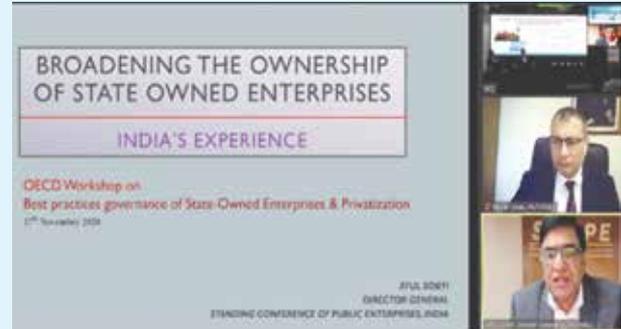


Pr.SCOPE



PSUSCOPE

## SCOPE Represents Asia at OECD - Mauritian Financial Services Commission on 'Broadening the Ownership of State Owned Enterprises'



Mr. Atul Sobti, DG, SCOPE was invited by Organisation of Economic Cooperation and Development (OECD), France as Asia representative to share India's experience on Broadening the Ownership of State Owned Enterprises during their virtual meeting on 27<sup>th</sup> November, 2020. The virtual meeting was organised in association with

Mauritian Financial Services Commission's Regional Centre for Excellence. The meeting was extremely constructive with experts from various countries of Asia, Africa sharing their experiences. The workshop was attended by policy makers and experts from several countries of the world.

## SCOPE organizes Cultural Evening

SCOPE organised its first ever Cultural evening with SCOPE Employees on Christmas eve, 24<sup>th</sup> December, 2020 virtually. DG, SCOPE welcomed all the employees and their families stating that such programmes will now be regularly hosted as an ode to family – that forms an essential part of an employee's life.



# SCOPE 2020: The Year that was

**T**he year 2020 has been one full of challenges and a true test of every organisation's resilience. The unprecedented challenge of COVID-19 transformed businesses around the globe and the dynamics of working changed forever. The pandemic moved beyond boundaries and impacted global activities SCOPE itself had an extremely transformative and defining year where its grit and sustainability was put to test. Taking this crisis as an opportunity to learn and grow, SCOPE continued its Policy Advocacy, Capacity Building & Skill Development; Brand building efforts while conducting numerous programmes for knowledge upgradation of PSEs.

Enhancing the learning and development capacities in PSEs, SCOPE launched studies and research with International Labour Organisation (ILO), Centre for Creative Leadership (CCL) and GIZ, Germany.

Even in the most difficult times SCOPE rebooted itself to adapt to the situations while continuing to serve PSEs and introduced SCOPE Webinar Series. In this pandemic period, the apex body of PSEs took the crisis as an opportunity to engage in effective capacity building through virtual platforms. 16 webinars on an array of relevant subjects including legal aspects of contract formulation, Climate Change, Impact of Covid-19 on Indian economy, Role of PSEs amidst economic slowdown, Health, Digital Transformation, Future of Work in the New Normal, Cyber Security were conducted and SCOPE partnered with Government of India and reputed national and international consultants to deliver quality content through the virtual platform.

Reverberating the various initiatives of PSEs in

nation building and combatting the pandemic, SCOPE brought out a Compendium on 'PSEs Contribution Amidst COVID-19' which was released by Shri Prakash Javadekar, Hon'ble Minister Environment, Forest & Climate Change; Information & Broadcasting; & Heavy Industries & Public Enterprises in the presence of Shri Arjun Ram Meghwal, MoS Parliamentary Affairs & HI&PE; Shri Sailesh, Secretary, DPE and other dignitaries.

As part of the Joint Declaration signed by MSDE and SCOPE in 2019, with a purpose of promoting apprenticeship in PSEs, SCOPE solicited PSEs to provide information on initiatives taken by the fraternity to promote apprenticeship in their organizations. Based on the inputs of the PSEs, SCOPE brought out 'PSEs strive to Skill Indian archive for apprenticeship initiatives'. SCOPE also brought out Knowledge Repository of SCOPE Virtual Conferences and Symposiums.

Given the significance of PSEs in national development, SCOPE deemed it imperative to recognise the contributions and achievements of its member organizations and individuals who have helped in achieving unique accomplishments. In this regard, SCOPE's earlier instituted "SCOPE Excellence Awards" and "SCOPE Meritorious Awards" were subsumed to launch SCOPE Eminence Awards. This award commences from the year 2019-20. SCOPE also represented PSEs at various national and international platforms such as Columbia University, OECD, Ministry of Labour and Employment etc. With an eventful year of learning in tow, SCOPE moves ahead with renewed spirit of being Inspiring, Innovative and Impactful.

## JANUARY

### Directors (Finance) of PSEs Interactive Meet at SCOPE



Mr. Atul Sobti, DG, SCOPE, Mr. S. Sakthimani, Director (Finance), CCI and Mr. D. S. Sudhakar Ramaiah, Director (Finance), PDIL and Members, SCOPE Executive Board during the meet.

SCOPE organized an interactive meet of Director (Finance) of Public Sector Enterprises (PSEs) on 7<sup>th</sup> January, 2020. The meeting deliberated on Financial issues and concerns along with best practices in financial management were discussed in the meeting. Also, a brief presentation was made on Pre-Budget Memorandum submitted by SCOPE (on the basis of inputs received from various PSEs) to the Hon'ble Finance Minister.

### SCOPE APSE Executive Development Programme



Mr. Atul Sobti, DG, SCOPE addressing the participants during the programme.

SCOPE Academy of Public Sector Enterprises (APSE) conducted its Executive Development Programme on the theme "The Career Journey to Personal Effectiveness and Leadership" from 27<sup>th</sup> January, 2020 till 1<sup>st</sup> February, 2020. Participants from 14 Public Sector Enterprises attended the programme.

### SCOPE pays tribute to Mahatma Gandhi, Father of the Nation



Mr. Atul Sobti, DG, SCOPE, Smt. Shobhana Radhakrishna, Eminent Gandhian, Dr. H. K. Chopra, Chief Cardiologist, Moolchand Medcity. Late Mr. Atul Srivastava Director (Personnel), SAIL, Mr. Ashutosh Vasant, Director, RailTel during the release of Special Issue of KALEIDOSCOPE at the event.

Programme on 'Ethical Governance: The Gandhian Way' coinciding with 72<sup>nd</sup> Martyrs' Day was held on 30<sup>th</sup> January, 2020. Dignitaries spoke Gandhian philosophy and ideals, still relevant in today's time. Special Issue of SCOPE's monthly magazine KALEIDOSCOPE was also released on the occasion.



DG, SCOPE at the Republic Day celebrations of Swami Sivananda Memorial Institute.

## FEBRUARY

### Programme on Implications of Union Budget



Mr. Atul Sobti, Director General, SCOPE, Mr. S. K. Gupta Director (Finance), IOCL, Prof. N. R. Bhanumurthy of National Institute of Public Finance & Policy and Mr. Sumit Singhania, Partner, Deloitte Touche Tohmatsu India LLP during the programme.

SCOPE organized programme on “Implications of Union Budget 2020” to familiarize Public Sector executives about the Budget on 4<sup>th</sup> February, 2020, which was also Webcast live. The program giving the macro perspective of Budget, appreciated Government’s strong impetus to both investment and consumption - the key drivers in boosting the economy. DG, SCOPE also discussed focus on PSEs being given a more imperative role in contribution to the overall economy.

### SCOPE holds Strategic Meet on Scientific Social Responsibility



Prof. Ashutosh Sharma, Secretary, Department of Science & Technology, Mr. Ajit Seth, IAS (Retd.), Distinguished Fellow, Office of PSA and Mr. Atul Sobti, DG, SCOPE at the Strategic Meet.

A strategic meet of Senior Management of PSEs with Mr. Ajit Seth, IAS (Retd.), Distinguished Fellow, Office of Principal Scientific Adviser and Prof. Ashutosh Sharma, Secretary, Department of Science & Technology was held on 7<sup>th</sup> February, 2020. Mr. Atul Sobti, DG, SCOPE also addressed the meet. The participants deliberated on ways PSEs can contribute in inculcating Scientific Social Responsibility and developing linkages between science and society by providing technical and scientific solutions. CMDs and Directors of major PSEs attended the meeting.

### 30<sup>th</sup> National Meet of WIPS



Dr. Tamilisai Soundararajan, Hon’ble Governor of Telangana; Mr. Atul Sobti, DG, SCOPE and others during the Inauguration of the Meet.

Forum of Women in Public Sector (WIPS) under the aegis of SCOPE organized the 30<sup>th</sup> National Meet in Hyderabad on the theme ‘Power to Transform- Decision to Action’ for Public Sector women employees on 11<sup>th</sup> February, 2020. The program was inaugurated by Dr. Tamilisai Soundararajan, Hon’ble Governor of Telangana in the presence of Mr. Atul Sobti, DG, SCOPE, who also delivered the keynote address. The programme was attended by more than 600 women employees and celebrated the inherent power of women to transform into different roles.

### Programme on International Arbitration and Global Best Practices

Programme on International Arbitration and Global Best Practices was held on 14<sup>th</sup> February, 2020. The seminar was attended by several senior executives of Public Sector Enterprises (PSEs) and empanelled



(L to R) Dr. S. B. Mitra, ED (Law & HR), GAIL; Mr. Atul Sobti, DG, SCOPE and Mr. Shourav Lahiri, renowned international arbitration lawyer.

arbitrators of SCOPE Forum of Conciliation and Arbitration (SFCA). Global Best practices in drafting, preparing and winning arbitration were shared while participants were encouraged understanding and adopting settlements before going to arbitration to save time and resources.



Mr. Santosh Kumar Gangwar, MoS (I/C) for Labour & Employment delivering inaugural address at the programme. Sitting on dais are Mr. Heeralal Samaraiya, Secretary (L&E), Mr. Atul Sobti, DG, SCOPE; Mr. Ravi Peiris, Senior Specialist, ILO and Mr. Inderjit Singh, former Chief Labour Commissioner.

enhancing economic growth. The programme saw the presence of a large number of representatives from 32 PSEs.



Mr. Atul Sobti, DG, SCOPE's Reaction on Union Budget 2020 telecasted on DD News.

## SCOPE welcomes slew of measures by Government of India 27<sup>th</sup> March, 2020

SCOPE welcomed the proactive steps by the Government and RBI to address the financial and economic stress created on industry and common man due to the Corona Virus breakout.

Mr. Atul Sobti, Director General, SCOPE said that the Government of India is coming out with timely measures so as to ensure no undue stress is created on any part of the society. He also appreciated the relief announced by the Government for weaker section of the society and reiterated that the insurance cover to the frontline COVID-19 warriors is a gratitude for their selfless 'seva' at this critical time.

## MARCH

### SCOPE Programme on Management of Contract Labour

Programme on 'Management of Contract Labour, Compliance of Labour Laws with special reference to Code of Wages '2019 was held on 3<sup>rd</sup> and 4<sup>th</sup> March, 2020.

In his inaugural address, Mr. Gangwar spoke about the initiatives taken by the Government to simplify and transform labour laws in the country and emphasized that not seeing labour as a commodity will result in reduction of labour disputes while



DG, SCOPE's views on the critical issue of Management of Contract Labour in PSEs was telecast on DD News.

APRIL

## SCOPE Employees donate one day's salary to PM CARES Fund



Employees of SCOPE contributed their one day salary to the PM CARES Fund, to combat the COVID-19 epidemic, a privilege to partake in the nation's resolve to overcome the biggest calamity of recent times.

## SCOPE rolls out Webinar series Novel initiative; Celebrates Public Sector Day 2020

Transforming with the transformation brought in by the COVID-19 crisis SCOPE for the first time organized a Series of Webinars as part of Public Sector Day celebrations which was observed on 10<sup>th</sup> April, 2020. In light of the pressing situation due to COVID-19 pandemic, SCOPE conducted



Mr. Rakesh Kumar, CMD, NLC India Ltd. and Chairman, SCOPE, Mr. Atul Sobti, Director General, SCOPE; Dr. S. P. Mohanty, CMD, HIL; Mr. S. Sakthimani, Director (Finance), CCI and others during the two webinars.

modified programmes, part of which was the series of live webinar on issues relevant to Public Sector Enterprises (PSEs).

On the occasion of Public Sector Day, Mr. Sailesh, Secretary, Department of Public Enterprises (DPE) in his message, commended the efforts of PSEs in socio-economic development of the country as well as their contribution in supplementing the Government efforts to contain COVID-19 outbreak. He also complimented SCOPE for its capacity building programs to enhance excellence in PSEs and complementing PSEs efforts in this challenging time.

In the series, two Webinars on "International EPC contracting: A Legal Perspective" by Mr. Shourav Lahiri, Barrister-at-law, London and "Climate Change-Role of Indian PSUs and Impact of COVID-19" by Dr. Ashish Chaturvedi, India Director of GIZ Germany were organized that saw the participation of about 200 participants.

## Webinar on "Economic Impact of COVID-CPSEs Perspective"



Mr. Romal Shetty, President, Consulting; Mr. Atul Sobti, DG, SCOPE; Mr. Kishore Rungta, CMD, FACT and Vice Chairman, SCOPE and Mr. Nitin Kini, Partner, Deloitte Touche Tohmatsu India LLP during the Webinar.

SCOPE organized the 3<sup>rd</sup> webinar of the SCOPE Webinar Series 2020 titled 'Economic Impact of COVID- CPSEs Perspective' with Deloitte Touche Tohmatsu India LLP on 21<sup>st</sup> April, 2020. The webinar addressed implications, opportunities and Issues for PSEs with regard to COVID, how to strengthen India's position as a strategic export, supply chain partner and shared practices adopted by SOEs around the world and was attended by over 250 participants including several senior members of PSEs.

## Interactive Webinar with Ministry of Corporate Affairs on Business Continuity measures



Mr. Manoj Pandey, Joint Secretary, MCA; Mr. Rakesh Kumar, Chairman, SCOPE & CMD, NLC India Ltd, Mr. Atul Sobti, Director General, SCOPE and Mr. S. Sakthimani, Director (Finance) CCL and Member SCOPE Executive Board during the webinar.

SCOPE organized an interactive webinar with Ministry of Corporate Affairs (MCA) on 'Ease of Doing Business Initiatives & Business Continuity Measures undertaken by MCA during COVID-19' on 26<sup>th</sup> April, 2020. JS, MCA interacted with participants on steps taken to sensitize and facilitate corporates to meet the challenges arising out of COVID-19 besides new initiatives to make business in India corporate friendly and simplified.

## Webinar on Future of Work

SCOPE organized Webinar on 'Future of Work in the New Normal (CPSE Perspective)' in association



Mr. Atul Sobti, DG, SCOPE; Mr. Sunil Kumar, Director (HR&EB), MTNL, Mr. Ankur Walunjkar, Partner, Human Capital and Mr. Pratik N. Mehta, Partner, Human Capital, Deloitte Touche Tohmatsu India LLP during the webinar.

with Deloitte Touche Tohmatsu India LLP on 30<sup>th</sup> April, 2020. The webinar, aimed at making various strategies that organizations would need from a people and process standpoint to ensure they thrive in the present situation of COVID-19 and thereafter. Special e-issue of SCOPE's monthly magazine KALEIDOSCOPE encompassing PSEs contribution to economy and the role being played by them in Fight against COVID-19 was released on the occasion.

## MAY

## SCOPE hails the impetus to Businesses & MSMEs in the economic package of INR 20 lakh crores

SCOPE welcomed the economic stimulus package of the Government to spur the economic growth and build a self-reliant and resilient India.

DG, SCOPE stated that the thrust given to various sectors through the economic stimulus would go a long way in bringing the economy back on a growth trajectory and the impetus to MSMEs shall play a special role for the Public Sector as PSEs make 25% of its procurements from the said sector.

## Webinar on Financial Planning and Liquidity Management



Mr. Kishor Rungta, CMD, FACT & Vice Chairman, SCOPE, Mr. Atul Sobti, DG, SCOPE, Mr. A. K.Tiwari, Director (Finance), GAIL, Mr. Venkateswaran Narayanan, Partner, KPMG India and Mr. Shamit Mukherjee, Partner, KPMG India during the webinar.

SCOPE organized its 6<sup>th</sup> Webinar on 'Financial Planning and Liquidity Management in Current Pandemic Scenario' with eminent experts from KPMG to address the concerns and need for effective financial planning and liquidity management. The interactive webinar saw the participation of over 300 PSE executives including CMDs and Directors.

## Webinar on Arbitration and Future of Virtual Hearings



Mr. Gaurav Pachnanda, Senior Advocate, Supreme Court; Justice Vibhu Bakhru, Judge, Delhi High Court; Mr. Shourav Lahiri, Barrister-at-law, London; Mr. Atul Sobti, DG, SCOPE and Mr. Anuj Aggarwal, Member (HR), AAI and Member, SCOPE Executive Board during the webinar.

Webinar on 'Issues in Arbitration and Future of Virtual Hearings' was organized on 23<sup>rd</sup> May, 2020. The webinar deliberated upon critical issues of arbitration arising in Public Sector Enterprises (PSEs) and how the disruptions due to COVID-19 are being converted as opportunities to explore technological and digital means to conduct hearings. The interactive session received an overwhelming response as over 500 participants including board members, Legal heads and other senior members of PSEs attended. Participants were also apprised about the role of SCOPE Forum of Conciliation and Arbitration (SFCA) in institutional arbitration.

## SCOPE Webinar with Gurudev Sri Sri Ravi Shankar

SCOPE in a bid to infuse positivity and mental well-being among PSEs during this pandemic situation, hosted an interactive Webinar with one of the world's most revered spiritual leaders and founder of The Art of Living, Gurudev Sri Sri Ravi Shankar and Chief Executives of leading PSEs including Mr. Anil Kumar Chaudhary, Chairman, SAIL;



The Art of Living Founder, Sri Sri Ravi Shankar and Chief Executives of leading PSEs during the widely acclaimed Webinar.

Mr. Pramod Agrawal, CMD, CIL; Mr. Rakesh Kumar, CMD, NLCIL and Chairman, SCOPE; Dr. Nalin Shinghal, CMD, BHEL and Mr. Manoj Jain, CMD, GAIL on 25<sup>th</sup> May, 2020. The webinar was hosted by Mr. Atul Sobti, DG, SCOPE. The Session titled 'Leading through Uncharted Waters' aimed at bestowing spiritual guidance and achieving mental wellness in these times of isolation. The live streaming of the interaction was viewed by many through social media platforms of SCOPE and Art of Living. The interactive session was followed by Global Meditation session with devotees from 142 countries.



DG, SCOPE highlights Public Sector contribution at ICSI Webinar.



SCOPE represented PSEs at meetings with Shri Santosh Kumar Gangwar, Hon'ble MoS (I/C) for Labour & Employment.



SCOPE's reaction on Government's economic stimulus introduced during COVID-19 telecasted on DD News.



SCOPE's reaction on Government's economic stimulus introduced during COVID-19 telecasted on ZEE News.

