

# KALEIDO SCOPE

STANDING CONFERENCE OF PUBLIC ENTERPRISES



**SCOPE holds Plantation Program on World Environment Day**



**DG, SCOPE Elected to ILO Governing Body**



**DG, SCOPE delivers special address at National PSU Summit '24 by The Economic Times**



**SCOPE organizes Yoga Session on International Yoga Day**



**SCOPE & PSEs celebrate International Day of Yoga**



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**SCOPE**  
PROMOTING EXCELLENCE

# KALEIDO SCOPE



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**KALEIDO SCOPE**  
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## Message by Chairman

With the evolving dynamics of global work paradigms, adapting to ongoing technological and geopolitical shifts has become a foremost challenge for organizations and their employees worldwide. SCOPE has consistently aimed to introduce distinctive programs and opportunities to address this challenge.

The upcoming Advanced Global Leadership Programme (AGLP 2.0) by SCOPE is a dedicated initiative aimed at nurturing leadership prepared for the future, capable of leading not just domestically but also on the international stage. This program, designed to enhance the competitiveness of senior management in Public Sector Enterprises (PSEs), will feature learning sessions at IIM Calcutta and an international study-cum-business tour of Europe. We anticipate a positive response from our members as always.

In line with our commitment to continuous learning, the SCOPE Academy of Public Sector Enterprises (APSE) is organizing an Executive Development Program tailored for junior and mid-level executives. At SCOPE, we remain steadfast in our dedication to skill development and fostering thought leadership across PSEs.

SCOPE is currently accepting nominations for the SCOPE Eminence Awards 2022-23, recognizing the contributions and initiatives of PSEs towards the socio-economic development of our nation. We encourage our members to actively participate in these awards, celebrating

excellence in PSEs and their crucial role in nation-building.

We are delighted to announce that SCOPE represented Indian employers at the 112<sup>th</sup> International Labour Conference of ILO, marking a particularly successful year for India and Indian PSEs. Director General SCOPE, has been elected as a member of the ILO Governing Body for the term 2024-27, a source of immense pride for SCOPE, PSEs, and India. With this, SCOPE joins a select group of 14 employer members representing the interests of 187 ILO member countries, offering a valuable opportunity for Indian PSEs to engage with global employers.

Building on our commitment to fostering collaboration among PSEs, the SCOPE Social Interaction Centre (SSIC) was recently inaugurated, and we look forward to opening the facility to our members soon. Innovation and a proactive approach define SCOPE's initiatives, ensuring ongoing programs, partnerships, and endeavours that drive excellence in PSEs.

We eagerly await your valuable suggestions and feedback as we continue to forge ahead.

**Sandeep Kumar Gupta**  
Chairman, SCOPE





## 9<sup>th</sup> ADVANCED GLOBAL LEADERSHIP PROGRAMME (AGLP 2.0)

by Standing Conference of Public Enterprises (SCOPE), New Delhi  
in collaboration with  
Indian Institute of Management (IIM), Calcutta &  
University of St. Gallen, Switzerland



IIM, Calcutta



SCOPE, New Delhi



University of St. Gallen, Switzerland

**INDIAN INSTITUTE OF  
MANAGEMENT,  
CALCUTTA**

20<sup>th</sup> August - 24<sup>th</sup> August, 2024

**STANDING  
CONFERENCE OF PUBLIC  
ENTERPRISES, NEW DELHI**

13<sup>th</sup>-14<sup>th</sup> Sep. & 4<sup>th</sup> Oct. 2024

**INTERNATIONAL  
STUDY CUM  
BUSINESS TOUR**

16<sup>th</sup> Sep. - 27<sup>th</sup> Sep. 2024

For further details, contact Program Coordinator:

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## Director General's Desk

With half of the year gone by, it is time to observe and reflect on the plethora of activities undertaken by SCOPE in 2024. The year has been an eventful one so far, with SCOPE undertaking several initiatives aligning to its core objectives of Policy Advocacy, Capacity Building, representing PSEs at both national and international platforms, while working cohesively to accentuate their brand.

The mid-year brings an excellent news for SCOPE. I am delighted to share that I have been elected to International Labour Organization (ILO) Governing Body for the term 2024-27 as one of the four regular (titular) employer members which include members from Americas, Africa, Europe and Asia Pacific and Arab countries. Other than regular members, representatives from Bangladesh, Saudi Arabia, China and Malaysia have been elected as Deputy Members.

It is indeed a moment of great pride for SCOPE, Indian employers and India, as it gives a unique opportunity to Indian Public Sector to interact and engage with global employers. I request all Public Sector Enterprises to leverage this opportunity to enhance their learning and strengthen collaborations with international organizations/employers.

