

# KALEIDO SCOPE

STANDING CONFERENCE OF PUBLIC ENTERPRISES

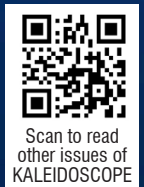


**SCOPE organizes 'National Meet on RTI Act' in Lucknow**



**CPSEs Roundtable and Exhibition organized by DPE in association with SCOPE**

**SCOPE at Governing Body Meeting of Dattopant Thengadi National Board for Workers Education & Development**



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# KALEIDO SCOPE



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**KALEIDO SCOPE**  
STANDING CONFERENCE OF PUBLIC ENTERPRISES

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## Message by Chairman

India as a diverse country with a rich history and heritage has been known for its strong value system. As the world becomes more globalised or interconnected than ever before, India's G20 theme- '*Vasudhaiva Kutumbakam*' (unification of the world as one family) is truly the mantra today as businesses are integrated, more than ever before.

But this is not the only learning we may carry from our history. It is interesting to note that the underlying principle of business in our country, since ages has been inspired by the idea of '*Sarve Bhavantu Sukhinah*' (may all be prosperous and glad)', which means business not just for profit, but for the overall benefit of the society. Therefore, the concept of Corporate Social Responsibility is not a novel concept, but an age-old practice here.

Public Sector Enterprises (PSEs) as partners in the development of the country have been undertaking several activities as part of CSR and SCOPE recently partnered with the Department of Public Enterprises (DPE) for organizing CPSEs Roundtable & Exhibition 2023, which brought together large number of CPSEs and stakeholders with regard to the CSR Activities being undertaken by them. The overwhelming response to this Conclave has further inspired to partake in more such collaborations.

Various programmes and workshops are also being planned by SCOPE in various pertinent areas of capacity building in PSEs. I am happy to share that our recent National Meet on RTI Act organized in Lucknow was inaugurated by Shri Y.K. Sinha, Chief Information Commissioner in the presence of Shri K.

Ravinder Naik, IAS, Principal Secretary, Secretariat Administrative Department, UP Government.

This was part of SCOPE's knowledge and experience sharing programs being held in diverse regions of the country. The two-day meet brought together Senior Bureaucrats of the State, State Information Commissioners, large number of Senior officials from PSEs and the media.

In the coming months too, SCOPE is determined to accentuate the learning curve of our member enterprises by bringing in experts and renowned personalities in pertinent fields for capacity building. SCOPE has also formed various committees for specific areas and under the guidance of our Executive Board Members, we will continue to develop a conducive environment of continuous learning and development.

This month we celebrate one of the most influential leaders of all times, the father of our nation, Mahatma Gandhi and inspired by his teachings and values, let us pledge to embark on a journey of self-sufficiency and discipline.

I look forward to your suggestions and feedback and encourage you all to glimpse through the various activities undertaken by PSEs in this issue of KALEIDOSCOPE.

**Sandeep Kumar Gupta**  
Chairman, SCOPE

# 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 9<sup>th</sup> 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**





## Director General's Desk

The month of October, is a special time for us countrymen, as we reminisce our Father of the Nation, Mahatma Gandhi on his birth anniversary. Carrying forward his principles in our everyday life, is the true tribute we can bestow upon him.

Guided by his principle of aiming to achieve the overall empowerment and development, SCOPE as an apex employers' body continues to develop and implement a conducive learning environment on citizen-centric subjects such as Climate Sustainability, Labour Welfare, RTI, Corporate Governance, Corporate Social Responsibility, Women empowerment among others.

SCOPE also associated with Department of Public Enterprises for the CPSEs Roundtable & Exhibition 2023, highlighting the CSR activities undertaken by PSEs across all verticals.

SCOPE continues to represents the issues and challenges related to Labour at various national and international forums. Recently, SCOPE represented employers' perspective at the Meeting of ESI Corporation chaired by Shri Bhupender Yadav, Hon'ble Minister of Labour & Employment and the Governing Body Meeting of Dattopant Thengadi National Board for Workers Education & Development that deliberated on various pertinent issues concerning workers.

As working towards environment sustainability is a core tenet of SCOPE, we recently had the opportunity of sharing the contribution and mitigative initiatives of Public Sector towards the nation's Climate agenda at India Today's 'Path to 2030: Reducing the Carbon Footprint' Roundtable.

Taking our programs to different regions of the country, we aim to capacitate officers in not just the main cities, but in diverse regions of the country. SCOPE organized the 'National Meet on RTI Act' in Lucknow, as part of this and the enormous response has further strengthened our resolve to conduct more such programs.

The meet inaugurated by Shri Y.K. Sinha, Chief Information Commissioner in the presence of Shri K. Ravinder Naik, Principal Secretary, Secretariat Administrative Department, UP Government brought together a pool of experts on the subject. Two days full of knowledge and experience sharing on RTI saw deliberations between experts on the subject and participants. The concluding session of the two-day meet was graced by Shri Ajay Uprety, State Information Commissioner who enunciated the importance of time and accuracy in giving information with regard to queries pertaining to RTI. I would like to thank all the participants and their organizations for making it such a success.

At SCOPE we believe that learning is a continuous process and whilst continuing our participation in pivotal forums across the globe, we continue assessing the needs of capacity enhancement as per the transcending work dynamics. And SCOPE will continue to organize more stimulating programs for the skill enhancement of all.

Programmes & Initiatives launched (since last issue of KALEIDOSCOPE)
SCOPE's National Meet on RTI Act, Lucknow – 14 <sup>th</sup> - 15 <sup>th</sup> September, 2023
Vishwakarma Puja Celebrations at SCOPE – 18 <sup>th</sup> September, 2023
Workshop for IndianOil Officers preparing for Board Level positions- 19 <sup>th</sup> September, 2023
CPSEs Roundtable & Exhibition 2023 organised by DPE, in association with SCOPE- 25 <sup>th</sup> - 26 <sup>th</sup> September, 2023
Programmes & Initiatives in the offing
Tribute to Mahatma Gandhi, undertakes Cleanliness drive
SCOPE- ILO study on Skilling for Future

**Atul Sobti**  
Director General, SCOPE

## SCOPE organizes 'National Meet on RTI Act' in Lucknow

### Chief Information Commissioner inaugurates SCOPE's National Meet on RTI Act

Elucidating the various aspects, challenges and implication of the 'Right to Information Act', SCOPE organized 'National Meet on RTI Act' on 14<sup>th</sup> - 15<sup>th</sup> September 2023 in Lucknow. The Meet was inaugurated by Shri Y.K. Sinha, Chief Information Commissioner in the presence of Shri K. Ravinder Naik, IAS, Principal Secretary, Secretariat Administrative Department, UP Government. Shri Atul Sobti, Director General, SCOPE also addressed the inaugural session of the two-day program. Senior officials of UP Government and Public Sector Enterprises (PSEs) were also present. The meet was attended by over 100 participants from 37 PSEs and media from across the country.

In his inaugural address, Shri Y.K. Sinha said that Public Sector Enterprises (PSEs) play a crucial role in development of our country, but besides their significant role they must ensure transparency, accountability and good governance. He emphasized that transparency and accountability are the cornerstones of performance of an organization, which reinforces the need to conduct workshops like this one being organized by SCOPE.

Shri K. Ravinder Naik addressing the participants appreciated SCOPE in organizing RTI Meet in Lucknow for the benefit and knowledge upgradation



Shri Y. K. Sinha, Chief Information Commissioner addressing the participants during the inaugural session of the National Meet.

of information seekers and public authorities, especially in the largest state of the country, receiving maximum RTI applications.

Shri Atul Sobti said that RTI is a citizen centric Act facilitating transparency, ethics, accountability and empowering citizens. He highlighted that

as PSEs are important pillars of the Indian economy, SCOPE as the apex body of PSEs, has been organizing knowledge and experience sharing programs in diverse regions of the country.

SCOPE's National Meet aimed to enhance the knowledge of Senior Officials, PIOs, Nodal Officers & Executives of PSEs



Shri Y. K. Sinha, Chief Information Commissioner, Shri K. Ravinder Naik, IAS, Principal Secretary, Secretariat Administrative Department, UP Government, Shri Atul Sobti, Director General, SCOPE during the inaugural session.





Shri Atul Sobti addressing participants during the inaugural session.

and enable them to gain better appreciation of the RTI Act and the issues involved, for its effective implementation in their respective organizations.

During the interactive session, several well-known experts addressed the participants. With their extensive knowledge and experience, they shed light on topics relevant to PIOs (Public Information Officers), addressing most of their queries in detail. The sessions encompassed various topics, including the

latest developments in the Right to Information (RTI), the process for implementing the RTI Act, exemptions under various sections, the need for RTI transparency audits, and important decisions from the Central Information Commission (CIC) and courts. Senior officials from the CIC and government representatives from various Public Sector Enterprises (PSEs) shared their expertise and insights with the participants. The various technical sessions

were taken by experts including Shri Ajit Kumar Vasantrya Sontakke, Joint Secretary, CIC; Prof. M.M. Ansari, Former Information Commissioner, CIC; Dr. Pankaj K.P. Shreyaskar; Shri Dhananjay Rai; Dr. Rahul Singh, Team Head, RTI Online & Sr. Research Officer GoI, UP and Senior RTI officials from PSEs. Panel discussions were highly interactive with several queries from the participants.

The Concluding session of the Meet was addressed by Shri Ajaya Kumar Uprety, State Information Commissioner, UP in the presence of Shri Atul Sobti, DG, SCOPE and Shri O.P. Khorwal, Program Facilitator and other Directors & senior officials. Addressing the participants, Shri Uprety suggested that the right approach to diligently utilise the RTI Act can be ascertained by following the 4Cs - which is to Communicate, Correct, Contact and Comprehend the various aspects of the Act. He also emphasised on the 'No Ostrich Policy' to all PIOs, which refers to the tendency to ignore obvious matters and pretend that they do not exist.



Participants during the meet.



# Glimpses of SCOPE's 'National Meet on RTI Act' held on 14<sup>th</sup> & 15<sup>th</sup> September in Lucknow, Uttar Pradesh.





## CPSEs Roundtable & Exhibition 2023 organised by DPE, in association with SCOPE



Dr. Bhagwat Kishanrao Karad, Hon'ble Minister of State for Finance, Shri Ali R. Rizvi, Secretary, DPE, Shri Atul Sobti, DG, SCOPE, Shri R. K. Agrawal CMD, WAPCOS, Shri Animesh Bharti, Economic Adviser, DPE and other Senior Officials during the event.

With the aim to foster collaboration and innovation in CSR initiatives, dispute resolution and performance management among Central Public Sector Enterprises (CPSEs), the Department of Public Enterprises (DPE), in association with Standing Conference of Public Enterprises (SCOPE), organized CPSEs Roundtable & Exhibition 2023 on 25<sup>th</sup> - 26<sup>th</sup> September, 2023 at Pragati Maidan, New Delhi.

The event was inaugurated by Hon'ble Minister of State for Finance, Dr. Bhagwat Kishanrao Karad in the presence of Shri Ali R. Rizvi, Secretary, DPE, Shri Atul Sobti, DG, SCOPE and Shri R. K. Agrawal, CMD, WAPCOS & Chairman, SCOPE AKAM Committee CSR, Shri Animesh Bharti, Economic Adviser, DPE and other senior officials from Ministry of Youth Affairs and Sports, Ministry of Women and Child Development, Department of Health & Family Welfare and

Department of School education & Literacy. During the inaugural occasion, an e-coffee table book, with the message of Chairman SCOPE & DG, SCOPE, titled 'Touching Human Lives – CSR by CPSEs' was released by Hon'ble Minister. It encapsulates successful CSR stories of many CPSEs and their implementation mythologies in all important identified areas.

Shri R. K. Agrawal, CMD, WAPCOS & Chairman, SCOPE AKAM Committee CSR welcomed all the delegates for two day event for the discussion on array of subjects relevant to CPSEs. In his inaugural address, Hon'ble Minister Dr. Bhagwat Kishanrao Karad, outlined the significant achievements made by CPSEs in CSR field and called for impact assessment of these CSR interventions by CPSEs for further improvement and also for exploring opportunities in CSR ecosystem aligning with national priorities.

The primary objective of this event was to promote Corporate Social Objectives (CSR) activities that contribute to the socio-economic development of India's aspirational districts and to bring together key stakeholders, including government officials, CPSEs leaders, and social impact organizations, to discuss and showcase their CSR endeavors and their impact on India's aspirational districts. Aspirational districts are those identified by the Indian government as needing focused attention and development efforts to raise the standards of living of the area.

The event also provided a platform for CPSEs to share their successful CSR models, initiatives, and best practices. Participants learned from each other's experiences and explored innovative approaches to address the unique challenges



Lighting of lamp by Dignitaries.



DG, SCOPE inaugurating NLC's stall at the Conclave.

of aspirational districts. Government representatives and policymakers attended the event to facilitate collaboration between CPSEs and government agencies. This collaboration aimed at help aligning CSR interventions of CPSEs with national development priorities and identification of key focus areas within the annual theme. Eminent leaders from CPSEs, government, and civil society engaged in panel discussions to deliberate on the role of CSR in uplifting aspirational districts and fostering sustainable development.

Nearly 70 CPSEs showcased



Dr. Bhagwat Kishanrao Karad, Hon'ble Minister of State for Finance addressing the inaugural session of CPSEs Roundtable & exhibition 2023.

their successful CSR initiatives, focusing on their contribution to education, healthcare, infrastructure development, and Skill-Building and presented innovative emerging technologies and solutions that can be leveraged for CSR projects in aspirational districts, highlighting the importance of technological advancements in development efforts.

It also served as an opportunity for CPSEs to interact with the public and demonstrate their commitment to social responsibility.

The exhibition offered ample networking opportunities for delegates to establish partnerships and collaborations for future CSR projects in aspirational districts.

During the two day event, Roundtable Conference on Memorandum of Understanding (MoU) and Alternative Mechanism for Resolution of CPSEs Disputes (AMRCD) were also organized. Discussions were made on detailing of the existing MoU framework, emerging issues and on strengthening of

performance evaluation of CPSEs; whereas Roundtable on AMRCD was organized with the intent of developing more effective dispute resolution mechanism between CPSEs and way forward for introduction of technological interventions for the same.

SCOPE provided event management support and coordinated with participating CPSEs.

DG, SCOPE, in his remarks during the inaugural session, appreciated the role played by CPSEs towards the holistic development of India's aspirational districts, ultimately aiding in the realization of the nation's development goals.

He also thanked all the stakeholders involved for successfully organizing of the event which provided a vital platform for CPSEs to demonstrate their commitment to inclusive growth and sustainable development of the country.

He inaugurated and visited few exhibition stalls of CPSEs on their invitation and applauded the efforts made by them in showcasing their successful CSR stories through use of immersive technologies.



## Vishwakarma Puja celebrations at SCOPE



Shri Atul Sobti DG, SCOPE during Vishwakarma Celebrations at SCOPE Complex, Lodhi Road.



Glimpses of celebration during Vishwakarma Pujan at SCOPE Complex, Lodhi Road.



## Interface with Stakeholders



Shri Atul Sobti, DG, SCOPE called upon Smt. Nita Kejriwal, Secretary, PESB and discussed about association of SCOPE & PESB.



DG, SCOPE at Governing Body Meeting of Dattopant Thengadi National Board for Workers Education & Development.



DG, SCOPE addressing the participants during his inaugural address at IIPM's Workshop for IndianOil Officers preparing for Board Level Positions.



DG, SCOPE representing PSE Employers at the Meeting of ESI Corporation held under the Chairmanship of Shri Bhupender Yadav, Hon'ble Minister for Labour & Employment.



DG, SCOPE as panelist at India Today Channel's Roundtable on 'India's efforts to reduce Carbon footprint'.



# SCOPE in Media



To promote excellence and coherence in PSEs, Bhoomi Pujan of 'Social Interaction Club' for PSEs was held at SCOPE Complex, Lodhi Road. The Bhoomi Pujan was performed by Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL and Atul Sobti, Director General, SCOPE.

## दिव्य हिमाचल

स्कॉप ने सोशल इंटरैक्शन क्लब के लिए किया भूमिपूजन



नई दिल्ली। पीएसई में उत्कृष्टता और सुसंगतता को बढ़ावा देने के स्कॉप के प्रयास में एक नया अध्याय जोड़ते हुए पीएसई के लिए अपनी तरह के पहले 'सोशल इंटरैक्शन क्लब' का भूमिपूजन स्कॉप कॉम्प्लेक्स, लोधी रोड, नई दिल्ली में आयोजित किया गया। भूमिपूजन संदीप कुमार गुप्ता अध्यक्ष स्कॉप और सीएमडी गेल और अतुल सोबती, महानिदेशक स्कॉप द्वारा स्कॉप के कार्यकारी बोर्ड के सदस्यों, सीएमडी निदेशकों और पीएसई और स्कॉप के वरिष्ठ अधिकारियों द्वारा किया गया। शहर के मध्य में स्थित सोशल इंटरैक्शन क्लब विश्व स्तरीय सामाजिक, सांस्कृतिक और मनोरंजक सुविधाओं को पेश करेगा।

## Excelsior

SCOPE to organize 'National Meet of RTI Act' in Lucknow

SCOPE is organizing its 'National Meet of RTI Act' in Lucknow. The event aims to promote transparency and accountability in PSEs. It will be held at Hotel Clarks Avadh, MG Road, Lucknow, on September 14-15, 2023.