Virtual Symposium on 'CPSEs Strategies to Respond, Recover and Thrive to combat the pandemic' chaired by Mr. Sailesh, IAS, Secretary, Department of Public Enterprises was organized on 4<sup>th</sup> June, 2020. The panelists deliberated on measures PSEs need to navigate through these challenging times. The interactive symposium that received an overwhelming response with over 1000 participants including CMDs, Directors of PSEs in attendance on SCOPE's social platforms deliberated on the high expectations from PSEs to increase investment, innovate and stay relevant by competing not only domestically but globally.

## SCOPE Celebrates International Yoga Day



Yoga Acharya Saurav Sameer of Holistic Yoga, Mr. Atul Sobti, DG, SCOPE and other Senior officials during the Yoga session.

## JUNE

### SCOPE Symposium on Strategies to Respond, Recover and Thrive



Mr. Sailesh, Secretary, DPE addressing the participants in the presence of Mr. Rakesh Kumar, Chairman, SCOPE & CMD, NLCIL; Mr. Kishor Rungta, Vice Chairman, SCOPE & CMD, FACT; Mr. Atul Sobti, DG, SCOPE; Mr. Arindam Guha, Partner, Government & Public Service, Deloitte Touche Tohmatsu India LLP and Mr. Anandorup Ghose, Partner, Human Capital, Deloitte Touche Tohmatsu India LLP.

Celebrating the 6<sup>th</sup> International Yoga Day on the theme 'Yoga at Home and Yoga with Family.' SCOPE organized yoga meet virtually for all its employees. DG, SCOPE addressed the participants and emphasised that amidst these uncertain present times, practicing yoga can help achieve a fine balance in one's life by creating harmony of mind, body and soul.

### Webinar on Learning from Mahatma Gandhi on Public Service



Dr. Anantha Duraipappah, Director, UNESCO, MGIEP, Mr. Atul Sobti, DG, SCOPE and Mr. S. Sakthimani, Director (Finance), CCI and Member, SCOPE Executive Board during the webinar.

The 10<sup>th</sup> Webinar of SCOPE Webinar Series was held on 'Action Today, Impact Tomorrow: Learning from Mahatma Gandhi on contribution for Public Service' on 23<sup>rd</sup> June, 2020. The webinar inspired by the rationale of Mahatma Gandhi was held to commemorate the United Nations Public Service Day. Around 300 participants attended the webinar through SCOPE's various social platforms.

## SCOPE conducts International Health Webinar



Dr. Navin C. Nanda, Distinguished Professor, Medicine & Cardiovascular Diseases, University of Alabama, USA, Ms. Mona Jauhar, Chief Functional Nutritionist, Founder President, Mechanism Wellness, New York, Dr. H. K. Chopra, President, World Wellness Foundation & Chief Consultant Cardiologist, Moolchand Medcity Hospital, Mr. Atul Sobti DG, SCOPE and Dr. Anil Pareek, President, Medical Affairs and Clinical Research, IPCA.

Standing Conference of Public Enterprises (SCOPE) organized its 11<sup>th</sup> webinar titled 'Enhancing Corporate Health during Corona Virus' with globally acclaimed medical experts from USA and India on 28<sup>th</sup> June, 2020. Around 2500 participants with their families joined in the interactive session LIVE through various platforms of SCOPE & IPCA. The webinar was also telecasted on Tata Sky Famhealth channel for people to take continued benefit of the advice by medical experts. As the crisis brought awareness of health to the forefront, the webinar deliberated on the the paramount importance of overall wellness.



DG, SCOPE highlights CSR Contribution of PSEs at Webinar by DMA & IPE; Reiterates the importance of Corporate Social Innovation.

## JULY

### Webinar with ILO on employers' response to pandemic



Mr. Atul Sobti, DG, SCOPE; Ms. Dagmar Walter, Director, ILO DWT South Asia & Country Office for India; Mr. Tsuyoshi Kawakami, Senior Specialist, OSH, ILO, DWT; Mr. Ravi Peiris, Senior Specialist Employers' Activities, ILO DWT; Dr. Sanjay Kumar, Director (Personnel), WCL and Member, SCOPE Executive Board and Dr. R. K. Elangovan, DG FASLI, Ministry of Labour & Employment during the webinar.

A webinar titled 'ILO's response to the pandemic - Learning and Sharing of Global Practices' in association with International Labour Organisation (ILO) was held on 6<sup>th</sup> July, 2020. Nearly 500 participants including senior official from PSEs attended the webinar through SCOPE's various platforms. Speakers discussed the global job scenario and stated the present scenario is one of the toughest faced by employers and so there is an inherent need for everyone to have an optimistic approach and ensure worker safety while adapting to the 'New Normal'.

## SCOPE-GIZ Germany announces launch of capacity gap assessment study for PSEs in India



SCOPE with GIZ Germany, a German public-benefit federal enterprise, announced the launch of capacity gap assessment study for PSEs in India to build their capacity on issues related to climate change including climate policy, finance, and carbon pricing. The study was followed by a training module developed based on the pre-assessment survey and review of national and international best practices to mitigate carbon emissions. The study and training module was developed under a Memorandum of Understanding (MoU) signed between the parties.

## AUGUST

## SCOPE and Center for Creative Leadership (CCL), USA launch study

SCOPE and The Center for Creative Leadership (CCL), USA, engaged in learning and development with focus on effective leadership development,



Mr. Atul Sobti, Director General, SCOPE and Mr. Muniinder Anand, MD-India & South Asia, CCL signing the MoU.

signed a Memorandum of Understanding (MoU) on 7<sup>th</sup> August, 2020 to conduct a study on 'Developing Future Fluent Leaders in PSEs.' The MoU was signed between Mr. Atul Sobti, Director General, SCOPE and Mr. Muniinder Anand, MD-India & South Asia, CCL and aimed at conducting a study on assessing the prevailing leadership gaps and curating a learning module on developing effective and efficient leaders in the Indian Public Sector.

## Webinar on 'Digital Transformation in COVID-19



Prof. Ashutosh Sharma, Secretary, Department of Science & Technology (DST), Mr. S. M. Vaidya, Chairman, IOCL, Mr. Atul Sobti, DG, SCOPE, Mr. S. Sakthimani, Director (Finance), CCI and Member, SCOPE Executive Board, Mr. Sushant Rabra and Mr. Manas Majumdar, both partners in KPMG during the webinar.

Webinar on 'Digital Transformation in COVID-19' was held on 12<sup>th</sup> August, 2020. Attended by over 2300 participants including senior official from Public Sector Enterprises (PSEs) through SCOPE's various platforms discussed that the present era of Industry 4.0 is based on control of data, knowledge and wisdom and whoever is able to generate, control and build on data/information shall succeed. The need for organizations to assess their digital maturity and leveraging digital tools was also deliberated.

## SCOPE celebrates 74<sup>th</sup> Independence Day

74<sup>th</sup> Independence Day was celebrated virtually for the first time in SCOPE. Paying tribute to the sacrifice of those who dedicated their lives to the freedom struggle, DG, SCOPE addressed employees while reiterating the role of Public Sector

Enterprises as key drivers of socio-economic transformation in the country and assured that SCOPE will continue to accentuate the work done by PSEs on various platforms.



Balloon hoisted at SCOPE Complex, Lodhi Road as a mark of celebration of Independence Day.



Balloon hoisted at SCOPE Minar, Laxmi Nagar.

As part of the celebrations Tricolour balloons were hoisted on both buildings of SCOPE Complex, Lodhi Road and SCOPE Minar, Laxmi Nagar.

## SCOPE and ILO undertake a joint study on Women Empowerment

SCOPE and International Labour Organisation (ILO), a tripartite U.N. agency signed an understanding for a Joint Study on “Women Empowerment - Adoption of Work from Home Model” on 10<sup>th</sup> August, 2020. The key objective of the study was to analyse and train women in Public Sector in order to empower them and motivate them to aspire to



Mr. Atul Sobti, Director General, SCOPE and Ms. Dagmar Walter, Director, ILO Decent Work Team for South Asia and Country Office for India signing the understanding virtually.

positions of leadership and management by addressing challenges faced by them at work. The study succeeds an earlier study of SCOPE & ILO whereby a team of Network of Champions was developed to train women in Public Sector on different aspects.

## Webinar on ‘COVID Pandemic and its impact on Mental Health.’



Prof. Stefano Pallanti, Stanford University, USA; Dr. Ranjana Verma, Maryland, USA; Mr. Atul Sobti, DG, SCOPE; Dr. Amitabh Saha, Max Hospitals, India and Dr. Anjali Nagpal, CMD, Serenity Clinic, India during the webinar.

An International webinar in association with Famhealth on ‘COVID Pandemic and its impact on Mental Health’ was held on 27<sup>th</sup> August, 2020. The webinar was addressed by over 1200 participants including senior officials of PSEs attended the webinar through SCOPE’s various platforms. The webinar highlighted the impact of the pandemic on mental health of individuals globally and need for self assessment to overcome anxiety and obsessive compulsive disorders in these crisis times.



DG, SCOPE delivers Keynote address at Deloitte Touche Tohmatsu India LLP & SAP Webinar.



Special feature titled 'Corporate Health During COVID-19' featuring DG, SCOPE and Globally acclaimed medical experts from USA and India was telecast on Tatasky Famhealth channel recently. DG, SCOPE spoke about the significance of Public Sector Enterprises and highlighted the role of SCOPE. The program also consisted highlights of SCOPE's Webinar titled 'International Health Webinar on Enhancing Corporate Health during Corona crisis' held with Dr. H. K. Chopra, President World Wellness Foundation & Chief Consultant Cardiologist, Moolchand Medcity Hospital and Ms. Mona Jauhar, Chief Nutritionist & Founder President, Mechanism Wellness, New York.



Mr. Atul Sobti, DG, SCOPE and other employees during training session.

Rao, Asstt. Director, Relationship Manager, CCL India; Mr. Himanshu Joshi, Leadership Solutions, Partner & Sr. Faculty, APAC and Ms. Mehak Bansal, Producer and Production Manager, CCL.

Participants were taken through interactive training modules Leadership Outcomes, DAC Assessment, Action Planning and Evaluation activities. Calling leadership a social process, employees were briefed upon the role and relevance of Direction Agreement in the group to achieve overall goals, Alignment in Coordinated work within the group and Commitment towards Mutual responsibility for the group. Besides, a treasure hunt was conducted as a team building exercise with an assessment conducted at the end of the session.

## Webinar on Artificial Intelligence (AI) and Robotic Process Automation (RPA) for Business Automation'



Mr. Atul Sobti, DG, SCOPE, Ms. Priti Ray, Partner, Deloitte Touche Tohmatsu India LLP; Mr. Prasad Godbole, Director, Deloitte Touche Tohmatsu India LLP; and Mr. Ashutosh Vasant, Director, RailTel during the webinar.

## SEPTEMBER

### Capacity Building Session for SCOPE Employees held with CCL, USA

An online session on 'Direction, Alignment, Commitment - Achieving Better Results through Leadership' with Center for Creative Leadership (CCL), USA was held for SCOPE Employees on 24<sup>th</sup> September, 2020. The training session was conducted under the guidance of Mr. Atul Sobti, DG, SCOPE by CCL team consisting of Mr. Muniinder K. Anand, MD, CCL India & South Asia; Mr. Bhaskar

Webinar titled 'Webinar on Artificial Intelligence (AI) and Robotic Process Automation (RPA) for Business Automation' with Deloitte was held on 27<sup>th</sup> September, 2020. Over 800 participants including senior officials from PSEs attended the webinar through SCOPE's various platforms. The webinar discussed that the wave of technological disruptions like AI and RPA will ultimately transform the entire working system and the pace with which technology is changing at the moment.

## Union Minister Mr. Prakash Javadekar releases SCOPE Compendium



Union Minister Mr. Prakash Javadekar; Mr. Arjun Ram Meghwal, MoS, Parliamentary Affairs & HI&PE; Mr. Sailesh, Secretary, DPE and Mr. Atul Sobti, DG, SCOPE with other dignitaries during the release of the compendium.

Mr. Prakash Javadekar, Hon'ble Minister Environment, Forest & Climate Change, Information & Broadcasting and Heavy Industries & Public Enterprises released SCOPE's compendium titled 'Building Self Reliant, Resurgent, Resilient India - PSEs Contribution Amidst COVID-19' on 30<sup>th</sup> September, 2020. Mr. Arjun Ram Meghwal, Minister of State for Parliamentary Affairs and Heavy Industries & Public Enterprises, Mr. Sailesh, Secretary, Department of Public Enterprises (DPE), Mr. Atul Sobti, Director General, SCOPE; Mr. Rajesh K. Chaudhry, Additional Secretary, DPE; Mr. Sanjay Kumar Jain, Joint Secretary, DPE were also present during the release. The Compendium is a tribute to the tireless efforts of PSEs in combating the pandemic and ensuring economic needs even in the toughest times. Compendium shall be a good reference book and offer valuable insights into the relentless efforts of PSEs.



Release of SCOPE Compendium on Building Self Reliant, Resurgent, Resilient India - PSEs Contribution Amidst COVID-19 by Union Minister Mr. Prakash Javadekar was telecast live on DD News.



Dr. Praveen Chandra, Cardiologist and Chairman of Interventional Cardiology, Medanta - The Medicity and Dr. H. K. Chopra, President World Wellness Foundation & Chief Consultant Cardiologist, Moolchand Medcity Hospital had interaction with Mr. Atul Sobti, DG, SCOPE in SCOPE premises.



SCOPE represented PSEs at the 227<sup>th</sup> Meeting of the Central Board of Trustees (CBT), EPF held virtually under the Chairmanship of Mr. Santosh Kumar Gangwar, Hon'ble MOS (I/C) for Labour & Employment.



Mr. Atul Sobti, DG, SCOPE was Chief Guest at the 1<sup>st</sup> National Conference on Innovations in Mechanical and Automation Engineering (NCIMAE-2020) held by Indira Gandhi Delhi Technical University for Women.

## OCTOBER

### SCOPE Celebrates Gandhi Jayanti



Mr. Atul Sobti, DG, SCOPE garlanding the statue of Mahatma Gandhi.

Celebrating the 151<sup>st</sup> birth anniversary of Mahatma Gandhi, the Father of the Nation, SCOPE paid floral tribute to Mahatma Gandhi at SCOPE Convention Centre, New Delhi.

### SCOPE Pledges to fight against Corona



Pursuant to launch of nation-wide campaign to fight the ongoing pandemic by Hon'ble Prime Minister, employees of SCOPE Pledge to follow COVID - Appropriate Behaviour to spread this low-cost high-intensity campaign with the key message to "Wear Mask, Follow Physical Distancing, Maintain Hand Hygiene."

### SCOPE holds 46<sup>th</sup> Annual General Meeting



Mr. Rakesh Kumar, CMD, NLCIL & Chairman, SCOPE ; Mr. Kishor Rungta, CMD, FACT & Vice Chairman, SCOPE; Mr. Atul Sobti, DG, SCOPE; Mr. Agrim Kaushal, Economic Advisor, DPE; Executive Board Members of SCOPE, Chief Executives of PSEs and senior officials members of PSEs during the AGM.

The 46<sup>th</sup> Annual General Meeting (AGM) of SCOPE was chaired by Mr. Rakesh Kumar, CMD, NLC & Chairman, SCOPE and attended by Mr. Kishor Rungta, CMD, FACT & Vice Chairman, SCOPE; Mr. Atul Sobti, DG, SCOPE; Mr. Agrim Kaushal, Economic Advisor, DPE; Executive Board Members of SCOPE and senior officials of member Public Sector Enterprises (PSEs). The meeting was held through virtual as well as physical mode.

The AGM highlighted renewed efforts of SCOPE to reposition as an Innovative, Impactful and Inspiring apex body of PSEs and saw a series of new initiatives undertaken by SCOPE especially during the current pandemic period by turning Crisis into Opportunity. A Knowledge Repository of SCOPE Webinar Series and their presentations conducted since lockdown, was also distributed along with the Annual Report.

### SCOPE Releases Knowledge Repository of Virtual Conference and Symposium

As part of SCOPE's endeavour to make its members globally competitive by ensuring structured and efficient capacity building and knowledge sharing platforms, SCOPE introduced Webinar Series 2020. Seeing the crisis as an opportunity to experiment



and reboot SCOPE to engage PSEs in effective capacity building through virtual platforms, Virtual Conference and Symposium on an array of relevant subjects were conducted. The Knowledge Repository encapsulates presentations, synopsis, feedback of the webinars with academicians, experts, government and international bodies. The Repository is a quick reference point for all webinars and is also available to view on SCOPE's official website: [www.scopeonline.in](http://www.scopeonline.in)



SCOPE participates in OECD's 13<sup>th</sup> Meeting of Asia Network on Corporate Governance of SOEs.



Meeting of Central Advisory Board on Child Labour.



Mr. Atul Sobti, DG, SCOPE meeting with Mr. Rajesh K Chaudhry, Additional Secretary, DPE; Mr. Kranti Kumar Assistant Director (Mgmt & CSR), DPE and Mr. Kailash Bhandari, Dy. Director (Mgmt) on Public Health Response to COVID-19 regarding the nation wide campaign for COVID- Appropriate Behaviour.

## NOVEMBER

### SCOPE welcomes Atmanirbhar Bharat 3.0 by Government

SCOPE welcomed the slew of measures announced by the Government as part of Atmanirbhar Bharat 3.0 to retrace the economic growth of the country, which is already showing positive signs. DG, SCOPE said that while the country continues to effectively combat the pandemic, the stimulus announced shall provide further boost to employment, infrastructure, construction, manufacturing, exports and also promote positive business sentiments. He specifically complimented the Government in identifying additional 10 champion sectors for taking firm steps towards boosting manufacturing and also for incentivizing construction and infrastructure sector which would be beneficial for all including the Public Sector.

### Virtual Symposium on Cyber Security in era of Work from Home

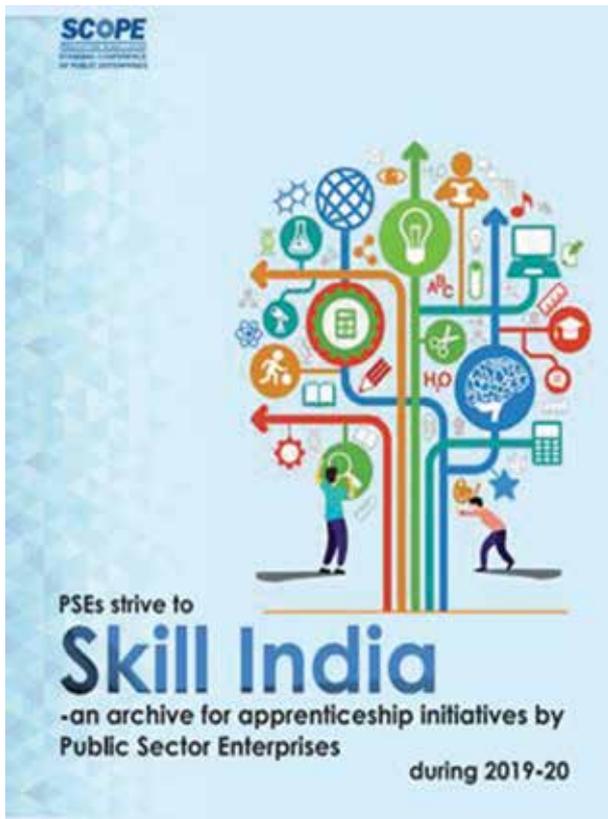
Taking cognizance of need for robust Cyber security in the 'New Normal', SCOPE organized a webinar on 'Cyber Security in era of Work from Home (WFH)' in association with Deloitte Touche Tohmatsu India LLP on 28<sup>th</sup> November, 2020. Nearly 500 participants including Board Members from PSEs attended the webinar.