SCOPE also represented employers' view during a Workshop on Developing & Upgrading Skills in South Asia for Manufacturing & Industrial Sectors organised by Employers' Federation of India, in collaboration with International Organisation of Employers, GAN Global and Confederation of Indian Industry.

Further reiterating our commitment to continue representing employer issues at pivotal platforms both nationally and internationally, SCOPE recently represented PSEs' perspective at the National PSU Summit organized by The Economic Times.

As creating awareness about Environment sustainability and green skilling is a top prerogative of SCOPE, the apex body in association with GIZ, Germany is all set to organize regional workshops across the country on the 'Role of Climate Co-benefit methods in Prioritizing Carbonization for Indian PSEs' in the coming months.

Also, SCOPE organized a plantation drive on the occasion of World Environment Day at its premises. Commemorating good health and overall wellness,

International Yoga Day was also celebrated at SCOPE, where employees pledged to imbibe Yoga for good and fruitful living.

In the coming months, SCOPE will continue to unleash newer opportunities of building capacities, while brining cohesiveness amongst PSEs towards excellence. Our much-revered Advanced Global Leadership Programme (AGLP 2.0) will be organized for creating leaders of tomorrow and we look forward to an enthusiastic participation from you all.

Moving ahead, SCOPE through its continued associations with renowned institutions will scale-up its efforts to instil competitiveness in PSEs by conducting workshops, studies and research work. To continue being an ever-learning and Innovative organization, we look forward to the suggestions and feedback of our members to exhort towards attaining excellence.

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

SCOPE Celebrates Environment Day, organizes Plantation Program - <b>5<sup>th</sup> June, 2024</b>
SCOPE represents employers at International Labour Conference of International Labour Organization, Geneva - <b>3<sup>rd</sup> June to 14<sup>th</sup> June, 2024</b>
Nodal Officers meet -SCOPE Eminence Awards organized - <b>11<sup>th</sup> June, 2024</b>
SCOPE partakes in International Yoga Day Celebrations - <b>21<sup>st</sup> June, 2024</b>

### Programmes & Initiatives in the offing

SCOPE as Event Partner in DPE's CSR Conclave - <b>9<sup>th</sup>-10<sup>th</sup> July, 2024</b>
Northern Region Workshop on 'The Role of Climate Co-benefit Methodologies for Strengthening Climate Action by Indian PSEs' - <b>23<sup>rd</sup>-24<sup>th</sup> July, 2024</b>
SCOPE APSE Executive Development Program - <b>5<sup>th</sup> August to 10<sup>th</sup> August, 2024</b>
Advanced Global Leadership Programme (AGLP 2.0) - <b>20<sup>th</sup> August to 27<sup>th</sup> September, 2024</b>

**Atul Sobti**

Director General, SCOPE

# SCOPE News

## SCOPE at International Labour Conference of the International Labour Organization, Geneva

**Shri Brajesh Kumar Upadhyay, Vice-Chairman, SCOPE represents SCOPE in the Conference as part of the Indian delegation in Geneva.**



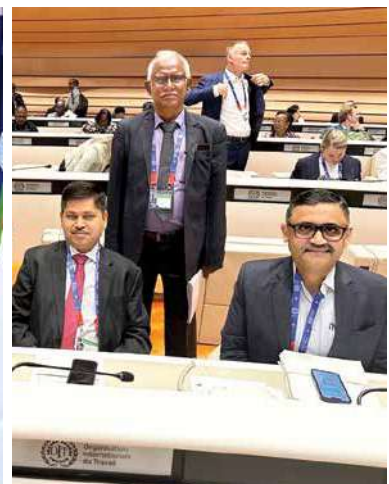
The Annual Conference of International Labour Organization in Geneva, Switzerland.

The International Labour Organization (ILO) held its 112<sup>th</sup> International Labour Conference (ILC) from 3<sup>rd</sup> June, 2024 to 14<sup>th</sup> June, 2024 in Geneva, Switzerland. The Conference meets annually, bringing together tripartite delegations from the Organization's 187 Member States and a number of observers to consider a series of topics related to the decent work and future World of Work. Taking part in this conference, workers, employers, and government delegates from the Member States addressed a wide range of issues, including the situation of workers in the Arab occupied territories, biological hazards in the working environment, fundamental principles and rights at work, decent work in the care economy, while also reiterating the need for a New Social Contract. The 112<sup>th</sup>

ILC also saw the inauguration of the Global Coalition for Social Justice.