## THE TIMES OF INDIA

PSEs briefed on importance of transparency

Chief Information Commissioner (CIC) YK Sinha briefed PSEs on the importance of transparency and accountability. He emphasized that these are the cornerstones of performance of an organization, which reinforces the need to conduct workshops like this one being organized by SCOPE.

EVENT - SCOPE held a Bhoomi Pujan of a first-of-its-kind 'Social Interaction Club' for PSEs at the SCOPE Complex in New Delhi. It was performed by Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL & Atul Sobti, DG, SCOPE along with Executive Board Members of SCOPE, CMDs, Directors & senior officials of PSEs & SCOPE.

## अमर उजाला

सोशल इंटरैक्शन क्लब के लिए भूमि पूजन

नई दिल्ली। लोदी रोड स्थित स्कॉप कॉम्प्लेक्स में पहले सोशल इंटरैक्शन क्लब के निर्माण के लिए भूमि पूजन किया गया। स्कॉप के अध्यक्ष संदीप कुमार गुप्ता और महानिदेशक अतुल सोबती, कार्यकारी बोर्ड के सदस्यों, सीएमडी, निदेशकों और पीएसई व स्कॉप के वरिष्ठ अधिकारियों ने इस कार्यक्रम में हिस्सा लिया। शहर के मध्य में स्थित सोशल इंटरैक्शन क्लब में विश्व स्तरीय सामाजिक, सांस्कृतिक और मनोरंजक सुविधाएं उपलब्ध रहेंगी।

## अमर उजाला

सार्वजनिक क्षेत्र के उद्यम पारदर्शिता और जवाबदेही सुनिश्चित करें

लखनऊ। केंद्रीय सूचना आयोग के अध्यक्ष सिन्हा ने कहा है कि सार्वजनिक क्षेत्र के उद्यम देश के विकास में महत्वपूर्ण भूमिका निभाते हैं। उन्हें पारदर्शिता, जवाबदेही और सूत्रासन सुनिश्चित करना चाहिए। वे बहुस्पष्टीकरण को स्ट्रेटिजिक कॉन्फिडेंस ऑफ पब्लिक एंटरप्राइज (स्कॉप) की ओर से आयोजित 'आरटीआई अधिनियम की राष्ट्रीय बैठक' को उद्घाटन के बाद संबोधित कर रहे थे। दो दिवसीय कार्यक्रम में 37 सार्वजनिक उद्यमों के 100 से अधिक प्रतिभागी भाग ले रहे हैं। बैठक में प्रमुख सचिव प्रशासनिक सुधार व संचालनालय प्रशासन के, रविन्द्र नायक, स्कॉप के महानिदेशक अतुल सोबती ने भी विचार व्यक्त किए। बैठक का उद्देश्य वरिष्ठ अधिकारियों, पीएसईओ, नोडल अधिकारियों और पीएसई के अधिकारियों को आरटीआई अधिनियम और इसमें शामिल मुद्दों की बेहतर जानकारी प्रदान करने में सक्षम बनाना है। ड्यूटी

## mid-day

SCOPE workshop in association with ICAI

SCOPE is organizing a workshop in association with ICAI. The workshop aims to equip participants with the knowledge of PSEs, Mr. Atul Sobti, Director General, SCOPE, Mr. Rajesh Kumar Jain, Director (Finance), GAIL, CA (D) Anil Goyal, Chairman, Research Committee, ICAI, Mr. Lakshmi Kumar Agarwal, Director (Finance), ITC & Member, SCOPE Executive Board, and Anil K. Agrawal, Secretary, Research Committee, ICAI addressed the inaugural session. The workshop aims to equip participants with the knowledge of PSEs, Mr. Atul Sobti, Director General, SCOPE, Mr. Rajesh Kumar Jain, Director (Finance), GAIL, CA (D) Anil Goyal, Chairman, Research Committee, ICAI, Mr. Lakshmi Kumar Agarwal, Director (Finance), ITC & Member, SCOPE Executive Board, and Anil K. Agrawal, Secretary, Research Committee, ICAI addressed the inaugural session.

## THE WEEK

RTI Act has become a people's movement: CIC Yashvardhan Kumar Sinha

SCOPE organizes 'National Meet on RTI Act' in Lucknow

The 'National Meet of RTI Act' organized by Standing Conference of Public Enterprises (SCOPE) was inaugurated by YK Sinha, Chief Information Commissioner in the presence of K. Ravinder Naik, IAS, Principal Secretary, Secretariat Administrative Department, UP Government. Atul Sobti, Director General, SCOPE also addressed the inaugural session of the two-day program. Senior officials of UP Government and Public Sector Enterprises (PSEs) were also present. The meet is being attended by over 100 participants from 37 PSEs. In his inaugural address, YK Sinha said that Public Sector Enterprises (PSEs) play a crucial role in the development of our country, but besides their significant role they must ensure transparency, accountability and good governance. He emphasized that transparency and accountability are the cornerstones of performance of an organization, which reinforces the need to conduct workshops like this one being organized by SCOPE.

## देश प्रतिदिन

स्कॉप ने लखनऊ में 'आरटीआई अधिनियम पर राष्ट्रीय बैठक' का आयोजन किया

लखनऊ। मुख्य सूचना आयोग के अध्यक्ष सिन्हा ने कहा है कि सार्वजनिक क्षेत्र के उद्यम देश के विकास में महत्वपूर्ण भूमिका निभाते हैं। उन्हें पारदर्शिता, जवाबदेही और सूत्रासन सुनिश्चित करना चाहिए। वे बहुस्पष्टीकरण को स्ट्रेटिजिक कॉन्फिडेंस ऑफ पब्लिक एंटरप्राइज (स्कॉप) की ओर से आयोजित 'आरटीआई अधिनियम की राष्ट्रीय बैठक' को उद्घाटन के बाद संबोधित कर रहे थे। दो दिवसीय कार्यक्रम में 37 सार्वजनिक उद्यमों के 100 से अधिक प्रतिभागी भाग ले रहे हैं। बैठक में प्रमुख सचिव प्रशासनिक सुधार व संचालनालय प्रशासन के, रविन्द्र नायक, स्कॉप के महानिदेशक अतुल सोबती ने भी विचार व्यक्त किए। बैठक का उद्देश्य वरिष्ठ अधिकारियों, पीएसईओ, नोडल अधिकारियों और पीएसई के अधिकारियों को आरटीआई अधिनियम और इसमें शामिल मुद्दों की बेहतर जानकारी प्रदान करने में सक्षम बनाना है। ड्यूटी

## Press Information Bureau Government of India

SCOPE organizes 'National Meet on RTI Act' in Lucknow

SCOPE is organizing its 'National Meet on RTI Act' in Lucknow. The event aims to promote transparency and accountability in PSEs. It will be held at Hotel Clarks Avadh, MG Road, Lucknow, on September 14-15, 2023.

## SCHOLAR TIMES

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## Indian GRAPEVINE

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## जनसंदेश टाइम्स

आरटीआई पर राष्ट्रीय बैठक का आयोजन, मुख्य सूचना आयोग ने किया उद्घाटन

लखनऊ। मुख्य सूचना आयोग के अध्यक्ष सिन्हा ने कहा है कि सार्वजनिक क्षेत्र के उद्यम देश के विकास में महत्वपूर्ण भूमिका निभाते हैं। उन्हें पारदर्शिता, जवाबदेही और सूत्रासन सुनिश्चित करना चाहिए। वे बहुस्पष्टीकरण को स्ट्रेटिजिक कॉन्फिडेंस ऑफ पब्लिक एंटरप्राइज (स्कॉप) की ओर से आयोजित 'आरटीआई अधिनियम की राष्ट्रीय बैठक' को उद्घाटन के बाद संबोधित कर रहे थे। दो दिवसीय कार्यक्रम में 37 सार्वजनिक उद्यमों के 100 से अधिक प्रतिभागी भाग ले रहे हैं। बैठक में प्रमुख सचिव प्रशासनिक सुधार व संचालनालय प्रशासन के, रविन्द्र नायक, स्कॉप के महानिदेशक अतुल सोबती ने भी विचार व्यक्त किए। बैठक का उद्देश्य वरिष्ठ अधिकारियों, पीएसईओ, नोडल अधिकारियों और पीएसई के अधिकारियों को आरटीआई अधिनियम और इसमें शामिल मुद्दों की बेहतर जानकारी प्रदान करने में सक्षम बनाना है। ड्यूटी

## अपना अखबार

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RTI Act has become a people's movement: CIC Yashvardhan Kumar Sinha

Sinha said that since the initial days of its enactment, the RTI Act has come a long way, but there are still shortcomings.

## The Tribune

SCOPE's 'Social Interaction Club'

SCOPE recently performed 'bhoomi puja' of 'Social Interaction Club' for PSEs in New Delhi. It was performed by Sandeep Kumar Gupta, chairman, SCOPE, and CMD, GAIL, and Atul Sobti, Director General, SCOPE.

## दिव्य हिमाचल

आरटीआई पर राष्ट्रीय बैठक का आयोजन, मुख्य सूचना आयोग ने किया उद्घाटन

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## hindustantimes

CIC: PSEs MUST ENSURE TRANSPARENCY, ACCOUNTABILITY & GOOD GOVERNANCE





## Feedback/Comments received for SCOPE's 'National Meet on RTI Act' held on 14<sup>th</sup> - 15<sup>th</sup> September, 2023 in Lucknow

Recording of Inaugural session of the National Meet can be viewed on SCOPE's official website : [www.scopeonline.in](http://www.scopeonline.in)

Very informative. Learnt a lot from all the dignitaries. very successful programme involving learned faculties making clear everything about RTI act; which will help us in dealing with RTI applications with due diligence.

The Meet was informative and brought out topics & discussions on challenges faced by CPIOs & FAAs in dealing with RTI application disposal.

This is so extremely valuable and useful. It enhances knowledge & contains a balance of theory and practical aspects. "National Meet on RTI Act" in the past, I have attended. The session was just so exceptional.

Excellent quality. More DoPT officers participation would be nice.

Very Nice Program managed by SCOPE.

The Meet had been well organized & informative.

Programme was excellent coordination and arrangement was excellent.  
→ Reiteration of topics should be avoided.  
→ More case study should be included.

National Meet on RTI Act is very very useful, given the insight of the Provisions of the Act and Judgements of CIC/HCs & Supreme Court and finally the views of the SJC U.P. Mr. Uprety has concluded with very nice observations & data.

There should be more such meets. It was very informative and interesting. PPTs should be shared through e-mail to each participant.

\* A lot of practical information  
\* Interpretation of various RTI rules to utilize in future RTI replies

MORE PROFESSIONAL SPEAKERS HAVING MORE EXP IN THE CASE STUDIES SHOULD BE THERE.

Excellent Program and informative enough for Faculties of their own RTI-2005

More Meets on RTI ACT may be conducted to create awareness.

Great forum to learn and share. Periodicity may be increased to twice a year and at more locations All India.

As advisory body 'SCOPE' should issue 'Circulars' or 'Advisory notes' to all CPIO for maintaining Uniformity application of RTI cases. ('SOP'). Fraying of 'SOP' Taking away the deeper knowledge of what information has to be given or what not.

-Topic Role & responsibilities of 1st Appellate Authority - Challenges in management of 1st appeal in CIC. by Dr. Pankaj K.P. Shreyastkar was excellently delivered in a very pleasant manner.

Excellent programme. very interactive. Thanks a lot for giving me this opportunity.

Well organized. Nice speakers and interactive sessions.

Session by Mr. O.P. Khoswal and Ms. Malika Prasad was very knowledgeable and hope to attend workshop like this.

More confidence in handling RTI queries.

It enables CPIO/FAA in effective discharge of their role.  
→ Audio/Video/PPT Support needs to be looked into.

Salient Features of RTI Acts and exclusions Case Studies on the implementation.

Real picture of RTI scenario & the right approach to RTI Act as shared by Honorable SJC - Shri A.K. Uprety was excellent.

Very nicely managed and well planned, informative session. It will be very helpful for us in future.

Very informative sessions. Most informative and interesting sessions of Ms. Malika Na'am. Dr. Pankaj Shreyastkar and Mr. Ajaya Kumar Uprety.

Sections and case study was presented very nicely. And this will be very helpful in our day to day working. I am thankful to SCOPE for organizing such workshop.

This is so extremely valuable and useful.

Excellent. Useful & knowledgeable.

It's highly beneficial.

The arrangements for the program are excellent and the faculty engaged has wisely delivered the updated information & experience with all participants.

Dr. Pankaj K.P. Shreyastkar was the best faculty and should have been allotted more time for interaction. Sh. O.P. Khoswal is also a fine faculty and should interact more.

The session is very informative. Delivered session by Dr. Pankaj K.P. Shreyastkar was excellent.

- Comparison with good geo-metric slides and website content to be disclosed.  
- Very informative sessions.



# NSPCL – Changing Lives for a Better Tomorrow



During summer vacations this year, Archita from Rourkela, Aaliya from Durgapur & Falguni from Bhilai were leading their lives in their quiet villages in the respective states of Eastern India while getting elementary education through Government schools. Little did they know that their lives were about to take a turn for the better when the management of NSPCL-NTPC SAIL Power Company Ltd. ( A Joint Venture of NTPC and SAIL) took a decision of introduce Girl Empowerment Mission (GEM) at all its three units at Bhilai, Durgapur & Rourkela. Going by the adage “When you educate a girl, you educate the entire family.”, NSPCL management took the responsibility of opening potential life changing avenues for 120 girls & their families at all three locations of NSPCL. These girls who had studied only till Class 5th, (Age 10-12 years) from nearby Government school were taken in for a residential month long workshop where in

comprehensive arrangements related to their boarding & lodging, clothing, hygiene, education, recreational activities & other necessary amenities were crafted by NSPCL in a safe and secured facility.

The programme implemented by NSPCL is closely aligned with the larger intent of female empowerment i.e., a fundamental human right that’s also critical to achieve a more peaceful, prosperous world. Our units saw an opportunity to make an impactful contribution to the lives of the rural girls who represent the promising future of India .

The journey began with NSPCL employees engaging directly with villagers in Durg, Pashchim Bardhman, and Sundergarh districts, extensively explaining the benefits of participating in the workshop. The scheme was widely publicized in nearby schools and villages. Then a baseline survey was conducted at all three locations & primary

data about potential candidates was collected. Finally, a pool of candidates was prepared, and the girls arrived for the workshop from Durg, Pashchim Bardhman & Sundergarh districts after an orientation session for the participants & medical check-up.

The girls stayed in accommodation readied by NSPCL for one month wherein they were given training on basic academics (vernacular language, mathematics, environmental studies etc.), life skills like Hygiene, Sanitation, good touch bad touch, Effective Communication, Interpersonal Relationship etc., & Extra Academic Activities like painting, clay modelling, handicraft, various performance art forms etc. They were also exposed to yoga routines & judo to instill a sense of discipline about physical health as well. Girls were also taken to picnics, excursions, movie on weekends. NSPCL women employees and members of ladies club, senior women officers from



the District interacted with them regularly to condition them to understand the importance of being independent and self-sufficient. Weekly meetings with the parents/family members of all the girls were facilitated so that the children do not get homesick and remain comfortable during the workshop.

The whole program was designed in a manner to give holistic experience encompassing studies, life skills, discipline, sports and entertainment all conducted by Professional agency. Intent was

to nurture the girls' self-worth, empower them to make their own choices, and reinforce their right to influence social change, not just for themselves but for their communities as well.

The closing ceremony in which the girls performed & demonstrated skills that they had learned during the workshop, attended by senior district officials, police authorities, village representatives, and parents, showcased the remarkable transformation of these girls. With tears in their eyes, parents thanked NSPCL for

providing their children with the care and support they needed to evolve from caterpillars into butterflies. NSPCL's initiative stands as a humble yet important milestone in the journey of transforming lives. These girls are not just individuals; they are integral to the future of our nation. The impact of this workshop will ripple beyond the lives of these 120 girls, extending its transformative influence to touch the lives of their 120 families and beyond, ultimately contributing to a more enlightened and empowered society.





# Mahabharata: A Management Perspective



**Debasis Satapathy**  
GM ( HR), NBCC (India) Ltd.

## Introduction

The Mahabharata, an ancient Indian epic, isn't just a tale of heroes and battles. It's like a guidebook filled with valuable lessons for today's managers. Imagine it as a treasure chest full of wisdom that can help us handle the challenges of leadership. In this epic story, there are many characters, each teaching us something about leadership. From the wise Yudhishtira to the clever Krishna and the ambitious Duryodhan, we can learn different ways to lead, solve problems, and make tough choices. We're going on a journey to find practical lessons hidden in the Mahabharata. These lessons aren't complicated; they're like practical tips that can help leaders in today's businesses. This article will explore these lessons to help leaders guide their teams, solve problems, and make good decisions in today's fast-paced world.



## Challenges of an indecisive leader

**Epic-** After thirteen years of Vanbas, Yudhistir sent Panchal's Rajpurahit as his ambassador to Dhritarastra to ask for permission to come back and get Indraprasta. Before Dhritarastra could speak anything, Duryodhan fired to the

ambassador and told him that, he has already broken the Agyantbas of one year of Pandavas in Virat war, hence let them go for twelve more years of Vanbas once again. Bhisma became quite angry and shouted at Duryodhan and said; "people older than you and who are more knowledgeable, deserve respect & hence do not address them as "Tum". Moreover, as a khyatriya you cannot disrespect the ambassador. Hence please shut up and sit down". Karna also insulted the Rajpurahit in public. At the advice of Dhritarastra, Kulguru Kripacharya declared that as per his mathematical calculations, thirteen years was over much before the Virat war, which Duryodhan again discarded with strong arrogance. Then the ambassador said, to

my surprise this is a unique Rajasabha, where everyone has authority to speak except the king himself.

