

KALEIDO SCOPE

STANDING CONFERENCE OF PUBLIC ENTERPRISES



SCOPE-GIZ, Germany program on 'Climate Action Initiatives by Public Sector Enterprises in India'



SCOPE at UN India-ILO-UNESCO Roundtable on Global Accelerator on Jobs and Social Protection for Just Transitions

SCOPE-GIZ program featured on DD News



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

SCOPE's Green Pledge
Turn to Pg no: 14

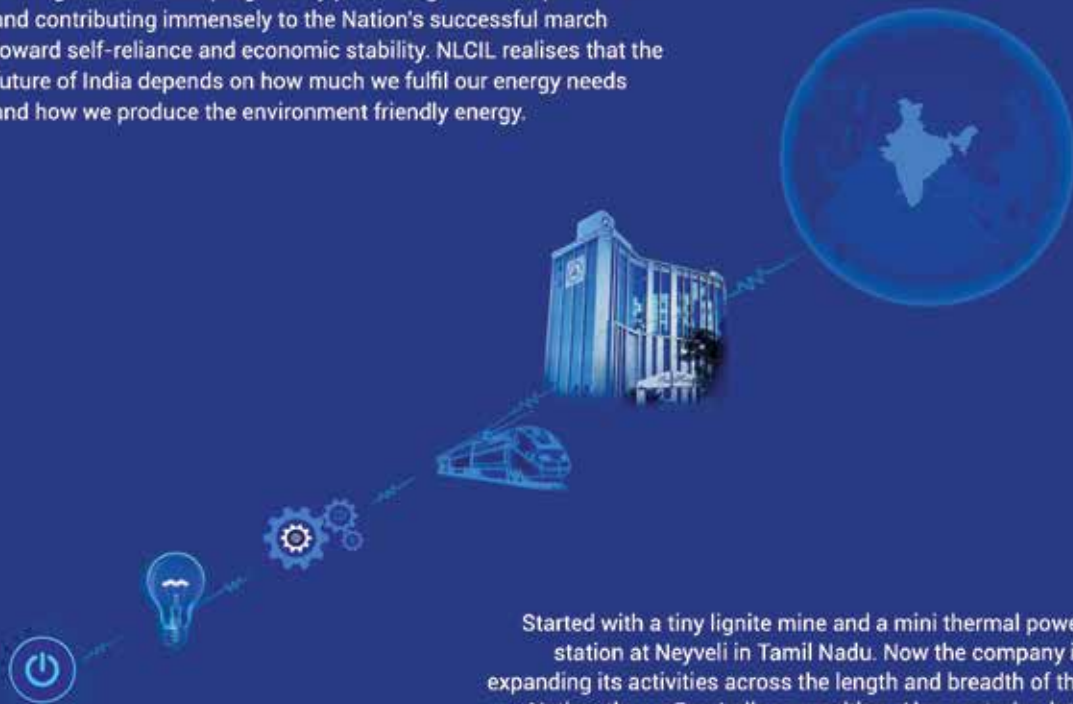


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Renewable Energy
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SCOPE
PROMOTING EXCELLENCE



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KALEIDO SCOPE
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Message by Chairman

Climate Change today is one of the biggest threats being faced by mankind. Its impact can be seen through the vagaries in the environment and also by the adverse effects on economies and livelihoods across the world. India is aware of the challenges of how Climate Change can impact its people and hence taking stringent measures to combat this menace. Public Sector Enterprises (PSEs) owing to their presence in hard-to-abate sectors are undertaking various steps to mitigate the impact of Climate Change.

SCOPE, as the apex body of PSEs, has been working incessantly towards raising awareness and highlighting the endeavours of PSEs in Climate Change Mitigation. SCOPE's association with GIZ, Germany has been a crucial step in this direction. I am happy to share that as part of this collaboration, SCOPE organized a program on 'Climate Action Initiatives by PSEs in India', which was graced by Dr. Philipp Ackermann, German Ambassador to India and Senior officials from German Embassy, DPE, PSEs and GIZ.

At the aforementioned event, an MoU was signed between SCOPE & GIZ, furthering their commitment. A Compendium with initiatives taken up by PSEs and film showcasing the measures undertaken by them were also released.

Further, to augment the knowledge of employees on various pertinent topics,

SCOPE continues to organize programs and workshops. As part of this, the Department of Public Enterprises (DPE) with support of SCOPE is organizing an interactive workshop to deliberate upon issues being faced by CPSEs in procurement through GeM. I am happy to share that SCOPE Academy of Public Sector Enterprises (APSE)'s Executive Development Program, held recently, also saw an enthusiastic participation.

To gauge the view of the Public Sector fraternity in critical areas of its functioning, various Board Committees have also been formed. Feedback on various issues from committees will help to take up the issues of PSEs with concerned authorities in the Government for their consideration by SCOPE.

Understanding the pertinent role of SCOPE as the apex body of PSEs, SCOPE will continue to take requisite measures, collaborate and create opportunities that will not only instil competitiveness in PSEs but help them create a niche for themselves. We invite your suggestions and feedback to improve our endeavours and achieve newer heights of excellence.

Sandeep Kumar Gupta
Chairman, SCOPE



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Director General's Desk

As we enter the month of June, I am happy to share that KALEIDOSCOPE, the monthly journal of SCOPE, completes 43 years of representing the endeavours and activities of Public Sector Enterprises (PSEs) in nation building. For over four decades KALEIDOSCOPE has been the tell-a-tale of PSEs, bringing forth their journey to a variety of stakeholders. I take this opportunity to thank our fraternity and dedicated readers for making this a memorable journey.

SCOPE, as the apex body of PSEs, is always unearthing pivotal opportunities of representing Public Sector at various national and international forums. As part of this, SCOPE will represent PSE employers at the 111th Session of the International Labour Conference of International Labour Organization.

Recently, SCOPE was also invited to participate in UN India-ILO-UNICEF's Roundtable on The Global Accelerator on Jobs and Social Protection for Just Transition, where the possibility for creating jobs, just transition, care economy, youth, including financing social protection opportunities to achieve the SDGs were deliberated.

Pursuant to our endeavour to highlight the measures being taken by PSEs in India towards Climate Change Mitigation, SCOPE has collaborated with GIZ, Germany since 2019 and as part of this, we recently organised a program on 'Climate Action Initiatives by Public Sector Enterprises in India'. I am happy to share that a unique Compendium on the efforts of selected PSEs and a film featuring efforts of 7 PSEs was unveiled at the event.

SCOPE has over the past few years consciously been taking steps in the direction of environmental sustainability. Whether it is reducing energy consumption in its two buildings at Lodhi Road and

Laxmi Nagar, or whether it creating a conducive environment for PSEs towards green skilling.

As 5th June is celebrated as World Environment Day across the world, this issue of the magazine features a synopsis of SCOPE's efforts of creating a clean and green world, I encourage our readers to take a look.

Also, taking forward our endeavour to skill PSEs on various pertinent topic, SCOPE is collaborating with Department of Public Enterprises (DPE) to organize an Interactive Workshop on Government e-Marketplace (GeM) and I hope it helps participants in better understanding of the evolution of GeM and the issues being faced by PSEs in procurement.

SCOPE is looking forward to bringing more such interactive workshops that not only escalate the knowledge of participants but foster better performance.

Programmes & Initiatives launched (since last issue of KALEIDOSCOPE)

13th Executive Development Program for Executives of CPSEs – 22nd – 27th May, 2023

SCOPE-GIZ, Germany program on 'Climate Action Initiatives by Indian Public Sector Enterprises'– 24th May, 2023

DPE-SCOPE Interactive Workshop on Government e- Marketplace (GeM) – 31st May, 2023

Programmes & Initiatives in the offing

SCOPE celebrates World Environment Day- 5th June, 2023

Workshop on Leadership Development for Women Executives

Atul Sobti
Director General, SCOPE

SCOPE organizes program on 'Climate Action initiatives by Public Sector Enterprises (PSEs) in India'



(From L to R) Shri Atul Sobti, DG, SCOPE; Shri Gurdeep Singh, CMD, NTPC; Dr. Philipp Ackermann, German Ambassador to India; Shri Sandeep Kumar Gupta, Chairman, SCOPE and CMD, GAIL; Shri Pawan Kumar, Principal Adviser, DPE and Dr. Julie Reviere, Country Director, GIZ India during the Compendium launch.

In pursuit of its efforts to address the Climate Crisis, SCOPE and GIZ, Germany organized a program on 'Climate Action initiatives by Public Sector Enterprises (PSEs) in India' on 24th May, 2023. With an aim to showcase the role of PSEs in India in reducing carbon footprints, particularly in hard-to-abate sectors, the program was attended by senior officials of German Embassy, Department of Public Enterprises (DPE), GIZ, PSEs and various organizations.

Dr. Philipp Ackermann, the German Ambassador to India; Shri Gurdeep Singh, CMD, NTPC; Shri Sandeep Kumar Gupta, Chairman, SCOPE and CMD, GAIL; Shri Pawan Kumar, Principal Adviser, DPE, MoF; Dr. Julie Reviere, Country Director, GIZ India, and Shri Atul Sobti, DG, SCOPE addressed the participants during the event.

The event saw the launch of two significant initiatives of SCOPE & GIZ. Firstly, a Compendium on 'Initiatives towards Building a Low-Carbon Economy' featuring sustainable efforts of 26 PSEs towards reducing carbon emissions was unveiled. This compendium provides a comprehensive overview of various initiatives undertaken by PSEs in India to foster a low-carbon economy. The compendium also serves as valuable resource for sharing best practices and inspiring further action.

Secondly, a short film titled 'Climate Action and Green Initiatives by PSEs' was launched at the event. The film showcases the dedicated efforts of 7 PSEs operating in hard-to-abate sectors to combat Climate Change and promote sustainable practices. By highlighting their initiatives, the film aims to raise awareness and encourage other

organizations to be inspired.

Furthermore, to reaffirm SCOPE's pledge to create a greener and sustainable tomorrow, a new MoU was signed between SCOPE and GIZ, Germany. The MoU establishes a partnership to develop solutions that contribute to sustainable and economically viable urban and industrial development. This is a step forward in collaboration between SCOPE and GIZ, Germany, for tackling the challenges posed by Climate Change and promoting environment friendly practices.

Dr. Philipp Ackermann in his address mentioned the tremendous efforts being undertaken by the Indian government, and the importance of India in the overall Climate Change agenda of the world. Reflecting on their strategic role, he, commended PSEs for spearheading innovative technologies to reduce and combat carbon emissions in the country. He also stated that India is the single largest recipient of German funding for Climate Change projects and the partnership of SCOPE and GIZ is reflective of the efforts being undertaken to counter the most defining challenge of our times.

Shri Gurdeep Singh in his address stated that PSEs play a major role in the overall progress of the nation and therefore there is no reason for them to not take proactive steps for

mitigating Climate Change. He shared that given their pertinent presence, PSEs must aim at achieving the Net Zero Goals through substantial measures, and improve their ESG scores. While complimenting SCOPE for its efforts towards the Climate Change Mitigation mission, he also mentioned the various steps undertaken by NTPC in the area of Climate Change Mitigation.

Shri Sandeep Kumar Gupta in his address while briefly describing the adverse effects of Climate Change on the economies and livelihoods across the world, reiterated the urgent need for Climate Change Mitigation policies and efforts. He also stated that SCOPE and GIZ's efforts have been highlighting the strenuous efforts being undertaken by PSEs, especially the unique technological products. He also welcomed the new collaboration between the two, that will further invigorate their commitment.

Shri Pawan Kumar reflecting on the seriousness of Climate Change issue, cited the example of extinction of the Harappa civilization that was caused due to the Climate Change catastrophe. He further commended SCOPE's efforts and advised SCOPE to take this awareness and capacity initiative to not just PSEs but even to farfetched areas and grassroot levels, unorganised sector for a larger impact.

Dr. Julie Reviere stated that as PSEs contribute majorly to the GDP of the country and their presence is pivotal to the growth of the nation, their actions towards the Climate have a big role to play in the overall Climate Change Mitigation mission of



Signing of the Memorandum of Understanding (MoU) between Shri Atul Sobti, DG, SCOPE and Dr. Julie Reviere, Country Director, GIZ India in the presence of dignitaries.

the nation. She highlighted the need for PSEs to be aware of the low carbon technology options to create a sustainable environment, and assured that towards this, SCOPE and GIZ will continue to find newer pathways.

Shri Atul Sobti said that while it's imperative to bask in the glory of initiatives of the past, it's important to stride ahead with renewed enthusiasm. He mentioned that the role of PSEs in Climate Change agenda is even more vital given their presence in strategic yet hard-to-abate sectors where carbon emissions are largely inherent to their nature of operations. He further enlightened

everyone on SCOPE and GIZ's collaboration since 2019 and their mission to create awareness on the innovative and best practices of PSEs on Climate Change Mitigation. He further emphasized that the continued collaboration between SCOPE & GIZ is poised to foster an environment friendly and sustainable future.

Compendium
Release & Recording
of SCOPE-GIZ
program is available
on SCOPE's
website:
www.scopeonline.in



A shot from the film on 'Climate Action and Green Initiatives by PSEs' released during the event.



Shri Atul Sobti, DG, SCOPE and Dr. Julie Reviere, Country Director, GIZ India signing the MoU between SCOPE & GIZ



Shri Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL addressing the participants

Dr. Philipp Ackerman, German Ambassador to India during his special address at the event



SCOPE-GIZ Film released during the event



Tweet by German Ambassador to India

Glimpses of SCOPE program on Climate Action Initiatives by Indian Public Sector Enterprises



Release of Compendium by Dignitaries



Shri Atul Sobti addressing the participants at the event



Shri Pawan Kumar, Principal Adviser, DPE, MoF giving a special address during the program



Dr. Julie Reviere, Country Head, GIZ India addressing the participants



Tweet by DD News

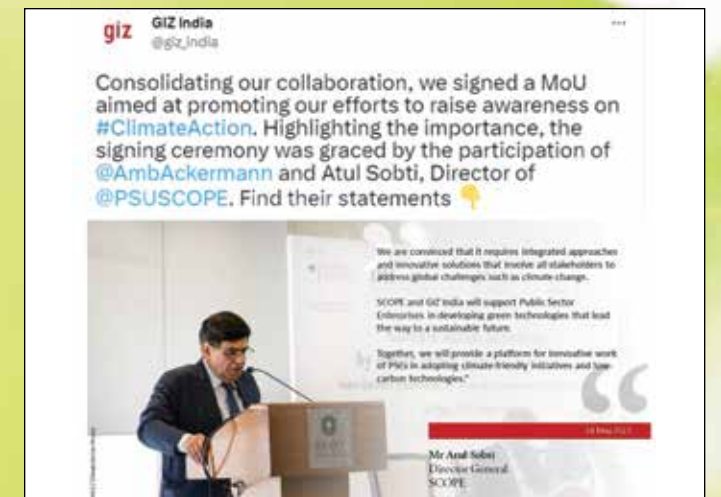


Dignitaries during the event.



Members, SCOPE Executive Board and participants during the event

Participants during the event



Tweet by GIZ, India

SCOPE APSE Program on Personal Effectiveness and Leadership

SCOPE Academy of Public Sector Enterprise (APSE) organized an Executive Development Program on the theme 'The Career Journey to Personal Effectiveness and Leadership' from 22nd-27th May, 2023. Shri Atul Sobti, DG, SCOPE inaugurated the weeklong program that seeks to create a distinct pool of skilled leaders of tomorrow. 33 participants from 17 Public Sector Enterprises of diverse sectors from across the country attended the program.

