

KALEIDOSCOPE

STANDING CONFERENCE OF PUBLIC ENTERPRISES



SCOPE organises EPFO Interactive Session with PSEs



National Meet of Forum of Women in Public Sector under aegis of SCOPE



SCOPE participates in meeting of South Asian Forum of Employers



SCOPE's Budget Reaction telecasted on DD News



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SCOPE wishes all

Happy International Women's Day



Shubh Ratna
GM (Tech. & HR)

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Message by Chairman

As we enter the month of March, I would like to wish all our readers a Happy Women's Day. As, 8th March, each year, is celebrated as International Women's Day, it is a reminder of the inimitable role played by women, both in the sphere of life and in their workplaces. SCOPE salutes the colossal dedication and never-to-die spirit of women workforce, who also constitute a significant part of Public Sector Enterprises (PSEs).

SCOPE has been continuously organizing programs for capacity enhancement, career growth and overall wellness of women workforce. It is heartening to note that National Meet of Forum of Women in Public Sector (WIPS), under the aegis of SCOPE held at Bengaluru, received an overwhelming response and the deliberation at the meet further proliferated the role of women as indispensable 'catalysts for progress.'

Through our varied initiatives towards creating a conducive environment for learning and development, SCOPE continues to undertake novel initiatives for capacitating PSEs. As part of this for the first time, an interactive session was organized with Employees' Provident Fund Organisation (EPFO) for PSEs. Pursuant to our endeavour of facilitating interface amongst our various stakeholders, this session enabled PSE officials to engage directly with officials from EPFO, and gain insights on various critical issues and regulatory updates.

Furthermore, SCOPE also organized workshops on 'Public Procurement' and 'Right to Information' at Shillong, Meghalaya. I am happy to share that we received an overwhelming response to our programs. In fact, our efforts to take our programs to far off and different regions of the country, finds new steam only when our members

participate vividly and with such enthusiasm. I thank you all for your never-ending support and encouragement.

Taking forward our association with GIZ, Germany, SCOPE is also organizing Workshop on 'Decarbonisation of India's PSEs and Role of Green Hydrogen,' which will bring together a plethora of senior officials of the German and Indian Govt., Industry experts and key members of Sustainability networks. Our association with GIZ has over the years focused on green skilling of PSEs.

It is a known fact that in the country's economic growth, the energy sector finds an important role to play. The recently held Indian Energy Week showcased India's achievements as a catalyst for global economic growth and investment needed to facilitate India's energy transition and achieving net zero goals. As PSEs participated in the event in full strength, I encourage readers to take a glimpse through the various activities of PSEs at the IEW, which we have featured in this issue of the magazine.

Moving further, SCOPE will continue its drive to nurture the skills, talent and capacities of PSEs while highlighting their initiatives around the globe. I look forward to the incessant support and suggestions of our members. With the festival of colours, 'Holi,' around the corner, I wish everyone a Happy, Prosperous and Colourful Holi!

Sandeep Kumar Gupta
Chairman, SCOPE



Supported by:

Federal Ministry
for Economic Affairs
and Climate Actiongiz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbHon the basis of a decision
by the German Bundestag

Workshop on

Decarbonisation of India's Public Sector Enterprises and Role of Green Hydrogen

Tuesday, 12th March, 2024, 10:00 AM onwards

SCOPE Complex, Lodhi Road, New Delhi

Our Invited Panel of Speakers



Shri Sandeep Kumar Gupta
Chairman, SCOPE &
CMD, GAIL



Shri Atul Sobti
Director General
SCOPE



Shri Ajay Yadav (IAS)
Joint Secretary (Hydrogen),
Ministry of New and
Renewable Energy



Shri Sujoy Choudhury
Chairman, SCOPE Sustainability
Committee & Director (Planning &
Business Development),
Indian Oil Corporation Ltd.



Shri Pradip Kumar Das
CMD, IREDA



Shri Abhay Bakre
Director General,
Bureau of Energy Efficiency,
Ministry of Power, GoI



Mr. Tobias Winter
Director, Indo-German
Energy Forum Support Office,
GIZ India



Shri Vaibhav Rathi
Senior Advisor, Climate
Change and Circular
Economy, GIZ India

Ministry of New and Renewable Energy | German Embassy | KfW Development Bank | European Investment Bank
The World Bank | Industry Experts from NTPC, IOCL and PwC

We seek to answer

- Various decarbonisation pathways for India - basics, technology readiness, cost of production
- Domestic & Global green hydrogen market
- Experience sharing by Indian corporates and PSEs for decarbonization; green hydrogen
- Financing projects on green hydrogen & its derivatives

No participation fee is payable. Nominations will be on first come first serve basis

Contact : Ms. Garima Agarwal, Assistant Manager, SCOPE, (M): 7838063322; Email: climateaction@scopeonline.in

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Director General's Desk

Workplace renaissance of nurturing engagements, building robust collaborations, reskilling and upskilling has become a prerequisite for success today. Transforming and adapting to new approaches and technologies is the key to organization and individual's success. SCOPE, as the apex body of Public Sector Enterprises (PSEs) in India has also been taking various steps towards this.

One of the core initiatives of SCOPE remains to take pertinent programs to diverse regions of the country. Recently, SCOPE organized programs on 'Public Procurement' and 'Right to Information' in Shillong, Meghalaya. We had previously held such 'National Meet on RTI Act' in Leh and Lucknow, and it is heartening to share with you all, that our programs received not only a heart-warming response but also vivid participation.

We were extremely fortunate, that this endeavour of SCOPE with special focus on the North Eastern region, was graced by dignitaries like Shri Heeralal Samariya, Chief Information Commissioner, CIC; Smt. Ravneet Kaur, Chairperson, Competition Commission of India; Shri H. Nongpluh, State Chief Information Commissioner, Meghalaya and various Senior Government officials and industry experts.

As part of taking novel initiatives towards capacity building, SCOPE also recently held an interactive meet between officials of Employees' Provident Fund Organisation (EPFO) and PSEs, where various issues and queries of PSEs were deliberated upon. In the coming months, more such programs will be undertaken.

Highlighting the incessant role of PSEs, SCOPE continues to represent PSEs on various national and international forums. Recently, SCOPE as member of Council of Indian Employers (CIE), participated in the Meeting of South Asian Forum of Employers that was participated by experts from various fields along with representatives from Government, Employer Organisations and Labour Organisations.

As the month of March commemorates the contribution of women in various fields, I would like to extend my greetings to all women, on the occasion of International Women's Day. May you keep bringing vibrance and unique perspective in every work you do.

I am also happy to share that the Forum of Women in Public Sector (WIPS), under the aegis of SCOPE,

continues to empower women in their careers and overall development. The recently held National Meet in Bengaluru was a great opportunity to reflect on the achievements of performers and discuss the roadmap for success in the future.

Moving ahead, SCOPE is going to organize various important programs. Taking forward our association with GIZ, Germany and the green dialogue for a sustainable tomorrow, we are organizing a program on 'Decarbonisation of Indian PSEs and Role of Green Hydrogen.'

The idea of this workshop is to bring together leading experts from Government, PSEs, academia, think-tanks and industry experts at a common platform to dedicate and deliberate efforts further towards a greener tomorrow.

Our efforts can never be possible without the support and guidance of our members and therefore I request all our members to share their feedback and suggestions, to further intensify SCOPE's various initiatives.

Programmes & Initiatives launched (since last issue of KALEIDOSCOPE)

National Meet of Women in Public Sector (WIPS) under the aegis of SCOPE- 12th & 13th February, 2024

Interactive Session with EPFO Officials and PSEs- 26th February, 2024

Workshop on Public Procurement: Issues and Challenges - Sharing of Experiences of Best Practices- 29th February – 1st March, 2024

National Meet on RTI Act - 1st & 2nd March, 2024

Programmes & Initiatives in the offing

Workshop on 'Decarbonisation of India's PSEs and Role of Green Hydrogen'- 12th March, 2024

SCOPE celebrates International Women's Day- 8th March, 2024

SCOPE-ICAI Workshop on "Anti-Money Laundering (Prevention of Money Laundering Act, 2002)"

Atul Sobti
Director General, SCOPE

SCOPE organises EPFO Interactive Session with PSEs



Shri Atul Sobti, DG, SCOPE; Shri Brajesh Kumar Upadhyay, Vice Chairman, SCOPE & CMD, Goa Shipyard Ltd.; and senior officials from EPFO including Shri R. M. Verma, ACC (HQ); Smt. Aprajita Jaggi, ACC, Pension; Shri R. K. Sinha, RC-I, Compliance; Shri Ravi Kant, RC-I, ISD; and Shri S. S. Prasad, RC-I, Exemption during the interactive session in New Delhi.

As part of furthering its capacity building interventions and creating unique opportunities of dialogue, Standing Conference of Public Enterprises (SCOPE) organized an interactive session between Employees' Provident Fund Organization (EPFO) and Public Sector Enterprises (PSEs) at SCOPE Complex, New Delhi on 26th February, 2024.

Shri Atul Sobti, DG, SCOPE; Shri Brajesh Kumar Upadhyay, Vice Chairman, SCOPE and CMD, Goa Shipyard Ltd. and EPFO team led by Shri R. M. Verma, ACC (HQ) and Smt. Aprajita Jaggi, ACC, Pension addressed the session.



Setting the tone for the interactive session, Shri Atul Sobti, DG, SCOPE said, "EPFO is one the largest social security organisations in the world, having close to 7 crore contributing



members. The organisation has undergone a sea change in its professionalism, automation, employees' commitment, and the kind of resources which are being deployed for the benefit

of its members.” Public sector contributes close to 14% to Indian GDP, contributing a turnover of nearly Rs. 37 lakh crores and PSEs employ nearly 15 lakh people – which makes the public sector an important part of EPFO, he added.

He further said that the interactive session will create a conducive environment for interaction between the CPSEs and EPFO officials, not only to safeguard our interests but increase the efficiency and efficiency of our organisations. These interactive discussions should be used to build the bridges between the EPFO and the public sector, foster understanding and lay the foundation for more robust partnership between EPFO and the employees.

While addressing the gathering, Shri Brajesh Kumar Upadhyay, Vice Chairman, SCOPE and CMD, Goa Shipyard Ltd. said, “The importance of the welfare of the employees of the CPSEs has been the forefront agenda of SCOPE. It has been actively involved in organising programmes on



SCOPE Executive Board Members – Smt. B. K. Sokhey, Director (Finance), NBCC (India) Ltd. and Shri Rajendra Prasad Goyal, Director (Finance), NHPC Limited during the interactive session in New Delhi.

various topics and subjects which hold importance for the managements and members of CPSEs families.”

He appreciated the efforts of SCOPE for organising the interactive session which holds importance for not only the serving employees but also the retired employees of CPSEs.

The engaging interactive session between PSEs and EPFO officials was also webcasted live and deliberated upon fostering

a transparent, collaborative approach in managing employee welfare schemes with special focus on EPS-95.

Prominent among those present on the occasion included Smt. B. K. Sokhey, Director (Finance), NBCC (India) Ltd; Shri Rajendra Prasad Goyal, Director (Finance), NHPC Limited and senior officials from EPFO. The session was participated by over 1000 participants virtually and 150 senior officials in person.



SCOPE participates in Meeting of South Asian Forum of Employers

DG, SCOPE stresses on the need to adopt "ICE" approach to strengthen employer-employee relations



Shri Atul Sobti, DG, SCOPE addressing the Session on 'Future Prospect of Employer & Employee Relationship in Business' during SAFE meeting in New Delhi.

South Asian Forum of Employers (SAFE) is a forum of employers from South Asia formed in 2011 with the objective of sharing experiences and policy approaches on the issues of common concern and interest of Employer Organisations in South Asia and enhancing their effectiveness in critical areas. The forum consists of employers' representatives from India, Bangladesh, Nepal, Pakistan, Afghanistan, Maldives and Sri Lanka. Presently, Shri Alok B. Shriram, President AIOE, India is Chairperson of SAFE.

The forum meets each year in the member countries on rotational basis and this year the meeting was hosted by Council of Indian Employers (CIE) in FICCI House, New Delhi, India on 9th February,

2024. The meeting organised in hybrid mode deliberated on the issues of minimum wages, living wages, gig and platform workers, inclusivity at workplace, labour laws, taxation, regulation of platforms, right to strike and role of technology in shaping the future of work.

The meeting was convened under the Chairmanship of Shri



Alok B. Shriram, President, AIOE & Chairperson, SAFE and addressed by eminent speakers including Shri Rajeev Dubey, Member, ILO Governing Body and Regional Vice President, IOE; Ms. Michiko Miyamoto, Director, ILO Decent Work Team for South Asia and Country Office for India.

Shri Atul Sobti, DG, SCOPE was invited to participate in the SAFE meeting as panellist in the Session on 'Future Prospect of Employer & Employee Relationship in Business' wherein he highlighted the changing landscape of the employer-employee relationship globally due to technological advancements and the influx of the workforce. He also stated that the present workforce dynamics is marked by greater tolerance, understanding, empathy, and



(L-R) Shri Arvind Francis, Executive Director, AIOE; Shri Atul Sobti, DG, SCOPE; Shri Jasbir Singh, Vice President – AIOE; Shri Alok B. Shriram, President - AIOE & Chairperson, SAFE; Ms. Michiko Miyamoto, Director, ILO Decent Work Team for South Asia and Country Office for India; Ms. Jyotsna Shreshtha Subba, NEGJA, Nepal; Shri Rajeev Dubey, Member ILO GB and Regional VP, IOE; Shri Ravi Peiris, Sr. Specialist for Employers Activities – ILO; Shri Ardashir Kabir, President, BEF (Bangladesh) and Shri Farooq Ahmed, SG & CEO, MCCI & BEF (Bangladesh) during SAFE meeting in New Delhi.

willingness for discussions to resolve any disagreements/conflicts.

DG, SCOPE termed the four key causes for changes taking place at the workplace as “CATS i.e. Changing Workforce Dynamics, Aftermath of the Pandemic, Technological Advancement and Skilling for just transition” and said that dynamism causing these changes has resulted in a need to re-think on the approach to employer-employee relationship. Following an objective approach, he suggested the need to adopt ICE i.e. ‘Invest in Skilling, Create a Transparent Working Environment and Embrace Technology’ to fortify employer-employee relations that creates harmony at workplace while increasing productivity. Highlighting the importance of SAFE in ensuring this, he said that it is a very powerful forum and can play an important role in strengthening the employer-employee relations by helping

to resolve the concerns of both employers and employees, which would be in the interest of the forum and the society, at large. Other participants in the session included Dr. Onkar Sharma, Addl. Chief Labour Commissioner, Ministry of Labour & Employment, Govt. of India and Shri Virjesh Upadhyay, Chairman, Dattopant Thengadi National Board for Workers Education and Development.

DG, SCOPE also gave valuable insights during various sessions including the Business Session wherein he highlighted the growing role of South Asia in the globe with the region witnessing tremendous opportunities for growth. He reiterated the fact that the region has witnessed 7% growth rate in the latest decade and as per the IMF projection, is expected to grow at 6% as against the globe which is expected to meet 2%-3% growth rate. He went on to add that the forum alone represents about 25% of

the world population. In this context, he emphasized the need for regional cooperation to share best practices, sourcing, training, and education. The Meeting was addressed by experts from various fields along with representatives from Government, Employer Organisations and Labour Organisations.

Some prominent names including Mr. Satoshi Sasaki, Deputy Director, ILO; Shri Ravi Peiris, Sr. Specialist for Employers Activities – ILO; Shri Jasbir Singh, Vice President, AIOE; Shri Farooq Ahmed, SG & CEO, MCCI & BEF (Bangladesh); Shri Ardashir Kabir, President, BEF (Bangladesh); Shri Vajira Ellepola, DG, EFC, Sri Lanka; Shri Malik Tahir Javed, President, Employers Federation of Pakistan; Ms. Jyotsna Shreshtha Subba, NEGJA, Nepal; Ms. Shahida M.M., NFME, Maldives and Shri Arvind Francis, Executive Director, AIOE also participated in the SAFE meeting.

National Meet of Forum of Women in Public Sector (WIPS) under aegis of SCOPE



Her Highness, the Maharani of Mysore, Smt. Pramoda Devi Wadiyar inaugurating National Meet of Forum of Women in Public Sector in Bengaluru in the presence of Shri Atul Sobti, DG, SCOPE; Smt. Varsha Raut, President, WIPS APEX and senior officials of the Public Sector fraternity.

National Meet of Forum of Women in Public Sector (WIPS) under the aegis of Standing Conference of Public Enterprises (SCOPE), was organized in Bengaluru on 12th and 13th February, 2024.

The meet focused on the theme of 'Women: The Future of Sustainable Growth' which was inaugurated by Chief Guest, Her Highness, the Maharani of Mysore, Smt. Pramoda Devi Wadiyar in the presence of Shri Atul Sobti, DG, SCOPE; Smt. Varsha Raut, President, WIPS APEX and senior officers of the Public Sector fraternity. More

than 650 participants from across the country attended the meeting. While addressing the gathering, Her Highness, the Maharani of Mysore, Smt. Pramoda Devi Wadiyar highlighted the significant evolution of women's role in the public sector, emphasizing a positive shift towards inclusivity and gender equality. She expressed pride in her family's legacy of granting women voting rights and property rights. Recognizing women's resilience and dedication, she noted their ability to bring a unique perspective and

diverse skill set, breaking barriers and excelling in leadership roles. Their contributions have led to policies addressing social needs and championing gender equality, fostering a more inclusive governance, she added.

Shri Atul Sobti, DG, SCOPE expressed his delight to be amongst the gathering in Bangalore, a land known as the Silicon Valley of the country, where numerous startups and unicorns have flourished, many with women founders or co-founders. He commended WIPS for their 34 years of impactful



Her Highness, the Maharani of Mysore, Smt. Pramoda Devi Wadiyar; Shri Atul Sobti, DG, SCOPE; Smt. Varsha Raut, President, WIPS APEX and other Members of WIPS releasing the WIPS souvenir.

work in celebrating women in the public sector, acknowledging the meticulous organization of the event. Noting the rare occasion of being among a predominantly women attendees, he emphasized the excellence of the public sector, lauded by the highest echelons of the government. He highlighted the recognition received by women employees during a recent awards program, including praise from the Hon'ble Vice President of India, Shri Jagdeep Dhankhar. Addressing the audience as representatives of 75,000 women employees across diverse sectors, he emphasized their significant contribution to

India's GDP and socio-economic development.

He underscored the global recognition of women's importance and India's historical leadership in harnessing women power. Speaking on the occasion, Smt. Varsha S. Raut, President, WIPS APEX said, "Women bring a fresh approach to problem-solving and decision-making, often prioritizing collaboration, empathy, and long-term thinking."