Mr. Parthasarthy, Vishal Jain, Partners, Deloitte Touche Tohmatsu India LLP; Mr. Atul Sobti, DG, SCOPE; Mr. Deepak Agarwal, ED, IOCL; Mr. Ashutosh Vasant, Director, RailTel and Member, SCOPE Executive Board.

SCOPE conducted this webinar owing to the pertinence of cyber security issues in the present scenario and emphasis was laid on organization's need to strengthen their policies and procedures for cyber security needs while implementing WFH in full swing.

## SCOPE releases 'Archive on apprenticeship initiatives by PSEs during the year 2019-20'



SCOPE adhering to its endeavour to explore new avenues for enhancing global competitiveness in PSEs, highlighting their efforts and initiatives brought out 'PSEs strive to Skill India- An Archive on apprenticeship initiatives by PSEs during the year 2019-20' which was presented to Ministry of Skill Development & Entrepreneurship (MSDE). The Archive aimed at serving as a ready reckoner for all skilling and apprenticeship efforts of PSEs. This archive is also part of SCOPE's efforts to consolidate and present relevant information about initiatives of PSEs in supplementing Government's efforts for national development.



SCOPE joins industry stalwarts in accentuating PSEs role in making Chemical Industry 'Atmanirbhar'.



DG, SCOPE highlights the broadening of ownership in PSEs and its impact at the 13<sup>th</sup> Meeting of OECD-Asia Network.



SCOPE welcomes Atmanirbhar Bharat 3.0 by Government to retrace economic growth telecasted on DD News.



SCOPE welcomes Atmanirbhar Bharat 3.0 by Government to retrace economic growth telecasted on ZEE News.

## DECEMBER

### Announcement of SCOPE Eminence Awards 2019-20

As PSEs play a major role in fulfilling the developmental priorities of the country, contributing to various development aspects and act as a catalyst for social development, SCOPE deems it imperative to recognise the contributions and achievements of its member organizations and individuals who have helped in achieving unique accomplishments.

To encourage and motivate enterprises and their leaders and managers to achieve higher goals of excellence, to recognize significant achievements of Member PSE organizations in various specialized fields leading to Business Excellence and Competitive Advantage and to reward Member organizations that have taken extraordinary initiatives and have made a mark in the chosen fields, SCOPE has instituted SCOPE Eminence Awards.



This award commences from the year 2019-20. Understanding the shifting paradigms in business and performance, SCOPE revisited the earlier instituted awards and subsumed them to launch SCOPE Eminence Awards.

The SCOPE Eminence Awards will be presented in 9 categories having 16 specific awards. SCOPE Eminence Awards are corporate level awards and not for a unit. A nodal officer meet for PSEs where aspects of making entries in the awards and other details/clarification of likely queries were addressed by Evaluating Consultant, Deloitte Touche Tohmatsu India LLP was held on 18<sup>th</sup> December 2020. ■

# Interface with Stakeholders



SCOPE represented PSEs at the inaugural session of two days programme for workers of unorganised sector by Dattopant Thengadi National Board for Workers Education and Development (DTNBWED).



SCOPE represented PSEs in Consultation Meeting on the Draft Rules under 4 Labour Codes held under the Chairmanship of Shri Santosh Kumar Gangwar, Hon'ble MoS(I/c) for Labour & Employment.

# SCOPE in Media



7.12.2020

**स्कोप ने साइबर सुरक्षा पर वेबिनार आयोजित किया**

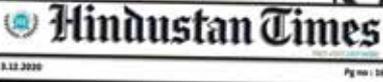
वि. नई दिल्ली - स्कोप ने डेलॉइट के साथ मिलकर एक ऑनलाइन वेबिनार साइबर सुरक्षा पर एक वेबिनार आयोजित किया। इस वेबिनार को डेलॉइट इंडिया पार्टनर पार्थसारथी और विशाल जैन, स्कोप के सीओ अतुल सोबती, आईओसीएल के डीपक अग्रवाल, रेलटेल के अशुतोष वसंत ने संबोधित किया। अतुल सोबती ने कहा कि क्लौड परिसर में साइबर सुरक्षा की आवश्यकता को पूरा इस वेबिनार को आयोजित किया गया था।



2.12.2020

**SCOPE virtual symposium on cyber security in era of work from home**

Taking cognizance of the need for robust Cyber security in the 'New Normal', Standing Conference of Public Enterprises (SCOPE) recently organised a webinar on 'Cyber Security in era of Work from Home (WFH)' in association with Deloitte. Shree Parthasarathy Parthasarthy, Partners, Deloitte India; Atul Sobti, DG, SCOPE; Deepak Agarwal, ED, IOCL; Ashutosh Vasant, Director, RailTel addressed the participants. Nearly 500 participants including Board Members from PSEs attended the webinar through SCOPE's various platforms. PG: 07/08



## SCOPE holds webinar on Cyber Security



SCOPE organised webinar on 'Cyber Security in era of Work from Home' in association with Deloitte. Parthasarthy, Vishal Jain, Partners, Deloitte India; Atul Sobti, DG, SCOPE; Deepak Agarwal, ED, IOCL; Ashutosh Vasant, Director, RailTel addressed the participants.



Pg no : 4

**ने साइबर सुरक्षा पर आयोजित की संगोष्ठी**

कोरोना काल में न्यू नॉर्मल की आवश्यकता के बीच वर्क फ्रॉम होम दौरान साइबर सुरक्षा की जरूरत को ध्यान में रखते हुए ऑनलाइन का आयोजन किया गया। इसका आयोजन स्टैंडिंग कॉन्फ्रेंस ऑफ इंटरप्र्राइजेज (स्कोप) ने डिजिटल के सहयोग से किया। इसमें के.डी. पार्थसारथी एवं विशाल जैन, स्कोप के मानदितरक अतुल सोबती वित्सेपतों ने प्रतीभारियों से विचार साझा किए। अतुल सोबती ने जुटा समय में साइबर सुरक्षा की अहमियत के मद्देनजर इस संगोष्ठी आयोजन किया गया है। वर्क फ्रॉम होम के समय साइबर सुरक्षा को करना बेहद जरूरी है।



Pg no : 10

## SCOPE conducts webinar on cyber security in era of WFH



Taking cognizance of need for robust cyber security in the 'New Normal', Standing Conference of Public Enterprises (SCOPE) recently organised a webinar on 'Cyber Security in era of



7.12.2020

## SCOPE's virtual symposium on cyber security



Taking cognizance of the need for robust cyber security in the new normal, the Standing Conference of Public Enterprises (SCOPE) recently organised a webinar on 'Cyber Security in era of Work from Home (WFH)' in association with Deloitte. Shree Parthasarathy Parthasarthy, Vishal Jain, partners, Deloitte India; Atul Sobti, DG, SCOPE; Deepak Agarwal, ED, IOCL; Ashutosh Vasant, Director, RailTel addressed the participants. Nearly 500 participants including Board Members from PSEs attended the webinar through SCOPE's various platforms. PG: 07/08



3.12.2020

## स्कोप ने साइबर सुरक्षा पर वेबिनार का आयोजन किया



SCOPE organised webinar on 'Cyber Security in era of Work from Home' in association with Deloitte. Parthasarthy, Vishal Jain, Partners, Deloitte India; Atul Sobti, DG, SCOPE; Deepak Agarwal, ED, IOCL; Ashutosh Vasant, Director, RailTel addressed the participants.



Pg no : 8

## SCOPE organises virtual symposium on cyber security



Participants. Around 500 participants including Board Members from PSEs attended the webinar through SCOPE's various platforms.



1.12.2020



## Corporate Strategy 2

# Survive, Revive and Thrive Strategy



**Atul Sobti**  
Director General  
SCOPE

**WHEN TRYING TO GROW** at a rate better than the industry-average, expanding business globally both in terms of selling solutions and sourcing is imperative. In a country where it is possible to produce a product cheaply, once a company has been successful, it makes sense to take the business abroad and try out both selling and buying. With access to new markets, a business has the potential to build a new customer base and grow quickly.

Finally, a very important key to any successful business is being able to come up with new ideas to keep operations, products and services fresh. This process of innovation, of bringing those ideas to reality is critical for lasting success.

Thus, the success elements of a Thrive strategy could be summarised as:

- Build new capabilities and businesses by:
  - Entering into new growth areas, and by diversifying

revenue streams.

- Creating disruptive technologies and products.
- Create a formal process for Thrive and allocate resources regardless of short-term results.
- Globalise—enhance global business and sourcing.
- Innovate—focus on outcome-based engineering and technology initiatives.

The future is uncertain. We will increasingly face fast changing and uncertain environments. From a strategic perspective, this is the biggest risk and it is fuelled by three factors: technology innovations, policy environment and economic growth. Therefore, it is important that we enhance our responsiveness by anticipating and responding to the weak signals and build strategic flexibility by identifying and working on a range of possible futures—not just the most-desirable one. This will determine sustainability of

our long-term performance in the years to come.

The SRT solution requires an ability to think and act simultaneously in multiple timeframes. At times, a company will have to focus on one phase more than the others, but, if all three themes are eventually taken care of, the future will be created over time, every single day.

### **SRT—A Cyclic Karma for Successful Companies**

Think of the Survive, Revive and Thrive (SRT) strategy as endlessly cyclical karma. One is always preserving the present, destroying the past, and building the future. In other words, the business models, products, and services we create in the Thrive strategy will at some point become our Survive phase. The pace of this change depends upon the type of business one operates in. For example, the pace could be slow in the defence and aerospace industry, while it could be staggering

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DG, SCOPE's article published in BW Businessworld Magazine Issue – 23<sup>rd</sup> October- 6<sup>th</sup> November 2020. The First part of this article was published in BW Businessworld magazine issue 8th - 22nd October 2020 & December 2020 issue of KALEIDOSCOPE

in the electronics and IT industry. Thus, the intermix of company-type and business-environment decide how fast the strategies in SRT would first overlap and then move from one phase to the another.

Let us try to see it with an example: Reliance's core hydrocarbon and petrochemical businesses were doing extremely well (Survive phase conquered), however, they were not complacent. Their Thrive move was Jio, a service charging only for data while giving unlimited calls free. This was unprecedented in 2016 when it was launched. People remained sceptical at first, but later on watched the onslaught of Jio in awe.

Jio transformed the telecom segment completely as data consumption post 2016 increased 50 times and the user-base doubled in the next four years. People were using the telecom company's streaming services and data, and the clear winner was Jio.

In telecom, or any other fast-moving industry, once a maverick does something that succeeds wildly, everyone else will try to commoditise that strategy. Soon, all other major telecom players



in India struck back with similar offers. The Thrive strategy of Reliance Jio became Survive because it became business as usual in no time. Jio may continue to carve out newer disruptive moves, and the competition may continue to follow suit, or devise something better—only time will tell. But, the karma cycle will go on!

For example from an entirely different segment, like a startup in IT, with a little legacy to care for, in the initial few years, it doesn't have to think about Survive or Revive strategies. It only has to allocate energy into the Thrive drive. But, things change very quickly in IT and the competition

is brutal in the niche segments. So, as quickly as one establishes a novelty of Thrive strategy, it becomes a Survive strategy. And, then one may even have to unlearn it in the Revive cycle a year later to create a newer technology.

In some sectors, especially the capital-heavy ones, the Thrive phase takes a very long time to materialise. Like, in the power sector. For about five decades, fossil power ruled, the renewables were a tiny Thrive idea. But, now, the status quo has been disrupted, and organisations slow to align with the change have started paying the price. Automobiles is another area where the changes in the last century have been slower, but now with EVs on the horizon, things look volatile.

Irrespective of the sector one is operating in, a company has to create the future while managing the present. Success in one sector often impedes it in another. Large companies often don't realise this, or realise it too late. They may, for example, buoyed by their past successes, keep on hiring people who support their present. Soon, they may end up deploying too many resources in strengthening competence and technology for

**The future is uncertain. We will increasingly face fast changing and uncertain environments. From a strategic perspective, this is the biggest risk and it is fuelled by three factors: technology innovations, policy environment and economic growth. Therefore, it is important that we enhance our responsiveness by anticipating and responding to the weak signals and build strategic flexibility by identifying and working on a range of possible futures—not just the most-desirable one.**



the present. This, the first sign of a myopia, is easy to miss. Then, the companies, basking in their success, become complacent and show no urgency to change. This is the second sign.

And, finally, there is a belief that the efforts of something new (Thrive) will cannibalise the present (Survive). And, companies simply don't introduce new services, products or technologies. For example, for a long time many newspaper houses thought that introducing a website or

news-app would cause a decline in print sales. This myopic vying is like the third blow, and is often fatal. On the contrary, a few other media houses realised quickly that websites and TV channels were venues of additional revenues and advertising money, and they spent resources to build those additional streams, and in no time, started dominating the sector.

The leaders of today must realise that while the Survive phase is about competition for the present,

Revive and Thrive are about competition for the future. If we miss one, we miss the whole. One way to avoid such a pitfall, is to make these themes work independently of each other. This means that the Survive theme team should focus on managing the present only, and the Thrive drive team with creating a future, with no overlapping connection with each other. Balancing the activities (and allocation of resources) across all the themes, and time horizons, is the most important role of the leadership.

The SRT framework is especially suited for the current disruptive times when many companies are losing their basic footing and are trying to push too quickly, too far into the future without taking stock of their present capabilities and needs. Going straight into the Thrive phase, this way could turn out to be a disaster for the companies which do not create a solid foundation based on their present business. On the opposite horizon, some companies remain oblivious to the quickly changing realities, and their move to the Thrive phase happens too late.

These laggards often resort to desperate tactics to fit into the new trend, but often it is 'game over' for them as the new paradigm quickly establishes as a norm and outcasts face tremendous barriers, often technological, to sustain. A company that balances its resources with SRT framework creates more sustainable chances to keep earning from the present and building for the future. ■

**Think of the Survive, Revive and Thrive (SRT) Strategy as endlessly cyclical karma. One is always preserving the present, destroying the past, and building the future. In other words, the business models, products, and services we create in the Thrive strategy will at some point become our Survive phase. The pace of this change depends upon the type of business one operates in. For example, the pace could be slow in the defence and aerospace industry, while it could be staggering in the electronics and IT industry**

# Impact of COVID-19 Pandemic on Learning & Development in SAIL – A Chronicle of Accelerated Journey of Transformation



**Kamakshi Raman**  
ED HRD, SAIL

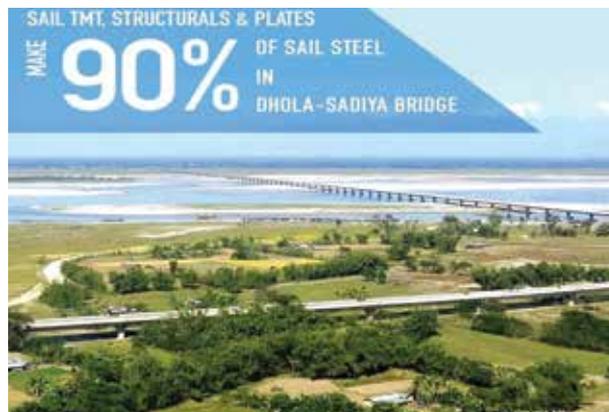
No one would have imagined that a single global event, the COVID-19 outbreak, would accelerate one of the greatest workplace transformations of our times. We, the Learning and Development (L&D) community at SAIL actually were a part of one such transformation in our organisation. In these challenging times, inspired by the famous quote of Winston Churchill “Never let a good crisis go to waste”, SAIL L&D collective made all out efforts to utilise this crisis for a cultural transformation in the Learning & Development space in our Company.

Transformation from a traditional classroom based training to a digital mode of training happened within a period of around three months during April to June 2020. SAIL L&D community has achieved this transformation entirely with in-house resources. We are happy to share that during the lockdown period, Corporate L&D Centre i.e. Management Training Institute (MTI), Ranchi geared up to leverage the available IT infrastructure and along with Plant/Unit L&D teams conducted online programmes on webinar/meeting platforms to maintain the learning momentum which otherwise had come to a halt suddenly. The pace with which our trainers adapted to the new normal are worth emulating. The agility displayed by the L&D community particularly during the initial days of COVID-19 attack is unprecedented in the world of PSUs.

As an organization which prides itself in being the steel makers to the nation, and a leading Maharatna, SAIL has a glorious tradition of being a pioneer in People Development. Way back in 1962, the erstwhile Hindustan Steel Limited (as it was known then), set up a Corporate Training Institute namely Management Training Institute (MTI) at Ranchi, dedicated for people development in the

steel industry in India. The blueprint for this was prepared under the guidance of experts from the United States Steel Corporation, Ford Foundation and Carnegie Institute of Technology, USA. In course of time HRD centres were set up in the SAIL Plants and Units catering to the growing manpower of the company. SAIL has continuously upgraded its people development processes in keeping with the changing

business requirements. SAIL believes that employees’ learning and development is cornerstone to the success of organization. Training facilitates development of employees’ knowledge, skills, attitudes and appropriate behaviours. The resultant growth of competence contributes to organization’s ability to meet its goals and objectives. Keeping this in view, systematic HRD interventions are designed to bridge the



Application of SAIL steel in ISRO record 104 Satellite launch & Dhola-Sadiya Bridge.

gap between the actual and desired competence of the individuals and teams. SAIL encourages excellence through continuous improvement by providing learning and development opportunities to its workforce that is aligned with organizational objectives.

### A Glance of Training Facilities at Plants/Units of SAIL

SAIL has five Integrated Steel Plants and ten other smaller plants/units including three Special Steel Plants, one Ferroalloy Plant, Raw Material division, Central Marketing Organisation, Research and Development Centre etc. each having a separate Training Department looking after training and development of its employees. All Integrated Steel Plants (ISPs) of SAIL have Plant Training Centres well equipped with workshops and modern laboratories – Hydraulics and Pneumatics Lab, Electronics and PLC Lab, computer centres, Open Learning centre and Simulators. Plants also have Management Development centres for imparting managerial training to its employees.

SAIL has Central Power Training

Institute (CPTI), a Unit of RSP, Rourkela which caters to organizational needs concerning in-depth and hands-on training in Power Plant, Electrical and Electronics areas. It has Category I recognition empowering it to train operation and maintenance personnel of Thermal Power Plants having unit size up to 500 MW and related Power Distribution units. It gives training to not only

SAIL unit personnel but also various other organizations like Tata, L&T, NTPC etc.