Shri Sobti encouraging the participants, shared that transcending with the times, individuals must follow the 5Cs - Conviction, Commitment, Confidence, Communication, and Compassion to succeed in their careers. He further invigorated participants to imbibe the learnings from the uniquely designed program and always have trust in their abilities.



Shri Atul Sobti, DG, SCOPE addressing the participants during the inaugural session.

After a weeklong program constituting of sessions on work development, project management, conflict management, management in decision making, managing team's processing. Shri Ayush Gupta, Director (HR), GAIL and

Member, SCOPE Executive Board addressed the concluding session. He appreciated the participants for their enthusiastic participation and also congratulated SCOPE for organizing the program on such a pertinent topic.



Shri Ayush Gupta, Director (HR), GAIL and Member, SCOPE Executive Board addressing the concluding session.



Participants of 13th Executive Development program of SCOPE APSE.



SCOPE participates in UN India-ILO-UNESCO Roundtable



SCOPE was invited to participate in the UN India-ILO-UNICEF Roundtable on 'The Global Accelerator on Jobs and Social Protection for Just Transition: Creating opportunities in the green, digital and care economies for India's future' held on 4th May, 2023 in New Delhi. The Global Accelerator on Jobs and Social protection for Just transitions was launched by UN Secretary-General, in September, 2021 with the ambition of bringing together member States, International financial institutions, social partners, civil society and the private sector to help countries create 400 million people decent jobs including in the green digital and care economies and to extend social protection coverage.

The meeting was addressed by Mr. Shombi Sharp, United Nations Resident Coordinator in India in the presence of eminent personalities including Dr. Amit Nirmal, Deputy Director General (Employment), Ministry of Labour and Employment (MoLE); Mr. Satoshi Sasaki, Officer-In-Charge, ILO; Ms. Indra Mallo, Joint Secretary, Ministry Women & Child Development; Ms. Natalia Winder Rossi, Global Director, Social Policy and Social Protection, UNICEF; Members from UNESCO, MoLE, ILO, Employers' body and SCOPE. The participants deliberated on how the Global Accelerator is working to keep the promise of the 2030 Agenda.

DG, SCOPE at the meeting shared the view of how as employers' representative, SCOPE is largely working in green economy and digital areas.

Interface with Stakeholders



▶ SCOPE-GIZ's Program on 'Climate Action Initiatives by Public Sector Enterprises in India' Featured in Prime Time show 'News Night' on DD News



Scan to view the coverage

DG, SCOPE invited as Keynote Speaker for Foundation Day Conference of The Institute of Chartered Accountants of India & ICAI Registered Valuers Organisation.

SCOPE's Green Pledge

As we celebrates World Environment Day on 5th June, here's a glimpse at SCOPE's

endeavours, pursuant to its resolve of creating a cleaner and sustainable tomorrow

2019

2020

October, 2019



SCOPE Joins hands with GIZ, Germany, signs MoU to work on Climate Change

December, 2019



SCOPE-GIZ organize National Seminar on Climate Change

December, 2019



Special issue of monthly journal KALEIDOSCOPE on 'Climate Change- Role of PSEs'

February, 2020



SCOPE invited to address workshop on Climate Change Mitigation at Columbia University, USA

April, 2020



Hosted webinar focusing on 'Impact of COVID-19 on Climate Change'

December, 2020



SCOPE Award dedicates category to appreciate Environmental Excellence

September, 2020



SCOPE-GIZ launch capacity gap assessment study for enhancing green skills

June 2020



Releases Video on 'World Environment Day' featuring efforts of PSEs

May 2020



SCOPE reduces energy consumption in its complexes at Lodhi Road and Laxmi Nagar

April 2020



Authored articles with experts on Climate Change Mitigation

2021

July 2021



SCOPE reasserts commitment, signs another MoU with GIZ, Germany

September 2021



SCOPE-GIZ launch landmark study on Climate resilient endeavours & pathways

September 2021



SCOPE - GIZ training workshop (Northern Region) held in New Delhi

September 2021



SCOPE - GIZ training workshop (Eastern Region) held in Bhubaneswar

September 2021



As part of Policy advocacy efforts, SCOPE visits Shri Bhupender Yadav, Hon'ble Minister for Labour and Employment and Environment, Forest and Climate Change

2023

2022

April 2023



SCOPE organizes program on 'Climate Action initiatives by PSEs; MoU signed, Compendium & Film launched

April 2023



Newly elected SCOPE Executive Board furthers SCOPE's green commitment

March 2023



WWF India retweets SCOPE's Earth Hour post

December 2022



SCOPE at Climate Dialogue Series 2022

June 2022



SCOPE - GIZ training workshop (Western Region) held in Mumbai

December 2021



SCOPE - GIZ training workshop (Southern Region) held in Bengaluru

October 2021



SCOPE's presentation on Low Carbon emissions- Role of Indian PSEs at Asia Pacific Network, OECD

SCOPE in Media

Hindustan Times

Pg no : 22 27.05.2023

SCOPE hosts program on Climate Action Initiatives

Pursuant to its endeavours of mitigating Climate Crisis, Standing Conference of Public Enterprises (SCOPE) in collaboration with GIZ, Germany organised a program on 'Climate Action Initiatives by Public Sector Enterprises (PSEs) in India', showcasing role of PSEs in reducing carbon footprint, despite operating in hard to abate sectors. Dr Philipp Ackermann, German Ambassador to India; Gurdeep Singh, CMD, NTPC; Sandeep Kumar Gupta, Chairman, SCOPE and CMD, GAIL; Atul Sobti, DG, SCOPE addressed the event in presence of senior officials from DPE, GIZ, and various PSEs.



Kumar Gupta, Chairman, SCOPE and CMD, GAIL; Atul Sobti, DG, SCOPE addressed the event in presence of senior officials from DPE, GIZ, and various PSEs.

The Indian EXPRESS

3.05.2023 Pg no : 2



EVENT-SCOPE
SCOPE organized Public Sector Day celebrations. Chief Executives of PSEs & SCOPE Executive Board Members attended the event along with Lucas L. Kamsuan, Joint Secretary, DPE & sr. officials of ILO & GIZ, Germany

Excelsior

26.05.2023 Pg no : 10



A compilation being released during a programme of SCOPE.

SCOPE hosts program on 'Climate Action Initiatives by PSEs in India'

Excelsior Correspondent
JAMMU, May 25: Pursuant to its endeavours of mitigating climate crisis, Standing Conference of Public Enterprises (SCOPE) in collaboration with GIZ, Germany organised a program on 'Climate Action Initiatives by Public Sector Enterprises (PSEs) in India', showcasing role of PSEs in reducing carbon footprint, despite operating in hard to abate sectors. Dr Philipp Ackermann, German Ambassador to India; Gurdeep Singh, CMD, NTPC; Sandeep Kumar Gupta, Chairman, SCOPE and CMD, GAIL; Pawan Kumar, Principal Adviser, DPE; Dr Julie Reviere, Country Director, GIZ India; Atul Sobti, DG, SCOPE addressed the event in presence of senior officials from DPE, GIZ, and various PSEs. During the program, a first-of-its-kind Compendium on 'Initiatives towards Building Low-Carbon Economy' and a short film on 'Climate Action and Green Initiatives by PSEs' highlighting endeavours of PSEs in hard-to-abate sectors were launched. This was followed by signing of a new MoU between SCOPE & GIZ, Germany to develop solutions to achieve sustainable and economic urban and industrial development.

THE TIMES OF INDIA

Pg no : 18 2.06.2023

SCOPE reaffirms its Green Pledge

Pursuant to its endeavours of mitigating climate crisis, Standing Conference of Public Enterprises (SCOPE) in collaboration with GIZ, Germany, organised a programme on Climate Action Initiatives by Public Sector Enterprises (PSEs) in India, showcasing role of PSEs in reducing carbon footprint, despite operating in hard to abate sectors. Dr Philipp Ackermann, German Ambassador to India; Gurdeep Singh, CMD, NTPC; Sandeep Kumar Gupta, Chairman, SCOPE and CMD, GAIL; Pawan Kumar, Principal Adviser, DPE; Dr Julie Reviere, Country Director, GIZ India; Atul Sobti, DG, SCOPE, addressed the event in presence of senior officials from DPE, GIZ, and various PSEs. During the programme, a first-of-its-kind compendium on 'Initiatives towards Building Low-Carbon Economy' and a short film on 'Climate Action and Green Initiatives by PSEs' highlighting endeavours of PSEs were launched. This was followed by signing of a new MoU between SCOPE & GIZ, Germany to develop solutions to achieve sustainable and economic urban and industrial development.



Ackermann, German Ambassador to India; Gurdeep Singh, CMD, NTPC; Sandeep Kumar Gupta, Chairman, SCOPE and CMD, GAIL; Pawan Kumar, Principal Adviser, DPE; Dr Julie Reviere, Country Director, GIZ India; Atul Sobti, DG, SCOPE, addressed the event in presence of senior officials from DPE, GIZ, and various PSEs. During the programme, a first-of-its-kind compendium on 'Initiatives towards Building Low-Carbon Economy' and a short film on 'Climate Action and Green Initiatives by PSEs' highlighting endeavours of PSEs were launched. This was followed by signing of a new MoU between SCOPE & GIZ, Germany to develop solutions to achieve sustainable and economic urban and industrial development.



25.05.2023

SCOPE & GIZ sign MoU to mitigate climate crisis

New Delhi (25.05.2023): Pursuant to its endeavours of mitigating Climate Crisis, Standing Conference of Public Enterprises (SCOPE) in collaboration with GIZ, Germany organised a program on 'Climate Action Initiatives by Public Sector Enterprises (PSEs) in India', showcasing role of PSEs in reducing carbon footprint, despite operating in hard to abate sectors. Dr Philipp Ackermann, German Ambassador to India; Gurdeep Singh, CMD, NTPC; Sandeep Kumar Gupta, Chairman, SCOPE and CMD, GAIL; Pawan Kumar, Principal Adviser, DPE; Dr Julie Reviere, Country Director, GIZ India; Atul Sobti, DG, SCOPE addressed the event in presence of senior officials from DPE, GIZ, and various PSEs. During the program, a first-of-its-kind Compendium on 'Initiatives towards Building Low-Carbon Economy' and a short film on 'Climate Action and Green Initiatives by PSEs' highlighting endeavours of PSEs in hard-to-abate sector were launched. This was followed by signing of a new MoU between SCOPE & GIZ, Germany to develop solutions to achieve sustainable and economic urban and industrial development.

THE TIMES OF INDIA

28.04.2023 Pg no : 10

SCOPE celebrates Public Sector Day

Reverberating the monumental role of public sector enterprises (PSEs) in the country's economy, Standing Conference of Public Enterprises (SCOPE) organised Public Sector Day celebrations. Chief executives of PSEs and SCOPE Executive Board members including Gurdeep Singh, CMD, NTPC; Sonu Mondal, Chairman, SAIL; S.M. Verma, CMD, IOCL; Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL; Dr. Nabin Shrivastha, CMD, BHEL; H.S. Dhillon, CMD, FIC; F.K. Gupta, CMD, NHCC; Atul Sobti, DG, SCOPE, and many other chief executives of various PSEs were present. The event was also graced by Lucas L. Kamsuan, Joint Secretary, DPE and senior officials of Department of Public Enterprises, ILO and GIZ, Germany.



The Sunday Statesman

Published in Delhi, Kolkata, Siliguri & Bhubaneswar Editions 28.05.2023 Pg no : 8

SCOPE hosts programme on 'Climate Action Initiatives by Public Sector Enterprises in India'

Pursuant to its endeavours of mitigating Climate Crisis, Standing Conference of Public Enterprises (SCOPE) in collaboration with GIZ, Germany organised a program on 'Climate Action Initiatives by Public Sector Enterprises (PSEs) in India', showcasing role of PSEs in reducing carbon footprint, despite operating in hard to abate sectors. Dr Philipp Ackermann, German Ambassador to India; Gurdeep Singh, CMD, NTPC; Mr. Sandeep Kumar Gupta, Chairman, SCOPE and CMD, GAIL; Pawan Kumar, Principal Adviser, DPE; Dr Julie Reviere, Country Director, GIZ India; Atul Sobti, DG, SCOPE addressed the event in presence of senior officials from DPE, GIZ, and various PSEs. During the program, a first-of-its-kind Compendium on 'Initiatives towards Building Low-Carbon Economy' and a short film on 'Climate Action and Green Initiatives by PSEs' highlighting endeavours of PSEs in hard-to-abate sector were launched. This was followed by signing of a new MoU between SCOPE & GIZ, Germany to develop solutions to achieve sustainable and economic urban and industrial development.



FINANCIAL EXPRESS

5.04.2023 Pg no : 17

SCOPE Results of SCOPE Biennial Elections 2023-25 were declared by Atul Sobti, DG, SCOPE & Returning Officer, in the presence of members of Public Sector Enterprises & contestants. The newly elected SCOPE Executive Board will assume office from 1st April 2023. As per the results declared, SK Gupta, CMD, GAIL, has been elected as Chairman, SCOPE. Brajesh Kumar Upadhyay, CMD, Goa Shipyard Ltd. has been elected as VC, SCOPE.

The Tribune

2.05.2023 Pg no : 12

SCOPE celebrates Public Sector Day

The Standing Conference of Public Enterprises (SCOPE) recently organised Public Sector Day celebrations. Chief executives of PSEs and SCOPE Executive Board Members were present.

The Indian EXPRESS

5.04.2023 Pg no : 18

SCOPE Results of SCOPE Biennial Elections 2023-25 were declared by Atul Sobti, DG, SCOPE & Returning Officer, in the presence of members of Public Sector Enterprises & contestants. The newly elected SCOPE Executive Board will assume office from 1st April 2023. As per the results declared, SK Gupta, CMD, GAIL, has been elected as Chairman, SCOPE. Brajesh Kumar Upadhyay, CMD, Goa Shipyard Ltd. has been elected as VC, SCOPE.

FINANCIAL EXPRESS

3.05.2023 Pg no : 21



EVENT-SCOPE
SCOPE organized Public Sector Day celebrations. Chief Executives of PSEs & SCOPE Executive Board Members attended the event along with Lucas L. Kamsuan, Joint Secretary, DPE & sr. officials of ILO & GIZ, Germany



Feedback received for SCOPE APSEs 13th Executive Development Program for Executives of CPSEs – The Career Journey to Personal Effectiveness and Leadership held from 22nd – 27th May, 2023

Very Good sessions, highly experienced & knowledgeable faculties. Kindly introduce

It was very good program arranged by SCOPE. I have learnt many things including how effective utilisation of time, efficiency in development & growth of organization. SCOPE may revise the content of program to make it more PSU oriented.

- 1) Programme Structure and subjects/topics were relevant and beneficial.
- 2) Hands on exercise were very good.
- 3) More time to be given on topics beneficial meeting the day to day assignments officials doing.
- 4) More of workshop kind/activity shall be appreciated.

It's very Good Experience to achieve new goals in life & career.

The program was highly interactive & interesting.

Program was truly unique and content/subjects were very good for new learnings and impart skills to face (crisis & challenges) of organization.

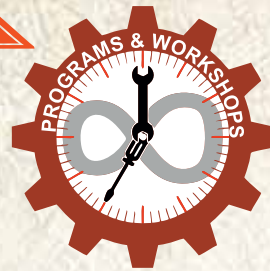
In this programme I have learnt how to build good interpersonal relationship with employees and how to manage teams also more learnt about what to believe in my career and what to achieve. and more knowledge about labour rules and regulations.