**Management lesson-** Dhritarastra as a king had no control over his team and especially his son Duryodhan. Unlike Dhritarastra, the leader of an organization needs to be decisive, vocal & should have command as well as control over all the functional heads. He needs to be an inspirational leader who should exercise his authority through influence over his team & especially his direct reportees, so that each of them fall in line. Unlike Duryodhan, none of them should be permitted to override the leader and communicate the decision to an external



representative in his presence. Moreover, each functional head should respect the leader and ensure all decency is being maintained while debating on a crucial issue which has far reaching repercussions and consequences. The indisciplined functional head, who feels that he can grab authority through dominating others, should not cross the Laxmanrekha, else the leader should clip his wings. The external stake holder like in this case the Rajpurohit, should never get an impression that the organization or the function is being headed by a spineless, puppet leader who has no voice or control over his own team members and the real authority lies with only one or two functional heads. Hence Dhritaratstra as a leader in this case demonstrated a serious deficiency of the competencies of decisiveness, confidence and influencing skills.

### Role of a Professional as an Independent Director

**Epic-** In the battle field while mentoring and guiding Arjun, Krishna said, till now I was appealing to your conscious mind. You are probably lost in its immortality. Weigh this moment on the scale of earthly action. Decide about your duty from this point of view. Even then you will reach to the same decision that you must fight this war. Arjun said, that is exactly what I cannot decide. Krishna said, you are not able to take this decision because you are looking at it from a personal view point, which is a problem. This is the bond of attachment. From there arises your sorrows which is

neither good for you nor for the society. Neither it is good for the present nor for your future. Do not think of profit or loss. Do your duty and act. Action in itself is pure and meritorious. It is good for the society. Action is its own reward. But if you act for your own good, the action will be impure. Hence walk along the path of action without desire. The reward of your action is not in your control. Hence act but do not expect any reward. कर्मण्येवाधि कारस्ते मा फलेषु कदाचन। मा कर्मफलहेतुर्भुर्मा ते संगोऽस्त्वकर्मणि।

**Management Lesson-** Interest of the organization is always supreme. In an organization, professionals while accomplishing their assignments, they should be detached from personal likes, dislikes, differences, personal agenda etc. Since the ultimate objective is doing well for the organization, professionals from different functions like HR, Finance, Marketing, sales, operations should never permit personal biases to impact their decisions. The decisions and consequent action needs to be based on what is in the interest of the organization and not on the interest of the decision makers. Invariably differences among functional heads impact the decisions and in turn impact the organization. Hence professionals need to detach themselves like an independent director who has no personal interest except thinking good for the organization while taking decisions. Once decision is taken, the result may or not come, since several variables impact the outcome and many of them are outside the control of professionals like the current

CORONA pandemic. Hence do your duty, put your best effort and leave it to the time for the outcome. But the efforts of a professional never get waste. If the current organization does not recognize a jewel, then there are many players in the market to do so.

### Decisive vs Indecisive leader

**Epic-** After the debacle of Kauravas in the battle with the Kingdom of Virat, Duryodhan was quite upset and was desperate to take revenge. Bhisma could understand his revengeful attitude and was apprehending a full-fledged war which would result in mass destruction and would ultimately destroy Hastinapur. Hence to avoid the war, he proposed Dhritarastra to give back Indraprasta to Pandavas. Dhritarastra fearing the retaliation of Duryodhan told Bhisma that, "let me consult with my son". Bhisma was quite annoyed and said are you the king or Duryodhan? Can you not take a single decision without asking Duryodhan who is just a prince? Kulguru Kripacharya and Bidur the minister also supported Bhisma.

**Management lesson-** Decisive leaders are confident decision-makers. They tend to make up their minds more quickly and stick with their chosen course of action. They make decisions more quickly and don't seem to stress over them. They're confident in making decisions. They tend to be more comfortable with risk, especially if it's an informed risk. They can be resistant to change once they've made a decision.

Whereas indecisive leaders like Dhritarastra have trouble in making decisions. They keep on wavering on choices that have already been made & even put off making decisions for so long that they run out of time. They have a hard time making decisions and may be very stressed when they have to do it. They're more easily influenced by others with strong opinions and may even prefer someone else like Duryodhan to make the final call. Dhritarastra is a classic example of an indecisive leader who had internal fear towards Duryodhan since he was beyond his control. As a result, while taking each and every decision, he was completely dependent on Duryodhan who was remotely managing the show. The existence of such kind of spineless, indecisive, puppet, remote controlled leader is a sure disaster for the organisation.

### Never shoot the messenger

**Epic**— Just before the Mahabhrata war, Sakuni & Duryodhan sent Sakuni's son Ulluk to the Pandavas as a messenger. Yudhistir respectfully treated him well and asked him to convey Duryodhan's message without any fear. Ulluk conveyed Duryodhan's taunting & mocking message verbatim by saying, "you have lost your kingdom, your wife & all your brothers in the game of dice; your wife was publicly dragged into the Rajsabha; you spent one year Agnyatvas in Virat king's palace. Hey king Yudhistir, you weigh the crown more than the love for your wife; how can you protect your kingdom when you cannot protect even your wife". Hey Arjun, where was your Gandiva

and where was the strength of Bheema on the day when Draupadi was disrobed in the Rajsabha? You are all cowards & impotent. Therefore, remove the thought of war from your minds, because it is imminent that all you Padavas would be eliminated if at all the war breaks out. Since you could not complete the one-year period in disguise, you should once again spend twelve years in exile, accept slavery in Virat kingdom once again and thereafter ask for five villages. I may then give you the very Indraprasta itself. In spite of those tough, taunting, ridiculing and unbearable words, Yudhistir & his brothers maintained their calm, but did not flout the norms of how a messenger ought to be treated and did not cause any harm to Ulluk.

**Management lesson:** Some of the essential personality attributes of a leader are active listening, resilience, empathy & conflict management. By listening to Ulluk with all the patience & calmness, Yudhistir and other Pandava brothers demonstrated active listening skills and strictly abided to the fundamental principle of "Never shoot the Messenger". Similarly in the corporate world, a true leader must possess & exhibit the characteristics of patience, active listening etc and be open to both constructive and destructive criticism. Critics play a very important role of a mirror providing the opportunity of self-rectification & positive change. Closing the door to feedback, closes the road for growth. Moreover, Pandavas demonstrated their empathy to Ulluk who was a mere messenger.

In a management review scenario, a true leader should not put into task the sales forces alone for presenting discouraging data on the health of an organization which could be on the top line or bottom line. The root cause of discouraging performance could be due to HR issues like insufficient or incompetent manpower or marketing issues like wrong marketing strategy or demoralization of the sales forces & channel partners or substandard customer care or inferior quality product. Hence sales head in this scenario is a mere messenger. Rather HR or Finance or Quality or Production could be responsible for such situation. Hence like Yudhistir, who was more interested in solving the problem than penalizing the messenger, a leader needs to be more focused for root cause analysis of the problem to find out the real culprit than putting into task the messenger.

### Top Talent hiring for leadership positions

Duryodhan, Karna and Sakuni were deliberating about the appointment of the commander of their army for the ensuing war. Karna asked Duryodhan whom would he like to appoint as the chief? Duryodhan said there is no better choice than you. Sakuni sarcastically said, "fools do not have horns". When Duryodhan was furious at Sakuni's comment, Karna intervened and said, what uncle Sakuni has said is correct. Do you think other warriors of our side will accept me "a charioteer's son" as their chief? Duryodhan said if I can accept you, why can't others? Sakuni warned Duryodhan that



you will never win a war like this. Duryodhan said I cannot appoint Bhishma pitamah as the commander, since he has the wellwishes of Pandavas. Karna said only Bhishma has the right to be the commander of our army. Sakuni said “yes the politics and military strategy demands this”. Which Pandavs will dare to fire at Bhishma? No one. Half of the victory will always be won by appointing the right commander.

**Management lesson**– In a war the Commander brings vision and sets the tone for the kingdoms mission of winning against the enemy. Similarly a chief executive officer (CEO) is the highest-ranking executive in a company, whose primary responsibilities include making major corporate decisions, managing the overall operations and resources of a company, acting as the main point of communication between the board of directors (the board) and corporate operations. CEOs typically deal only with very high-level strategic decision making aspects that directs the company's overall growth. Hence half of the vision is accomplished just by selecting the right CEO. Sakuni as the selector of the commander could very well understand that Karna as warrior is one of the

best in warfare, but does not have the acceptability amongst other warriors and his selection to be the commander in chief would be a cultural misfit , in other words it is a Person job fit (PJF) but not Person organization fit (POF) . As a result he preferred Bhishma, instead, with a clear expectation that half of the war is won by just selecting the right commander by which both person job fit (PJF) & person organization fit (POF) are being justified. Hence selection of CEO is extremely vital for the organizations success and has to be based on not only functional knowledge but also cultural fitment and acceptability among the team. This principle also equally applicable while selecting functional heads in leadership roles.

### Leadership through Inspiration and Motivation

**Epic**– Much before the Mahabharat war, one more war was fought between the kingdom of Virat and Kauravas. When prince Uttar of Virat kingdom, saw the big warriors like Bhishma, Drona, Karna, Duryodhan, Dhusasana and the huge army of soldiers, he started fleeing from the battle field. Arjuna practically chased him, caught hold of him and

counseled him that he being the son of king Virat and a kshatriya, it is an insult for him to backtrack and flee from the battle field. He has to learn fighting, face the enemy and gets injured which is the part of a kshatriyas life. If he cannot fight at least be the charioteer.

**Management lesson**– It is the responsibility of the leader of an organization to infuse confidence in the minds of his team members. The team learns as well as draws competencies like confidence, optimism, enthusiasm, resilience, result orientation, perseverance, strategic thinking, innovation etc from the leader. Hence it is the responsibility of the leader to pitch in to train, counsel, advice his team members the moment he finds they are not demonstrating any or some of these essential competencies. Like Arjun (Brihanala) forcibly caught hold of the prince and asked him to be his charioteer, if the situation warrants, the leader should force the team to learn these competencies through coercion, like the swimming trainer throws the trainee swimmer into water. Hence like Arjun, a leader needs to infuse confidence & establish trust with his team members while empowering & developing them.



# Electronic Performance Appraisal in Practice (Part-I)\*



Prof. (Dr.) Dewakar Goel\*

When one cannot appraise out of one's own experience, the temptation to blunder is minimized, but even when one can, appraisal seems chiefly useful as appraisal of the appraiser.

-Marianne Moore

## Historical Perspective of E-appraisal

E-Appraisal is an automated performance appraisal system that enables employees to see for themselves, allows managers to write performance appraisals, get input from others such as committee members, as well as set goals for the next performance year. This tool can also be used as a planning tool as far as performance of employees of an organisation is concerned.

Appraisals provide the opportunity to recognize and reward employees and to ensure they feel valued for the work that they do. By monitoring performance and progress against the objectives employers can assess whether to reward staff with salary increases, promotions, or bonuses.

Many organisations in the modern industry 4.0 keep a close look on their employees with their performance and help them to look for ways by which they can

help employees with performance and keep a track with their progress on a regular basis. The HR departments usually keep one-to-one sessions monthly or quarterly, to understand the employee dynamics and the performance review sessions where suggestions are given to improve on the employee's progress.

During the 1970s, the negative remarks were communicated to the employees directly without helping them to come up with a solution. It was the employee's task to come up with corrective measures and show progress accordingly. Organisations that time, didn't realise the importance of human resources that will help them to retain in an organisation. The 1980s were the years where 360-degree feedback was popular. 360-degree feedback is a system or process in which employees receive confidential, anonymous feedback from the people who work around them. This was also known as multi-person rating. Although it wasn't accepted by some organizations because it consumed a lot of their budget.

In the 2000s, with the modern techniques and processes, the performance appraisal process

became much more efficient, development driven and flexible, instead of being restricted to employees. Before 2000, the data was only applicable to HR officials, but after 2000, the employee's performance and progress was shared with the employee too to let him know about their own performance and accordingly, improve on the same. As mentioned before, it has been said that by 2030, Artificial Intelligence is likely to transform the whole HR systems and the performance reviews will shift their focus from quantity to quality.

In recent years, performance management has evolved even more. Usually, companies used to hold annual performance reviews once a year, but now they are now ditching them and choosing frequent feedback for the employees. The definition of effective performance management will continue to change with more organizations recognizing the importance of having a positive and productive work culture.

It has been said that Artificial Intelligence is likely to transform the HR operations including the Performance and Appraisal

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systems. In the current Industry 4.0, the focus is slowly shifting from the no. of feedback sessions to the quality of the feedback given. The emphasis is said to shift from quantity to quality. Less complicated and more flexibility is the future of performance management systems and processes.

### E-Appraisal Modalities

A Performance Appraisal System is a systematic and periodic process that assesses an individual employee's job performance and productivity in relation to certain pre-established criteria and organizational objectives. It is a critical activity for any organizations which are looking for continuous growth and revenue multiplication in this increasingly competitive market. This term is nowadays referred to as the E-Appraisal system, since the rise of COVID has made employees to 'work from anywhere'

Documenting the employee performance has been the ritual of every organization since its birth by the human resource managers, but after the increase in the number of employees, there have been many techniques and systems to keep record of every employee efficiently.

In past times, employee rating was the only parameter by which the employee was given an increment or any bonus, but in these modern times, rating is not the only parameter the performance is measured, many other parameters such as leadership, team game, motivation etc. are also measured.

### Silent features of electronic performance appraisal

A powerful web-based E-appraisal system is a complete and integrated performance Management solution. It allows an organization to measure, align and grow talent. E-appraisal becomes easy as employees can judge their own performance which generates a lot of motivation. E-Performance Appraisal system is very user friendly with no hardware or software to install, entirely web enabled. The unique paperless system takes the hassle out of employee reviews. This system substantially improves employee participation with maximizing employee potential for greater business success.

Team member appraisal begins with an email which is sent directly to their email inbox to encourage participation, E performance sends out automatic reminders to employees who are due for their appraisal. Clicking the link in the email takes employees directly to log in and commence their self-appraisal which has been developed by the organization according to the employees' specific roles or job types.

The employees can then complete their self-appraisal and add any notes or comments. Once the employee completes the self-appraisal, it automatically becomes available to the employee's manager. This same process is then used to measure the manager's performance. The managers can also recommend development programs from a customized list of available training provided by the concerned organization.

Workflow follows typical approaches where both manager and employee complete the appraisal form then meet and discuss, set objectives and monitor. Managers have the ability to view and assess strengths and weaknesses of employees. An effective E-appraisal system leads to employee promotion or other incentives and helps the organization to become more efficient.

### E Appraisal requires drastic changes

The E-Performance Appraisal System helps in interpreting role and lucidity of an employee's functions, give a clear information of personal strengths and weaknesses in accordance of expected roles and functions, identifies the need of employee development, establishes balance between employees, supervisors and managers, enhances communication, helps an employee understanding the culture and organizational norms and values, gives employee an opportunity for self-reflection and individual goal setting and leads him/her to higher level positions in the hierarchy.

The COVID-19 pandemic has drastically affected all sectors and organizations making it essential for organizations to have an effective E-Performance Appraisal Systems so as to give importance to employees and setting up goals while solving performance problems. This system should be a part of the continuing process of business operation and it must be in consonance with the managerial style and overall culture of the organization. The system and modern techniques used

should be free from bias so that employees get a fair appraisal because if the appraisals are not fair, then an individual employee would not be aware of their true performance level.

### **E Appraisal Enhancing the Objectivity**

E-Appraisals as explained above are the electronic performance appraisals that can help organisation to become more efficient, by consuming less time. Many parameters are included such as, "Employee's Communication Skills on the scale of 1-10 or true/false or strongly agree/agree/neutral/disagree/strongly disagree. This makes it easier for managers to compare it with other employee's appraisal to see how close or far apart the two are in terms of their perceptions.

In organisations, the employees are not told to ask questions when receiving a performance review, the organisation should make sure to design the appraisal in such a way that the exact message is conveyed that the company wants to give. In case of performance appraisals, facial expressions and the body language of the HR manager conveys a bit more information about the overview of the appraisal, but in case of E-Appraisal, these external actions don't contribute. At times, it can be a positive thing if the employee does not have good interpersonal skills, or also, the organisation can pass the bad news softly via electronic delivery of the document/mail.

The amount of time the electronic appraisals save is really appreciated. They offer quick communications. In some cases, the employee or the

organisation doesn't feel the need to give immediate feedback, so the employees can think of a response, following up in a more thoughtful manner later.

### **E-Appraisal aids Management Information System**

Employee E-performance appraisals can be a valuable source of management information. The contributions to the organization's goals are the focus of performance reviews. Performance appraisal outcomes can lead to improvements in work performance and, as a result, overall business performance, through greater productivity or customer service, for example. Performance appraisal can assist in identifying wasteful work practises or revealing prospective issues that are impeding the company's success. Performance appraisal can aid in the identification of talented employees and future leaders in the organisation. There is a direct link between an individual's employment and the organization's strategic objectives and this can directly increase the profitability of the company.

### **E Appraisal facilitates the Appraiser in Assessment**

The annual meeting provides an opportunity for the manager to formally recognise good performance, which will increase employee motivation. Modern performance appraisal systems intellectualise issues. Supervisors are more concerned with behaviours and outcomes than with personalities. Such systems facilitate constant contact, feedback, and discussion

regarding the organization's objectives. They also facilitate communication between an employee and his or her boss. Performance appraisal establishes a defined aim for workplace standards and priorities, as well as increased trust in the manager-worker relationship. The identification of top performers and poor performers, as well as the identification of strengths and development areas, are further management benefits of E- Performance Appraisal.