The national meet this year centred on the pivotal role of women in driving sustainable growth. Recognizing women as indispensable catalysts for

progress, discussions delved into their multifaceted contributions across various sectors. With a spotlight on initiatives promoting gender equality, inclusive policies, and access to opportunities, the convention underscored the imperative of advancing women's leadership and participation to ensure a more resilient and prosperous future for all. The two-day meeting saw a gamut of eminent Speakers from across various works of life. National level Best Enterprise & Best Woman Employee Awards were also presented during the National Meet of Forum of WIPS.



Participants during the National Meet of Forum of WIPS in Bengaluru.



**Glimpses of National Meet
of Forum of Women in Public
Sector (WIPS) under aegis
of SCOPE held in Bengaluru**







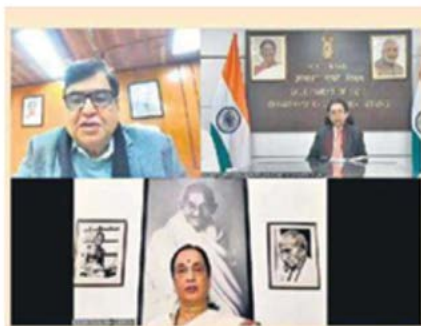
Hindustan Times

FIRST VOICE LAST WORD



FINANCIAL EXPRESS

READ TO LEAD



Remembering the Father of the nation on Martyrs' Day, Standing Conference of Public Enterprises (SCOPE) organised a Symposium on 'Reflections on Mahatma Gandhi's Ethical Leadership.'



INAUGURATION—SCOPE

National Meet of Forum of Women in Public Sector under the aegis of SCOPE, was organized in Bengaluru. Atul Sobti DG, SCOPE addressed the meet inaugurated by Her Highness, the Maharani of Mysore, Smt. Pramoda Devi Wadiyar. Attended by over 650 participants from across the country, the meet was held in the presence of Ms. Varsha Raut, President, WIPS & senior officers of Public Sector fraternity.

Hindustan Times

National Meet of WIPS Forum held



National Meet of Forum of Women in Public Sector (WIPS) under the aegis of Standing Conference of Public Enterprises (SCOPE), was organised in Bengaluru. Atul Sobti, Director General, SCOPE, addressed the meeting inaugurated by Maharani of Mysore, Pramoda Devi Wadiyar.

THE TIMES OF INDIA

SCOPE revisits Gandhi's principles of leadership

Remembering the Father of the Nation on the 76th Martyrs' Day, Standing Conference of Public Enterprises (SCOPE) organised a symposium on 'Reflections on Mahatma Gandhi's Ethical Leadership'. The programme



was addressed by Rohit Kumar Singh, secretary (CA), Department of Consumer Affairs, Ministry of Consumer Affairs, Food & Public Distribution; Atul Sobti, director general, SCOPE; and Dr. Shobhana Radhakrishna, eminent Gandhian. Offering an insight into Gandhi's principles of ethical leadership centred around values and integrity, the programme deliberated upon the necessity of these principles amidst the

changing paradigms at workplaces. The symposium was attended by a large number of participants from across the country.

अमर उजाला

5.2.24

स्कोप ने बजट की सराहना की

नई दिल्ली। सार्वजनिक क्षेत्र के उद्यम स्कोप के शीर्ष निकाय पीएसई ने अंतरिम बजट को संतुलित और सटीक बताया है और वित्त मंत्री को सराहना की है। कहा गया है कि यह एक दिशात्मक बजट है, जो कि सभी स्तरों को एकीकृत करके विकसित भारत की अर्थव्यवस्था के लिए समावेशी और व्यापक विकास का रोडमैप तैयार करता है। स्कोप के महानिदेशक अतुल सोबती ने कहा कि इसमें घोषणाएं व्यापक प्रकृति की हैं, लेकिन इनसे देश के समग्र सामाजिक, आर्थिक विकास को बढ़ावा मिलने की संभावना है।

THE TIMES OF INDIA

National Meet of Forum of Women in Public Sector

National Meet of Forum of Women in Public Sector (WIPS) under the aegis of Standing Conference of Public Enterprises (SCOPE), was organised in Bengaluru. Atul Sobti, Director General, SCOPE, addressed the meet inaugurated by the Maharani of Mysore, Pramoda Devi Wadiyar. Attended by over 650



participants from across the country, the meet was held in the presence of Varsha Raut, president, WIPS, and senior officers of the public sector fraternity. Speakers exhorted women to identify their inimitable potential to succeed and the ability to bring a unique perspective to everything. They also urged participants to accentuate their skills and create new benchmarks at work by accepting challenges and breaking barriers.

Business Standard

1:00 PM

Union Budget 2024: A 'directional' budget which paves way for inclusive growth, says Atul Sobti, DG, SCOPE

SCOPE hails a 'directional' budget paving roadmap for inclusive and comprehensive development, Atul Sobti, DG, SCOPE, said today after the commencement of the Budget speech.

8:35 PM

Union Budget to boost overall socio-economic development of the country, says Atul Sobti, DG, SCOPE

While appreciating the Interim Budget, Shri Atul Sobti, DG, SCOPE said, "Though the announcements are macro in nature, they are likely to boost the overall socio-economic development of the country as it gives requisite impetus to economic prosperity by empowering youth, women and the marginalized; social development by focussing growth and development of rural India and focusing on environmental sustainability so as to contribute towards a greener planet. The inclusivity aspect combined with focus on infrastructure development and synergy amongst sectors would pave the way for a sustainable inclusive development."



News updates on PSUs

Dated: 13th February, 2024

National Meet of Forum of Women in Public Sector (WIPS) under aegis of SCOPE

Shri Atul Sobti Director General, SCOPE addressed the meeting inaugurated by Her Highness, the Maharani of Mysore, Smt. Pramoda Devi Wadiyar.



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Attended by over 650 participants from across the country, the meet was held in the presence of Ms. Varsha Raut, President, WIPS and senior officers of the Public Sector Fraternity. Speakers exhorted women to identify their inimitable potential to succeed and ability to bring a unique perspective to everything. They also urged participants to accentuate their skills, create new benchmarks at work, by accepting challenges and breaking barriers.



New Media Network

Dated: 13th February, 2024

National Meet of Forum of WIPS under aegis of SCOPE organised

By indianmandarins - 01:16 hrs



New Delhi (13.02.2023): National Meet of Forum of Women in Public Sector (WIPS) under the aegis of Standing Conference of Public Enterprises (SCOPE) was organized in Bengaluru. Atul Sobti Director General, SCOPE addressed the meet inaugurated by Maharani of Mysore, Pramoda Devi Wadiyar. Attended by over 650 participants from across the country, the meet was held in the presence of Varsha Raut, President, WIPS and senior officers of Public Sector fraternity. Speakers exhorted women to identify their inimitable potential to succeed and ability to bring a unique perspective to everything. They also urged participants to accentuate their skills, create new benchmarks at work, by accepting challenges and breaking barriers.

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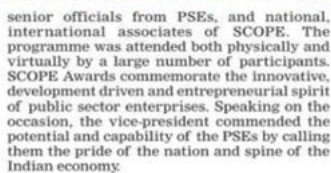
SCOPE, an apex body of Public Sector Enterprises (PSEs), compliments the Union Finance Minister for presenting a balanced and a directional Interim Budget 2024. "The 'directional' Budget paves a roadmap for inclusive and comprehensive development by integrating all stratas and sectors of the economy for a developed India," said DG SCOPE. While appreciating the Interim Budget, Atul Sobti, DG, SCOPE added that though the announcements are macro in nature, they are likely to boost the overall socio-economic development of the country as it gives requisite impetus to economic prosperity by empowering youth, women and the marginalized; social development by focussing growth and development of rural India and focusing on environmental sustainability so as to contribute towards a greener planet.

The Hon'ble Union Finance Minister for presenting a balanced and a directional Interim Budget 2024. "This 'directional' Budget paves a roadmap for inclusive and comprehensive development by integrating all stratas and sectors of the economy for a prolonged period of time and growth."

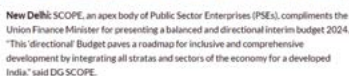
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These workshops were built upon SCOPE- GIZ's comprehensive report on 'Low Carbon and Climate-Resilient Pathways for India', amongst other issues.

Vice President of India, Jagdeep Dhankhar, conferred the SCOPE Awards on PSEs at Vigyan Bhawan, New Delhi, during the event organised by Standing Conference of Public Enterprises (SCOPE). Sandeep Kumar Gupta, Chairman, SCOPE; Atul Sobti, Director General, SCOPE; and Brajesh Kumar Upadhyay, Vice Chairman, SCOPE, were also present on the dais. The function was attended by senior government officials from various ministries and departments of government.



SCOPE compliments the Union Finance Minister for presenting a balanced and directional Interim Budget 2024



The Budget integrates all stratas and sectors of the economy for a developed India, said DG SCOPF.

SCOPE, an apex body of Public Sector Enterprises (PSEs), compliments the Hon'ble Union Finance Minister for presenting a balanced and a directional Interim Budget 2024. "This 'directional' Budget paves a roadmap for inclusive and comprehensive development by integrating all strata and sectors of the economy for a developed India," said DG SCOPE.

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D. Gupta, leading cardiolo-

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PG-23

A group of nine women are standing on a stage, each holding a certificate. They are dressed in colorful traditional Indian attire. Behind them is a large backdrop with the text: "FORUM OF WOMEN IN PUBLIC SECTOR SCOPE", "WOMEN - THE FUTURE OF SUSTAINABLE GROWTH", and "15th March 2018". The backdrop also features a stylized graphic of a tree with many small figures of people.

National Meet of Forum of Women in Public Sector (WIPS) under the aegis of Standing Conference of Public Enterprises (SCOPE), was organized in Bengaluru. Shri Atul Sobti Director General, SCOPE addressed the meet inaugurated by Her Highness, the Maharani of Mysore, Pramoda Devi Wadiyar. Attended by over 650 participants from across the country, the meet was held in the presence of Ms. Varsha Raut, President, WIPS and senior officers of Public Sector fraternity.

by Newsmantra · February 1, 2024 · 0



SCOPE compliments the Union Finance Minister for presenting a balanced and directional Interim Budget 2024. "This 'directional' Budget paves a roadmap for inclusive and comprehensive development by integrating all states and sectors of the economy for a developed India," said DG SCOPE.

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Public Sector Enterprises as Pillars of Growth: SCOPE Acknowledges Key Role in Interim Budget 2024

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New Delhi: SCOPE, the apex body representing Public Sector Enterprises (PSEs), extends its commendation to the Honorable Union Finance Minister for unveiling a well-balanced and forward-looking Interim Budget 2024. The Director General of SCOPE expressed, "This 'directional' Budget establishes a roadmap for fostering inclusive and comprehensive development, seamlessly integrating all economic strata and sectors to propel India towards prosperity."

In lauding the Interim Budget, Mr. Atal Bihari Vajpayee, the Director General of SCOPE, emphasized that while the announcements carry a macro perspective, they are poised to catalyze overall socio-economic development. The budgetary provisions are set to provide a significant boost to economic prosperity by empowering youth, women, and marginalized sections of society. Furthermore, it places a spotlight on social development by prioritizing the growth of rural India and underscores environmental sustainability, contributing to a greener planet. The inclusive approach, coupled with a focus on infrastructure development and inter-sector synergy, lays the foundation for sustainable and inclusive growth.

Underlining the crucial role of Public Sector Enterprises in the nation's developmental trajectory, Mr. Sobti highlighted that their strategic presence in key sectors positions them as pivotal contributors to economic growth. The budget's emphasis on innovation, digitization, and investment-led growth aligns seamlessly with the continued role of PSEs in driving economic progress in the country.

Interface with Stakeholders



SCOPE's Budget Reaction telecasted on DD News.



Shri K. Sadashiv Murthy, CMD, BHEL calls on DG, SCOPE at SCOPE Complex in New Delhi.



DG, SCOPE addressing a 'Meeting on Procurement of Upcycled Products on GeM' organised by Ministry of Textiles with the support of the SCOPE and the Cotton Corporation of India Ltd. at SCOPE Convention Centre in New Delhi.



Shri Atul Sobti, DG, SCOPE addressing International Conference on 'Transformation 2024: Integration of People, Technology, and the Environment to Build Sustainable Business Organizations' hosted by JIMS Kalkaji at PHD Chamber in New Delhi.



DG, SCOPE participates in a panel discussion on 'Viksita Bharat@2047: Ramrajya & Shared Heritage' organised by Karuna Foundation under the ambit of Indraprastha Mahotsav in New Delhi.



Interface with Stakeholders



Shri Atul Sobit, DG, SCOPE meets Shri C.B Ananthakrishnan, CMD, HAL, Board Members and other senior officials of the company at the HAL Corporate Office in Bengaluru.



DG, SCOPE meets senior officials of BHEL at their office premises in Bengaluru.



CA Rajesh Sharma, Former Central Council Member of ICAI and Former Independent Director calls on DG, SCOPE at SCOPE Complex in New Delhi.



SCOPE Awards were recently conferred by Hon'ble Vice-President of India, Shri Jagdeep Dhankhar. To watch our special feature encapsulating key moments of the event, please visit our official website- www.scopeonline.in

Conference of Parties (COP) – Integrating countries for people and planet

Understanding COP and what it entails?

Background

Climate change poses one of the most significant threats to our planet and humanity by exacerbating social, economic, and environmental inequalities, therefore, disproportionately affecting vulnerable communities all over the world.

Though environmental issues were discussed during the United Nations Scientific Conferences, however, a direct climate action plan remained overlooked until the establishment of Intergovernmental Panel on Climate Change (IPCC) in 1988. The IPCC deep dived into the scientific basis for climate change and produced periodic

assessment reports (ARs), thereby warning governments to be mindful of activities leading to climate change.

These reports were discussed at the United Nations Conference on Environment and Development (UNCED) in 1992 and became instrumental for many landmark decisions such as 'Rio Declaration', 'Agenda 21', 'Statement of Forest Principle', and, establishment of the Convention on Biological Diversity (CBD), and United Nations Framework Convention on Climate Change (UNFCCC).

The UNFCCC is an international environmental treaty aimed at addressing climate change and its impacts. The UNFCCC entered

into force in March 1994 and the Conference of the Parties (COP) originated from the UNFCCC. The first COP, (COP1) was held in 1995 at Berlin, Germany whereas the latest was COP28, held at Dubai, UAE. During COP, stakeholders from all over the world congregate to discuss and make decisions on future climate actions to generate a global momentum against climate change. This article features the 'Frequently Asked Questions' about COP. It may serve as a convenient resource to learn basic information about COP along with its prominence and effectiveness in combating the climate change.



What is Conference of the Parties (COP) and how does it function?

The COP is the apex decision-making body of the UNFCCC. The 'parties' refers to countries. All countries who ratified the UN Convention are represented at the conference. Apart from raising awareness about the urgency of addressing climate change, COP shapes global climate action to foster international negotiation, cooperation, and collaboration through sharing of knowledge, experiences, and best practices among parties. It also develops frameworks for global effort in reducing greenhouse gas emissions by setting targets and reporting on progress to ensure transparency and accountability of parties.

Who is eligible to attend COP?

COP has 198 member parties, broadly organized in five regional groups:

1. African states
2. Asian states
3. Central & East European states
4. Latin America & the Caribbean states, and
5. West European & other states (where other states are Australia, Canada, Iceland, New Zealand, Norway, Switzerland, and the United States of America)

The other attendees include non-member country representatives, United Nations (UN) agencies, Media, Observer organizations such as inter-governmental organizations (IGOs), non-governmental organizations (NGOs), environmental advocacy

groups, research institutions, industry/business associations, investors, etc.

While representatives of Parties participate in the core negotiations, other attendees often contribute to discussions through side events and presentations. Attendees play essential roles in COP meetings by raising voices in favor of strong climate action from parties and advocating for ambitious climate agenda, raising public awareness, monitoring progress, and fostering collaboration among stakeholders. Their active participation helps ensure that COP outcomes reflect the interests and priorities of a diverse range of stakeholders, including vulnerable communities and future generations.

What is the structure and duration of COP?

COP activities take place in two zones – Blue & Green. The Blue Zone is under the management of the UNFCCC that maintains exclusivity and serves as the center for official negotiations and high-level meetings among party representatives. In contrast, the Green Zone is managed by the host country which is a more inclusive space designed to engage the wider public. As per previous COPs, the conference

duration oscillated between 10-14 days.

When and how frequent are COP meetings organised?

Generally, COP is an annual event. However there have been two exceptions in the past which are –

- COP6, The Hague, Netherlands, year 2000 - Negotiations reached an impasse due to disagreements over consequences for non-compliance of Kyoto protocol and therefore, COP6 later resumed as COP6.2 or COP6-bis in Bonn, Germany in the year 2001.
- COP26, Glasgow, United Kingdom, year 2020 - Rescheduled in 2021 due to COVID-19 pandemic.

Where does COP meetings take place and how is the venue selected?

The host country of the COP normally rotates among the five UN regional groups. A tentative host country is determined through consultations among regional group members and then the selected country sends its formal offer to the UNFCCC secretariat. A country can offer to host COP more than once but a period of three years needs to lapse between the two COPs that



it organizes. Poland, has hosted three COPs i.e., COP14 in Poznan (2008), COP19 in Warsaw (2013), and COP24 in Katowice (2018).

- Also, if there is no offer to host or if a host backouts, the default site is the seat of the secretariat in Germany which has hosted COPs four times i.e., COP1 (1995) in Berlin; COP5 (1999), COP6.2 (2001), and COP23 (2017).

How are the COP host and the COP Presidency interconnected?