I personally have been enriched with the said training programme I shall be giving more such training in the future.

Looking back at 50

SCOPE, founded in 1973, with the objective to serve the Public Sector. Since its inception, SCOPE has championed the incessant contribution of Public Sector Enterprises (PSEs) as nation builders and their commitment to providing opportunities for conducive learning and development.

Then



PROGRAMS AND WORKSHOPS

SCOPE conducts seminars, conventions, meetings et cetera on social welfare themes.

Some of them are :-

- SCOPE has been responsible for organising lectures on heart care for PSEs Officials.
- Conferences for promotion of Family Welfare Programmes.
- SCOPE organised a National Convention on "Women in Public Sector" recently which focussed on the problems and potentials of women population of Public Enterprises. In this convention seven self-help schemes were finalised which were recommended to PSEs for adoption in all enterprises for the welfare of women employees and other living in the surrounding areas of Public Enterprises. SCOPE has further decided to set up an All India Forum for Women Employees in Public Enterprises.



Glorious Years of SCOPE

Public Sector, SCOPE completed 50 years of its existence in April 2023. Since its inception, SCOPE has championed the incessant contribution of Public Sector Enterprises (PSEs) as nation builders and their commitment to providing opportunities for conducive learning and development.

Now



SCOPE's National Meet on RTI Act held in Leh, Ladakh



SCOPE's National seminar on Challenges & Management of Arbitration

As part of SCOPE's mission to facilitate endeavours of its members and improving their overall performance to promote their aspirations, SCOPE organises various programs and activities on pertinent topics like Leadership, Procurement, Corporate Governance, Right to Information, Digitalization, Climate Change, Women Empowerment, Arbitration, Succession Planning for Board Level Po-sitions, Future of Work, Corporate Communication, Health, HR, CSR around the year. This helps in capacity enhancement and skill development of PSEs, SCOPE will continue to conduct such programs in physical and hybrid form. As per rising demands, SCOPE also plans to organize program in emerging areas.



SCOPE's Advanced Global Leadership Program

Mentoring and coaching

The tools for enhancing performance Part -I



Prof. Dewakar Goel*

The mediocre mentor tells. The good mentor explains. The superior mentor demonstrates. The greatest mentors inspire!

-Lucia Ballas Traynor

We are talking about various aspects of performance appraisal and besides discussing various methods of performance appraisal, we have also given emphasis on the important aspect of role and responsibility of the appraiser. An appraiser to have good communication skills, leadership qualities and also skills of a motivator.

For every leader the basic philosophy of management can be termed as “optimum utilisation of available human resources in order to achieve organisational objectives and to pay commensurate with performance”. We create foundation of competencies by recruiting the best available human resource keeping in the view of job specifications and job description, as required to

perform the task and to achieve the organisational objectives.

Once we have the foundation of competency in the context of human resource the next step comes to generate expertise. This, because two individuals cannot be equal despite of having the same qualifications and experience. Therefore as an appraiser, say team leader, it is important to identify the human resource with regard to their individual expertise to perform the task relating to objective of organization.

Now the final step comes that is assigning roles with specific targets to be achieved. As we have explained while discussing the concept of management by objectives the key performance areas in the form of targets to be given. It must be SMART that is the Specific, Measurable, Attainable, Result oriented, Time bound.

Why the appraiser needs to be a mentor?

When we talk about mentorship it can be explained as information and advice by an older experienced professional to a young less experienced subordinate in order to help for the growth and development. Mentoring speaks about

the learning and teaching because it has an important role for learning new skills and knowledge for all individuals.

According to Oprah Winfrey “A mentor is someone who allows you to see the hope inside yourself.”

We are going to discuss about the role and responsibilities of appraiser or who we can call a team leader, to perform the task of mentorship. Mentors are the senior people in the organisation with advanced experience and knowledge, who feel committed to provide upward mobility and career support to the people who are working under them as proteges or mentees. This term proteges identifies with the junior who receives the support from the mentor in the form of coaching and guidance.

Historical perspective of mentoring

When we venture to learn about any managerial concept it becomes imperative on our part to know about the history, and here it goes. Around 300 years back, Odysseus entrusted his son Telemachus to the care of mentor, his trusted companion, when

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he went to fight in the Trojan war. Odysseus being away for decades, the mentor nurtured and supported the boy. This is also inspired by Guru-Disciple Relationship concept.

As a matter of fact a team leader or appraiser does the job of mentor without naming it while undertaking the task of helping, instructing, motivating, influencing and leading his team.

Mentor needs to perform multiple tasks

A leader who is appraiser for evaluating the performance of his team member has a great responsibility of helping the team members as a mentor. While acting as a mentor he is accountable for discharging career related functions.

Sponsorship is the first and foremost task which is by taking an active interest for assigning the higher responsibility to his junior and also giving recommendation for his promotion.

Challenging assignments is another important job related function to be performed by the mentor, when he assigns the challenging jobs to his subordinates and also by providing the feedback which may facilitate the development of certain competencies which are felt necessary.

Exposure and visibility also relates to career related function to be undertaken by the mentor. This function can be performed by providing opportunities and by pairing the subordinate with key executives of the organisation. The mentor may also assign the task that provide visibility in the organisation.

Protection is necessary to be extended to the subordinate from

potentially harmful situations and serious consequences like when any error is committed by him inadvertently.

Coaching is a very important career related function to be performed by the mentor when he gives advice to subordinate, team members as to how they can achieve the assigned objectives which may lead to gaining recognition.

Opportunities for mentoring

There are some psycho social portrayals which come in to action for a mentor in the following ways:

Role model by giving to the subordinate a pattern of behaviour, attitudes, and also values which he feels should be emulated by subordinate or mentee Friendship is another important psycho social area when mentor interacts socially with the mentee for giving mutual satisfaction.

The mentor needs to encourage the subordinate by providing mutual support as a matter of acceptance and confirmation. The counselling by the mentor facilitate the working of the subordinate and also enhances their self image.

How to be a good mentor

Mentoring process cannot be generalised it's always customised depending upon the requirements. It's important to take care of a mentor and mentee's specific skills and also the shared core skills. It's important for a mentor to assess his own capabilities as to how much he is committed to own learning and to what extent he is interested in developing others.

The self awareness and behavioural awareness is very important for managing the relationship and goals. A mentor needs to have the capabilities of communicating through concepts, models and languages. The overall business savvy attitude viewing the bigger picture and confidence is necessary to be a good mentor.

A mentor needs to remember while interacting with mentee the words of Peter F. Drucker " The most important thing in communication is to hear what is not said".

Skills requirement for mentor

The job of a mentor is not so easy as it appears because most of the time it is the appraiser who identifies the knowledge gaps and weaknesses of the mentee and for that purpose he requires mentoring skills which can be categorized as shared core skills and mentor specific skills. In the same manner, the mentee also requires specific skills for managing the relationship with mentor.

Shared Core Skills

- Listening actively
- Building Trust
- Encouraging
- Identifying Goals and current Reality

Mentor-specific skills

- Developing Capabilities
- Inspiring
- Providing Corrective feedback
- Managing Risk

Mentee-specific skills

- Opening Doors
- Acquiring mentors

Learning quickly
Showing Initiative
Following Through
Managing the relationship

Why we need mentoring

We cannot appreciate the relevance of any concept unless we experience the need for introducing the same.

Mentorship is also one of the concept that we introduced between boss and subordinate as mentor and mentee. We can think about situations where the team leader is required and he acts as a mentor for smooth functioning of the organisation and also to enhance the performance of mentee.

There was a live example of mentoring for a new trainee. A young software engineer Olivia Lobo joined a multinational company with limited self confidence though capable and was asked to perform. It was noticed when she was asked to prepare and give power point presentation her colleagues reported that she was not showing any interest for undertaking the task of preparing the presentation and always tried to avoid the task.

Keeping in view of Olivia Lobo's knowledge skills and potential to grow in organisation it was felt that there is need for her to have a mentor who was more experienced and efficient in giving presentation. Olivia Lobo was assigned one senior colleague Olga D'Souza for acting as a mentor to her. Over a period of 6 months Olga D'Souza regularly spent time with Olivia Lobo and talked about her fear, anxiety, and confusion. Olga D'Souza analysed the situation from the psycho socio point of view and suggested

Olivia Lobo useful tools and techniques and offered feedback on the structure and contents of the presentation to be made by Olivia Lobo.

Gradually the confidence level of Olivia increased and she started taking interest in making presentation in real terms, mentor Olga ensured that her mentee enjoys the job. This was the time the mentoring relationship came to a natural end although Olga was always available on the phone call if Olivia needed any ideas or suggestions on her day to day workings.

Now let us analyse the reasons behind the success for this mentoring programme. The first and foremost came in the form of creation of foundation of support. The Olga D'Souza always registered and tempted Olivia to solve problems at her level rather she allowed and helped in ensuring that the problem is solved by Olivia herself with the help of suggestions given by her. Olga never allowed Olivia to become dependent on her.

Finally Olga D'Souza went on to say good bye.

Let us know the types of mentoring

Every mentoring programme needs to be customised so as to be tailored to the specific needs and objectives of the organisation. Here we must talk about some broad areas on types of mentoring in terms of mentor and mentee desired relationship which goes in the following terms.

Peer mentors as best approach for the new entrant in the organisations. This peer mentor is to act as introducer for mentee to the organisational culture and helping

him.

Career mentors serve as a coach and they act like internal advisor to help the mentee to meet professional goals to be achieved.

Life mentor are the people who act as sounding board to help the employees integrating the professional development with larger than life journey.

The above three types of mentoring are not mutually exclusive so that the same mentor can be an assistant in all above areas.

Phases of mentoring process

The mentoring is a systematic process which can be categorized in phases such as rapport building, direction setting, progress making, winding down and finally the phase of moving on in the form of professional friendship. Let us have brief details about these different phases.

Phase 1: Rapport building

Mentor and mentee decide whether they want to work together and negotiate what each expects from the other.

Phase 2: Direction setting

Mentor and mentee achieve clarity about what each aims to achieve from the relationships and how.

Phase 3: Progress making

It helps the mentee define and commit to personal change. The mentor must guide and support as needed.

Phase 4: Winding down

When the relationship has helped to deliver the desired outcomes or the mentee outgrows the mentor.

Phase 5: Moving on to have professional friendship

It is the final phase where

former mentoring relationship is achieved towards a less committed and more casual one.

How to achieve success in mentoring programme

First of all we must bear in mind mentoring that it is a personal process and not bureaucratic. Care should be taken that this programme is not coming against any other HR obligatory programme otherwise there may be resentment among mentees and mentors.

According to Tammy Allen, the author of designing work place “the mentor programs pairing an employee with the right mentor is the trickiest aspect of mentoring and the one we know the least about”.

Some organisations use algorithms similar to those used by dating services, while others go for more random methods. The most effective programs give participants some input or choice for example suggesting three possible mentors, and then letting the employee choose.

Clear expectations are also essential. The very term mentoring may carry different connotations for different people. Mentees should understand that it is not an automatic path to promotion, but instead an investment in their personal and professional growth. mentors should know that the time is valued and the that the benefits of mentoring are reciprocal.

Finally, some kind of suggested format or structure is helpful to get the mentoring relationship off the ground. We must appreciate that one can never achieve the rapport necessary for successful

mentoring specially when it is not the part of regular, ongoing conversation.

Mutual trust and understanding is key for success

Almost a generation ago, mentoring was generally built into the employer-employee relationship. The mentor as team leader could be expected to see an employee as his mentee, meaning thereby that he was not only supervising the subordinate but helping him to steer his career. Now since that relationship has changed, organisations are searching for other ways to create a meaningful connection with their employees.

On the face of above explanation, we can say that a smart mentoring programme is a small initiative for aligning the employees' individual purpose with that of the organisational objective. Once it is implemented and the interest of both employer and employee are taken care of, it is sure to flourish the workplace culture.

The steps to be followed in the mentoring process

- Mentor must know the expectation of mentee to fulfil

The first part of the mentor's process is to try and understand where they can add value to the mentorship. Understanding this stems from getting a clear articulation from the mentee as to what their goals and objectives are and then finding the gaps with which the mentor can help.

- Mentor to help the mentee to shaping the goals
- Mentors bring experience to the table; that experience can be in years, and time tested . Either

way, mentors can often add most value because they have navigated the mentee's path before.

For this reason, a mentor should help to shape a mentee's goals. The mentor can look at their own experience in retrospect and understand where they could have been better, smarter, or faster. These insights should help shape the mentee's goals; making them more ambitious, less ambitious, or helping to make them understand exactly what they might be looking to do

- The performance of mentee needs to be monitored

The mentor doesn't need to act like a parent, nor be strict about it, but checking in with the mentee and focusing on how they are moving forward is an essential part of being a good mentor.

- Feedback and suggestions to be actioned

At every stage of the mentorship, the mentor should be looking to provide feedback and suggestions. This is the part of the process that makes the mentee take stock and shift their goals and agenda, which is what creates better results than what the mentee could have achieved alone.

- Say good bye

Saying goodbye to a mentee can be hard but their life changes as does for mentor. There comes a time in a mentorship when your experience, chat, and advice is mostly exhausted.

To be Continued.....Part 2 in the Upcoming Issue.

**Read the concluding part of this article, 'Mentoring and coaching-The tools for enhancing performance' in the upcoming issue of KALEIDOSCOPE Magazine.*

Happiness at Work: Does Employee Happiness Matter



Ashutosh Kumar Anand
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It's a truth universally acknowledged that happy employees are simply better to have by your side. Their energy and enthusiasm is infectious and it can make the dreariest workday a little brighter. Companies are hiring Happiness Officers for ensuring happiness at workplace.

Summary:

Education and Employment are related to each other. We are born, then at certain age we start going school to learn and attain education and after certain years of education, we get qualifications for getting gainfully employed. We spend almost 30-40 years working in offices and a lot of time and energy is spent in these offices. However, when an individual gets a job its not always only about money, although primary objective of getting a job is to earn money for living but with passage of time, money takes a rear seat and here the Maslow Need Hierarchy theory comes into picture.

Maslow's hierarchy of needs theory states that there are five categories of human needs that dictate an individual's behaviour. Those needs are physiological needs, safety needs, love and belonging needs, esteem needs, and self-actualization needs. Maslow recognised love and belonging, esteem and self-actualization needs above the physiological needs.

Men are not machines for minting money and money is not an end in itself. Workplace has got more complex in past years. The dynamics of office has changed. With percolation of technology in day to day office working and post COVID when several companies have started offering the employees to work from home, the house has been converted into an office.

Companies in order to earn profit and be a leader are pushing their employees to their limits. They are offering high salaries, perks and the HR department is innovating new ways to keep their employees engaged, productive and do all what it takes to get back maximum from them but even then employers and employees are not happy. There are multiple issues that govern productivity at workplace other than just salary.

Several big consulting companies have been conducting surveys

to find out the cause and they all reached to a conclusion that there is much more than mere salary and benefit that results in getting productivity and commitment from employees. The researches revealed reasons which were related to Engagement and Happiness at Workplace. A happy employee is a productive employee. But what does happiness at workplace mean.

Happiness

When it was asked to define what happiness means to employees, most of them explained it as the feeling of peace, calmness, laughter, contentment, and so on. There are two dimensions of every person, one that always seeks to expand itself, is open to accepting new possibilities, takes risks and thrives, whereas the other side always wants to hold onto objects, sentiments, and feelings of comfort and familiarity.