Plant Training Centres are primarily responsible for technical training. They are also responsible for management development programmes up to E-5 level cadre. Plant Training Centres have won various awards including Golden Peacock HR Excellence Award, Green Tech HR Excellence Award.

#### Following training infrastructure is available at SAIL Plants/Units:

<b>Workshops</b>	Training in mechanical areas like welding, fitting, machining, material handling and basic electrical areas.
<b>Electronics Lab</b>	Training panels/kits, Basic electronics and electricity kits, Power electronics/ Thyristor applications, Function generators, Digital multi-meters, Toolbox, Control motors, Meggers and Machine control panels.
<b>PLC Lab</b>	PLC Training Simulator Rigs and PCs for programming on PLC with PLC Software.
<b>Computer Lab</b>	Personal Computers, Printers and LAN.
<b>Hydraulics and Pneumatics Lab</b>	Hydraulic and Pneumatic Training Rigs with related components, Intermediate Hydraulic Components along with Electrical, Electronics and PLC controls, Simulation Software Lab, Electro-Hydraulic Valve Module, Electronics Sensors and Air compressor.
<b>Trainee accommodation</b>	Hostel with all modern facilities like air-conditioned rooms, Wi-Fi, dining halls, common room, indoor/outdoor sports are available for the trainees.

The SAIL Learning and Development Landscape is given below for a quick glance:



The foundation stone for this phase of transformation in the L&D space in SAIL were laid around 2017 and is continuing with focus on digitising the major part of the L&D process to enable anytime anywhere learning by employees at their own pace. The process started towards the end of 2016 with building the 'e-Abhigyan – The digital learning hub of SAIL' anticipating the overall trends towards digitalization in all aspects of working including learning and development. The learning management system (LMS) 'e-Abhigyan' was built on a MOODLE platform entirely through in-house resources.

The initial objective of this platform was to support and supplement the face to face programmes organised at Management Training Institute (MTI). Subsequently, the traditional face to face training was integrated with online synchronous and asynchronous learning providing an ecosystem that leverages our traditional strengths in conventional training and development through our elaborate HRD systems and dedicated training centres with an IT architecture that is anchored around three enabling pillars-

- e-Abhigyan our digital learning portal- built with open source software MOODLE to provide the scope for self-reliant "at-manirbhar", scaling up and upgradation, connected to the internet.
- Trainers/Facilitators for interventions and infrastructure at our HRD centres inside plants, and our corporate HRD centre at MTI.
- A network of collaborators, both inside the organization, and outside that includes institutions and technology providers.

In the initial period, the programme designs of programmes conducted at MTI were uploaded with contents like programme objectives, session objectives, presentation for each session and related reading materials etc. for each programmes. Then interaction forums for participants were created for interaction amongst participants after the programme. Over the period of time mini/micro e-modules were created and uploaded for various sessions in different programmes. 'e-Abhigyan' became the one stop portal for learning resources on various managerial/functional/technical

areas. The platform was initially accessible to executives only and then to all employees.

The learning portal was not having much traction in the organisation despite all efforts. However, use of 'e-Abhigyan' increased with online tests introduced at MTI for all programmes. At the start of every programme the participants would be briefed about the session contents and reference materials available in 'e-Abhigyan' and process for taking online test through the portal.

During this period YouTube channel 'Learning@MTI' was started wherein videos of interactions with experts and achievers in different areas/domains were shoot and uploaded in the portal for viewing of employees across the Company. More and more videos are being added to this repository on a regular basis.

Meanwhile videoconferencing (VC) facility was extensively used for interaction with faculty/participants located remotely at various plants/ units. Few remote classes were also being organised through VC mode only. Though there was provision for using 'Big blue button' technology in the e-Abhigyan for meetings and interactions but these were barely used.

With the onslaught of COVID-19 pandemic and the subsequent country-wide lockdown from mid-March 2020, the entire L&D function was brought to a standstill. As the lockdown continued, people started working from home. Also, an environment of uncertainty, fear and anxiety was looming large over all our employees. The general feeling was that L&D would be seriously impacted by the lockdown. However, since MTI had

the digital readiness, it could convert this crisis into opportunity to bring about digital transformation in the L&D space of the Company. During this period MTI started conducting online webinars/meetings on different platforms like zoom/webex/goto meeting etc. Initial programmes organised through this mode were related to the need of the hour like awareness programmes for COVID-19, managing health, dealing with fear and anxiety etc. Then slowly webinars of average 90 minutes duration were rolled out on a daily basis on various managerial topics continuously for a two-three months period. These programmes were largely open for all. The forced restriction provided an opportunity to L&D collective of SAIL to give exposure and familiarise majority of employees through online training at various plants and units. At the same time we interacted with other leading PSUs across India and quickly incorporated the best practices in the online training arena. Also, to enhance the capability of our faculty a 'train the trainer' programme was organised to learn about tools and techniques to engage participants during the online sessions thereby improving the effectiveness of online training.

Having created acceptability of the online medium of training, it was time for getting into the serious business of leaning and development through digital platform. First of all the programmes were redesigned to deliver them through synchronous and asynchronous mode. The entire programme was divided into number of smaller modules which can be delivered through

a short duration webinar/interaction followed by learning in the asynchronous mode. Each module is delivered only to a set of nominated participants who are identified as per their training needs. Online training in SAIL has now stabilised and going forward our programmes would be delivered in a phygital/blended mode combining asynchronous and synchronous learning with face to face learning.

Some of the L&D interventions which have been successfully launched through the e-Abhigyan portal are:

- Integrating Knowledge Management into the L&D process using online forums and web-conferencing interactions within Communities of Practice. Abhigyan - Sampark forums on e-Abhigyan are being used for knowledge sharing and problem solving in different domains through variety of interventions including forum postings, online Learning from Each Other (LEO) workshops using web conferencing platforms and online Performance Improvement Workshops (PIW) where experts not only from different plants and units of SAIL, but also our technology providers are connected.
- Providing a range of technical and managerial programs available for anytime anywhere asynchronous learning through e-learning modules available on e-Abhigyan where people can self-enrol. The basket of these programs is regularly being expanded and usage will increase with the changes made in our Executive Performance Management System (EPMS) system that mandate certain

standards of qualification to be cleared through online mandatory training and tests to be considered for promotion to the next level

- Using simulations, both for technical and managerial learning by leveraging technological know-how of specialist partners. For technical simulations based training, we have online simulations done through our technology partners like Siemens, who provide training on PLCs (Programmable Logic Controls) online as well as Business simulations focused on finance and strategy.

The e-Abhigyan platform has now been enabled with interactive content development tools directly on the platform which makes development of in-house learning resources more seamless with resources like interactive videos being developed on the platform itself. The e-Abhigyan platform has been designed as a gateway to curated content from across the worldwide web through open learning channels on the platform to connect to MOOC platforms etc.

As SAIL moves ahead with invincible grit and determination towards the future, L&D community is determined to play an active role in all those aspects which would enable the organization to pursue its vision successfully. These areas include preparing people for future leadership roles, strengthening project implementation capabilities, increasing productivity & skill preservation through multi-skill and critical skill training and upgrading people's technical and managerial skill to operate the modernised units of SAIL. ■

# Indian Economy

## 2020



K. R. Sudhaman\*

With green shoots visible after economic slowdown for several quarters at the beginning of 2020, Finance Minister Ms. Nirmala Sitaraman unleashed a medium term reform agenda in February Budget last year to make India a \$5 trillion economy. Though the country started on a positive footing but due to global pandemic and Prolonged Lockdown health and well being of the people took priority. With prolonged lockdown in India and elsewhere the Indian economy went for tail spin. Due to pandemic there was recession in most parts of the World and practically all large economies barring, China, clocked negative growth, unprecedented for decades. With life coming back to normal on the hopes of vaccine becoming a reality in the near future, several economies including India are showing signs of economic recovery with the woes induced by the Corona virus pandemic slowly vanishing.

Though it may still be too early for India to conclude that the economy has turned the corner, there is a strong possibility of a V-shaped recovery and some analysts have already forecast that India may again be the fastest growing economy overtaking

China in 2021-2022. A few have even forecast a double-digit GDP growth on the back of low and a negative base. There is certainly a crisis of confidence in the economy at the present juncture and Finance Minister will do well to push big-ticket structural reforms

**The Union Budget, presented by Finance Minister in the Parliament on February 1, 2020 aimed at energising the Indian economy through a combination of short-term, medium-term, and long-term measures. Total expenditure for 2020-21 is budgeted at Rs 37.14 trillion (US\$ 531.53 billion), an increase of 13% from 2019-20 (revised budget estimates). Numerous foreign companies are setting up their facilities in India on account of various Government initiatives like Make in India and Digital India.**

in her Budget next February to return to high growth path on a sustained basis.

While the pandemic has brought a strong headwind for the Indian economy, it is to be noted that the economy had already been slowing down for several quarters before the pandemic. While the GDP growth had slowed down from 8 percent in the Q1 FY19 to 3.1 percent in the Q4 FY20, investment levels during the same period had declined from 30 percent of the GDP to nearly 26 percent. Thus, while the full resumption of economic activities may take us back to 2019-20 income levels, accelerating the growth trajectory requires addressing structural problems, said M. Govinda Rao, Chief Economic Advisor, Brickwork Ratings.

The government will have to initiate measures not only to ensure the resumption of economic activities but also to address structural problems, the Brickwork rating agency said. It will be pragmatic to undertake reforms in the tax structure. Further, reducing the tax rates on construction materials such as cement, steel, paints and plywood from the rate of 28 percent to a general rate would help revive the labour-intensive construction sector. The

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same is the case with passenger automobiles.

There is no denying of the fact that India is facing the worst economic crisis since 1991 and fourth since Independence. Reviving the economy needs swift measures, which included increased government spending and programmes for robust employment generation. The complete 68-day lockdown and gradual unlock-1, 2, 3 and 4 of the economy of India is showing its effects now. Merely putting money in the hands of poor to spur demand might not work at this juncture as most of them used up their savings in the last few months in the face of job losses. So putting any money in their hands now will only go to replenish their savings thereby not fulfilling the task of encouraging consumption spending. So better ways would be to step up public spending on infrastructure and on other job creating measures revive demand.

The GDP growth in Q1 FY21 contracted by a massive 23.9 percent. The ongoing recovery continues to face at least two risks: growing infections across the country and rising stress in state finances. But the good news is

that Purchasing Managers' Index (PMI) for manufacturing recorded at 52 in the month of August. A PMI value above 50 signifies expansion of economic activity. PMI (manufacturing) was in

**India is expected to be the third largest consumer economy as its consumption may triple to US\$ 4 trillion by 2025, owing to shift in consumer behavior and expenditure pattern, according to a Boston Consulting Group (BCG) report. It is estimated to surpass USA to become the second largest economy in terms of purchasing power parity (PPP) by 2040 as per a report by Price water house Coopers.**

contraction zone between April and July. Maruti Suzuki, India's largest car maker sold 21.7% more cars in August 2020 than it did in the same month last year. To be sure, these numbers are dispatches to dealers and not retail sales. However, these numbers do suggest that consumer demand is picking up with easing of lockdown restrictions.

India cannot claim to be out of the woods yet but positive signs are visible and the budget if crafted well could make economic recovery sustainable. Covid-19's disruption has not fully played off yet and one has to be cautious while pushing growth.

The Nomura India Business Resumption Index (NIBRI) reported to be at 75.7 in the week ending August 30. This is better than what it was earlier; but the latest values are 24 percentage points less than pre-pandemic levels compared to a 31 percentage point deficit in July. The report notes that "the recovery is uneven and the recurring weakness in the labour market highlights the fragility of household demand". It also attributes some of the recovery to post-lockdown pent-up demand. There is also likely hood of states facing shortfall of 2.35 lakh crore in GST compensation cess payments. They will also suffer because of shortfall in other central taxes. The good news is that monthly GST collections have now crossed Rs only lakh crore mark in the last two months.

India's GDP (at constant 2011-12 prices) was estimated at Rs 26.9 trillion (US\$ 363.49 billion) for the first quarter of FY2020-21, against Rs 35.35 trillion (US\$ 477.67 billion) in the first quarter

of FY2019-20, showing a contraction of 23.9%, compared with 5.2% growth in the first quarter of FY2019-20.

India needs to increase its rate of employment growth and create 90 million non-farm jobs between 2023 and 2030's, for productivity and economic growth according to McKinsey Global Institute. Net employment rate needs to grow by 1.5% per year from 2023 to 2030 to achieve 8-8.5% GDP growth between 2023 and 2030.

A major positive aspect of the Indian economy is surging foreign reserves towards \$600 billion mark and the current account remaining in the positive territory providing that much head room for much needed fiscal stimulus without impinging upon already widening fiscal deficit. The swelling foreign exchange reserves and the increased dollar purchased has put more liquidity in the system. This is good sign in the present juncture.

The Union Budget, presented by Finance Minister in the Parliament on February 1, 2020 aimed at energising the Indian economy through a combination of short-term, medium-term, and long-term measures. Total expenditure for 2020-21 is budgeted at Rs 37.14 trillion (US\$ 531.53 billion), an increase of 13% from 2019-20 (revised budget estimates). Numerous foreign companies are setting up their facilities in India on account of various Government initiatives like Make in India and Digital India. The Government is trying to boost the contribution made by the manufacturing sector with an aim to take it to 25% of the GDP from the current 17%. Besides, the Government has



also come up with Digital India initiative.

The Government has subsequently announced various economic packages, having a cumulative worth of around Rs 20 trillion (US\$ 283.73 billion) and being almost 10% of India's GDP to provide much needed stimulus to revive the economy hit by the lockdown. With stimulus in place and more expected in the forthcoming budget as India's economy opens up and life fast returning to normal in course of time the country's GDP is expected to reach US\$ 5 trillion by FY25 and achieve upper-middle income status on the back of digitization, globalization, favorable demographics, and reforms.

India is also focusing on renewable sources to generate energy. It is planning to achieve 40% of its energy from non-fossil sources by 2030, which is currently 30%, and have plans to increase its renewable energy capacity to 175 gigawatt (GW) by 2022.

India is expected to be the third largest consumer economy as its consumption may triple to US\$ 4 trillion by 2025, owing to shift

in consumer behavior and expenditure pattern, according to a Boston Consulting Group (BCG) report. It is estimated to surpass USA to become the second largest economy in terms of purchasing power parity (PPP) by 2040 as per a report by Price water house Coopers.

In Sum there are positive signs now and Indian economy is looking to kick-start, but challenges too are manifold with corona virus disturbing the applearc and macro-economic fundamentals. The inflation too has started surging at a time when RBI and government wants to keep the interest rate low to kick-start the economy. There are several reform challenges as well coupled with the need to push government's disinvestment programme of public enterprises. The farmers agitation is a disturbing factor to agricultural growth which has been looking good so far. The plate is full for Finance Minister and it would be interesting to see how she proposed to steer the economy back to high growth path and make India a global manufacturing hub through Modi's Atma Nirbar programme. ■

# Maximizing Non - Aeronautical Revenue at Airports



Prof (Dr.) Dewakar Goel

Traditionally decades ago, Airports were dependent on Aeronautical revenue that came from landing and parking charges from the Airlines, Root navigation facilitation charges (RNFC) and terminal navigation facilitation charges (TNFC) for the services provided by Air traffic control. These areas were primarily dependent on the number of flight movements both landing and takeoff. Non-Aeronautical revenue was not in focus because Airports, being in the hands of Government and passenger facilitation at their cost was the main aim, it was more as social responsibility towards public like roadways and rail-ways. The commercial aspect of revenue generation was realized when the corporate sector started managing Airports in various countries. The government owned Airports too realized the importance of generating revenue from non-traffic sources so as to spend money to facilitate passengers better. The area of revenue generation was broadly from parking facility, food and beverage outlets inside and outside Airports, book and gift shops, traveler requisite (TR) shops etc. However, cleanliness, garbage removal and grass cutting activities were expenditure.

The major aspect of revenue generation was covered by Aeronautical sources, whilst non-Aeronautical revenue was barely 30%. Later, over a period of time, things changed on the model of Changi Airport Singapore. It was then realized that Airports must be modernized with commercial touch. The luxury services to massive shopping centre scenario could be made to earn revenue. It also serves as a great help to passengers when they find Spa, Beauty Parlor, Massage facility, Business lounge, rest rooms, utility services, Restaurants, Bars at the Airports. Later, the garbage cleaning and grass cutting too became the revenue contract from expenditure as the waste that agencies collected had a good recycle / market value.

## Commercial revenue – Richness in offerings

Let us discuss about approach for commercial revenue for retail density. The retail foot print has a maturity level and saturate around 1200 sqm/mn resulting in sales per departing passengers of US \$ 26. Another approach for commercial revenue was category optimization in the form of richness in offerings, focusing on luxury brands and higher

margin products. The marketing and communication drive aimed at optimizing footfalls.

When we look at maximizing non-Aeronautical revenue, the biggest strength can become the biggest weakness since it is chiefly dependant on the number of passengers, a slight decline can pose a big loss. Apart from this, there are space constrains and structural issues limiting categorizing maximization in totality. We think in terms of Compound Annual Growth Rate (CAGR) that speaks about business and investing specific term for a geometric progression ratio that provides constant rate of return over a period of time. If we talk in terms of existing source pattern to generate non-Aeronautical revenue, percent wise it comes 33% duty free, 23% space rental, 17% car parking, 8% car rental, 5% specialty retail, 3% advertising, 8% hospitality and 3% from currency. These percentages don't look encouraging enough; this concern needs to be probed.

## Challenges come with Long-term solutions

First and foremost, the key challenge comes in the form of dependence of concessionaire and passenger volume. If looked upon as

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an opportunity, we can go ahead with innovating structuring option and diversification through non-traditional revenue. There is a need to differentiate by creating a sense through retail brand. The up skilling and employee engagement is also a great opportunity to go for developing internal capabilities.

Entertainment is yet another virgin area where the possibility of maximizing revenue can be explored by way of converting 'dwell time' into 'passenger spending capacity' especially in transit. Significant contributions can be seen for Airport service quality (ASQ) and passenger alignment. The entertainment should be positioned as a seamless experience rather than mere filler. Here, the location is very important collaboratively leading to revenue generation. We need to go beyond the routine by way of practicing "Do it yourself zone" with a culture of unique selling proposition (USP) such as food, retail and theme-based engagements. There is lot of scope in innovation for generating revenue through entertainment. Some areas are sponsored aircraft simulators, Aviation museum and Airport Library. Keeping in mind the younger crowd as passengers, we can create motion sensor gaming and 7 D Theaters, Art gallery, thereby making exhibition and showcasing culture yet another area of interest.