The COP Presidency entails leadership and facilitation responsibilities during the conference, while the host country provides the logistical support and infrastructure for the event. It is usually the country hosting the conference that also holds

the COP Presidency, however, two contrasting scenarios have occurred in past –

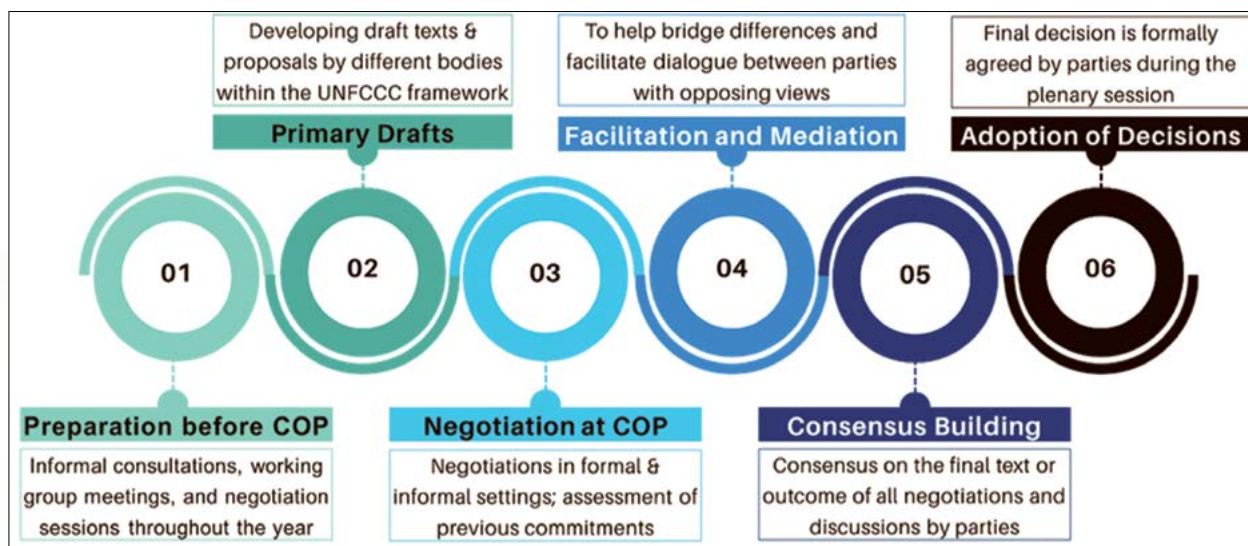
- The Government of Fiji held the Presidency of COP23 while the conference was held in Bonn for logistical reasons.
- Brazil and Chile offered to host COP25, however, they could not host due to political instability and civil unrest in these countries, respectively. Therefore, the conference was relocated to another host i.e., Madrid, Spain while Chile retained the Presidency.

The regional group members of the host region hold consultations to nominate a country representative for election as COP-President. The chairperson of respective regional group sends this information formally

to the UNFCCC secretariat. At the opening of each COP, the candidate nominated is elected as President. The UNFCCC does not have a conflict-of-interest policy, but it does have a draft rule of procedures that states that the President shall participate in the session in that capacity and shall not simultaneously exercise the rights of a representative of a Party.

The COP President ensures the observance of rules of procedure and works with country delegations to reach consensus on key issues. The Presidency visions for the best possible outcome of the meeting by developing effective international relationships to achieve the necessary commitments in advance of and at COP.

What is the process of decisions-making at COP?



What are challenges and criticism surrounding the COP?

Countries have diverse interests and priorities based on varied

political, social, economic, and, environmental scenarios. It is inevitable to have incongruity between their national climate action agenda and the frameworks developed at COP. It

often leads to intense negotiations before reaching to an agreement on contentious issues including –

- Lack of ambition, binding commitments, and enforcement mechanisms from major polluters

- Equity of climate agreements e.g., common but differentiated responsibilities and respective capabilities (CBDR-RC)
- Political deadlocks
- Corporate influence from major companies dealing in conventional fossil fuels
- Disproportion of marginalized stakeholders being represented at COP

What is CBDR-RC and why is it supported by developing and Least Developed Countries (LDCs)?

Common But Differentiated Responsibilities and Respective Capabilities (CBDR-RC) acknowledges that all countries share a common responsibility to address climate change, but recognizes that developed countries should take the lead due to their historical contributions to greenhouse gas emissions and their greater financial and technological capabilities. The treaty established different responsibilities for three categories of signatory states:

- **Annex I:** Parties include the industrialized countries that were members of the Organisation for Economic Co-operation and Development (OECD) in 1992, plus countries with economies in transition (the EIT Parties), including the Russian Federation, the Baltic States, and several Central and Eastern European States.
- **Annex II:** Parties consist of the OECD members of Annex I, but not the EIT Parties. They are required to provide financial resources to enable developing countries to undertake emissions reduction activities.

- **Non-annex I:** Parties are mostly developing countries. Certain groups of developing countries are recognized by the Convention as being especially vulnerable to the adverse impacts of climate change, including countries with low-lying coastal areas and those prone to desertification and drought. A total of 49 Parties classified as least developed countries (LDCs) by the United Nations are given special consideration under the Convention on account of their limited capacity to respond to adverse effects of climate change.

The concept of CBDR-RC is supported by majority, especially by developing and least-developed countries at COPs as it is seen as a matter of equity and fairness. Developing countries and LDCs argue that –

- developed countries, historically, have been the largest emitters of greenhouse gases and have contributed the most to global climate change; also, they have more resources, technological capabilities, and institutional capacities to address climate change
- all countries should have the right to pursue economic development and poverty eradication without compromising their ability to adapt to and mitigate climate change, therefore, support from developed countries is wanted

Why is the agenda of phasing out of conventional fuels difficult to follow by developing and least-developed countries?

As of now, the national economy

of most of these countries are dependent on public, private and other industries that use conventional fossil fuels. The use of conventional fuels in hard-to-abate yet strategic sectors of such economies is inevitable for next few years until these countries reach 100% capacity of green energy by using mix of renewable (e.g., solar, wind, etc.) and alternative sources of energy such as green hydrogen.

How did COP reach to the landmark decision to limit global warming to 1.5°C (Paris Agreement)?

The IPCC and UNFCCC are two distinct entities with different roles, but they are closely related within the context of addressing climate change. The IPCC operates through a process of periodic assessment reports where thousands of scientists worldwide collaborate to provide a scientific basis for climate change. These reports contribute to the foundation of knowledge that play a key role in the annual climate negotiations (COP) among decision- and policy-makers from countries under the UNFCCC.

Apart from six assessment reports (AR1-AR6) till 2021-22, IPCC has produced many special reports targeting specific problems such as global warming. The IPCC through its AR4 (2007) and AR5 (2014) revealed that while natural factors continue to play a role in shaping climate patterns but the global warming over the past century is primarily due to GHGs released by anthropogenic activities. They cautioned all governments that at current



trend of GHG emission, global temperature could increase by 4°C which will have catastrophic and irreversible impacts on environment and life. Therefore, IPCC recommended governments to cut down GHG emissions to limit global warming to well below 2°C above pre-industrial levels, with efforts to limit the increase to 1.5°C. These reports and recommendations were discussed during COP21 (2015)

in Paris (France) and a landmark “Paris Agreement” to set the 1.5°C limit as a threshold was ratified. Later, IPCC released a special report on global warming of 1.5°C (2018) that concluded as “even global warming of 1.5°C above the preindustrial average, over an extended period would lead to high risks for some regions and vulnerable ecosystems”.

At COP21, the Paris Agreement marked a departure from the

previous approach of CBDR-RC principle, with all nations committing to Nationally Determined Contributions (NDCs) covering both mitigation and adaptation efforts. Recently, another enhanced transparency and accountability mechanism has been introduced i.e., Global Stocktake (GST) – a process that happens every five years to evaluate the world's progress on climate action.

What are major decisions made at various COPs?

<p>COP1 (1995)</p> <p>Berlin, Germany</p> <ul style="list-style-type: none"> • The first COP meeting • Addressed initial steps toward achieving the UNFCCC objective by establishing rules and procedures 	<p>COP3 (1997)</p> <p>Kyoto, Japan</p> <ul style="list-style-type: none"> • Developed Kyoto Protocol - the first global agreement on climate change • Established legally binding emission reduction targets for Annex-I countries • Introduced Clean Development Mechanism (CDM) and emissions trading 	<p>COP6.2 (2001)</p> <p>Bonn, Germany</p> <ul style="list-style-type: none"> • United States rejected Kyoto Protocol • Clarified the rules for flexibility mechanisms including emissions trading, joint implementation (JI), and the Clean Development Mechanism (CDM) • Established the Adaptation Fund
<p>COP7 (2001)</p> <p>Marrakech, Morocco</p> <ul style="list-style-type: none"> • Marrakech Accord • Special attention was given to developing countries to build their capacities and ensuring technology transfer through least developed countries (LDC) Fund, special climate change fund (SCCF) and adaptation fund 	<p>COP10 (2004)</p> <p>Buenos Aires, Argentina</p> <ul style="list-style-type: none"> • Strategies were drafted to reduce emissions from deforestation and promote sustainable forest management 	<p>COP11 (2005)</p> <p>Montreal, Canada</p> <ul style="list-style-type: none"> • Set the stage for establishing subsidiary bodies - AWG-KP and AWG-LCA • Kyoto Protocol's first commitment period officially entered into force • Life of the Kyoto Protocol was extended (2008-2012) • Emphasized the principle of common but differentiated responsibilities and respective capabilities (CBDR)
<p>COP13 (2007)</p> <p>Bali, Indonesia</p> <ul style="list-style-type: none"> • Establishment of two ad hoc working groups i.e., AWG-LCA and AWG-KP • Continued the negotiations on the future of the adaptation fund, REDD, CDM, technology transfer, capacity building, engagement of civil society, and NGOs 	<p>COP15 (2009)</p> <p>Copenhagen, Denmark</p> <ul style="list-style-type: none"> • Copenhagen Accord - first voluntary emissions reduction pledges by parties • Conference was marked by protests from civil society and environmental activists who expressed dissatisfaction with the perceived lack of ambition and progress in the negotiations 	<p>COP16 (2010)</p> <p>Cancun, Mexico</p> <ul style="list-style-type: none"> • Cancun Adaptation Framework seeking enhance resilience in developing countries through Green Climate Fund, a Technology Executive Committee, and a Climate Technology Centre and Network • Recognized the 4th Assessment Report of IPCC (2007) - goal of limiting temperature increase to 2°C / 1.5°C
<p>COP18 (2012)</p> <p>Doha, Qatar</p> <ul style="list-style-type: none"> • Doha Amendment to the Kyoto Protocol • Established the second commitment period of the Kyoto Protocol (2013-2020) • First time discussion on the importance of gender considerations in climate policies 	<p>COP21 (2015)</p> <p>Paris, France</p> <ul style="list-style-type: none"> • Adoption of the Paris Agreement - a legally binding international treaty aimed at limiting global warming to 1.5°C • Accountability and transparency was ensured through all nations committing to NDCs and updating it every five years 	<p>COP24 (2018)</p> <p>Katowice, Poland</p> <ul style="list-style-type: none"> • Katowice Climate Package - rulebook of Paris agreement was adopted • Adoption of 'Solidarity and Just Transition Silesia Declaration' to identify just shift to low-carbon economies • Established the Local Communities and Indigenous Peoples Platform for engaging local communities
<p>COP26 (2021)</p> <p>Glasgow, United Kingdom</p> <ul style="list-style-type: none"> • Glasgow Climate Pact - aiming to turn the 2020s into a decade of climate action and support • Over 40 countries, committed to the Global Coal to Clean Power Transition, pledging to phase out unabated coal power • Various pledges such as 'Coal to Clean Power Transition', 'Global Electric Vehicle', and 'Declaration on Forests and Land Use' 	<p>COP27 (2022)</p> <p>Sharm El Sheikh, Egypt</p> <ul style="list-style-type: none"> • Adopted the Sharm el-Sheikh Implementation Plan "SHIP" as the main decision for guiding and boosting "low emission" energy • Launch of the Food and Agriculture for Sustainable Transformation initiative aiming to transform agriculture and food systems • Global Stocktake was discussed 	<p>COP28 (2023)</p> <p>Dubai, UAE</p> <ul style="list-style-type: none"> • Global Stocktake (GST) of the Paris Agreement was adopted • Parties agreed on the need to transition away from fossil fuels in energy systems • Calls on countries to accelerate low- and zero-emission technologies • Climate finance such as Green Climate Fund (GCF), Adaptation Fund, etc. took center stage at the conference

What is schedule of upcoming COP meetings?

As of now, Baku in Azerbaijan and Belem in Brazil have been selected to host COP29 (2024) and COP30 (2025), respectively. Australia and Turkey have declared their candidature to host COP31 (2026), and recently India has proposed to host COP33 (2028) but decisions are yet to be taken.

What has been India's stance on COP?

India has always participated

and been supportive to all major global climate change negotiations including Kyoto Protocol, Montreal Protocol, Paris Agreement, to name a few.

India has always discussed, negotiated, and took firm stand during COPs. India has always highlighted the issue of equity by supporting CBDR-RC principle, at the same time, it also ratified latest COP decisions such as NDCs and Global Stocktake (GST), showing its commitment to the idea of global efforts to mitigate climate change.

These declarations followed by concerted actions through several national (e.g., India's National Action Plan on Climate Change, National Solar Mission, National Adaptation Fund for Climate Change, etc.) and international (e.g., International Solar Alliance, Green Grids Initiative – One Sun One World One Grid, Leadership Group for Industry Transition, etc.) programmes and schemes are now the pillars of its climate leadership.



Keep reading our forthcoming articles in KALEIDOSCOPE. Don't miss out on the opportunity to expand your knowledge and dive into the intriguing articles attempting to answer questions like -

- What are India's responses and subsequent climate actions?
- How have COP decisions impacted Indian PSEs?

Management Lessons from Mahabharat- Part- III



Debasis Satapathy
CGM (HR),
NBCC (India) Ltd.

INTRODUCTION

The Mahabharata, an ancient Indian epic, is a narrative rich in mythology, history, and moral wisdom. While its tales of divine beings, epic battles, and mystical quests are well-known, this monumental epic offers profound lessons in management and leadership that remain strikingly relevant in today's complex world. At its core, the Mahabharata is a story of a great family feud that culminates in the epic battle of Kurukshetra. In this epic of characters and events, we discover a treasure trove of management insights. One of the central themes is decision-making. Throughout the epic, various characters are faced with dilemmas, and their choices have far-reaching consequences. These situations illustrate the importance of making well-considered decisions, even in the face of uncertainty and pressure. Leaders can learn the value of strategic thinking, planning, and weighing the consequences of their actions. Conflict resolution is another prominent lesson. The Mahabharata shows how disputes, if not addressed wisely, can lead to catastrophic outcomes. The epic emphasizes the significance of open communication, negotiation, and



the pursuit of peaceful solutions to avoid destructive conflicts in both personal and professional life. Additionally, the characters' struggles with their egos and desires.

The Mahabharata underscores the need for leaders to manage their own ambitions and egos for the greater good of their teams and organizations. Moreover, the epic explores the essence of leadership through the characters of Bhishma, Drona, and Krishna, each exemplifying various leadership styles. Bhishma's unwavering loyalty, Drona's technical expertise, and Krishna's visionary guidance offer diverse models for modern leaders to reflect upon. In today's corporate

world, where challenges are often as intricate as those faced by the characters in the Mahabharata, the epic provides a timeless source of wisdom. It teaches us that leadership, decision-making, conflict resolution, and ego management are pivotal aspects of effective management. By examining the epic's narratives, we can pick up valuable insights to navigate contemporary challenges and create a harmonious, prosperous, and ethical environment in the workplace.

The Mahabharata, with its enduring wisdom, stands as a timeless guide for management and leadership in the modern age.

How to handle top talents

Epic– King Dritarastra approached Guru Dronacharya in the rajasabha to give his expert opinion on the option of war with Pandavas. Guru Dronacharya said, if you decide and direct, we would all fight together. But he cautioned that, no army can defeat an army for which great archers like Arjun is fighting, and have warriors like Bheem and Yudhistir. Then Duryodhan shouted at Dronacharya and said if we have well-wishers of the Pandavas amongst us, then our defeat is a must. Guru Drona was quite upset with this allegation and said if I do not have any right to speak or suggest in the Rajasabha, then I have no business to be here. It's better to leave. A student, who does not know how to respect his teacher, has no future. Hence let me leave the Rajasabha and the kingdom. He was about to leave the Rajasabha, when he was persuaded to stay back by Bhishma.

Management lesson – Top talents like Dronacharya, who are the key resources of an organization, need to be handled with care. Their suggestion needs to be deliberated and their presence needs to be recognized. They are the potential CEO materials and once properly groomed they can develop the competency to drive business from the top. Hence the organization need to take utmost care to retain them. Any disrespect or public humiliation may trigger them to be withdrawn, hibernate or they may move into their cocoon. It may so happen that, if the incident hurts their sentiments or self respect, they may quit the organization, the

way Dronacharya was about to leave the kingdom.

Inspiring and motivating through NLP & Auto suggestion

When both the forces of Kauravs and Pandavas marched towards each other and positioned themselves for the war, Duryodhan came down from his chariot and addressed to both the Armies. Looking towards Dronacharya he said "Oh my teacher! can you see the army of Pandavas which is arranged by your friend's son Dhristadyumna? They have just a handful of extremely ordinary warriors, archers and soldiers like Satyaki, Virat, Drupada, King of Kashi Kuntiboi, Abhimanyu and the five sons of Draupadi". "Oh my teacher now just look at my army which you will lead in the battle against the Pandavas. Apart from you, Guru Kripacharya and many other great warriors are fighting for us who are experts in warfare. Just look at Pandavas ! Their army is nothing in front of our forces. Bhishma Pitamah alone is good enough to fight with this inferior and substandard force. Duryodhan spoke these words despite being fully aware that in the just concluded Virat war, his entire force including Bhishma pitamah, Dronacharya, Kripacharya & Karna could not face Arjun who was alone from the side of Virat kingdom and they had to accept defeat.

Management lesson– An important characteristic of a leader is to infuse confidence in his team and to keep them always in high morale. This would result in high level of motivation and superior performance. Hence a

leader has to harness the power of auto-suggestion though positive affirmations like Duryodhan did for himself. Irrespective of the organization's health, the leader needs to be self motivated and keep the tempo of the team in high spirit. Temporary setbacks should never impact the leader which has reflection on his behavior and could easily be understood by his team. Hence Duryodhan made all attempts to ensure that the outcome of Virat war should never impact on his Army. Moreover since the speed of the boss is the speed of the team, the leader needs to keep the team with high esteem despite having critical challenges of the organization. If the situation warrants, a leader needs to use NLP (Neuro Linguistic Programming) to persuade, assert & attract his team, the way Duryodhan did while addressing his army just before the war. To keep the flock together he has to strategically model his behavior, so that the team would display high level of intensity towards achieving the goal persistently with direction. Team displays high level of energy for the things they truly believe in. They're also happier and more productive when they feel the leader is equally motivated and is inspiring. Hence the leader needs to instill confidence till his last breath.

Exit from unethical organisation

Epic– Before the Mahabharat war began, Krishna once encountered Karna and questioned him, "You are a man of truthfulness. You have neither gone against truth nor you have ever violated whatever

you have accepted as truth. You are an indomitable person with great qualities, completely aware of truth. But how come you are on the side of untruthful & adharmi Duryodhan? Are you under the belief that Duryodhan is on the path of truth?”. Karna replied “my relationship with Duryodhan is built on the foundation of love alone, therefore truth & untruth have no role to play in our relationship. Duryodhan is my dearest friend, since he alone accepted me, when everybody else rejected me by saying that I am a Sutputra”. Krishna replied “I do agree that it’s not easy to repay the debt of kindness and as you said, it is no doubt the heaviest debt. But when it comes to the matter of truth & untruth, good & evil, light & darkness, is it necessary to repay the debt at such a heavy price? Is it not wise to remain in debt for life?