A company known as Happitude conducted a simple exercise on employees by serving a questionnaire.

1. In general, how happy do you think you are in your life?

I am Very Happy I am Happy I am Good I am Looking Forward.

2. On a day to day basis, which of the following negative emotions do you face quite often?

Anger Fear Anxiety Boredom None of the Above

When these questions were asked, most people tend to opt, “I am Happy” option, which is fine, but the whole confusion begins with the next question. In the second question, people select Anger, Fear, or Anxiety as the most preferred choice. If these are the dominant emotions one faces on a day-to-day basis, then “I am Happy” does not look like the most appropriate answer to the first question.

The World Happiness Index 2023, which measures the degree of happiness among people, by the UN Sustainable Development Solutions Network. The study gives policymakers a tool for comprehending the factors that lead to happiness and well-being and measures the happiness and well-being of individuals in nations worldwide.

Finland maintains the top spot for the sixth time in a row. India moved up in the ranking from 136 to 126, even though the report is relatively similar to previous years' rankings.

Happiness – the changing paradigm

Carl Cederstrom in his book, *The Happiness Fantasy*, writes that corporations and advertisers have promised satisfaction, but have led people instead into a rat race of joyless production and consumption. Collecting material comforts of life research shows don't give life meaning.

Work-life balance emerges as a particularly strong predictor of people's happiness. Since most of us spend a great deal of our lives working, it is inevitable that work

plays a key role in shaping our levels of happiness. In a recent chapter of the World Happiness Report published annually to coincide with the United Nation's International Day of Happiness, we look more closely at the relationship between work and happiness.

It's a well-established fact that happy employees are more productive, and it's not because they spend more time at work, but they achieve a lot more during their working hours. Happy employees also provide better customer service. Employees who are highly satisfied with their jobs will stay on with their employers longer. Their happiness is manifested in better mental and physical health too.

Most employers are well aware of all these points. However, unless action is taken to take care of these important aspects, there will be unhappy employees everywhere. During the pandemic the boundaries between the personal and the professional life have blurred and this is why it's become even more important to emphasize workplace happiness and employee well-being. Teams made up of happy employees don't just succeed, they thrive. So why aren't more companies investing in employee happiness? For starters, it may be that employee happiness metrics are hard to pin down. Not to mention, distinguishing between employee engagement, satisfaction, and happiness, can be mind-boggling. But the biggest challenge of all seems to be measuring workplace happiness.

Happiness is hardly a quantifiable phenomenon. But by understanding how employee happiness

reveals itself in the workplace, companies can learn how to measure ROI on employee engagement and prove its value to leadership.

Happiness Index at Workplace in India

Workplace happiness is a combination of both psychological factors and workplace-specific factors. Surveys have shown that 59 percent of the Indian workforce is unhappy at work. Surveys reveal that only 41 percent of the workforces seem happy at work. The pandemic made people realise that only a sense of belongingness, autonomy, meaning and purpose can make them happy. Their mental peace can be ensured if they are able to feel less stressed, for which, it is essential to strike a balance between work and personal life. If they are happy at work, they will automatically be happy at home too. Happiness at the workplace can be achieved through various ways— strong bonds with co-workers, a strong sense of belongingness and a lot more autonomy at work, which can ensure workplace happiness.

Although majority of reasons for happiness at workplace – general well-being, work-life balance, innovation, autonomy, belongingness, and lower interference between work and personal lives among men and women continue to be the reason.

Full-time employees are happier (44%) than part timers (25%) Part-time employees are more insecure about their jobs and earnings. They also lose out on a sense of belongingness and inclusion, which the full-timers enjoy. Also, some of the part-timers are

actually overqualified for the jobs they are doing. This also makes them unhappy and dissatisfied. Only 49 percent of the part-timers feel a sense of belongingness towards their co-workers, whereas 78 percent of the full timers feel a strong sense of belongingness towards their co-workers.

The report stated that the employees who intend to leave their jobs are not unhappy people, but they are particularly unhappy at work.

Happiness and PSUs

Public Sector Companies in India are not the same they used to be 10-15 years ago. Several PSUs have now been in Great Places to Work. PSUs have adopted robust HR policies and have made efforts to re-define themselves by adopting new, innovative policies and showing greater sensitivity towards Stakeholders engagement and Employee engagement. In India PSU jobs are considered to be more secure. Generally, there is a notion that in PSUs the salaries are good, employees don't have much workload and there isn't any care for performing people. Further, there is a belief that since the jobs in PSU are secured, the employees tend to stick to their job irrespective of whether the salaries, pay and perks are lower in comparison to private companies.

PSUs are facing tough competitions from their private counterparts, there is lot of pressure on them to complete and contribute to ambitious plans of Government in every sector. PSUs are contributing meaningfully in accomplishing the targets of the several welfare flagship

programs of the Government. At times when the PSUs are facing turmoil, turnaround and stiff competition, just walking away by a general statement that since employees of PSUs get handsome salary so there is no need for assessing other emotional needs of such employees shall not go as a welcome statement.

In even PSUs, employees work under tremendous pressure and in tough conditions, with pressure to follow several guidelines and deliver projects in definite timeline. The Management of PSUs have very little autonomy to devise any monetary incentive or think of any unconventional innovative methods for better physical and emotional well-being of employees. Most of the Surveys of Employee Engagement, Employee Satisfaction, and Employees Happiness Index are all centred-towards MNCs and well known private companies. The concept of Happiness Index is not a buzzword in PSUs.

How it is done in some great Companies:

In today's unpredictable economic environment, measuring employee engagement, satisfaction & happiness can get pushed to the bottom of to-do list. This is unwise. By ignoring the happiness of the most important part of business, companies run the risk of failing to achieve business goals and becoming a less attractive prospect to future employees and investors.

Since most of us spend a great deal of our lives working, it is inevitable that work plays a key role in shaping our levels of happiness.

Change the Tide and tone

First, it starts with organizations building a corporate culture that respects genuinely its talent, and practices role model diversity and inclusiveness. It is critical to build trusting relationships in the office environment, and educate employees on building a happiness culture, and provide support systems to support home and family relationships with counselling services. An employee who is lonely and miserable in a relationship in their personal home life cannot wake up in the morning and bring a genuine happy face to work. Emotions cannot be easily separated from AM to PM modalities. Humans simply are not robots. Emotions run deep.

In addition, a great deal of the research on the happiness gap, squarely places the day to day happiness mood environment is set by the employee's manager and the health of the relationships of the community an employee is immersed in.

So bringing the entire person to work in a healthy state of mindfulness has to equip employees and managers with new toolkits: goal setting, health and wellness trackers, mood insights, etc.

Goal Setting

Lulu Lemon, a fitness and lifestyle global retailer, has a culture that focuses on bringing the whole person to work and focuses on goal setting strategically, not just for work, but for life. They place a great deal of emphasis on setting audacious goals. They have a unique Purpose, Vision + Goals program and tools that enables employees to declare what's truly important to them and set out to

make it happen. In other words, they emphasize employee unique purpose in life and only when this is clear, can one be truly happy.

Google takes Objectives and Key Results (OKRs) as a practice not an annual event, Google asks its employees to set objectives, with management acting as a coach and a guide. Google reinforces the expectation that goals are roughly 70% achievable, ensuring stretch goals will require extra effort. Second, everyone is encouraged to set one goal that is purely personally of interest so Google recognized the importance of goal setting from both an inside and outside perspective. Google have invested more in employee support and employee satisfaction. Under scientifically controlled conditions, making workers happier really pays off.”

Adobe is another corporate culture that demonstrates its care for its employees, and continues to be a top performer in employee happiness and is one of the top 100 companies to work for.

Ways to ensure and enforce Happiness

Culture Trumps Always - The tone starts from the top. So dig deep into the corporate cultural rituals and norms and take a hard look at reality vs what is required to be heard. Help of external experts can be roped in to provide an audit of culture health and employee happiness. Mere understanding annual reviews are not enough or end of year employee satisfaction surveys. They are too slow and our world is moving far too fast to wait 12 months for feedback on happiness. This should be a daily ritual.

Build Management- People Centric Talent - The research reinforces if companies don't have good management that employees trust and are not encouraged to speak up on what's working and not working and not valuing employee curiosity and courage, and then there is likelihood of having the wrong narrative. Building healthy happy teams cannot be fear based as People want to know they are working with real people and emotional feelings are cared for.

Evolve your management practices and toolkits- to support creating a collaborative, communicative, productive and mindful organization where health and wellness is woven into your employee daily practices. Start each day simply asking: Are you happy or How are you feeling? Have a genuine conversation and listen. There are powerful toolkits which can be tapped into but they are useless unless management at the top are role model and use them too. Too many companies invest in toolkits but leaders are not slowing down to increase their own digital literacy and hence adoption of new practices is marginalized.

WorldBank, statistician Nic Marks is helping to shift measurement thinking and asks why we measure a nation's success by its productivity instead of by the happiness and well-being of its people. He has introduced the Happy Planet Index, which tracks national well-being against resource use.

Show more gratitude at work

Expressing gratitude at work

improves your happiness, relationships and boosts self-esteem. It's important to spend some time thinking about what you have and what you're grateful for – especially the small things you normally take for granted. Make a list of all the things you are grateful for at work, start a gratitude journal and share what you are grateful for with your colleagues.

Spread happiness: Emotions are contagious

Surround yourself with positive people and inspire others to be happier. Maybe that means smiling more at your colleagues, spending your coffee break with your favourite teammate, organizing a surprise get-together for your team or giving more positive feedback. We've all experienced a positive energizer around us: these people that walk into a room and make it glow. Everyone becomes energized, enthused, inspired, and connected.

Try to be a positive energizer and inspire others to follow you on your happiness journey. But please don't get me wrong: the goal is not to fake positivity but rather be authentic in your behaviour.

Show appreciation and send encouragement to someone who needs it

It's not only about monetary incentives always. At times simple words can make a huge difference. Let the colleagues know that they are appreciated and just a thanks and recognizing their contributions may make a lot of difference. Statements such as following may work as wonder at times:

“Thank you for your hard work.”

“I really value your contribution.”

“You did great today.”

“I appreciated your help during the meeting.”

If you see someone is struggling or facing a hard task, offer some words of encouragement such as:

“You can do it!”

“I believe in you!”

“You’re going to be great!”

The key is to be consistent. If a team member deserves to be recognized for outstanding work, they need to be told: Don’t wait for their “review.” The days of annual reviews are ancient history.

Celebrate your regular wins

People may be encouraged to share their recent wins and create a ‘success wall’ to post them on. These successes can be big or small, but encourage them to keep it simple. This is a great way of getting your team to realize how many amazing things you’ve actually achieved, even if you haven’t really thought about it lately.

Take care of your happiness at work

Happiness is a skill we can all learn and there is always potential to work on it. We can all do something to improve our happiness and make our workplace better. Like any other skill, you need to practice it to maintain it.

Spread awareness about Happiness at Work within your team

Companies need to create a safe environment where the

employee’s happiness is part of the company’s culture and not just an exception. Luckily, there are many ways to implement strategies to maximize happiness at work.

Make sure to work on your own happiness. Do things that make you happy, ask yourself the right questions, and surround yourself with people that make you feel good. Take action to improve your happiness if you need to.

Encourage Workplace Wellness

Employees expect Employers to provide wellness practices in the workplace. Showing employees that company want them to live happy, healthy lifestyles is another way of showing them how important they are to your company.

Make Work Fulfilling

Everyone wants to feel like what they’re doing at work matters. In order for team members to feel good about the work they are producing, they need to fully understand the company’s mission and purpose. A rundown may be given about what each department does and why they do it. When employees see the inner-workings of the organization from all angles and perspectives, they feel better connected to the business and therefore more committed to making it a success.

There are multiple ways for making employees more engaged, satisfied and happy at workplace. The only fact is that Employers have to focus on the aspect of happiness. Generally, only monetary incentive doesn’t make employees happy, this fact has

to be understood. Several good companies have created a post of Happiness Officer and have started recruiting such officers. Happiness Officer acts as the liaison between management and employees to create an environment that will increase overall happiness levels. They often have skills in psychology, sociology, or human resources to focus on improving individual employee engagement with their jobs.

Conclusion:

Multiple studies have proved that our well-being and positive emotions have a huge impact on us at work. We are more creative, engaged, productive, motivated, open to new things as well as more likely to stay with our companies longer.

Happy people are productive as they are far more engaged, committed and creative for the organization whereas the unhappy ones may be a little lesser regarding productivity, commitment and creativity or just opposite of them. However, studies on employee happiness were seldom comprehended in the past.

In Indian perspective it’s high time that we start discussing and working on this issue of happiness at workplace as the lack of which has multiple hidden side effects both psychological, emotional and fiscal.

References and Courtesy:

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When Southern splendour meets Northern Exuberance

Hindi –Yakshagana, A unique Experiment



CPSEs serve the nation in myriad ways, and celebration of Culture is one such domain where these pillars of the nation never lag behind. Activities taken up by CPSEs to promote and support culture sometimes spring up novel initiatives and fresh experiences that go on to win hearts and create bonds. Hindhi-Yakshagana, presented by Mangalore Refinery and Petrochemicals Ltd., was one such initiative where language and culture crossed boundaries and reached newer avenues of harmony and oneness.

Yakshagana is a vibrant folk art form of the Coastal Karnataka region, primarily presented in native Tulu or Kannada languages. Its performance comprises dance,



singing and dialogues with colourful presentation and forceful expressions. From ancient times for the natives of this coastal strip between the Arabian Sea and the Gigantic Western Ghats, this is not just an art form but a means to attain supreme spiritual experience. For this reason, most of the themes presented through Yakshagana depict either local spirit worship traditions or tales from Hindu Mythology.

The official Language cell of MRPL (Mangalore Refinery and Petrochemicals Ltd.) organised a unique experiment of Yakshagana, wherein the vibrant southern art form was presented in the Hindi language. The experiment proved to be a huge

success among the audience of diverse backgrounds. The troupe "Yaksha Manjusha" is a leading



group in South Karnataka, led by Smt. Vidya Kolyur performed the Yakshagana with an episode of "Panchavati" from Ramayana. The team by Vidya Kolyuri has presented Yakshagana in many places all over the world.

The story was set in the dense forests of Dandakaraya, Panchavati (the land of five Banyan/Peepal trees) on the banks of the sacred river Godavari, where Lord Rama, Sita and Lakshman had stayed after leaving Chitrakoot (where they spent eleven-and-a-half years).

In the story, demon-king Ravana's sister Soorpnakha saw Shri Rama for the first time. And soon after laying her eyes on him, she fell in love. She strived to lure him, but her efforts went in vain. Subsequently, she tried to coax Lakshman and failed miserably. She was jealous of Mata Sita and wanted to eliminate her. However, when she attempted to harm Mata Sita, Shri Rama asked

Lakshman to give a fitting reply to Soorpnakha. And to teach her a lesson, Lakshman cut her nose with his sword.

The result of the performance was heart-warming. The auditorium, full of the crowd, watched the performance with utmost zeal and enthusiasm. For the Hindi speakers, it was an opportunity to relish the flavours of Yaskhagana and experience its artistic and spiritual experience through their native language. For those who have witnessed Yakshagana in Tulu/Kannada, it was a chance to feel its splendour through a new channel of language where a different hue of exuberance could be felt.

During the very first scene, when bedecked in vibrant and colourful traditional Yakshagana attire, Lord Rama made his entry to the stage, followed by Graceful Sita and a handsome-looking Lakshmana; the entire gathering witnessed the customary dances

with pin-drop silence. But, it was when Lord Rama delivered his first dialogue in his booming voice the entire crowd broke into rapturous applause that never seemed to be stopping.