### **Pouring - Exercising Choices**

You must be surprising why I am using this word as one of the strategies for revenue generation. The pouring leverages unique position to Airport operators holding retained rights on selection

of exclusive brands. We must ensure availability of soft beverages, juices, water, coffee, energy drink, hard liquor and beer. The time has come to create exclusive supply arrangement with select brand for premier value such as audio and video playing rights, Airport radio channel with favorite RJ playing songs of choice. We should not ignore exercising choice to select premier partners. For that matter the rights to visibility in smoking zones with availability of outlet to sell tobacco at selected location should not be forgotten.

### **Branding – Associating Sponsorship**

We are talking about various strategies to be adapted for maximizing revenue from the point of view, as to how it works and why it is going beyond routine. The branding creates newer formats beyond traditional advertising and promotions for security channel, horticulture, toilets, and dustbins because plantation and greenery in these areas is a value addition to the fragrance we try to provide. Modernization of theme-based environment can be created by branding fragrances and vanity zones, mainly in women's boulevard and kid's arena. The unique brand engagement platforms with brand lounges, experience zones and floor walkers can be created. The sponsorship by stakeholders can't be overlooked for branding, which can come in the form of sponsorship for cost maintenance, play areas and baby strollers etc.

### **Conveniences – Inducing further spends**

The provision for essential services to passengers give rise to



further spends which can be collaborated with sponsors to monetize one or more services. Departure essentials must be looked upon. The passengers at the departure level do look for certain services which are both important and essential such as postal and courier service, business service, photo kiosk, shoe shining, salon, insurance, tailoring, health check-up, teeth whitening, stationery, beauty care with nail bars and especially kids on stop shop. The passenger in arriving and transit area also look for shower, concierge, travel guide, water heating zones for mother with infants, laundry services and grocery. These essential services for departing and arriving passengers as conveniences may not provide very high amount of revenue but we must think in totality these are essential in nature for passenger facilitation.

### **Non-Passenger – Reducing risk from passenger volatility**

The non-traffic revenue is also generated from large community of people falling under the category of non-passengers. There is a huge opportunity to cater the needs of different segments such as facilities for Airport staff, Airlines, ground handlers, cargo, custom, police, CISF, Immigrations and

other regulatory agencies. These facilities for non-passenger crowd must be created by going beyond routine in the meeters and greeters' areas, information centers, messaging zone, photo play cards, food and beverage, gifting, floral grab, welcome-desk etc. Some of the other areas where revenue can be maximized are canteen, laundry, locker room, discount store, end of season sale and shuttle services for staff community. The empanelment of Airport citizen for goodwill, NGOs, Doctors, Media and entrepreneurs give rise to de-risking option to reduce risk passenger's volatility.

### Designing Revenue Streams – Creating own identity

In order to maximize non-Aeronautical revenue, it is pivotal to intersperse the concepts illustrated above with other core concepts rather than deploy them silos. This is the key for various mode of revenue to sustain. It is important for Airport to plan certain stream especially those around convenience across various touch points for passengers as well as non-passengers. There is need to communicate some of the bespoke services effectively through prominent signages and other medium. The dedicated team is required to conceive, execute and manage these new revenue streams at an ongoing.

There is worldwide competition amongst Airports and Airport Council International (ACI) conducts surveys for Airport Service Quality (ASQ) on 5-point scale. There are Aviation hubs where the Airlines find more space & convenient stopovers like Frankfurt, Amsterdam, Dubai where more

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number of flights not only give Aeronautical revenue but open new doors for non-Aeronautical revenue. There is a need for every Airport to create its own identity and charm. The people travel through Airport more out of necessity than choice. However, they would like to spend money at the Airport only out of choice. Therefore public perception is a great influencer. The communication of unified Airport values removes clutter in consumer mind which translate expectation into brand values. The brand value helps in guiding physical manifestation in the form of designs, layout, offering, pricing, quality etc. The multiple retailers across Airport are bound by Airport

brand mentors from the prospective of enhancing non- aeronautical revenue.

### Airport branding to enhance value

Airport brand and its value becomes fulcrum of retail design philosophy having capability to maximize value through enhancement of spends. The engagement of concessionaire is an important aspect to be taken care of. The binding of retailer by best practices and processes keep them engaged. The unified brand guidelines must be practiced by all concerned at the Airport. The color palette, logo, taglines, and visual elements such as carry bags, flyers helps in ensuring uniform visual appeal. The multitude of offering, value for money, price advantage, depth of categories, service disposition and manpower quality acts as effective communication for competitive advantages. The multiple touch point needs to be created across Airport and beyond to influence the life of passenger right from their journey from home to Aircraft when they depart.

### Consumer Engagement to maximize revenue

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necessity and choice. The happy hour period should be created to sustain. We must create such environment which may hold passengers in departure lounge before they head straight to the boarding gates.

### **Parking - Multiple sources of revenue generation**

The parking facility at the Airport used to be a traditional source of revenue generation where the income was from parking contract which was decided by awarding contracts on the basis of minimum reserve license fee (MRLF). The amount of revenue used to be fixed on the basis of award price depending upon the anticipated moment of vehicles and also on the basis of forecast for increase in passengers, visitors, Airport users. It was only 17% of the total non-Aeronautical revenue.

As a matter of fact, the parking is a major ancillary income stream and key part of non- Aeronautical revenue. Today the car parking contributes fairly good part of revenue. The Airport in USA alone generated nearly 6 Billion dollars from parking and car rental in the year 2017. The parking provides the highest Earnings Before Interest, Taxes, Depreciation, and Amortization (EBITDA) for Airport with the potential of more sustained gain than other revenue streams.

### **Airport parking - A big business**

The UK based travel insurance provider "Stay Sure" conducted research study on this burning issue by using Google search data on car parking habits at 10 largest Airport of United Kingdom. The passengers were likely to face three times more competition for parking spaces at non-London

Airports since not even 1 in 100 people flying at Heathrow were looking for Airport parking which had the lowest percentage of flyers looking for parking in comparison to its passenger volume at just 0.83%. Manchester Airport had far more people searching for car parking than any of the other analyzed Airports because around 1 in 20 passengers flying through Manchester were looking for Airport parking whereas about Bristol Airport has the largest share with 1 in 10 flyers looking for parking.

### **Disruptions in Airport parking industry**

Prof. Max Hirsh, the leading expert on Airport and urban development says "many Airports are hesitant to have this disruption conversation for a variety of structural, financial and cultural reasons". The disruption in Airport parking industry comes out of environmental pressure, changing consumer behavior, millennial generation and transformation in technology. The truth lies somewhere between attitude of parking operators who may continue to be optimistic about parking being a cash-cow, though the technology firms giving unbelievable futuristic scenario wiping of parking completely.

The Airports must transform their parking system because Airport in metropolitan areas populated by younger international travelers will always look for change whereas Airport in developing countries in rural location will face less pressure for change and innovation. The parking scenario revolves on the modes of self-parking, ride hailing, traditional mass transit and autonomous cars. Therefore, we need to rethink and renovate by

way of introducing new model for monetizing ground access, designing a more attractive terminal fore court, improving the quality of existing produce and re-developing facility into ground transportation Centers which will require creativity and collaboration for success.

### **Food and Beverage- A must to link with parking**

It was the beginning by the company named VIC's Station & Boathouse with creative promotion idea which was driven to repeat business. Its owner made out an attractive plan for linkage of parking with package offered in the food, beverages and entertainment.

The free parking for dining gave fruitful result from 2 January to 15 March 2019 at Changi Airport. The minimum spend was S\$ 35 by Mastercard and S\$ 50 by other payment mode in a single same day receipt at participating food, beverages restaurants or cafes between 12 to 3 pm or 6 to 9 pm to enjoy two hours free parking. However, the redemption was limited to first 1050 dinner daily. The dinner was also allowed to redeem two hours of complementary parking coupon from designated customer service or information counters if they meet the required minimum spend at participating F&B cafes and restaurants.

### **Linking Parking with F&B - innovative ways for sales promotion**

Let us discuss some more interesting F & B promotion schemes linking to parking. The Starbucks happy hours were received well for coffee and novelty drinks. Dominos also created potholes for

pizza. It was a campaign which helped towns across America paving way for more perfect pizza. "Sonic's sip the night away" was another innovative idea offering half prize after 8 pm for shakes and ice-cream slush. It was advertised with the caption "sip your night away till Labor Day". These examples confirm that sales promotions really work by linking parking with food and beverage.

The message from above sales promotion strategy enhancing non-Aeronautical revenue was to say "Promote Park and Fly" and the target flyers were business traveler, such as one day interviewee, super commuters, unlucky with cabs and car lovers. This offer can be for any bond family, friendship, social introduce because F & B offers were for that special friend who drive all the way to pick you up and drop away. The F & B services also took care by shielding chauffeurs because they have major occupancy in parking where they wait for long hours. Another way to link parking with the F & B can be collaboration with debit and credit cards by adding the parking clause. Another interesting offer can be by offering free goodies such as cupcake packed with restaurant logo by placing at parking exit. These offers can be converted into habits. Keeping in view of large number of Airport user at the parking the F & B kiosk can be set up at parking lots for the people who want to wait in the parking areas. It needs to promote the promotions by asking those folks to opt in. Restaurants can make it easy for them by using QR code on the receipt's menus or other printed material. The F & B users can be asked to follow

on social media and to invite a friend to visit because "Refer a Friend" type deals help growing recurring business and new business simultaneously. The Final word for linking F & B services to parking lot is to get more out of the promotion that work by extending the reach of F & B through network, boosting sales and generate revenue, enhancing passenger experience, augment the image of Airport and to build a sustainable business the growing one.

### Artificial Intelligence - A boon to increase revenue

During last one decade there is great transformation in Industry 4.0 era by way of introduction of digitization, new technology, modern techniques and multi-skilling reducing the manpower cost. The Robots replacing "May I help you" counter, remote ATC towers, paperless travel, sensors, biometrics for entry and exit of

**When we think about technology interface the web, mobiles , website, mobile application with root finders, welcome E-mail from Airport, SMS alert for flight timing, weather prediction, retail exclusive and offering, arrival electronic play card, image screening of chauffeur's, last minute pick from conveyance item, retail space for virtual shopping, virtual trial rooms, delivery mechanism to home, internal WI-FI ....**

passengers and other Airport users besides cyber security are some of the measures to reduce the cost. It all goes in the form of increasing revenue by way of giving better facility to the passengers. The recent corona pandemic has created a great vacuum for progressive plans of growth in Aviation sector nevertheless it speeded up the process of using artificial intelligence.

When we think about technology interface the web, mobiles , website, mobile application with root finders, welcome E-mail from Airport, SMS alert for flight timing, weather prediction, retail exclusive and offering, arrival electronic play card, image screening of chauffeur's, last minute pick from conveyance item, retail space for virtual shopping, virtual trial rooms, delivery mechanism to home, internal WI-FI enable chat rooms and smart sensory panel for advertising comes to our mind. These can be considered as great value addition not only for passenger facilitation but also for generation of non-Aeronautical revenue mainly because information and convenience to passenger through technology opens new source for revenue through advertisement. It also gives rise to passenger friendliness and convenience. The innovative way of advertising and Airport branding will always prove to multifold the existing revenue. The "Feel Good" factor is cherry on the cake while passengers move out happy being served the best way, and Airports earn as well while they put their best foot forward to serve.

# Healthy Heart: A Matter of your own Choice



Dr. H. K. Chopra\*

The prevalence of Cardiovascular disease in the world is 1,75,00,000, and is rising rather steeply in our country. To a very large extent, heart attack is self-inflicted by our faulty lifestyle, which we adopt right from the childhood. The prevalence of Coronary Artery Disease in adults in India in the urban population is 14 percent, while in the rural population it is 8 percent. Dr. Dudley White Johnson, from San Francisco once said, *“Anybody getting a heart attack below the age of 80, it is his or her own fault; after the age of 80, it is God’s will”*. One should not have heart attack in the prime of his/her life when he/she is important not only to the family, but also to the community, society and nation. In fact, we are the cause and we are the cure of this malady of Coronary Artery Disease by the lifestyle we have, which should be in accordance with the laws of nature. A healthy heart is an expression of our own perception, thoughts, interpretations and choice making. Thus,



a healthy heart is not a matter of chance, but it is a matter of choice. We should know the fact that wisdom is what we are, and not what we have. Women are fortunate to have lower prevalence of coronary artery disease before the age of 45 i.e. menopause. After menopause, the prevalence of CAD is same as men. Over 25 Lac people die of Heart Attack in our country every year. Out of these, 16 lac die within an hour of Heart Attack before even the medical aid is available.

## 8 Points Programme for Healthy Heart

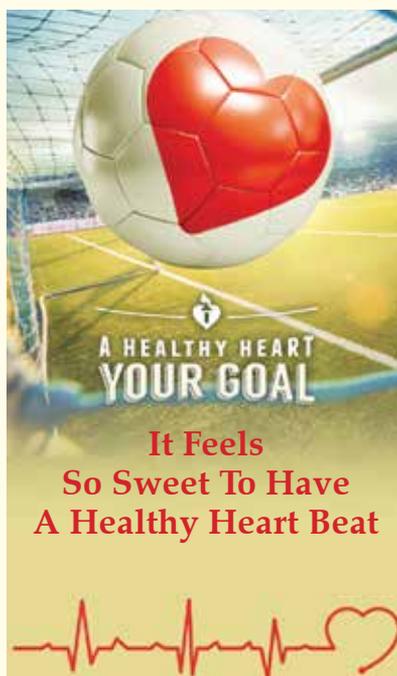
- Promise to Exercise daily for 30 minutes. Avoid unaccustomed exercise. “Use it or loose it”.
- Promise to Eat the right food, at the right time, at the right place, in the right manner, in the right dose, in the right environment. Eat only when you are hungry, eat freshly cooked food in a quiet relaxed atmosphere and eat slowly and don’t eat when you are upset and avoid overeating. Have sattvic vegetarian food and not tamsic or rajsic food.

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All 6 tastes including sweat, sour, salty, bitter, pungent and astringent should be included in every meal. As most of the coronary artery disease are pitta or kapha imbalances. Eat more natural foods such as vegetables, fruits, salads and nuts including walnuts & almonds, etc. Do not eat junk food such as fried food or sweets, etc. "You are, what you eat".

- Promise not to smoke or chew tobacco. "Tobacco or Health, You can't have both".
- Meditate 20 minutes in the morning and evening and practice yoga. "Meditation is superior to medication".
- Maintain optimum body weight. Avoid a "pot-belly abdomen." "Longer the waist line shorter the lifeline".
- Remain cholesterol-fit.
- Promise to be emotionally stable. Don't burn both the



ends of the candle at the same time. Have adequate rest for 6-8 hours everyday. Avoid lust, anger, greed, ego and attachment. Be honest, truthful and dedicated for work. Have good social support system. Work

with self-referral and not with object referral. Don't feel lonely. Have perfect choices to achieve any goal in a very peaceful manner. Develop intimate relationship. Become an embodiment of positive emotions such as love, compassion, humility, faith, confidence, peace, harmony, bless and happiness. Have planned daily routine and set weekly, monthly and yearly plans. Laughter is tranquillizer, energizer, stabilizer, equipoiser, happinesser, equalizer. It is an experience of divinity for Healthy Heart.

"What you think & eat matters but what is eating you matters more".

- Take antioxidants, folic acid, Omega 3 FA, Vitamin D, nuts including pistachios, almonds and walnuts on daily basis especially after the age of 40.
- "Optimize your lifestyle to energizes your heart". ■

# Air Pollution & Health

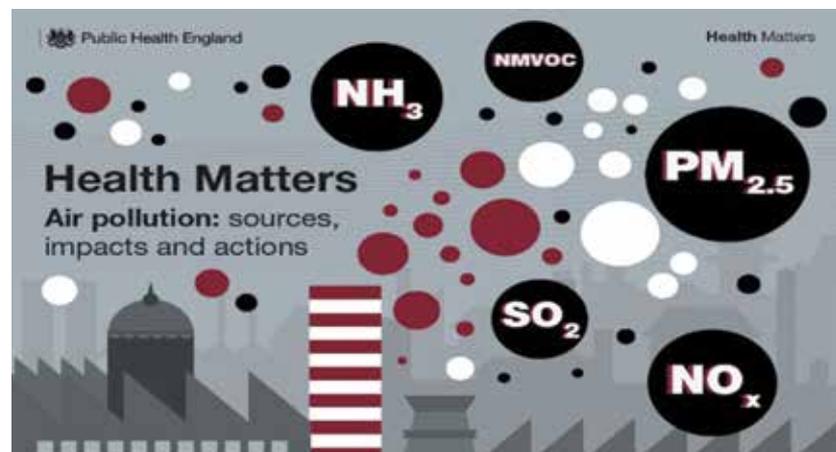


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Air pollution can be defined as the presence of toxic chemicals or compounds in the air, at the levels that pose a health risk. Air pollution is now considered to be the world's largest environmental health threat, accounting for 7 million deaths around the world every year, largely as a result of increased mortality from stroke, heart disease, chronic obstructive lung disease, lung cancer and acute respiratory infections. Around 91% of the world's population lives in places where air quality levels exceed WHO limits. While ambient air pollution affects developed and developing countries alike, low and middle-income countries experience the highest burden, with the greatest toll in the WHO Western Pacific and South-East Asia regions.

## Types of Pollutants

Adverse health consequences to air pollution occur as a result of short or long-term exposure of air pollutants like:



**Particulate Matter (PM):** Particulate matter are inhalable and respirable particles composed of sulphate, nitrates, ammonia, sodium chloride, black carbon, mineral dust and water. Particles with a diameter of less than 10 microns (PM10), fine particles less than 2.5 microns (PM 2.5) and ultrafine particles diameter less than 0.1 microns (PM 0.1) pose the greatest risks of health as they are capable of penetrating people's lungs and entering their bloodstream.

**Ozone(O<sub>3</sub>):** It is produced when carbon monoxide(CO), methane or other volatile organic compounds (VOCs) are oxidized in the presence of nitrogen

oxides(NOs) and sunlight.

**Nitrogen dioxide (NO<sub>2</sub>):** Nitrogen dioxide, mainly emitted by power generation, industrial and traffic source, is an important constituent of particulate matter and ozone. There is growing evidence that independently, it can increase symptoms of bronchitis and asthma as well as lead to respiratory infections and reduced lung function and growth.

**Sulphur dioxide (SO<sub>2</sub>):** Sulphur dioxide is primarily produced from the burning of fossil fuels and the smelting of mineral ores that contain Sulphur. Exposure to SO<sub>2</sub> affects the respiratory system and the function of the lungs and causes irritation of the eyes.



**Carbon monoxide (CO):** Carbon monoxide is a colorless and odorless gas, which at high levels can be harmful to humans by impairing the amount of oxygen transported in the bloodstream to critical organs. The main source of ambient CO includes motor vehicle exhaust and machinery that burn fossil fuels.



