

KALEIDOSCOPE

STANDING CONFERENCE OF PUBLIC ENTERPRISES

Happy New Year to all the readers of KALEIDOSCOPE



High Level Committee Meeting on Review of DPE Guidelines



SCOPE represents Employers at MoLE & ILO's National Tripartite Dialogue



SCOPE at Dattopant Thengadi National Board for Workers Education & Development meeting



SCOPE Webinar on HEAL - Healthy Eating & Active Living

The Lignite Giant now Ignites the Nation with Clean & Green Energy...



For more than six glorious decades, NLC India Limited has been a forerunner amongst the Public Sector Undertakings in the country in the energy sector, contributing to a lion's share in lignite production and significant share in thermal power generation. Today the company is mining 50.60 Million tonnes of lignite and coal Per Annum and generating 6061 MW of Thermal power including its subsidiaries. NLCIL has big dreams to become a 13650+ MW company by 2030. It has plans to enhance its lignite and coal mining capacity to 93.60 Million Tonnes Per Annum.

To reap the benefits of the renewable energy revolution, as a part of the National Solar Mission, Government of India has set a target to achieve 1,75,000 MW of Solar Power by 2022. NLCIL has an ambitious plan to establish 4631 MW of renewable energy projects in Tamilnadu and various states. Presently, the Company has a total renewable energy capacity of 1421 MW which includes 1370 MW of Solar Power Plants and 51 MW Wind Power Plant.

Renewable Energy Projects under operation and consideration

- NLCIL is the first CPSE to cross 1 GW capacity in solar power generation and became the member of International Solar Alliance (ISA)
- 141 MW Solar Power Projects (SPP) including Roof top solar project at Neyveli at a cost of Rs.782.24 crore.
- 1209 MW Solar Power Projects at a cost of Rs. 5343 crore at Tirunelveli, Virudhunagar, Ramanathapuram and Thoothukudi Districts of Tamilnadu. 200 KW, R&D Pilot Scale Floating SPP in Neyveli New Thermal Power Project's Raw Water Reservoir at Rs.1.16 crore.

- 20 MW SPP, integrated with 8 MWhr Battery Energy Storage System at South Andaman Island. This is the largest battery bank in India for catering the variation in solar insolation.
- A JV Company, "Coal Lignite Urja Vikas Pvt Limited" is incorporated on 10.11.2020 with Coal India Limited for establishing 3000 MW Solar Power Projects at various parts of the country.
- A 10 MW Solar Power Project in Neyveli, under Mini Smart City Scheme is on the anvil.
- 51 MW (34 x 1.5 MW) Wind Power Project at Tirunelveli District in Tamilnadu at a cost of Rs.347.14 crore.
- The company has also planned to install wind power project of 200 MW in other parts of Tamilnadu.



NLC India Limited

'Navratna' - Government of India Enterprise

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CREATING WEALTH FOR WELLBEING

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Total Pages : 64

Annual Subscription: Rs. 1,000/-

Price per copy : Rs. 100/-

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

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with prior permission of the Editor and with acknowledgment
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articles are that of the authors and not necessarily of SCOPE
Management. - Editor

Published and printed at New Delhi by
Shubh Ratna on behalf of Standing Conference of Public
Enterprises, Core 8, 1st Floor, SCOPE Complex, 7 Lodhi Road,
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Designed by Akar Advertising & Marketing (P) Ltd.
Tel: 011-43700100



Message by Chairperson

Wish you all a very Happy and Prosperous 2022! With the advent of the New Year, we at SCOPE stride ahead with renewed hope and aspirations. While the year gone by displayed the resilience of the human spirit, we must move ahead, even more determined to meet any challenge, while showcasing what can be achieved together through human endeavour.

Encapsulating the various activities undertaken by SCOPE, the 47th Annual General Meeting (AGM) of the Governing Council was held recently. I extend my sincere gratitude to the Chief Executives, Directors, constituents and other stakeholders for their faith in us and their constant support.

With the completion of 9 months since taking over by the new Executive Board, it is heartening to note that SCOPE has undertaken pertinent initiatives to help PSEs in existing domains while introducing new dimensions especially in the area of sustainability.

In these transformative times, Climate Change remains one of the top challenges to the extent that survival in the long run, not for the industry but for life itself, will depend on our initiatives and actions today. As Public Sector Enterprises (PSEs) are bound to play a pivotal role in the same, SCOPE and GIZ, Germany have onboarded PSEs and training sessions have been held across the country to enhance their capacities.

The recent one for the Southern region PSEs, held in Bengaluru, received an excellent response. I am sure that the support for the upcoming one in the Western region will be equally enthusiastic.

SCOPE and GIZ, Germany are also collaborating with Frankfurt Management School, Germany to develop an e-certification course exclusively for Indian PSEs.

SCOPE as a member of the Council of Indian Employers (CIE), recently represented Public Sector employers in the second, final session of the 109th International Labour Conference (ILC)

of International Labour Organization (ILO) where Skills, Lifelong Learning, Inequalities and the World of Work were deliberated upon.

Endeavouring to create a future ready workforce in PSEs, SCOPE continues to work closely with academic and institutional experts to offer learning and research opportunities for PSEs.

The various committees formed by SCOPE will also continue to develop a comprehensive view of PSEs on various relevant issues and common concerns that impact us so as to find constructive and innovative solutions.

There is a continued need for caution and need for being prepared to tackle the recent trend of rising cases related to COVID-19. Let us push the vaccination drive and ensure adherence to the mandated precautions. I am confident that all PSEs are prepared to serve the nation in the same manner as we did during the first or second wave and continue to do even today.

SCOPE wears many hats and is involved in many initiatives like policy advocacy, skill enhancement, sustainability, women empowerment, creating a branding for PSEs etc. The past has seen numerous achievements but there is a lot that is still left to be done.

In its pursuit of excellence and creating newer possibilities in the ever-evolving workplace, SCOPE looks for inputs to perform better. I request all PSEs to come forward to suggest ideas, support initiatives and strive relentlessly for a better and greener future.

I hope this year brings newer opportunities to grow. I once again wish our readers a Happy New Year and hope you all Stay Safe and Healthy.

Soma Mondal
Chairperson, SCOPE

Workshop on
**“Mindfulness for
Organisational Excellence”
for PSE Executives**

**Mindfulness
in the
Workplace:**

*Where Peacefulness and
Productivity Intersect*

Date

17th-18th January, 2022
(Monday - Tuesday)

Venue

SCOPE, Convention Centre
SCOPE Complex,
Lodhi Road
New Delhi- 110003

Organised by
Standing Conference of Public Enterprise (SCOPE)

Knowledge Partner
Ashis Sen Consulting & Coaching (ASCC)

Director General 's Desk



Ushering into the New Year 2022, let us take a moment to reminisce the year gone by and resolve to attain newer heights in the year to come. I wish you all a Happy and Prosperous New Year!

Looking back at the activities undertaken, SCOPE organised the 47th Annual General Meeting of the Governing Council of SCOPE. Last year, SCOPE an amalgamation of both virtual and physical programs, and as SCOPE continued to bring the most renowned panellists for capacity building of PSEs our endeavour to create a conducive environment for all continues.

Striving to be an ever-evolving and vibrant organisation, SCOPE continues to enable PSEs to carve a niche for themselves globally and representing them on international and national forums, forms the core of SCOPE's activities.

SCOPE is Employers' representative in Central Board of Trustees (CBT), Employees' Provident Fund Organisation (EPFO). Recently, I have the privilege to be nominated as member of Adhoc Committee on Pension Reforms

(Sub-Committee of CBT, EPF) by the Hon'ble Chairman, CBT. In this regard, I participated in the two meetings conducted by CBT during the month of December, 2021.

As member of the Governing Body, Dattopant Thengadi National Board of Workers' Education & Development (DTNBWED), SCOPE represented PSEs at the recent meeting inaugurated by Shri Bhupender Yadav, Hon'ble Union Minister for Labour & Employment, where the main focus of discussion was the recognition of the skills of workers having no formal training.

Recently, SCOPE represented PSE employers at the concluding session of the 109th International Labour Conference (ILC) of the International Labour Organization (ILO), SCOPE as member of the Council of Indian Employers (CIE). I also had the privilege of addressing the National Tripartite Dialogue by Ministry of Labour & Employment & ILO, on COVID Centric Recovery.

As SCOPE continues to work extensively in recognising the skills requirement in PSEs pertaining to Climate Change Mitigation, various activities are being undertaken in association with GIZ, Germany. Recently an inception meeting between SCOPE-GIZ and Frankfurt Management School was held to chart out a roadmap for the launch of a certificate course exclusively for PSEs.

This year, SCOPE is also planning to create more opportunities of research and studies that enhance the capabilities of PSE employees on a variety of subjects. Focusing on overall good health and well-being, SCOPE plans to organise unique programs that benefit the fraternity at large.

Programmes & Initiatives launched (since last issue of KALEIDOSCOPE)
SCOPE-GIZ Training of Southern Region on 'Low-Carbon and Climate-Resilient Pathways for Indian Public Sector Enterprises- Training and Capacity Needs Assessment' – 13 th & 14 th December, 2021
SCOPE-GIZ Inception meeting with Frankfurt Management School – 13 th December, 2021
SCOPE webinar on HEAL- Healthy Eating & Active Living with clinical nutritionist, Dr. Nupur Krishnan – 18 th December, 2021
Programmes & Initiatives in offing
Two-day workshop on 'Mindfulness for Organisational Excellence': 17 th -18 th January, 2022
SCOPE celebrates Republic Day – 26 th January, 2022
Finalisation of SCOPE-CCL, USA Study to Develop Future Fluent Leaders in PSEs
Release of SCOPE Webpage on Climate Change Mitigation
SCOPE-GIZ Training of Western Region PSEs on 'Low-Carbon and Climate-Resilient Pathways for Indian Public Sector Enterprises- Training and Capacity Needs Assessment'

Atul Sobti
Atul Sobti

Director General, SCOPE

SCOPE Webinar on HEAL- Healthy Eating & Active Living



Mr. Atul Sobti, DG, SCOPE; Dr. Nupur Krishnan, Director, Bio-logics Healthcare & Fit India Ambassador, Ministry of Youth Affairs & Sports Authority of India; Mr. Alok Verma, Director (HR), HAL & Member, SCOPE Executive Board and Ms. Vrishali Puranik, Famhealth during the Webinar.

Understanding nutrition and managing eating habits is key to a healthy life. Highlighting the same, Standing Conference of Public Enterprises (SCOPE) with Famhealth organized webinar on HEAL - Healthy Eating & Active Living. Clinical nutritionist, Dr. Nupur Krishnan, Director, Bio-Logics Healthcare & Fit India Ambassador, Ministry of Youth Affairs & Sports Authority of India; Mr. Atul Sobti, Director General, SCOPE and Mr. Alok Verma, Director (HR), HAL addressed the participants on 18th December, 2021. Over 1000

participants with their families joined the dynamic session through SCOPE's various platforms.

Dr. Nupur Krishnan in her presentation highlighted the significance of a balanced diet with essential nutrients to lead a healthy life. Drawing attention to science behind food, conscious eating, busting myths on diets, she shared apposite cooking methods with inculcating good food habits that are essential for sustainable health in today's time.

Mr. Atul Sobti in his address said that though normalcy is

returning, dubiety of future has accentuated the need to stay vigilant and informed about health and wellness. Highlighting SCOPE's endeavour to organise programs on overall health and wellness, he reiterated the role of nutrition in ensuring quality of life.

Mr. Alok Verma stated as the webinar encapsulated aspects of leading a healthy life, it is also important to enunciate the need for consuming right information with regard to health. He emphasised on the need for knowledge of nutrition especially with present corporate lifestyle.

Interface with Stakeholders



SCOPE represents employers at Ministry of Labour & Employment and International Labour Organization's National Tripartite Dialogue on Human Centric COVID Recovery.



SCOPE as Member of Governing Body of Dattopant Thengadi National Board for Workers Education & Development (DTNBWED) represents PSEs at meeting addressed by Union Minister for Labour and Employment, Mr. Bhupender Yadav.



High Level Committee (HLC) Meeting on Review of DPE Guidelines under the Chairmanship of Mr. S. M. Vaidya, Chairman, IndianOil & Chairman, HLC in the presence of Mr. Rajesh Kumar Chaudhry, Special Secretary, DPE and other members, held recently at SCOPE.

SCOPE participates in final session of the **International Labour Conference (ILC) of ILO**



SCOPE represented Public Sector Enterprises employers in the second and final session of the 109th International Labour Conference (ILC) of the International Labour Organization (ILO), Geneva, as Member of the Council of Indian Employers (CIE) held virtually. The final session concluded with a call from Member States for the ILO, to develop new strategies to tackle inequalities and boost skills and life-long learning.

One of the areas under discussion

was General Discussion on Skills and Lifelong Learning. In this regard, International Organisation of Employers (IOE) invited Mr. Atul Sobti, DG, SCOPE to be a part of 8-member drafting group to deliberate and present the desired expectations on behalf of the Employer's group in the upcoming session of the ILC. The members of the drafting group represented employers from nearly 180 countries and comprised of members from India, Spain, Brazil, Greece, France, Morocco, Indonesia and Lesotho (South Africa).

The November session of the ILC, conducted between 25th November to 11th December, 2021 was attended by around 4,900 delegates, representing Governments, Workers' and employers' organizations.

SCOPE had also participated in the first session of the ILC held in June, wherein DG, SCOPE as a member of a tripartite delegation comprising of Employers, Workers and Government representatives led by Mr. Santosh Gangwar, Hon'ble Minister of Labour and Employment (Mo-LE,) represented Public Sector Employers.

Flashback 2021

Video encapsulation an eventful year at SCOPE can be found on SCOPE's official website - www.scopeonline.in



To mark new beginnings, it is only pertinent that we look back at the year gone by, remembering our achievements, milestones, learnings and the way ahead. 2021 has been an eventful year for SCOPE, where accentuating learning and development, interfacing with stakeholders in all strategic areas, accustoming PSEs to the 'New Hybrid Normal' through programs and workshops, while highlighting the initiatives of PSEs as nation builders has been the core of our endeavours at SCOPE. Here's a lookback at SCOPE's Calendar of events.

JANUARY 2021

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



SCOPE organized a webinar on 'Competition Law' in association with Competition Commission of India (CCI) on 12th January, 2021.

Mr. Ashok Kumar Gupta, Chairperson, CCI

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

Mr. Ashok Kumar Gupta in his address complimented SCOPE for organising the webinar and reiterated that such interactive sessions play a vital role in promoting greater understanding of the law and need for transparent public procurement system that ensures quality, price and service delivery.

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

SCOPE webinar on Strengthening HR Strategies

SCOPE organised its 18th Symposium on 'Strengthening HR Strategies in Emerging Business Environment' on 23rd January, 2021. The webinar



SCOPE organized its 19th Symposium on ‘Gandhian Perspective for Value Based Governance’ coinciding with 73rd Martyrs’ Day. On this occasion, Mr. Pradipta Kumar Bisoi, Secretary, Department of Posts, Ministry of Communications; Prof. J. S. Rajput, India’s Representative to UNESCO’s Executive Board; Ms. Shobhana Radhakrishna, Veteran Gandhian and Mr. Atul Sobti, DG, SCOPE spoke about espousing the ideals and teachings of Gandhiji, especially in these times of predicament.

was addressed by Ms. Soma Mondal, Chairperson, SAIL; Mr. Ranjan Kumar Mohapatra, Director(HR), IndianOil and Mr. Atul Sobti, DG, SCOPE. Deloitte team gave an insightful presentation into the changing paradigms of HR and measures to advent to the modern HR practices.

While addressing the participants, Ms. Soma Mondal called HR as the backbone of every organisation and ‘Change Managers’.

Mr. Ranjan Kumar Mohapatra resonated the need to treat the ongoing crisis as a lesson and adopt a multi-focal approach of agility, adaptability and aligning with business to revive and thrive in business.

DG, SCOPE in his address said that role of HR has undergone a massive change especially in the pandemic and highlighted that new role of HR should be one systemic thinking that would enable adaptability, agility and strategy and effective utilisation of workforce.

Interface with Stakeholders



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

SCOPE webinar on ‘Gandhian Perspective for Value Based Governance’



FEBRUARY 2021

SCOPE webinar on Decoding the Union Budget 2021



Webinar on 'Decoding the Union Budget 2021' was organised by SCOPE on 3rd February, 2021. Prof. N. R. Bhanumurthy, Vice-Chancellor, Bengaluru, Dr. B. R. Ambedkar School of Economics University; Mr. Rakesh Kumar, CMD, NLCIL & Chairman, SCOPE and Mr. Atul Sobti, DG, SCOPE addressed the webinar. Detailed presentation on the impact of the Budget provisions was made by senior partners of the Knowledge Partner Deloitte.