While an elderly member of the audience said, "I knew that this was a renowned local art form, and I had witnessed the splendour of the dresses, ornaments and performance, but knowing the story and getting to the soul of the character gives me goosebumps & a distinct experience."

A lady said, "I have seen may be around 500 Yakshaganas in the native language, but when I watched it in Hindi, I felt a new thrill and new fulfilment which has transported me to a whole new world". While culture and art are known to bestow upon us such experiences, experiments that cross the boundaries and barriers of language throw up a whole new world of happiness and gratification.



Advances in CLOT Treatment Book released

“Attack Heart Attack before it is too late”. “Time is Muscle”



Dr. H. K. Chopra*

A Unique Text book of Cardiology "Advances in CLOT Treatment" was released by Hon'ble Dr. S. Chandrasekar, Secretary DST, Ministry of Science and Technology, Govt. of India on Wednesday, May 24th 2023 at Technology Bhawan, New Delhi India.



This Book is Evolution to Revolution in CLOT Treatment, one of its kind for the first time from India to the world as a Continuing Medical Education and public health education project in public interest creating global impact with 36 sections and 158 chapters, widely available for the medical fraternity & every library of the world digitally. Historical perspective of Thrombosis from 1912 to Clinical Perspective till 2023 has been covered and unique chapters on COVID inflicted coagulopathy and historic Treatment of COVID

inflicted AVN by NOAC in a protocolised manner in first two stages discussed as a pioneering contribution from India.

Dr. H.K. Chopra said that real motivation for bringing up this book was spurt of COVID inflicted coagulopathies in the second wave of COVID with very high mortality and morbidity by Heart Attack, Brain Attack, Lung Attack, Eye Attack, Ear Attack and even abdominal attack by formation of multiple clots in abdomen vessels leading to GI perforations.

As we all know that COVID virus is prothrombotic, proinflammatory and immunogenic in nature it

hijacks the body from head to the toe. Every possible vessel of the body could be affected by COVID causing endotheliitis and intravascular thrombosis. We have 6 billion capillaries, 60 thousand miles of blood vessels with 60 trillion cells and 6 trillion chemical-reactions with 60 neuropeptides, all are affected by COVID. We lost millions of people across the world during COVID times.

Today whole world is using phamaco invasive approach for treating heart attack in the real world and India (Intravenous TNK followed by angioplasty and stenting after heart attack in

* Sr. Consultant Cardiologist Medanta Moolchand Heart Institute, Chairman CME, Moolchand Medcity, New Delhi, Chairman, WWF, WHA, Country Head, AHA, Former National President, CSI & IAE, Former National Editor in Chief, IHJ, JIAE, Editor in Chief, Top 12 Textbooks of Cardiology, National Chief Advisor Health Committee SCOPE, National Awardee, Science & Technological Communications, MST, DST, Govt. of India.

3-24 hours. He emphasized on the need of prehospital thrombolysis is the real solution of attacking heart attack and salvaging the jeopardized myocardium. He said "Time is Muscle", first 90 Min. are very precious and critical after heart attack to save the life mentioned in detail in this book.

Dr. Chopra said that this book includes every possible strategies to prevent clot formation and treatment strategies in Heart attack, (Clot in coronary arteries) Lung attack (Clot in Pulmonaryarteries) Brain Attack (Clot in Brain Arteries) Leg Attack, (Clot in the peripheral venous and arterial system) Abdominal Attack (clot in mesenteric and other abdomen vessels leading to Ischemic GI perforations, eye attack (Clot in central retinal vessel) ear attack, (Clot in the earvessels) Clot in the carotid arteries or Clot on the valves.

CLOT Prevention strategies includes

Regular Heart Friendly Exercises for 20 to 30 minutes daily.

Practice Meditation and yoga everyday.

Control obesity.

Control Diabetes.

Control Hypertension.

Cholesterol fitness.

Anger management.

Stress management.

Weight management.

Adequate Hydration at least 2 to 2.5 litres of water daily.

Nounac customized exercise.

Sleeping on the left side is best because it keeps pressure off

internal organs and promotes healthy blood flow.

No Smoking or tobacco in any form.

No OCP or HRT.

Salt restriction.

No fatty or fried food.

Have more of Fruits and vegetables.

No snoring or Obstructive Sleep Apnea.

Use your body or loose it.

Walk more often when pregnant.

Walk in between while travelling by car, train or flight.

Be away from Air pollution.

No mental pollution by negative thoughts and emotions.

Don't be instress all the time.

Don't sleep more than 8 hours.

Have Attitude of calmness.

Don't be in hurry all the time.

Practice Laughter.

Practice Massage and Spa Therapy to enhance blood flow in the blood vessels.

CLOT treatment strategies includes

TNK, Heparin, Enoxaparin NO-ACs (Revaroxaban, Apixaban, Debigran), Anti platelets therapies including (Aspirin, Clopidogrel, Tecagrelol, Prsugrel) GPI Ib III a antagonists and other mechanical technologies such as Thrombosuction, Thombectomy, Embolectomy, Intravascular laser lithotripsy etc. are also very well, exhaustively covered.

Role of Artificial Intelligence in CLOT Tracking and thereby timely intervention accordingly with morbidity and mortality benefits as the future has been very well elucidated

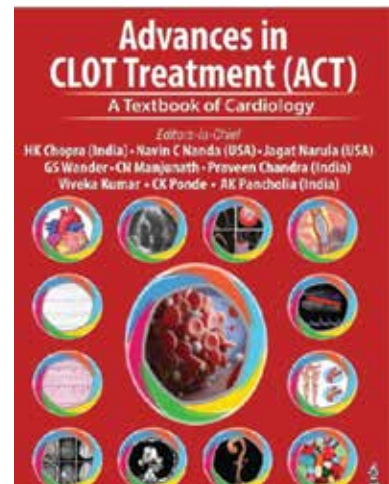
Dr. Chopra said that we must act locally and impact globally by launching

Mission Heart Attack, Mission Lung Attack, Mission Brain Attack, Mission Leg Attack, Mission Clot Attack, Mission Eye Attack, Mission Ear Attack, Mission Abdominal Attack by enhancing awareness on CLOT Careglobally.

Dr. H.K. Chopra expressed his heart felt gratitude to the Department of Science and Technology, Ministry of Science and Technology, Govt. of India for giving this honour of Book Release by Hon'ble Secretary of DST, Dr. S. Chandrasekhar.

He said "We learn from yesterday, live for today and hope for tomorrow But never stop questioning as to what is new".

Dr. Chopra conveyed his thanks to national and international editors, contributors and academic institutions and partners across the world, our teachers, teachers of teachers. He also extended his special thanks to Jaypee Brothers Medical Publishers for their extraordinary effort of academic excellence for global acceptance of this book.



SCOPE FORUM OF CONCILIATION AND ARBITRATION (SFCA)

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

WHY SFCA?

Empanelment of more than 400 Arbitrators/ Conciliators

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

Complete services for conducting Arbitration

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

Cost effective and timely dispute settlement

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

Dedicated Infrastructure

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

Facilities and provisions

- Provision of modern equipments and facilities such as projector for live streaming of proceedings on a large screen, stationery etc.
- Arrangements of high tea/lunch on request of the parties.

Capacity Building

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



For any queries relating to SFCA, you may contact

SCOPE FORUM OF CONCILIATION & ARBITRATION (SFCA)

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

New and Improved Convention Centre at SCOPE Complex and SCOPE Minar

Conference Halls and facilities are being sanitized and fumigated on a regular basis.
For Booking visit our official website: www.scopeonline.in

Conference Facilities at SCOPE Convention Centre Lodhi Road, New Delhi

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

Tagore Chamber



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

Auditorium



The Auditorium has a capacity of 310 persons (300 Chairs + 10 Nos. Chairs at stage) capacity equipped with projector, screen and mikes on dais and podium on stage.

Bhabha Chamber (Board Room)



The chamber has the capacity of 44 persons (24 Nos. Chairs on round table and 20 Nos. Chairs on sides) equipped with 4K advanced VC system for 12 person, projector screen and mikes on dais, tables & podium.

Mirza Ghalib Chamber



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

Fazal Chamber



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

Business Centre



The Business Centre has a capacity of 7 persons equipped with multi point Video Conferencing System (1+3), that can connect with three locations at a time.

Annexe II



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

Banquet Hall



The banquet hall has a capacity of 500 Persons for the purpose of lunch & dinner with variety of cuisines. Seating can be arranged for 40 persons.

Tansen Chamber at UB



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

Annexe I



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

Amir Khusro Chamber at UB



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

For Booking & Tariff details please contact:

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

SCOPE Minar, Architecturally conceived in the form of two high rise curvilinear tower with blocks sitting on a four storey circular Podium Block, is strategically located in Laxmi Nagar District Centre, Delhi -110092 and housing around 40 PSEs of repute. It is one of the iconic buildings of East Delhi. It has a huge foyer which gives an ambience look inside the building. There is greenery all around the SCOPE Minar building with large size planters. The building also has state-of-the-art Convention Centre comprising of five conference halls:

Board Room



Board room having "U" shaped table, has a seating capacity of 50 delegates with modern facilities - projector, screen, sound system, table mic etc.

Auditorium



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

SCOPE Academy of Public Sector Enterprises



SCOPE Academy of Public Sector Enterprises (APSE) conducts executive development programmes for PSEs' executives. It has three training halls equipped with projector, screen, sound system etc. one with capacity of 40 persons and two halls with capacity of 30 persons each for training purpose.

VIP Lounge



VIP Lounge has seating capacity of 30 delegates. CMDs, Directors, and other high level officials can use it as waiting lounge also,

Meeting Hall



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

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

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There is a wide space for vehicle parking that cater to a capacity of 550 cars, including the newly built good quality Banquet Hall wherein 300 delegates can comfortably dine at a time, making it special to deliver an all-round conducive meeting environment.



Hon'ble PM inaugurates Rare Earth Permanent Magnet Plant, Visakhapatnam on National Technology Day



Hon'ble Prime Minister, Shri Narendra Modi virtually dedicating Rare Earth Permanent Magnet Plant, Visakhapatnam built by Engineering Projects (India) Ltd. to the nation.

On the occasion of National Technology Day, Hon'ble Prime Minister, Shri Narendra Modi dedicated Rare Earth Permanent Magnet Plant, Visakhapatnam' built by Engineering Projects (India) Ltd. to the nation through VC.

EPI has constructed this magnet plant valuing Rs. 165 crores for IREL (India) Ltd. inside an existing facility of Bhabha Atomic Research Centre (BARC) in Visakhapatnam. The integrated plant/facility for production of Samarium-Cobalt Rare Earth Permanent Magnet will be using reduction diffusion (R-D) technique developed by BARC.

This plant will produce rare earth magnets like Samarium-Cobalt and Neodymium-Iron-Boron. These magnets are critical



Glimpses of Rare Earth Permanent Magnet Plant, Visakhapatnam.

components for a variety of high technology products in telecommunications, electric vehicles, microelectronics, wind turbines, airplanes and also in weapons. India plans to use locally sourced rare

earth. This landmark development is a huge step in the direction of "AatmaNirbhar Bharat", as up to now the most of our needs for this critical item were being met through imports only.

Union Minister of State for Power and Heavy Industries visits Subansiri Lower Project



Shri Krishan Pal Gurjar, Union Minister of State for Power and Heavy Industries, Govt. of India along with other officials from Gol during his visit.

Shri Krishan Pal Gurjar, Union Minister of State for Power and Heavy Industries, Govt. of India visited NHPC's 2000 MW Subansiri Lower Project recently.

During the visit, Union Minister along with MLA, Likabali (Ar. P), Shri Kardo Nyigyor inaugura-

ted 400KV Pothead Yard (connected to Biswanath Chariali HVDC SubStn. through 400 KV Transmission Lines for power evacuation).

Minister and other dignitaries visited various sites of the Project and took stock of the progress of ongoing construction activities

wherein Shri Vipin Gupta, ED-SLHEP briefed about the progress in construction activities of the Project.

Representatives of Major Works Contractors engaged in the Project also briefed about the quantum of construction activities at individual fronts.

ITI Limited bags Rs. 3889 Crores advance purchase order (APO) from BSNL

ITI Limited has bagged an Advance Purchase Order (APO) from BSNL worth Rs. 3889 crores for its 4G rollout. BSNL has issued an Advance Purchase Order (APO) for Reservation Quota (RQ) Order in the West Zone.

The scope of work includes Planning, Engineering, Supply, Installation & Commissioning, and AMC of 4G Mobile Network for 23,633 sites in West Zone of BSNL Network, and the total value of the contract is Rs. 3889 crore including AMC for 9 Years. The supply period is 18-24 months and warranty is 12 Months with

Consortium Partner being TCS. This is an APO for the entire scope of work and the Purchase Order will be issued by BSNL Circles in the West Zone. As part of the contract, ITI Limited will manufacture the Radio Access Network (RAN).

Speaking on this occasion, Shri Rajesh Rai, CMD, ITI Limited said, "We are delighted to receive this order from BSNL and we are thankful to the Ministry of Communication and BSNL for reposing great trust and faith in ITI's execution capability. This is a significant milestone for ITI as we are partnering with BSNL for

connecting remote parts of our nation." Shri Rajesh Rai further said- "In the past, ITI Limited has successfully deployed 2G & 3G GSM Networks (Nodes & RAN) for BSNL in West Zone as well as in South Zone. With great pride I say that ITI has supplied optical broadband connectivity equipment for BharatNet Phase I & II projects for BSNL, and equipment for more than 25 percent of BharatNet Network has been supplied by ITI Limited.

Shri Rajesh Rai added- "I am confident that ITI will again successfully execute the project to the utmost satisfaction of BSNL".

Union Minister of Power, New and Renewable Energy lays foundation stone for augmentation of POWERGRID Ara substation



Shri R. K. Singh, Union Minister of Power, New and Renewable Energy, Gol lighting the lamp along with other officials from Govt. of India and POWERGRID.

Shri R. K. Singh, Union Minister of Power, New and Renewable Energy, Government of India laid the foundation stone for augmentation of 220/132 kV POWERGRID Ara Substation recently in the presence of Shri Bijendra Prasad Yadav, Energy Minister, Bihar, Shri Amrendra Pratap Singh, MLA, Ara, Shri Raghavendra Pratap Singh, MLA, Barhara, Smt. Kiran Devi, MLA, Sandesh, Shri Awadhesh Narayan Singh, Member, Bihar Legislative Council, Smt. Indu Devi, Mayor, Ara and Smt. Poonam Devi, Deputy Mayor, Ara. Shri K. Sreekant, CMD, POWERGRID and Dr. V. K. Singh, Director

(Personnel), POWERGRID were also present.

The scheme would facilitate meeting demand of electricity for the next 10 years in Ara. Uninterrupted power supply will lead to industrial and commercial development of the area and also improve power availability in Bhojpur, Buxar and Rohtas districts. The augmentation of POWERGRID Ara substation will increase the total transformation capacity of the substation to 560 MVA. This initiative will speed up the pace of development in Ara, and give boost to economic and social development of the region through a strong power infrastructure. It

will further strengthen Ara's connectivity with the national grid.

Various works of rural development such as bathing ghat, PCC road, community hall, culvert, boundary wall, retaining wall etc. have been constructed by POWERGRID under Corporate Social Responsibility in Bhojpur. Arrangement of bench desk in schools, high mast light and construction of toilets etc. have also been done under CSR. Apart from the core business of power transmission, POWERGRID is playing a leading role in impacting lives through multifarious social development initiatives. POWERGRID-Transmitting Power, Transforming Lives.