Sources of air pollution

POLLUTANT	SOURCE
Particulate matter	Traffic
	Forest fires
	Wood smoke
	Infiltrates indoors
Ultrafine particulate matter (< 0.1 µm in diameter)	Diesel traffic
Ozone	Secondary to photochemical reaction to nitrogen oxides and volatile organic compounds
Nitrogen dioxide	Traffic
Carbon monoxide	Traffic
Sulfur dioxide	Industrial plants—combustion and refining of coal, oil, and metal-containing ores
	Gasoline, although sulfur content has recently been reduced

**Sources of Air Pollution**

**Human activities** that are major sources of outdoor & indoor air pollution, include:

- Fuel combustion from motor vehicles (e.g. cars & heavy duty vehicles).
- Heat and power generation (e.g. oil and coal power plants and boilers).
- Industrial facilities (e.g. manufacturing factories, mines, and oil refineries).
- Municipal and agricultural waste sites and waste incineration/burning.
- Residential cooking, heating, and lighting with polluting fuels.

**Natural Events**

There are certain natural events such as volcanos, forest fires and dust storms which are nature-born and cause air pollution, but their occurrence is rare.

**Air Quality Index(AQI)**

AQI is a tool to showcase air quality status. It transforms complex air quality data of various pollutants into a single number and color.

The National Air Quality Index (AQI) was launched in New Delhi on September 17, 2014, under the Swachh Bharat Abhiyan. The Central Pollution Control Board along with State Pollution Control Boards has been operating National Air Monitoring Program (NAMP) covering 240 cities of the country having more than 342 monitoring stations. While the earlier measuring index was limited to three indicators, the new proposed AQI

index measures eight parameters (PM 10, PM 2.5, NO<sub>2</sub>, SO<sub>2</sub>, CO, O<sub>3</sub>, NH<sub>3</sub>, and Pb). The continuous monitoring systems that provide data on near real-time basis are installed in New Delhi, Mumbai, Pune and Ahmedabad.

**AQI has six categories of air quality:** Good, Moderate, Poor, Unhealthy, Severe, Hazardous. Each of these categories is decided based on ambient concentration values of air pollutants and their likely health impacts. AQI values at or below 100 are generally considered as satisfactory.

The AQI Values and Their Associated Health Impacts are as follows:

Air Quality Index		
AQI Category and Color	Index Value	Description of Air Quality
Good Green	0 to 50	Air quality is satisfactory, and air pollution levels are low.
Moderate Yellow	51 to 100	Air quality is acceptable. However, there may be a risk for some people, particularly those who are unusually sensitive to air pollution.
Unhealthy for Sensitive Groups Orange	101 to 150	Members of sensitive groups may experience health effects. The general public is less likely to be affected.
Unhealthy Red	151 to 200	Some members of the general public may experience health effects; members of sensitive groups may experience more serious health effects.
Very Unhealthy Purple	201 to 300	Health alert: The risk of health effects is increased for everyone.
Hazardous Maroon	301 and Higher	Health warning of emergency conditions: everyone is more likely to be affected.

According to IQ Air, a Swiss air technology company that pulls together air quality index from across the world, Delhi currently has the most polluted air in the world, based on the data of November '2020.

The world's 10 most polluted cities

City	Country	Air quality index
Delhi	India	356
Lahore	Pakistan	305
Shenyang	China	192
Karachi	Pakistan	178
Chengdu	China	176
Sarajevo	Bosnia and Herzegovina	173
Krakow	Poland	166
Seoul	South Korea	165
Dhaka	Bangladesh	163
Beijing	China	162

Based on a 2019 average, 14 of the 20 cities with the world's worst air were in India. The World Health Organization considers fine particulate matter pollution—known as PM 2.5 pollution—to be safe at a level below 25 µg/m<sup>3</sup> per day. In most parts of Delhi, the PM 2.5 level has been roughly 10 times this threshold.

### Effects of Air Pollution on Health

Air pollution is a major problem of recent decades, which has a serious toxicological impact on human health and environment.

Long-term effects of air pollution on the onset of diseases such as respiratory infections and inflammations, cardiovascular dysfunctions and cancer is widely accepted; hence air pollution is linked with millions of death globally each year.

### Who is affected by air pollution?

Air pollution affects the health of everyone. However, those most susceptible to severe health problems from air pollution are:

- Individuals with heart disease or heart failure.
- Individuals with lung diseases such as asthma, emphysema or chronic obstructive lung disease (COPD).
- Pregnant women.
- Outdoor workers.
- Older adults and the elderly.
- Children under age 14.
- Athletes who exercise vigorously outdoors.

## Some Disastrous Health Effects of Air Pollution on Health

- **Respiratory and Heart Problems:** The effects of air pollution are alarming. Air pollution is known to cause irritation in the eyes, lungs, nose, and throat. It creates respiratory problems like chronic bronchitis and exacerbates existing conditions such as asthma and emphysema. Research suggests that long term exposure to some pollutants increases the risk of emphysema more than smoking a pack of cigarettes a day. Air pollution causes accelerated aging of the lung and due to which there is loss of lung capacity and decreased lung function.
- **Heart Problems:** When continually exposed to air pollution, humans become at higher risk for cardiovascular disease. Air filled with toxins can have a number of adverse effects on the arteries, and have even been a contributor to heart attacks, arrhythmias (disturbances in heart rhythm) and strokes (brain attacks).
- **Child Health Problems:** Exposure to high air pollution



Source: Central Pollution Board, India.

**MOST POLLUTED PLACES IN DELHI-NCR\***

STATE: NCR

DISTRICT	TEHSIL	STATION NAME	MAX PM2	MAX PM10
Gurugram	Gurugram	Vatika Chowk	394	440
Gurugram	Gurugram	Subhash Chowk	306	348
Gautam Budh Nagar	Dadari	Bisheuli	284	331
Delhi	Sahadara	Yamuna Vihar	265	296
Gurugram	Gurugram	Shankar Chowk	253	287
Gurugram	Gurugram	Sector 67	246	267
Gurugram	Gurugram	Shyam Chowk	226	255
Delhi	Delhi	Vasant Kunj	225	249
Gurugram	Gurugram	GMDA	206	225
Gurugram	Gurugram	Sector 30	197	208

\*AQI for November 29 as sensors calculates the high and low in a 24-hour time frame  
Source: Skymet Weather

levels during pregnancy causes miscarriages as well as premature birth, autism, asthma and spectrum disorder in young children. It also has the potential to damage early brain development in a child and cause pneumonia that kills almost a million children below 5 years.

- **Neuropsychiatric complications:** The toxic effect of air pollutants on nerve system includes neurological complications and psychiatric disorders. Neurological impairment may cause devastating consequences, especially in infants. In contrast, psychiatric disorders will induce aggression and antisocial behaviors.
- **Other complications:** Skin is body's first line of defence against an infectious agent and it is the first organ that may be contaminated by a pollutant. Chronic exposure to air pollutants increases the risk for eye problems like retinopathy and adverse ocular outcomes.

### Prevention and Control of Air Pollution

Air pollution control, the techniques employed to reduce or eliminate the emission into the atmosphere of substances that can harm the environment or human health. Prevention and control of air pollution can be achieved at government level, industrial level or individual level approach.

### Best ways to reduce air pollution at individual level.

- **Using Public Transport:** Using public transport is a sure short

way of contributing to less air pollution as it provides with less gas and energy, even car-pools contribute to it.

- **Turn off the Lights when not in Use:** The energy that the lights take also contribute to air pollution, thus less consumption of electricity can save energy. The generation of electricity accounts for emissions of carbon dioxide, and also accounts for sulphur dioxide and nitrogen oxides emissions. The pollution can be reduced by applying energy efficient technologies and practices, like use of energy saving fluorescent lights, energy-efficient computers and appliances.
- **Recycle and Reuse:** The concept of recycle and reuse is not just conserve resources and use them judiciously but also is helpful for air pollution as it helps in reducing pollution emissions. Choose products that are durable, reusable products, made from recycled materials, and packaged with the least amount of materials. Reduce, reuse and recycle plastics, glass, paper, cardboard, aluminum, and tin. Compost yard wastes and non-meat kitchen scraps.
- **No to Plastic Bags:** The use of plastic products could be very harmful to the environment as they take a very long time to decompose, due to their material made up of oil.
- **Reduction of Forest Fires and Smoking:** The collecting of garbage and getting it on fire in dry seasons or dry leaves catching fires is a huge factor for causing air pollution, moreover smoking also causes air pollution.

- **Use of fans instead of Air Conditioner:** The usage of AC's takes a lot of energy and emits a lot of heat which is bad for the environment. AC's also take a lot of power and energy to work as compared to fans.
- **Use filters for Chimneys:** The use of filters should be used at least if the consumption couldn't be lessened, this will help to reduce the effect of harmful gases absorbing in the air. Reduce or eliminate fire-place and wood stove use.
- **Avoid Usage of crackers:** The use of crackers during festivals and weddings is sadly one of the biggest contributors to air pollution, leading to a layer of smog which is extremely harmful for health.
- **Avoid Using of products with chemicals:** Products that use the chemicals in their usage or smell strongly, like paints or perfumes should be used less or outside the house.
- **Implement afforestation:** The practice of planting trees provides a lot of benefits to the environment and helps with the release of oxygen.

### Precautions to be taken during high levels of Pollution

- Check Air quality Index in your area.
- Wear a Face Mask.
- Keep doors and windows closed.
- Avoid congested areas.
- Avoid non-essential outdoor activity.
- Children, elderly and ill should remain indoors. ■

# Growth of Solar Energy in India - Scope and Contribution



Dr. Jayanta Ghosh



**I**n this article focussing on Growth of Solar Energy in India - Scope and Contribution, I have proposed and identified factors that can determine future roadmap for India, embrace vital areas to alleviate some or most of the challenges found in the sector.

My interpretations have given rise to the several managerial applications and strategics which are given hereunder should be considered for the growth of solar energy in India.

- Government policies and research and development are needed to create cheaper PV cells and other solar equipment.

Trust in the market promotes the benefits of solar energy, which was an essential factor in the present study.

- A research on public attitudes towards solar energy require transparency reveals that a consistent approach should be adopted in government policies to increase solar energy investment and emphasise general attitudes, social norms, trust and environmental concerns.
- External and internal factors can influence social entrepreneurship in the solar sector, where innovations need to be introduced to address market imperfections, along with

suitable intermediaries for the innovation of the PV solar energy supply chain.

- Sustainable energy planning needs to be oriented in favour of expanding the supply of energy for an enhanced level of growth and development. There is a need to monitor groundwater abstraction and target subsidies and knowledge resources. The study identified the need for research on the impacts, opportunities and limitations of technology within the WFE nexus.
- Although solar energy is an integral, affordable and clean energy, customer care should be considered, as demand is at

The article refers to a Study title: "Integrated framework on growth of solar energy supply in India". The purpose of this research is to create an integrated framework on growth of solar energy supply in India. The study analyses eight independent variables that form the basis of this research and its findings.

the core of challenge-oriented innovation policy.

- The provision of security is a viable mechanism for improving the financing of PV projects. Solar power purchase agreements can significantly reduce project financing costs, meaning there is a need to bridge the cost gap between current conventional energy processes and retail solar energy.
- Climatic conditions play a considerable role in the growth of solar energy supply. The natural variability of the climate and its causes need to be understood before any firm conclusions regarding changes are made. This study confirmed that the stability of solar cells in different climatic conditions is vital and that air quality plays a significant role in climate policy.
- The integration of renewable energy resources is an essential parameter for the growth of solar energy supply in India. This study recommended that electric vehicle interactions with a smart grid is the future of the energy system model; this, along with the power imbalance between supply and demand, is one of the most

**As per my thorough study done on the implementation to enhance the effectiveness and efficiency of energy initiatives, sectors can pilot these studies and customize it based on their ecosystem by tweaking the indicators of the model to create bigger and better positive impacts on the society. There are a number of independent variables that support the growth of solar energy in India. The key variable in government policy**

crucial issues in developing a smart grid.

- The beneficiaries of this study include complementary population namely solar energy consultants, energy officials of the government, non-conventional energy suppliers and distributors, entrepreneurs of solar energy, solar energy start-ups,

middle and senior executives of solar energy companies, and last but not least the B2B customers and end consumers.

As per my thorough study done on the implementation to enhance the effectiveness and efficiency of energy initiatives, sectors can pilot these studies and customize it based on their ecosystem by tweaking the indicators of the model to create bigger and better positive impacts on the society.

There are a number of independent variables that support the growth of solar energy in India. The key variable in government policy (which includes research and development which is critical for making cheaper photovoltaic cells and other solar equipment.) As more countries develop their own policies, more organizations will be adopting their processes to these policies. There is little empirical evidence about community-based factors, such as people's participation, willingness to participate in solar energy projects. Community solar could potentially cover 100% of potential domestic and business customers with the right policies, which would have an impact on the growth of solar energy at the local or regional level.



## 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**

**Mr. Shubb Ratna**  
Addl. GM (Tech.& HR)  
Mob: 9873398242

**Mr. Nitin Kulshrestha**  
Dy. Manager (Tech. & HR)  
Mob: 9313989067

## 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**

**Mr. S. B. Tare**

Sr. Consultant (Tech.), SCOPE Minar  
Mob: 9313370124  
(O) 011-22458176, 22458178

**Mr. Gopal Krishna Bharti**

Asst. Manager (Tech.) SCOPE Minar,  
Mob: 9717564689  
Email: scopeminar.convention@gmail.com  
shubhratna@scopeonline.in, 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)

First Floor, Core 8, SCOPE Complex, Lodhi Road, New Delhi-11 00 03 • Email: [sfca@scopeonline.com](mailto:sfca@scopeonline.com)  
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**Mrs. H. Vijayalakshmi**  
Manager  
Mob: 8860151689

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

## SAIL posts 7% growth in Crude Steel production **Records 2.7% growth in sales**

**S**teel Authority of India Limited (SAIL) reported a growth of 7% in its crude steel production during November '20 (1.417 MT) over CPLY (1.328 MT). The production in its 5 Integrated Steel Plants (ISPs) stood at 1.402 Million Tonnes (MT) in November '20 as against 1.303 MT during November '19. On the sales front as well, the Company continued with its stellar performance from previous months recording 1.39 MT during November '20. The sustained month on month improvement has ensured a growth of 2.7% in cumulative sales for the period April-Nov'20 despite the challenges posed by COVID-19 in the initial months of the Financial Year which had seen considerable reduction in demand and build-up of inventory due to the lockdown. Commenting on the performance,

Mr. Anil Kumar Chaudhary, Chairman, SAIL said, "The performance during November '20 is reflective of the continuous efforts being put in by the SAIL Collective to bounce back to pre-Covid levels coupled with the improvement in market conditions. With the focus



on seizing the opportunity provided by the current buoyancy in the market, SAIL has taken a number of initiatives towards increasing its sales in both domestic as well as exports market. This has helped the Company in bringing down the inventory levels as well as deleveraging its balance sheet to a large extent. The Company is confident of further consolidating its position in the market in times to come".

### **SAIL intensifies its involvement in 'Jan-Andolan' to fight COVID-19 pandemic**

Steel Authority of India Limited while scrupulously following all Government guidelines for Jan-Andolan against COVID-19 pandemic, has continued to take wide-ranging preventive measures as well as responded promptly across its Plants and Units including its Corporate Office located in New Delhi to fight the pandemic. In a message to employees before the onset of the festive season, Mr. Dharmendra Pradhan, Hon'ble Minister for Petroleum

& Natural Gas and Steel, had said, "The COVID-19 pandemic has changed the way we live, work, think and what we imagine our future to be. Hon'ble Prime Minister, Mr. Narendra Modi has rightly called for a 'Jan-Andolan' to raise awareness on COVID-19 appropriate behaviour to arrest the spread of infection as effectively as possible."

Till date, the SAIL hospitals at Company's various Plants and Unit locations across India, have treated more than 5000 COVID cases in and around its Plants, Units and Office locations. Requisite medical as well as other facilities are being extended to the employees and their family members in tackling the pandemic. SAIL has earmarked around 330 isolation beds, more than 600 quarantine beds and more than 80 ICU beds at its different Plant hospitals to handle COVID-19 cases. SAIL had envisaged the COVID-19 crisis early and activated a scaled response for its management at its Plants and Units. ■





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# PSEs CSR Activities

## REC sponsors furniture and learning material in Mamit district, Mizoram



Distribution of learning materials – green board to schools, Village Enrollment Register for Out of School Students and Material for adult literates.



Distribution of benches and desks for 170 Govt. schools.

A launching Programme of Furniture (desks, chairs, tables, green boards) to 170 Government Schools and learning material for about 5000 Out of School Students and adult illiterates received from CSR funds of REC Limited was held at the DC Conference Hall, Mamit with Er. H. Lalzirliana MLA Mamit, as the Chief Guest, Mr. Dharam Pal - Central Prabhari Officer for Mamit Aspirational District and Additional Secretary, Department of Fertilizers, Ministry of Chemicals and Fertilizers. The Chief Guest distributed Furniture to 170 Government Schools and learning materials to the concerned Department.

## Blood Donation Camp, jointly organised by MDL and AEW

Mazagon Dock Shipbuilders Limited (MDL) and Association of Engineering Workers (AEW) jointly organized a Blood Donation Camp at Mumbai in collaboration with KEM, J. J. Hospital, Global Hospital, Fortis and Prince Aly Khan.



VAdm Narayan Prasad, CMD, RAdm A. K. Saxena, Director (Shipbuilding) and Cmde T. V. Thomas, Director (Corporate Planning and Personnel) MDL along with other executives and officials of MDL during Blood Donation Camp.

The blood donation camp was inaugurated by VAdm Narayan Prasad, IN (Retd.), CMD. The event registered an overwhelming response as MDL's personnel participated in the noble cause with great fervour.

RAdm A. K. Saxena, IN (Retd.), Director (Shipbuilding), Cmde T. V. Thomas, Director (Corporate Planning and Personnel) MDL, Mr. Bhushan Samant, Union leader AEW and other executives and non-executives were also among the attendees on the occasion.

## Inauguration of Free Health Check-up for Contractors' Workmen at GRSE

GRSE has widened its CSR horizon by starting a new project - Free Health Camps for 2500 Contractors' Workmen.

Reputed Hospitals like Apollo Gleneagles Hospital and Medinova Diagnostics Services have been roped in for conducting a wide array of tests for



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Rear Admiral V. K. Saxena, IN (Retd.) CMD, GRSE inaugurating the project in the presence of Directors, Senior Management of GRSE and Senior Executives of Apollo Gleneagles Hospital.

Contractors' Workmen. The Project was inaugurated by Rear Admiral V. K. Saxena, IN (Retd.) CMD, GRSE in the presence of all Directors, Senior Management of GRSE and Senior Executives of Apollo Gleneagles Hospital. The Camps will be held subsequently in other 04 units of GRSE.

During these difficult pandemic times, the under-privileged people find it very difficult to access medical facility and neglect their health. Through this initiative GRSE has addressed these concerns of the Contractors' Workmen engaged in the Company by arranging medical tests right in the Company premises. More than 2500 Contractors' Workmen will be benefited by this CSR initiative. ■

# NCL scripts History with a New Record in Coal Dispatch

## NCL achieves Highest ever Coal Dispatch in a Single Day since Inception

**N**orthern Coalfields Limited (NCL), the Singrauli based subsidiary of Coal India Limited, has set a new record by dispatching maximum coal in a day NCL dispatched about 3.76 lakh tonnes which is the highest coal dispatch in a day since the inception of the company. NCL also did 4.02 lakh tonnes of record coal production, which is more than any single day production of this financial year. On this achievement, CMD and Functional Directors of the company congratulated the team NCL.