Management lesson – Professional ethics are principles that govern the behavior of a person or an entity. A talented professional with superior competencies should serve in the organization in such a way which exemplifies corporate citizenship, transparency & integrity. An organization’s business model must ethically be in compliance with the laws of the land. Corporate governance as regards systems, processes, policies, strategies, etc. should be in adherence with the prescribed norms. It is the duty of a professional to continuously have self-introspection and if he at any point of time, realizes that the business model is based on unethical practices (Adharma), he should make the correct choice between Dharma

& Adharma, even if the same organisation has supported him in times of his need. No matter however high it may be, a house of cards will eventually have to collapse. Organizations running on unethical business practices will ultimately face disastrous failures. A true professional, therefore in such organization, needs to explore the opportunities or possibilities of early separation or flagging off his discomfort. Because continuing in such organizations will ultimately land him in situations similar to that of karna’s fate. It is better to die in debt rather than to be standing for the entire life with someone who is untruthful, evil, & malicious.

Coaching and mentoring

Epic– In the battle field, just before the war, Arjun expressed his unwillingness to fight against his own family members. He said how can I kill my grandfather and my Guru Dronacharya? How can I kill those who are worth so much respect? Shall I defeat those who taught me how to win? Is it better to win or lose this war? Krishna said this war is not to establish relationships and identities. Recognize your duties and decide, because only you can take decisions. This war is yours and its result as well. Arjun said “I cannot see my duty clearly. Hence you become the guide of my soul. I know I stand between truth and lie but cannot decide on which side does truth stands. Guide me O Krishna and save me from this despair.”

Management lesson– Every professional need to get coached and mentored like Arjun for professionalism and

personal excellence. Most of the employees say, coaching should be part of every organisation’s management and development programme. Mentoring is transformational and more of a human development activity and represents a relationship in which a more experienced or more knowledgeable person (Mentor) having expertise in one area helps to guide a less experienced or knowledgeable person (mentee). Mentoring & Coaching can improve confidence, performance and productivity across the organization. It also helps to build a positive and concrete change in the individual’s psyche and facilitates the transfer of knowledge from the coach/mentor. In case of organisations, coaching and mentoring become profoundly beneficial for the career growth of their employees. It is the key to unlocking potential & improving productivity. A skilled coach or mentor like Krishna is an invaluable asset to any organization since they support in increasing confidence and motivation. Moreover they guide for conflict resolution, improve communication and interpersonal skills. The success lies at the acceptance of the mentee to the mentor. Like Arjun accepted & surrendered to Krishna as his mentor, the mentee in a professional environment needs to submit before the coach and pick up superior managerial and leadership wisdoms and convert them into competencies.

Professional loyalty & Emotional bonding

Epic– In the battle field, just before the war, Arjun expressed his unwillingness to fight against

his own family members, to whom he would kill in the battle. Krishna told Arjun, the wise do not grieve for those who die. Please remember the simple truth of life; it is the soul which is of essence and not the body. Death is not the end because it is eternal. Death is a momentary respite. The wind does not end with the breath. Man is first a child, then a youth, then an old man and then a mortal. This is the journey of the body. The soul goes beyond this. It moves from one body to another. The journey which ends with the death is that of the body. Soul's journey is eternal.

The soul is neither born, nor does it ever die; nor having once existed, nor it ever cease

to be. The soul is without birth, eternal, immortal, and ageless. It is not destroyed when the body is destroyed.

वासांसि जीर्णानि यथा विहाय,
नवानि गृह्णाति नरोऽपराणि ।
तथा शरीराणि विहाय जीर्णा-
न्यन्यानि संयाति नवानि देही

Management lesson- A professional needs to be loyal to his profession rather than his organization. Hence neither should he be too excited while entering an organization nor should be so emotional while exit. It's a journey every professional undertakes from one organization to other like a soul moves from one body to another. A professional is like an

actor in a drama and he is there to act for a specific period and then would exit. Moreover if the organization does not show emotion while asking the human resources to exit while going for right sizing or smart sizing then why a professional should be so emotional while deciding for voluntary separation? Professionals would come and professionals would go like a soul enters one body and leaves after a period.

The organization would exist & would continue its journey like a soul. It existed before you and it will exist after you as well. You are just a guest in your current organisation for a specific time frame.



Modern approach for effective performance Appraisal- Part - I**



Prof. Dewakar Goel*

"Things do not happen. They are made to happen."

~John F Kennedy

The key to improve your work life is never built up in your job but it is there in your relationship with the Boss. Time immemorial, Boss and Junior have a long history of creating patterns of communication and non-communication. That leaves little room for innovation & enthusiasm.

It is a ground reality that you can choose the Juniors but you can't choose the Boss. We are not talking about the Industrialists whose son or daughter starts the career as Boss because it will deviate our discussion and the spirit of this Article. Well it is a matter of debate that even in the big industrial houses the owner feels that after acquiring the required professional qualification, the next generation should start the career with a learning phase. It may not be possible to have the learning in the capacity of the Junior because he/ she is identified as a person born with golden spoon. Much away from the industrial houses, our history speaks that a king was made even

at the tender age of twelve and learnt the skills of a ruler with the span of time. Somehow, the same legacy went on for business tycoons also where generation after generation, the Bosses were born.

No two Bosses can be the same:

Let us come back to the core issue of managing the Boss or how to be a good Boss. In the beginning of a career, young person feels comfortable to act like a Junior learning and following the instructions. Even the most successful Bosses in their long career encountered difficult situations while dealing with the Boss. No two Bosses are the same. But the Junior remains the same, looking for his comfort zone while working under the leadership of different Bosses. In spite of having exemplary professional qualifications, with required intelligence and intellectualness one cannot find the peace of mind in the job unless he has learnt the art of managing the Boss. There are unforeseen peculiar situations in the career where you work under different kind of Bosses.

Looking for a Leader in the Boss:

We can find four categories of Bosses and it is necessary to discuss some basic characteristics of each one of them. Let us talk about them. At first, there comes the one who can be named as the drive leader as a classic tyrant having total control, he manages by intimidation forcing his Juniors to prove their loyalty instead of their worth. The second comes a lady Boss as the default leader who employs sink - or - swim method of management where her Juniors get little or no guidance for feedback but if they don't perform they are fired. The third category of Boss can be named as a draw leader who brings out the best in his Juniors by praising their achievements. He is always eager to make innovations even when it is not needed. In the fourth category again, it comes the lady as develop leader who encourages her Juniors to develop confidence and self esteem so as to take the risk. They learn a lot from her by getting benefit while working closely with her.

Though we have categorised Bosses in the above four

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categories as leader but a good Junior perhaps feels that his Boss displays all the above qualities, once he tries to evaluate him. By doing so the Junior is on his way to achieve a better working relationship with Boss. Long ago Kahlil Gibran beautifully said, "Work is love, made visible when you work with love. You bind yourself to yourself and to one another as to God".

How do we perform in – Boss's eye:

As human being, we have different roles to play, much away from Boss to Junior, it is the role of father, mother, son, daughter, friend or even acquaintance. In all walks of life, there is inherent desire to know as to what other thinks about us. How we perform in the eye of others. It is there, while playing any role. If we talk about the Boss-Junior relationship, the appraisal is the most important thing. It is always in his mind as to how well is he performing whether he is performing up to the expectation of the Boss. This desire may be for reward, appreciation, or sheer satisfaction.

We may recall an interesting story. There was a young man, talking on telephone with the speaker on, in such a manner that the conversation from both the sides could be heard by a person, standing nearby. It all started with the sentence:

Sir, I think you need a servant.

The other side said, No, I don't need a servant.

But Sir, I am a very obedient, hardworking and sincere person. My servant is also hardworking, obedient and sincere.

Sir, I know typing on computer and I can work as your assistant, besides doing the entire household jobs.

My servant is also doing all that, why are you wasting time? I don't need your services.

Sir, I know driving too, so by employing me, you will be able to save money for the driver.

My servant knows driving and don't tell me all these things. I am very much happy with my servant, why are you unnecessarily asking me to employ you, when I am in no need of servant.

Sir I will take only five thousand rupees per month for doing all these jobs.

Don't repeat all this, my servant takes five thousand rupees per month, rather for his excellent work I have decided to increase his salary to seven thousands per month.

But Sir...

Stop it!

And the man hangs up the phone.

The above conversation was being heard by that person who was standing there. He felt pity on that young man. He said, "I am really feeling sorry that you could not get the job inspite of all your persuasive talks and all the qualities you projected about yourself. I really feel for you. Sorry young man, but it is life, try again!" Now it was the turn of the young man who smiled and said "Oh! You are mistaken, don't feel sorry about me. Rather I am too happy today. Because I am the servant who is working with him. Today, I got the appraisal for my performance with the good news of two thousands rupees salary increase."

The moral of the story is that every Junior looks for appraisal of his performance. We are now going deal with main issue as to how to manage the Boss. So, now let us come back to our work-life...

One cannot choose the Boss:

As we have already said that it cannot be our choice to have a Boss of our liking, but in any case we need to work and grow in the organisation, stepping from ladder to another. It has been generally experienced that the Bosses believe in the theory of parent, adult, child where their most preferred work situation is father to child, not adult to adult. Most of the Bosses prefer "yes man" - An obedient, sincere and devoted Junior is their first choice. Nobody is perfect in this world and nobody can define, as to what is actual perfection.

It is always the decision of the Boss as to what is perfection for accomplishment of the task by Junior. Every Junior wants to come up to the expectation of the Boss. A big question comes as to whether sincerity, honesty, hard-work, knowledge, ability, experience and self motivation, etc. are sufficient to rise in the career. Theoretically speaking, these qualities should be enough for a steady rise in the career. But it so happens that the personality factor, ego-clash, interpersonal conflicts, complexes of different kind – inferiority and superiority, and the behavioural aspects, human relations, by pass all the core quality issues, on which success should be dependent. We need to analyse what is the reason for not achieving success in spite

of required qualities in a Junior. We have to find out the solution also as to how one can manage the Boss.

Self-condemnation – A necessity

Now let us talk about self-condemnation. Whenever you are with the Boss, always be prompt enough to take the blame upon yourself, if anything goes wrong. It is going to give the feeling in the mind of Boss that even though he was at fault. It was you who had the courage to take the blame and he will protect you.

Once a Junior was explaining a point to his Boss, he explained thrice but the dull headed Boss, could not understand the issue. In utter disgust, the foolish Junior said, “What can I do Sir? The Boss felt enraged and shouted at the Junior saying “You do not have brains to understand it” and asked him to get out.

After he left, the Boss told his colleagues, “it is alright that I could not understand but he should not have pointed out so curtly, after all he should have told me, Sir I am unable to explain, but I will still try”. Self-condemnation is not easy for a Junior to cultivate as a habit because it requires great amount of patience.

Whenever you are with the Boss be prepared and prompt enough to take the blame upon yourself, especially when something goes wrong. This self condemnation will generate a great feeling in the mind of Boss with realisation that even though he himself was wrong, but you had the courage to take the blame.

Renunciation requires great patience:

Let us take another example with little difference from self-condemnation, it is renunciation, meaning thereby that Junior should never take the credit for any good thing done by him even if the work has been done by him. Sometimes, an important letter is prepared by the Junior to be signed by the Boss to beseech appreciation of receiver. Let, it go and Boss may take the credit from higher ups without reflecting your contribution. The Junior should never try to disclose about the efforts made by him, allow the appreciation to be taken by the Boss. Follow the teachings of Lord Krishna, in Shloka 12 of chapter 12 in the Gita, which says “Renounce all the fruits of action and have peace”. Mainly because the Junior is working for the Boss and his purpose is solved when he has done the job. The Boss will naturally feel happy that his Junior has made him to take the credit for the work which was not actually performed by him.

Unnatural reaction to appear natural:

Well we have said about this renunciation which can be taken as a unnatural reaction because as a Junior one should conceal his feelings so tactfully that it looks as a natural reaction. Let us take few examples based on principle of unnatural reaction, there was an assistant engineer who was highly qualified with a brilliant track record, he was assigned the job of making the drawings of a flyover for a turn-key project. Unfortunately, he had a Boss who became superintending engineer

by virtue of seniority though he had a diploma qualification only. The Boss had no knowledge and calibre to understand the modalities of making the drawings for the flyover, but he had enough power and authority to criticise the design made by assistant engineer by, pin-pointing number of deficiencies in the design in a foolish manner without knowing the technicalities of the matter. Now there can be a natural reaction of assistant engineer to understand the lack of knowledge of the Boss and he could resent to the criticism by entering into an argument. But as master of flattery, the assistant engineer needs to act in a different manner by saying to the Boss that he had got very little experience which only comes with age and maturity. Therefore, he is obliged by the suggestions made by the Boss and he will try his level best to incorporate the valuable advice given by the Boss. The principles of unnatural reaction are very important for a Junior to please the Boss; therefore, it will be worthwhile to narrate another example. Once a young man with first class English Honours degree joined government office as “clerk” but his immediate Boss at the level of section officer was only a matriculate, who was very poor in English. The clerk used to prepare excellent drafts and notes in English. The Boss was in the habit of making unnecessary corrections all the time, which were making no sense. The clerk used to get firing for those corrections made by the Boss. The natural reaction of the Junior would be to protest against the corrections made and

to point out that the same were not even grammatically correct. But as master of flattery the clerk is required to go to the Boss with a smile saying to him that the English which was taught to the Boss at the time of schooling was of very high standard. The present day teachers who taught him were not knowing the language therefore, he will try to learn from the Boss as per corrections made. Here, he needs to be very tactful in making the situation look like that the perfect English used by him has actually came from the corrections made by the Boss. It will not be easy for the Boss to refuse the correct drafts made by him, once the Junior has appreciated the knowledge level of the Boss.

The above concept of making the Boss happy by following the principle of unnatural reaction is the backbone of art of flattery and if a Junior wants to master this

art he has to act in a very perfect manner without making the Boss to realise the actual position.

Let us discuss one more situation to clarify this point. There was a brilliant chartered accountant with post-graduate degrees from India and abroad with hands-on experience. He joined a big company as accounts officer where unfortunately his Boss who was heading the accounts department was a Brigadier who joined after taking pre-mature retirement from Army. It was not known to the accounts officer as to why the Brigadier was made his Boss in spite of the fact that his knowledge of accountancy was like what a wrestler knows about classical music. But in any case, the Brigadier was the Boss who was always finding one fault or the other in the accounts statements made by the accounts officer. As a matter of fact, the Boss was pointing out irrelevant

baseless errors which were unfounded. It was looking absurd by the accounts officer who was expert in the field. The natural reaction of the Junior in this case would have been to show the Boss that whatever he has prepared is perfectly alright according to the principles of accounting. But the unnatural reaction as a master of flattery on the part of Junior should be to praise the Boss's common sense with the saying that the Boss knows more about accounting theory than even 'Carter of Batliboi'. He needs to exhibit that his knowledge of accountancy is bookish whereas the knowledge of his Boss is based on horse-sense. The paper degrees of Junior are nothing as compared to the knowledge of the Boss which is acquired during long experience in the Army.

***The remaining part of this article will be published in upcoming issues of KALEIDOSCOPE magazine.*



Alternative Dispute Resolution - A tool for speedy justice



Adv. Seema Patnaha*

The past decade has shown an increased rise in the business and economic landscape of India. With influx of global investments and increasing cross border trades and transactions, it becomes imperative to think about the increasing disputes that are arising in this space.

Speedy justice is especially important for today's demographic. When funds are transferred anywhere in the world within seconds, loans are disbursed within minutes, a 10-minute wait time for Ubers is tagged as too-long, can anybody be asked to wait for 13 years for justice (that is the average time it takes for case disposal in Indian courts)? This is where Alternative Dispute Resolution finds its place.

This method of dispute resolution is most suitable for commercial disputes and cross border transactions which are extremely complex in nature and involve huge sums. In light of this, Alternative Dispute Resolution becomes the most sought-after dispute resolution mechanism and India has been shifting towards it.

As it is evident, there are still people who do not understand

what Alternative Dispute Resolution, or ADR is. To put it simply, ADR means methods such as Arbitration, Mediation, Negotiation, Conciliation and even Lok Adalat. In these methods of dispute resolution, parties are not expected to go to the court and the disputes are peacefully resolved by a neutral learned third party outside the court.

These are now becoming preferred modes of dispute resolution since people want to avoid tedious legal battles which last for year and can also be a big financial burden on business, especially small and medium scale businesses.

The Indian judicial system, as opposed to ADR, has been plagued with a list of challenges, which are hampering its function of dispensing timely, cost-effective, and efficient justice, which are:

- Lack of use of technology
- Exorbitant "cost of litigation"
- Insufficient budgetary allocation
- Complex procedures and inefficiencies
- A massive backlog of cases and vacancies

This is where Alternative Dispute Resolution becomes necessary. It is not merely a legal mechanism but a strategic tool to navigate the complexities of the new age business scenario. The reason why ADR has become a tool for speedy justice is because it saves time, money, repeated visits to the court and most importantly, solves disputes within a matter of weeks or a few months. It also provides the flexibility to resolve the dispute from the comfort of your home and exchange documents via video conferencing or emails.

Arbitration, for instance, allows parties to choose their arbitrators, establish their own rules, and conclude the dispute within months. This expeditious nature aligns seamlessly with the demands of modern business, enabling companies to resolve disputes in a fraction of the time it would take through litigation. Arbitration is also confidential unlike court proceedings which is a crucial factor for many businesses to safeguard their trade secrets and know how.

Mediation has certain different advantages. In a mediation process, the mediator merely

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assists the parties to come to a mutually beneficial agreement while avoiding a hostile environment. This method peacefully resolves a dispute and also helps the disputants to have a constructive discussion and preserve their personal or business relationships. This usually turns out to be more beneficial for all stakeholders.

Since ADR can be done by the parties even online, it given an added advantage to the parties to solve the dispute as per their convenience from the comfort of their homes, saving the hassle of going to the court repeatedly. For this reason, Online Dispute Resolution has been seen to be on a rise in the businesses. Online Dispute Resolution (ODR) offers the promise of a faster, more

accessible, and more convenient option for many individuals and companies to resolve disputes online. ODR often makes use of ADR tools such as arbitration, mediation, and negotiation with the added use of Information and Communication Technology.

ADR is most suitable for businessmen who are busy with their work and do not have the time to engage in tedious litigation which can go on for years. It is even better for cross border business deals for the same reason.