BEML hands over 1st rake of Rail Grinding Machine over to M/s. LORAM, USA

BEML handed over the first rake of indigenously built Rail Grinding Machine (RGM96) to M/s. LORAM MAINTENANCE BY WAY, USA from its manufacturing facility located in KGF Rail Coach Unit II in the presence of Shri Amit Banerjee, CMD, BEML and Shri Jon Behrens, Assistant Vice President, LORAM, USA.

This is the first time RGM96 is being manufactured outside of USA. The machine is likely to be commissioned into service by Indian Railways, shortly. This machine will operate at 100 kmph during hauling and 22 kmph during Grinding operations. The life cycle of the track would increase by minimum 25% which results in substantial savings to Indian Railways.

The self-propelled RGM96 is meant for grinding the Rails in



Shri Amit Banerjee, CMD, BEML handing over the 1st rake of Rail Grinding Machine to Shri Jon Behrens, Assistant Vice President, LORAM, USA in the presence of officials from BEML and M/s. LORAM, USA.

corrective and preventive mode to improve the worn-out profile of Rail head and to remove fatigue material having micro cracks and other surface defects.

The 8 car Rake consists of 1 Front Control Car, 4 Grind Cars, 1 Water Wagon & 2 camp coaches.

The Railway Board placed contract on M/s. LORAM for supply of 10 rakes of 96 stones RGM (RGM96) machines to Indian Railway. Under 'Aatmanirbhar Bharat initiative' of GoI, M/s. LORAM partnered with BEML for local manufacturing.

REC records its highest ever quarterly & yearly profit at ₹ 3,001 Crores and ₹ 11,055 Crores respectively

The Board of Directors of REC Limited approved the audited standalone and consolidated financial results for the quarter and year ended 31st March, 2023. Owing to the improving asset quality and resolution of stressed assets, REC is able to record highest ever quarterly and yearly profit at ₹ 3,001 crores and 11,055 crores respectively.

As a result, the Earnings Per Share for the year ended 31st March, 2023 stands at ₹ 41.86 per share as against ₹ 38.02 per share as at 31st March, 2022.

Aided by growth in profits, the Net Worth has grown to ₹ 57,680 crores as on 31st March, 2023, an increase of 13% YoY.

The loan book has maintained its growth trajectory and has increased by 13% to ₹ 4.35 lakh crore as against ₹ 3.85 lakh crores as on 31st March, 2022.

Signifying improving asset quality, the Net Credit-impaired assets have reduced to 1.01% with Provision Coverage Ratio of 70.64% on NPA assets, as on 31st March, 2023.

The Capital Adequacy Ratio of the Company stands at a comfortable 25.78% as on 31st March 2023, implying ample opportunity to support the future growth.

Operational and Financial Highlights-12M FY23 vs 12 FY22 (Standalone).

Disbursements: ₹ 96,846 crores vs. ₹ 64,150 crores.

Interest Income on Loan Assets: ₹ 38,360 crores vs. ₹ 37,811 crores, up 1%.

Net Profit: ₹ 11,055 crores vs. ₹ 10,046 crores, up 10%.

Mongol Refinery organises ceremony for EPC packages 02 & 03

The Mongol Refinery project being executed by Engineers India Limited (EIL) as PMC achieved a critical milestone when the ground breaking ceremony of EPC packages viz. EPC-02 & EPC-03 got underway at Sainshand, Mongolia.

His Excellency, Shri M.P. Singh, Ambassador of India to Mongolia, Shri Delgersaihan, Member of Parliament, Mongolia, Shri Enkhtuvshin, Member of Parliament, Mongolia, Batjargal, Governor of the Dornogovi Province, Ganzorig, Chairman of the Dornogovi Council and Western Development, Dr. Altantsetseg Dashdavaa, Executive Director - Mongol Refinery and other senior officials of all stakeholders graced the occasion.

Commencement of Construction activities of EPC 02 & 03 packages



Shri M.P. Singh, Ambassador of India to Mongolia, Shri Delgersaihan, Member of Parliament, Mongolia, Shri Enkhtuvshin, Member of Parliament, Mongolia, Batjargal, Governor of the Dornogovi Province, Ganzorig, Chairman of the Dornogovi Council and Western Development, Dr. Altantsetseg Dashdavaa, Executive Director - Mongol Refinery and other senior officials of all stakeholders during the ceremony.

is an important milestone towards completion of the 1.5 MMTPA Mongol Refinery funded by the Government of India under Line of Credit (LOC). EIL is committed

to successfully executing this G2G collaboration project of national importance that will give fillip to the energy security of Mongolia.

NTPC marks major milestone with 72304 MW Installed Capacity, Including First Overseas Capacity Addition in Bangladesh

NTPC Group has reached a significant milestone in the power sector, with an installed capacity of 72304 MW. This achievement includes the recent addition of Unit-1, a 660 MW capacity, of the 1320 MW (2x660) Maitree Super Thermal Power Plant (MSTPP) located in Rampal, Mongla, Bagerhat, Bangladesh.

This marks NTPC's first overseas capacity addition, demonstrating the company's global reach and commitment to providing reliable and sustainable power. The project was executed in collaboration with the Bangladesh-India Friendship Power Company Pvt. Ltd. (BIFPCL), a foreign joint venture company of NTPC Ltd.

After obtaining the required norms and approvals, Unit 1 of MSTPP is included in the installed and commercial capacity of NTPC Group. The successful completion of the project underscores NTPC's expertise in the power sector and highlights its commitment to innovation and excellence in every project it undertakes.

GRSE renews India's 185-year-old tie with Guyana through Delivery & Commissioning of MV 'Ma Lisha'

Adding yet another feather to its illustrious cap, GRSE built Ocean-going Passenger-cum-Cargo Ferry MV 'Ma Lisha' to the Cooperative Republic of Guyana was delivered and commissioned at Georgetown, Guyana. The presence of the President, Cooperative Republic of Guyana, HE, Dr. Mohammad Irfan Ali, Prime Minister, Cooperative Republic of Guyana, Brigadier (Retd.) Mark Anthony Phillips, Indian External Affairs Minister, Shri S. Jaishankar, Minister of Public Works, Government of the Cooperative Republic of Guyana, Bishop Juan Edghill, High Commissioner of India to Guyana, Dr. K. J. Srinivasa, and CMD, GRSE, Commodore P R Hari IN (Retd.), not only added grandeur to this event but raised the bar by several notches. The historic event also witnessed the presence of Cabinet Members, Members from Diplomatic Community along with important dignitaries from Govt. of India and Government of Cooperative Republic of Guyana. GRSE has become the only shipbuilder in the country to have designed and built an Ocean-going Passenger-cum-Cargo Ferry and delivered it to a South American country that is at a sailing distance of over 11,500 nautical miles from Kolkata.

In his address, HE, Dr. Mohammad Irfan Ali, President, Cooperative Republic of Guyana



President, Cooperative Republic of Guyana, HE Dr. Mohammad Irfan Ali, Prime Minister, Cooperative Republic of Guyana, Brigadier (Retd.) Mark Anthony Phillips, Indian External Affairs Minister, Shri S. Jaishankar, Minister of Public Works, Government of the Cooperative Republic of Guyana, Bishop Juan Edghill, High Commissioner of India to Guyana, Dr. K. J. Srinivasa, and CMD, GRSE, Commodore P R Hari IN (Retd.) with the model of MV 'Ma Lisha'

highlighted that, "Relationship between Guyana & India is important and critical for both the countries and MV MA Lisha has made the journey that is filled with friendship and one that symbolizes the relationship between India and Guyana cementing the values of trust, honour, respect, democracy and one in which we see the development of people of both the countries as a priority."

He mentioned that GRSE being the lowest bidder had built the ship with every single feature the highest bidder was offering. The President also acknowledged GRSE's contribution in training their local technicians on the maintenance and operations of this vessel and also providing medium and long-term support on the up-keep and operation of the vessel. The President also re-emphasized the importance of

the name of the vessel, 'MA Lisha' which demonstrates the core value of friendship between India and Guyana.

In his speech during the commissioning ceremony of the vessel recently Indian External Affairs Minister, Shri S. Jaishankar lauded GRSE's efforts. "Despite the challenges of the COVID pandemic which followed soon after the agreement for the supply of the ferry was signed. I think its worth noting that the ferry was delivered on time and for that I congratulate GRSE. On the 12th of January MV MA Lisha was formally flagged off from Kolkata by Cmde Hari and sailed to Chennai and was hoisted on a Semi-submersible vessel MV Sunrise to be transported to Guyana. This is a unique feat of loading a fully built ship onto a transport vessel for shipping to Latin America

and for us in India is in itself a new experience. Now its important that we look at this ferry and actually consider the larger context which is that of the long-standing development partnership between India and Guyana. Our cooperation is human centric. It reflects the priorities of the people and the Govt. of Guyana", Dr. Jaishankar stated.

Dr. Jaishankar also mentioned that so far, 640 Guyanese nationals have benefited from India's technical and economic cooperation programs which are designed to enhance skills and capacity building. He further stated, "I am confident that our ties will continue to grow further. I am happy to note that we are working on variety of areas which directly benefit

the lives of the people and a good example is this ferry. This is very much in line with the vision of Prime Minister of India, Shri Narendra Modi when it comes to international cooperation. I wish that India Guyana partnership will continue to move robustly on its positive trajectory and that the two countries are working together in many ways, is symbolic of strategic cooperation."

CMD, NHPC meets Rt. Hon'ble Prime Minister of Nepal



Shri Pushpa Kamal Dahal 'Prachanda', Rt. Hon'ble Prime Minister of Nepal along with Shri R.K. Vishnoi, CMD, NHPC, Shri Y.K. Chaubey, Director (Technical), NHPC and other senior officials in Nepal.

Shri R.K. Vishnoi, CMD, NHPC met Rt. Hon'ble Prime Minister of Nepal Shri Pushpa Kamal Dahal 'Prachanda'. CMD, NHPC apprised the Rt. Hon'ble Prime Minister about NHPC initiatives in Nepal. CMD, NHPC offered NHPC expertise for harnessing the untapped hydropower potential in Nepal and requested for greater opportunities for NHPC in Nepal.

During his visit to Nepal, CMD, NHPC also met Minister

of Energy, Water Resources and Irrigation Shri Shakti Bahadur Basnet, Finance Minister, Dr. Prakash Sharan Mahat, Foreign Minister, Shri Narayan Prakash Saud, Chief Secretary, Shri Shanker Das Bairagi, Energy Secretary, Shri Dinesh Ghimire and CEO of IBN, Shri Sushil Bhatta. The focus of the discussions was on the overall hydropower development in Nepal and the key role NHPC can play in this regard. The

dignitaries appreciated NHPC's initiatives and its commitment towards development of hydropower in Nepal.

CMD, NHPC also addressed the plenary session of the Power Summit '23, organized by Independent Power Producers' Association, Nepal (IPPAN). In his keynote address CMD, NHPC deliberated on the critical role of hydropower in the overall economic development.

HSL undocks the largest vessel “MV Vishva Vijay”

Hindustan Shipyard Ltd. undocks the largest Vessel MV Vishva Vijay, Panamax Class 80, 655 DWT Bulk Carrier in a record time of 60 days post successful completion of repairs, added another feather on its cap. The vessel is 229 meters long, 32.24 meters in width and its 07 cargo holds can carry 95,149 CBM of cargo.

The vessel had arrived at HSL recently to undergo its refit. Over the period of docking, HSL has worked round the clock to complete all the repairs of the vessel with utmost professionalism and to the satisfaction of the ship's crew.



MV Vishva Vijay.

The vessel shall be berthed at HSL for a few more days wherein she would be undergoing trials and the vessel would

sail out. This a testimony that HSL has consistently been completing refits on or ahead of schedule for the last two years.

ITI Limited commissions a 1 MW Solar Plant at its Palakkad Plant

ITI Limited has commissioned a 1MW on-grid solar power plant at its ITI Palakkad Plant. The solar plant was inaugurated by Shri Rajesh Rai, CMD, ITI Limited in the presence of Shri Nagraj K.V., General Manager & Unit Head, and Shri Prince R.V., Additional General Manager.

With the commissioning of the system, ITI Limited will not only be able to save big on electricity charges but also will be able to bank and sell surplus energy to the energy grid of Kerala State Electricity Board Limited (KSEBL) as bidirectional ABT Meters have been commissioned here. ITI Palakkad Plant will be saving

significantly on energy bills on account of this installation.

Speaking at the inauguration, Shri Rajesh Rai, CMD, ITI Limited said, "We are very happy to inaugurate the solar power plant, which is a significant step in our sustainability journey and also in our energy conservation endeavors. This initiative is in line with our commitment of reducing our carbon footprint and promoting clean energy. Shri Rai added, "Another heartening thing to note here and for which we are very proud is that 3702 Solar PV Panels of 325Wp have been sourced from ITI Limited's Naini Plant which manufactures them. We look forward to scaling up the solar projects across our different

Units. Commissioning of the Plant was a part of our continued and sincere efforts to contribute to our country's greener future."

With this installation, ITI Limited will be able to reduce 750 tonnes of CO₂ every year which is equivalent to the tree plantation of around 4500 numbers per year and the Plant will generate 12.5 Lacs units of energy per year. The Project aims to contribute towards environmental sustainability & marks an important milestone on the road to Company's goal of adopting new technology. Currently, ITI Limited has roof-top captive solar power plants at its Units in Naini, Raebareli, Mankapur, Lucknow, and Bangalore.

NLCIL Mines stand top in all round performances in the country

Union Coal Ministry recognizes NLCIL Mines with 5 Star Ratings

Neyveli Mine-II & Mine-I got First place by securing highest marks (97 & 96/100) among the Lignite & Coal based open cast lignite Mines in the Nation during the years 2020-21 and 2021-22 respectively.

The lignite Mines of NLCIL (Mine-I & Mine-II in Neyveli and Barsingsar Mine in Rajasthan) and the coal Mine (Talabira in Odisha) have bagged 5 star ratings for the year 2020-21 and 2021-22 while the other Lignite Mine (Mine-IA) in Neyveli got 4 star ratings for the year 2020-21 and 2021-22.

The survey for this ratings are conducted on around 200 open cast Mines and around 150 under ground in the country and the performances are assessed based on the seven modules viz; Mining operation related parameters, Environment, Adoption of technology & best



Shri Prasanna Kumar Motupalli, CMD, NLCIL

mining practices, economic performances, Rehabilitation and Resettlement, Employees/Workers compliance and safety & security.

A high level team personally visits each Mine, inspects and evaluates all the modules and awards the star ratings. This time, the team members visited NLCIL

recently to all the five working mines. recently, the Coal Control Organization has published the result for the ratings of Indian Mines.

It is a matter of pride to mention that, during 2020-21, among the 199 open cast Lignite/Coal Mines in the country, only 15 Mines were awarded 5 star ratings, out of which, NLCIL Mine -I, Mine-II, Barsingsar Mine and Talabira Coal Mine got 5 star ratings. Similarly during 2021-22, among the 206 open cast mines in the country, only 18 mines were awarded 5 star ratings, out of which, all the above 4 NLCIL Mines got the 5 star ratings.

Shri Prasanna Kumar Motupalli, CMD, NLCIL and the functional Directors appreciated the Executives and employees of NLCIL Mines for this great achievement.