With the relentless efforts of NCL employees even in the tough time of the COVID-19 pandemic, the company has produced about 77.4 million tonnes of coal in FY 20-21 with a growth of 5.4%. NCL has also recorded a phenomenal growth of about 20% y-o-y in Overburden Removal,



Shovel loading coal in the dumper.

the material above coal layers which is to be removed for coal exposure. Overburden removal is an important factor to judge the performance of opencast mining companies. NCL has dispatched about 73.16 million tonnes of coal out of an annual

coal dispatch target of 113.25 million tonnes. Going by the figures it is expected that NCL will once again cross its assigned targets and will set new records. In the last FY 2019-20 also, NCL produced and dispatched more coal than its set targets. ■



# 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.



*Ujwal 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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# OIL conducts first ever Airborne Gravity Gradiometry & Gravity - Magnetic (AGG & GM) Survey



Director(E&D) and Director(O), OIL during calibration of the equipment.

**J**oint Secretary (Exploration), MoPNG Mr. Amar Nath flagged off the AGG & GM survey in presence of CMD, OIL Mr. S. C. Mishra and Director (HR & BD), Mr. Biswajit Roy and RCE, OIL Mr. D. K. Das at Dibrugarh heralding yet another milestone in G & G appraisal in Upper Assam Shelf. Earlier Director (E&D) Dr P. Chandrasekaran and Director (Operations) Mr. P. K. Goswami had visited the Aircraft and had discussions with OIL and Bellgeo teams at Dibrugarh.

To keep abreast with latest technological developments, a technology induction initiative "TECHNOTHON" was institutionalized by OIL. Induction of AGG & GM Survey is an outcome of the inaugural session, Technothon-1 held in December 2017.

A total of 21000 LKM over an area of 9000 Sq. km is planned to be covered by the AGG & GM Survey. The data will be acquired in seven OALP Round-I blocks, three PELs and two PMLs in the logistically inaccessible terrains of North-East, viz. Dibrusaikhowa National Park (DSNP), Brahmaputra River Bed (BRB) and geologically complex Thrust-Belt Areas in Assam & Arunachal Pradesh. The study is expected to provide understanding of the Sedimentary Structure & Basement Configuration, add value in understanding the 'Regional Hydrocarbon Prospectivity', better assess hydrocarbon prospectively in inaccessible areas and

reduce ambiguity in geologically complex thrust belt areas.

AGG survey measures the spatial rate of change of gravitational acceleration. The sensors in the survey-aircraft measures five independent components of gravity field and provides high resolution image of various constituents of density contrast. Magnetics is a measure of the variation in the intensity of the earth's magnetic field caused by sub-surface geology. The technique is efficient and a non-invasive exploration tool with quick turnaround time enabling coverage of wide area in shortest possible time and provides value addition to overall appraisal of the area.

The Acquisition, Processing & Interpretation of AGG & GM data is being done by the pioneer of the technology viz. 'M/s Bellgeo Enterprises Limited, U. K. After obtaining the statutory clearances, the acquisition of AGG & GM data commenced on 29.11.2020.

JS (E), MoP&NG flagging off the AGG & GM Survey in presence of CMD, Director (HR&BD) & RCE, OIL.





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# NBCC bags “Great Place to Work” Recognition

**N**BCC (India) Ltd. yet again won the coveted status of “Great Place to Work”. This is the second consecutive year when NBCC has received this celebrated and distinguished status. Every year, The Great Place to Work® Institute, a global benchmarking authority on workplace cultures after their extensive assessment on Quality of Employees Experience (Trust Index) and Cultural Audit of more than 10,000 organisations from over 60 countries certifies organisations as Great-Place-to-Work. This significant achievement of NBCC is a direct outcome of consistent efforts put in by its HRM Team and Management. Even during the global pandemic, HRM Team has successfully managed to provide healthy and safe working environment to their employees and contract workers engaged across various locations for their well being.

## NBCC celebrates its 61<sup>st</sup> Foundation Day 2020



Mr. Rajendra Chaudhari, Director (Commercial); Mr. Neelesh Shah, Director (Projects) & Mr. B. K. Sokhey, Director (Finance) with other senior officials during the Foundation Day ceremony.

## Foundation Stone laying of Squash Courts at Major Dhyan Chand Stadium to be Implemented by NBCC



Hon'ble Ministers of External Affairs, Dr. S. Jaishankar and Youth Affairs & Sports, Mr. Kiren Rijiju; Mr. Sandip Pradhan, DG, SAI; Mr. L. S. Singh, Joint Secretary (Sports - Development); Mr. Cyrus Poncha, Secretary General of Squash Rackets Federation of India & Mr. Neelesh Shah, Director (Projects), NBCC along with other officials of Ministry of Sports, SAI & NBCC during the ceremony.

Hon'ble Ministers of External Affairs, Dr. S. Jaishankar and Youth Affairs & Sports, Mr. Kiren Rijiju, jointly laid the Foundation Stone of 6 Nos. Squash Courts at Major Dhyan Chand Stadium, Delhi to be constructed by NBCC. Mr. Sandip Pradhan, DG, SAI; Mr. L. S. Singh, Joint Secretary (Sports - Development); Mr. Cyrus Poncha, Secretary General of Squash Rackets Federation of India & Mr. Neelesh Shah, Director (Projects), NBCC along with other officials of Ministry of Sports, SAI & NBCC were also present on the occasion.

Hon'ble Ministers appreciated NBCC for its commitment in Pre-Construction activity of this Project and to start the work in record time of three months after award work. The Squash Courts to be constructed, will match international standards.

NBCC founded on November 15, 1960, celebrated its 61<sup>st</sup> Foundation Day at its Corporate Office, New Delhi. On the occasion, Mr. Rajendra Chaudhari, Director (Commercial); Mr. Neelesh Shah, Director (Projects) & Mr. B. K. Sokhey, Director

(Finance), accompanied by senior officers, lighted the lamp and congratulated employees for their dedication and hard work, urging upon them to continue with the good work in order to bring more & more glories to the organization in years ahead. ■

**HAR EK KAAM  
DESH KE NAAM**



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# BHEL expedites project execution through innovation

In line with its objective of achieving excellence in project execution, Bharat Heavy Electricals Limited (BHEL) has implemented an innovative boiler cleaning process for coal-fired thermal units, at NTPC's 3x660 MW North Karanpura Super Thermal Power Project, being executed by BHEL on EPC basis.

The boiler commissioning cycle will reduce from 100 days to 80 days by successfully completing the main 'Boiler Acid cleaning' without its light-up, by using an Auxiliary Boiler. This innovative method is a major change in the commissioning process followed so far and will aid in early synchronisation of the unit.

Significantly, the process now successfully proven at the North Karanpura project, has paved the way to be adopted at other

projects being executed by BHEL. The company declared 2020 as the Year of Transformation and has taken a slew of initiatives across various functions including for achievement of long term EPC excellence and the above success is another step in this direction. BHEL has a proven track record in the supercritical segment and has successfully commissioned 23 boiler packages and 19 turbine packages in the ratings of 660 MW, 700 MW and 800 MW. BHEL has so far contracted 58 boilers and 53 turbine packages of supercritical sets including many on EPC mode, which is the most by any single domestic power plant equipment manufacturer.

## **BHEL establishes new record with India's highest-rated Auto Transformer**

Bharat Heavy Electricals Limited,

has successfully manufactured and tested (short circuit) India's highest rating Auto Transformer at the National High Power Test Laboratory (NHPTL) at Bina in Madhya Pradesh. Significantly, this is a new benchmark in the global transformer industry.

This 500 MVA 400/220/33 kV Auto transformer has been designed and manufactured at BHEL's Bhopal plant for UP Power Transmission Corporation Limited. These high rating transformers play a crucial role in bulk power transmission to load centres and bigger cities.

BHEL is the largest manufacturer of power transformers in India and a pioneer in the indigenous development of higher rating and specialised transformers, with voltage levels going up to 1200 kV class. ■

## Plate Cutting Ceremony of Two Autonomous Electric Vessels For ASKO MARITIME AS, Norway at CSL

Plate cutting ceremony of the two Autonomous Electric Vessels being built for ASKO MARITIME AS, Norway was held at Cochin Shipyard Limited, Kochi. Mr. Torbjørn Johannson, Chairman of the board for ASKO & ASKO MARITIME, Norway cut the first steel plate for Ship No. BY 146 through Video

Conference and Mr. Suresh Babu NV, Director (Operations), CSL cut the first steel plate for Ship No. BY 147. The plate cutting ceremony is one of the initial milestones in the vessel construction process.

Mr. Madhu. S. Nair, CMD, CSL delivered the welcome speech. Mr. Torbjørn Johannson, Chairman of the board for ASKO

& ASKO MARITIME, Mr. Kai Just Oslén, MD, Asko Maritime, Norway addressed the gathering via video conferencing. Senior Officials of CSL were also present.

The 67 mtr long vessels will initially be delivered as a Full-Electric Transport Ferry, powered by 1846 kWh capacity battery. After commissioning of

Contd... to # 71



**ENERGY EFFICIENCY SERVICES LIMITED**  
A JV of PSUs under the Ministry of Power

# Enabling an Energy Efficient India!

## Implementing world's largest LED lighting programmes



### Unnat Jyoti by Affordable LEDs for All (UJALA)

Over **366** million LED bulbs,  
**7** million LED tube lights and  
**2.2** million energy efficient fans  
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 CO<sub>2</sub>**  
GHG emission reduction (per year)



**10,820 MW**  
Avoided peak demand



# Chairman CIL visits NCL and inspects Jayant and Nigahi Mines

Chairman, Coal India Limited Mr. Pramod Agrawal visited NCL and inspected Jayant OCP. He watched Dragline's operation. Draglines are one of the heaviest equipment on the planet, generally electrically operated used for removal of the material above the coal seam. He inaugurated the first-time deployment of Surface Miner in 'Turra seam'. The majority of NCL mines have 3 coal layers, 'Turra seam' is the lowest coal seam of NCL. He also went in the residential township of 'Jayant Project' one of the mega projects of NCL where he laid down the foundation stone of expansion of the Athletic Academy. NCL under CSR nurtures the young talent in athletics with free of cost residential and schooling facilities at the academy.

Mr. Agrawal also went the Nigahi

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autonomous equipment and field trials in Norway, it will operate as a fully autonomous ferry of ASKO that can transport 16 fully loaded Standard EU trailers in one go across the fjords.

CSL won this export order after detailed evaluation of various global shipyards and based on its value proposition to the customer. CSL's proven capability & track record to deliver world quality high-end vessels to prestigious clients in Western Europe also found favour with the Client. CSL holds this Contract, obtained



Mr. Pramod Agrawal, Chairman, CIL, Mr. P. K. Sinha, CMD, NCL and Functional Directors of NCL during the visit.

OCP another mega project of NCL, where he inaugurated the newly developed Mine View Point. He felicitated the best employees of the Nigahi Area during the visit. CMD, NCL Mr. P. K. Sinha and Functional Directors of NCL also accompanied him during the visit.

Mr. Pramod Agrawal was on a 2-day visit to NCL, on the previous day he graced the 36<sup>th</sup> NCL Foundation Day at NCL HQ, inaugurated the Management Development Institute (MDI). Notably, Coal India is the holding company of Northern Coalfields Limited based in Singrauli. ■



Plate cutting ceremony of Autonomous Electric Vessels at CSL.

within the current constraints posed by the pandemic, in high significance. This project is expected to catapult CSL into the league

of premier Shipbuilding yards in the world capable of handling high-tech vessel construction offering sustainable solutions.



# NFL

## Farmers' Friend... Nation's Pride



At National Fertilizers Limited, we seek the rewards of our leadership in the smiles of our prospering farmers. Something we accomplish by constantly serving them with quality fertilizers. Our rising turnover and expanding product line is inspired by our vision to see that every farmer is prospering. After all, progress of farmers is the key to Nation's prosperity.



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# PSEs Celebrate 71<sup>st</sup> Samvidhan Divas

## MCL



Employees of Mahanadi Coalfields Limited celebrating 71<sup>st</sup> Constitution Day.

As part of 71<sup>st</sup> Constitution Day celebrations, with restricted physical presence due to COVID-19 pandemic, Mr. O. P. Singh, Director (Technical/Operation), read out the Preamble with employees at company headquarters. Director (Finance) Mr. K. R. Vasudevan, Director (Personnel) Mr. Keshav Rao and Director (Technical/Projects & Planning) Mr. Baban Singh were prominent among senior officers present on the occasion.

Similar functions were held in all field establishments of the company.

## NSIC Limited



Mr. Vijayendra (IAS), CMD, NSIC reading the Preamble in the presence of Mr. P. Udayakumar, Director (P&M) and Mr. Gaurang Dixit, Director (Fin), NSIC employees.

To commemorate the 'Samvidhan Divas' Mr. Vijayendra (IAS), CMD, NSIC read the Preamble

to the Constitution with all NSIC employees. Also present on the occasion were Mr. P. Udayakumar, Director (P&M) and Mr. Gaurang Dixit, Director (Fin), NSIC. The Constitution Day is observed in the country as 'Samvidhan Divas' to promote constitutional values amongst the Citizens of the country.

## NHPC



Mr. A. K. Singh, CMD, NHPC joining reading of the 'Preamble' of the Constitution of India by Hon'ble, President of India, Mr. Ram Nath Kovind at Kevadia, Gujarat through live telecast during Samvidhan Divas celebrations at NHPC.

NHPC Limited, celebrated 'Samvidhan Divas' across all its regional offices, power stations, projects and units to commemorate the adoption of the Constitution of India. The celebrations at NHPC Corporate Office, Faridabad were led by Mr. A. K. Singh, CMD, NHPC by joining reading of the 'Preamble' of the Constitution of India by Hon'ble, President of India, Mr. Ram Nath Kovind at Kevadia, Gujarat through live telecast. Mr. Ratish Kumar, Director (Projects), Mr. N. K. Jain, Director (Personnel), Mr. Y. K. Chaubey, Director (Technical), Mr. R. P. Goyal, Director (Finance) and Mr. A. K. Srivastava, CVO, NHPC also participated in the programme from their offices and other locations. The Preamble was also read out at various NHPC divisions by the respective heads of departments along with other senior NHPC officers and employees. The programme was celebrated following social distancing norms in view of the ongoing COVID-19 pandemic. ■

# PSEs Ink MoU

## NTPC to partner Narmada Landscape Restoration Project



### MoU signing between NTPC Ltd. & IIFM Narmada Landscape Restoration Project (NLRP)

A project to establish a participatory and collaborative landscape development approach for enhanced ecosystem services in the Narmada river catchment in Khargone district of Madhya Pradesh.



Dr. Pankaj Srivastava, Director, IIFM

Mr. S. M. Chowdhury, ED, NTPC

NTPC Ltd. signed a Memorandum of Understanding (MoU) with Indian Institute of Forest Management (IIFM), Bhopal, to implement the Narmada Landscape Restoration Project. The program is in partnership with a grant in aid from NTPC Ltd. and United States Agency for International Development (USAID) in equal proportions.

The 4-year project will be implemented in Khargone District of Madhya Pradesh, in the catchments of selected tributaries of the River Narmada between Omkareshwar and Maheshwar dams. IIFM, Bhopal, an Autonomous Institute under the Ministry of Environment, Forest and Climate Change (MoEF & CC), GoI with the grant-in-aid from NTPC Ltd. will be jointly implementing this project with Global Green Growth Institute (GGGI), an intergovernmental organization that promotes sustainable and inclusive economic growth in emerging economies. GGGI will participate in this project with funding support from USAID, the international development arm of the US Government. NLRP's collaborative and participatory approach will demonstrate the interdependency of the upstream sustainably managed forest and farm practices on downstream water resources. The project aims to establish an incentivisation mechanism that can continue to

support the riparian forest and farm communities of the Narmada basin to maintain sustainable landscape practices. This is expected to positively impact the water quality and quantity in the Narmada tributaries.

Mr. S. M. Chowdhury, ED (SSEA) & CSO, NTPC Ltd. commented, "NTPC Ltd. through its business and Corporate Social Responsibility (CSR) activities is committed towards sustainable development of the nation, economic and social upliftment of the society as well as the fostering of a healthy environment."

## PFC & REC extend Financial Assistance of Rs. 8520 crore to STPL's 2 x 660 MW Buxar Thermal Power Project

Power Finance Corporation Ltd. along with REC Ltd. executed Memorandum of Understanding (MoU) with SJVN Thermal (P) Ltd. (STPL) for Extending Term Loan of Rs. 8,520.46 crore for 2 x 660 MW Buxar Thermal Power Project at New Delhi. STPL is a wholly owned subsidiary of SJVN Limited and executing the project. The 2 x 660 MW Thermal project is expected to be commissioned in FY 2023-24 and generate approximately 9828 Million Units of energy to meet the future power requirement of Bihar and other States.



Mr. Ravinder Singh Dhillon, CMD, PFC; Mr. P. K. Singh, Director (Commercial) & add. Charge Director (Projects), PFC, Mr. N. L. Sharma, CMD, SJVN, Mr. A. K. Singh, Director (Finance), SJVN, CEO & CFO of STPL, Executive Director (ER&NER), PFC, senior officers of PFC & REC during the signing of MoU.

The signing of the MoU took place at PFC, New Delhi in the presence of Mr. Ravinder Singh Dhillon, CMD, PFC, Mr. P. K. Singh, Director (Commercial) & add. Charge Director (Projects), PFC, Mr. N. L. Sharma, CMD, SJVN, Mr. A. K. Singh, Director (Finance), SJVN. Among others present were CEO & CFO of STPL, Executive Director (ER&NER), PFC, senior officers of PFC & REC and other delegates.

PFC has a long standing relationship with SJVN and funding of this upcoming thermal project will further strengthen the relationship between these two entities.

## MCL inks MoU with CIPET for multi-skill training to peripheral youth

MCL entered into a Memorandum of Agreement with CIPET Bhubaneswar for providing 6 months residential training to the 24 youth from the operational areas of MCL under its CSR project 'Handyman'. The MoU has been jointly signed by General Manager (CSR) MCL and Dy. Director/Head, CIPET at MCL HQ Sambalpur.