Addressing the participants, Prof. N. R. Bhanumurthy stated that the Budget will accentuate the growth by invigorating the economic and infrastructural development of the country. He said that fiscal policy shall take a lead to enable overall macro economic stability of the country.

Speakers in their address appreciated the Budget as it stimulates strategic sectors and reflects on renewed impetus to green initiatives while making infrastructure, social sector and policy reforms as catalysts for growth. While highlighting key aspects of the Budget, it was reiterated that the PSEs shall have a larger and constructive role in the overall economic development of the country.

31st National Meet of WIPS under the aegis of SCOPE



The Forum of Women in Public Sector (WIPS) under the aegis of SCOPE organized its 31st National Meet 2021 virtually on the theme 'New Normal: Opportunities and Risks' for Public Sector women employees on 12th February, 2021. Mr. Rakesh Kumar, CMD, NLCIL & Chairman, SCOPE; Mr. Atul Sobti, DG, SCOPE and Ms. Atishi Marlena

addressed the participants during the inaugural session. Ms. Soma Mondal, Chairperson, SAIL and Ms. H. K. Joshi, CMD, SCI addressed the subsequent sessions in the presence of Ms. Kirti Tiwari and Ms. Sanchita Banerjee, President Apex, WIPS and other WIPS members.

Mr. Rakesh Kumar while inaugurating the e-National Meet emphasised that women employees have an indispensable role in achieving self-sufficiency in all industries. He highlighted the need for creating a motivated and secure workspace for women to help achieve gender equality.

Mr. Atul Sobti in his address saluted the spirit of women employees in these times of crisis and appreciated their grit and determination as they meticulously transformed crisis into opportunity. He emphasized that women employees must focus on being more assertive, confident, aiming for higher goals and reiterated the role of WIPS in empowering women.

Ms. Soma Mondal in her address commended the resilience displayed by women employees in adapting efficiently to the 'New Normal.' amidst the blurring of boundaries between work and home during the pandemic.

MARCH 2021

Sister BK Shivani in SCOPE webinar



A virtual rendezvous titled ‘Happiness & Harmony– Road to Engagement & Creativity’ was organised with Sister B. K. Shivani, one of the most sought-after spiritual speakers in the world on 27th March, 2021. Mr. Rakesh Kumar, CMD, NLCIL & Chairman, SCOPE and Mr. Atul Sobti, DG, SCOPE also addressed the webinar.

Sister Shivani in her address signified the importance of internal contentment for achieving happiness. Drawing attention to the imperfect situation created due to COVID-19, she said that there was a need to pause and reflect on one’s priorities in life. She added that in this age of technology and social media there was an urgent need to restrict content consumption to build emotional immunity, be positive and achieve ‘AtmaNirbharta -self-reliance’ in our thoughts.

Mr. Atul Sobti highlighted the importance of finding happiness and recognizing actions that can harmonize as well as re-enthuse individual towards better engagement in life. While expressing gratitude to Sister B. K. Shivani, he reiterated SCOPE’s commitment in conducting symposiums and programs for the mental and emotional wellness.

SCOPE launches New Website



Construing that change is the only constant, SCOPE launched its official website with a new look on 24th March, 2021. The new website www.scopeonline.in aims to provide enhanced interaction, information and swiftness in user interface.

Interface with Stakeholders



SCOPE represented PSEs at Tripartite Progress Review of India Decent Work Country Programme (DWCP), chaired by Mr. Apurva Chandra, Secretary, Ministry of Labour & Employment.

APRIL 2021

New Board of SCOPE envisions Newer Horizons



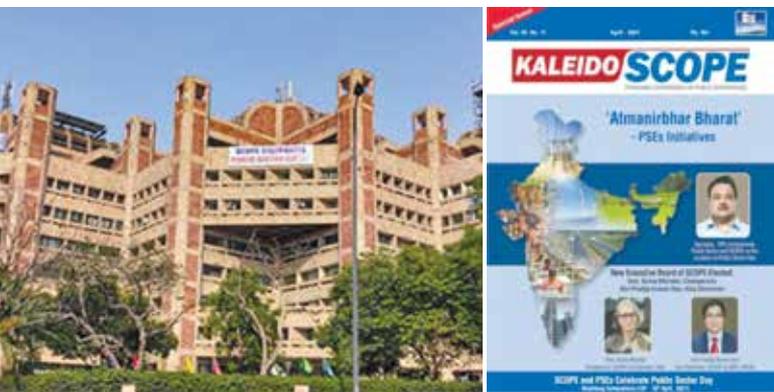
Ms. Soma Mondal, Chairman, SAIL took over as the first woman Chairperson of Standing Conference of Public Enterprises (SCOPE) and Mr. Pradip Kumar Das, CMD, IREDA took over as Vice-Chairman, SCOPE at the first meeting of the newly constituted SCOPE Executive Board 2021-23 held on 1st April, 2021. During the meeting, Mr. Rakesh Kumar, immediate Past Chairman, SCOPE & CMD, NLCIL handed over the SCOPE Flag and Mr. Atul Sobti, DG, SCOPE handed over the Public Sector Flag

to Ms. Soma Mondal. Speaking at the meeting Ms. Soma Mondal said, "I thank the Public Sector fraternity for reposing confidence and entrusting me with this responsibility. Taking cognizance of the tremendous work done by our predecessors, the new Board will stride ahead as a team to add value and achieve newer horizons."

Mr. Rakesh Kumar said that, "The increased participation of PSEs in Elections validates the increased confidence of member PSEs in SCOPE and with the new leadership, SCOPE will undertake more effective steps for the betterment of the Public Sector."

Mr. Atul Sobti said that "With such a pool of experience in Board comprising of old and new members from Maharatna, Navratna, Miniratna and other PSEs from diverse fields, SCOPE will work more dedicatedly towards transcending newer heights and thanked PSEs for enhanced participation in SCOPE Elections."

Public Sector Day celebrations by SCOPE & PSEs



SCOPE and PSEs held weeklong celebrations to mark Public Sector Day on 10th April, 2021 at various establishments of PSEs and SCOPE. This day earmarks Public Sector's contribution to nation building and socio-economic development.

On this occasion, Mr. Atul Sobti, DG, SCOPE said, "Reinvigorating themselves during the COVID pandemic, PSEs as nation builders converted crisis into an opportunity to innovate, re-skill and become self-sufficient. SCOPE earmarks this day to salute this very 'never-say-die' spirit of PSEs."

Annotating the various initiatives to make the country self-reliant, SCOPE brought out a special

issue of its monthly magazine, KALEIDOSCOPE on 'Atmanirbhar Bharat- PSEs Initiatives.'

SCOPE organizes 'Tika Utsav' – COVID-19 Vaccination Drive



Partaking in Prime Minister's call for 'Tika Utsav' (National Vaccination Festival) to combat COVID-19, Standing Conference of Public Enterprises (SCOPE) organised a workplace vaccination camp for employees of Public Sector Enterprises at SCOPE Complex, Lodhi Road, New Delhi on 13th April, 2021. Mr. Gurdeep Singh, CMD, NTPC; Mr. Atul Sobti, DG, SCOPE; Mr. B.V.N. Prasad, CMD, CCI, Directors and other senior officials were among those who got vaccinated at the camp which received an overwhelming response.

The vaccination drive was held in co-ordination with Office of Chief District Medical Officer & District Magistrate (South East), New Delhi. Earlier, SCOPE had avidly participated in Government's Public Health Response Campaign for COVID-Appropriate Behaviour.

MAY 2021

Highlighting PSEs efforts/ initiatives during COVID's 2nd Wave and invigorating its presence on social media SCOPE took out a Twitter Series

1st in Series -

PSEs initiatives during 2nd Wave of COVID-19 titled 'PSEs Serving the Nation ramp up Supply of Oxygen' was released on 28th April, 2021.



aggressive impact on the nation, hitting harder home and impacting every second family in the country, PSEs sprung into action with even greater commitment. Ramping up support at the behest of the nation, PSEs augmented oxygen supply, strengthened medical infrastructure of the country by creating well equipped COVID care center and extending hospitals facilities to serve the nation, reaching out to far flung regions and inoculating employees and their family members. Besides, PSEs have also extended their support to the needy with food and shelter.

Showcasing their efforts SCOPE has taken out series of tweets on its handle @PSUSCOPE highlight the initiatives undertaken by PSEs.

2nd in Series –

PSEs initiatives during 2nd Wave of COVID-19 titled 'PSEs at Nation's Duty providing unabated Oxygen & Medical Supplies' was released on 4th May, 2021.



SCOPE organizes 'Sharing is Caring' - A Dialogue on Emotional Strengthening

Amidst the severe 2nd wave of the pandemic SCOPE with Famhealth organized 'Sharing is Caring- A Dialogue on Emotional Strengthening - Real life experiences' with renowned psychiatrist, Dr. Nimesh G. Desai, Director, IHBAS, New Delhi on 22nd May, 2021. Mr. Atul Sobti, DG, SCOPE and Ms. B. K. Sokhey, Director (Finance), NBCC also addressed the webinar while Mr. R. K. Sinha, Director

3rd in Series –

PSEs initiatives during 2nd Wave of COVID-19 titled 'PSEs Beacon of Hope' during COVID 2nd Wave was released on 10th May, 2021.



SCOPE videos encapsulating PSEs at Service of the Nation (SCOPE Series on PSEs Initiatives during COVID's 2nd Wave)

As the 2nd wave of the pandemic has had an



(Personnel), CWC and members of Public Sector fraternity shared their personal experiences.

Dr. Nimesh G. Desai articulated the need to instill hope, channel positive thoughts and filter the content we consume, to retain mental wellness. The dialogue between Dr. Desai and individuals gave participants a glimpse into the real life experiences of individuals and motivated everyone to rise above the crisis.

JUNE 2021

SCOPE webinar on Myths & Realities of COVID



SCOPE with Famhealth organized '3M (Mindfulness, Meditation & Medication) COVID Protocol: Today & Tomorrow (Myths and Realities)' with Dr. H.K. Chopra, Senior Consultant Cardiologist, Medanta Moolchand Heart Institute, New Delhi on 6th June, 2021. Ms. Soma Mondal, Chairman, SAIL & Chairperson, SCOPE; Mr. Atul Sobti, DG, SCOPE and Ms. Asha Kapoor, MD, Famhealth also addressed the webinar.

Dr. H. K. Chopra apprised participants on the adoption of 3M protocol of being mindful and meditative by balancing thoughts, consciousness and following medication cautiously, under supervision to overcome the disease. Replying on common issues, he encouraged individuals to go for vaccination to abate the pandemic long lastingly.

Ms. Soma Mondal in her address said that the second wave has been excruciating both mentally and physically and PSEs are at the forefront for the citizens and encouraged participants to seek benefit from the program.

Mr. Atul Sobti stated that to overcome this trepidatious phase individuals must focus on accurate information and maintain mental calmness. He assured that SCOPE will continue to organise programs that provide precise information and solutions to individuals.

SCOPE represents Public Sector at 109th Session of the International Labour Conference, 2021



The 109th Session of the International Labour Conference (ILC) was held virtually for the first time in the history of International Labour Organization



(ILO) due to prevailing circumstances of COVID-19. The focus or theme of the 109th ILC was the impact of COVID-19 on the world of work and how to ensure a human-centered, inclusive recovery focused on response of the World to COVID. SCOPE is a member of Council of Indian Employers (CIE) and represents public sector employers in the ILC and its associated committees.

Mr. Atul Sobti, DG, SCOPE represented the PSEs/SOEs employers at the Conference as part of Indian Tripartite Delegation. He was an Invitee to two committees in the ILC- Recurrent Discussion (Social Security) Committee and Employers' Group Meetings: full Group and COVID Committee. SCOPE provided vital inputs to the address of Employers Delegate delivered during Plenary Session of the Conference. The Indian Tripartite Delegation was led by the former Hon'ble Minister of State (I/C) Labour & Employment, Shri Santosh Gangwar.

SCOPE observes International Yoga Day



On the occasion of the 7th International Yoga Day, SCOPE organised a session 'Enhancing Immunity through Yoga & Meditation' in collaboration with Babu Nature Cure Hospital and

Yogashram (BNCHY), New Delhi on 20th June, 2021. Ms. Rashmi Nair, Director, BNCHY; Mr. Krishana Yadav, Yoga lead Trainer and Mr. Yashpal Singh, meditation expert took an interactive yoga session. Mr. Atul Sobti, DG, SCOPE and Mr. Pradip Kumar Das, CMD, IREDA & Vice Chairman, SCOPE also addressed the participants. Over 450 participants with their families joined the informative module through SCOPE's various platforms.

Mr. Atul Sobti in his address said that understanding the significance of Yoga in the present scenario, SCOPE organised this program to help participants imbibe, follow yoga as a lifestyle practice, instil positivity and be better prepared for the future.

SCOPE's Green Initiative



Pursuant to its resolve towards creating a cleaner and sustainable environment, SCOPE has achieved sustained reduction in energy consumption in two of its office complexes at Lodhi Road and Laxmi Nagar, District Centre, New Delhi. These two office complexes accommodate corporate and regional offices of 65 PSEs.

Mr. Atul Sobti, DG, SCOPE informed that reaffirming SCOPE's renewed commitment towards environmental sustainability, in the year 2020-21, savings in power consumption were around 3.82 million units equivalent to savings worth over Rs. 4 crore. In the last 5 years, such efforts by SCOPE and its constituents have resulted in saving of 9.54 million units equivalent to over Rs. 11 crores. Initiatives such as effective monitoring of power consumption, replacement of conventional lights by LED lights, Occupancy sensors, overall energy consciousness and utilization of energy efficient equipment have further invigorated SCOPE's resolve towards a greener future and SCOPE will continue its efforts towards reducing the consumption of electricity.

SCOPE Environment Day Film



Raising awareness towards the imminent danger of Climate Change on the globe, SCOPE celebrated Environment Day and released a video. That Climate Change is real was the theme of the video that reiterated that PSEs are making arduous efforts to create a greener and more sustainable tomorrow. SCOPE and GIZ, Germany have collaborated on several activities for Climate resilient pathways.

The video was a glimpse of SCOPE's commitment as a dedicated partner in creating an environmentally sustainable tomorrow.

KALEIDOSCOPE celebrates 40 years in print



Interpreting the stories and activities of PSEs over the last four decades has not only been the aim of KALEIDOSCOPE, SCOPE's monthly magazine but also an honour for all of us at SCOPE. Presenting glimpses of our issues and features in the last forty years, a special video was brought out celebrating this milestone.

Interface with Stakeholders



DG, SCOPE was invited to address Public Relation officials at Public Relations Society Delhi (PRSD)'s webinar on 'Role of Corporate Communication in the Changing Paradigm' on 12th June, 2021.



International Labour Organisation (ILO), Geneva highlights SCOPE's efforts towards TIKA Utsav - Country wide vaccination campaign

JULY 2021

SCOPE & GIZ, Germany sign MoU to support PSEs in Climate Change Mitigation

In continuation of its endeavour for gearing the PSEs towards Climate Change agenda, an MoU has been signed between Mr. Atul Sobti, DG, SCOPE and Dr. Julie Reviere, Country Director, GIZ, a German



public-benefit federal enterprise, for supporting the PSEs in playing a critical role in the national agenda of climate change mitigation on 8th July, 2021. Mr. M. V. Iyer, Director (Business Development), GAIL & Chairman, SCOPE Committee on Sustainable Development; Dr. Ashish Chaturvedi, Director, Climate Change, GIZ India, other senior officials of GIZ, SCOPE and Public Sector were present during the signing.

While the earlier association was more centric towards building capacities in PSEs, the present MoU signed by SCOPE and GIZ seeks to explore and support implementation of studies and pilots in public sector enterprises on climate and sustainable development related issues. Signed virtually, the collaboration shall engage in a series of activities in the areas of SDGs, carbon markets and climate finance amongst other issues pertaining to climate change mitigation.

SCOPE & ILO unveil comprehensive study on 'Impact of Work from Home (WfH)' on Women Executives



SCOPE – ILO study provides a very useful starting point for Guidelines and Policy on WfH: Ms. Anuradha Prasad, Special Secretary, MoLE.