To conclude, when a country has a well-functioning judiciary, the economy of the country prospers. Where the judiciary is not accessible to all the individuals of the country due to varied reasons, alternatives are required.

ADR or ODR institutions are useful because they are more accessible to the masses. As ODR aids the resolution of disputes for individuals, domestic businesses, and foreign corporations, it plays a dominant role in resolving disputes at all levels in society.

So, as we embrace ADR in the Indian business scenario, it is crucial to build awareness of it amongst business professionals and field leaders. In conclusion, Alternative Dispute Resolution is not just a legal tool; it is a strategic imperative for the new age business scenario in India. It embodies the principles of efficiency, confidentiality, collaboration, and internationalization – values that are integral to success in today's dynamic environment.



Corporate Social Responsibility: From Compliance to Brand Equity



Mudassir Azam
Manager, CSR,
HPCL

Corporate Social Responsibility (CSR) has evolved significantly over the years, transforming from a mere compliance requirement to a strategic driver of brand equity. In the current business landscape, stakeholders like consumers, investors and even employees increasingly examine companies not just the financial performance and derivatives but also for their commitment to social and environmental causes. This shift has led to the recognition that CSR is not only a moral obligation but a powerful tool for building brand equity.

Conventionally, CSR is still understood through the lens of legal compliance to Companies Act, 2013 - a set of obligations undertaking activities as per prescribed Schedule VII of the Act. The CSR initiatives were often reactive, driven by the need to adhere to laws or mitigate reputational risks. However, as societal expectations evolved in the past decade, so did the understanding of CSR for professionals.



Today, leading corporate houses in India and the world recognize CSR as an integral part of their business strategy. Companies now proactively are identifying ways in which a they can contribute positively to society and develop trust among its stakeholders. Customers are more likely to support and remain loyal to companies that align with their values. Investors are increasingly considering environmental, social, and governance (ESG) factors in their decision-making processes. Employees, especially the newer generations are conscious and seek purpose-driven work environments. By demonstrating a commitment to social responsibility, companies build a reservoir of goodwill that can be invaluable in times of crisis and uncertainty.

The true power of CSR lies in its ability to enhance brand equity. Brand equity encompasses the intangible assets that contribute to a brand's value, and CSR is a key driver of this intangible value. When a company is seen as socially responsible, it creates a positive image that extends beyond its products or services. Consumers are not just buying a product; they are buying into a brand's values and its impact on society. Be it any industry FMCG, Banking, Insurance,

Tourism, F&B all have created one brands that have niche that is regarded and respected in the market as caring for society and environment. CSR, when embedded in a company's DNA, becomes a source of sustainable competitive advantage. It is no longer just about doing good; it's about doing well by doing good. Companies that understand and embrace this concept, position themselves as leaders in their industries. Therefore, in the present era of continuous change, 'n' number of business drivers and disruptors, it becomes pertinent that Corporate Social Responsibility transcends its role as a compliance checkbox to become a linchpin for brand equity. Companies that recognize the strategic importance of CSR are not only fulfilling their ethical and legal obligations but are also reaping the rewards of a positive brand image, enhanced stakeholder trust, and a strengthened competitive position. In a world where conscious consumerism is on the rise, CSR is not just a choice; it's a business imperative that can shape the success and longevity of a brand. As businesses continue to evolve, the integration of CSR into core business strategies will play an increasingly pivotal role in shaping the narrative of corporate success.



Hon'ble Prime Minister lays foundation stone of NHPC's 300 MW Karnisar-Bhatiyan, Bikaner Solar Power Plant with investment of over Rs. 1732 Crore



Shri Narendra Modi, Hon'ble Prime Minister of India laying the foundation stone of 300 MW Solar Power Plant Karnisar - Bhatiyan, District-Bikaner, Rajasthan through video conferencing.

In a major thrust towards achieving the ambitious Renewable Energy capacity addition target of Government of India and advancing towards achieving the net zero vision, Hon'ble Prime Minister Shri Narendra Modi laid the foundation stone of the 300 MW Solar Power Plant located at Village: Karnisar-Bhatiyan, Tehsil Poogal, District- Bikaner, Rajasthan through video conferencing mode recently. The project is being set up by NHPC Limited under Government of India's CPSU Scheme, Phase-II, Tranche-III with total investment of over Rs. 1732 Crore.

Equipped with cutting-edge technology, including high-efficiency bifacial modules manufactured in India, the solar project aligns with the Atma Nirbhar Bharat initiative led by Prime Minister Modi. The electricity generated will be

transmitted through Bikaner-II ISTS Substation. The project aims to produce around 750 million units of green power annually considering a Capacity Utilization Factor (CUF) of 28.50% thereby offsetting carbon dioxide emissions by approximately 18,000 million Metric tons over its lifetime.

Power Usage Agreement for the project has been inked with Punjab State Power Corporation Limited (PSPCL) at a competitive tariff of Rs. 2.45/unit for 25 years considering Viability Gap Funding (VGF) of Rs. 134.70 Cr offered by the MNRE, Govt. of India. The project is scheduled for commissioning by September 2024 with the potential to create employment opportunities for approximately 600 individuals indirectly during the project phase and 100 personnel during the Operations & Maintenance phase. Furthermore, State

Government of Rajasthan will also get a contribution towards Rajasthan Renewable Energy Development Fund as per the provisions of Solar Policy of State for development of large power system infrastructure for grid management, other supporting infrastructure and facilitation works for the stakeholders.

The function was also graced by Shri Bhajan Lal Sharma, Hon'ble Chief Minister of Rajasthan; Shri R.K. Singh, Hon'ble Union Cabinet Minister of Power and New & Renewable Energy; Shri Arjun Ram Meghwal, Hon'ble Union Minister of Law & Justice and Member of Parliament from Bikaner. Smt. Diya Kumari, Hon'ble Deputy Chief Minister, Rajasthan; Shri Krishan Pal Gurjar, Minister of State for Power and Heavy Industries and Shri Prem Chand Bairwa, Deputy Chief Minister, Rajasthan also attended the ceremony.

Hon'ble Prime Minister lays foundation stone of NLC India Ltd's 300 MW Solar Power Plant in Barsingsar, Rajasthan



Shri Narendra Modi, Hon'ble Prime Minister of India laying the foundation stone of NLC India Ltd's 300 MW Solar Power Plant in Barsingsar, Rajasthan through video conferencing.

NLC India Limited celebrated a momentous occasion recently with the foundation stone laying ceremony of its 300 MW Solar Power Project in Barsingsar, Rajasthan, by Hon'ble Prime Minister Shri Narendra Modi through video conference mode.

The event was graced by various dignitaries including Shri Bhajan Lal Sharma, Chief Minister of Rajasthan; Shri Gopal Verma, MLA; Shri Kailash Sharma, MLA; Shri Sudhansh Pant, Chief Secretary, Govt. of Rajasthan and Shri Abhay Kumar, Additional Chief Secretary, Water Resources Planning Department, Govt. of Rajasthan.

This landmark project, under MNRE's CPSU Scheme and awarded by IREDA on 4th October, 2021, marks a

significant stride towards bolstering India's renewable energy portfolio and fostering sustainable development.

The total project cost is estimated at Rs. 1,756 crore, with scheduled commissioning in September 2024, demonstrating NLC India Ltd's commitment to delivering projects of national importance within stipulated timelines.

Speaking on the occasion via video conference, Hon'ble Prime Minister Shri Narendra Modi said, "India has started moving at a fast pace in generating solar power, and in giving an impetus to this mission, today, foundation stone has been laid for various solar power projects in Rajasthan. The projects will not only provide green and cheap power to the region but also provide great employment opportunities to the youth."

Key highlights of the 300MW NLC Barsingsar Solar Power Project include:

The project is strategically located near the existing Barsingsar Thermal Power Station, offering advantages in power evacuation through the existing network and utilisation of common infrastructure facilities.

NLC India Limited has signed a Power Usage Agreement for the entire capacity of 300 MW at a tariff of Rs. 2.52/unit with Rajasthan Urja Vikas Nigam Limited, ensuring a reliable and cost-effective power supply.

The project employs indigenous domestic solar modules of high-efficiency bifacial type, aligning with Prime Minister Shri Narendra Modi's 'Atma Nirbhar Bharat' initiative and fostering self-reliance in the renewable energy sector.

Over its lifespan of 25 years, the project is estimated to generate approximately 18.75 BU of green energy and reduce approximately 18 Million Metric Tons of carbon dioxide emissions, contributing significantly to environmental sustainability.

During the construction phase, the project will create employment opportunities for nearly 600 personnel, while over 100 persons will be employed during

the operation and maintenance phase, fostering economic growth and skill development in the region.

The project has been awarded to M/s TATA Solar Power Systems Ltd on an Engineering, Procurement, and Construction (EPC) basis through a competitive bidding process, ensuring the highest standards of quality and efficiency. Leveraging the latest state-of-the-art technology, the

project utilises high-efficiency Bifacial modules from domestic suppliers, furthering India's progress towards sustainable energy solutions.

The green power generated by this project will aid the State of Rajasthan in meeting its Renewable Purchase Obligation and propel India towards its Net Zero status, aligning with the global efforts to combat climate change.

Hon'ble Union Minister of Jal Shakti inaugurates Upper Yamuna River Board Building at Noida



Shri Gajendra Singh Shekhawat, Hon'ble Union Minister of Jal Shakti inaugurating Upper Yamuna River Board Building at Sector-62, Noida.

Shri Gajendra Singh Shekhawat, Hon'ble Union Minister of Jal Shakti inaugurated the Upper Yamuna River Board Building at Sector-62, Noida in the presence of Hon'ble Minister of Water Resources from UP, Rajasthan and Delhi.

Secretary MoJS; Chief Secretaries of Rajasthan and Delhi; Chairman CWC; Chairman, UYRB; Senior officials from Ministry of Jal Shakti and State Departments. The building is constructed by NPPC, a subsidiary of WAPCOS.

On this occasion, Shri R. K. Agrawal CMD, WAPCOS & NPCC, Shri Anupam Mishra Director (Commercial & HRD), WAPCOS were also present along with Officers from NPCC and WAPCOS.

Hon'ble Prime Minister lays Foundation Stone for NLC India Ltd's Talabira Thermal Power Project 3x800 MW (2,400 MW) in Sambalpur, Odisha

In a historic moment marking a significant stride towards India's energy security and socio-economic development, Hon'ble Prime Minister Shri Narendra Modi laid the foundation stone of the Phase-1 NLC India Talabira Thermal Power Project 3x800 MW (2,400 MW) in Sambalpur, Odisha recently. The ceremony witnessed the presence of various dignitaries including Shri Raghubar Das, Governor of Odisha; Shri Naveen Patnaik, Chief Minister of Odisha and several Union Ministers including Shri Dharmendra Pradhan, Shri Ashwini Vaishnaw, Shri Bishweswar Tudu, and others.

In his speech, after laying the foundation stone, Hon'ble Prime Minister Shri Narendra Modi said, "The government will always ensure to fulfil its promises. This Government doesn't just lay the foundation stone of any project; it makes sure to inaugurate it. This thermal power project will ensure Odisha gets round-the-clock electricity supply and also open up employment opportunities for the youth."

The NLC India Talabira Thermal Power Project, an initiative by NLC India Ltd., a Navratna Public Sector Enterprise under the Ministry of Coal, is set to revolutionise the energy landscape of the nation. With an estimated investment exceeding



Shri Narendra Modi, Hon'ble Prime Minister of India laying the foundation stone of NLC India Ltd's Talabira Thermal Power Project 3x800 MW (2,400 MW) in Sambalpur, Odisha.

Rs. 27,000 Crore, this coal-based Ultra Super Critical Pit Head Thermal Power Project signifies a monumental step towards fostering energy security and driving the nation's growth trajectory.

The project, which encompasses a 2,400 MW capacity in its initial phase and plans for an additional 800 MW in the second phase with an investment of over Rs. 8,000 Crore, is poised to become the largest Greenfield Pithead Thermal Power Station in the country. As in the recent past, leveraging on the advantages of a pit-head location, the project will employ an eco-friendly conveyor

system for coal transportation from adjacent Talabira II and III operational mines of NLC India Ltd., thus ensuring cost-effectiveness and sustainability.

The NLC Talabira Thermal Power Project is a result of our Hon'ble Prime Minister Shri Narendra Modi's vision of building pit-head thermal power plants in mission mode. The Talabira Thermal Power Plant with its latest environment management system shall ensure sustainable power production. Additionally, we will provide cheap power tariff to the state of Odisha and other beneficiary states through this thermal station.

A hallmark of environmental stewardship, the NLC India Talabira Thermal Power Project integrates cutting-edge technologies including Flue Gas Desulphurisation (FGD) for SO_x control, Selective Catalytic Reduction (SCR) for NO_x control, biomass co-firing, solid waste management, and Effluent Treatment Systems. This reflects the project's commitment to minimising its ecological footprint while delivering efficient power generation.

Commenting on the project, Hon'ble Prime Minister Shri Narendra Modi emphasised on

the future role of the Talabira ultra-supercritical pit-head thermal power station in supplying cheap and affordable power to the people of the country. The NLC India Talabira Thermal Power Project is not merely an infrastructure endeavour; it symbolises a catalyst for socio-economic transformation, heralding unprecedented employment opportunities and fostering inclusive development in the region. With the potential to supply 1,787 Crore units of electricity to Odisha and neighbouring states, the project is poised to uplift communities

and propel progress. The start of construction activities by laying the foundation stone has been made possible with the vision of Hon'ble PM Narendra Modi and encouragement and support by Hon'ble Union Minister of Coal, Mines and Parliamentary Affairs Shri Pralhad Joshi.

As India begins its journey towards a sustainable and self-reliant future, initiatives like the NLC India Talabira Thermal Power Project epitomise the nation's unwavering commitment to innovation, sustainability, and inclusive growth.

NBCC built World Trade Centre, New Delhi inches towards completion

World Trade Centre situated in Nauroji Nagar is inching towards completion. The project is rapidly progressing towards completion with more than 90% of physical progress achieved.

During the recent 23rd auction of World Trade Centre, the company has sold an unsold commercial inventory of 48000 sq. Ft (approx) having a sale value of Rs 191.20 crore. As on date, the company has sold a total unsold commercial inventory of 24.4 lakh sq.ft. through multiple open e-auctions having sale value of Rs. 9848 crore (approximately) thereby achieving more than 70% inventory sale. With a workforce of around 3000 engaged in the construction of the project, it is expected that the project will be completed in the current

FY 2023-24. Many prominent corporate have invested in WTC including HDFC, GAIL, Petronet LNG etc. Recently, HDFC has bought a full tower valuing Rs. 1130 Cr. owing to the popularity of the project.

As a part of the redevelopment of 7 GPRA colonies in New Delhi, NBCC was tasked with the construction of three government colonies, i.e., Sarojini Nagar, Nauroji Nagar and Netaji Nagar. Netaji Nagar originally consisted of 2772 old dilapidated quarters with appx 1.50 lakhs sqm BUA. These old dilapidated quarters are being redeveloped with construction of 2458 new GPRA units with appx. 4.82 lakh sqm of BUA, GPOA with 2.42 lakh sqm and associated social infrastructure. Sarojini Nagar colony is being redeveloped

partly as residential colony with 6730 GPRA quarters having 10.85 Lakhs sqm BUA and partly as Commercial hub with 35000 sqm BUA and associated Social infrastructure.

The projects will be completed and handed over in phased manner over a period of 2-3 years thereby changing the landscape of nearby adjacent area. The total employment generation across the three colonies executed by NBCC is over 1.12 Cr. man-days till now.

New Delhi's only World Trade Centre at Nauroji Nagar recently saw the inauguration of its first office space. The state-of-the-art office of Central Registrar of Cooperative Societies (CRCS) was inaugurated by Shri Amit Shah, Hon'ble Union Minister for Home and Cooperation.

Hon'ble Union MoS, Petroleum and Natural Gas performs ground breaking ceremony of Community Kitchen Cum Dining Hall

Shri Rameshwar Teli, Hon'ble Union Minister of State for Petroleum and Natural Gas & Labour and Employment performed ground breaking ceremony of a Community Kitchen Cum Dining Hall in Shridham Thakurnagar, West Bengal to be constructed under CSR initiative of GAIL (India) Limited recently.

The ceremony was also graced by esteemed dignitaries including Shri Shantanu Thakur, Hon'ble Union Minister of State for Ports, Shipping and Waterways; Smt. Chhabi Rani Thakur, Chief Advisor, All India Matua Maha Sangha; Shri Manjul Krishna Thakur, former Minister, Government of West Bengal and Pradhan Sebayat, All India Matua Maha Sangha and Shri Ayush Gupta, Director (Human Resources), GAIL (India) Limited. Senior officials of GAIL and Government of West Bengal were also present on the occasion.

The project aims to establish a comprehensive community kitchen cum dining hall with sanitation facilities including installation of kitchen appliances, storage facilities, and dining infrastructure with associated facilities. The facility will provide nutritious meals and carry out community engagement programs including awareness programs and implementation of health and hygiene initiatives with objective to uplift the



Shri Rameshwar Teli, Hon'ble Union Minister of State for Petroleum and Natural Gas & Labour and Employment during ground breaking ceremony of a Community Kitchen Cum Dining Hall in Shridham Thakurnagar, West Bengal.

socio-economic status of the community members.

The project has been allocated a budget of Rs 5 crore under GAIL (India) Limited's Corporate Social Responsibility (CSR) initiatives. This project seeks to address the issues of food insecurity and malnutrition by providing access to nutritious meals for improved nutritional intake and food security. It is being implemented with the final goal of ensuring a sustainable outcome of the upliftment of the underprivileged Matua community members and local youth through enhanced

employability and income generation opportunities with vocational training and skill generation.

Speaking on the occasion, Shri Ayush Gupta, Director (Human Resources), GAIL said the Company strongly believed in investing in communities and was committed to the overall growth and development of all sections of society. "The establishment of a community kitchen cum dining hall at Thakurnagar represents a significant step towards addressing the needs of the underprivileged

Matua community. Through collaborative efforts and strategic interventions, the project aims to create a positive impact on the health and socio-economic well-being of the community members while promoting principles of inclusivity, empowerment and sustainability," he said.

GAIL is implementing various Natural Gas Pipelines, City Gas Distribution and a Coal Gasification Based Fertilizer Plant in the state of West Bengal. GAIL's Pipeline is passing through Purulia, Paschim

Burdawan, Purba Bardaman, Hoogly, Howrah, Nadia, Uttar Dinajpur, Darjeeling, Jalpaiguri, Coach Bihar, Alipurduan, Paschim Medinapur and Purba Medinapur Districts with an investment of Rs 4,173 crore in Durgapur - Haldia Pipeline Project, Dhamra - Haldia Pipeline Project and Barauni - Guwahati Pipeline Projects including Last Mile Connectivity.