### **The Appraisee Eats the fruits of Objective Appraisal**

Employees' prior performance is taken into account while evaluating their performance, and the focus is on how to improve their future performance. It allows employees to voice their thoughts and expectations about the company's strategic goals. Employees can learn what is expected of them and what their performance will cost them.

They should, in theory, receive objective and analytical feedback on their work. Employee performance is rated and their contribution to the organization's goals is evaluated through performance appraisal. It aids in the alignment of individual performance with company goals as well as the evaluation of employee performance. Furthermore, improving motivation appraisal requires participation in the "big picture" - accountability, encouragement, and appreciation for effective delivery and effort. Performance Appraisal is a motivator for employees who are performing well now to continue doing so in the future.



## Implementation E Performance Appraisal

Performance management System is having large no of techniques which are known to the managers. It can be appreciated that none of the techniques have become absolutes in spite of introduction of the methods coming one after another based on the practises on research. It is relevant to reiterate the significance of performance appraisal methods specially to justify that E Appraisal cannot be the replacement of following traditional methods which are in practice from time memorial.

Behaviourally Anchored Rating Scales

Management By Objectives

Psychological Appraisal

Assessment Centre Method

Human Resource Accounting Method

Appraisal by Walking Around

Ranking Method

Paired Comparison Method

Forced Distribution Method

Critical Incident Method

Graphic Rating Scale

360-degree appraisal

## E Appraisal can only be Industry Specific

When we talk about performance appraisal system it covers all establishments whether it is manufacturing sectors or service sector which involves large number of workforce working in discipline and as per the nature of work, the E appraisal in strict since may not be relevant and useful but still we can always shave the use of artificial intelligence in one form or the other, like

we see that management by objective is a methodology which was evolved a long ago in 1964 but still is in practice and has been transforms with the use of artificial intelligence and can be best suited for appraisal.

E Appraisal System in MNC's- an overview Once we know the concept of E appraisal it is necessary to discuss its implementation for better understanding which is only possible when we take the example of IT sector where work from home or work from anywhere is truly translated into practice.

The Performance Appraisal Systems of IT sector is simplified, agile and flexible, and it has the following features which helps in strengthening the relationship and communication between superior- subordinates and management-employees.

The characteristics include - Anytime Goal setting, Continuous Feedback, Simplified workflows and Flexible projects. They usually conduct two appraisals:

At the end of the year

At the end of a project.

Appraisals are based on a Balanced Scorecard, which tracks the achievement of employees on the basis of targets at four levels – Financial, Customer, Internal, Learning and Growth. In terms of revenue growth, cost savings, enhanced asset utilisation, and so on, the financial perspective measures the employee's contribution. The customer view considers the employee's unique value proposition; the internal perspective considers the employee's role in creating and maintaining value; and learning

and progress are self-explanatory. The weightage given to each attribute is based on the function the employee performs. Based on their individual achievements, employees are rated on a scale of one to five.

## Goal Setting for Management by Objective

Most of the organisation follow the methodology of management by objective for the purposes of performance appraisal. The goal setting is the beginning of the process where the appeaser needs to set the goals in participative manner with appraisee by ensuring that the goals are SMART i.e., Specific, Measurable, Attainable, Result oriented and Time bound. Some of the other features of the process are enumerated here

For each pending procedure, addition/deletion of goals and attributes, reminders/alerts can be given.

The appraiser can modify the appraisal type until the manager receives continuous input, but the manager and reviewer can change the appraisal type until the appraiser closes their own goal sheet to any of their reportees.

Using the One-to-Many Goal Setting Functionality, the manager and reviewer can create goals for several associates at once.

Any of the three stakeholders can modify the appraisal type from Annual to PE and PE to Annual, as well as the start and finish dates.

Using role-based templates and custom templates, the manager and reviewer can create goals for the appraisee.

The manager and reviewer can send goals to any of their reportees from their own goal sheet.

### Continuous Feedback is necessary

The Appraiser like in any other performance appraisal methods need to ensure successful accomplishment of the task and for that matter it is necessary to have the regular feedback for the progress made at regular intervals. Some features of this practice are highlighted here specially in the context of E Appraisal.

A 3-way continuous conversation is enabled between appraisee, manager and reviewer.

Feedback can be provided against the goals and attributes till the continuous feedback is submitted by the appraisee.

Features such as emoticons, nudges (reminder) can be used during continuous feedback stages.

### The Importance of Continuous Feedback

It is essential for everyone to be on the same page when an organisation establishes a culture of continuous feedback. Continuous feedback is a dialogue, which means that not only does the company give feedback to its employees, but employees can also give feedback to the company. This aids in the detection of possible issues and the prompt development of remedies which comes in the form of benefits of continuous feedback as indicated here

### Aims for Individualized Development:

Employees must be willing to openly address their strengths and weaknesses on a frequent

basis. This promotes an organization-wide culture of constant learning and individual development. This will help in achieving personal as well as organizational goals. Employees will flourish in the workplace if they receive frequent feedback.

### Fosters communication and teamwork:

Continuous feedback is all about embracing conversations, collaboration and communication. Open communication channels allow the employee voice to be heard at every stage of the journey in continual feedback mechanisms. Feedback is given that is both honest and impartial.

### Better Employee Morale:

Employee morale improves as a result of continuous feedback, which makes employees feel acknowledged and valued. This improves staff morale and engagement, which leads to lower turnover. Employees are more likely to improve productivity and profitability if turnover is lower.

### Feedback techniques as essential feature

Although the E appraisal speaks about paperless work but still the documentation is to be done in digital mode for reference and record. The process of feedback conversation and counselling by way of reviews needs to be covered as feedback techniques to be adopted in the process some of the relevant techniques are given under here

#### Documentation

Document Action plan at least monthly

Don't delay to respond to a notification by your appraisee

(Appears under alerts, Bell Icon)  
Encourage team members to capture achievements/Milestones

#### 2 X 2 Feedback

2 Things that have been done well  
2 Things that can be improved

#### One Liners to initiate feedback conversation

Want to discuss about how are "We" doing

Good Job, Let's see what all you did right

We are dotingly fairly well, let's see how can accelerate it further

#### What to discuss when

**Weekly** – Status Update, the right approach, guidance needed

**Monthly** – Progress, Next Steps, overall project progress

### Responsibilities as an Appraisee, Appraiser and Reviewer

Management by objective has proved its importance as the most workable method of performance appraisal we can say it is a time-tested system. The reason behind the success of this system is common objective for all stakeholders right from employer to appraiser and appraisee. The successful accomplishment of the task is the responsibility of all concerned. It is cascading process where the accountability is shared from top to bottom, we can list some of the responsibilities here

Allocation and role tagging should be correct while initiating appraisal

Use the feedback from your goal sheet to understand your strengths & opportunities for improvements

All stakeholders to ensure timely closure of Appraisal process

As appraisee, periodically record achievements & seek feedback



from your manager using Continuous Feedback. Manager and reviewer should share their inputs for all remarks entered by appraisee

Goals should be discussed with the manager and entered in SPEED at the beginning of the Appraisal cycle.

### Role of Artificial Intelligence-A Boon to E appraisal

Artificial intelligence is being more widely used in a variety of industries. It has revolutionised the way we carry out daily chores by creating platforms that are considerably faster, smarter, and more capable than ever before. AI's ability to handle massive amounts of data at breakneck rates, interpret them accurately, and eliminate human biases has surpassed all expectations.

In an E- Appraisal system, artificial intelligence (AI) plays a significant role. The data-driven appraisal or review approach promotes openness and eliminates any errors or doubts. It also aids in the avoidance of bias, the "Halo effect," and stereotypes.

E-Appraisal system uses management tools that use AI to gather data from a variety of sources, allowing management to develop inferences. There is less or no room for prejudices because this is entirely data-driven. These are real-time feedback that can be accessed at any moment. Any goal comes with a deadline for completion; similarly, while defining goals, a deadline and percentage of action must be met. AI-driven systems can assist us in tracking these goals and providing real-time feedback on the amount of work left to do. If an employee's performance exceeds

the time given, AI can suggest awards. If a person's performance is off track or behind schedule, AI in performance monitoring can alert them and offer topics to help them improve their knowledge or productivity.

### Benefits derived by using artificial Intelligence

#### Dependence on Electronic gadget

We have already discussed about the use of artificial intelligence for successful implantation of E-appraisal but still we need to highlight that there is total dependence on electronic gadgets, like in any other system there is no scope for personal meetings and interaction in physical form between appraiser and appraisee but still there is a need for involving personal touch in the form of discussion, direction and counselling. The use of various internet modes such as WhatsApp, Facebook, zoom, blackboard, google meeting, webinar, skype, teams are used supplementing the physical contacts. All these systems can only work when there is uninterrupted internet connectivity by way of WIFI, data card, dongle website connections etc.

The technology advancement is a continuous process by way of innovation and research and the fruits of modern technologies are eaten by all stakeholders by way of using the technology in day to day working. The cloud computing has come as biggest advantage for storage of data with easy accessibility. In the process of e appraisal, the video conferencing, video chat or skype has become regular phenomena where ever the need

arises for personal interaction and personality involvement though it is not encouraged, the e appraisal strongly advocated minimal personal involvement or human touch in order to eliminate the quantum of halo effect and personal bias

#### Quick Availability of electronic data

Since smooth communication practices are essential at every workplace. Artificial Intelligence usage is taking over administrative work, enabling HR professionals and line managers to spend more time on the strategic HR function.

AI is making the collection of employee performance data easier and improving the quality of said collected data. It improves the speed and quality of decision making on the collected data. Since crunching and analysing of large amounts of data and recognizing patterns are strong point of any AI system, therefore making continuous feedback makes it easier to achieve for HR managers.

AI will also reduce the need for time-consuming and repetitive actions and automate all possible tasks. In the end, AI and machine learning will improve not just performance management but talent acquisition and onboarding as well. Further AI reduces any bias or errors made in HR decision making and performance management.

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

*\* Read the concluding part of this article, 'Electronic Performance Appraisal in Practice' in upcoming issue of KALEIDOSCOPE MAGAZINE.*

# Industry 5.0

## Sustainability, Innovation, Challenges



Dr. Rajen Mehrotra\*

### Introduction

Revolutions are the order of the day. Industrial Revolutions are no exception. In fact, the world has already seen several Industrial Revolutions over the past 250 years. Five, to be exact.

### Industry 1.0

The first Industrial Revolution took place in 1780 and its focus was industrial production based on machines, powered by steam and water.

### Industry 2.0

The second Industrial Revolution was in 1870, almost a hundred years later, and its focus was electrification, which facilitated mass production through assembly lines.

### Industry 3.0

The third Industrial Revolution occurred another hundred years later in 1970 and it stressed the use of computers and electronics which led to increased automation.

### Industry 4.0

The fourth Industrial Revolution was in the recent past in 2011. Its focus was digitalization and included automation, artificial intelligence (AI) technologies, connected devices, data analytics, cyber-physical systems, digital transformation, and more. These fresh developments moved the world beyond what had already been achieved by the preceding three Industrial Revolutions. The main trigger of the fourth Industrial Revolution, was the development in Information Technology (IT).

### Industry 5.0

While industries are as yet coming to terms with the fourth Industrial Revolution, the fifth revolution, Industry 5.0, seems to have already set in, in 2020. The focus is personalization and humanization, emphasizing collaboration between humans and machines to create sustainable products and services and to deliver value-added tasks to customers.

Industry 5.0 emphasizes that organizations can play an active role in providing solutions to challenges the society is facing such as the preservation of resources, climate change and the issue of social stability. This ideology is good for our planet, as it favors circular production models and supports technologies which use natural resources in an optimal fashion.

### The four features of Industry 5.0

The four features are as follows:

- a) Ensure scientific and technological innovation
- b) Respecting economic and social challenges
- c) By development industry meeting social transformation
- d) Establishing a systematic cycle of human resources, knowledge and capital for innovation.

### Concept of Sustainability

In its broadest sense, Sustainability refers to the ability of an agency to support and to continue a process over time.

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Corporate Sustainability implies business practices which keep a business going and assure its continued success. More specifically, it involves the coordination and the management of environmental, social and financial demands to ensure that a business is responsible, ethical and successful in the long run. Sustainability lets organizations meet their present needs without having to compromise their ability to deal with their future challenges.

Business Sustainability has been a favored concept for quite some time. The idea encompasses Environmental, Social and Corporate governance (ESG) issues along with the viability of the business and the interests of all the stake holders, including those of the community through Corporate Social Responsibility (CSR).

The ESG issues relating to business are also getting aligned with the 17 UN Sustainable Development Goals (SDGs). The UN urges all countries to act to promote prosperity while protecting the planet for the future. The Goals were launched in September 2015 at the United Nations (UN) Headquarters in New York, where 193 member countries adopted the historic new agenda, titled "Transforming Our World: The 2030 Agenda for Sustainable Development".

The SDGs are the blueprint for achieving a better and a more sustainable future for all. Needless to say, Industry being the wealth engine has a leading role to play in this developmental process. That is how the concept of Industry 5.0 has emerged worldwide.

The 17 SDGs address the global challenges we face, especially those related to poverty, inequality, climate change, environmental degradation, peace and justice. The 17 SDGs are all interconnected, and they broadly fall into three categories:

- a) Taking care of people, freeing them from poverty, improving their health, food security, quality of education, and gender equality.
- b) Ensuring climate resilience, affordable and sustainable energy for all. Environment sustainability involving forests, combating climate change impacts and sustained marine resources.
- c) Productivity led growth model involving inclusive labor market.

The 17 SDGs of 2015 have certainly given a fillip to a global movement. The Rio Declaration on Environment and Development was approved by the United Nations during the Conference on Environment and Development held in Rio de Janeiro during June 1992. The Paris Agreement of 12 December 2015 gave its commitment to United Nations Framework Convention on Climate Change (UNFCCC) overarching goal, to hold "the increase in the global average temperature to well below 2°C above pre-industrial levels" and pursue efforts "to limit the temperature increase to 1.5°C above pre-industrial levels."

Also, there have been several different initiatives relating to Sustainability across the world. In fact, from 2000, organizations in India have carried out work and have undertaken voluntary reporting about compliances

based on The UN Global Compact, Global Reporting Initiative (GRI), and The Dow Jones Sustainability Indices (DJSI). Indeed, the voluntary reporting continues even to this day.

## Sustainability Innovation - Examples

**Circular Economy Principles** – The circular economy is a framework of three principles, (a) Driven by Design, (b) Elimination of Waste and (c) Elimination of Pollution. It is meant to keep products and materials in use and to regenerate them to the extent possible.

In India, since 2001, it is the responsibility of the manufacturer, the importer, the assembler and the re-conditioner to ensure that all used lead acid batteries are collected and recycled at the units of authorized recyclers, excluding those sold to the original equipment manufacturers. This helps in the recycling and reuse of lead.

Continuous efforts are made by the local civic authorities in various parts of the country to have the metal, glass, plastic, paper and organic waste segregated by the end users and to make them available for collection. However, the same process is not strictly followed by the residents. There are organizations in some cities who undertake the task of waste collection, segregation, incineration, treating, composting and dumping on behalf of the civic authorities. The daily waste generated is substantial in metropolitan cities like Mumbai where it is reported to be 12,000 MT per day. Also, we have traders who locally buy the segregated

waste as well as the rag and waste gathered by rag-pickers, which ends up getting recycled appropriately or incinerated as fuel.

Also, consumer durables need to be designed in such a way that they are easy to repair or to recycle. However, not many consumer-durable manufacturers are comfortable with this idea. Efforts are made by some businesses to ensure products and raw materials can be reused or recovered as far as possible. To cite a few examples, retreading of tyres or claiming rubber from used tyres, recovering upscaled polyamide from nylon waste, converting plastic into pellets for making new products, melting steel and glass scrap in furnaces and recovering them for reuse have been there for many years in our country.

We have also the old example of ships, manufactured by different countries, ending up, after their assured life, in the breaking yards of Chittagong in Bangladesh and Alang in India. The steel and other scrap material, recovered from these ships, are recycled and converted into useful products.

Industrial waste like Fly-ash and Slag is used as an additive to produce blended cement for the construction industry.

Many fast-moving consumer goods (FMCG) and e-commerce businesses are to some extent transforming their packaging from conventional petroleum-based materials to biodegradable materials, made of renewable natural fiber and agricultural waste. Used packaging material is an environmental hazard, as majority of it lands up in landfills, rivers and oceans. Plastics and

multi-layer plastics are a major constituent of flexible packaging. Recent Regulations in India, such as Plastic Waste Management Rules and Extended Producer Responsibility Framework, are significant measures to make the industry responsible for recovering their share of the packaging material waste and to channel it for safe disposal.

Industry 5.0 is making an effort to recycle, reduce, and reuse the recycled materials in various forms. To illustrate, the Beverage Cartons industry, with Tetra Pack as a Major player, produces packaging material called Paper Based Beverage Cartons (PBBC), which has about 75% paper and other materials like polymer and aluminum. Tetra Pack invested in recyclers which converted the PBBC waste into Chipboards, such as those used in auto-rickshaw seats in India for more than a decade. Also, in several places, the PBBC producers make sure that paper is sourced from certified renewable forests and also recycled after use of PBBCs, while the remaining poly aluminum is converted into roof sheets.