SCOPE and International Labour Organization (ILO), Geneva released a comprehensive study on 'Impact of Working from Home' (WfH) on Women Executives and Managers in Public Sector Enterprises (PSEs) in India with Guidelines for a Gender Sensitive WfH Policy in PSEs on 14th July, 2021. The report was released virtually in the presence of Ms. Anuradha Prasad, Special Secretary, Ministry of Labour & Employment; Ms. Dagmar

Walter, Country Director, ILO; Ms. Soma Mondal, Chairman, SAIL and Chairperson, SCOPE; Mr. Atul Sobti, DG, SCOPE; Mr. Ranjan Mohapatra, Director (HR), IOCL & Chairperson, SCOPE HR Committee and Ms. Sanchir Tugschimeg, Senior Advisor, ILO, Geneva. Dr. Malika Basu, Consultant, ILO gave a presentation of the report. A record number of 1969 women executives in PSEs were interviewed to reckon the ground reality of the situation. The report also proposes a set of recommendations streamlined into guid lines for gender sensitive work from home policy in PSEs.

On the occasion, Ms. Anuradha Prasad complimented SCOPE and ILO on undertaking the study on a very topical subject. She further shared that while the Government has notified Draft Model Standing Order 2020 under the Industrial Relations Code for Service Sector in which specific provisions have been made for Work from Home (WfH) subject to specified conditions and as detailed guidelines need to be evolved, SCOPE – ILO study provides a very useful starting point for such guidelines and policy.

Ms. Dagmar Walter stated that the study is a landmark moment in SCOPE-ILO association and has reiterated the need for creation of an inclusive workplace to upsurge women participation in workforce.

Calling it a proud moment for SCOPE, Ms. Soma Mondal said that PSEs have time and again instantaneously responded to the transformations at workplace and the pandemic was no exception. She added that the report gives an optimised insight into how women workforce are managing this new normal.

Mr. Atul Sobti stated that this is a path breaking study where highest number of public sector women employees participated. He added that the report is an important step towards developing Gender inclusive work policy in PSEs that facilitates equal opportunities to women workforce. He called for creation of better opportunities to encourage more women at work and also advised senior management to gain insight from the Study and Guidelines launched.

Ms. Sanchir Tugschimeg commended the active and consistent effort of SCOPE and ILO encouraging deeper insights into this new reality at work.

Mr. Ranjan Mohapatra said that PSEs may circulate and look at active adoption of the guidelines

customised to their organisational needs as WfH is a perennial reality today.

SCOPE & PSEs cheer Indian sportspersons at Tokyo Olympics



As sports is a great leveller, PSEs have always been ardent supporters and partners in unravelling sporting talent across the country. Due to their reach in every nook and corner of the nation, finding the best talent in the country and training them for global competitions has been a priority for PSEs. Saluting this unwavering commitment, SCOPE brought out special videos encapsulating PSEs dedication. The videos paid an ode to sports stars representing the country at Tokyo Olympics, saluting the inimitable spirit of PSEs in bringing forth sporting talent from across the country against all odds.

SCOPE launches Podcast Series

As part of being Inspiring, Innovative and Impactful, on the occasion of National Broadcasting Day on 23rd July 2021, SCOPE introduced its Podcast series. SCOPE's podcast will cover a myriad of topics and share the latest from eminent personalities. In a time and age when communication needs to be time-efficient, i.e. it needs to be accessible when one has time or even during commuting, the podcast series is an attempt to reach out to more listeners. The first episode features inspiring words shared by one of the most sought after spiritual speakers of our times, Brahma Kumari Sister Shivani shared during



SCOPE's webinar on Happiness & Harmony – Road to Engagement and Creativity.

Interface with Stakeholders



Mr. Atul Sobti, Director General, SCOPE visited Mr. Y. K. Sinha, Chief Information Commissioner (CIC).



Mr. Atul Sobti, DG, SCOPE met Mr. Ali Raza Rizvi, Secretary, DPE and discussed various issues.

AUGUST 2021

PSEs deliberate on Activities for Azadi Ka Amrit Mahotsav



As the Government has decided to organize Azadi Ka Amrit Mahotsav (AKAM) to commemorate 75 years of India's Independence, Department of Public Enterprises (DPE) associated SCOPE for organizing activities to be undertaken under the theme of 'Aatmanirbhar Bharat', 'Ideas, Achievements & Resolve'. A virtual meeting with Senior officials of select PSEs was held on Saturday, 7th August, 2021 and several meetings followed.

SCOPE webinar on Will, Nomination & Inheritance



SCOPE organized an interaction on 'Guide to Legal Succession in Uncertain Times - Will, Nomination and Inheritance' with Hon'ble Justice Rajiv Sahai Endlaw, Delhi High Court; Mr. Akshay Makhija, Senior Advocate and Ms. Renu Gupta, Advocate on 8th August, 2021. Mr. Atul Sobti, DG, SCOPE and Mr. Adika Ratna Sekhar, CMD, Balmer Lawrie & Co. Ltd also addressed the participants.

During the interaction, the eminent panellists led by Justice Rajiv Sahai Endlaw highlighted issues pertaining to succession and its peculiarities including formation of Wills, division of inheritances, care to be taken for avoiding litigations on Will, legal framework on nomination & inheritances and rights of minors. Many queries of participants regarding inheritance documentation, nominations and rights of minors were also taken up by the panellists.



SCOPE-ILO e-training of Network of Champions with ILO's training arm International Training Centre (ITC), Turin, Italy.

Interface with Stakeholders



DG, SCOPE inaugurated Centre for Sustainability and CSR, IMT, Hyderabad.



Mr. Virjesh Upadhyay, Chairman, Dattopant Thengadi National Board for Workers Education & Development visited Mr. Atul Sobti, DG, SCOPE and discussed various issues.



DG, SCOPE addressed Project Managers Global Summit 2021.

SEPTEMBER 2021

Aligning DPE guidelines with dynamic business environment



Department of Public Enterprises (DPE) has been reviewing its guidelines/instructions issued for CPSEs from time to time. In line with the changing global business dynamics, SCOPE has been requested by DPE to review existing guidelines by deploying a team for the purpose. Based on the assessment, SCOPE is required to give its final recommendations in respect of retention/merger/deletion of each guideline/advisory to DPE within a time-bound period.

In this regard, SCOPE has initiated the exercise and invited suggestions from PSEs. Board Members were also requested to give their input and suggest an approach to be followed to successfully accomplish the task. In this context, a High-Level Review Committee has been constituted under the chairmanship of Mr. S. M. Vaidya, Chairman, Indian Oil Corporation Limited (IOCL). Further an e-portal namely DPE Sameeksha Portal has been developed by IOCL for receiving suggestions on the said Guidelines. The final recommendations after review of the high level committee shall be submitted to DPE for their consideration.

SCOPE-GIZ study highlights PSEs role in Nation's Climate Agenda

SCOPE & GIZ, Germany launched a comprehensive report on 'Low-Carbon and Climate-Resilient Pathways for Indian Public Sector Enterprises- Training and Capacity Needs Assessment' to

address the ways and means for building capacities for developing climate resilient pathways on 20th September, 2021. The report was released in the presence of Mr. Gurdeep Singh, CMD, NTPC; Mr. Agrim Kaushal, Adviser, DPE, Ministry of Finance; Dr. Steffen Koch, Minister & Head of Economic Department and Globalisation, German Embassy; Mr. Mohamed El-Khawad, Cluster Coordinator, GIZ India; Mr. O. P. Singh, Director, ONGC; Mr. Santanu Roy, ED, GAIL (India) Limited and Mr. Atul Sobti, DG, SCOPE. The launch was attended by several senior officials of PSEs from across the country and was followed by two day workshop on the theme were conducted on 20th-21st September, 2021. Given the fact that PSEs are involved in hard to abate sectors creating an inherent impact on the environment, SCOPE has collaborated with GIZ to raise awareness and creating capacities of PSEs towards global Climate Change Mitigation through studies & research, workshops, pilot initiatives and e-certification course.

Mr. Gurdeep Singh stated that Climate Change is invariably one of the most pertinent topics today and enunciated that though PSEs are undertaking individual actions, there is need for synergised efforts for which SCOPE can create a confluence of ideas by PSEs towards achieving various sustainability targets as a nation.

Mr. Agrim Kausal addressed the participants by appreciating SCOPE on the apt timing of the study as Climate crisis is among top most concerns globally and encouraged participants to analyse and prepare pathways for a green plan. Speaking at the launch, Mr. Atul Sobti emphasized that this study is a game changer and not a mere a desk study. He added that besides skill enhancement, a pipeline of activities in the form of Compendium and short features to highlight the innovations and initiatives towards reducing carbon footprint by PSEs is also being developed.

Interface with Stakeholders



DG, SCOPE visited Mr. Bhupender Yadav, Hon'ble Minister for Labour and Employment and Environment, Forest and Climate Change.



Mr. Mohamed El-Khawad stated that as Climate Change impacts the triple bottom line of business which is economic, environmental and social so PSEs need to be involved strenuously for which this study is an important referral point. Calling GIZ-SCOPE collaboration an imperative step in Indo-German partnership, Dr. Steffen Koch said that PSEs through efforts like low Carbon emissions have been meeting strategic climate targets but as they are strategic for the nation's climate agenda more needs to be done.



DG, SCOPE visited Dr. Bhagwat Kishanrao Karad, Hon'ble MoS, Ministry of Finance.



SCOPE feature on 'Approach to Handling C-19' telecast several times on the Famhealth channel.



Mr. Atul Sobti, DG, SCOPE during virtual meeting of the 14th Meeting of The Asia-pacific Network on Corporate Governance of State-owned Enterprises.



On the occasion of Vishwakarma Jayanti, Vishwakarma Puja celebrations were held at SCOPE office on 17th September, 2021. Mr. Atul Sobti, DG, SCOPE and other officials were present during the celebrations.

OCTOBER 2021

SCOPE pays tribute to Father of the Nation, observes Swachhta Pakhwada



Commemorating the 152nd birth anniversary of Mahatma Gandhi, the Father of the Nation, SCOPE paid floral tribute to Mahatma Gandhi at SCOPE Convention Centre, New Delhi on 2nd October 2021. On this occasion, Mr. Atul Sobti, DG, SCOPE garlanded the statue of Mahatma Gandhi.

Paying tribute to Father of the nation and in line with Prime Minister's vision of Swachh Bharat Mission-Urban 2.0 that aims at making the cities 'Garbage Free' and replenish natural resources through the 3Rs (reduce, reuse, recycle), SCOPE celebrated Swachhta Pakhwada in its premises at SCOPE Complex, Lodhi Road and SCOPE Minar, Laxmi Nagar from 2nd October to 16th October, 2021.

Dr. Deepak Chopra, World Wellness Icon demystifies 'The Nature of Reality' at SCOPE webinar





SCOPE hosted a unique discourse on ‘The Nature of Reality- Unleashing the Infinite potentials’ with world icon of Wellness and personal transformation, Dr. Deepak Chopra from USA on 8th October 2021. Dr. Naresh Trehan, CMD, Medanta: The Medicity graced the event as Guest of Honor. The virtual program was also addressed by Dr. H. K. Chopra, Senior Consultant Cardiologist, Medanta Moolchand Heart Institute and Mr. Atul Sobti, DG, SCOPE. Dr. Deepak Chopra was felicitated with ‘Gyan Jyoti Award’ by SCOPE for his contribution in converging Science and Spirituality. Over thousand participants joined the program from across the world to listen to one of the most inspiring voices of our times.

Demystifying self-awareness, Dr. Deepak Chopra spoke about the intersection of spirituality and science, enunciating the need for deeper connection between ourselves and the larger cosmos to unleash life’s true reality.

In his address, Dr. Naresh Trehan said that human beings are connected in multiple ways to the universe and must remain cognizant of the link between spiritualism and medicine.

Mr. Atul Sobti shared that this webinar with the esteemed panel was a historic moment in SCOPE’s endeavor to organize programs for the overall wellness of society and aimed at reverberating the two fundamentals of human life – Science and Spirituality, which if achieved can do miracles.

Dr. H. K. Chopra conducted the program, reiterating the prominence of higher-level consciousness and encouraged participants to learn the secret to a fulfilled life from the seer, sage, saint and scientist all in one, Dr. Deepak Chopra.

Chief Information Commissioner, CIC addresses SCOPE Symposium on RTI Act



SCOPE organised symposium on RTI Act on 20th-21st October, 2021. Mr. Y. K. Sinha, Chief Information Commissioner, CIC addressed the concluding session of the symposium. Mr. Atul Sobti, DG, SCOPE; Ms. B. K. Sokhey, Director (Finance), NBCC and Member, SCOPE Executive Board and Mr. O. P. Khorwal, Consultant, SCOPE also addressed the concluding session of the two-day program. Mr. Pradip Kumar Das, CMD, IREDA and Vice Chairman, SCOPE addressed the inaugural session of the program. The program saw large participation of senior officials of various PSEs from across the country.



Mr. Y. K. Sinha calling the RTI Act, a landmark legislation stated that it has brought about a huge change empowering the common man and enunciated the need for proactive and effective grievance redressal mechanisms in PSEs. He further added that Public authorities must go for voluntary

disclosure to expedite the process, file timely returns while sticking to guidelines to enable effective transparency audits.



Mr. Atul Sobti addressing the participants called RTI Act the cornerstone of corporate governance enabling efficiency and transparency in processes. He added that SCOPE with the support of Central Information Commission has been continuously organising symposiums and workshops on RTI Act for capacity building of PSEs.



Ms. B. K. Sokhey shared that the symposium encapsulated important aspects of RTI Act with regard to CPSEs which will be a great learning for the participants.

Special Feature



SCOPE's discourse with Dr. Deepak Chopra was featured in 'Mann ke Jeete' special feature on World Mental Health Day on 10th October, 2021 on Sansad TV.

Interface with Stakeholders



Mr. Atul Sobti, DG, SCOPE addressing the participants during the 14th Meeting of the Asia-Pacific Network on Corporate Governance of State-Owned Enterprises.



DG, SCOPE taking part in ILO's discussion on 'India-United Nations Sustainable Development Country Framework (UNSDCF)' held on 21st October 2021.

NOVEMBER 2021

SCOPE Academy of Public Sector Enterprises (APSE) organizes 11th Executive Development Program



SCOPE Academy of Public Sector Enterprise (APSE) recently conducted Executive Development Program on the theme 'The Career Journey to Personal Effectiveness and Leadership' from 8th – 13th November, 2021. Mr. Atul Sobti, DG, SCOPE inaugurated the week long program designed to create a talent pool of PSE executives in today's highly competitive business scenario. Mr. D. K. Patel, Director (HR), NTPC and Member, SCOPE Executive Board addressed the concluding session of the program. Participants from 13 Public Sector Enterprises of diverse sectors from across the country attended the program. Emphasising on leadership as an important ingredient of success in one's career, Mr. Atul Sobti said that power is not only delegated but also assumed and to truly accumulate power, executives must own their responsibilities and be representative of their organisation's purpose. Mr. D. K. Patel during his address in the concluding session said that participants must adapt to the learnings of the program for personal development and to ascend to greater heights in their career.

Special Feature

SCOPE Feature on 'Dr. Deepak Chopra on



Alternative Medicines' telecasted on the Tata Sky Famhealth Channel.

Interface with Stakeholders



Mr. Atul Sobti, DG, SCOPE represented PSE employers at Meeting of Central Board of Trustees, EPFO under the chairmanship of Mr. Bhupender Yadav, Union Minister for Labour & Employment.



SCOPE represented PSEs at 'International Organization of Employers (IOE), Konrad-Adenauer-Stiftung (KAS) and the UN Development Coordination Office (DCO), Virtual dialogue series' on achievement of the SDGs by 2030.



Mr. Atul Sobti, DG, SCOPE during panel discussion at Dr. Pritam Singh memorial conference on 'Future of Business: Public Sector and Co-operative Sector Realities Opening Session'.



Comments/Feedback of Low-Carbon and Climate-Resilient Pathways for Indian Public Sector Enterprises for Southern Region PSEs on Climate Change Mitigation held on 13th - 14th December, 2021 in Bengaluru

We would like to go for it. For our future renewable projects provided beneficial to NLCIL

Class was good need to be implement in our Company

Excellent and useful in dealing climate change and emissions reduction and earn credits

Learned about many funding agencies. Really has to apply to our any of the upcoming company projects

Various model one explained such as External Pricing and Internal Pricing. C pricing is aimed to take up various projects
good

good. brought elaborate information about. GHG Measurement and Accounting.

Good concepts were unveiled.
Session was good.
In between QA for each session was good to have a recap.

The carbon markets available for the way of their working was well brought out.





Interesting &
Well deliberated

Excellent presentation
New concept for
understanding.

To understand the new
opportunity in the climate
change scenario.

Discussed well
on Green Climate
Fund.

Overall training is
useful

Awesome

Very effective
Session.

Got information
and understanding of
the issue.

Nice
Interaction

Good learning regarding
Various types of
Funds.