Shri Brajesh Kumar Upadhyay, Vice-Chairman, SCOPE & CMD, Goa Shipyard Ltd. participated in the Conference as Adviser in the Indian delegation. Shri Upadhyay was a member of the Recurrent Discussion

Committee on Fundamental Principles and Rights at Work (FPRW) in which he actively participated. The Third Recurrent Discussion on the pertinent subject resulted in adoption of a balanced set of Conclusions and Recommendations, establishing a strong framework for actions in the years ahead.



Shri Brajesh Kumar Upadhyay, Vice-Chairman, SCOPE & CMD, Goa Shipyard Ltd. participates in ILC as part of the Indian delegation in Geneva.



# DG, SCOPE elected to ILO Governing Body



351<sup>st</sup> Governing Body Meeting of ILO in progress.




DG, SCOPE attending the Governing Body Meeting.

Shri Atul Sobti, Director General, SCOPE has been elected to ILO Governing Body for the term 2024-27 as one of the four regular (titular) members of the employers from Asia and the Pacific region.

The Governing Body is the executive body of the International Labour Organization (ILO). It is entrusted to make operational decisions, implementing decisions of the International Labour Conference (ILC), provide guidance and supervise the work of the International Labour Office between the sessions of the ILC.

It consists of tripartite representation from 28 government members, 14 employer members and 14 worker members from four regions.

The 14 employer members include four members each from Asia & the Pacific and Europe along with three members each from Americas and Africa. It is indeed a historical moment for SCOPE as for the first time it gets the opportunity to represent employers from 187 member countries of the ILO.



International Labour Organization

▶ ILC.112/Record No. 1

## ▶ Record of Proceedings 1

**International Labour Conference – 112th Session, Geneva, 2024**  
Date: 10 June 2024

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### Results of the elections to the Governing Body of the International Labour Office for the period 2024–2027

**Employers' group**

Regular members	
Mr Niklas BECKMAN (Sweden)	Ms Jacqueline MUGO (Kenya)
Mr Hamidou DIOP (Senegal)	Ms Emiko NAGASAWA (Japan)
Mr Alexandre FURLAN (Brazil)	Mr Atul SOBTI (India)
Ms Renate HORNUNG-DRAUS (Germany)	Ms Jessica TINSLEY (Australia)
Ms Sonya JANAHI (Bahrain)	Ms Anne VAUCHEZ (France)
Mr Thomas MACKALL (United States of America)	Mr Fernando YLLANES (Mexico)
Mr Blaise MATTHEY (Switzerland)	Mr Hicham ZOUANAT (Morocco)

DG, SCOPE has also been selected by ILO from amongst the Governing Body members to form part of the Committee on Freedom of Association (CFA)

which is the most important tripartite committee of the Governing Body of ILO formed to examine violations of workers' and employers' organizing rights.

## DG, SCOPE stresses on role of PSEs in making India – a developed nation by 2047

### Addresses National PSU Summit by ET Government.

The 5<sup>th</sup> edition of National PSU Summit was organized by ET Government on 21<sup>st</sup> June, 2024 in which Shri Atul Sobti, DG, SCOPE was invited as a special guest in the inaugural session of the event.

The inaugural session of the Summit focused on the theme – ‘Future of PSUs: Driving India’s Transformation into a Developed Nation by 2047’. Shri Rajesh Kumar Singh, Secretary, DPIIT & Chairman, NICDC; Shri V Srinivas, Secretary, DARPG & DPPW and DG, National Centre for Good Governance; and Shri Navneet Kumar Sehgal, Chairman Prasar Bharati Board were among the other guests in the inaugural session of the event.

While addressing the inaugural session, DG, SCOPE said that the country has come a long way from being included in ‘Fragile Five’ to an economic powerhouse, and continues to exhibit growth trajectory from the present fifth largest economy to featuring among the top three very soon.

Emphasizing on the importance of Public Sector Enterprises in making India a global power, DG, SCOPE informed that India is second largest producer of coal and steel in the world as PSEs contribute 85% to the coal production in India. The PSEs led the ‘black gold’ industry in the country as today they