Industry has come together for industry alliances such as AARC (Action Alliance for Recycling Beverage Cartons), to expedite the achievement of recycling goals and their circular economy initiative. Industry 5.0 also highlights the need and the role for several such objective oriented alliances and collaborations to pursue the circular economy targets. While the governments and regulators have to play an active role in enabling and monitoring the performance of Industry 5.0, both industry and

consumers have also a part to play in this work of transformation.

Similarly, principles of circular economy are being implemented in the sewage sector in India. For example, municipal wastewater treatment at Kodungaiyur, Chennai has a capacity of 110 million liters per day. The wastewater is purified based on conventional activated-sludge process, and enabled with anaerobic sludge digestion for biogas production and utilization. Monthly power production of 450,000 kWh is achieved out of digested sludge. The average electrical energy production is about 2 KWh/m<sup>3</sup> of biogas. The treated water is reused for industrial purposes.

Use of Ethanol blended petrol, electric vehicles, burning of waste in cement kilns fluidized bed, paperless communication, recyclable packaging and edible cutlery are some of the other examples in operation in the country at present. Mention can also be made of processing floral waste from places of worship to manufacture fragrant soaps, incense sticks and natural compost. All this needs to be publicized widely to have a multiplier effect on the economy of our country. There may also be other examples and new ones will get added over a period of time. We need to encourage and promote all such initiatives in innovation.

### **Sustainability Challenge - Examples**

The Top Management of most large organizations are well aware that Sustainability is an essential requirement for their business and that their challenge is to make their employees



realize it and comply with the existing provisions. These large organizations have also to influence the companies in their supply and distribution chain to promote sustainability in their own operations.

Be that as it may, most micro, small and medium size organizations are reluctant to work on sustainability, which is a huge setback to the economy of our country.

People in India are open to the use of new technology. That is how we shifted from incandescent bulb to compact fluorescent lamps (CFL) bulb and then to light emitting diode (LED) bulb. All this resulted in reduction of electricity consumption and monthly electricity bills. However, a major challenge which still remains is educating the citizens of the country about sustainability. For example, excessive use of single-use plastic carry bags for fetching vegetables and similar items continues unabated in retail markets. The bags are mostly thrown away along with other waste items into garbage dumps, posing a grave threat to the environment.

### SEBI Guidelines on BRSR

The Securities and Exchange Board of India (SEBI), established in 1992, is the Regulator who has made it mandatory for the top 1000 listed companies in the country (by market capitalization), to follow, from Financial Year (FY) 2022-2023, the Business Responsibility and Sustainability Reporting (BRSR) format as part of their Balance Sheet. BRSR has simplified the task of reporting framework selection through an easy-to-use,

unified format, which, by the way, is now applicable to all the organizations.

With India being regarded today as a fast-growing economy, SEBI has taken steps regarding ESG reporting. This is an important issue for most of the large organizations in the country. Based on the recommendations of the ESG Advisory Committee and public consultation, SEBI introduced in July 2023 the “BRSR Core” for assurance by listed entities. The BRSR Core is a subset of the BRSR, consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes.

The existing BRSR format is being revised after incorporating new KPIs of BRSR Core. From FY 23-24, the top 1000 listed entities (by market capitalization) shall make disclosures, as part of their Annual Reports, using the updated BRSR format. Further, from FY 23-24, top 150 Listed entities shall mandatorily undertake “reasonable assurance” of the BRSR Core. Such assurance providers (usually independent external parties) of the BRSR Core should have the necessary expertise for undertaking reasonable assurance. Besides, they should not have any conflict of interest with the listed entity. Again, from FY 2024-25, ESG disclosures for the value chain shall be applicable to the top 250 listed entities (by market capitalization), on a comply-or-explain basis.

Business Leaders and Top Management of organizations in India need to extend their vision about corporate purpose beyond wealth creation to broader issues that their key stakeholders are possibly concerned with.

Industry 5.0 offers enormous opportunities to willing business leaders to strengthen their value chain and to create a sustainable future. Technologies like process automation, image processing and IT infrastructure should be used to track the flow of material in and out of the establishments of SME partners. This along with the data from financial institutions could be linked to create a block-chain network, which is a decentralized and open network. This integrated technology can be leveraged for monitoring and rating the sustainability activities of the otherwise immune SME suppliers.

### Conclusion

Industry 5.0 is likely to lead to an increase in the number of employable persons with high skills and to reduced direct employment for every Rupee invested. There may also be a shift in the type of employment. Industry will implement advanced automation system. Consequently, organizations need a plan for multi skilling as well as upgrading the skill of the existing workforce. Also, persons having experience and knowledge of implementing ESG in organizations will command a premium in the employment selection, as they are at present far and few in the labor market.

Most countries in the world are making frantic efforts to reduce emissions and to set targets. For example, UAE has declared that it will become Net Zero on Emission by 2050. Many large size organizations in India are looking for ways and means to achieve reduction in emissions, including, if required, engaging expert

advice. The cement industry, for example, has been experimenting with different types of fuel to be cost efficient and environment friendly. Committing to achieve a net-zero emissions target over a specified time is an important step for organizations to align themselves with global climate goals.

Organizations are considering the feasibility of using alternative sources of energy keeping the environmental issues in mind. For example, the Indian Railways, which has a rail track of 70,000 kms in the country, has devised a plan to install solar panels on either side of the rail track, literally on 53,000 hectares

of land. The aim is to make the Indian Railways generate the energy required for running all trains so that it becomes net zero on energy consumption from external sources, all this by 2030.

Government of India (GOI), while granting environment clearance to organizations for certain large capital-intensive projects, mandates spending on environmental sustainability. Such spending has to be implemented and reported, because these initiatives are being monitored by GOI.

Compliance of SEBI Guidelines of BRSR Core, which is at present applicable only to the top 1000 listed entities (by market

capitalization), are likely in future to be extended to other listed entities and to organizations in the value chain. Organizations in India need to be committed to ESG and report factually what they have achieved. Mere vague reporting will not free them from their obligations, nor help the economy.

It is likely that some of the leading Institutes of Management in India would in the near future introduce Post Graduate (Masters) Courses in Management with specialization in Sustainability. Such a development is certain to usher in an era of intense consciousness in India about the significance of Sustainability.





# Potentials of Tea in Enhancing Health (Part II)\*



Dr. H. K. Chopra\*

## Classification of Tea

1) **White Tea**- 10% to 20% fermentation process, whitish coloured tea leaves but the tea is light yellow in colour when brewed. Examples: White Peony, Shou Mee.

2) **Green Tea** - No fermentation has taken place, the ferment and enzymes remaining in the tea after wilting are destroyed by high temperature steaming before curing process, and the leaves remain olive green. Examples: Long Jin, Chu Cha.

3) **Yellow Tea**- Slightly fermented, light yellowish coloured tea leaves; it has the characteristic of green and dark green tea when brewed. Examples: Morgan Hill Tip, Fok Shan Tip.

4) **Red Tea**- 80% to 90% fermentation process with red coloured tea. Examples: Kee Mun, Lai Chi.

5) **Dark Green Tea**- Half fermentation process, this type of tea is usually mixed with flower petals to produce scented teas. Examples Ti Kuan Yin, Suey Sin.

6) **Black Tea**- Natural fermentation process, the taste will improve if

the tea leaves are kept for some time after purchase, during which time the fermentation process will continue. Examples: Pu Li, Luk On.

## What is Organic India Tulsi Tea?

ORGANIC INDIA TULSI TEA is a pure herbal blend of Rama, Krishna and Vana Tulsi leaves and blossoms, which relaxes and rejuvenates the body and mind. Organic India TULSI TEA can be enjoyed daily as a delicious, healthy refreshment with long-term health benefits.

## What are the health benefits of Organic India Tulsi Tea?

Modern scientific research confirms that that Tulsi reduces stress, enhances stamina, relieves inflammation, lowers cholesterol, eliminates toxins, protects against radiation, prevents gastric ulcers, enhance immunity, improves digestion and provides a rich supply of antioxidants and other nutrients. Tulsi is especially effective in supporting the heart, blood vessels, liver and lungs and also regulates blood pressure and blood sugar.



\* 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.

## How can Organic India Tulsi Tea offer so many health benefits?

The unique chemistry of Tulsi is highly complex. Tulsi contains hundreds of different beneficial compounds known as phytochemicals. Working together, these compounds possess strong anti-oxidant, anti-bacterial, anti-viral, adaptogenic (anti-stress) and immune-enhancing properties that promote general health and support the body's natural defense against germs, stress and disease. For example, the essential oil in the leaves of Tulsi, which contributes to the fragrant and refreshing flavor of Tulsi Tea, is a particularly rich source of valuable phyto-chemicals.

## Does Organic India Tulsi Tea contain any black tea?

No. ORGANIC INDIA TULSI TEA contains only Tulsi leaves and blossoms.

## Then why do you call it Tulsi Tea?

Tulsi Tea is a herbal tea, meaning it is prepared as an infusion of Tulsi leaves in just-boiled water. Herbs prepared this way are popularly known internationally as herbal teas.

## Does Organic India Tulsi Tea contain caffeine?

No. Although many people feel energized after drinking Organic India Tulsi Tea, it does not contain caffeine. Only the pure goodness of natural Tulsi leaves.

## How do I prepare Organic India Tulsi Tea?

Place one teaspoon or tea bag of organic India Tulsi Tea per cup in pot or cup and pour just-boiled water over tea. Infuse for two to five minutes (do not boil Tulsi). A longer steeping time, such as five minutes, yields a stronger tea with more beneficial properties. Serve hot or iced. If desired, add sweetener, lemon and/or other spices. If you wish, you can cover the tea and stir occasionally with a spoon to assist the brewing process.

## Can Organic India Tulsi Tea be taken with milk?

Yes. However, most people enjoy Tulsi Tea plain. Children love sweetened Tulsi Tea with milk.

The following are some beneficial effects of Green tea:

Prevents or retards development of Cancer

Limits levels of blood cholesterol  
Helps to control high blood pressure

Lowers the blood sugar level

Suppresses effects of aging on the body

Helps to inhibit food poisoning

Helps to prevent or retard tooth cavity development

Fights virus

The main component of Green tea, catechins, has been found to be the provider of a majority of beneficial effects listed above. In addition to catechins, green tea contains Vitamin A, C and E, well known for their beneficial effects. Interesting, and not widely known is green tea contains fluoride, the cavity-fighting agent we hear so much about today.

So, why not try some Green tea today and judge it for yourself! There are three basic Japanese Green teas: Sencha, Bancha & Genamaicha. If you have no experience with Green teas, start with Sencha, then try the rest. Sencha is the best and by far the most popular in Japan, high in vitamin C with a delicate taste and smell. Bancha is a actually a lower grade of Sencha, and is the popular type among families since it can produce a weaker tea with less caffeine, yet maintains excellent taste & smell. Genmaicha is blend of Sencha and Bancha mixed with brown





rice & corn pops to creates a tea of medium quality with fresh flavour.

“Three cups of Tea a Day keeps heart on a healthy way”

Risk of heart attack may be reduced by 44 percent, study finds

**LONDON, Jul 2003** – Drinking at least one cup of tea a day could reduce the risk of heart attack by 44 percent, according to new research presented yesterday. The study by Dr. Michael Gaziano, a heart specialist at the Harvard Medical School - affiliated Brigham and Women’s Hospital in Boston, shows that tea contains powerful amounts of flavonoids – vitamin-like nutrients that make blood cells less prone to clots, which can cause heart attacks. Flavonoids also are one of the most powerful antioxidant, which offset the damaging effects of oxygen in the body, such as fatty deposits in the arteries. Scientists have recently become excited about the potential benefits of flavonoids, which number about 4,000 and are also found in fruits, vegetables and are famously connected to the heart-healthy effects of red wine.

## 24 Potential Benefits of Tea

Heart protective – reduce risk of heart attack by 44% by a study from Harvard Medical School by Gaziano.

Brain protective – reduce risk of stroke by 50%.

Kidney protective.

Liver protective.

Stomach protective - stimulate production of digestive juices.

Cancer protective – reduce the risk of skin, lung, stomach and esophagus cancer.

Teeth protective.

Bone protective.

Joint protective.

Eye protective.

Cell protective.

High blood pressure protective.

High cholesterol protective.

Platelet protective.

Endothelium protective.

Diabetes protective.

Aging protective.

Intestine protective.

Antibacterial, antiviral (flu fighter), anticancer, antithrombotic (Flavonoids are natural vitamin like compounds. They

may blood cells called platelets less prone to clotting men with high Flavonoid intake had 73% lower risk of stroke during 15 years of follow – up compared with men with a low intake of flavonoids. In this study got about 70% of their flavonoids from drinking black tea. Men who drank on the average 4.7. cups of tea had a 69% reduces risk of stroke as compared to a men who drank less than 2.6 cups per day, said the researchers of national institute of public health an environmental protection in Bilthoven, the Netherland.) enhance mood elevation.

Trigger intestine peristalsis thus facilitate bowel movements.

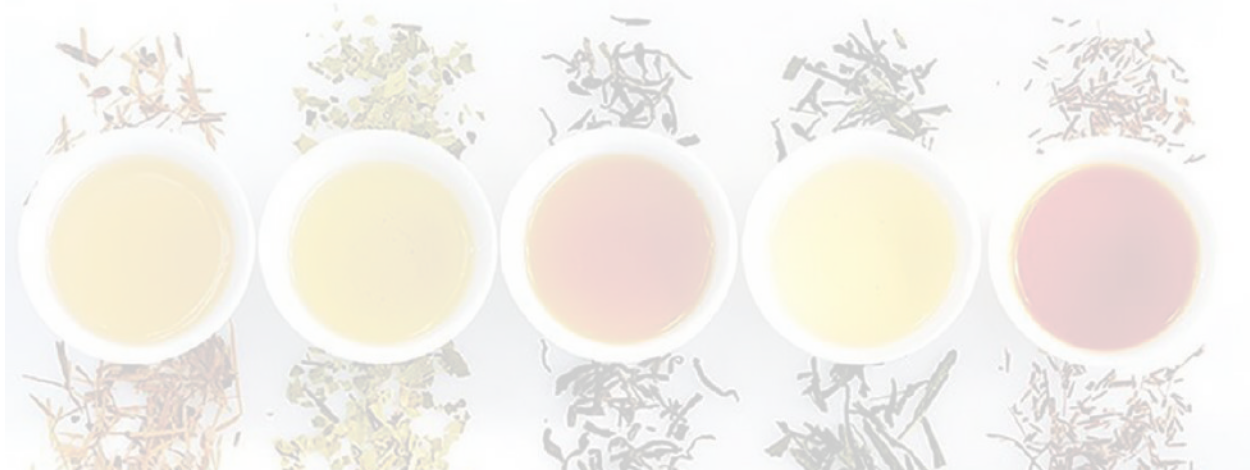
Antioxidant.

Improve concentration, increase alertness, reduce fatigue.

Allergy eraser – Tea heals allergy added sinusitis.

Relieves menstrual cramps and heart burns specially when tea is mixed with ginger, fennel, anise, coriander and cardamom and have antispasmodic properties.

*\*Part 1 of this article was published in August 2023 issue of KALEIDOSCOPE magazine.*





## MDL launches fourth Stealth Frigate of Project 17A 'MAHENDRAGIRI'

**M**DL marks its 250 glorious years of existence with excellence and expertise with the launch of the fourth Stealth Frigate of Project 17A 'MAHENDRAGIRI' recently. With the launch of this mighty frigate, MDL continues its triumphant march towards self-reliance turning Aatmanirbhar Bharat into a reality.

The ship was named by Dr. (Mrs.) Sudesh Dhankhar, wife of Hon'ble Vice President Shri Jagdeep Dhankhar who was the chief guest on the occasion. The ceremony was attended by the Hon'ble Governor of Maharashtra, Chief Minister of Maharashtra, Deputy Chief Minister of Maharashtra, Chief of Naval Staff and Chairman and Managing Director, MDL along with other senior officials from the Ministry of Defence, Indian Navy and employees of MDL.

This ship has been built using Integrated Construction methodology which involves hull blocks with parallel outfitting. The construction has been carried out at different geographical locations and integration/erection on Slipway at MDL. The keel of Mahendragiri was laid on 28 June 2022 and the ship is expected to be delivered by February 2026. The vessel is being launched with an approximate launch weight of 3450 Tons.

Project-17A contributes to the prosperity of the Nation by developing the local ecosystem and supporting workforce/entrepreneurs / MSMEs across the



Dr. (Mrs.) Sudesh Dhankhar, wife of Hon'ble Vice President and Shri Jagdeep Dhankhar, Vice President of India at the launch of 'Mahendragiri' Stealth Frigate, surrounded by esteemed dignitaries, including Shri Ramesh Bais, Hon'ble Governor, Shri Eknath Shinde, Chief Minister, and Shri Devendra Fadnavis, Deputy Chief Minister of Maharashtra, Chief of Naval Staff, and Chairman and Managing Director, MDL.

economic spectrum. Approximately 210 MSMEs are engaged in this project and approximately 1000 subcontract workforce is working inside MDL premises for this project. Approximately 13 PSUs are contributing to this project in terms of supply of complex equipment and systems. Over 75% of the orders of Project 17A, have been placed on indigenous firms including MSMEs, keeping in line with Government's vision of "Aatma Nirbhar Bharat".

The ship is designed by the Indian Navy's in-house design organization viz. Warship Design Bureau. MDL has undertaken the detailed design & construction of the ship which is also overseen by Warship Overseeing Team (Mumbai).