SCOPE in Media

Hindustan Times
28.10.2021 Pg no : 20

"Expedite RTI appeals by adhering to timelines," CIC at SCOPE Symposium
Calling RTI Act a landmark legislation that withstood the test of time, YK Sinha, Chief Information Commissioner, addressed SCOPE's symposium on Right to Information Act. Atul Sobti, DG, SCOPE; BK Sokhey, Director (Finance), NBCC and OP Khorwal, Consultant, SCOPE also addressed the concluding session of 2-day program, which saw large participation from senior PSU officials across country.

Hindustan Times
14.07.2021 Pg no : 14

SCOPE-GIZ, Germany sign MoU to support PSEs



An MoU has been signed between Atul Sobti, DG, SCOPE and Dr Julie Reviere, Country Director, GIZ, a German public-benefit federal enterprise, for supporting PSEs in playing critical role in the national agenda of climate change mitigation. MV Iyer, Director (Business Development), GAIL and Chairman, SCOPE Committee on Environment and Sustainability.

Hindustan Times
5.10.2021 Pg no : 16

SCOPE organises webinar with Dr Deepak Chopra, Global Wellness Icon
SCOPE is organising a unique discourse with Global icon of alternative medicine and personal transformation, Dr Deepak Chopra from USA. Titled 'The Nature of Reality- Unleashing the Infinite Potentials', the programme will be held on October 8 in association with Media partner, Tata Sky Famhealth and Academic Partner, Ipeca Laboratories. It will also feature a special address by renowned Cardiac Surgeon, Dr Naresh Trehan, CMD, Medanta: The Medicity.

Hindustan Times
23.09.2021 Pg no : 20

SCOPE-GIZ release report on Nation's Climate Agenda



SCOPE and GIZ, Germany launched a comprehensive report on 'Low-Carbon and Climate-Resilient Pathways for Indian Public Sector Enterprises- Training and Capacity Needs Assessment' to address the ways and means for building capacities for developing climate resilient pathways.

Hindustan Times
17.11.2021 Pg no : 2

11th Executive Development Program for Executives
SCOPE APSE conducted Executive Development Program on theme 'The Career Journey to Personal Effectiveness and Leadership'. Atul Sobti, DG, SCOPE inaugurated working program designed to create talent pool of PSE executives.



THE TIMES OF INDIA
22.07.2021 Pg no : 4

SCOPE-ILO unveils study report on impact of WFH



Standing Conference of Public Enterprises (SCOPE) & International Labour Organisation (ILO), Geneva released a comprehensive study on 'Impact of Work from Home' (WFH) on women executives and managers in public sector enterprises (PSEs) in India. The virtual launch of the study report was attended by about 300 participants. As the pandemic has been catalyst in adopting WFH arrangement, the SCOPE-ILO study offers detailed insights about advantages and challenges of WFH after administering surveys including key informant interviews (KIIs) and one-on-one interviews with senior management including CMDs, heads of HR and other executives. A record number of 1300 women executives in PSEs were interviewed to reckon the ground reality of the situation. The report also proposes a set of recommendations streamlined into guidelines for gender-sensitive work-from-home policy in PSEs.

Hindustan Times
17.06.2021 Pg no : 18

TIKA UTSAV TIKHA UTSAV Standing Conference of Public Enterprises (SCOPE) FACILITATES COVID-19 Vaccination Camp
on 17 April, 2021, 10:30 AM onwards



Hindustan Times
18.09.2021 Pg no : 8

SCOPE hosts discourse on 'The Nature of Reality'



The event to explore potential for a digital era, economic and environmental and addressing the COVID-19 pandemic was held on 18th September, 2021 at SCOPE, New Delhi. The event was moderated by Atul Sobti, DG, SCOPE. The panelists included Dr. Naresh Trehan, CMD, Medanta: The Medicity, Dr. Deepak Chopra, Global Wellness Icon, USA, Dr. Naresh Trehan, CMD, Medanta: The Medicity, Dr. Naresh Trehan, CMD, Medanta: The Medicity, Dr. Naresh Trehan, CMD, Medanta: The Medicity.

THE TIMES OF INDIA
23.06.2021 Pg no : 1

7th International Yoga Day celebrated

SCOPE: On the occasion of the International Yoga Day, Standing Conference of Public Enterprises (SCOPE) organised a session 'Enhancing Immunity through Yoga & Meditation' in collaboration with Bapu Nature Cure Hospital and Yogashram (BNCHY), New Delhi. Rashmi Nair, Director, BNCHY; Krishana Yadav, yoga lead trainer and Yashpal Singh, meditation expert took an interactive session.



FINANCIAL EXPRESS
16.04.2021 Pg no : 18

TIKA UTSAV TIKHA UTSAV Standing Conference of Public Enterprises (SCOPE) FACILITATES COVID-19 Vaccination Camp
on 17 April, 2021, 10:30 AM onwards



NBT नवभारत टाइम्स
17.07.2021 Pg no : 13

PSE को पर्यावरण बचाने में मदद करती नई नीति



THE TIMES OF INDIA
18.09.2021 Pg no : 6

SCOPE-GIZ study highlights role in climate agenda



Conference of Public Enterprises and GIZ, Germany launched a comprehensive report on 'Low-Carbon and Climate-Resilient Pathways for Indian Public Sector Enterprises - Training and Capacity Needs Assessment' to address the ways and means for building capacities for developing climate resilient pathways. The report was launched by Atul Sobti, DG, SCOPE and Gurdip Singh, Director, Finance, NBCC and OP Khorwal, Consultant, SCOPE. The report was moderated by Atul Sobti, DG, SCOPE. The panelists included Dr. Naresh Trehan, CMD, Medanta: The Medicity, Dr. Deepak Chopra, Global Wellness Icon, USA, Dr. Naresh Trehan, CMD, Medanta: The Medicity, Dr. Naresh Trehan, CMD, Medanta: The Medicity.

the pioneer
30.04.2021 Pg no : 9

PSUs RAMP UP SUPPLY OF MEDICAL OXYGEN
New Delhi: Standing Conference of Public Enterprises (SCOPE) has compiled the data on public sector's instantaneous response towards providing medical oxygen supply at the time of extreme crisis. SAIL supplied over 41,000 MT of oxygen, while BHEL is upgrading to 22,000 cubic metres per day. GAIL is setting up pressure swing adsorption oxygen generation plants at 10 locations. Indian Oil is converting unused LNG tankers into oxygen carriers. BEL is setting up oxygen generation plants in 12 Government hospitals across 6 States.

the pioneer
11.06.2021 Pg no : 18

SCOPE WEBINAR ON MYTHS & REALITIES OF COVID
New Delhi: The world is waging a two-front battle of infection and dubiety due to onslaught of information amidst the pandemic. Escalating solutions, Standing Conference of Public Enterprises (SCOPE) with Famhealth organised '3M (Mindfulness, Meditation & Medication) COVID Protocol: Today & Tomorrow (Myths and Realities)'.

SCOPE-ILO unveil study on Impact of WFH



SCOPE & ILO, Geneva released a study on 'Impact of WFH' on Women Executives and Managers in PSEs in India with guidelines for a Gender Sensitive WFH Policy in PSEs. It was released virtually in presence of Anuradha Prasad, Special Secy, Ministry of Labour & Employment.

EXPRESS
Pg no : 22

SCOPE reduces energy consumption in two of its office complexes at Lodhi Road
New Delhi: These two office complexes accommodate corporate and regional offices of 65 PSEs. Atul Sobti, DG, SCOPE informed that reaffirming SCOPE's commitment towards environmental sustainability in the year 2020-21, savings in power consumption were around 3.82 million units equivalent to...

SCOPE organises webinar on 73rd Martyrs' Day

Standing Conference of Public Enterprises (SCOPE) organised a Symposium on 'Gandhian Perspective for Value Based Governance' coinciding with 73rd Martyrs' Day. A large number of participants including senior executives from various PSEs attended the webinar.



SCOPE organises webinar on 73rd Martyrs' Day

Hindustan Times

19.02.2021 Pg no : 16

SCOPE reiterates need for empowering women employees

Forum of Women in Public Sector under the aegis of SCOPE organised its 31st National Meet 2021 virtually on the theme 'New Normal: Opportunities and Risks' for Public Sector women employees. Rakesh Kumar, CMD, NLCIL & Chairman, SCOPE; Atul Sobti, DG, SCOPE and Atishi Marlena addressed the participants during the inaugural session.

mid-day

26.02.2021 Pg no : 29

SCOPE reiterates need for empowering women employees

The Forum of Women in Public Sector (WIPS) under the aegis of SCOPE (Standing Conference of Public Enterprises) recently organised its 31st National Meet.

THE FREE PRESS JOURNAL

26.03.2021 Pg no : 11

SCOPE launches New Website

Centring that change is the only constant, Standing Conference of Public Enterprises (SCOPE) launched its official website with a new look. Atul Sobti, Director General, SCOPE, launching the refurbished website said that "to live with our aim of being an inspiring, innovative and impactful organisation, SCOPE decided to revamp its official website in line with the dynamic environment." The new website www.scopeonline.in will provide enhanced interaction, information and seamless user interface.



Director General, SCOPE launching website and this to live with our aim of being an inspiring, innovative and impactful organisation.

SCOPE & PSEs celebrate Public Sector Day

SCOPE and Public Sector Enterprises (PSEs) held weeklong celebrations to mark Public Sector Day on April 10 at various establishments of PSEs and SCOPE. This day earmarks Public Sector's contribution to nation building and socio-economic development.



SCOPE & PSEs celebrate Public Sector Day

the pioneer

28.02.2021 Pg no : 1

SCOPE REITERATES NEED FOR EMPOWERING WOMEN EMPLOYEES IN THE 'NEW NORMAL'

New Delhi: Forum of Women in Public Sector (WIPS) under the aegis of SCOPE (Standing Conference of Public Enterprises) organised its 31st National Meet 2021 virtually on the theme 'New Normal: Opportunities and Risks' for Public Sector women employees. Rakesh Kumar, CMD, NLCIL & Chairman, SCOPE; Atul Sobti, DG, SCOPE and Atishi Marlena addressed the participants during the inaugural session. Sonia Mondal, Chairperson, SAIL, and H.K. Joshi, CMD, SICI addressed the subsequent sessions in the presence of Kirti Tiwari and Sanchita Banerjee, President Apex, WIPS and other WIPS members. The program was attended by around 1000 participants located across the country.

FINANCIAL EXPRESS

3.07.2021 Pg no : 12

PRSI DELHI: "The Central Public Sector Enterprises (CPSEs) did tremendous work during the Covid-19 pandemic through their initiatives ranging from supply of oxygen to hospitals, creation of infrastructure to supporting lakhs of migrants", said Atul Sobti, Director General of SCOPE. He was speaking at a webinar organized by 'Public Relations Society Delhi' recently. In his hour-long virtual interaction, he spoke passionately about "The role and contribution of CPSEs during the pandemic & the way forward for the Communication professionals" at the above event.

SCOPE reiterates need for empowering women employees

FINANCIAL EXPRESS

18.02.2021 Pg no : 7

'Need to empower women staff'

AS THE country is treading towards 'Make for the World', women employees have an indispensable role in achieving self-sufficiency in all industries, said Rakesh Kumar, CMD, NLCIL & Chairman, SCOPE.

have an indispensable role in achieving self-sufficiency in all industries, said Rakesh Kumar, CMD, NLCIL & Chairman, SCOPE.

SCOPE organises 'Tika Utsav' to fight pandemic

Partaking in Prime Minister's call for Utsav' (National Vaccination Festival) SCOPE organises public sector enterprises at SCOPE Convent, Lodhi Road, New Delhi. Gurdheep Singh, NTPC; Atul Sobti, DG, SCOPE; BVN Prasad, CMD, CCI, directors and other senior officials were among those who got vaccinated at the camp which received an overwhelming response. The vaccination drive was held in coordination with Office of Chief District Medical Officer & District Magistrate (South East), New Delhi. Earlier, SCOPE had actively participated in government's Public Health Response Campaign for COVID-Appropriate Behaviour.



SCOPE organises 'Tika Utsav' to fight pandemic

NBT नवभारत टाइम्स

21.06.2021 Pg no : 11

स्कोप ने कोरोना के महेनजर वेबिनार आयोजित की, नई दिल्ली

नई दिल्ली: नवभारत टाइम्स और पब्लिक एंटरप्राइजेस (स्कोप) के संयुक्त आयोजित 31वें राष्ट्रीय महिला कर्मियों के फोरम (WIPS) के 31^{वें} राष्ट्रीय सम्मेलन 2021 का आयोजन 'नए सामान्य: अवसरों और जोखिमों' के विषय पर हुआ। इस वेबिनार में महिला कर्मियों के फोरम के अध्यक्ष सोनिया मोंडल, अध्यक्ष, SAIL, और H.K. जोशी, CMD, SICI ने संबोधित किया। वेबिनार में, स्कोप के अध्यक्ष राकेश कुमार, NLCIL & अध्यक्ष, SCOPE; अतुल सोब्टी, DG, SCOPE और अतिशी मार्लेना ने भाग लिया। कार्यक्रम में लगभग 1000 प्रतिभागियों का सहभागिता था।

The Tribune

11.12.2020 Pg no : 10

SCOPE conducts webinar on cyber security in era of WFH

Taking cognisance 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 Work from Home (WFH)' in association with Deloitte. Shree Parthasarthy and Mohal Jain, Partners, Deloitte India; Atul Sobti, DG, SCOPE; Deepak Agrawal, ED, ICCL; and Ashutosh Vasant, Director, Railfint, addressed the participants.

THE TIMES OF INDIA

10.02.2021 Pg no : 13

SCOPE organises webinar on HR strategies

The growing complexities of business has magnified the need for a dynamic and resilient HR function in order to transform workplaces. Deliberating on this, Standing Conference of Public Enterprises (SCOPE) organised a symposium on 'Strengthening HR Strategies II' in association with Deloitte. Prof. R. Rameshwarthy, Vice-Chancellor, Bangalore University, Bengaluru; Dr. R. Anilakumar, School of Economics University, Bangalore; Rakesh Kumar, CMD, NLCIL & Chairman, SCOPE and Atul Sobti, DG, SCOPE addressed the webinar. Detailed presentation on the impact of the Budget provisions was made by senior partners and subject matter experts from Deloitte. About 500 participants including board members and senior officials from PSEs attended the webinar through SCOPE's various platforms. Addressing the participants, Prof. R. Rameshwarthy stated that the Budget will accelerate the growth by invigorating the economic and infrastructural development of the country. He said that fiscal policy should take a bold to enable overall macroeconomic stability of the country.

नवभारत टाइम्स

स्कोप ने गांधी की 152^{वीं} जयंती पर अर्द्धराष्ट्रिय स्तर पर कार्यक्रम आयोजित किया।



SCOPE reiterates need for empowering women employees

mid-day

25.03.2021 Pg no : 21

SCOPE reiterates need for empowering women employees

The Forum of Women in Public Sector (WIPS) under the aegis of SCOPE (Standing Conference of Public Enterprises) organized its 31st National Meet 2021 virtually on the theme 'New Normal: Opportunities and Risks' for Public Sector women employees. Rakesh Kumar, CMD, NLCIL & Chairman, SCOPE; Atul Sobti, DG, SCOPE and Atishi Marlena addressed the participants during the inaugural session. Sonia Mondal, Chairperson, SAIL, and H.K. Joshi, CMD, SICI addressed the subsequent sessions in the presence of Kirti Tiwari and Sanchita Banerjee, President Apex, WIPS and other WIPS members. The program was attended by around 1000 participants located across the country.

The Tribune

11.12.2020 Pg no : 10

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THE FREE PRESS JOURNAL

10.02.2021 Pg no : 13

SCOPE webinar decodes Union Budget 2021

Mulling over the impact of the Union Budget 2021, Standing Conference of Public Enterprises (SCOPE) organised a webinar on 'Decoding the Union Budget 2021'. Prof. R. Rameshwarthy, Vice-Chancellor, Bangalore University, Bengaluru; Dr. R. Anilakumar, School of Economics University, Bangalore; Rakesh Kumar, CMD, NLCIL & Chairman, SCOPE and Atul Sobti, DG, SCOPE addressed the webinar. Detailed presentation on the impact of the Budget provisions was made by senior partners and subject matter experts from Deloitte. About 500 participants including board members and senior officials from PSEs attended the webinar through SCOPE's various platforms. Addressing the participants, Prof. R. Rameshwarthy stated that the Budget will accelerate the growth by invigorating the economic and infrastructural development of the country. He said that fiscal policy should take a bold to enable overall macroeconomic stability of the country.