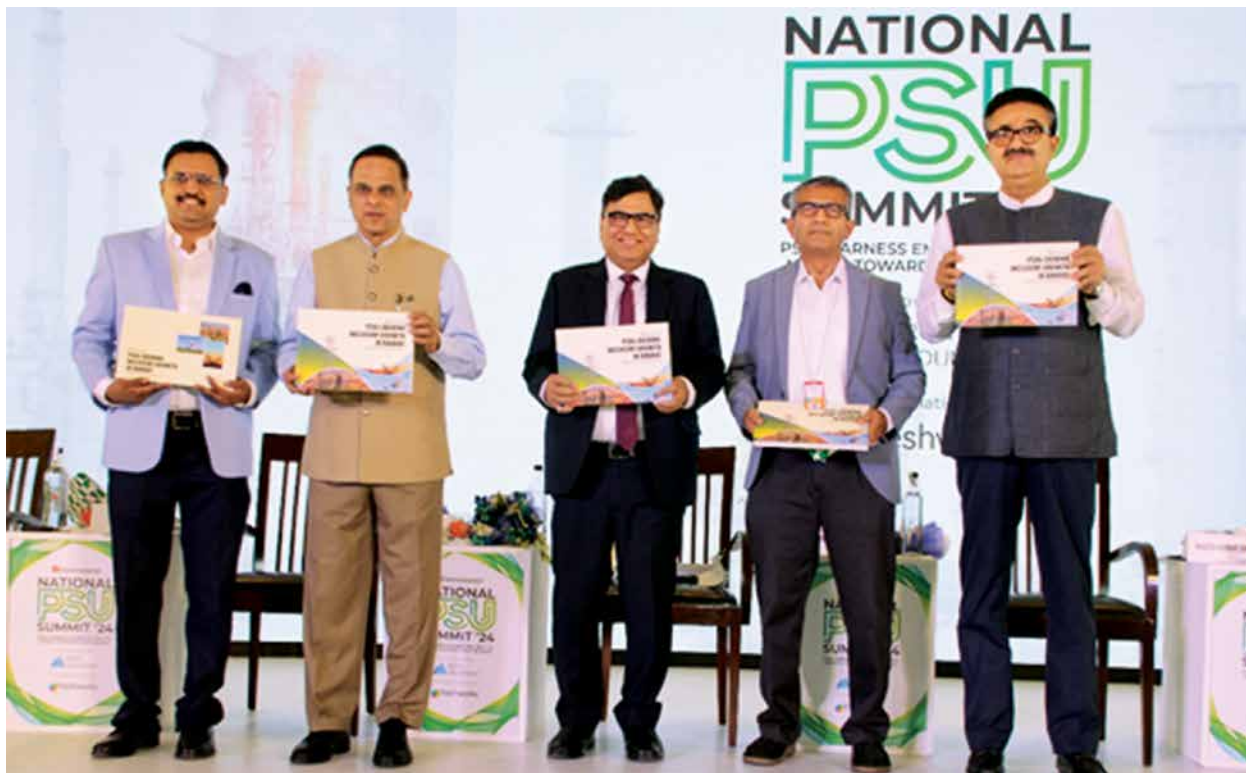
DG, SCOPE delivering the special address during National PSU Summit organised by ET Government in New Delhi.

contribute nearly 80% in crude oil production and nearly 70% in natural gas production.

He further said that the PSEs have come a long way from a mere five in 1947 to 254 operating enterprises today as they contribute nearly 14% to the country’s GDP and recorded a Gross Revenue of nearly Rs. 38 Lakh Crores (almost \$451 billion),

which is more than the GDP of Hong Kong and very close to GDP of Singapore.

Clearing the myths surrounding the profitability of PSEs, DG, SCOPE said that 74% PSEs are profit-making today, recording a net profit of over Rs. 2 lakh crore. Besides commercial viability, PSEs are also leaders in social development as they