In City Gas distribution network, GAIL through its subsidiary Bengal Gas Company Limited is already functional in Kolkata

with 11 CNG Dispensing Stations which is going to increase by 18 CNG stations by the end of March 2024. GAIL is supplying 13,000 Kg of CNG per day in the city of Kolkata presently. In City Gas Distribution venture of Bengal Gas Company Limited, an investment of Rs 5,000 crore is planned in five years. Till date, the Company has spent Rs 750 crore on City Gas Distribution project. GAIL owns 74% equity in the Company with 26% balance equity which is owned by Greater Calcutta Supply Corporation Limited.

MOIL has achieved its best ever production since inception

April-February production surges 37%, sales races 32% ahead

Continuing with its stellar performance, MOIL achieved best ever February production of 1.51 lakh tonnes Manganese (Mn) ore, higher 15% y-o-y.

Production of 15.84 lakh tonnes upto February, 2024, has registered a remarkable growth of 37% y-o-y, surpassing best ever production of any financial year since inception.

On the sales front too, the company has achieved sales of 1.56 lakh tonnes, 18 percent higher than Feb, 2023. During the year (upto Feb,24) sales of 13.91 lakh tonnes has been achieved, scaling an impressive growth of 32% y-o-y.

The company has been giving utmost thrust to exploration month after month. In the current FY upto February, 2024, MOIL has carried out core drilling of 78,922 meters which is more than double y-o-y.



Shri Ajit Kumar Saxena, CMD, MOIL; Ms. Usha Singh, Director - HR; Ms. Rashmi Singh Director - Commercial & other senior officials of the company during their visit to a mine.

Shri Ajit Kumar Saxena, CMD, congratulated team MOIL for their concerted efforts, resulting in this record performance.

He reposed full faith that this growth momentum will be continued during the next financial year.

Hon'ble Chief Minister of Uttar Pradesh inaugurates Biomass – based HPCL's CBG Plant in Budaun, Uttar Pradesh & lays Foundation Stone of eight new CBG plants

The Hon'ble Chief Minister of Uttar Pradesh, Shri Yogi Adityanath inaugurated Hindustan Petroleum Corporation Limited's (HPCL) pioneering Biomass-based Compressed Biogas (CBG) Plant in Budaun recently in the presence of Shri Hardeep Singh Puri, Hon'ble Union Minister of Petroleum and Natural Gas & Housing and Urban Affairs; Shri Dharmendra Kashyap, Hon'ble MP, Aonla; Shri Rajeev Kumar Singh, Hon'ble MLA, Dataganj; Shri Mahesh Chandra Gupta, Hon'ble MLA, Budaun Sadar and Senior officials from MoPNG and UP Govt along with CMD, HPCL and Senior officials from HPCL.

The inauguration of this CBG Plant aligns with the Government of India's emphasis on reducing dependence on imported fossil fuels. As part of the National Biofuel Policy 2018, this initiative contributes to the government's goal of reducing import dependency by 10%, with a focus on second-generation (2G) bio refineries and Compressed Bio-Gas Plants.

Project Overview: The CBG Plant in Budaun, with a processing capacity of 100 Tons/day lignocellulosic biomass, is a groundbreaking initiative designed to produce approximately 14 TPD of CBG. The project includes raw materials receipt and storage,



Shri Yogi Adityanath, Hon'ble Chief Minister of Uttar Pradesh inaugurates Biomass – based HPCL's CBG Plant in Budaun, Uttar Pradesh & lays Foundation Stone of eight new CBG plants.

CBG process section, associated utilities, CBG cascade filling shed, and solid manure storage and bagging facility.

Social & Economic Impact: The project aims to boost farmers' income by procuring biomass from local farmers and Farmer Producer Organizations, providing livelihood opportunities to more than 100 people. The plant will also provide direct livelihood opportunities and indirect benefits to thousands of farmers, transporters and farm laborers. Additionally, the sale of organic manure to farmers aims to enhance soil quality and crop yields, contributing to sustainable agriculture.

Unique Features: The technology for CBG production has been licensed from M/s Praj Industries Limited, Pune, and the digester's design maximizes biogas yield. The plant incorporates a pollution-sensitive Zero Liquid Discharge design, adhering to stringent norms of the Fertilizer Control Order.

Environmental Impact: CBG, with properties similar to CNG, serves as a green, renewable automotive fuel. The project anticipates a reduction in natural gas and crude imports, decreased emissions, and a positive contribution to climate change goals and Swachh Bharat Mission.

Project Cost and Timelines: The CBG Plant was approved at a cost of Rs. 133 crore and has been completed mechanically and is currently under trial runs and process stabilization.

The plant also has first of its kind Phosphate Rich Organic Manure (PROM) facility, unique in scale and design, to produce organic manure meeting the stringent Fertilizer Control Order norms.

Inauguration of the HPCL CBG Plant marks a significant milestone in India's pursuit of sustainable energy solutions and aligns with the Prime Minister's vision for a future grounded in energy access, efficiency, sustainability, and security.

GRSE's INS Sandhayak joins Indian Navy Fleet after commissioning

As the last beat of the National Anthem was played, the pennant went up on board INS Sandhayak, marking her ceremonial Commissioning into the Indian Navy. INS Sandhayak, the largest Survey ship to have ever been built in India, was commissioned into the Indian Navy at the Visakhapatnam dockyard recently. The Chief Guest at the Commissioning ceremony was Hon'ble Defence Minister Shri Rajnath Singh. Also present at the occasion were Admiral R. Hari Kumar, Chief of the Naval Staff, Indian Navy; Vice Admiral Rajesh Pendharkar, FOC-in-C, Eastern Naval Command; Cmde P. R. Hari, IN (Retd.), CMD, GRSE and senior officials from the GRSE & Indian Navy.

INS Sandhayak is the first in a series of four Survey Vessels (Large) that GRSE was tasked to build. Despite severe challenges during the pandemic years, GRSE completed the ship and handed her over to the Navy in December 2023. INS Sandhayak is a reincarnation of another survey vessel of the same name that GRSE had built and delivered to the Navy in 1981. That ship was decommissioned in 2021 after 40 years in active service. The word 'Sandhayak' stands for someone who carries out a special search.

Hon'ble Defence Minister, Shri Rajnath Singh mentioned that the commissioning of INS "Sandhayak" is a significant occasion in Indian maritime history. He emphasized that today's commissioning demonstrates the foresightedness of the Indian Navy and the untiring



Hon'ble Defence Minister Shri Rajnath Singh along with Admiral R. Hari Kumar, Chief of the Naval Staff, Indian Navy; Vice Admiral Rajesh Pendharkar, FOC-in-C, Eastern Naval Command; Cmde P. R. Hari, IN (Retd.), CMD, GRSE and senior officials from the GRSE & Indian Navy onboard INS Sandhayak.

efforts of GRSE's workforce. Hon'ble Raksha Mantri also stated that the inclusion of INS 'Sandhayak' in the Indian Navy will undoubtedly contribute to maintaining peace and security, and it will play a crucial role in establishing India as a major power in the Indo-Pacific region.

The Defence Minister drew parallels between the transformation of a dependent child into a responsible adult and the development of a nation into a self-reliant military power. "Just as in the case of a child, a country in its nascent stage of development has to rely upon others to meet her security needs. Gradually, as a nation develops, she builds her own capabilities to ensure security. The reliance on other countries comes down gradually. Finally, a country becomes powerful enough, not only to protect her own security interests but to ensure security for others in the region," he said in his address. The Chief of the

Naval Staff emphasized that the Navy is committed to be an Atmanirbhar force by 2047 and in this journey of a Vikshit Bharat, GRSE will remain a partner for the Navy as the shipyard has significantly grown over the years and has a strong background of building complex warship. Cmde P. R. Hari stated that the ship was a reincarnation of the 1981 GRSE-built Sandhayak, the 1st Indigenous Survey Vessel.

He shared that the construction of the ship was underway during the Covid pandemic and in spite of several challenges including the cascading effects of the supply chain, GRSE delivered the ship to the Indian Navy on "Navy Day" this year.

The event ended on a high note with both the Navy and GRSE reconfirming their partnership of over 60 years since India's first indigenously-built warship, the INS Ajay, was delivered by GRSE in 1961.

BHEL bags order for Haryana's first 800 MW Ultra-Supercritical Thermal Power Plant to be set up in Yamunanagar

Under International Competitive Bidding (ICB), Bharat Heavy Electricals Limited (BHEL) has won an order for setting up of a 800 MW Ultra-Supercritical Thermal Power Plant on Engineering, Procurement & Construction (EPC) basis, at Yamunanagar, Haryana, from HPGCL (Haryana Power Generation Corporation Ltd.).

Notably, the 1x800 MW Deenbandhu Chhotu Ram Thermal Power Plant (DCRTPP) will be Haryana's first ultra-supercritical technology-based power project. On commissioning, this plant will offer more efficient parameters and consume lesser coal in comparison to the existing subcritical units in the state. The proposed 800 MW unit shall be established adjacent

to the existing 2x300 MW units, currently operational at Yamunanagar.

BHEL has successfully executed central and state thermal utility projects of over 3,000 MW in Haryana, and has been associated with the state's power development programme since 1974.

BHEL's scope of work in this contract includes design, engineering, manufacturing, supply, erection, testing and commissioning of the steam generator, turbine and associated auxiliaries along with electrical and control instrumentation works. The project will also be fitted with state-of-the-art emission control equipment based on the latest technology.

Key equipment for the project

will be supplied by BHEL's manufacturing units at Haridwar, Trichy, Bengaluru, Hyderabad, Bhopal and Ranipet, while the execution on site will be undertaken by the company's Power Sector – Northern Region.

With its vast portfolio of 1,34,000+ MW of thermal power plants installed in the country, BHEL is the undisputed market leader in thermal utility projects as well as a leading player for R&M of old sets for increasing the lifespan and for upgrading efficiency and reliability.

So far, BHEL has contracted 66 Supercritical Steam Generators (SGs) and 61 Supercritical Turbine Generators (TGs) in the country, out of which, 32 SGs and 24 TGs have been commissioned and are operating successfully.

PFC incorporates its wholly owned subsidiary "PFC Infra Finance IFSC Limited" in GIFT City, Gujarat

Power Finance Corporation Limited (PFC) has incorporated its wholly owned subsidiary, PFC Infra Finance IFSC Limited, in the International Financial Services Centre (IFSC) GIFT City, Gujarat. This is a landmark development as PFC will be the first Govt. NBFC to establish a finance company in IFSC.

The incorporation follows the receipt of a No Objection letter

from the Reserve Bank of India (RBI) for setting up of the Finance Company by PFC in IFSC GIFT City, Gujarat.

PFC Infra Finance IFSC Limited was officially incorporated recently.

Commenting on this achievement, Smt. Parminder Chopra, CMD, PFC stated that "establishing subsidiary in IFSC is a strategic initiative for expanding our financing capabilities. IFSC

provides a unique platform to access global capital and expertise, which will enable us to provide even more efficient and innovative financing solutions for our clients.

PFC Infra Finance IFSC Limited will focus on providing financial solutions for infrastructure projects across various sectors, including renewable energy and will help in taking PFC's brand to a global level."

NBCC embarks on Transformative Project: NIT, Sikkim

NBCC (India) Limited has announced its partnership in the development of the permanent campus of the esteemed National Institute of Technology, Sikkim. This monumental endeavour underscores NBCC's commitment to fostering educational excellence and infrastructural development across the nation.

The campus site is situated amidst the serene landscapes of Khamdong village located 45 kms away from Gangtok. The sprawling 100-acre campus will see the development in 50 acres

as permanent campus of NIT Sikkim and serve as a beacon of innovation and academic brilliance.

With an estimated investment of approximately Rs. 560 Cr, NBCC will spearhead the execution of construction and development of state-of-the-art facilities tailored to meet the institute's mission and objectives.

Shri K.P. Mahadevaswamy, CMD, NBCC, expressed his enthusiasm stating, "The development of NIT Sikkim's permanent campus is a testament to NBCC's unwavering commitment to nation-building

through infrastructural excellence. We are dedicated to ensuring that the institute's vision of imparting top-notch technical education is realized to its fullest potential."

The meticulously planned campus will feature cutting-edge infrastructure designed to facilitate world-class technical education. From academic and administrative edifices to hostel accommodations and recreational amenities, every aspect of the campus has been thoughtfully curated to foster holistic growth and learning.

NHPC organizes 'Gyanankan – The Business Quiz'

NHPC organized 'Gyanankan – The Business Quiz' as a part of Organizational Development initiatives with an objective of encouraging the employees for keeping themselves abreast with latest business jargons, current affairs and other advancements happening globally and also to ignite the innovative and creative minds of the employees. The first edition of 'Gyanankan' – The Business Quiz received a highly enthusiastic response from NHPC employees from across all its various Regional Offices, Power Stations, Projects and Units. The preliminary round of the quiz drew participation from across locations of NHPC in the country.

The Semi-Final and Grand Finale rounds were organized at Jal Tarang Auditorium in Corporate Office, Faridabad. Shri R. P. Goyal, Director (Finance), NHPC was the chief guest of the Grand Finale. Shri Uttam Lal, Director (Personnel), NHPC attended



Shri R. P. Goyal, Director (Finance), NHPC presenting Trophy to the Winning Team of 'Gyanankan – The Business Quiz' in the presence of Regional Executive Director (Projects), NHPC and Executive Director (PMSG), NHPC.

the event via video conference mode. The Grand Finale was also attended by senior NHPC officers and a large number of NHPC employees.

The Grand Finale comprised of 5 exciting rounds of mind-boggling quizzing action between six teams on a host of topics from the Business and Corporate World and general knowledge which kept the audience highly enthralled. The team comprising of Smt. Rashmi Saraswat, Manager (Electrical), Design (E&M) Division, Corporate Office and Shri Sanjeev Kumar Dhiman, AM (IT), CMD Sectt, Corporate

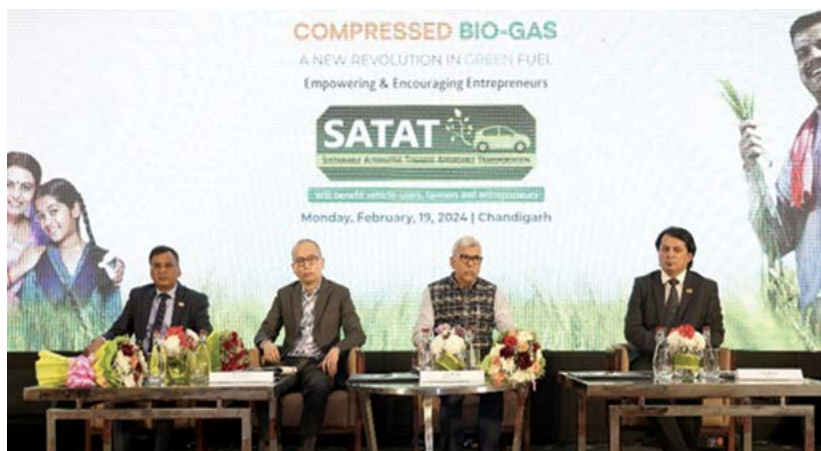
Office finished as Winners of 'Gyanankan – The Business Quiz.' The team comprising of Shri Nitin Verma, DM (HR), Finance Division, Corporate Office and Shri Tapas Ranjan Behera, TO (HR), Loktak Power Station finished as first runners up and the team comprising of Shri Vijay Singh, Manager (Mech.), Salal Power Station and Shri Devnandan Kumar, DM (Electrical), Salal Power Station finished as Second Runners up. Renowned Quizmaster Shri S.P.S. Jaggi, Former Director (P&A), SCI conducted the Semi Finals and Grand Finale of the quiz.

GAIL organises CBG Workshop for stakeholders under aegis of MoPNG; Visit to CBG plant also organised

Under the aegis of Ministry of Petroleum and Natural Gas, GAIL (India) Limited organized a CBG Workshop which was attended by bank officers, LOI holders, Compressed Bio Gas (CBG) producers, technology providers, representatives from World Bank, Indian Biogas Association members, Oil and Gas Marketing Companies, Haryana Renewables Energy Development Agency (HREDA), Punjab Energy Development Agency (PEDA) and various Ministries and Departments' representatives.

The CBG Workshop was graced by Dr. Sangita M Kasture, Scientist G, Ministry of New and Renewable Energy (MNRE); Shri Karanjit Singh, Director, Department of Drinking Water and Sanitation (DDWS); Shri Arun Kumar, Director (Gas Projects), MoP&NG and Shri Chakradhar Vishwanathrao Chimote, Assistant Commissioner (M&T), Department of Agriculture & Farmers Welfare (DA&FW). During the CBG Workshop, Shri S. N. Yadav, Executive Director (CBG) GAIL and Shri Akash Bhawan, General Manager (Chandigarh Zone) were also present along with their team members at the workshop held recently.

The Government of India has set ambitious targets to meet 50% of its energy requirements from renewable sources by 2030



Dignitaries during the CBG Workshop in Chandigarh.

and achieve net zero emissions by 2070. CBG has emerged as a viable green fuel alternative, aligning with these goals and benefiting all stakeholders, including farmers' income.

To promote CBG as an alternative green fuel, the Government launched the Sustainable Alternative Towards Affordable Transportation (SATAT) initiative in October 2018, aiming to establish 5,000 CBG plants. Additionally, during the budget speech of 2023, it was announced that 500 new 'waste to wealth' plants, including 200 CBG plants, will be established under the GOBARDhan (Galvanizing Organic Bio-Agro Resources Dhan) scheme.

While speaking on the occasion, Shri Arun Kumar, Director, MoP&NG highlighted the importance of CBG in achieving the target of net zero emissions by 2070 as announced by Hon'ble

Prime Minister in United Nations Climate Change conference, held in Glasgow, Scotland (U.K) COP 26.

Officers from DDWS briefed about Gobardhan initiative for convergence of various schemes of different Ministries for CBG sector and gave a presentation on the GOBARDhan portal for the awareness about a uniform platform for all CBG related projects.

MNRE official explained about the Central Financial Assistance Scheme for the development of the CBG sector. Assistant Commissioner, DA&FW gave a presentation on their Crop Residue Management Scheme which help in biomass aggregation and abatement of stubble burning.

During the workshop SATAT initiative and CBG-CGD synchronization scheme was explained by GAIL.

For the awareness of the banking community regarding evaluation of CBG projects, World Bank presented the "CBG technology kit" and Indian Biogas Association (IBA) presented on the financial modelling of CBG projects. During the workshop, various CBG technology providers like India Oil and Thermax informed about CBG production technologies and its

commercial utilization. There was an open discussion among CBG producers, bank officials, OGMs and Government Officials to understand the challenges of this sector and to find a way forward.