SCOPE organises webinar on HR strategies

Triumphing The Pandemic



H. K. Joshi
Chairperson and Managing
Director, SCI

Surviving through the pandemic was the paramount challenge that has loomed large before the organizations in the past two years; only a few had the resilient capacity and agility to withstand the COVID-19 repercussions and thrive, and still fewer which surfed the mighty waves of change brilliantly and excelled. Success of those few organizations depended on three factors:

- Determined Leadership and Dynamic Vision
- Effective Internal & External Communication
- Organization Culture ensuring inclusion of all

When the above three factors fell affirmatively in the right place, triumph was only certain!!

The Shipping Corporation of India Ltd. (SCI) is an organization that leveraged the above factors to convert the threats to opportunities. It is interesting and a learning experience to understand how SCI dotted the i's and crossed the t's in understanding the impact of pandemic on organization and regulating performance to achieve desired objectives.

Preparation is the key to success

After the outbreak of the pandemic and no sooner than the cautions started emanating from various quarters about the COVID-19 virus, SCI Management under the dynamic leadership of its first woman Chairperson and Managing Director, Ms. H. K. Joshi, went 'head on' to the issue at hand, analyzing, probing and planning on the potential risk of COVID-19 and its impact on operations.



SCI's Management Team.

A comprehensive and well-thought Business Continuity Plan (BCP) was drafted in advance well before the lockdown was announced for meeting unforeseen exigencies. The BCP covered the following: i) identification of critical business processes; ii) impact of COVID-19 on such processes; iii) identification of key people and their roles to ensure continuity of critical business processes;

iv) back-up plans for such people/processes.

SCI ensured access of emails/critical business software/applications (used in day to day businesses activities) and working data to employees outside office as well. Though, this was done as an attempt to enhance operational efficiency, even beyond office hours as Ships operate day and night 365 days and so also our

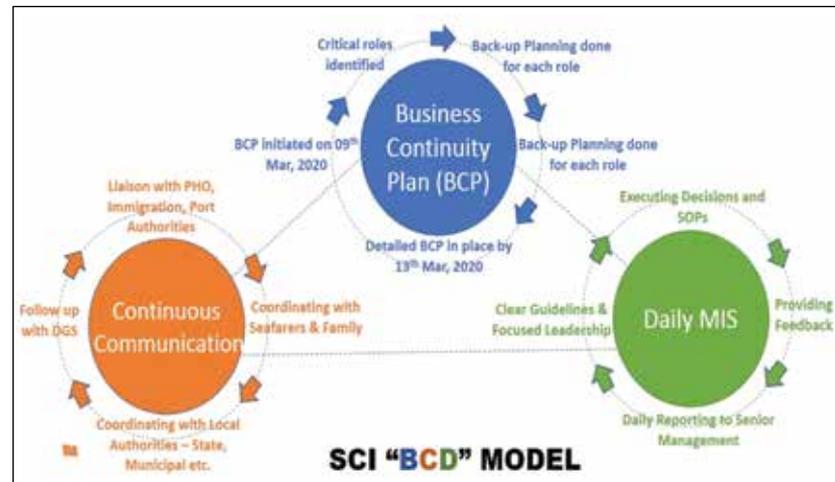
support to the ship from shore.

As soon as the country grappled with the pandemic, SCI attuned to its pro-actively drafted Business Continuity Plan and started focusing on the internal and external communication with all stakeholders, including Employees & Families, Authorities, Central and State Government agencies, etc. Utilizing the comprehensive communication channels, a daily reporting/informing mechanism was set where major issues/ constraints/ guidelines/ feedback were reported on daily basis to the management for efficient and dynamic decision making.

SCI actively participated in the preparation of Standard Operating Procedures (SOPs) that were open for discussion by Authorities (Directorate General of Shipping, Port Authorities, Local Municipal/State Authorities etc.) for maritime industry related processes and practices in the country in view of spreading COVID-19 infection cases.

It is the effective communication within the organization that helped the organization to stay abreast of new regulations or guidelines as and when they were discussed and implemented by Central or State Government regarding lockdown. The guidelines were instantly aligned by respective departments of SCI in practical SOPs and were discussed over virtual/ online internal meetings prior to be presented to the Management for feedback and approval. Once approved, same were implemented in a very timely fashion and were made available on Employee Portal, accessible to all employees from any corner of the world.

It is because of the rigorous and flawless communication and reporting system along with the prudent business continuity plan that SCI did not halt its operations even for a single day during the pandemic. Continuous communication and Daily reporting system (Daily MIS) became the competitive differentiator for SCI that enabled availability of data in front of SCI to optimize decision making. This model constituting of Business Continuity Plan, Continuous Communication and Daily MIS (reporting system to management of SCI) became the success mantra for SCI (SCI 'BCD Model).



Empowered Workforce

For success of any organization, employees' contribution is vital. If employees' efforts are streamlined in right direction to meet organization's goal then success is inevitable. Workforce always considered integral assets by SCI, it was well seized of the employees' major pain areas during the pandemic period. On one hand, they were stressed about the personal health, job security, finances, and family health. On the other hand, they delivered their best working from home with the resources available braving up against all odds and trying to strike a work-life balance. In such environment of fear and social isolation, employees especially our key workers, the fleet personnel, who were subjected to the challenge of constrained crew change necessitating longer

duration of stay aboard ships without leave, were not immune to impact of the associated challenges on their mental health, while still delivering efficaciously and with determination.

To ascertain a culture that stimulates employee's contribution, SCI took many initiatives for enhancing employee experience during the pandemic. Interesting and knowledgeable virtual sessions were conducted for employees for up-skilling, learning while also creating a bond during the stressful period. These sessions helped to strengthen the latent umbilical cord connecting the organization to its workforce and amongst each other covering up for the lack of social contact available while at office. Also, the sessions served as platforms to train employees who strived to get tech savvy and use the IT applications

from home (when no physical support was available). Departments volunteered to take inter-departmental sessions to afford clarity in cross departmental activities and processes.

Such learning and cross training environment created an environment of caring and sharing, creating oneness among employees. HR dept. engaged with the employees through these sessions and planned for employment engagement activities to reduce the stress level to possible extent. In-house vaccination camps were arranged for SCI's stakeholders including employees & their families as a humanitarian service. All health concerns of employees were shared with nominated 'Covid Vigilance Officers' in respective departments and subsequently to the Management in form of a Situation Report (SITREP) for effective planning. As the resurgence emerged in 2021, COVID Task Force was constituted and deployed for facilitating rapid action and curtailing the spread of the virus and its impact.

This led to a very collaborative and open culture in SCI where every employee felt fully involved in the organizational planning and performance during the period. Even with the partial attendance allowed, employees within the department planned for the attendance themselves to ensure that department carries out important duties promptly while abiding the Government guidelines. Young managers helped the seniors in adopting the technology with ease and stepping up to the desired level of technical expertise.

Creating Wonders

SCI's effort and business model during pandemic resulted extraordinarily. Financially, SCI posted the best financial results in last 5 years where Profit After Tax (PAT) and Net Worth were highest in the last 5 years.



SCI recorded the highest Earning per Share in FY 2020-21 in last 5 years and decade's lowest financing cost. The outstanding performance is continued since

then and even in Q2 of FY 2021-22, SCI reported its highest operating revenue in last 6 quarters and highest net profit margin of 19.90% in last 5 quarters. Such

performance reflects SCI's Business & Corporate performance on a strong footing as it remains committed to serve Trade & Flag of India.

Above achievements were profound especially for shipping which had seen a lot of market volatility and a grim scenario for more than a decade; but there was no stopping now for the SCI which had just managed to break the records and gathered momentum. The motivated Team SCI under the visionary leadership of Ms. Joshi, CMD went on to shift the paradigm in the global maritime industry which has been traditionally perceived as male-dominated. SCI achieved the global feat of first ever "All Women Officer Sailing" on a cargo ship, MT Swarna Krishna on 7th March 2021, when 50000 MT of high crude oil was transported from JNPT to Vadinar, followed by several voyages with a female predominated Complement breaking the stereotypes and paving the way for women aspirants and diversion & inclusion in seafaring, a tough profession.

In addition, SCI celebrated its Diamond Jubilee Year in 2020-21 in an ingenious style despite the constraining atmosphere of the pandemic, organizing events and sessions on knowledge sharing, emotional resilience, health and conducting phygital events of fleet management awards, COVID warrior awards and so on and so forth, throughout the year. SCI's unflinching commitment and tremendous performance has brought several awards and accolades from various national and international organizations for excellence in customer

satisfaction, operational efficiencies, human resource training and emergency preparedness, including 'The Shipping Company of Year' award consecutively for two years 2020 and 2021, the 2020 being a global recognition conferred by the Maritime Standard Awards and the 2021 being a national recognition through the Samudra Manthan Award, followed by many awards in year 2021, including a couple of them for the dynamic leadership of the Company.

Not by chance, but by Discipline

One important lesson that pandemic has taught us is that people and organizations are interconnected and responsible to one another. Getting the best people into the most important roles does not happen by chance; but requires a disciplined look at where the organization really creates value and how top talent contributes. It is essential to embrace technology that is rich in data and facilitates facts and insights to drive decision making. Competitive differentiation is now defined by organization's ability to gather, organize, interpret, and act on data.

For success of any organization, employees' contribution is vital. If employees' efforts are streamlined in right direction to meet organization's goal then success is inevitable. Workforce always considered integral assets by SCI, it was well seized of the employees' major pain areas during the pandemic period, on one hand, they were stressed about the personal health, job security, finances, and family health, on the other hand, they delivered their best working from home with the resources available braving up against all odds and trying to strike a work-life balance.

The best practices adopted or work environment developed in last two years during pandemic should be embraced for future growth as well. Diminishing of the office boundaries to be nurtured for better good of organizations so that they can achieve operational efficiencies that were never been dreamt of. Had the pandemic not happened, we could have never realized the immense potential in the country that goes beyond conventional capabilities to serve humanity and economic growth of the nation.

SCI's data powered BCD model and dedication towards its employee and stimulating culture is one such example that can be replicated by any organization who wishes to be an active part of the robust recovery that India is envisioning. Now, as the nation is heading toward a bright future and rapid growth revival, it is important that organizations remember the learnings from the turbulent time and ensure a more collaborative work environment. The entire country has to work as a "Team India" towards making the nation a five trillion and self-reliant economy. ■



Climate Change initiatives undertaken by NRL



Bhaskar Jyoti Phukan
Director (Technical)
Numaligarh Refinery Limited

In the history book of the oil & gas sector in India, the North-east region shall always occupy the first chapter. It started with the discovery of oil in Digboi, Assam in an era when fossil fuels and climate change were as far apart as chalk and cheese. However, a century later, the much vilified petroleum sector in terms of polluting the environment is turning out to be one of India's most potent agencies against climate change.

Last month, Prime Minister Narendra Modi followed up India's widely-appreciated performance against its COP21 goals with even more ambitious climate change commitments at COP26 in Glasgow. India pledged to increase its non-fossil energy capacity to 500 GW by 2030, meet 50% of its energy requirements from renewable energy by 2030, reduce total projected carbon emissions by 1 billion tonnes from now till 2030, reduce the carbon intensity of its economy by less than 45 percent by 2030 and achieve 'Net Zero' by 2070.

India's confidence in leading the developing world for achieving 'greening' of their energy growth comes from the giant strides our country has taken in the past few

In the coming decades, as India undergoes a mass-rollout of cleaner automotive fuel, NRL is taking steps for diversification into production of petrochemicals such as the re-purposing its Hydro Cracker Unit to support the production of more poly-propylene. In 2019-20, NRL recorded an impressive Gross Refinery Margin (GRM), a measure of profitability of refinery, among PSUs in India and the highest among North-East refineries, of 7.99 (\$/bbl). The profitability of petroleum-sector PSUs such as NRL provide a key impetus to the development of innovative new clean energy technologies.

years. India has outstripped its fast-growing energy consumption, which at 3% per annum will continue to grow at 3 times the global average, by the growth of its non-fossil fuel power generation - which has increased more than 25% in 7 years. India has rapidly moved up the ranks to the 4th largest renewable energy producer in the world, crossing the 100 GW milestone earlier this year. Our solar energy generation has increased by 489% in just 5 years, from 6.8 GW in 2016 to 40.1 GW in 2021.

One can see a live example of India's balanced energy development in its North-east region, which is simultaneously one of India's most ecologically rich and energy-scarce regions. Under the North-east Region vision 2020, which envisages unprecedented socio-economic development in the region, Government of India has set a target of increasing oil production from North-east by 67%, from 4.11 MMT in 2020-21 to 6.85 MMT, in the next 4 years, and gas production from 5.05 BCM in 2020-21 to 10.87 BCM in the next 4 years.

As one of the anchor organizations of the Oil & Gas sector in North-east India, Numaligarh

Refinery Limited (NRL) and its parent organization, Oil India Limited, have been at the forefront of this endeavour to concurrently increase domestic production of petroleum products whilst reducing emissions. This year has been a historic one for NRL, with the organization recording its highest ever sales turnover (Rs. 18,543 crores), profits (Rs. 3,036 crores) and net-worth (Rs. 5,596 crores) in 2020-21.

NRL is undergoing massive capacity upgradation and diversification with Rs. 2,896 crores invested since 2016-17 in projects such as refinery expansion and development, Indo-Bangladesh friendship pipeline and a crude oil import terminal at Paradip port with pipeline to Numaligarh.

At the same time, NRL has also been leading climate change efforts in the North-East. NRL has been able to continuously improve its Energy Intensity Index (EII), a measure developed by Solomon Associates which compares the consumption of primary energy sources at a refinery with a benchmark refinery of similar complexity for measuring its energy performance, from 116 in 2010 to 85 in 2018, at a rate four times the world average, resulting in annual fuel saving of around 100 TMT.

NRL was at the forefront of the fast-track BSVI roll-out in India, undertaking expeditious refinery upgrades for ensuring the supply of the less-polluting fuels in the North-East region. With the National Bio-fuel Policy 2018 opening up generation of bio-fuel from non-food feedstocks like cellulosic and lignocellulosic materials, NRL has taken the lead for production of bio-ethanol from



bamboo, which is widely cultivated in the North-eastern States.

NRL is the majority stakeholder in Assam Bio Refinery Private Limited (ABRPL), an Indo-Finnish 'start-up', building one of the world's first bamboo-powered 2nd generation Bio-refinery which apart from producing bio-ethanol, will also produce acetic acid (an important chemical reagent and industrial chemical), furfural (a promising platform chemical that can be used as a starting chemical to produce other high-value products), and 20 MW of green power from bio-coal. Notably, ABRPL is sourcing bamboo directly from nearby farmers with facilitation of financial assistance for supporting the Prime Minister's vision of increasing farmer's income.

With the launch of National Hydrogen Mission, India has the framework for production of Green Hydrogen through electrolysis instead of the present natural gas based methane reformation technology on a '212 model', i.e. green hydrogen generation cost of less than 2 \$/ kg, green hydrogen storage + distribution + refuelling cost of less than 1 \$/ kg and replacement of incumbent end-use technology with green hydrogen technology with ROI of less than 2 years.

NRL has already started work on production of green hydrogen by sourcing renewable power from the grid, and will re-purpose its existing grey hydrogen production facility (steam reformer) for production of methanol and formic acid which will further add to margins.

In the coming decades, as India undergoes a mass-rollout of cleaner automotive fuel, NRL is taking steps for diversification into production of petrochemicals such as the re-purposing its Hydro Cracker Unit to support the production of more poly-propylene. In 2019-20, NRL recorded an impressive Gross Refinery Margin (GRM), a measure of profitability of refinery, among PSUs in India and the highest among North-East refineries, of 7.99 (\$/bbl). The profitability of petroleum-sector PSUs such as NRL provide a key impetus to the development of innovative new clean energy technologies.

India's North-East region, just as it had been at the birth of the oil & gas sector in India, will be one of the nodal points of our nation's clean energy revolution. NRL, as it has always been, will be a key stakeholder and partner of the Government of India in this nation - building and world-changing endeavour. ■

Sustainable Human Resource Management - An Emerging Field for Competitive Advantage



Anurag Chourasia
Chief Manager
Talent Acquisition, HPCL

Recently, business organizations have become more aware of the importance of integrating sustainability and human resource management (HRM), also known as Sustainable Human Resource Management. HRM that allows for efficient use of resources and promotes economic, social and environmental sustainability is known as sustainable HRM. In the last three decades Strategic human resource management has emerged as dominant approach which proposed that organizational performance is enhanced by High Performance Work systems (HPWS). However, the concurrent effects of HPWS were criticized on account of conflicting gains perspective, which suggest most benefits to employers or shareholders in terms of financial outcome at the expense of employees. Contrary to this, the mutual gain perspective focusses not only on employers' (i.e., financial) outcome but on employees' (i.e., well-being) outcome also. While, Strategic HRM paradigm mostly deal with single stakeholder (i.e., Shareholder) and only one dimension of organizational performance (i.e., profit); the Sustainable HRM propose to deal with multiple

stakeholders (i.e., Shareholders, Employees, Societies, environment) and multiple dimensions of organizational performance (i.e., economic, social, ecological) resulting into tensions in sustainable HRM's analysis and implementation, as stakeholders' demands differ when seen alone, but are interconnected as part of a larger whole. Hence the role of organizational actors (Top management team (TMT), Managers, employees), their cognition and their decision-making action becomes important in implementing Sustainable HRM.