NTPC registers growth of 148% in coal production from captive mines

NTPC Ltd. has registered a growth of 148% coal production from its captive mines as compared to production registered in April 2022. NTPC recorded 2.75 Million Metric Tonnes (MMT) of coal production during the month of April 2023 as compared to 1.11 MMT recorded for the month of April 2022.

NTPC achieved highest-ever monthly coal despatch of 2.95 MMT

in April 2023, 140% increase on coal despatch volumes of 1.23 MMT achieved in the month of April 2022. NTPC recorded a coal production of 23.2 million tonnes in FY23, witnessing a 65% growth against 14.02 million tonnes a year ago from its four operational coal mines- NTPC Pakri-Barwadih (Jharkhand), NTPC Chatti Bariatu (Jharkhand), NTPC Dulanga (Odisha) and NTPC Talaipalli (Chhattisgarh).

The implementation of digitised initiatives by the coal mining teams has helped raise the bar in operational excellence in the mining operations. The improved processes have helped in enhancing safety in mining operations and has also led to the implementation of e-SMP, a digitalized safety management plan and a mobile app for safety, Sachetan.

NTPC Group installed capacity stands at 71,644 MW.

NMDC records the best ever April month performance in company history

NMDC reported a production of 3.51 MnT and sale of 3.43 MnT in April 2023, recording the best ever performance for any April month in NMDC history.

Iron ore production in April 2023 is 11.42% more than April 2022 and the growth in sales is 9.93% over CPLY. Building on the momentum from the 40 MnT surpassed consecutively in FY22 and FY23, NMDC is on a record-breaking spree as it achieves the highest production and sales for any April month since inception.

Congratulating his team on the performance, Shri Amitava Mukherjee,

(in million tonnes)

	April 2022	April 2023	Growth %
	3.15	3.51	11.42
Production	3.12	3.43	9.93
Sales			



Shri Amitava Mukherjee, CMD (Additional Charge), NMDC

CMD (Additional Charge), NMDC said, "Our dedication and consistency is displayed in NMDC's back-to-back grit to outperform itself as seen in April's solid figures. We are continuously adopting new processes and technologies to strengthen our supply-chain and continue to meet the growing iron ore demands of the nation. We are now aiming at becoming a 100 MTPA mining company by 2030 and are trading confidently on the road map laid for achieving the same.

NBCC organizes Leadership and Motivation program

NBCC organized a training program on Leadership and Motivation for the women employees at its Corporate Office. Smt. Alka Mittal, former CMD, ONGC graced the occasion as Chief Guest. She was felicitated by Shri P.K. Gupta, CMD, NBCC.

The program was also attended by Board level officials of NBCC.



Shri P.K. Gupta, CMD, NBCC; Smt. Alka Mittal, Former CMD, ONGC and other senior officials from NBCC during the program.

ONGC Strikes Gold: Successive Discoveries in OALP Blocks Amrit and Moonga on Arabian Sea



Smt. Sushma Rawat, Director (Exploration), ONGC along with other senior officials from ONGC.

Oil and Natural Gas Corporation Limited (ONGC) has made discoveries of Oil and Gas in MBS171HAA-1 (MBS171HAA-A)-“AMRIT” in OALP (Open Acreage Licensing Policy) block MB-OSHP-2017/1 in Mumbai Offshore (SW) on the Arabian Sea. There is another remarkable discovery in MBS182HDA-1(MBS182HDA-A) named “Moonga” in OALP exploration Block in Mumbai Offshore. Detailed assessment of the discoveries is in progress.

With these discoveries, ONGC continues its impressive streak in the OALP blocks by making new discoveries in consecutive years. Smt. Sushma Rawat, Director (Exploration) ONGC said that with these notable findings in the OALP I and OALP III rounds, ONGC reaffirms its exploration commitment to unlocking the



vast potential of India's hydrocarbon resources along with reserves accretion, strengthening the nation's energy security.

The discovery represents a momentous achievement, underscoring exploration dedication to expanding domestic production and reducing India's reliance on imported oil and gas.

ONGC's relentless pursuit of exploring untapped regions yielded these finds. By diligently analyzing geological data and employing advanced technologies, ONGC successfully identified substantial oil and gas reserves, reaffirming the untapped potential within the OALP blocks.



CMD, PFC visits Delhi's newest 'Waste to Energy' Plant in Tehkhand

Shri Ravinder Singh Dhillon, CMD, PFC visited Tehkhand Waste To Energy Project Limited, a PR Jindal Group company, which is operating a 25 MW Municipal Solid Waste (MSW) based Waste to Energy (WTE) project in Delhi.

The project is the largest WTE project funded by PFC with an aggregate loan amount of around Rs.322 crore and is handling almost 2000 Tonnes of waste per day thereby contributing immensely towards fulfilling Hon'ble Prime Minister's vision of Swachh Bharat Mission. The project has been operating satisfactorily with almost 100% PLF and the power generated from the project is being sold to Delhi distribution companies.

On the occasion, CMD, PFC, also inaugurated the newly established Control Room at the plant which is a state-of-the-art facility. CMD, PFC, congratulated the company that completed the project despite facing challenges posed by the COVID pandemic.



Shri Ravinder Singh Dhillon, CMD, PFC along with officials from PFC during his visit.

Taking the business relationship between PFC and PR Jindal group forward, exploring business prospects in other infrastructure segments was also discussed.

PFC is the lead financier of the Waste to Energy Projects and has sanctioned financial assistance of around Rs. 2000 crore across 13 projects spread across the country with capacity of more than 200 MW. Apart from this, 4 new WTE

projects are under sanction process at present with loan amounts of more than Rs. 800 crore.

PFC is India's leading power sector financier with a consolidated loan book of about Rs.8 lakh crore and is focusing on areas like renewables, refinancing, private transmission projects among others, including non-power sector related infrastructure projects, for business growth.





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Exclusive primary listing of green bonds of USD 750 million of REC Limited at GIFT IFSC stock exchanges

REC Limited has undertaken an exclusive listing of its recently issued Green bonds of USD 750 million raised under its Global Medium Term Programme of USD 7 billion at GIFT IFSC Stock Exchanges in a primary listing ceremony held in GIFT IFSC, Gandhinagar recently. The listing ceremony was graced by Shri Injeti Srinivas, Chairman, International Financial Services Centres Authority (IFSCA) as the Chief Guest in the presence of Shri Vivek Kumar Dewangan, IAS, CMD, REC and Shri Ajoy Choudhury, Director (Finance), REC and the officials of India INX and NSE IFSC.

Commenting on the occasion, Shri Vivek Kumar Dewangan, IAS, CMD, REC Limited, said, "We have consciously decided on the exclusive listing of REC's recently issued Green Bonds on IFSC Stock exchanges, which have come a long way in their acceptability amongst the global investors. This Green Bond issuance reinforces REC's status as one of the most accomplished and frequent issuers in the international capital markets and is poised to contribute in India meeting its Amrit Kaal commitments towards climate action plan and energy transition with focus on green projects."

This is the largest ever senior USD tranche by an Indian NBFC (largest ever senior Green Bond Tranche by a South & South-East Asian issuer) and first Green Bond issuance by an Indian Company post India's G20 Presidency.



Shri Vivek Kumar Dewangan, IAS, CMD, REC; Shri Ajoy Choudhury, Director (Finance), REC and other senior officials of REC, India INX and NSE IFSC during the ceremony.



Shri Injeti Srinivas, Chairperson, IFSCA, said, "We are pleased that REC Limited has listed their USD 750 million green bonds exclusively on the IFSC Exchanges. With this listing, the cumulative ESG labelled bonds listed on IFSC Exchanges has crossed USD 10 billion. GIFT IFSC is emerging as a gateway to facilitate raising of foreign capital into sustainable projects in India, thereby contributing towards achieving our Climate Change commitments and SDG goals."

The issue saw an over-subscription of approximately 3.5 times from 161 investors with active participation from quality accounts. Investors from across the globe participated in the issue with Asia Pacific (APAC) 42%, Europe, Middle East & Africa (EMEA) 26% and the US 32%.

Shri V. Balasubramaniam, MD and CEO, NSE International Exchange, said, "We are extremely delighted that REC has done an exclusive listing of their green bonds of USD 750 million in NSE International Exchange

and India INX at GIFT IFSC, taking their total listing to USD 4.75 billion under USD 7 billion Global Medium – Term Note Programme. I am sure other issuers from India and the region will consider International listing on IFSC Exchanges. Our aim is to make GIFT IFSC as a sustainable finance global hub. This takes total bond issuance on IFSC exchanges to USD 51.7 billion plus with the total medium term notes worth over USD 73 billion."

Over 87% of the transaction in the issue has been allocated to Fund Managers, Asset Managers and Insurance Companies.

On this occasion, Shri Arunkumar Ganesan, Chief Business Operations & Listing, INDIA INX said, "We take immense pleasure in welcoming green bonds of USD 750 Million issued by REC Limited on India INX as they have reposed trust in India's own IFSC and chose to list here exclusively, they will enjoy the lower with holding tax benefit of 4%. This firmly reinforces INDIA INX and GIFT IFSC as a credible and competitive international jurisdiction for raising capital from global investors."

Balmer Lawrie and CWC signs MoU for Cold Chain logistics, general warehousing and other ancillary services



An MoU was signed between Balmer Lawrie & Co. Ltd. and Central Warehousing Corporation (CWC) for utilising storage/warehousing space of CWC for providing Cold Chain logistics, general warehousing and other ancillary services at New Delhi. The MoU was signed by (L) Shri Rajeev Kumar Bansal, Group General Manager (Commercial), CWC and (R) Shri Adhip Nath Palchadhuri, Director (Service Businesses), Balmer Lawrie & Co. Ltd.

Balmer Lawrie & Co. Ltd. and Central Warehousing Corporation (CWC) signed a Memorandum of Understanding (MoU) for utilising storage/warehousing space of CWC for providing Cold Chain logistics, general warehousing and other ancillary services for a period of ten years from the date of sign off. The MoU was signed by Shri Adhip Nath Palchadhuri, Director (Service Businesses), Balmer Lawrie & Co. Ltd. and Shri Rajeev Kumar Bansal, Group General Manager (Commercial), CWC in the presence of senior officials of Balmer Lawrie and CWC.

As part of the association, Balmer Lawrie and CWC will collaborate to leverage each other's capabilities and complement each other to provide best-in-class services to customers in keeping with the growing demands of the segment. The organisations would work together to strengthen and expand their foothold not only in Cold Chain logistics but also general warehousing and distribution pan India.

Speaking about the association, Shri Adika Ratna Sekhar, CMD, Balmer Lawrie said, "Balmer Lawrie is extremely happy to associate with CWC as this will give a fillip to its Cold Chain Business Unit's aspiration of achieving Rs 100+ crore by 2027 and also setting up Mini Temperature Controlled Warehouses having a capacity of 1500 to 2000 pallet position in Tier II and Tier III cities across the country. This is indeed a noteworthy alliance that will address the supply gap in the Cold Chain logistics segment and will significantly contribute to the country's economy."

Commenting on the association, Shri Amit Kumar Singh, MD, CWC said, "We are delighted to partner with Balmer Lawrie. CWC has diversified its operations from time to time to keep pace with the dynamic market. Cold chain business is new to CWC and this association will definitely prove to be a milestone. The synergy of the expertise of Balmer Lawrie in the cold chain field and the reach/presence of CWC at the most strategic locations will change the dynamics of cold chain logistics in the times to come. We have 458 warehouses across the country besides other infrastructure and Balmer Lawrie can leverage them to explore mutually beneficial business opportunities. I believe this is a win-win proposition for both the organisations and it will have positive impact on the logistics industry."

BEL signs MoU with Emjay for joint manufacture & business development of bollards for strategic use



Senior officers of BEL and Emjay Control Systems Pvt. Ltd. display the MoU signed between both the companies for joint manufacture and business development of bollards for strategic use.

Bharat Electronics Limited (BEL) has signed an MoU with Emjay Control Systems Pvt. Ltd. to jointly manufacture and develop business for state-of-the-art, electro-mechanical bollards for use in various Defence, Homeland Security, Paramilitary and export projects.

The bollards are envisaged to safeguard vital installations by pre-empting unauthorised entry of heavy vehicles. They are built to withstand the impact of IED-laden vehicles weighing from 24,000-1,50,000 Kgs and coming in at alarming speeds from 80-100 Kmph.

The bollards have been indigenously designed, in keeping with the Government's Make in India and Aatmanirbhar Bharat policies.

HAL and IICA signs MoU for Academic and Research Collaboration



Officials from HAL and IICA during MoU signing.

HAL and Indian Institute of Corporate Affairs (IICA) signed an MoU to synergise their professional capabilities towards capacity building, education, research and consulting. The two institutions aspire to design and deliver innovative training programs in the area of leadership development, strategy, corporate finance, governance, valuation, mergers and acquisitions etc.

The programs are offered to HAL officers and participants from other organisations. The MoU envisages exchange of knowledge and resources between HAL and IICA for conducting research, training and consultancy sessions.

Shri C. B. Ananthkrishnan, CMD, HAL said that HAL Management Academy as apex learning and

development centre for officials of HAL, has in-depth understanding of the training needs and takes care of competence development requirement at various levels of the organisation. The MoU will provide a long and sustained collaboration between the two reputed institutions in the spirit of Industry-Academia interface, he added.

Shri Praveen Kumar, Director General and CEO, IICA said IICA as a premier institution providing astute and credible intellectual leadership in corporate regulation, governance and running sustainable businesses looks forward to collaborate with HAL as a step to equip CPSEs enhance their competitive edge while operating in a volatile, uncertain, complex and ambiguous environment.

NRL signs MoU with T-Hub for collaboration in Startup ecosystem



Officials from NRL and T-Hub during MoU Signing.

NRL has signed a Memorandum of Understanding (MoU) with T-Hub (Technology Hub).

Under the MoU, NRL and T-Hub will jointly collaborate on business innovation and growth hack for NRL's flagship startup program, 'iDEATION'.

T-Hub is India's pioneering innovation ecosystem and strives to create impact for startups, corporations and other ecosystem stakeholders. This MoU will mark a significant step in the direction of 'Aatmanirbhar Northeast and Aatmanirbhar Bharat'.

The MoU was signed by Shri Nikunja Borthakur, Sr. Chief General Manager, Corporate Affairs, NRL and Shri Sujit Jagirdar, Chief Innovation Officer,

T-Hub amongst other officials at NRL Centre, Guwahati.

T-Hub (Technology Hub) has received the 'Best Incubator in India' for the year 2022 and the Best National Technology Business Incubator 2023 by Startup India.

REC's subsidiary RECPDCL hands over 'KPS1 Transmission Ltd.' to M/s Megha Engineering & Infrastructures Ltd.



Shri Rahul Dwivedi, IAS, CEO, RECPDCL; Shri Pravin Sharad Dixit, Vice President, M/s Megha Engineering & Infrastructures Ltd; Shri P.S. Hariharan, CGM, RECPDCL; Smt. Chandrakala, Company Secretary, MEIL; Shri Deepak Krishnan, Manager, CTUIL and other senior officials of RECPDCL, MEIL & CTUIL during handing over of 'KPS1 Transmission Ltd'.

REC Power Development and Consultancy Limited (RECPDCL) handed over the project specific Special Purpose Vehicle (SPV), formed for construction of Transmission Project viz., 'KPS1 Transmission Limited to M/s Megha Engineering & Infrastructures Ltd.

M/s Megha Engineering & Infrastructures Ltd. has been the successful bidder of the Inter-State Transmission Project of Ministry of Power, Government of India and RECPDCL was the Bid Process Coordinator.