The workshop was followed by Sangrur RNG Private Limited CBG plant visit today where bank officials were briefed about the technical, operational and

financial aspects of the CBG plant. This workshop and field visit provided bank officials and entrepreneurs with valuable insights into various aspects of CBG projects. These insights are instrumental in facilitating CBG project financing by banks, thereby driving accelerated growth within the CBG ecosystem under SATAT.

Ministry of Mines organises roadshow on auction of 20 critical and strategic mineral blocks under 1st tranche

In preparation for the success of the inaugural auction of Critical and Strategic Minerals, launched by Shri Pralhad Joshi, Hon'ble Union Minister of Parliamentary Affairs, Coal and Mines, on November 29, 2023, a roadshow was organized by the Ministry of Mines, Govt of India, for the regional engagement with the prospective bidders at Bhubaneswar recently.

Dr. Veena Kumari Dermal, Designated Officer and Joint Secretary, Ministry of Mines; Shri Sridhar Patra, CMD, NALCO along with senior officers from the Ministry of Mines and State Government were present on the occasion and interacted with the bidders, industry consultants, and exploration agencies. The roadshow aimed to guide potential bidders through the auction process.

Worth mentioning that in this first tranche, a total of 20 critical and strategic mineral blocks are being auctioned, with 16 for the grant of Composite License and 4 for the grant of Mining Lease.



Dr. Veena Kumari Dermal, Designated Officer and Joint Secretary, Ministry of Mines; Shri Sridhar Patra, CMD, NALCO along with senior officers from the Ministry of Mines and State Government during the roadshow.

The minerals include Graphite, Glauconite, Lithium, REE, Molybdenum, Nickel, Potash, PGE, and Phosphorite. The blocks are spread across Bihar, Chhattisgarh, Gujarat, Jharkhand, Odisha, Tamil Nadu, Uttar Pradesh and UT of Jammu and Kashmir. Out of these 20 mineral blocks, 4 blocks are situated in Odisha. Shri Sridhar Patra, CMD, NALCO, initiated the discussion by emphasizing the pivotal role of Critical and Strategic Minerals in modern tech, economic growth,

and national security, shedding light on their diverse industrial applications. This was followed by respective presentations by SBI Capital Markets Limited, Transaction Adviser, MECL (Mineral Exploration Corporation Limited), Technical Consultant and MSTC (Metal Scrap Trade Corporation) e-auction platform provider. The presentation covered the auction process details, technical aspects of bid submission and registration process and technical details of the 20 blocks.

Balmer Lawrie celebrates 158th Foundation Day

Balmer Lawrie & Co. Ltd. celebrated its 158th Foundation Day on 1st February 2024.

To mark the occasion, a function was organised at Eco Park, Kolkata on 4th February which was attended by the Board of Directors, employees and their families. The function was inaugurated by Shri Adika Ratna Sekhar, CMD, Balmer Lawrie.

As part of the celebrations, Talent Hunt, Musical Quiz, Rangoli, Photography, Short Video, Painting, Group Photography and Sit and Draw competitions were organised besides



Shri Adika Ratna Sekhar, CMD, Balmer Lawrie and other Functional Directors of the company during the inauguration of 158th Foundation Day Celebrations.

inter-departmental cricket (for both men and women) and football tournament, which witnessed enthusiastic participation from the employees.

The evening ended at a high note with a celebrity performance. Foundation Day celebrations were held in all the four regions across the country.

Personalia



Shri Sanjay Kumar Jain
assumes charge as CMD,
IRCTC Ltd.



Shri Jai Prakash Dwivedi
assumes charge as CMD,
Western Coalfields Limited.



Shri Manoj Lal
assumes charge as MD,
Central Cottage Industries
Corporation of India Ltd.



Smt. Geeta Kapur
Director (Personnel), SJVN
assumes addl. charge as CMD,
SJVN.



Shri Manish Kumar
Director (Personnel)
assumes addl. charge as CMD,
Northern Coalfield Ltd.



Shri Mukesh Agrawal
assumes charge as
Director (Finance),
Coal India Ltd.



Shri N. Franklin Jayakumar
assumes charge as
Director (Technical) P&P,
South Eastern Coalfields Limited.

RECPDCL hands over Pachora Power Transmission SPV to G R Infraprojects Pvt Ltd

REC Power Development and Consultancy Limited (RECPDCL), a wholly owned subsidiary of REC Limited, handed over a project specific SPV (Special Purpose Vehicle) to M/s G R Infraprojects Private Limited. The SPV was formed for the establishment of Inter State Transmission Project for "Evacuation of Power from RE Projects in Rajgarh (1000 MW) SEZ in Madhya Pradesh-Phase II" through Tariff-based Competitive Bidding process.

The SPV, named Pachora Power Transmission Limited, was handed over to the successful bidder, M/s G R Infraprojects Private Limited, in the presence of senior officials from RECPDCL. Additionally, representatives from the Central Transmission Utility of India Limited (CTUIL)



The officials of RECPDCL hand over Pachora Power Transmission SPV to G R Infraprojects Pvt Ltd.

and other key stakeholders attended the event to witness this significant milestone. Shri Rajesh Kumar, CEO, RECPDCL said, "In line with the visionary directions of Hon'ble Power Minister and Hon'ble Secretary Power, RECPDCL is putting in all possible efforts to ensure the growth of renewable power

reforms to cater to the electricity demand of the country. Tariff-based Competitive Bidding for the development of transmission system for evacuation of RE power is one such noble mission and RECPDCL is privileged to be a Bid Process Coordinator for award of projects through TBCB route."

BEL receives orders worth Rs. 2,282.06 Crore

Bharat Electronics Limited (BEL) recently signed a contract for a value of Rs. 2,167.47 Crore plus taxes with the Indian Navy for supply of state-of-the-art indigenously designed and developed EW suite for use onboard warship. This EW suite is a big leap for BEL's Aatmanirbhar Bharat initiative.

The company has also received additional orders worth Rs. 114.59 Crore since the last disclosure on 30th January, 2024 and these orders pertain to the supply of SDRs, HD VLF receivers, EVMs, etc.

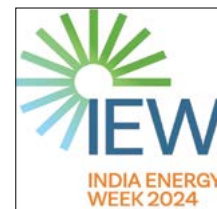


Shri Dinesh Kumar, IAS, JS & AM (MS), MoD and Shri K. V. Suresh Kumar, Director (Marketing), BEL, displaying the contract signed between BEL and Indian Navy, in the presence of senior Navy and BEL officers.

With the above, BEL has received cumulative orders of Rs. 30,776.06

Crore in the current financial year.

HPCL Pavilion Shines Bright: An Epoch of Innovation at India Energy Week, 2024



Shri Hardeep Singh Puri, Hon'ble Minister of Petroleum and Natural Gas and Housing & Urban Affairs inaugurating HPCL's pioneering 'HP Panchatattva Energy Station'.

Hindustan Petroleum Corporation Limited (HPCL) stands tall and proud as it commemorates a triumphant display of innovation and sustainability at India Energy Week-2024, in line with the Golden Jubilee Celebrations under the theme of Panchatattvon Ka Maharatna.

Distinguished by its unwavering commitment to pioneering solutions, HPCL seized the spotlight at the esteemed event, unveiling a visionary roadmap aimed at achieving Net Zero emissions by 2040. Crafted in collaboration with industry luminaries, this roadmap

delineates a comprehensive strategy to combat emissions across the spectrum of our operations, encompassing enhanced energy efficiencies, integration of renewable power sources, and the adoption of cutting-edge green hydrogen technology.

"In our 50th year, under the theme Panchatattvon Ka Maharatna, HPCL is resolute in its pursuit of the Net Zero Target across the five elemental pillars of Earth, Fire, Wind, Water & Ether," remarked Shri Pushp Kumar Joshi, CMD, HPCL at IEW-2024 in Goa. HPCL pavilion welcomed over 15,000 visitors at

India Energy Week, captivating them with an immersive journey through HPCL's transformative initiatives. From pioneering biofuels to spearheading electric vehicle infrastructure, HPCL emerged as a vanguard of alternative energy solutions, drawing accolades from industry leaders and Oil and Gas stalwarts for our model-centric showcase that epitomized innovation.

The presence of Hon'ble Minister of Petroleum and Natural Gas and Housing & Urban Affairs, Shri Hardeep Singh Puri and inauguration of innovative H-CNG technology by Hon'ble Minister of State for Petroleum



HPCL pavilion welcomed over 15,000 visitors at India Energy Week, captivating them with an immersive journey through HPCL's transformative initiatives.

and Natural Gas and Labour & Employment, Shri Rameshwar Teli further underscored the significance of HPCL's strides towards achieving Net Zero emissions.

HPCL showcased a gamut of innovations, ranging from our Net Zero terminal to cutting-edge patented technologies, alongside collaborations with EV technology startups and live demonstrations of battery swapping stations.

"Our pavilion epitomized our unwavering commitment to sustainability, exuding a minimalist design ethos while prioritizing tangible experiences," remarked Shri Pushp Kumar

Joshi. Key attractions at the HPCL Pavilion included a groundbreaking Green Promise Portal, inviting visitors to pledge their commitment to Net Zero actions, a unique Eco-Sphere Nexus, a synchronized dance performance symbolizing our journey towards Net Zero actions, and immersive virtual reality experiences showcasing our green infrastructure.

In a momentous sidebar to IEW 2024, Hon'ble Minister of Petroleum and Natural Gas and Housing & Urban Affairs, Shri Hardeep Singh Puri, in the august presence of Secretary MoP&NG, Shri Pankaj Jain, inaugurated HPCL's pioneering

'HP Panchatattva Energy Station' near the venue. This flagship retail outlet, a first of its kind in Goa, boasts E20, Power 95, CNG, and electric vehicle charging facilities alongside conventional fuels, complemented by the convenience of a C Store "HappyShop," a quick-service restaurant "HappyBites," and an ATM all under one roof.

The event also witnessed the active participation of hundreds of HPCL delegates in various strategic and technical sessions throughout India Energy Week 2024, further solidifying HPCL's position as an indispensable force driving India towards a sustainable energy future.

PSEs Announce Financial Results

NALCO net profit rises 137% over previous quarter; registers Rs. 488 crore in Q3 of FY24

National Aluminium Company Limited (NALCO) has registered a net profit of Rs. 488 crore for the 3rd quarter ended December 2023. According to the reviewed financial results for the 3rd quarter of the FY 24, taken on record by the Board in the meeting held at Bhubaneswar today, NALCO has registered a significant increase of 137 % over

the previous quarter of current fiscal, which was Rs. 206 crore.

The net profit for the nine months ended December 2023 stood at Rs. 1044 crore as against Rs. 1023 crore in corresponding period of last year. The total income in Q3 of FY24 was Rs. 3398 crore compared to Rs. 3358 crore in Q3 of FY23. On production front, NALCO has achieved

strong growth with highest ever cumulative metal production of 3,45,086 MT. Similarly, on sales front, the company has also achieved highest ever cumulative metal sale of 3,49,419 MT, during the first nine months of the current fiscal.

NALCO has also announced 2nd interim dividend @ Rs. 2 per share for the financial year 2023-24.

OIL's Q3 FY24 EBITDA rise to Rs. 8,474.47 crore; EBITDA margin improves to 47.28%

Oil India Limited announced its financial results for the nine months that ended 31st December, 2023. The company demonstrated resilience and agility in a dynamic market environment, achieving significant milestones across key performance indicators. OIL's EBITDA for the nine months ended 31st December, 2023 rose to Rs. 8,474.47 crore from Rs. 8,399.17 crore during the corresponding period last year, the EBITDA margin also improved to 47.28% vis-à-vis 44.96%. The

Earnings Per Share (EPS) during the period is Rs. 32.49/share. On the operational front, OIL achieved a commendable 5.68% increase in Crude Oil production, reaching 2.511 MMT compared to 2.376 MMT in the same period last year.

Furthermore, the crude oil production is higher by 6.07% in the Quarter ended 31st December 2023 YoY highlighting company's operational efficiency and resource optimization. Natural Gas production during Q3 FY24

increased by 2% over Q3 FY23. Crude Oil price realization for the nine months ended 31st December 2023 is US\$ 82.89/bbl vis-à-vis US\$ 100.27/bbl for the same period last year.

Lower crude oil price realization and lower crude throughput of Numaligarh Refinery Limited on account of turnaround maintenance led to lower group turnover at Rs. 26,137.84 crore vis-à-vis Rs. 32,261.71 crore for the said period.

Balmer Lawrie announces third quarter results

Balmer Lawrie & Co. Ltd. has announced the third quarter results as per the accounts adopted for the quarter ending 31st December, 2023. The results were approved by the Board in its Meeting held in Kolkata recently.

The total net income for the third quarter registered a growth of 14.69% quarter to quarter and stood at Rs. 590.13 crore as

compared to the same period last year. The Profit Before Tax (PBT) increased by 79.30% and rose to Rs. 66.60 crore for the quarter ended 31 December 2023 as compared to Rs. 37.14 crore for the same period last year. Correspondingly, the net profit (PAT) during the quarter increased by 87.66% to Rs. 51.38 crore compared to Rs. 27.38 crore

for the corresponding period last year. The net income for the nine-month period ended 31 December 2023 stood at Rs. 1787.46 crore, an increase of 3.35% over Rs. 1729.51 crore in the corresponding period last year. PBT for the nine-month period increased and stood at Rs. 200.45 crore as compared to Rs. 126.66 crore in the same period last year.

NMDC delivers strong Q3 and 9M Performance in FY24

NMDC delivered a strong financial and physical performance in Q3 FY24. Surpassing its previous record, the mining major registered 45% and 64% increase in turnover and PBT (after exceptional expenditure) respectively over CPLY in the third quarter.

Setting new benchmarks with its exceptional performance, NMDC recorded its highest ever production and sales volume with 12.22 MT and selling 11.39 MT in the third quarter of FY24, marking a growth of 15% and 19% in production and sales respectively over corresponding period last year. NMDC's turnover and PBT (after exceptional expenditure)

for Q3 FY24 is Rs. 5,410 crore and Rs. 2,000 crore, with an increase of 45% in turnover and 64% in PBT over CPLY. While the Profit After Tax (PAT) for Q3 FY24 increased by 68% to Rs. 1,492 crore.

The 9 months cumulative production stood at 31.78 MT and sales figure reached 31.94 MT.

With its exceptional 9-month cumulative production and sales since company inception, NMDC has entered the fourth quarter of FY24 on a strong momentum. Cumulative figures have soared by 19% in production and 24% in sales over CPLY.

NMDC has also declared 1st Interim Dividend of Rs. 5.75 per share which is 575% of face value

of Rs. 1 per share. Commenting on the performance, Shri Amitava Mukherjee CMD (Additional Charge), NMDC said, "The steel demand in India is rapidly growing and is expected to continue its upward momentum, directly aligning with the overall GDP growth.

To match the increased demand for steel, NMDC has been ramping up its production capacity and is creating a secure supply channel to meet the domestic demands of the industry.

The company's financial and physical figures demonstrates our prudent investments in technology and innovation that are reaping us high returns."

Financial Results of NLCIL for the quarter and nine months ended 31st December, 2023

Major Highlights:

Unit 1 (660 MW) successfully synchronized with the Grid of Ghatampur Thermal Power station, NUPPL, a subsidiary of NLCIL on 4th November, 2023.

NLCIL Mines has been awarded with 13 Star rating by Ministry of Coal on 20th December, 2023 with NLC Mines rated as Best Mines in the country consistently for two years. Awarded EPC Contract to BHEL for setting up (3 x 800 MW) pit head ultra super critical Talabira Thermal Power Project in Odisha on 12th January, 2024.

On 3rd February 2024, Hon'ble Prime Minister laid foundation stone for 3 x 800 MW pit head ultra super critical Talabira Thermal Power Project in Odisha.

15% Interim Dividend declared for FY 2023-24.

Capex achieved till January 2024, Rs. 3,493 Crore against Annual Target of Rs. 2,880 Crore i.e. 21% more than the Annual Target.

Financial Performance:

Standalone

Profit After Tax (PAT) for the Nine Months ended 31st December, 2023 is Rs. 1,673 Crore as against Rs. 474 Crore in the corresponding period of the previous year, registering a growth of 253%.

Profit Before Tax (PBT) for the Nine Months ended 31st December, 2023 is Rs. 2,566 Crore as against Rs. 568 Crore in the corresponding period last year registering a growth of 352%

The EBITDA of the Company for the Nine Month ended 31st December, 2023 is Rs. 4,137 Crore as against Rs. 2,212 Crore in the corresponding period of the previous year, registering a growth of 87 %.

Consolidated

Profit After Tax (PAT) of the Group for Nine months ended 31st December, 2023 is Rs. 1,754 Crore as against Rs. 590 Crore in the corresponding period of the previous year, registering a growth of 197 %. Profit Before tax (PBT) of the Group for the Nine month ended 31st December, 2023 is Rs. 2,716 Crore as against Rs. 799 Crore in the corresponding period of the previous year, registering a growth of 240%.

PSEs Ink MoU

PFC signs MoU with Research and Entrepreneurship Park (REP), IIT Bhubaneswar, for collaboration in Research, Training & Capacity Building and Entrepreneurship



Shri R. K. Chaturvedi, Executive Director, PFC and Shri Debi Prasad Dogra, Independent Director, IIT Bhubaneswar sign the MoU in presence of Shri Dharmendra Pradhan, Hon'ble Union Education Minister; Prof. Shreepad Karmalkar, Director, IIT Bhubaneswar and other officials of the Ministry of Education, PFC and IIT Bhubaneswar.

Power Finance Corporation Ltd (PFC) signed a Memorandum of Understanding (MoU) with Research and Entrepreneurship Park (REP), IIT Bhubaneswar to establish a framework for collaboration in the field of Research, Training & Capacity Building related to power, logistics and non-power infrastructure sectors and entrepreneurship.

Shri R. K. Chaturvedi, Executive Director, PFC and Shri Debi Prasad Dogra, Independent Director, IIT Bhubaneswar signed the MoU in the presence of Shri Dharmendra Pradhan, Hon'ble Union Education Minister; Prof. Shreepad Karmalkar, Director, IIT Bhubaneswar and other officials of the Ministry of Education, PFC and IIT Bhubaneswar.

The MoU lays the foundation for collaboration on projects of mutual interest through joint research initiatives, training & capacity-building initiatives with a focus on sectors related to power, logistics and infrastructure.