This article explores the new and emerging paradigm of sustainable HRM and tries to identify the paradoxes and tensions in reconciling competing organizational outcomes.

History of Sustainability

Incorporating sustainability into management operations is becoming important due to increasing effects of institutional and stakeholders' pressure. Sustainability is the action and development of organizations in such a way, that while meeting the current needs, they don't compromise the future generation's needs. Brundtland commission

of United Nations 1987, not only fueled the discussions on sustainability, it also identified three pillars as outcome of any business i.e., economic, social and environmental. The commission reflected on the concern of environmental degradation as well as concern for social impact and degeneration of human resources resulting from the economic model of development. Similar to other organizational functions, human resource management (HRM) needs to transform itself in the changing economic, socio-political and environmental conditions.

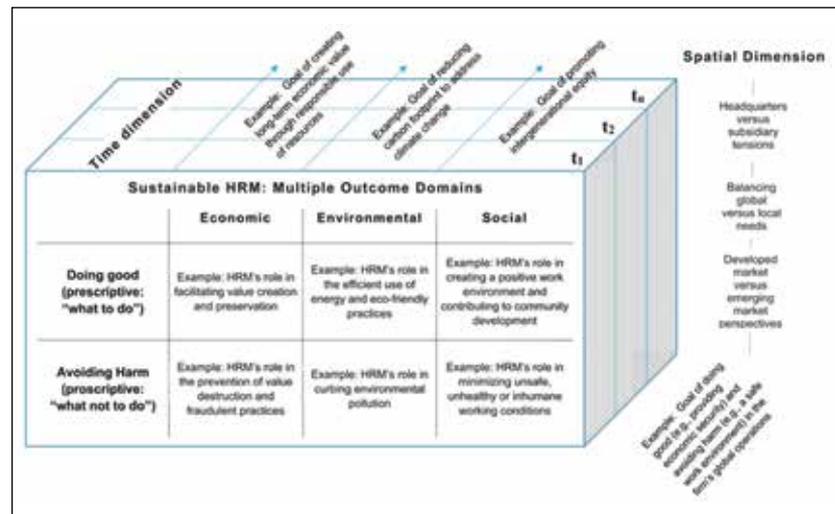
The sustainability perspective is gaining importance because organizations are expected to contribute in economic and societal progress in responsible and sustainable way. The Sustainable Development Goals (SDGs) have become a focal point for businesses around the world seeking to address grand sustainability challenges like climate change, poverty and hunger, health and well-being, economic insecurity and low level of education. Global Goals have been adopted by many sectors around the world as a guiding framework for integrating sustainability into management practices. 80

percent of the companies worldwide now report sustainability and among all sectors, Oil & Gas sector (81% reporting) remains top 4 sectors in reporting sustainability for the period 2017 to 2020 (KPMG, 2020:16). The major drivers for increasing reporting can be attributed to regulatory requirement of companies to report business responsibility report (BRR), demand from investors and regulators on information for non-financial performance of investments and philanthropic culture and focus on the well-being of communities.

Sustainability and Human Resource Management

Despite the close connection between corporate sustainability and HRM, however, it appears that HRM practitioners are not currently accepted as partners in influencing sustainability strategies, nor is HRM a key implementer of sustainability initiatives and programs (Cohen et al., 2012). Similarly, an earlier SHRM survey (2017) found only 6% of respondents viewed HRM as involved in developing the firm's sustainability strategy and only 25% maintained that HRM was involved in implementing sustainability strategies and initiatives.

So, as HRM practitioners, how can we help to overcome the blind spots that lead to this lack of sustainability engagement? If we want HRM to be relevant and influential, we need to broaden our horizons and take a multi-stakeholder approach (Beer et al., 2015). Recognizing that corporations derive their legitimacy and resources from society, Beer et al. (2015) recently proposed returning to the 'Harvard Model'



of HRM and ensuring a focus on the needs of multiple stakeholders – not only because this more closely reflects the reality of managing HRM in practice, but also because it is more ethical to do so. They propose for the adoption of a multi-dimensional performance model that incorporates factors such as organizational effectiveness, human well-being, and society welfare in addition to shareholder profit maximization.

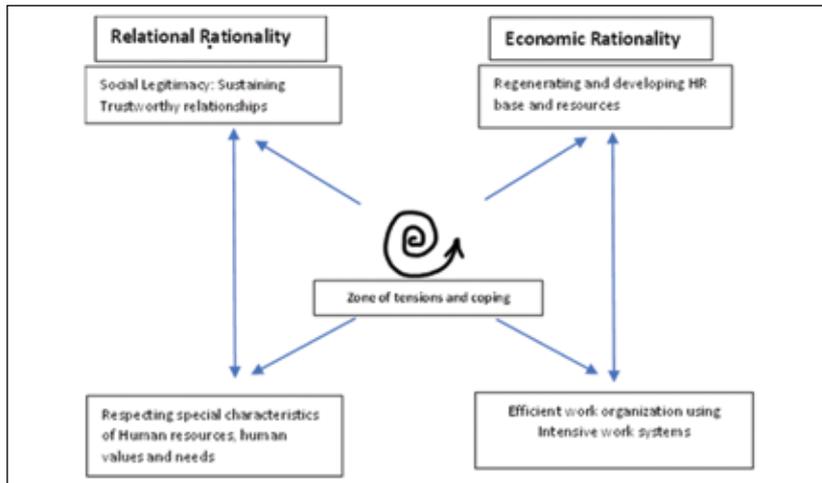
A Paradox perspective of Sustainable HRM - Human Resource Function dilemma

Ehnert (2014) investigates the nature of tensions faced by companies operating in an increasingly complex and dynamic environment, using the paradox theory. Multiple internal and external stakeholders have made divergent demands to achieve multiple goals – profit maximization, long-term organizational viability, and social legitimacy – and be evaluated along different (e.g., economic, ecological, and social) dimensions at the same time due to the ageing population, shifting labor markets, talent shortages,

work intensification, and escalating competition.

Paradoxes can be represented as two or more contradictions which operate simultaneously. The paradox framework for sustainable HRM identifies three HRM paradoxes. The first paradox is known as the efficiency-substance paradox, and it concerns how to use human resources more efficiently (economic rationality) while not jeopardizing the Human Resource base future growth. A concrete illustration of this contradiction is economically and effectively deploying staff to optimize business financial return without jeopardizing employee well-being and health.

The second paradox is the efficiency-responsibility paradox, which involves achieving efficiency and re-generating the human resource base (two aspects of economic rationality) while still being socially responsible (social legitimacy explained by relational rationality). One example is efficiently deploying human resources and caring for employees' health while also requiring employees to participate in corporate social responsibility initiatives outside of work hours.



The final paradox is the present-future paradox, which is concerned with today's workforce values, needs, and development conditions, as well as anticipating future requirements (Ehnert, 2014, p. 265). Using flexible types of (part-time, short-term contract) employment to decrease expenses and maximize financial performance while also investing in future human resources is an example.

HR Professionals role becomes critical in opening the 'Zone of tensions and coping' for effective implementation of Sustainable HRM systems in organizations. The cognitive theory provides some insights to handle the same and bring organizational actors back into the paradox perspective examining sustainable HRM tensions. This is pertinent as paradoxes can be latent if they are not perceived and interpreted by organizational actors. The cognitive theory and the practice theory propose that in addition to top management, various organizational actors assuming different positions and roles at various hierarchical levels, both within and outside the organizations, can

also engage in influencing tactics and framing practices, shaping the choice of tension-coping strategies. Practices can be both formal, as in strategy meetings, and informal, through actors' day-to-day social interactions.

There is a need to increase HRM's involvement in sustainability because holistic approaches to sustainable HRM were only identified in a few situations of strong integration. The strength of integration is hampered by a lack of skills and motivation for strategic sustainability involvement (Heizmann, H. and Fox, S., 2019). As a result, more active promotion of suggestions and guidelines at the HR professional level is essential to enable Sustainable HRM. As a corollary, university courses should also include sustainable HRM. While HRM is intended to promote sustainability and ethics in firms, these subjects are not fully covered in university syllabus. According to Ardichvili (2013), HRM's academic curricula focus on economic expansion and shareholder value as the key concerns for HRM instead of corporate sustainability and Human Resource Sustainability.

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NTPC contributes Rs. 8 crores for reconstruction and restoration work in Uttarakhand

NTPC Ltd. has provided financial support of Rs. 8 crore for relief, rehabilitation and restoration work in the disaster hit areas of Uttarakhand.

The project cost of Rs 22.5 crores is jointly shared by seven power PSUs under CSR initiatives. The amount will be utilized for reconstruction and restoration work in government schools and health centers, which were devastated by unprecedented rain during October this year

A cheque of Rs. 22.5 crore was presented by Mr. R. K. Singh, Union Minister of Power, New & Renewable Energy, to Mr. Dhan Singh Rawat, Minister for Education, Health and Disaster Management, Uttarakhand State, on behalf of all CPSEs of the power sector in the presence of Mr. Pushkar Singh Dhami, Chief Minister of Uttarakhand. Mr. Krishna Pal, Union Minister of State for Power and Mr. Alok Kumar, Secretary (Power), GoI were present on the occasion. CMD, NTPC and senior NTPC officials attended the ceremony virtually.

Minister appreciated the efforts of NTPC and CPSEs in re-building the disaster hit Uttarakhand state. As a responsible corporate citizen, NTPC is not only ensuring reliable and affordable power but also fulfilling its commitment



Mr. R. K. Singh, Union Minister of Power, New & Renewable Energy presenting the cheque to Mr. Dhan Singh Rawat, Minister for Education, Health and Disaster Management, Uttarakhand State on behalf of all CPSEs of the Power Sector.

towards society through its CSR initiatives.

NTPC receives acknowledgement from UN for its commitment towards clean Energy

NTPC received a letter of appreciation from Ms. Damilola Ogunbiyi, Special Representative of the Secretary General for Sustainable Energy for All and UN-Energy Co-Chair, for its efforts and commitments towards the process of

Energy Compact. In the letter UN-Energy has acknowledged the commitment of NTPC towards clean energy and welcomed NTPC into the Energy Compact Action Network. NTPC submitted its plans towards Energy Compact which outlines ambitious goals by 2030. NTPC's leadership will contribute significantly towards the achievement of SDG7. NTPC's entry into the Energy Compact Action Network makes it an important representative of the Energy Compact process.

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IRFC celebrates 35th Annual Day

Indian Railway Finance Corporation (IRFC) celebrated its 35th Annual Day recently in New Delhi. Member Finance and Ex-Officio Secretary to Government of India, Ministry of Railways, Mr. Naresh Salecha was the chief guest on the occasion.

The programme began with the observance of two-minute silence to pay respects to the first Chief of Defence Staff General Bipin Rawat, his wife Madhulika Rawat and other personnel of the Armed Forces who lost their lives during the tragic helicopter crash at Coonoor in Tamil Nadu recently.

Speaking on the occasion, Member (Finance) and Ex-Officio Secretary to Government of India, Ministry of Railways, Mr. Naresh Salecha said, "We must acknowledge the vision of our forefathers who had the courage, conviction and commitment to set up such



Dignitaries lighting the lamp during 35th Annual Day celebrations of IRFC

a company, 35 years ago. IRFC has proved really beneficial for the Ministry of Railways and the Ministry of Finance."

While addressing the gathering, CMD, Mr. Amitabh Banerjee informed that the cumulative funding by IRFC to Indian Railway Sector has crossed Rs. 4.80 lakh

crore mark to end of financial year 2020-21 and is set to cross Rs. 5.50 lakh crore mark by the end of the current financial year.

Mr. Banerjee further said that Indian Railways has embarked on massive investment outlay for modernization, upgradation and growth of Indian railway system.

PFC enters pact to finance 350 electric buses in Uttar Pradesh



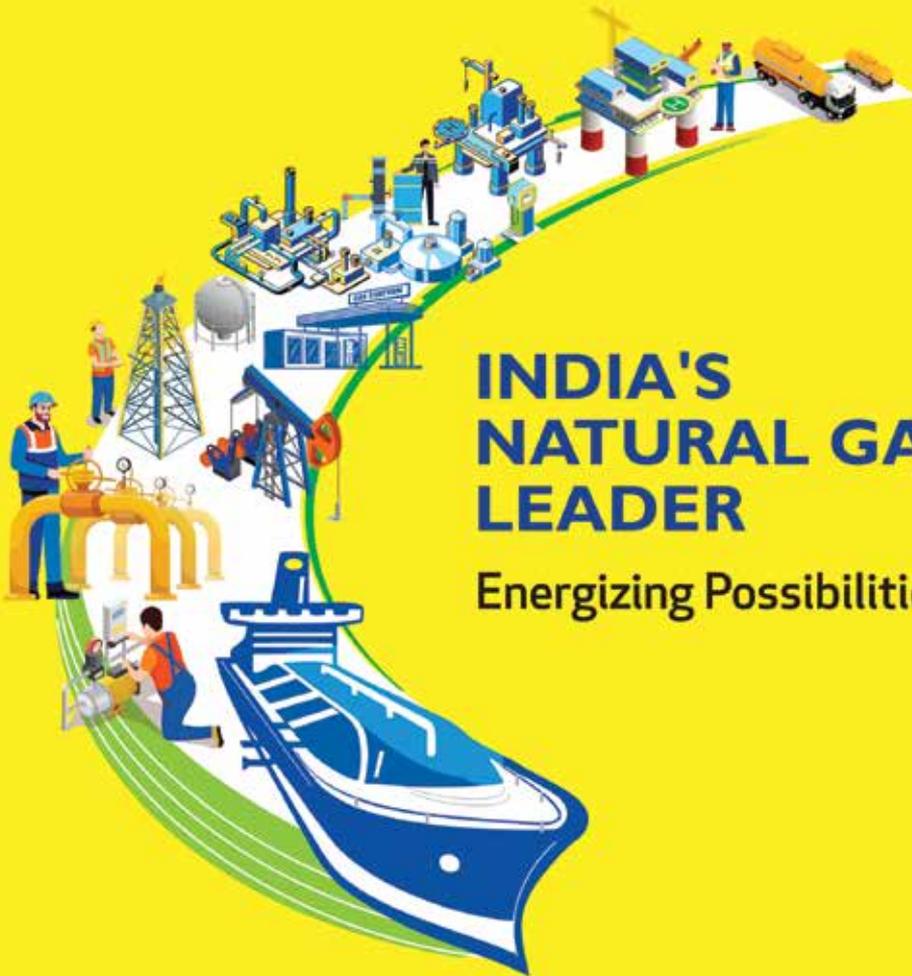
PFC signed an agreement to lend Rs 275 crore for deployment of 350 electric buses across nine cities of Uttar Pradesh. The agreement was signed with Green Cell Mobility, which is an e-mobility platform supported by Governments of India and United Kingdom to boost adoption of electric vehicles in the country. The buses will be deployed in key cities

of UP including Agra, Meerut, Aligarh, Bareilly, Ghaziabad & Mathura.

Government of India has launched FAME-II scheme with an allocation of Rs.3500 crore for promotion of adoption of electric buses. Electric buses offer sustainable mobility solutions by tackling challenges of poor air quality and also reducing carbon footprints of the nation.



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India@75: Defence Minister inaugurates HAL Exhibitions, Now Open to Public



Mr. Rajnath Singh, Union Defence Minister virtually inaugurating the HAL exhibition.

The Union Defence Minister Mr. Rajnath Singh virtually inaugurated week-long activities related to Azadi Ka Amrit Mahotsav (India @75) that included HAL focused events. The exhibition was held at Bengaluru (including the Museum and Heritage Center), Nashik,

Kanpur, Hyderabad, Koraput and Lucknow. Following the inauguration, Dr. C. G. Krishnadas Nair, Honorary President, SIATI and former Chairman, HAL unveiled the exhibition at HAL Heritage Centre & Aerospace Museum, Bengaluru in the presence of senior HAL officials.

HAL showcased its 80 years of heritage, current and futuristic products. HAL-produced aircraft, helicopters, aero engines, avionics systems, components and LRUs were on display at different exhibitions.