The SPV has been handed over by Shri Rahul Dwivedi, IAS, CEO, RECPDCL to Shri Pravin Sharad Dixit, Vice President, M/s Megha Engineering & Infrastructures Ltd. in the presence of Shri P.S. Hariharan, CGM, RECPDCL; Smt. Chandrakala, Company Secretary, MEIL; Shri Deepak Krishnan, Manager, CTUIL and other senior officials of RECPDCL, MEIL & CTUIL.

The selection of M/s Megha Engineering & Infrastructures Ltd. was carried out through Tariff Based Competitive Bidding (TBCB) for selection of Transmission Service Provider in line with the Standard Bidding Documents and Guidelines thereof as notified by Ministry of Power, Government of India.

The work involves implementation of KPS1-Khavda PS GIS (KPS2) 765 kV double circuit line & augmentation of Khavda PS1. The project for implementation is targeted in 21 months.

With the handing over of the above SPV, RECPDCL successfully handed over 52 transmission projects till now costing around Rs. 70,974 crores.

SAIL-BSL signs MoU with Telecommunications Consultants India Limited (TCIL)



Officials from SAIL-Bokaro Steel Plant and Telecommunications Consultants India Limited after MoU signing.

SAIL-Bokaro Steel Plant (BSL) has entered into an MoU with Telecommunications Consultants India Limited (TCIL) to explore potential of application of 5G/ IT/ Telecom and other wireless communication technologies in SAIL-Bokaro Steel Plant including SAIL's Mines & Collieries, Central Coal Supply Organization and the SAIL Refractory Unit in Jharkhand. The MoU was signed at SAIL's Bokaro Steel Plant. From SAIL- BSL side Shri B.K.Tiwari, Executive Director (Works) and from TCIL side Smt. Alka Selot Asthana, Executive Director (IT & Telecom) signed the MoU in the presence of senior officials from both the organizations.

Under the guidance of Director Incharge Amarendu Prakash, SAIL-BSL has taken this initiative of becoming the first PSU in the country to take initiative for setting up a dedicated 5G network with the help of TCIL which will pave way for application of 5G/

IT / Telecom technologies in Steel manufacturing. Besides steel plant, this partnership will also be useful in providing innovative solutions in SAIL Mines and Collieries in Jharkhand, Smart Cities etc.

Smt. Alka Selot Asthana, Executive Director (IT & Telecom), elaborated that TCIL has the necessary expertise, experience, and resources to provide turnkey solutions for deployment, testing, commissioning, and maintenance of 5G/ IT / Telecom technologies for SAIL-BSL. She also shared insights for Green Data Center, strong and reliable network for real-time data analysis, process improvement etc. and that our each mutually agreed IT & Telecom solutions for SAIL-BSL must provide results in terms of measurable outputs like saving energy, increasing productivity, reducing downtime, saving cost. The MoU will also give a fillip to the digital transformation journey of SAIL- Bokaro Steel Plant and open up new opportunities.

BVFCL signs MoU with IFFCO



Dr. Siba Prasad Mohanty, CMD, BVFCL; Shri Yogendra Kumar, Director (Marketing), IFFCO along with other senior officials from BVFCL and IFFCO after MoU signing.

An MoU has been signed between BVFCL & IFFCO for a marketing tie up in Assam, Bihar, West Bengal & Odisha, in the presence of Dr. S.P. Mohanty, CMD, BVFCL and Shri Yogendra Kumar, Director, (Marketing), IFFCO.

OIL & NRL jointly organize MEDIA-CONNECT

A half day media outreach program was organized by OIL & NRL under the aegis of Press Information Bureau, Ministry of Information and Broadcasting, Government of India. The objective of the program was to sensitize the regional media about the oil industry in India and its different facets so that they are well equipped to report about the fast-paced-developments in the sector and can appreciate the nuances while reporting on oil and gas sector in general and OIL/NRL in particular who continue to be major players in Assam's growth story.

The meeting was attended by the who's who of the regional media including editors, bureau chief and star journalists. The program began with an overview of Ministry of Petroleum and Natural Gas presented by Additional Director General, PIB, Ministry of Petroleum and Natural Gas (MoPNG) & Ministry of Housing and Urban Affairs Shri Rajeev Jain. He outlined the initiatives taken by the MoPNG to ensure energy security of India and the country's transition road map towards alternative energy.

Thereafter, an overview of OIL & NRL was presented by Shri Ranjan Goswami, CGM (PR), OIL and Smt. Madhuchanda Adhikari, GM (CC), NRL.

In the interactive session that followed, Dr. Ranjit



Shri Rajeev Jain, Additional Director General, PIB, Ministry of Petroleum and Natural Gas (MoPNG) & Ministry of Housing and Urban Affairs; Dr. Ranjit Rath, CMD, OIL & NRL and Shri Bhaskar Jyoti Phukan, MD, NRL during the Media Connect.

Rath, CMD, OIL and Chairman, NRL addressed the house and spoke about the roadmap carved out for OIL to enhance exploration activities in new places in Assam. He also took a slew of queries from the media personalities on different aspects of OIL. Shri Bhaskar Jyoti Phukan, MD, NRL also apprised the media about its current projects and the future road map of NRL aligned to the country's focus of attaining net zero goals by the year 2070, with NRL and OIL's road map of achieving net zero by the year 2040.

PSEs CSR Activities

Three Welfare Schemes worth around 1 Crore by NLCIL inaugurated at Cuddalore under its CSR programmes



Shri M.R.K. Panneerselvam, Minister of Agriculture and Farmers' Welfare, Tamil Nadu; Shri Prasanna Kumar Motupalli, CMD, NLCIL and Shri K. Bala Subramanian, District Collector, Cuddalore along with senior officials from NLC during the inauguration.

With a firm commitment to public welfare activities, NLC India Limited has always taken initiatives to provide more facilities to the general public and villages in Cuddalore District. Reiterating this commitment, three important schemes funded by NLCIL were unveiled in Cuddalore District.

A separate building to function as Male ward for the TB Sanatorium Thoracic Medicine Hospital at Cuddalore, constructed by NLC India Limited at a cost of Rs. 84 Lakhs under its Corporate Social Responsibility programme, was inaugurated by the Minister of Agriculture and Farmers' Welfare

of Tamil Nadu, Shri M.R.K. Panneerselvam, in the presence of Shri Prasanna Kumar Motupalli, CMD, NLCIL and Shri K. Bala Subramanian, District Collector of Cuddalore.

The 26 bedded newly built facility has an area of 5812 square feet, contains three storage rooms, nurse's room, utility room and a public restroom for public use.

During the function, the Minister released a Handbook on "Upgraded IAP Parenting and Child Development Guide." The Handbook has been prepared by the Indian Academy of Pediatrics, (IAP) under Tamil Nadu Child Neuro developmental division. With the intention of making it accessible to all, NLC India has printed one lakh copies of these booklets in both Tamil and English for the benefit of the deserving under its Corporate Social Responsibility programme.

Earlier, a Bhoomi Puja for construction of an Over Head Tank for drinking water, also under the CSR programme of NLCIL, was performed at the Vazhisothanai Palayam village under Annavalli Panchayat near Cuddalore for the benefit of the villagers. The Over Head Tank of a capacity 1 Lakh litres is proposed to be constructed by NLCIL at an estimated value of Rs. 40 lakhs. The Bhoomi Puja was performed in the presence of Minister of Agriculture and Farmers' Welfare, Tamil Nadu, Shri M.R.K. Panneerselvam and Shri Prasanna Kumar Motupalli, CMD, NLC India Limited.

The above events were also attended by Shri Samir Swarup, Director (HR), NLCIL and Cuddalore District Health Services Co-Director Shri Ramesh Babu, Shri C. Thiagaraju, Executive Director (HR), Shri V. Ramachandran, CGM (CSR) officers of NLC India Limited, important dignitaries and general public in large numbers.



Awards & Accolades to PSEs

GAIL awarded for significant contribution towards Energy conservation & Fuel efficiency



Shri Sandeep Kumar Gupta, CMD, GAIL receiving the award from Shri Rameshwar Teli, Minister of State, MoP&NG and Shri Pankaj Jain, Secretary, MoP&NG.

Shri Sandeep Kumar Gupta, CMD, GAIL (India) Limited received an award for 'Significant contribution towards energy conservation & fuel efficiency' from Minister of State, MoP&NG, Shri Rameshwar Teli, and Secretary, MoP&NG, Shri Pankaj Jain, during Saksham 2023.

GAIL CMD receives "Best CEO" award in the Oil & Gas sector



Shri Sandeep Kumar Gupta, CMD, GAIL receiving India's "Best CEO" award for Oil & Gas sector from Shri Jyotiraditya Scindia, Union Minister of Civil Aviation and Steel, Government of India.

Shri Sandeep Kumar Gupta, CMD, GAIL (India) Limited has received India's "Best CEO" award for Oil & Gas sector at the BT Mindrush program held in Mumbai. The award was presented to him by Shri Jyotiraditya Scindia, Union Minister of Civil Aviation and Steel, Government of India.

Business Today Mind Rush (BT) is a platform that brings the Indian business community in closer contact with global thought leadership.

Shri Gupta has a rich and diverse experience of 34 years in the Oil and Gas Industry and currently serving as Chairman & Managing Director of GAIL (India) Ltd. The award was presented at the BT Mindrush program organized by India Today group on the basis of company's performance for the financial year 2022-23.

EIL conferred with CIDC Vishwakarma Awards



Officials from EIL receiving the Awards.

Engineers India Limited (EIL) has been conferred with the CIDC Vishwakarma Awards by Construction Industry Development Council (CIDC) in the categories of "Best Construction Project" and "Construction Health, Safety & Environment".

The Achievement Award for “Best Construction Project” was presented to “MAF Project, Assam Petrochemicals Limited, Namrup, Assam” while Achievement Award for “Construction Health, Safety & Environment” was presented to “Residual Utilities & Offsites (OBE) for Rajasthan Refinery Project of HRRL, Barmer”. The awards were received by Shri Janak Kishore, ED (Projects), Shri K.Y. Malleshwarappa, GGM (Const.), Shri Amit K Das, CGM (Const.) & Shri R. K. Singh, CGM (Projects) at the 14th CIDC Vishwakarma Awards ceremony held in New Delhi.

“MAF Project” of Assam Petrochemicals Limited, Namrup, Assam was inaugurated by Hon’ble Prime Minister of India recently. EIL provided LEPCM Services for this project. “Rajasthan Refinery Project” of HRRL, Barmer is one of the largest Integrated Refinery cum Petrochemical complexes being set up in India, EIL is providing consultancy services for the project.

Hindustan Copper Ltd. wins 35th CFBP Jamnalal Bajaj Award for Fair Business Practice - 2022-23

(Category: Manufacturing Enterprises – Large)



Shri Arun Kumar Shukla, CMD, HCL receiving the award along with HCL Team.

Hindustan Copper Ltd. has won the 35th CFBP Jamnalal Bajaj Award for Fair Business Practice - 2022-23 in the Category of Manufacturing Enterprises – Large. The trophy was received by

Shri Arun Kumar Shukla, CMD, along with TEAM HCL, at an Award ceremony in Mumbai recently.

POWERGRID wins Global Gold Award



Dr. V.K. Singh, Director (Personnel), POWERGRID receiving the Award.

Power Grid Corporation of India Ltd. has been conferred Global Gold Award by The Green Organization. The recognition was given at the Green World Awards 2023 function held at Miami in the USA. The award was received by Dr. V. K. Singh, Director (Personnel), POWERGRID.

The award is a recognition of POWERGRID’s CSR work for improving Agriculture Productivity and Rural Livelihood through watershed management, community participation and better crop management practices in 10 villages of Jaipatna Block of Kalahandi District in Odisha.

This is a 60-month farmer centric project started in late October 2019 with a withdrawal plan which can sustain in future.

POWERGRID emphasizes sustainable CSR programs and has its credentials as a company that cares about its community and environment.

With a well-defined and customized Exit Policy for its CSR projects, POWERGRID gives importance to Community Participation by way of effective Collaboration, Capacity Building and Sustainability aligned to the UN Sustainable Development Goals.

Personalia



Shri Amarendu Prakash
assumes charge as Chairman of Steel Authority of India Limited.



Smt. Parminder Chopra
Director (Finance) assumes additional charge as Chairman & Managing Director of Power Finance Corporation Limited.



Smt. Seema Kumar
assumes additional charge as Chairman & Managing Director of Indian Railway Catering and Tourism Corporation Limited.



Dr. Abha Rani Singh, IRS
assumes charge as Chairman-cum-Managing Director of National Minorities Development & Finance Corporation.



Shri S. K. Sinha
assumes additional charge as Chairman and Managing Director of Security Printing and Minting Corporation of India Limited.



Shri Salim G. Purushothaman
Director (Production) assumes additional charge as Chairman and Managing Director of Braithwaite & Co. Limited.



Shri Raj Kumar Dubey
assumes charge as Director (Human Resources) of Bharat Petroleum Corporation Limited.



Shri K. S. Shetty
assumes charge as Director (Human Resources) of Hindustan Petroleum Corporation Limited.



Shri Shivam Srivastava
assumes charge as Director (Fuel) of NTPC Limited.



Shri Manish Patil
assumes charge as Director (Human Resources) of Oil and Natural Gas Corporation Limited.



Shri Vikraman N.
assumes charge as Director (Human Resources) of Bharat Electronics Limited.



Shri Vinay Kumar
assumes charge as Director (Technical) of NMDC Limited.



Shri Paresh R. Ranpara
assumes charge as Director (Human Resources) of Grid Controller of India Limited.



Shri Vivek Chandrakant Tongaonkar
assumes charge as Director (Finance) of Mangalore Refinery & Petrochemicals Limited.



Shri Gaurav Gulati
assumes charge as Director (Finance) of The National Small Industries Corporation Limited.



Shri Manoj Kumar Jhavar
assumes charge as Director (Finance) of KIOCL Limited.

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India Tourism Development Corporation Ltd.
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MOIL'S prominent products :

- High Grade Ores for production of Ferro manganese.
- Medium grade ore for production of Silico manganese.
- Blast furnace grade ore required for production of hot metal and Dioxide are for dry battery cells and chemical industries.



KEY STRENGTHS



- MOIL is the largest Manganese Ore producer in the country.
- MOIL has set up a plant based on indigenous technology to manufacture 1,500 MT per annum capacity of Electrolytic Manganese Dioxide (EMD). This product is used the Pharma and Chemical Industries dry battery cells.
- A Ferro Manganese plant having a capacity of 12,000 MT per annum is also set up for value addition.
- Strong mining experience can be leveraged to diversify into mining of other related minerals.
- Pursuing expansion plans to double its production in the next 4-5 years.
- Modernization of mines in full swing.

MOIL is also exploring the possibilities at international level to ensure its global footprint.

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PSU Club Facility at SCOPE Complex

SCOPE is setting up first-of-its-kind Club Facility for the entire Public Sector Fraternity at SCOPE Complex, Lodhi Road.

SCOPE invites suggestions and guidance with regard to possible areas to be addressed and ideas to be incorporated in developing this aspirational club facility.

This aspirational project can only be realized successfully with your support and participation. We look forward to your valuable inputs.



Mr. Shubh Ratna, GM (Tech. & HR), SCOPE

(Mob: 9873398242),

shall be available for any further clarification/information on the subject.

*Suggestions may be shared with us on
shubhratna@scopeonline.in/scopedg@scopeonline.in*