The first ship of the Project 17A, 'Nilgiri' was launched on 28<sup>th</sup> Sept 2019 and is being readied for

sea trials in the first half of 2024. The total value of the Project 17A is around Rs. 25,700 Crores. The second ship of P17A class 'Udaygiri' was launched on 17 May 2022 and is expected to start sea trials during the second half of 2024. The third ship of P17A class 'Taragiri' was launched on 11 September 2022.

The 149.02 M long & 17.8 M wide ship, propelled by a CODOG combination of two Gas Turbines and 02 Main Diesel Engines which are designed to achieve a speed of over 28 knots at a displacement of approx. 6670 Tons. The steel used in Hull construction of P17A Frigates is indigenously developed DMR 249A which is a low carbon micro alloy grade steel manufactured by SAIL. The indigenously designed 'Mahendragiri' will have state-of-the-art weapons, sensors, an





advanced action information system, an Integrated Platform Management System, world class modular living spaces, sophisticated power distribution system and a host of other advanced features. It will be fitted with supersonic surface-to-surface missile system. The ship's air defence capability, designed to counter the threat

of enemy aircraft and anti-ship cruise missiles will revolve around the vertical launch and long range surface to air missile system. Two 30 mm rapid-fire guns will provide the ship with close-in-defence capability while an SRGM Gun will enable her to provide effective naval gunfire support. Indigenously developed

triple tube light weight torpedo launchers and rocket launchers will add punch to the ship's anti-submarine capability. The launch of Mahendragiri is an exemplary testimony of our nation's Warship building capability and vindicates the fact that MDL has a very rich heritage and legacy in boosting Nation's blue water prowess.

## 106<sup>th</sup> Annual General Meeting (AGM) of Balmer Lawrie & Co. Ltd.

The 106<sup>th</sup> Annual General Meeting of Balmer Lawrie & Co. Ltd., a Public Sector Enterprise under the Ministry of Petroleum and Natural Gas, Government of India was held recently.

### Overall Financial Performance

The Company recorded a net turnover of Rs. 2,38,309.16 Lakh during Financial Year 2022-23 as against Rs. 2,10,484.97 Lakh in the Financial Year 2021-22 which is an increase of 13.22% over last year. Further the Company recorded a Profit Before Tax of Rs. 21,130.23 Lakh in the Financial Year 2022-23



(L-R) Smt. Vandana Minda Heda, Independent Director, Shri Rajinder Kumar, Government Nominee Director, Shri Saurav Dutta, Director (Finance) and CFO, Shri Adika Ratna Sekhar, Chairman & Managing Director, Smt. Kavita Bhavsar, Company Secretary, Shri Adhip Nath Palchaudhuri, Director (Service Businesses), Shri Abhijit Ghosh, Director (HR & Corporate Affairs), Shri Rajeev Kumar, Independent Director.

as against Rs.17,014.45 Lakh in the Financial Year 2021-22.

The increase is being attributed to the easing out effect of COVID-19 pandemic on the performance of SBU-Travel and Vacations

which was severely affected in the previous two financial years due to the same. The Reserve and Surplus of your Company increased to Rs.1,18,524.12 Lakh as on 31st March 2023.

## Goa Shipyard Limited and Maritronics India Forge Innovative Partnership in Maritime Communication & Navigation Technology

In a significant development, Goa Shipyard Limited (GSL), has joined forces with Maritronics India Private Limited (MIPL) to bolster indigenous research and development efforts in the maritime sector, specifically in the field of Maritime Communication & Navigation technology. This collaboration has led to the successful indigenization of COTS X Band Radar, S Band Radar, and Fibre Optic Gyro, all of which are listed in the 4<sup>th</sup> Positive Indigenisation List (4<sup>th</sup> PIL) announced by the Department of Defence Production/ Ministry of Defence in May 2023. The partnership aligns with the Government of India's 'Aatma Nirbhar Bharat' (Self-Reliant India) initiative.

In a logical progression, GSL and MIPL proudly unveiled the EDGE brand at INMEX SMM India, the premier maritime exhibition and conference in South Asia. The product launch ceremony was graced by IG HK Sharma, DDG (Tech), Western Seaboard, Indian Coast Guard, with the presence of Shri. Brajesh Kumar Upadhyay, Chairman & Managing Director of Goa Shipyard Limited, and DIG Sudhir Sahni, CSO (Tech), Indian Coast Guard.

During the INMEX SMM India event, GSL and MIPL showcased a diverse range of indigenously designed and developed EDGE products, including RADAR, FOG and ECDIS. Notably, EDGE RADAR incorporates solid-state



Shri Brajesh Kumar Upadhyay, Chairman & Managing Director of Goa Shipyard Limited, IG HK Sharma, DDG (Tech), Western Seaboard, Indian Coast Guard, and DIG Sudhir Sahni, CSO (Tech), Indian Coast Guard unveiling the brand EDGE at INMEX SMM India.

and magnetron-based scanners and can be monitored wirelessly from locations beyond the bridge, enhancing navigation and safety. EDGE FOG, on the other hand, is a highly accurate, compact, and maintenance-free Marine Fiber Optic Gyrocompass (FOG). Meanwhile, EDGE ECDIS represents a user-friendly, future-proof navigational system with support for multiple regional and national languages.

Shri Brajesh Kumar Upadhyay, CMD, GSL, expressed, "Continuing with the vision of 'Make In India' and the development of state-of-the-art technologies, GSL has forged a partnership with MIPL to provide indigenous

solutions in the field of Navigation and Communication Equipment.

This collaborative effort is expected to significantly boost the country's capabilities in this specialized segment, reducing dependence on foreign players.

It also has the potential to bolster our export capabilities in this product category, aligning with the Government's 'Make in India and Make for the World' objective."

The partnership between GSL and Maritronics India is poised to be a transformative force in the maritime industry, fostering innovation, self-reliance, and indigenous growth in the Indian maritime sector.



## NMDC addresses Shareholders at 65<sup>th</sup> AGM

**N**MDC addressed its shareholders at the company's 65<sup>th</sup> Annual General Meeting recently. Adhering to the guidelines from the Ministry of Corporate Affairs and SEBI, the AGM was conducted via virtual mode.

Shri Amitava Mukherjee, CMD (Additional Charge) and Director (Finance) chaired the Meeting and addressed the shareholders. Company's Board Members - Shri Dilip Kumar Mohanty, Director (Production); Shri V. Suresh, Director (Commercial); Shri Vinay Kumar, Director (Technical), Shri A. S. Pardha Saradhi, Company Secretary along with Independent Directors Shri Sanjay Tandon, Dr. Anil Kamble, Shri Vishal Babber, Shri Sanjay Singh came together to present the company report to its shareholders.

Laying an overview of FY23's accomplishments within the company and the roadmap chalked for the future, the CMD said, "The world is evolving, and so are the demands and expectations from responsible mining companies. Our vision is to emerge as a global



Shri Amitava Mukherjee, CMD (Additional Charge), along with Company Directors, during the 65<sup>th</sup> AGM.

environment-friendly mining company, one that not only meets the needs of the present but also safeguards the needs of future generations."

Thanking the shareholders, he said, "With your unceasing support and trust, I am confident that the narrative we create in the coming years will echo the determination that has brought us to this point. I call upon all the stakeholders to partner with us

in building a stronger industrial culture and a brighter future."

This was the company's first AGM post the demerger and after the listing of equity shares on BSE, NSE and CSE. With NSL's glorious entry into the league of Indian Steelmakers by operationalizing the Steel Plant which is under stabilization stage, the shareholders expressed their happiness in making the dream come true.

## NBCC conducts 20<sup>th</sup> Auction Sale for World Trade Centre

NBCC (India) Limited conducted the 20<sup>th</sup> auction for the sale of commercial space in the World Trade Centre, Nauroji Nagar, New Delhi. The Company has sold a total of 1.98 lakh sq.ft built up area for Rs. 821.02 crore, out of which 1.23 lakh sq.ft. area

having sale value of Rs. 518.08 crore has been sold to private entities.

Further as on date the company has sold a total area of 17.79 lakh sq.ft through open e-auction having sale value of Rs. 7194.10 crore.

# Oil India holds its 64<sup>th</sup> Annual General Meeting

**O**il India Limited, a fully integrated Oil & Gas Maharatna CPSE held its 64<sup>th</sup> Annual General Meeting (AGM) recently. Dr. Ranjit Rath, Chairman & Managing Director in his address to the shareholders, thanked all investors and shareholders for their continuous trust & investment in the company leading OIL to join the league of Maharatna CPSEs of the Country.

Dr. Rath in his address highlighted the achievements of the OIL on various fronts including the production of Crude Oil and natural gas which recorded a growth of 5.5% (3.18 MMT) and 4.4% (3.18 BCM) respectively. The company registered the highest-ever standalone profit after tax (PAT) in FY 2022-23 at ₹6,810 crore, a growth of 75.20% YoY while the consolidated PAT was also the highest ever at ₹9,854 crore, a growth of 46.66% YoY.

Dr. Rath mentioned that marching towards fulfilling the vision of Urja Atmnirbharta for a New India, OIL's strategy is to consolidate its position as the leading operator in the country with the long-term vision to supplement the existing domestic reserves portfolio in line with the Government of India's vision to intensify exploration in Indian Sedimentary Basins and increase



Dr. Ranjit Rath, Chairman & Managing Director (CMD), addressing valued shareholders at the AGM.

domestic Oil and Gas production. The Company has increased its total operating acreage to 62,911 Sq. Km. Aggressive exploration of the company led to a new hydrocarbon discovery during the year in the Sesabil area in the Assam Shelf Basin. OIL has a 2P reserve base of 191 MMTOE and 51 MMTOE of Oil & Oil Equivalent of Gas respectively in domestic assets and overseas assets. Speaking to the shareholders, Dr. Rath highlighted that following the clarion call of the Hon'ble Prime Minister, OIL has set for itself an ambitious target of transforming itself to a 'Net-Zero' emission company by 2040 through a range of initiatives, including adopting cleaner energy sources, investing

in renewable energy projects and implementing advanced tech to minimize greenhouse gas emissions for which about Rs. 25,000 crore is envisaged to be invested by 2040.

Acknowledging the indomitable spirit, resilience and determination of OIL's Energy Warriors, Dr. Rath expressed gratitude to the Ministry of Petroleum & Natural Gas, Central and State Governments and other esteemed stakeholders of OIL. He reiterated OIL's commitment to national priorities towards the energy security of the country through enhanced exploration and expedited production under Mission 4+ by increasing crude oil production to 4MMT and natural gas production to 5 BCM.



# EIL organizes 58<sup>th</sup> Annual General Meeting

The 58<sup>th</sup> Annual General Meeting (AGM) of Engineers India Limited (EIL) was held recently at its Head Office in New Delhi through Video Conferencing (VC). Ms. Vartika Shukla, C&MD, EIL presided over the virtual AGM which was graced by Government Nominee Director, Functional Directors, Independent Directors, Nominee of the President of India and the Company Secretary.

Addressing the shareholders, C&MD presented EIL's performance and accomplishments in Fiscal year 2022-23 and laid the roadmap for the Company's future growth. Emphasizing on the Company's innate capabilities to respond to dynamic demands of the evolving global energy landscape, Ms. Shukla stated about EIL's journey in the era of global energy transition fully aligned with its new vision "To be a Global Leader Offering Total



Ms. Vartika Shukla, C&MD, EIL, addressing stakeholders at the 58<sup>th</sup> AGM via Video Conferencing.

Energy Solutions for a Sustainable Future".

C&MD, EIL also expressed that accelerating energy demand in India stimulated by a fast-growing economy and rapid urbanization has unleashed a plethora of opportunities. As India's leading Engineering Consultancy & EPC, EIL is uniquely positioned to capitalize on these prospects in the hydrocarbons space. "EIL has also emerged as a trusted partner for clients, both in India and abroad, in their journey towards Environment, sustainability and

energy transition. After being synonymous with India's hydrocarbons sector, the Company is now leading the way in building a cleaner, greener and prosperous world for the generations to come", C&MD added.

C&MD, EIL also apprised the shareholders of the Company's business and operational performance during FY2022-23 as well as initiatives undertaken in the areas of R&D, Human Resources, CSR, Make in India, Quality Management etc.

## BEL receives orders worth Rs. 3,000 Crore

Bharat Electronics Limited received an order of Rs. 2,118.57 Crore from Cochin Shipyard Limited for supply of various equipments consisting of Sensors, Weapon equipment, Fire Control systems and Communication equipment for six numbers of Next Generation Missile Vessels (NGMV), class of anti-surface warfare corvettes

for Indian Navy. This project will have participation of Indian electronics and associated industries, including MSMEs, which are sub vendors of BEL.

The equipment manufactured by BEL are part of 'Aatmanirbhar Bharat' program.

The Company has also received additional orders worth Rs.886

Crore since the last disclosure on 25<sup>th</sup> August, 2023 and the said orders pertain to Upgrade of AFNET SATCOM N/W, Upgrade of Akash Missiles with RF Seeker, Inertial Navigation System and other equipments with accessories and spares etc. With this BEL has in all received orders worth Rs. 14,384 Crore till now in the financial year 2023-24.

# HSL Successfully Completes Emergency Repairs of Great Eastern Shipping Vessel

**H**industan Shipyard Limited has successfully completed emergency repairs of the vessel MV Jag Radha belonging to M/s Great Eastern Shipping Company Ltd., Mumbai. The vessel of dimensions 189.99 Mtrs X 32.26 Mtrs with a DWT of 58,133 tons suffered extensive damage to the hatch covers and its hydraulic operating system while discharging the cargo at Kattupalli port. The vessel arrived at HSL recently and all projected repairs were completed on war footing basis to the satisfaction of class surveyors. During the course of repairs, all structural damages were made good, hydraulic system checked, hydraulic cylinders were brought ashore, overhauled and defective parts such as seals, bearings & barrels were renewed. Also ram cylinder pins that were damaged have also been replaced with new units. Further to ensure integrity



& water tightness of the hatch covers, retaining channels & rubber packing were renewed. After completing these repairs, hatch covers were aligned and tested for their structural

integrity, water tightness & smooth operation. The entire job was completed in 05 days time on war footing and vessel was given clearance for sailing.

## Personalia



**Shri M. Raghu Ram**  
assumes charge as  
Chairman of  
Damodar Valley Corporation



**Shri Tajinder Gupta**  
assumes charge as  
Director (Power)  
BHEL



**Shri Joshit Ranjan Sikidar**  
assumes charge as  
Director (Finance)  
of SECI



**Shri Raj Kumar Chaudhary**  
assumes charge as  
Director (Technical)  
NHPC Limited.



## ITI Limited Develops Branded Laptop & Micro PC 'SMAASH' with International Standards

**I**TI Limited, has developed its own branded Laptop and Micro PC in the market that match international quality and performance.

Branded as 'SMAASH', the products have already been deployed in the market, and ITI Limited has won many tenders competing against MNC brands like Acer, HP, Dell and Lenovo. The two flagship products - Laptop and Micro PC have been designed in association with Intel Corporation with which an MOU has been signed for design and manufacturing.

ITI Limited's Micro PC - a GREEN solution product does the computation like any other PC with very less Carbon Footprint and considerably reduces e-waste. It consumes less power

as compared to conventional PCs, is of small size, has no moving parts like fans, and has a long life. SMAASH laptops have variants like i3, i5, i7 etc., and the base configuration with Celeron models is specially designed for students. ITI Limited has recently won two tenders from KITE- Kerala Infrastructure and Technology for Education, and has supplied around 9000 laptops to the government schools in Kerala.

The SMAASH products have acquired all the statutory certifications such as BIS - Bureau of Indian Standards, ROHS Restriction of Hazardous Substances, BEE - Bureau of Energy Efficiency, CE -European Conformity, FCC-Federal Communication Commission, and so on. SMAASH laptops and PCs

are designed and manufactured for consistent performance.

Speaking on this proud occasion, Mr. Rajesh Rai, Chairman and Managing Director of ITI Limited said- "I am very elated to state that we have developed SMAASH, our branded laptop and Mini PC. Our talented Palakkad Team has put in all-out efforts to make this feat possible. SMAASH brand is being received well and is helping us win tenders in cut throat markets.

Mr. Rai also added - "It is indeed a challenging task to win tenders competing with MNCs who have global reach and deep pockets. We have to continuously innovate not only with technology but also with our business model and SMAASH delivers every time".

## 59<sup>th</sup> Annual General Meeting of BHEL



Dr. Nalin Shinghal, CMD, BHEL, addressing shareholders through video conferencing at the company's 59<sup>th</sup> Annual General Meeting, in the presence of the Board of Directors of the company in New Delhi.

## 54<sup>th</sup> AGM of REC Limited

The 54<sup>th</sup> Annual General Meeting (AGM) of the REC Limited was held recently through Video Conferencing.

Shri Vivek Kumar Dewangan, Chairman & Managing Director chaired the meeting and was attended by all the Directors on the Board of the Company.

Many shareholders were present at the meeting through Video Conferencing. The requisite quorum being present, the Chairman & Managing Director called the Meeting in order. The Chairman & Managing Director then delivered his speech.