SAIL supplies 48,200 tonnes of steel for Purvanchal Expressway

Steel Authority of India Limited (SAIL) has supplied 48,200 tonnes of steel for the Purvanchal Expressway which has been recently inaugurated by Hon'ble Prime Minister Shri Narendra Modi. The total quantity of steel supplied by SAIL for this massive project comprises of TMT Bars, Structural and Plates. The 341 km long Purvanchal

Expressway will substantially improve the road connectivity and will join several districts of Uttar Pradesh.

SAIL has always catered to the country's domestic steel requirement and played a crucial role in the growth and development of the country. In the past, SAIL steel has been extensively used in the construction of various

infrastructure projects including Eastern and Western Peripheral Expressways, Atal Tunnel, Bogibeel and Dhola Sadiya bridges etc. along with several other notable projects of national importance. SAIL is continuously enhancing its production with steady increase in the percentage of value-added products in its product basket.



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

eBKray Portal

- Developed e-auction portal as an integral part of IBA's eBKray website for sale of mortgaged properties of different banks under SARFAESI Act.
- The portal will be used by all PSU Banks to sell their NPAs under SARFAESI Act. through a single window for prospective buyers

Coal Linkage e-auctions

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

UDAN (Ude Desh Ka Aam Nagarik)

Regional Connectivity Scheme
Developed portal for Ministry of Civil Aviation



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

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

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) including Odisha Mining

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



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World's heaviest LCMAX Reactor erected at HPCL Visakh Refinery as part of RFU of VRMP

Residue Upgradation Facility (RUF) unit of 3.55 Million Metric Tonnes Per Annum (MMTPA) was implemented at HPCL Visakh Refinery under Visakh Refinery Modernization Project (VRMP). RUF is the latest state of the art bottoms upgradation technology and the first of its kind being implemented in India and there are only few units operating on the same technology platform in the world. This RUF enables improvement in Refinery's complexity

and the GRMs significantly.

At the heart of the RUF, there are 3 huge reactors. One is the world's heaviest De-Asphalted Oil (DAO) LC Max Reactor, made of a special Cr-Mo-V grade of alloy steel with a wall thickness of 264 mm, to handle the operating pressure of 169 kg/sq.cm and temperature of 437 degrees celcius – standing tall at 72 metres into the sky weighing 2,216 MT. The other two LC Max Reactors are also similar, each weighing in excess of 2,100 MT. The foundations on



which these 3 LC Max Reactors stand, are built with 1,300 MT reinforcement steel and 3,500 cubic meters of concrete.

NHPC pays tribute to Bharat Ratna Babasaheb Dr. B. R. Ambedkar on his 66th Mahaparinirvan Diwas



Mr. A.K. Singh (centre), CMD, NHPC along with Mr. Y. K. Chaubey, Director (T), Mr. Biswajit Basu, Director (P), Mr. A. K. Srivastava, CVO and Mr. Brij Mohan, General Manager (Civil) & President, NHPC SC/ ST Employees Welfare Association during the Mahaparinirvan Diwas Ceremony.

NHPC Limited paid tribute to Bharat Ratna Baba Saheb Dr. B.R. Ambedkar on his 66th Mahaparinirvan Diwas at its Corporate Office. A special function was organized by NHPC SC/ST Employees Welfare Association on this occasion. During the function Mr. A. K. Singh, CMD, NHPC, Mr. Y. K. Chaubey, Director (Technical), Mr. Biswajit Basu, Director (Projects), Mr. A. K. Srivastava, CVO, office-bearers and members of NHPC SC/ ST Employees Welfare Association, other senior officers and employees of NHPC offered tributes to Dr. B. R. Ambedkar.

Driven by Expertise Led by Commitment



The Light Utility Helicopter (LUH) is the third indigenous helicopter product from the stables of HAL after ALH and LCH. The helicopter is designed to carry out various utility roles such as reconnaissance, transport, cargo load and rescue operations. The helicopter can operate from sea level to high altitudes of Himalayas.

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NCL celebrates 37th Foundation Day in presence of its former CMDs



Mr. P. K. Singh, CMD, NCL along with former CMDs and other senior officials during the 31st Foundation Day.

Northern Coalfields Limited started its Journey in 1985 celebrated its 37th Foundation day recently. On the occasion, CMD, NCL, Mr. P. K. Sinha, paid floral tributes at Saheed Smarak to commemorate the supreme sacrifice of fellow miners ensuring the energy security of the nation. The occasion was blessed with the presence of the Coal Legends and the former CMD's Mr. U Kumar, Mr. V. K. Singh, Mr. T. K. Nag, Mr. Amal Kumar Das, Ms. Shantilata Sahu, and Mr. B. R. Reddy along with Director (Technical/ Operation) Dr. Anindya Sinha, Director

(Finance and Personnel) Mr. R. N. Dubey, CVO NCL Mr. A. K. Shrivastava as a guest of honour. In a slew of events, a special Samvaad - Experience Sharing session was conducted where veterans bestowed a 'success mantra' to team NCL in the session. CMD, NCL apprised about the recent success story of the company and sought continuous guidance to team NCL for progressive growth. Former CMDs appreciated Team NCL for overall stellar performance including production and dispatch in testing time.

Personalia



Mr. Bhola Singh

assumes charge as Chairman-cum-Managing Director of Northern Coalfields Limited.



Mr. V. S. Chakravarthy

assumes charge as Director (Commercial) of Steel Authority of India Limited.



Mr. Pawan Kumar

assumes charge as Director (Commercial) of Indraprastha Gas Limited.



Mr. Rakesh Kumar Jain

assumes charge as Director (Finance) of GAIL (India) Limited.



Mr. Dayanand Sadashiv Nanaware

assumes charge as Director (Pipelines) of Indian Oil Corporation Limited.

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PSEs celebrate Azadi Ka Amrit Mahotsav



Defence Minister inaugurates Azadi Ka Amrit Mahotsav at BEL



Mr. Rajnath Singh, Union Defence Minister virtually inaugurating Azadi ka Amrit Mahotsav Exhibition at BEL.

Union Defence Minister, Mr. Rajnath Singh, virtually inaugurated "Azadi Ka Amrit Mahotsav", a seven-day exhibition at 75 locations pan India, including nine Units of BEL. The Defence Minister also launched the BEL Hall of Electronics at Visvesvaraya Industrial and Technological Museum, Bengaluru.

Students of local schools, colleges and professional institutions, and the general public at large attended the exhibition organised at BEL's Units in Bengaluru, Ghaziabad, Panchkula, Kotdwar, Navi Mumbai, Pune, Hyderabad, Machilipatnam and Chennai.

Films on the growth and evolution of professional electronics in India and BEL's contribution to the nation's capabilities in the field of strategic electronics and allied areas were screened to the visitors.

GRSE exhibits at Kolkata and Ranchi: Celebrating AKAM

To commemorate India@75 as part of Azadi Ka Amrit Mahotsav celebrations, Garden Reach Shipbuilders and Engineers Ltd. (GRSE) organized a seven day public exhibition showcasing its decades of legacy in shipbuilding, current and futuristic products at Science City Kolkata, Indian Maritime University



The students participation at the GRSE exhibition.

Kolkata and Diesel Engine Plant, Ranchi recently. The exhibitions in all three locations were virtually inaugurated by the Union Defence Minister, Mr. Rajnath Singh. Cmde PR Hari IN (Retd), Director (Personnel), Mr. R. K. Dash, Director (Finance), GRSE and senior officials of GRSE were present at the inauguration ceremony. The inaugural day of India@75 public exhibition also witnessed the participation from students of local schools and the general public at large to have a first-hand glimpse of GRSE's shipbuilding operations, indigenous capabilities, and various classes of ships delivered to Indian Navy, Indian Coast Guard and friendly foreign countries. GRSE built Portable steel bridge models were also displayed at the exhibitions.

'Bijli Utsav' organized by REC in Assam as part of Azadi Ka Amrit Mahotsav

As part of 'Azadi Ka Amrit Mahotsav' – to celebrate 75 years of Independence, REC organized a 'Bijli Utsav' recently in Sonapur village of Kamrup district and adjoining villages in Assam. Numerous dignitaries such as Mr. Bipul Deka, President, Sonapur Gaon Panchayat, Kunjolata Deka, Ruhini Kr. Das, Ex-President Sonapur Gaon Panchayat and Mr. Upen Bhatlya – Retired Principal graced the occasion.



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Uttarakhand

07 NIGHTS / 08 DAYS

Nainital, Almora, Runkhhet, Kausani & Jim Corbett

₹28,200* Per Person

Sikkim

05 NIGHTS / 06 DAYS

Gangtok, Changu Lake, Lachung & Yumthang

₹28,800* Per Person

Rajasthan

08 NIGHTS / 09 DAYS

Jaipur, Bikaner, Jaisalmer, Sam, Jodhpur & Udaipur

₹28,999* Per Person

Dekho Apna Desh



Mr. Bipul Deka, President, Sonapur Gaon Panchayat, Kunjolata Deka, Ruhini Kr. Das, Ex President Sonapur Gaon Panchayat and Mr. Upen Bhatlya – Retired Principal graced the occasion with other guests during Bijli Utsav.

The event witnessed speaker sessions by dignitaries and esteemed guests highlighting the benefits of electricity, the challenges faced during electrification in remote areas and how the quality of life improves with access to power. Beneficiaries from the villages were also invited on-stage to share their experience and views on how electricity has transformed their lives.

NHPC organizes Medical Camp under Azadi Ka Amrit Mahotsav



Free medical check up during Medical Camp organized under 'Azadi Ka Amrit Mahotsav' at NHPC Residential Colony, Faridabad.

As a part of 'Azadi Ka Amrit Mahotsav', NHPC organized a free medical camp in association with Asian Hospital, Faridabad at NHPC Residential Colony, Faridabad under planned mega medical camps being held across various NHPC locations.

Free medical consultation was given on heart disease, pulmonologist, gynaecology, paediatrics, endocrinologist, orthopaedics, diet plan etc. and blood sugar, blood pressure, ECG, BMD, PFT etc. tests and Mammography and X-Ray was also conducted

in 'Cancer bus' free of cost during the camp. A total of 120 people including NHPC employees and local people benefitted from the medical camp.

Virtual Launch of Heritage Gallery at MDL by Defence Minister

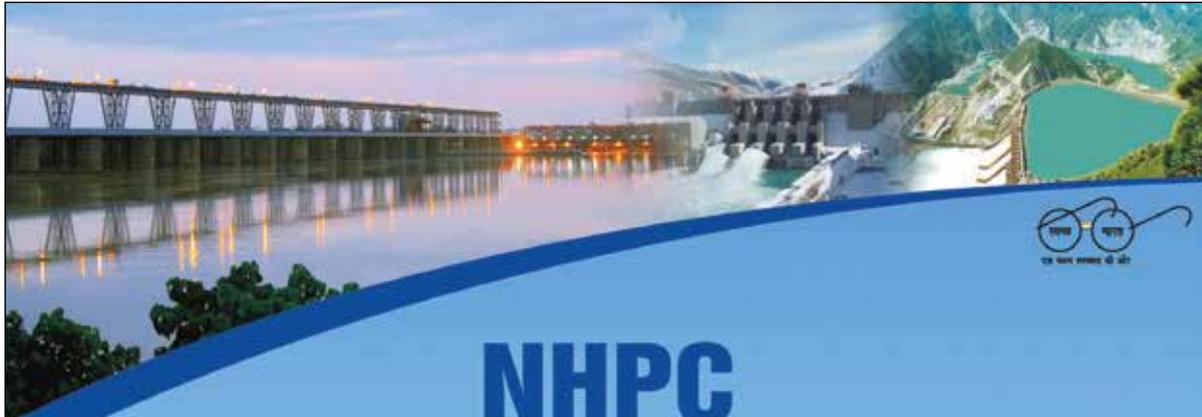


Ms. Kishori Tai Pednekar, Mayor of Mumbai, MCGM along with VAdm Narayan Prasad, AVSM, NM, IN (Retd), CMD, MDL, with Directors, CVO and other senior officials of MDL during the inauguration of virtual launch of 'Dharohar' by Defence Minister, Mr. Rajnath Singh.

In consonance with the ongoing celebration of 'Azadi Ka Amrit Mahotsav' (AKAM) theme by Government of India, Union Defence Minister, Mr. Rajnath Singh virtually inaugurated the public exhibitions at 75 locations and the curated museums at 7 locations including 'Dharohar'- Heritage Gallery of Mazagon Dock Shipbuilders Limited (MDL). The inauguration ceremony was conducted under the able direction of Mr. Ajay Kumar, Secretary (Defence) and other senior executives of Ministry of Defence (MoD), Delhi.

Ms. Kishori Tai Pednekar, Mayor of Mumbai (MCGM) was the Guest of Honour for the event. VAdm Narayan Prasad, AVSM, NM, IN (Retd.), CMD, Cdr Jasbir Singh, IN (Retd), Director (Submarine and Heavy Engineering), Mr. Sanjiv Singhal, Director (Finance), Mr. Biju George, Director (Shipbuilding), Mr. Mahesh Chandra, CVO and other executives of MDL were also present during the virtual launch event.

MDL registered an overwhelming response during the first day of the public opening of 'Dharohar' and will also be anticipating decent number of visitors for the remaining days of AKAM ensuring strict COVID appropriate behaviour.



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NMDC CSR: Tribal Girls complete their Nursing Course

The 2019 and 2020 batch of NMDC Balika Shiksha Yojana received their G.N.M. and B.Sc (Nursing) certificates at Hyderabad. A total of 80 students from the two batches were felicitated during the convocation ceremony held at Hari Hara Kala Bhavan, Secunderabad, in the presence of senior officials of NMDC.

NMDC is implementing the Balika Shiksha Yojana scheme since 2011-12 to sponsor poor tribal girl students from the Bastar Division of Chhattisgarh to pursue a Nursing Course at Apollo Institute of Nursing, Hyderabad. Under this scheme, every year 40 poor students from disadvantaged backgrounds are sponsored to pursue their Nursing Course for a decade now.

This initiative has so far benefited around 400 tribal girl students from the socio-economically disadvantaged sections of communities residing around NMDC's operations in Bastar, Chhattisgarh. On completion of training, these students are being placed in several State Government and Corporate hospitals across the country. This programme has not only built role models for young women living in Bastar, but also supported the Government's efforts in promoting healthcare in the Aspirational Districts of Bastar Division.

The CSR interventions of NMDC in the field of education and skill development have empowered



Felicitations of the tribal girls by NMDC after completing their nursing course.

the dreams of students in some of the remotest regions of our country.

Wishing the students, a bright career ahead, Mr. Sumit Deb, CMD, NMDC said, "It is a matter of pride for NMDC to contribute to the journey of tribal girl students in becoming healthcare professionals of the country. I hope these young women go on to become agents of change in their communities, like their seniors."