The project is ideated on the premise that rural unemployed youth should be imparted self-employment oriented multi-skill training unlike the traditional training programs which are confined to impart training in a single trade. To this



General Manager (CSR) MCL and Dy. Director/Head, CIPET signing the MoU at MCL HQ Sambalpur.

objective, skills of Electrical, Mechanical, Welding and Agriculture equipment have been included in Handyman training. In view of the increase in the usage of machineries in the agricultural sector in rural areas, candidates will be imparted basic skills of repair and maintenance of domestic/agricultural pumps, submersible pumps, agricultural tools, tractor driven equipment like tillage, plough, cultivation and sowing equipment. With them taking the position, a farmer need not go to city to repair their agricultural tools. 'Handyman' will be his basic repair-maintenance service provider available at his doorstep. Each candidate will be given a tool kit on completion of training. Total project cost is Rs. 41 lakhs. The project will create opportunities for the young workforce to acquire vocational skills in the most relevant fields consistent with the demand on ground. ■

## Jharkhand's Bokaro Airport to connect with Patna and Kolkata under RCS-UDAN

Airports Authority of India, in its continuous endeavor to link under-served and un-served airports through RCS routes, is developing the airport at Bokaro in Jharkhand state, for commencement of civil flight operations. The city will be connected to Patna and Kolkata under Regional Connectivity Scheme. Presently, Bokaro Airport is an aerodrome owned and

handled by Bokaro Steel Plant, SAIL. Currently the airport is handling non-scheduled flights operation for SAIL aircraft or VIP movement. For commencement of scheduled flight operations, AAI has undertaken the development work at an estimated cost of Rs 46 crore which includes construction of terminal building along with associated facilities like ESS, Car Parking, ATC

tower, Security huts, Fire Station. The terminal is being designed to process 300 passengers during peak hours. The work for strengthening and re-carpeting of runway, apron and taxi track is also underway to make the airport suitable for operation of ATR-72 Aircraft. Raising of existing boundary wall, construction of new boundary wall and provision of connecting

Contd... to 76

# Hon'ble Minister of Power launches 'Green Charcoal Hackathon'

towards finding greener solutions for growing air pollution concerns



Mr. R. K. Singh, Hon'ble Minister (I/C) for Power and New & Renewable Energy during the launch.

**M**r. R. K. Singh, Hon'ble Minister (I/C) for Power and New & Renewable Energy launched the Green Charcoal Hackathon organised by NVVN (NTPC Vidyut Vyapar Nigam), a wholly-owned subsidiary company of NTPC. Speaking on the occasion, Mr. R. K. Singh, Hon'ble Minister (I/C)

for Power and New & Renewable Energy, said, "The Hackathon displays the spirit of innovation, which pervades NTPC. Any organisation has to have this spirit of innovation to grow and prosper or otherwise, it would fade away. I am sure that the NTPC management has told all young engineers that innovation and new ideas are encouraged." To fast-track the technology development, NVVN, in partnership with EESL organised technology challenge aptly named as Green Charcoal Hackathon. The purpose of the event was to leverage the innovative Indian mind to bridge the technology gap, with the prime objective to clean the air by eliminating farm fire, producing renewable energy out of the agro residue, to promote local entrepreneurship, and to

increase the income of the farmers. The hackathon was inaugurated by Mr. R. K. Singh, Hon'ble Minister (I/C) for Power and New & Renewable Energy in the presence of Mr. Ashish Upadhyay, Additional Secretary of Power, Mr. Gurdeep Singh, CMD NTPC Ltd and other senior officials from Power Ministry, NTPC Ltd and EESL Ltd.

The increasing air pollution due to the burning of stubble and agro residue by local farmers has become a major concern for the country. As a result, NVVN is looking for technologies to convert the agricultural waste to a form that can be used in the power plants in form of the Green Charcoal Hackathon. One such option is torrefaction which converts the agro residue to green charcoal.

Contd... from 75

and approach roads is also part of the development project. Airports Authority of India and Steel Authority of India Ltd (SAIL) has entered into a Memorandum of Understanding (MoU) for enhancement

of Regional Air Connectivity under RCS-UDAN at the SAIL owned Airports; Burnpur, Rourkela and Bokaro.



Work in Progress at Bokaro Airport.



## AAI observes Aviation Safety Awareness Week 2020

Country's largest Airport operator and sole Air Navigation Service Provider Airports Authority of India commenced Aviation Safety Awareness Week 2020. The week-long celebration was observed at all airports and ANS locations managed by AAI across India. ■



## GRSE Lays Keel of 2<sup>nd</sup> Survey Vessel Large (Yard 3026)

**G**arden Reach Shipbuilders and Engineers Ltd., (GRSE), Kolkata, in ceremony, laid the keel of the 2<sup>nd</sup> Survey Vessel (Large) (Yard 3026) at Kattupalli, Chennai. The Virtual Keel Laying ceremony was performed in the presence of Vice Admiral Vinay Badhwar AVSM, NM, Chief Hydrographer to the Govt. of India. The ceremony was also attended by Rear Admiral VK Saxena, IN (Retd), CMD GRSE, other Directors and other senior officials from Indian Navy and the Shipyard.

The ship is part of the Survey Vessels (Large) project won by GRSE in a competitive bidding process in Oct 18 for an order value of Rs. 2435.15 crore. The 1<sup>st</sup> ship is to be constructed within 36 months from contract signing date with a project completion

time of 54 months. Part construction of this ship is being carried out at L&T Shipyard, Kattupalli. After launching, the ship will be shifted to GRSE, Kolkata for outfitting, trials and delivery.

GRSE continues to be the epitome of indigenous design and construction of warships. Recently, following the call for "Atmanirbharta", a state-of-the-art Modern Hull Block Complex and Indigenous Underwater CNC Plasma Cutting Facility were virtually inaugurated by the Hon'ble Raksha Mantri Mr. Rajnath Singh at the RBD Unit of GRSE, to augment the existing infrastructure at the Main Unit of the Shipyard. GRSE's strategies revolve around shifting to smart manufacturing or Industry 4.0 with innovations in Automation, Robotics and the



Virtual keel laying ceremony performed in the presence of Vice Admiral Vinay Badhwar, AVSM, NM, Chief Hydrographer, Rear Adml. V. K. Saxena, IN (Retd.), CMD, GRSE and other senior officials from Indian Navy and Shipyard.

Industrial Internet of Things.

GRSE presently has a strong order book of over Rs 26,000 crore and is currently executing three major shipbuilding projects, namely the P17A Project for 3 Advanced Stealth Frigates, 4 Survey Vessels (Large) and 8 Anti-Submarine Warfare Shallow Water Crafts. ■

## CMD, NSIC Launches **NSIC MSME mart Mobile App**



Mr. Vijayendra, IAS, CMD, NSIC launching the mobile application "MSME Global Mart" in the presence of Directors and other officials of the organisation.

**C**MD, NSIC, Mr. Vijayendra, IAS launched a mobile application "MSME Global Mart" for facilitating MSMEs and to popularize the M-Commerce.

Also present on this occasion were Mr. P. Udayakumar, Director (P&M), NSIC, Mr. Gaurang Dixit, Director (Finance), NSIC. The key features offered in the first

version of this App which include Public Procurement Information, International Trade, Key Catalogues, Success Stories, Prospective buyers etc.

Corporates, PSUs and others can reach relevant suppliers for sourcing and sub-contracting needs through this App by searching from 86 categories and 1462 sub categories offered in the App. This initiative of NSIC will help more MSMEs to avail the benefits offered by [www.msmemart.com](http://www.msmemart.com) effortlessly and will help them become Atma Nirbhar. ■

# PSEs Celebrate Vigilance Awareness Week

## RCF Celebrates Vigilance Awareness Week

The Vigilance Awareness Week announced by Central Vigilance Commission was celebrated at Rashtriya Chemicals And Fertilizers Limited from 27<sup>th</sup> October to 2<sup>nd</sup> November 2020. Many activities were organized which revolved around the Theme for this year's Vigilance Awareness Week which was "Satark Bharat, Samriddh Bharat (Vigilant India Prosperous India)

As part of the VAW – 2020, various activities were conducted in the organization. This year for the first time, RCF organized most of the activities except the pledge on virtual mode then reaching out to employees, their family members, farmers, dealers throughout India and got utmost response in all the activities. This depicted the enthusiasm, acceptance, pride of all the stakeholder which reflected the culture of the organization.

- The celebration commenced from 26<sup>th</sup> October where CMD, Mr. S. C. Mudegrikar Unveiled the plan for celebrating VAW2020 on the company's website. Keeping in view the Covid restrictions, activities like poster, quiz, and webinars were held on IT platform.
- **e-mail Signature:** For each employee to be a part of it, the IT department had the date and the theme mentioned in all email during the week. This made it more prompt for all to get into the observance mode and helped in embossing the theme in their minds.



- **Intranet VAW-2020 banner display:** Along with RCF Internet Website, they also had a banner on our Intranet page which gave details of the various activities under the observance of the VAW.

## On-Line Integrity Pledge

The commission has launched the integrity Pledge for citizens/ companies and firms. An online certificate of commitment to the citizens is provided who took the pledge. On the similar lines, on the Internet the link for the e-Integrity Pledge was provided and we urged all the stake holders to take the pledge. We can see a certificate of the e- Integrity Pledge.



- **Display of Banners:** Banners were displayed at eight prominent locations at Trombay and Thal. Badgets, with the VAW 2020 details and theme were given to all employees during the physical Integrity Pledge.
- Integrity Pledge was taken at various locations by following all social distancing protocols.





- A Webinar, titled “Transparency and Accountability in Public Governance” was organized on 28<sup>th</sup> October part of Observance of Vigilance Awareness Week.

It helped in inspiring and understanding the importance in the system and how implementing preventive Vigilance measures effectively can help maintain transparency and accountability.

RCF organized a webinar on “General Vigilance” on the occasion of observance of Vigilance Awareness week campaign which affirms commitment to promotion of Integrity and probity in public life through citizen participation.



RCF Vigilance Department had organized a webinar on 22<sup>nd</sup> October on the theme “Vigilant India, Prosperous India” for the Vigilance Study Circle and RCF Employees where CVOs from different organizations had joined this Webinar, Mr. Kiran Gandhi, Trustee, Initiative of Change was the speaker for this webinar



#### • Inaugural address by PM

Hon'ble PM Shri Narendra Modi addresses national conference on vigilance and anti-corruption, talks about holistic approach to eliminate corruption RCF CMD, CVO along with all Directors of RCF attended the Inaugural Address of Hon'ble Prime Minister for National Conference on Vigilance and Anti-corruption ‘Vigilant India- Prosperous India’ (‘सतर्क भारत, समुद्ध भारत’) organized by CBI.

## Employee Competitions

### In English Hindi and Marathi, Essay & Poster Making

In Quiz, 174 participation of employees and 25 question in 25 mns. revolved around, Vigilance, About RCF, CDA Rules Tender Guidelines, the topers completed before 10 mns. only

### For school children

The topics, were, Anti-Corruption, Vigilant India Prosperous India, Ethical & Moral Values.

## Highlights of Poster Making

RCF had a remarkable response and participation for the Quiz, which was organized for the first time on digital basis for the farmers, dealers and IPD dealers. The questions, revolved around RCF Products, General Vigilance.

All the activities organized during the VAW were put up on twitter.

The prize winners of various competition were felicitated by CMD Mr. S. C. Mudgerikarji virtually by organizing e-valedictory function where our employees and their family members from various locations joined along with dealers and farmers.

# HAL delivers Biggest Ever Cryogenic Propellant Tank to ISRO



Mr. M. S. Velpari, Director (Operations), HAL handed over propellant tank to Dr. V. Narayanan, Director (LPSC), ISRO in the presence of Mr. S. Somanath, Director (VSSC) and other officials.

**H**AL has delivered the biggest cryogenic propellant tank (C32 LH2) ever fabricated by the Company to ISRO much ahead of the contractual schedule at a program held recently. The C32-LH2 tank is a developmental cryogenic propellant tank of aluminium alloy designed for improving the payload capability of GSLV MK-III launching vehicle.

The propellant tank was handed over by Mr. M. S. Velpari, Director (Operations), HAL to Dr. V. Narayanan, Director (LPSC), ISRO in the presence of Mr. S. Somanath, Director (VSSC) with other senior scientists from ISRO, participating in virtual mode and other senior officials of HAL.

Mr. Somanath, Director, VSSC, ISRO acknowledged HAL's contributions to India's space program as one of the valuable partners of ISRO in its long journey.

While appreciating HAL's capability in absorbing any technological advancements and developments in productionizing any types of space hardware and structures for the space launch vehicle, he highlighted HAL's role in developing eco-system by sharing the knowledge among private players towards strengthening the supply chain. Dr. V. Narayanan, Director (LPSC), while receiving the hardware, thanked the entire workforce of HAL for successful production of the developmental project.

HAL as a strategic reliable partner, has been associating with ISRO for the space programs since last five decades.

## Air Chief Reviews LCH Programme, Takes a Sortie

Air Chief Marshal RKS Bhadauria, Chief of the Air Staff undertook his maiden flight in HAL

designed and developed Light Advanced Helicopter (LCH) in Bengaluru. The aircraft took to the skies at 11.45 hours and remained airborne for an hour. The CAS was accompanied by HAL's Deputy Chief Test Pilot, Wg Cdr (Retd) S. P. John.



Air Chief Marshal RKS Bhadauria, Chief of the Air Staff after his maiden flight in LCH seen with Mr. R. Madhavan, CMD, HAL and other dignitaries.

While thanking all stake holders of LCH project, the Air Chief said "It was a very good sortie. I was able to look at the important flying characteristics and status of sensors already installed. The LCH is a potent platform due to excellent D & D efforts and well supported flight test team. The IAF is keenly looking forward to the induction of this aircraft and I am sure HAL will give required focus on productionisation at a fast pace".

Mr. R. Madhavan, CMD, HAL said that HAL is geared up for productionisation of LCH to meet all the requirements of the Air Force. ■



# Secretary (Power) Govt. of India visits Subansiri Lower HE Project



Mr. Sanjiv Nandan Sahai, Secretary (Power), accompanied by Mr. Naresh Kumar, Chief Secretary, Govt. of Arunachal Pradesh, Mr. A. K. Singh, CMD, NHPC, Mr. Tanmay Kumar, Joint Secretary (Hydro), Ministry of Power, Govt. of Mr. P. S. Lokhande, Commissioner (Power), Govt. of Arunachal Pradesh and Mr. Ratish Kumar, Director (Projects) NHPC visited NHPC's Subansiri Lower HE Project recently. House works.

Secretary (Power), Govt. of India, Mr. Sanjiv Nandan Sahai visited NHPC's Subansiri Lower HE Project recently, to review the ongoing construction activities at different sites of the Project. During the visit Secretary (Power) was accompanied by Mr. Naresh Kumar, Chief Secretary, Govt of Arunachal Pradesh, Mr. A. K. Singh, CMD, NHPC, Mr. Tanmay Kumar, Joint Secretary (Hydro), Ministry of Power, Govt. of India, Mr. P. S. Lokhande, Commissioner (Power), Govt. of Arunachal Pradesh and Mr. Ratish Kumar,

Director (Projects) NHPC.

Secretary (Power) visited all the sites of the Project and took stock of the progress of ongoing construction activities. Representatives of major work contractors also briefed about the quantum of construction activities at individual fronts. He also inaugurated the re-start of Power House works. Later in the day, Secretary (Power) took a review meeting on the Project wherein CMD, NHPC briefed about the various construction activities in the Project and downstream river protection works undertaken by

NHPC. It was assured that the project shall be commissioned by March 2022.

Secretary (Power) asked the employees to work with maximum zeal to complete the Project as per schedule. Secretary (Power) also visited an Exhibition organised by Farmer-Producers Companies registered for Livelihood interventions initiated by NHPC in the field of Piggery, Sericulture and Handloom. The visiting dignitaries appreciated the efforts and initiative of NHPC for the people living in the downstream areas. ■

## PERSONALIA



**Mrs. Soma Mondal** assumes charge as Chairman of Steel Authority of India.



**Mr. M V Iyer** assumes charge as Director (Business Development), GAIL (India) Limited.



**Mr. Biswajit Basu** assumes charge as Director (Projects) of NHPC Limited.



**Mr. Somnath Nandi** assumes charge as Director (Technical) of NMDC Limited.



**Mr. S. K. Pal** assumes charge as Director (Technical) of South Eastern Coalfields Limited.



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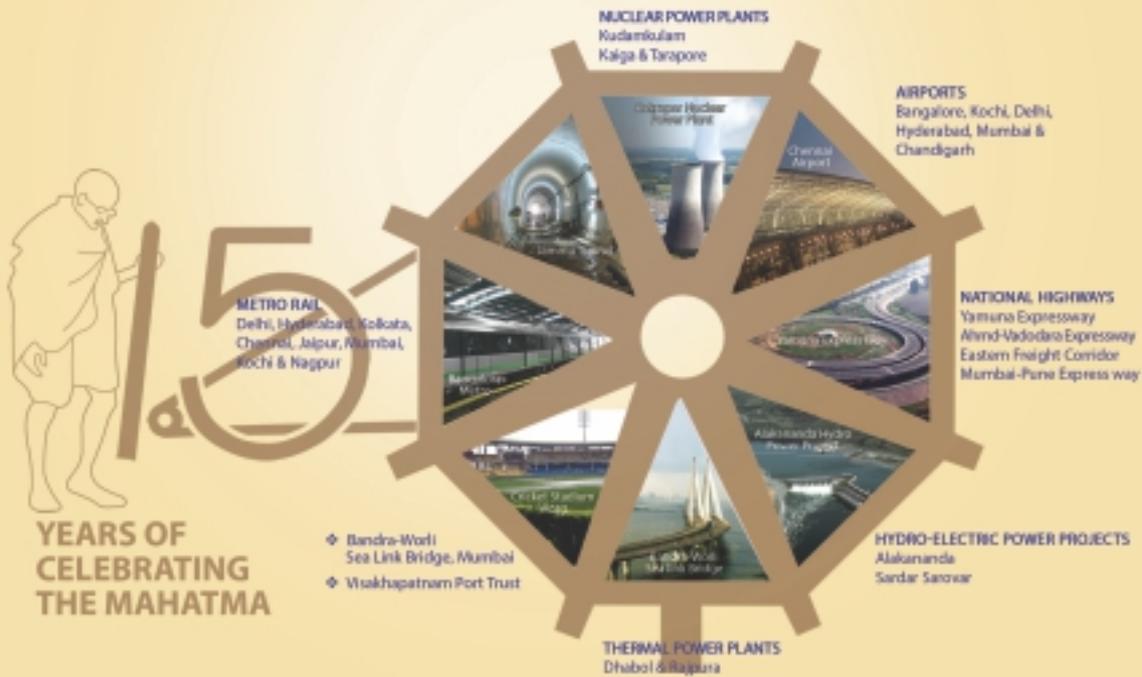
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# RINL-Vizag Steel... Strengthening the New India

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Fe 500D, Fe 500S, Fe 550  
CRM, HSCRM, HSCRM D

- अत्यधिक मजबूती व अत्यधिक तन्यता का संयोजन
- दीर्घकालिक प्रतिरोधी क्षमता
- श्रट वेल्डिंग अथवा सैप वेल्डिंग की सुगमता
- उत्कृष्ट संक्षारण रोधी क्षमता
- दीर्घकाल तक चलने की क्षमता
- बेहतर बुझाव व उपयोग की सुगमता

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