He said, "REC is committed to increase its present loan portfolio of Green Projects to the extent of more than ten times by the year 2030 amounting to ₹3 lakh crore. REC has been known for its rural electrification efforts; now it would be known for its Renewable Energy (RE) focused initiatives including solar, wind, hybrid and e-mobility projects, as well as new areas like Green Hydrogen, Green Ammonia Projects, round the clock projects



Shri Vivek Kumar Dewangan, CMD, Leading the Way: A Snapshot from the Board Meeting with Directors during the AGM.

involving bundling of RE with thermal power and ethanol manufacturing." Regarding bond issue and dividend, Shri Dewangan said, "In August 2022, the Company issued bonus shares to share-holders in a 1:3 ratio, issuing 65,83,06,000 new fully paid-up equity shares of ₹10/- each. This increased the issued and paid-up share capital to ₹2,633.22 Crore, comprising 2,63,32,24,000 equity shares of ₹10/- each. In terms of dividends, REC is among the highest dividend-paying companies in its

category. During FY23, the Board proposed a final dividend of ₹4.35 per share for the approval of shareholders in this AGM and the same has been approved by the shareholders. This is in addition to the 1st Interim Dividend of ₹5 per share and 2<sup>nd</sup> Interim Dividend of ₹3.25 per share which has already been paid.

The total dividend for the FY23, including the proposed final dividend, is ₹12.60 per share. The total dividend pay-out for FY23, including the proposed final dividend, is ₹3,318 Crore."

## ECIL Security Systems- Securing VVIP Motorcade and Bharat Mandapam During G 20

In today's world, devices such as Mobile phones, Drones, COTS Remote Control Units, FM/ Citizen Frequency Band Radios etc. can be used to trigger RCIEDs. To mitigate this threat Vehicle Mounted Jammers (VMJs), generally referred to as convey jammers were supplied to Delhi Police by ECIL. VMJs supplied by ECIL



VMJS by ECIL

were successfully deployed as part of VVIP motorcades. In addition, ECIL made Smart Anti Drone Jammers with detection facilities were also deployed at Bharat Madapam, the site of G 20 summit. Deployment of Smart Jammers ensured all round protection of G 20 meeting venue against any threat emanating from Drones.



# NHPC hosts 47<sup>th</sup> Annual General Meeting

**N**HPC hosted its 47<sup>th</sup> Annual General Meeting (AGM) recently, through video conferencing from its Corporate Office, Faridabad. The members of the company considered a proposal for declaration of dividend of Rs. 1.85/- per equity share for the year 2022-23, which is inclusive of interim dividend of Rs 1.40/- per equity share paid in March 2023.

Shri R.K. Vishnoi, CMD, NHPC addressed the shareholders at the AGM wherein members of NHPC Board including Shri R.P. Goyal, Director (Finance), Shri Biswajit Basu, Director (Projects), Shri Uttam Lal, Director (Personnel) and Independent Directors Dr. Uday Sakharam Nirgudkar, Prof. (Dr.) Amit Kansal, Prof. (Dr.) Rashmi Sharma Rawal, Shri Jiji Joseph, Shri Premkumar Goverthanam and Smt. Rupa Deb, Company Secretary, NHPC were also present.

CMD, NHPC highlighted various key achievements by NHPC. Shri



Shri R.K. Vishnoi, CMD, NHPC along with Shri R.P. Goyal, Director (Finance), Shri Biswajit Basu, Director (Projects), Shri Uttam Lal, Director (Personnel), Independent Directors and Smt. Rupa Deb, Company Secretary, NHPC at the 47th Annual General Meeting of NHPC.

Vishnoi informed that NHPC achieved its highest ever annual Profit after Tax (PAT) of Rs 3833.79 Crore on standalone basis compared to Rs 3537.71 Crore in the previous Financial year i.e. an increase of 8%. He further said that NHPC's Power Stations generated 24,907 MUs and recorded the highest ever annual Plant Availability Factor (PAF) of 88.75% during the financial year 2022-23. He further added that on approval of the shareholders

the total Dividend payout for FY 2022-23 will be Rs. 1858.33 crore.

Shri R.K. Vishnoi, CMD, NHPC said that Green hydrogen has gained significant attention as a potential solution for decarbonizing various sectors such as heavy industry, transportation etc. and is expected to be the future of energy.

Various queries of members regarding performance of the Company were also addressed at the AGM.



# MOIL registers best ever 6-monthly performance Record 6-monthly production, up 45% y-o-y Record 6-monthly sales, up 54% y-o-y



Shri Ajit Kumar Saxena, CMD, MOIL, Smt. Usha Singh, Director (HR) MOIL, Shri Rakesh Tumane, Director (Finance), Shri Mirza Mohammad Abdulla, Director (Prod. & Planning) during AGM.

Continuing its stellar performance, MOIL has created history by achieving best ever 6-monthly performance during April-September, 2023.

Production of Manganese ore jumped to 8.15 lakh tonnes in the first half of FY'24, registering a growth of 45% over corresponding period last year (CPLY).

Production of 1.35 lakh tonnes in September month is best ever production for any September month since inception.

On sales front also, best ever 6-monthly performance of 7.57 lakh tonnes has been registered during April-September 2023, with a remarkable growth of 54% percent over CPLY. Sales of 1.56

lakh tonnes in September, 2023 has also been impressive, with a growth of 60% y-o-y.

Further, MOIL has recorded highest ever production of Electrolytic Manganese Dioxide (EMD) during the first half of the current year, registering a growth of 26% y-o-y. EMD is a 100% import substitution product, used mostly for pharmaceuticals and manufacturing of batteries.

Giving utmost thrust to exploration, MOIL has completed 34,684 meters of exploratory core drilling during April-September, 2023, which is more than three times of CPLY.

On 1<sup>st</sup> Oct, 2023, Shri Ajit Kumar Saxena, CMD, MOIL visited MOIL mines and personally

congratulated a large cross-section of employees for achieving such a remarkable performance. The entire collective was upbeat and exhibited full confidence of continuing the growth trend.

MOIL is the largest producer of manganese ore in the country, contributing ~45% of the domestic production.

It operates ten mines in the state of Maharashtra and Madhya Pradesh. The company has ambitious vision of more than doubling its production to 3.50 million tonnes by 2030. MOIL is also exploring business opportunities in the State of Gujarat, Rajasthan, Chhatisgarh and Odisha, besides other areas in the State of Madhya Pradesh.



# NBCC holds its 63<sup>rd</sup> Annual General Meeting

**N**BCC (India) Ltd. is poised to capitalise on the increased impetus to infrastructure development by the Government. Shri Pawan Kumar Gupta, Chairman & Managing Director, NBCC (India) Limited at the 63<sup>rd</sup> Annual General Meeting (AGM) held through video conferencing (VC) and other audio visuals means (OAVM) at its registered office i.e, NBCC Bhawan, Lodhi Road, New Delhi highlighted the key achievements of the company during FY 22-23. He also showcased the various opportunities that the company is pursuing in both domestic and international sectors.

During the meeting, other members of NBCC Board, i.e, Smt. B.K. Sokhey, Director (Finance), Shri K.P. Mahadeva Swamy, Director (Commercial), Shri Saleem Ahmed, Director (Projects), Government Nominee Directors Shri Ravi Kumar Arora, Joint Secretary (Land & Estates) and Shri Sanjeet, Joint Secretary & Financial Advisor, Ministry of Housing and Urban Affairs, Government of India, Independent Directors Shri Bhimrao Panda Bhosale, Shri Rajeev Kumar, Shri Asim Misra, and Smt. Deepti Gambhir, Company Secretary, NBCC were also present. The Company has declared a final dividend of 54 paise (54%) per paid-up equity share of Re.1/- each. It is pertinent to mention that NBCC has recently completed the



Smt. B.K. Sokhey, Director (Finance), Shri K.P. Mahadeva Swamy, Director (Commercial), Shri Saleem Ahmed, Director (Projects), Government Nominee Directors Shri Ravi Kumar Arora, Joint Secretary (Land & Estates) and Shri Sanjeet, Joint Secretary & Financial Advisor, Ministry of Housing and Urban Affairs, Government of India, Independent Directors Shri Bhimrao Panda Bhosale, Shri Rajeev Kumar, Shri Asim Misra, and Smt. Deepti Gambhir, Company Secretary during the 63<sup>rd</sup> AGM

prestigious Integrated Exhibition-cum-Convention Centre (IECC) as a modern complex as part of the Pragati Maidan redevelopment project. Hon'ble Prime Minister of India has also applauded the tireless efforts, involvement and commitment in the construction of the project.

CMD, NBCC informed the shareholders that the company is diversifying into new sectors namely, aviation and Health sector, Defence works, procurement of high-end machines and equipments, smart city mission projects, irrigation projects like renovation/repair of power channel & development of canal networks and industrial estates.

For the FY 2022-23, total income of Company was Rs 6920.57 Cr (standalone) and Rs 8961.47 Cr (consolidated) whereas profit after tax was Rs. 231.13 Cr

(standalone) and Rs. 278.01 Cr (consolidated). While concluding, Shri Pawan Kumar Gupta, CMD, NBCC has expressed his heartfelt appreciation and gratitude to the Government of India, specifically the Ministry of Housing and Urban Affairs, Ministry of Finance, Department of Public Enterprises, DIPAM, SEBI, and Ministry of Corporate Affairs (MCA), as well as all other Central and State Government Agencies, C&AG of India, esteemed clients of NBCC, valued customers, dedicated employees, and stakeholders for their support and cooperation which has been instrumental in taking the Company forward on its journey of progress and success.

NBCC continues to strive for excellence in its core business activities and is committed to provide utmost value to its shareholders.

# PSEs Ink MoU

## NLC India Limited inks pact with Airport Authority of India for providing CNS/ATM Services for NLCIL owned Airport



Shri A. Kuppusamy, CGM, Township Administration, NLCIL and Shri S. Swaminathan, GM (ATM/ATS), AAI, after signing MoU.

NLC India Limited (NLCIL) has a Brownfield airport in its Township, which has been rejuvenated for commencing flight operation services under RCS UDAN scheme. A terminal building, an apron for parking planes, a taxiway and a runway has been made ready at the airport.

As a prelude requirement for commencing the flight services NLCIL inked Airport Authority of India (AAI) on 21<sup>st</sup> August 2023 at Chennai for provision of Communication, Navigation, Surveillance and Air Traffic Management (ANS and ATM) services and the agreement was signed and exchanged between Shri A. Kuppusamy, CGM, Township Administration, NLCIL and Shri S. Swaminathan, GM (ATM/ATS), AAI, New Delhi.

To enable the air operation NLCIL and AAI will join hands through another MoU for entrusting Operation and Management of Airport to AAI shortly. RCS-UDAN route from Neyveli to Chennai was notified in the first phase of RCS UDAN scheme during 2017 for which the enablement is made.

## BEL & IAI sign MoU to tap opportunities in Short Range Air Defence Systems' domain

Bharat Electronics Limited (BEL) and Israel

Aerospace Industries (IAI), Israel's leading aerospace and defence company, have inked an MoU for co-operation in addressing India's requirements in the domain of Short Range Air Defence Systems. The MoU was signed by Mr. K V Suresh Kumar,



BEL and IAI Seal MoU in the Presence of Mr. Bhanu Prakash Srivastava CMD, BEL.

Director (Marketing), BEL, and Shri Avi Elisha, VP and General Manager, Missile Systems Division, IAI, in the presence of Shri Bhanu Prakash Srivastava, CMD, BEL, in Bengaluru recently.

The partnership marks yet another significant step towards cementing the synergy between the two companies which have a long history of association. BEL and IAI are engaged in several joint development / production / product support programmes for the Indian Defence forces.

The MoU aims at leveraging IAI and BEL's capabilities, and is in sync with the 'Atmanirbhar Bharat' and 'Make in India' policies of the Government of India.

Shri Bhanu Prakash Srivastava, CMD, BEL, said: "BEL considers IAI, Israel, as a key strategic partner. This MoU is envisaged to boost the co-operation between the two companies in the field of Short Range Air Defence Systems. It will empower the Indian industry to make significant contributions towards equipping our forces with state-of-the-art Short Range Air Defence Systems."

Mr. Boaz Levy, IAI's President and CEO, said: "BEL and IAI have a successful partnership in the field of Air Defence in India. Together, we are providing the Indian Armed Forces with high-end Air Defence



capabilities that meet their high-end operational requirements on one hand and 'Make in India' requirements on the other. Hence, it is only natural that we expand this cooperation to the Short Range Air Defence domain."

## GRSE joins hand with DEMPO, Goa to build commercial vessels on the West Coast



Commodore P R Hari, Chairman & Managing Director, GRSE, with Shri Srinivas Dempo, Chairman, DEMPO.

Garden Reach Shipbuilders and Engineers (GRSE) Ltd, and the DEMPO Group, the leading business house of Goa, have signed a Memorandum of Understanding (MoU) to launch a collaboration model to build commercial vessels in three premier shipyards of DEMPO at Goa and Bhavnagar. This is GRSE's maiden attempt to diversify in a big way in commercial shipbuilding to capture a large market share in construction of commercial vessels, both domestic as well as international.

Among the many firsts, GRSE took the maiden initiative in the country to make the Public Private collaboration model a success story in warship building. Aligning this concept with the emerging commercial shipbuilding market, GRSE is now partnering with M/s V S Dempo Holdings Private Ltd to share their shipbuilding resources with GRSE to build commercial vessels on the west coast.

According to research, India's shipbuilding market is estimated to be USD 7.1 Bn in 2023 and is expected to reach USD 8.76 Bn in 2028. The global shipbuilding market on the other hand is estimated to grow from USD 170 Bn to 230 Bn by 2028 at a

CAGR of 5.45%. A report also stated that India's contribution to commercial shipbuilding globally is less than 1 percent today which is far lower than 3.5 % achieved during 2007-It also stated that even with the subsidy the private shipyards are not competitive and state-owned shipyards are content with available defense orders. GRSE took the onus of breaking this glass ceiling and actively engaged itself to use its technology and resources to compete with countries like China, Vietnam and Turkey – the low-cost shipbuilders to win contracts from European, Middle Eastern and African markets.

Commodore P R Hari, Chairman & Managing Director, GRSE, brought out that in spite of challenges there is a positive outlook in the global commercial shipbuilding sector. The rise of Chinese competition in recent years and stricter environmental regulations are making it difficult for the Indian shipbuilders to meet the global demand. However, he assured that the shipbuilding and repair industry is undergoing rapid technological change which is creating new opportunities for companies that can keep up with the latest trends. To avail the business opportunity of growing demand in the commercial vessel sector, GRSE has identified a suitable partner for progressing with commercial shipbuilding. He explained that most of the export clients are from Europe and the Middle East. The shipyards of the DEMPO group give a positional advantage to these clients for shifting the delivered vessels from India in comparison to China, Vietnam and Turkey.

## Hindustan Copper Limited signs MoU with Mineral Exploration and Consultancy Limited

Hindustan Copper Limited (HCL) signed an MoU with Mineral Exploration and Consultancy Limited (MECL) recently for a duration of three years to carry out mineral exploration and allied works within its mining leases in the state of Jharkhand, Madhya Pradesh and Rajasthan.

The MoU was signed by CMD, HCL, Shri Ghanshyam Sharma, and CMD, MECL, Shri Indra Dev Narayan in the presence of S/Shri Sanjay



Shri Ghanshyam Sharma, CMD, HCL, and Shri Indra Dev Narayan, CMD, MECL, at the signing of the MoU at HCL Corporate Office, Kolkata.

Panjiyar, Director (Op), Shri Sanjiv Kumar Singh, Director (M), and other senior officers of HCL and MECL.

The aforesaid MoU will facilitate in leveraging the expertise of MECL in in-depth exploration for enhancing the resources /reserves in the mining leases of HCL.

## NBCC Inks MoU with Kerala State Housing Board (KSHB), Trivandrum

NBCC inked a MoU with Kerala State Housing Board (KSHB) for “Development of 17.9 acres of land parcel of KSHB at Marine Drive, Kochi, Kerala”.

The MoU was signed at Trivandrum, Kerala by Mr. B Abdul Nasar (IAS) Secretary KSHB and Shri Pradeep Sharma, CGM (BD), NBCC in presence of Shri K.P.M Swamy, Director (Commercial), NBCC and Ms. Tinku Biswal IAS Principal Secretary Housing and Revenue, Govt of Kerala.

The approximate project cost is Rs. 2000 Cr.

## NHPC inks MOU with APGENCO Limited for Implementation of Pumped Storage Hydropower Projects & other Renewable Energy Projects under JV Mode

Forwarding one more step ahead towards Clean



Shri Y.S. Jagan Mohan Reddy, Hon'ble Chief Minister, Andhra Pradesh present during Signing of MoU alongwith Shri R.P. Goyal, Director (Finance), NHPC, Shri K.V.N. Chakradhar Babu, IAS, Managing Director, Andhra Pradesh Power Generation Corporation Limited (APGENCO) and other senior officials.

& Green energy, NHPC signed Memorandum of Understanding with Andhra Pradesh Power Generation Corporation (APGENCO) Limited (A Govt. of Andhra Pradesh Undertaking) for Implementation of Pumped Hydro Storage Project(s) and Renewable Energy Project(s) under Joint Venture Mode in the State of Andhra Pradesh recently in the august presence of Hon'ble Chief Minister, Govt. of Andhra Pradesh, Shri Y.S. Jagan Mohan Reddy and other dignitaries.

The MoU was signed by Shri R.P. Goyal, Director (Finance), NHPC and Shri K.V.N. Chakradhar Babu, IAS, Managing Director, APGENCO. Senior officers from both the organizations were also present.

The MoU envisages Implementation of two Identified Pumped Hydro Storage Projects of capacity aggregating to 1950 MW namely Kamlapadu-950 MW and Yaganti-1000 MW PSPs in the first phase. The implementation of these projects shall create significant employment opportunities and boost the local economy in the region.





The MoU entails a new dawn of harnessing the Pump Storage Projects jointly by NHPC and APGENCO as Energy Storage Solutions to achieve the national objective of Clean & Green Energy i.e 500 GW of renewable energy by 2030 and Net Zero by 2070.