NMDC's Best Ever upto November Performance

Cumulative production and sale figures for the first eight months of the FY22 up to November 2021 stood at 24.37 MT and 24.96 MT respectively - the best ever performance upto November for any year. The company achieved

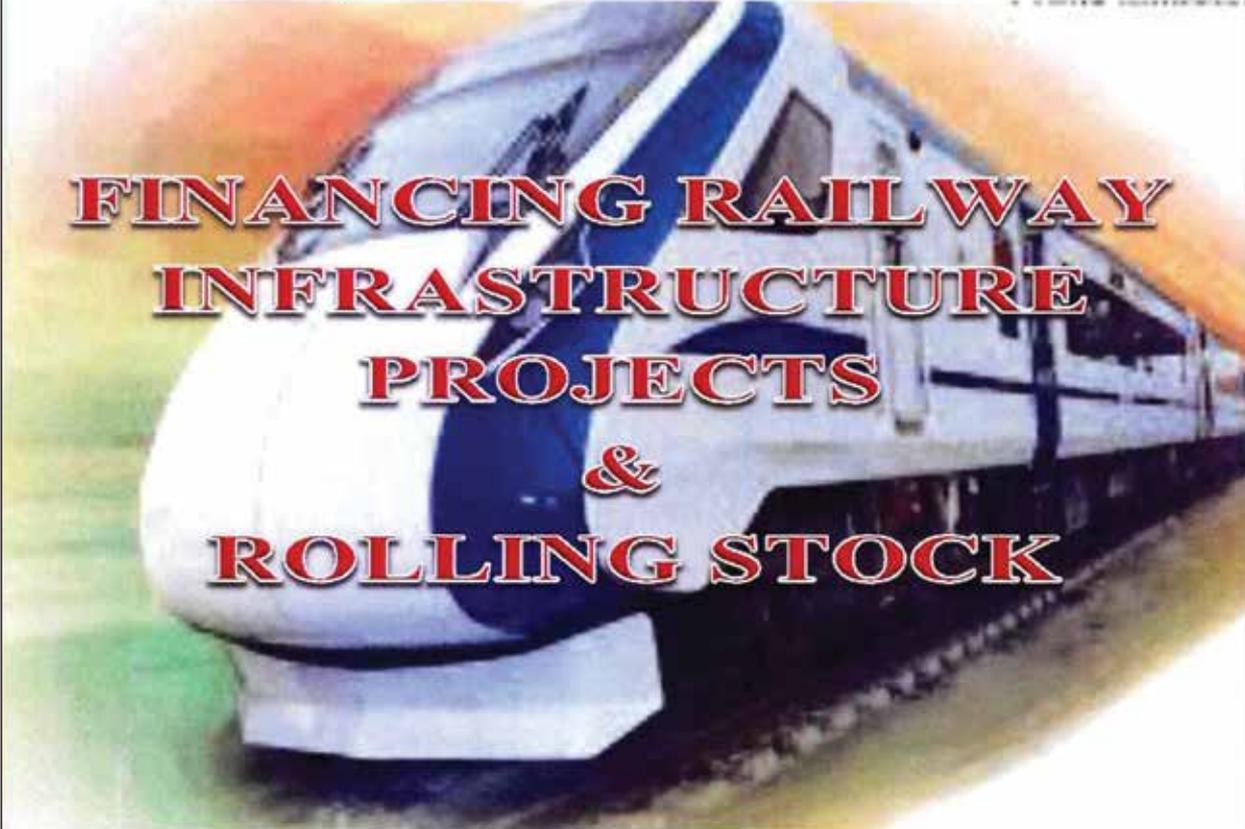
a growth of 36% in production and 33% in sales over CPLY. NMDC with iron ore production of 3.34 MT in November 2021 has achieved the highest ever for any November month since inception and sales is 2.88 MT in November 2021.

Congratulating the NMDC team for yet another impressive performance, CMD, NMDC, Mr. Sumit Deb said, "The latest GDP growth figures suggest a firm recovery of the economy and that is very reassuring although NMDC is already moving forward on its path to doubling production in the next five years. The need of the hour for all of us is to ensure the lessons we've learnt through these last two years and better protect ourselves and our operations."



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- Registered with RBI as a systemically Important NBFC-ND-IFC
- Funded acquisition on 12,341 locomotives, 69,345 passenger coaches and 251,191 freight wagons*
- Total revenue from operations increased by 17.51% between Fiscal 2020-2021
- Zero non-performing assets and Capital Adequacy Ratio of 420.46%*
- Rolling Stock Assets worth ₹25,23,718.69 million*

[^] Cumulative funding of ₹4421.77 billion as of 31st March 2021 *As of 31st March 2021.

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BEML showcases its Technological Prowess at IREE-2021



Ms. Darshana Jardosh, Union Minister of State for Railways inaugurating the BEML Pavilion in the presence of Mr. Suneet Sharma, Chairman & CEO, Railway Board and Mr. Amit Banerjee, CMD, BEML.

BEML Limited participated in the three day International Railway Equipment Exhibition-2021 (IREE-2021) at Pragati Maidan, New Delhi. Union Minister of State for Railways, Ms. Darshana Jardosh inaugurated the BEML Pavilion in the presence of Mr. Suneet Sharma, Chairman & CEO, Railway Board & Mr. Amit Banerjee, CMD, BEML.

IREE is India's largest international event for the Railway and Metro Sector. BEML is showcasing its capabilities in manufacturing of various types of Rail products and Metro cars in this ongoing exhibition.

Boost to Make-in-India, PM hands over HAL Made LCH to IAF

Prime Minister Mr. Narendra Modi handed over HAL produced indigenous Light Combat Helicopter (LCH) to the Indian Air Force (IAF) during the 'Rashtriya Raksha Samarpan Parv' celebrations to mark the 75th year of India's independence, held at Jhansi recently. The IAF Chief Air Chief Marshal Vivek Ram Chaudhari symbolically received LCH in the presence of several dignitaries.

LCH is the dedicated combat helicopter designed and developed indigenously for the first time in India. LCH is the only Attack Helicopter in the world which can land and take-off at an altitude of



Light Combat Helicopter (LCH) built by HAL.

5000 m (16400 ft) with considerable load of weapons and fuel

meeting the specific requirements of Indian Armed Forces.

Meeting of Bhubaneswar Town Official Language Implementation Committee (Undertakings) held at NALCO



Mr. Sridhar Patra, CMD, NALCO addressing the TOLIC - Undertakings meeting in Bhubaneswar.

The 14th meeting of Bhubaneswar Town Official Language Implementation Committee (TOLIC - Undertakings) was organized at Corporate Office of National Aluminium Company Ltd. (NALCO) under the chairmanship of Mr. Sridhar Patra,

CMD, NALCO. Mr. Patra in his opening remarks urged all PSUs and Government organisations to encourage the use of Hindi language in their day to day official work and to follow the guidelines regarding implementation of Rajbhasha in their respective organisations in letter and spirit.

Indian Oil Corporation Ltd., Power Grid Corporation of India Ltd. and Hindustan Petroleum of India Corporation Ltd. bagged the first, second and third positions respectively for Best Official Language Implementation Award for the year 2020-21. The organisations were awarded shield and certificate for their achievements.

The Hindi officers of these PSUs also received Certificates of Appreciation on the occasion.

Mr. Radhashyam Mahapatro, Deputy Chairman of the Committee & Director (HR), NALCO and Mr. Nirmal Kumar Dubey, Deputy Director (Implementation), Ministry of Home Affairs, Government of India, attended the meeting.

Mr. Dubey reviewed the official language implementation of all the member offices and provided necessary suggestions and guidelines. A special Hindi workshop was also organized for all the member offices by TOLIC (U) President's Office with the faculty support of Mr. Dubey.

Employability Training for Students by KIOCL



Mr. T. Saminathan, CMD, KIOCL; Mr. S. K. Gorai, Director (Fin.) and Mr. Bhaskar Reddy K. V., Director (P&D), KIOCL along with students at the training program.



An "Employability Training for Students" was organized jointly by KIOCL & M/s TECSOK, Bengaluru recently at KIOCL's Corporate office, Bengaluru. The above training program was conducted under 'Skill India Initiative

of Govt. of India. It was inaugurated by Mr. T. Saminathan, CMD in the presence of Mr. S. K. Gorai, Director (Finance) and Mr. Bhaskara Reddy K. V., Director (Production & Projects) and other senior officials of KIOCL. During the programme,

35 students from Silicon City College, Bengaluru actively participated and enhanced their skills in Group discussion, Mock Interview and Communication as well as technical skills required for employability in Corporates.

PSEs Ink MoU

Inauguration of GRSE - KPDD Unit



A view of the GRSE and SMPK top officials during the inauguration of the GRSE-KPDD unit in Kolkata.

As a part of Concession Agreement signed between Garden Reach Shipbuilders and Engineers Ltd. (GRSE) and Syama Prasad Mookerjee Port, Kolkata (SMP Kolkata) recently in the presence of Mr. Sarbananda Sonowal, Union Minister of Ports, Shipping and Waterways, and towards development and utilisation of three existing dry docks of Khidderpore, Kolkata, GRSE and SMP Kolkata jointly inaugurated the GRSE-KPDD (Khidderpore Dry Dock) Unit in Kolkata.

The facility was inaugurated in the presence of Rear Admiral V. K. Saxena, IN (Retd.), CMD, GRSE and Mr. Vinit Kumar, IRSEE, Chairman, SMPK and senior officials of GRSE and SMPK.

Under the agreement, both GRSE and SMP, Kolkata shall look forward towards developing a dynamic partnership in exploring new business opportunities in Ship repair and refit of Defence and commercial segments, leading to revenue generation and contributing to skill development, infrastructure upgrade and employment generation in Kolkata.

On the occasion, Rear Admiral V. K. Saxena, CMD, GRSE said, "As part of the investment promotional activity of maritime India, this agreement aims to play a significant role towards growth plans for both the organisations and effective utilisation of the three existing docks at SMP, Kolkata.

Highlighting the importance of newly formed GRSE-KPDD Unit, Mr. Vinit Kumar, Chairman, SMPK said, "This collaboration between GRSE and SMPK aims to provide prospects for ship repair business in the eastern region considering large

number of inland vessels operating in this shipping route. This alliance also shapes new dimension towards revenue generation, development and perennial relationship with SMPK and GRSE's expertise in shipbuilding and design arena gives it an edge over other players in the industry.

BEML signs MoU with RITES



BEML and RITES officials signing the MoU in the presence of Mr. Amit Banerjee, CMD, BEML and Mr. Rahul Mithal, CMD, RITES.

BEML Limited signed a Memorandum of Understanding (MoU) with RITES Limited, a leading Transport Infrastructure Consultancy and Engineering company, to explore and jointly bid for opportunities in the fields of Metro systems and export of rolling stock. As part of the MoU, RITES will provide expertise in design, engineering, marketing and any other support that may be required for tapping domestic and overseas opportunities while BEML will be responsible for manufacturing of customised metro coaches and rolling stock.

The MoU will allow both companies to leverage each other's expertise and technologies to optimise operations and expand on a global level. It would enable BEML and RITES to jointly bid and provide the entire spectrum of services from design, manufacture to operations and maintenance for the existing and upcoming Metro systems as well as export of rolling stock and related services. The collaboration will not only create a platform to enable exploration of business opportunities around the globe, but also facilitate knowledge sharing to strengthen respective organisations' operations. ■

Awards & Accolades to PSEs

SAIL's iron ore mines receive 5-Star rated awards for sustainable mining practices



Ms. Soma Mondal, Chairman, SAIL receiving the award from Minister of Coal, Mines and Parliamentary Affairs, Mr. Pralhad Joshi.

Two iron ore mines of Steel Authority of India Limited (SAIL), Kiriburu Iron Ore Mines and Meghahatuburu Iron Ore Mines, received 5-star rated awards for sustainable mining practices and all round performance in the Iron Ore category at the 5th National Conclave on Mines & Minerals held in New Delhi recently. The Union Minister of Coal, Mines and Parliamentary Affairs Mr. Pralhad Joshi presented the awards to Ms. Soma Mondal, Chairman, SAIL in a glittering award ceremony. Chairman, SAIL was accompanied by Mr. Kamlesh Rai, Chief General Manager, Kiriburu Iron Ore Mines and Mr. R. P. Selvam, Chief General Manager, Meghahatuburu Iron Ore Mines while receiving the awards.

SAIL's Kiriburu Iron Ore Mines was awarded for the year 2017-18 and 2018-19 while Meghahatuburu Iron ore Mines was awarded for the year 2018-19 and 2019-20. Both these SAIL mines are under the Jharkhand Group of Mines of SAIL, Bokaro Steel Plant.

SAIL fulfils its entire requirement of iron ore from its captive iron mines and it is also the second largest iron ore miner in the country. The company operates various iron mines in the states of Jharkhand, Odisha and Chhattisgarh.

HPCL bags FIPI's Oil Marketing Company of the Year Award



Mr. Mukesh Kumar Surana, CMD, HPCL and Mr. Rakesh Misri, Director (Marketing), HPCL receiving the Award from Mr. Hardeep Singh Puri, Minister of P&NG and Housing & Urban Affairs, in the presence of Mr. Rameshwar Teli, Minister of State for P&NG and Labour & Employment and Mr. Tarun Kapoor, Secretary P&NG.

HPCL has been conferred with 'Oil Marketing Company of the Year' award 2021 by Federation of Indian Petroleum Industry (FIPI), recognizing HPCL's excellence in Oil and Gas Marketing. This is the third time in the last four years that HPCL has been conferred with this coveted award.

Award was received by CMD – HPCL, Mr. Mukesh Kumar Surana and Director Marketing- HPCL, Mr. Rakesh Misri at the hands of Minister of P&NG and Housing & Urban Affairs, Mr. Hardeep Singh Puri in the presence of Hon'ble Minister of State for P&NG and Labour & Employment, Mr. Rameshwar Teli and Secretary P&NG, Mr. Tarun Kapoor during the award function held in New Delhi.

FIPI is the apex Society of entities in the hydrocarbon sector and acts as an Industry interface with various stakeholders. FIPI Oil and Gas Awards are conferred every year in recognition of exceptional performance of Companies and Individuals in different fields of Oil and Gas business.



Three participants of State level painting competition organized by NHPC bag awards at National Energy Conservation Day Function 2021



Jigmat Chosal,
Ladakh



Siya Verma
(Consolation prize)



Koshika Slathia
(Consolation prize)

Master Jigmat Chosal from UT of Ladakh, Kumari Siya Verma and Kumari Koshika Slathia from the UT of J&K were among the three participants from the States/ UTs allotted to NHPC for conducting State / UT level painting competitions who were declared as winners under various categories during National Energy Conservation Day Function 2021 held at Vigyan Bhawan, New Delhi. Mr. R. K. Singh, Union Minister of Power, New & Renewable Energy was the chief guest on the occasion.

Master Jigmat Chosal and Kumari Siya Verma were declared winners of Second prize of Rs 50,000/- and Consolation prize of Rs 15,000/- along with Certificates respectively for their outstanding paintings on energy conservation under Group 'A'. Kumari Koshika Slathia was awarded consolation prize of Rs 15,000/- along with certificate for her outstanding painting on energy conservation under Group 'B'. The painting competition on Energy Conservation was themed 'Azadi ka Amrit Mahotsav: Energy Efficient India' and 'Azadi ka Amrit Mahotsav: Cleaner Planet'.

NHPC had recently conducted State / UT level painting competitions in Arunachal Pradesh, Jammu and Kashmir, Sikkim, Manipur, Ladakh and Madhya Pradesh under the National Level Painting Competition 2021 organized by BEE under aegis of Ministry of Power.

SAIL receives Golden Peacock Environment Management Award 2021

Steel Authority of India Limited (SAIL) has been awarded with the Golden Peacock Environment Management Award for the year 2021 in the Steel Sector by the Institute of Directors. SAIL has been the winner of this award for successive three years. This bears testimony to the efforts made by the Company for sustainable and environmentally responsible steel making.

SAIL is sensitive to global concern for climate change. Carbon footprint reduction has become an integral part of the company's corporate policies and operations. Deployment of state-of-the-art environment friendly technology, R&D initiatives in association with academic institutes of repute for





resource efficiency, creation of carbon sinks by massive plantation drives, gradual shift to LED lighting, enhancing share of renewable energy etc. are some of the major initiatives undertaken by SAIL in this area.

Company's environmental protection measures are focused on adopting various environmental measures including, upgrading of pollution control facilities, water conservation efforts with aim to achieve Zero Liquid Discharge, efficient handling of different solid wastes (viz. process waste, hazardous waste, canteen/township waste), carbon sequestration through afforestation, eco-restoration of mined out area and etc. The award was conferred on SAIL in a virtual award presentation ceremony.

NMDC awarded 5 Star rating by Ministry of Mines

The largest iron ore producer of India, NMDC received a total of nine 5-star ratings for three years for all its operating iron ore mines viz. Kumaraswami, Bachel Deposit-5, Deposit 14 NMZ and Deposit No. 10 at the 5th National Conclave on Mines and Minerals. Minister of Mines Mr. Pralhad Joshi felicitated Mr.

Dilip Kumar Mohanty, Director (Production) NMDC for the sustainable mining efforts of the company.

Union Minister of Parliamentary Affairs, Coal and Mines, Mr. Pralhad Joshi chaired the 5th National Conclave on Mines and Minerals and allotted over 52 mineral blocks to State Governments. He also launched an e-portal to ease the accreditation process. The Ministry of Mines awarded 5 Star Ratings for the years 2017-18, 2018-19, 2019-20 to mines practicing sustainable and responsible mining.

Receiving the award on behalf of NMDC, Director (Production), Mr. Dilip Kumar Mohanty said, "As a key stakeholder in the Indian mining industry, it is our responsibility to implement production processes that are energy efficient and sustainable. The 5 Star Rating is a testimony to our commitment towards environment conservation."



Mr. Pralhad Joshi, Union Minister of Parliamentary Affairs, Coal and Mines felicitating Mr. Dilip Kumar Mohanty, Director (Production) NMDC for sustainable mining efforts of the company.

Congratulating the team on the award, Mr. Sumit Deb, CMD, NMDC said, "Over the years, our mining complexes have moved towards digitalization. NMDC has adopted safe, scientific, and environment friendly methods of mining that have a minimum impact on the environment. We continue to progress on various environment and energy conservation initiatives in line with our motto of being an eco-friendly miner to the nation." ■



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