Oil India Limited signs MoU with The Fertilisers and Chemicals Travancore Limited to collaborate in Green Hydrogen domain



General Manager (Business Development), OIL and Executive Director (Production Co-ordination), sign MoU in presence of CMD, Directors of OIL, Director (Finance) of FACT and other senior officials of OIL and FACT.

Oil India Limited (OIL) signed a Memorandum of Understanding (MoU) with The Fertilisers and Chemicals Travancore Limited (FACT), a public sector company recently at its Corporate Office, Noida to explore opportunities in the domain of Green Hydrogen, including Green Ammonia/ Green Methanol and other derivatives; to collaborate in decarbonizing initiatives like carbon dioxide sequestration; and to collaborate in any other potential avenues for decarbonization / clean energy transition/green fuels/renewable energy etc. that may present synergy between the parties and serve common business interests.

The MoU was executed by Shri Santanu Kumar Saikia, General Manager (Business Development) on behalf of OIL and Shri R. Manikkuttan, Executive Director (Production Co-ordination) on behalf of FACT in presence of CMD, Directors of OIL, Director (Finance) of FACT and other senior officials of OIL and FACT.

GAIL and ADNOC Gas ink long-term LNG contract fuelling India's Natural Gas industry growth

GAIL (India) Limited has successfully concluded a long-term LNG purchase agreement for purchase



Shri Sandeep Kumar Gupta, CMD, GAIL (India) Limited; Shri Sanjay Kumar, Director (Marketing), GAIL (India) Limited and other senior officials of GAIL and ADNOC during the Signing of Agreement in New Delhi.

of around 0.5 MMTPA LNG from ADNOC Gas. This is pursuant to an MoU dated 30th October, 2022 between GAIL and Abu Dhabi National Oil Company (ADNOC) P.J.S.C wherein Parties agreed that, in potential areas of collaboration both parties shall explore opportunities including purchase of LNG by GAIL from ADNOC for a tenure ranging from short term to medium and long-term. This significant development between GAIL and ADNOC will reinforce the robust cultural and economic bonds between India and the United Arab Emirates (UAE).

Under this agreement, the deliveries will commence from 2026 onwards for a duration of 10 years, across India. This arrangement is believed to further aid in India's rising energy security requirements and, simultaneously, also fuel GAIL's strategic growth objectives to cater to its downstream customers in the rapidly evolving Natural Gas landscape of the country.

Shri Sandeep Kumar Gupta, CMD, GAIL (India) Limited said that this long-term LNG deal with ADNOC by GAIL will contribute to bridging gap in India's demand and supply of natural gas and will open more avenues of strategic partnership between GAIL and ADNOC in other areas of energy domain.

Underlining the broader impact of the agreement, Shri Sanjay Kumar, Director (Marketing), GAIL (India) Limited stated that this long-term LNG transaction by GAIL will help India in moving towards Government of India's objective of enhancing share of natural gas in India's energy

basket to 15%. Further, this deal will also help GAIL to augment its significantly large LNG portfolio to serve its diverse consumer profile.

GAIL, headquartered in New Delhi, is India's largest natural gas company, with a diversified interest across natural gas value chain of trading, transmission, LPG production & transmission, LNG re-gasification, petrochemicals, city gas, E&P etc. It owns and operates a network of over 16,000 km of natural gas pipelines spread across the country along with concurrently working on enhancing the spread further. GAIL commands around 70% market share in gas transmission and has a gas trading share of over 50% in India.

The long-term LNG purchase agreement with ADNOC Gas is anticipated to fortify India's energy security, foster economic collaboration, and propel both GAIL and ADNOC into new realms of strategic partnership.

GRSE Forges Dual Strategic Alliances: Partners with Hindalco for Aluminium Procurement and Signs MoU with BRO for Modular Steel Bridge Development



GRSE signs MoU with Hindalco Industries & Border Roads Organisation.

Garden Reach Shipbuilders & Engineering Ltd, signed a Memorandum of Understanding (MoU) with HINDALCO Industries Limited for the procurement of Aluminium Sections. The MoU was signed by Cmde P. R. Hari IN (Retd.), CMD, GRSE, and Shri Nilesh Koul, Senior President and CEO of Aluminium Downstream, HINDALCO in the presence of Shri R. K. Dash, Director (Finance), Cdr Shantanu Bose, Director (Shipbuilding) and Senior officials of GRSE & HINDALCO.

The MoU aims for a strategic collaboration between GRSE and HINDALCO to enhance the capabilities and resources for the production of high-quality Aluminium Sections required for various shipbuilding projects undertaken by GRSE. Additionally, as part of the agreement, GRSE and HINDALCO will engage in the procurement of approximately 800 MT (approx.) of Aluminium Plates of various thicknesses.

In a parallel development, GRSE inked another MoU with the Border Roads Organisation (BRO) for the supply of 200 feet Single Lane Modular Steel Bridge in disaster affected areas of North Sikkim, further strengthening its commitment to delivering top-notch infrastructure solutions. The MoU was signed between Brig. Alok V. Mishra, DDG (TA), DGBR & DIG Subrato Ghosh, ICG (Retd.), Director (Personnel), GRSE in New Delhi in the presence of senior officials of GRSE & BRO.

In the last two years, GRSE has signed MoUs with BRO for the construction of over 75 Steel Bridges. So far, the company's Bailey Bridge Division has supplied more than 5500 portable steel bridges to the Indian Army, BRO, state PWDs and the central government. GRSE also exports such bridges to friendly foreign countries such as Nepal, Bhutan, Bangladesh, Myanmar and Sri Lanka.

These collaborations not only underscore the mutual commitment to quality and innovation but also strengthen the indigenous manufacturing ecosystem, contributing significantly to India's maritime and infrastructure development goals.

REC Limited and Damodar Valley Corporation sign Rs. 588 Crore agreements for TUBED Coal Mines Development

REC Limited signed agreements worth Rs. 588 Crore with Damodar Valley Corporation (DVC) to strengthen infrastructure and energy projects in the region. The agreements aim to strengthen their cooperation for the development of TUBED coal mines, and include a Term Loan agreement, an Escrow agreement, and Hypothecation deeds.

The agreement was signed by Shri Santosh Kumar



Shri Santosh Kumar Sahu, Senior Chief Project Manager, REC Regional Office, Kolkata and Shri Durgesh Maity, Senior General Manager (Finance), DVC sign the MoU in presence of Shri S. Suresh Kumar, CMD, DVC and other senior officials of the company.

Sahu, Senior Chief Project Manager, REC Regional Office, Kolkata and Shri Durgesh Maity, Senior General Manager (Finance), DVC. The signing took place in the presence of Shri S. Suresh Kumar, CMD, DVC along with members of DVC's technical, finance, and administrative teams.

The signing ceremony underscores the collaborative efforts of both organizations in promoting sustainable development and leveraging resources for the greater benefit of the community. REC and DVC remain steadfast in their dedication to fostering innovation, efficiency, and excellence in the energy sector, driving positive change and prosperity for all stakeholders involved.

MCL signs MoU with Balangir District Administration for Aspirational District Development

Mahanadi Coalfields Limited (MCL) has reinforced its commitment to corporate social responsibility by signing a Memorandum of Understanding (MoU) with the District Administration of Balangir.

This MoU aligns with Hon'ble Prime Minister Shri Narendra Modi's vision of CPSEs working towards the upliftment of Aspirational Districts.

Under this MoU, MCL will provide financial assistance of Rupees One Crore to the Balangir District Administration for the construction of 33 community centers across various locations in the district. Previously, MCL had undertaken various projects totalling Rs. 9.20 Crores in Balangir District under the Aspirational Districts programme.

Balmer Lawrie signs MoU with IIM Lucknow for its Startup program



(L-R) Shri Abhijit Ghosh, Director (HR & CA), Balmer Lawrie; Shri Saurav Dutta, Director (Finance), Balmer Lawrie ; Shri Adhip Nath Palchaudhuri, Director (Service Businesses), Balmer Lawrie ; Shri Adika Ratna Shekhar, CMD, Balmer Lawrie ; Shri Yamini Bhushan Pandey, MD, IIM Lucknow Enterprise Incubation Centre, Shri Aditya Prasad, Head (Business Development), IIM Lucknow Enterprise Incubation Centre, Smt. Kavita Bhavsar, Company Secretary, Balmer Lawrie and Shri Abhiroop Dutta, Nodal Officer for Balmer Lawrie Startup program during the MoU Signing Ceremony.

Balmer Lawrie & Co. Ltd. signed an MoU with IIM Lucknow Enterprise Incubation Centre (IIML EIC) recently for incubation of Startups. The MoU was signed by Shri Adhip Nath Palchaudhuri, Director (Service Businesses) and Shri Saurav Dutta, Director (Finance) of Balmer Lawrie & Co. Ltd. and Shri Yamini Bhushan Pandey, MD, IIML EIC in the presence of Shri Adika Ratna Sekhar, CMD; Shri Abhijit Ghosh, Director (HR & CA) and Smt. Kavita Bhavsar, Company Secretary, of Balmer Lawrie & Co. Ltd. and Shri Aditya Prasad, Head Business

Development, IIML EIC. Balmer Lawrie had launched its Startup fund in May 2017 in line with the flagship initiative of 'Startup India' launched by the Hon'ble Prime Minister Shri Narendra Modi in 2016.

Balmer Lawrie has been instrumental in driving this initiative for the last 6 years and funded quite a few Startups to promote innovation by creating a healthy ecosystem conducive for the growth of Startups. IIML EIC has collaborated with various PSUs, Banks, MNCs as an incubation partner and has a robust structured framework of accelerator program, seed capital, corporate venture capital funds, smart co-working space, corporate market access, mentoring and training programs to foster the growth of Startups. Shri Adika Ratna Shekhar, CMD, Balmer Lawrie said, "Joining hands with an institute of such repute is a major milestone in Balmer Lawrie's journey towards the success of our Startup program. I am extremely happy to associate with IIM Lucknow Enterprise Incubation Centre and confident that jointly we shall contribute towards Nation building."

Shri Yamini Bhushan Pandey, MD, IIML EIC said, "The association between IIML EIC and Balmer Lawrie is a beginning of a new chapter for boosting the innovation ecosystem in India under the concept of Corporate Venture Capital (CVC). IIML EIC is committed to working closely with Balmer Lawrie across various Startup initiatives, ensuring a strong support to Startups aligned with Balmer Lawrie's mandate and providing a strong boost to the overall economic growth of our country thereby contributing to achieving the goal of Atmanirbhar Bharat."



Awards & Accolades to PSEs

GAIL CMD Shri Sandeep Kumar Gupta conferred 'CEO with HR Orientation' award



Shri Sandeep Kumar Gupta, CMD, GAIL (India) Limited being conferred with the 'CEO with HR Orientation' award at the 32nd World HRD Congress & Awards.

Shri Sandeep Kumar Gupta, CMD, GAIL (India) Limited has been conferred with the 'CEO with HR Orientation' award at the 32nd World HRD Congress & Awards held in Mumbai.

Shri Gupta received the award for his business-related HR sensitivity and savviness, communication effectiveness with and towards employees, innovation within other HR disciplines and areas, and change management, according to a statement by the organizers.

Shri Gupta is a Commerce Graduate and a Fellow of the Institute of Chartered Accountants of India. He has wide experience of over 35 years in the oil and gas industry. Before joining GAIL in October 2022, he held the position of Director (Finance) since August 2019 on the Board of Indian Oil Corporation Limited. Shri Gupta is also the Chairman of Standing Conference of Public Enterprises (SCOPE).

REC receives 'Innovative Technology Development Award' at IIT Madras

RECLimited has been honoured with the 'Innovative Technology Development Award' at the 'Building



Smt. Taruna Gupta, Executive Director (CSR), REC and Smt. Thara Ramesh, CPM, REC, Regional Office Chennai receiving the award on behalf of REC at IIT Madras.

India 2047: Technology for Better Tomorrow', an IIT Madras CSR Summit.

The award was conferred in recognition of REC's CSR initiative of installation of 2 MW Roof Top Solar plant in IIT Madras. The solar plant generates around 3.15 million units of clean energy every year and thus helping IIT Madras reduce carbon footprint.

Smt. Taruna Gupta, Executive Director (CSR), REC and Smt. Thara Ramesh, CPM, REC, Regional Office Chennai, received the award on behalf of REC. The ceremony, was graced by Dr. Palanivel Thiaga Rajan, Hon'ble Minister of IT and Digital Services of Tamil Nadu and Prof. V. Kamakoti, Director, IIT Madras who applauded REC's commitment to sustainable development goals.

WAPCOS Conferred with Best Consultancy Award 2023-2024

Shri Gajendra Singh Shekhawat, Hon'ble Minister for Jal Shakti presented the "Best Consultancy Award 2023-2024" to Shri R. K. Agrawal, CMD, WAPCOS, in a ceremony held in New Delhi recently. The Award is instituted by Water Digest in



Shri R. K. Agrawal, CMD, WAPCOS receiving the award from Shri Gajendra Singh Shekhawat, Hon'ble Minister for Jal Shakti at the awards ceremony in New Delhi.

partnership with UNESCO.

WAPCOS, a "Mini Ratna-I" Public Sector Enterprise under the aegis of the Union Ministry of Jal Shakti, is a technology driven Consultancy and Engineering, Procurement and Construction (EPC) organization. The Company has provided engineering solutions to various clients in over fifty (50) countries and has developed global presence, particularly in South Asia and across Africa, for various development projects in the areas of water, power and infrastructure sectors.

REC wins Best Green Bond - Corporate Award at The Asset Triple A Awards for Sustainable Finance

REC Limited has been bestowed with the prestigious Best Green Bond - Corporate Award at The Asset Triple A Awards for Sustainable Finance 2024. This recognition underscores REC Limited's unwavering commitment to sophisticated capital market instruments and customized financing solutions in advancing sustainable finance and fostering environmental stewardship.

REC has received the award for issuance of \$750 million USD Green Bonds issued in April 2023 which was also the first USD Green Bond issuance from India post India's G20 Presidency and the largest ever Senior Green Bond Tranche by a South & South-East Asian issuer. The bond issue was priced at a minimum new issue premium of 7.5 bps, which was tighter than the most recent



Shri Vivek Kumar Dewangan, CMD, REC Limited.

high-rated issuances from the region. The issue was well received by the investors for REC's significant contribution to financing projects aimed at mitigating climate change and promoting environmental sustainability. This recognition represents a milestone in REC Limited's dedication to support initiatives that drive positive environmental impact and foster sustainable development.

Shri Vivek Kumar Dewangan, CMD, REC Limited said, "We are delighted to receive this award, which reaffirms our commitment to sustainable finance and underscores our efforts to accelerate the transition towards a greener and more sustainable future at competitive costs. In addition to the USD Green Bonds of USD 750 Million issued in April 2023, REC also priced its inaugural Euro-Yen Green bonds of JPY 61.1 Billion in January 2024, which was the largest Yen Bond issuance by an Indian corporate. As such, REC stands resolute in its pledge to promote green and clean energy through these Green issuances."

The Asset Triple A Awards are pre-eminent recognition for those organizations that have excelled in their respective industry. With over two decades of experience conducting awards programmes, The Asset Triple A Awards reflect unparalleled industry understanding to be able to distinguish best-in-class organizations.

The Asset Triple A Awards programmes are built upon a stringent methodology that is combined with a rigorous approach in selecting the best institutions and deals. The awards are adjudicated by The Asset's board of editors who are regarded as the most experienced and collectively have several decades' worth of evaluating industry awards.

New and Improved Convention Centre at SCOPE Complex and SCOPE Minar

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Conference Facilities at SCOPE Convention Centre Lodhi Road, New Delhi

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

Tagore Chamber



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

Auditorium



The Auditorium has a capacity of 310 persons (300 Chairs + 10 Nos. Chairs at stage) capacity 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

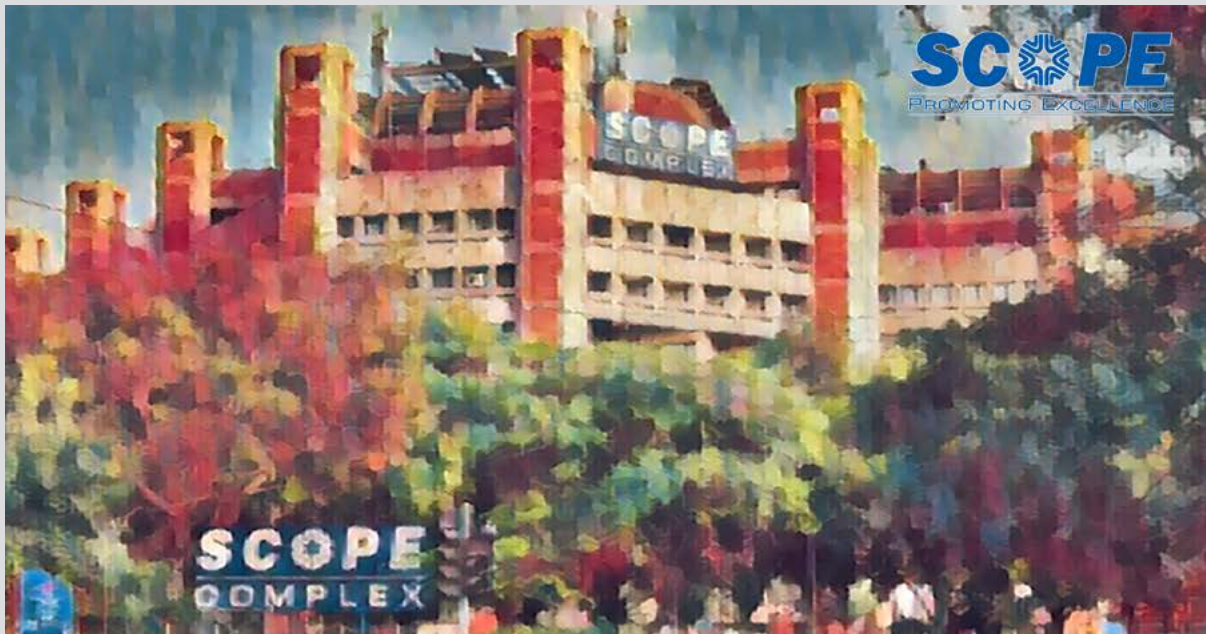


The chamber having capacity of 108 persons (102 Nos. Chairs + 6 Nos. Chairs on Dais) is equipped with 2 Nos.-projector & screen and mikes on table, dais and podium.

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.



SCOPE's Social Interaction Centre (SSIC), Lodhi Road

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

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

Bhoomi Pujan of SSIC was organized recently. As this aspirational project can only be realized successfully with your support and participation, we look forward to your valuable inputs .



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

(Mob: 9873398242),

shall be available for any further clarification/information on the

subject. Suggestions may be shared with us on

shubhratna@scopeonline.in/ scopeedg@scopeonline.in