## NRL Signs MoU with IWAI for transportation of Petroleum Product Cargo using IWAI Jogighopa Jetty

Numaligarh Refinery Limited (NRL) recently signed an MoU with Inland Waterways Authority of India (IWAI) for transportation of petroleum products of NRL to Bangladesh and beyond through IWAI's upgraded jetty in Jogighopa in lower Assam. The



Shri Subrata Das, Chief General Manager (Marketing), NRL and Shri A. Selva Kumar, Director, IWAI after signing MoU.

MoU was signed by Shri Subrata Das, Chief General Manager (Marketing), NRL and Shri A. Selva Kumar, Director, IWAI.

The MoU signing event was graced by Shri Sarbananda Sonowal, Hon'ble Union Minister for Ports, Shipping & Waterways and Ayush; Shri Rameshwar Teli, Hon'ble Union Minister of State for Petroleum & Natural Gas and Labour & Employment; Shri Parimal Suklabaidya, Hon'ble Minister of Transport, Excise & Fisheries, Government of Assam; and Shri Bimal Borah, Hon'ble Minister of Industries & Commerce and Public Enterprises, and Cultural Affairs, Government of Assam. Dr. Ranjit Rath, Chairman NRL and CMD OIL, Shri Bhaskar Jyoti Phukan, Managing Director, NRL, Shri Sanjay Bandopadhyaya, Chairman IWAI and

senior officials of NRL & IWAI were also present on the occasion.

NRL is currently implementing a project for expansion of its refinery from 3.0 to 9.0 MMTPA at an approved cost of more than Rs. 28,000 crore which is scheduled for completion by early 2025. NRL has also initiated the process of implementing a project for setting up a petrochemical plant at a cost of Rs. 7,231 crore.

NRL envisages to export 200 TMT of products per annum to Bangladesh through IWAI's jetty in Jogighopa comprising diesel, petrol, solvent and polypropylene after commissioning of the expanded refinery and petrochemicals plant.

Collaboration between NRL and IWAI is expected to provide a boost to the Gati Shakti initiative and Act East Policy of the Government of India.

Earlier, NRL and IWAI had signed an MoU recently for transporting ODC and OWC through maritime route utilizing the National Waterways. The first of such consignment was received at a jetty near Numaligarh by the Hon'ble Union Minister of Ports, Shipping & Waterways in mid-June this year.

## PFC signs MoA with Assam Petrochemicals Limited (APL) for Implementation of 500 TPD Methanol Plant at Namrup and 200 TPD Formalin Plant at Boitamari, Assam

Power Finance Corporation Limited (PFC) & Assam Petrochemicals Limited (APL) signed a loan agreement for extending a term loan of Rs. 1229 Crore for implementation of 500 Tons Per Day (TPD) Methanol Plant including their 11 MW Captive Power Plant (CPP) at Namrup and 200 TPD Formalin Plant including their Captive 0.90 MW power plant at Boitamari in Assam State at an estimated Project Cost of Rs 1827 Crore. 500 TPD Methanol Plant, including 11 MW CPP, was inaugurated by the Hon'ble Prime Minister of India on completion. The project, including 200 TPD Formalin Plant, is scheduled to commence commercial operation by 31.03.2024.



Smt. Parminder Chopra, CMD, PFC, and Esteemed Officials from PFC and APL after signing MoU.

The signing occurred in a ceremony in the PFC Office, New Delhi, in the presence of PFC officials Smt. Parminder Chopra, CMD, Shri Rajiv Ranjan Jha, Director (Projects), Shri Manoj Sharma, Director (Commercial), Shri H K Das, ED (Projects) and APL officials Shri Bikul Ch. Deka, Chairman, Shri Rajnesh Gogoi, Managing Director, Shri Pramod Kr. Prasad, Director (Finance), along with other officials of PFC & APL.

Assam Petro-Chemicals Limited (APL) is a State Public Sector Undertaking of Govt. of Assam, comprising of Govt of Assam (GOA), Assam Industrial Development Corporation Limited (AIDCL); Assam Gas Co. Ltd (AGCL) and Oil India Limited (OIL). APL started its operations in 1976 and has been in the business of selling Methanol and formalin since 1989 & 1998, respectively. Presently, APL has expanded its business to the neighbouring countries of India, i.e. Bangladesh, Bhutan, and Nepal and has catered its roots to the ER&NER, NR & WR region of India.

The partnership between PFC and APL highlights PFC's continued support and assistance in developing the North Eastern Region of the Country. Both organisations remain dedicated to ensuring the successful implementation of the project.

## REC signs MoU with PFC for FYs 2023-24 & 2024-25

REC Limited signed MoU with PFC as per the DPE Performance Evaluation System for FYs 2023-24 and 2024-25 for CPSEs recently.

Shri Vivek Kumar Dewangan, CMD, REC signed the MoU for the FYs 2023-24 and 2024-25 with

CMD, PFC Smt. Parminder Chopra in the presence of Directors and other senior officials from both REC & PFC.

As per the MoU, REC is targeting for the Revenue from Operations of Rs. 46,935 Cr. in FY 2023-24 and Rs 56,322 Cr in FY 2024-25.

## NRL Signs MoA with IIT Guwahati to develop sustainable material



Shri Sanjay Choudhuri, Director (Finance), NRL, Prof. Senthil murugan Subbiah, IITG and Senior Officials from NRL and IIT Guwahati after signing MoU.

As a part of R&D initiative of Numaligarh Refinery Limited, a Memorandum of Agreement was signed with Indian Institute of Technology, Guwahati on recently to develop technology for production of marketable Grade Green Activated Carbon from bamboo dust. Bamboo dust will be generated while preparing bamboo chips for the 2<sup>nd</sup> Generation Bio-Refinery being setup by NRL through its JV company Assam Bio-Refinery Private Limited. As part of the project, a plant of capacity 5 MT/batch will be set up to produce green activated carbon by pyrolyzing bamboo dust. This R&D project is also aimed towards development of technology for production of very high grade chemically activated carbon having application in pharmaceutical, electronics and mining industries.

The agreement was signed on behalf of NRL by Senior Chief General Manager (Corporate Affairs), Shri Nikunja Borthakur and Dean IISI, IIT Guwahati Prof. G Krishnamoorthy. The Signing Ceremony was witnessed by Shri Sanjay Choudhuri, Director (Finance), NRL, Prof. Senthilmurugan Subbiah, IITG and Senior Officials from NRL and IIT Guwahati. The project will be carried out as Industry-academia collaboration and will enhance the capacity of both NRL and IIT Guwahati through provision of relevant data and information sharing.



# PSEs CSR Activities

## CMD, BDL inaugurates Molecular Oncology Laboratory at MNJ Institute of Oncology & Regional Cancer Centre, Hyderabad



Commodore A. Madhavarao (Retd), CMD, BDL, leading the Ceremony in the presence of esteemed dignitaries from MNJ Institute of Oncology & Regional Cancer Centre and BDL.

Bharat Dynamics Limited (BDL) as a part of its Corporate Social Responsibility (CSR) initiative has contributed for setting up Molecular Oncology Laboratory at MNJ Institute of Oncology & Regional Cancer Centre, Red Hills, Hyderabad.

The Laboratory was inaugurated recently by Commodore A. Madhavarao (Retd), Chairman & Managing Director, BDL in the presence of Dr. N Jayalatha, Director, MNJ Institute of Oncology & Regional Cancer Centre, Shri N Satyanarayana, Head (HR), BDL, other senior officials from BDL and doctors and staff from MNJ Institute of Oncology & Regional Cancer Centre.

The lab has facilities for testing common genetic aberrations associated with Leukaemia, Lymphomas and tumors.

The CSR initiative undertaken by BDL is aimed to provide affordable testing of aberrations associated with Leukaemia, Lymphomas and tumors for patients who are below the poverty line.

## ECIL undertake various development programs under CSR at Asifabad District

Electronics Corporation of India Limited (ECIL)



Shri C Munikrishna AGM-HR, ECIL, Shri Hemanth Bhorkade, DC, after signing the MoU at O/o District Collector & Magistrate of Asifabad district.

has allocated a budget of Rs.534.33 lakhs towards Corporate Social Responsibility (CSR) activities for the year 2023-24. Predominantly major projects of CSR revolve around the theme of this year i.e., Health & Nutrition as decided by the Department of Public Enterprises, Govt. of India.

ECIL under its CSR activities for FY 2023-24 has taken up different initiatives in Kumaram Bheem Asifabad District (Aspirational District) with an aim to improve the infrastructure and augmentation of facilities for promoting quality education, health & hygiene of students particularly tribal students besides taken initiative to facilitate the district administration declaring plastic free district by setting up plastic management unit.

Towards this end, five MoUs were signed i.e. (i) Installation of Sanitary Napkin Vending Machines & Incinerators with a provision to distribute sanitary napkins for 1 year for Girl students of Govt. residential schools at a cost of Rs.39.35 Lakhs benefitting around 3700 girl students (ii) Construction of 2 Anganwadi centres at Chintalamandara and Mandaguda and construction of toilet blocks and other developmental activities at Chintalamandara village at a cost of Rs.19.50 benefitting around 419 people. (iii) Infrastructure development by renovating the classrooms, dormitories, toilets, kitchen, RO water plant etc to the students of Particularly Vulnerable Tribal Groups (PVTGs)- Govt boys Gurukulams who are pursuing studies in this school with a cost of Rs. 36.15 lakhs benefitting around 1000 tribal students. (iv) Providing dual desks to the students of Kasturba Gandhi Balika Vidyalaya (KGBVs) at a cost of Rs.34.08 lakhs benefitting around 1000 girl students. (v) Setting up of Plastic Waste Recycling Plant to propagate

and to serve the cause of Environment Protection through Technology and Efficient Management of the resources at a cost of Rs.25 Lakhs. ECIL represented by Shri C Munikrishna, AGM(HR) & Shri Hemanth Bhorkade, DC signed five separate MoUs amounting to Rs.154.08 Crores recently at Collector Office, Asifabad for implementation of above projects.

On this occasion, demonstration of sanitary napkins machine & Incinerator was organized for all principal and warden in the presence of district officials at the collector office. Shri C Munikrishna, AGM (HR) addressed the gathering & he appealed all school authorities to promote hygiene among girl students by encouraging usage of sanitary napkins at their schools provided by ECIL & extend much needed support for its installation and maintenance in KGBV Schools.

In this regard, the signing & exchange of MoU was held at O/o District Collector & Magistrate of Asifabad district and from ECIL, Shri C Munikrishna (AGM-HR), Shri A Ramakrishna (Manager-HR) attended.

## GRSE and CRY Join Hands to Transform Lives: Inauguration of Child Development Program in Kolkata

Recently the collaborative project between Garden Reach Shipbuilders & Engineers Ltd. and Child Rights and You (CRY) was inaugurated in Kidderpore, Kolkata. This initiative aims to support the holistic development of 300 children from 265 households in Watgunj and Munshiganj (KMC Ward 75). The Memorandum of Understanding (MoU) for this partnership was initially signed on 31 May 2023. The inauguration event was graced by the presence of DIG Subrato Ghosh, ICG (Retd.),



DIG Subrato Ghosh, ICG (Retd.), Director (Personnel) of GRSE, along with Smt. Lipi Das, GM (HR & A), GRSE, and Distinguished Guests, at the Inauguration of CRY.

Director (Personnel) of GRSE, along with Smt. Lipi Das, GM (HR & A), GRSE, and other distinguished guests.

The key initiatives under this collaboration include increasing school enrolment and minimizing school dropouts, regularity in school attendance, supplementing nutrition, educational coaching, conducting self-defense & life skill sessions and also improving health, hygiene, safety and psycho-social well-being of the children as a part of CSR initiative of the Company.

## Bhoomi Pooja Marks Commencement of Drinking Water Overhead Tanks by NLC India Limited

A Bhoomi Pooja was held for the construction of Drinking Water Over Head Tanks at Ma. Pudaiyur, Valli Maduram & Elamangalam under the CSR initiative of NLC India Limited.

Shri C.V. Ganesan, Hon'ble Minister for Labour Welfare & Skill Development, Government of Tamilnadu, Shri Prasanna Kumar Motupalli, Chairman & Managing Director, NLCIL, Shri K Mohan Reddy, Director/P&P, NLCIL, Shri Suresh



Shri C. V. Ganesan, Hon'ble Minister for Labour Welfare & Skill Development, Government of Tamilnadu, Shri Prasanna Kumar Motupalli, Chairman & Managing Director, NLCIL and others during Bhoomi Pujan.

Chandra Suman, Director/Mines & Finance (AC), NLCIL, Shri Samir Swarup, Director/HR, NLCIL and Shri Venkatachalam, Director/Power, NLCIL and other senior officials of NLCIL and the general public participated in the Bhoomi Pooja.

Shri Prasanna Kumar Motupalli said that NLCIL has always been growing with the people in mind, on Bhoomi Pooja ceremony.

It is worth mentioning that about 14,000 people will benefit from the three overhead water tanks constructed with a capacity of 2.60 lakh liters at a total cost of Rs.105 lakhs.



# Awards & Accolades to PSEs

## NHPC conferred with 'Rajbhasha Shield'



Shri Uttam Lal, Director (Personnel), NHPC receiving the Rajbhasha Shield from Shri R.K. Singh, Hon'ble Union Minister of Power, New and Renewable Energy.

A meeting of the Hindi Salahkar Samiti of Ministry of Power was organized recently in New Delhi under the Chairmanship of Shri R.K Singh, Hon'ble Union Minister of Power, New and Renewable Energy. On this occasion, NHPC was conferred with Second prize under NTPC Rajbhasha Shield Award Scheme for the year 2021-22, as well as Second prize for 2022-23 for excellent implementation of Rajbhasha by Hon'ble Union Minister of Power. The awards were received by Shri Uttam Lal, Director (Personnel), NHPC from the Hon'ble Union Minister of Power.

During the meeting, Shri Ashish Upadhyaya, Special Secretary & Financial Adviser, Ministry of Power and Department of Official Language, senior officials of Ministry of Home Affairs and members of Hindi Salahkar Samiti were also present. Executive Director (Human Resource), General Manager (Human Resource) and Incharge (Rajbhasha) from NHPC were also present. The heads and representatives of the undertakings under the Ministry of Power were also present in the meeting.

## NLC India Ltd conferred with 1st prize for Swachhata Pakhwada among Coal PSUs

Shri M. Prasanna Kumar, Chairman & Managing Director, NLC India Ltd received 1<sup>st</sup> prize for the company's Swachhata Pakhwada from Shri Amrit



Shri M. Prasanna Kumar, Chairman & Managing Director, NLC India Ltd receiving 1<sup>st</sup> prize for the company's Swachhata Pakhwada from Shri Amrit Lal Meena, Secretary, Ministry of Coal, Govt. of India.

Lal Meena, Secretary, Ministry of Coal, Govt. of India.

Smt. Vismita Tej, Additional Secretary, Ministry of Coal and Director, NLCIL, Shri Bhabani Prasad Pati, Joint Secretary and Shri Anandji Prasad, Advisor (P), Ministry of Coal were also present on the occasion.

The Ministry of Coal in a letter stated that "NLC India Ltd has been adjudged the award for its activities, innovative ideas, maximum public participation and awareness programmes during the Pakhwada"

On this occasion, an MoU for NLCIL key performance areas for the Year' 2023-2024 and 2024-2025 was also signed between NLC India Limited and the Ministry of Coal.

## PFC Receives 'Rajbhasha Kirti Puraskar' for Outstanding Performance in Implementation of Official Language

Power Finance Corporation (PFC) has been conferred with the prestigious 'Rajbhasha Kirti Puraskar' (3<sup>rd</sup> Position) in the 'A' category for the year 2022-23. This award endorses PFC's unwavering dedication to promoting the use of the official language and fostering linguistic diversity.

The award ceremony, a highlight of the Hindi Day celebration was held recently, in Pune, Maharashtra,



Smt. Parminder Chopra CMD, PFC, receiving the award from Hon'ble Deputy Chairman of Rajya Sabha, Shri Harivansh Narayan Singh, Hon'ble Minister of State for Home Affairs, Shri Ajay Kumar Mishra, Hon'ble Minister of State for MSME, Shri Bhanu Pratap Singh Verma, and Hon'ble Minister of State for Health, Dr. Bharati Pravin Pawar.

coincided with the Third All-India Official Language Conference.

The award was presented to Smt. Parminder Chopra by esteemed dignitaries, including the Hon'ble Deputy Chairman of Rajya Sabha, Shri Harivansh Narayan Singh, Hon'ble Minister of State for Home Affairs, Shri Ajay Kumar Mishra, Hon'ble Minister of State for MSME, Shri Bhanu Pratap Singh Verma, and Hon'ble Minister of State for Health, Dr. Bharati Pravin Pawar.

Shri Manoj Sharma, Director (Commercial) PFC, also attended the event, reaffirming the organization's dedication to promoting and nurturing India's official languages..

## Sand Art from NALCO at Puri Beach



To create awareness on Swachhata and other national campaigns like Azadi Ka Amrit Mahotsav and G20, NALCO commissioned the services of the internationally acclaimed Sand Artist Shri Manas Sahoo for creating a Sand Art at the Golden Sea Beach at Puri, which has a very high footfall of tourists. The sand art was inaugurated by Shri Sridhar Patra, CMD, NALCO.



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### 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 is 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) is 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) with board room type seating arrangement equipped with screen and mikes.

## Business Centre



The Business Centre has a capacity of 7 persons and is 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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