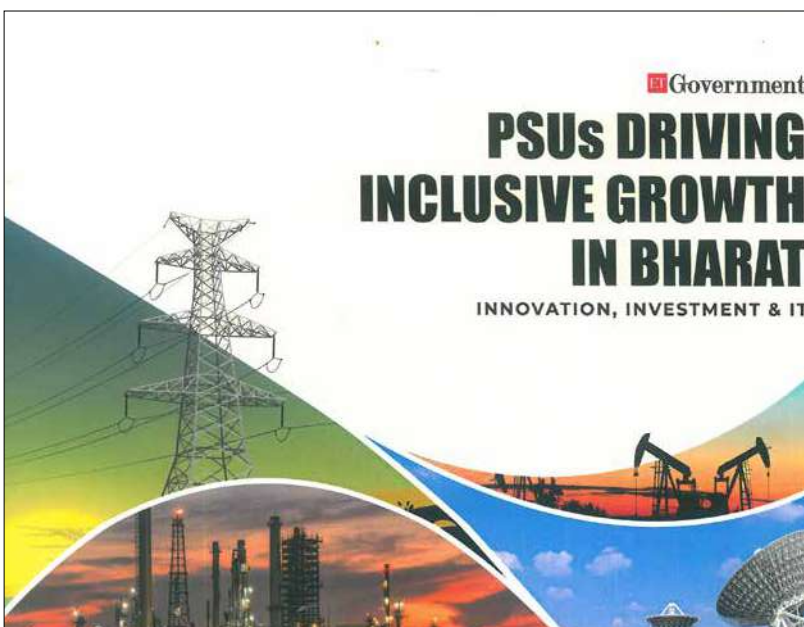


(L-R) Shri Kartik Sharma, Sr. Associate Editor, ET Government; Shri V. Srinivas, Secretary, DARPG & DPPW and DG, National Centre for Good Governance; Shri Atul Sobti, DG, SCOPE; Shri Rajesh Kumar Singh, Secretary, DPIIT & Chairman, NICDC and Shri Navneet Kumar Sehgal, Chairman, Prasar Bharati Board launching the Coffee Table Book on the occasion.

contributed over Rs. 4,000 crores in the prior year alone towards CSR expenditure while directly employing 1.5 million people, thereby enhancing employability and taking care of their social security benefits, he added.

He said the PSEs have also been at the forefront of technological advancements as they drive innovation across various sectors including space exploration, defence research, renewable energy and information technology. Infact, while the nation spends less than 1% of its GDP on R&D, some PSUs like HAL, BEL, BHEL, Coal India etc. are spending 2%-9% of their revenue on R&D, he stressed.

He concluded by saying that as India moves forward with conviction, confidence and commitment, PSUs will continue



Coffee Table Book' on 'PSUs Driving Inclusive Growth to Bharat: Innovations, Investment & IT'.

to remain steadfast in their commitment to making India – a developed nation by 2047. A 'Coffee Table Book' featuring an interview of DG, SCOPE was also released on the occasion.



# SCOPE participates in Workshop on 'Developing and Upgrading Skills in South Asia for Manufacturing and Industrial Sectors'

**DG, SCOPE moderates panel discussion and highlights the importance of skilling in manufacturing sector in making India a developed nation**



(L-R) Shri Atul Sobti, DG, SCOPE; Shri Sudipta Marjit, CHRO, Tata AutoComp Systems; Shri Sanjay Bose, Executive Vice President & Head HR, ITC Hotels Ltd; Shri G.C. Ramamurthy, Joint Director, Curriculum Development, Ministry of Skills Development & Entrepreneurship; Shri Sunil Chemmankotil, Country Manager, Adecco India and Captain Amitabh, Head, Skill Development, Tata Steel during the panel discussion.

A Workshop on 'Developing & Upgrading Skills in South Asia for Manufacturing & Industrial Sectors' was organised by Confederation of Indian Industry and Employers' Federation of India, in collaboration with International Organisation of Employers and GAN Global on 27<sup>th</sup> & 28<sup>th</sup> June, 2024 in New Delhi

Shri Atul Sobti, DG, SCOPE and ILO Governing Body Member moderated a panel discussion on 'Stakeholder Consultation on Skill Development for Manufacturing & Industrial Sector' during the workshop. Shri G.C. Ramamurthy, Joint Director, Curriculum

Development, Ministry of Skills Development & Entrepreneurship (MSDE), Govt. of India; Captain Amitabh, Head, Skill Development, Tata Steel; Shri Sudipta Marjit, CHRO, Tata AutoComp Systems; Shri Sunil Chemmankotil, Country Manager, Adecco India and Shri Sanjay Bose, Executive Vice President & Head HR, ITC Hotels Ltd were the panellists during the session.

While setting the context to the session, DG, SCOPE, said that Indian manufacturing sector plays a significant role in nation building as it contributes about 17% of the GDP and employs

over 27.3 million workers. He stressed that for India to become a developed nation and a \$5 trillion economy, there is a need that manufacturing sector increases its share to 25% of India's GDP and also focusses towards value addition.

Highlighting the various initiatives of Government for giving the needed impetus to the manufacturing sector, he posed pertinent questions to the panellists on their initiatives for enhancing skills in manufacturing and industrial sectors; importance of skills in manufacturing sector and public-private partnerships for skill development of workers in the sector etc.



The participants during the workshop.

The panellists gave their insights into the specific questions posed to them and also emphasized on how fostered collaboration between industry, government and educational institutions can pave the way for sustainable growth of the sector and the country.

DG, SCOPE concluded by saying that there should be a concerted focus of the public as well as the private sector on skilling, upskilling and reskilling of the workforce. He emphasized that the corporates should come forward to engage the ITIs in

different fields. He stressed that the collaborative efforts between the public and private sectors can definitely go a long way towards enhancing the reach of the initiatives and ensure comprehensive and effective skill development programs.

## Plantation Program marks Environment Day at SCOPE

Commemorating World Environment Day, SCOPE organized a plantation program at its office premises at SCOPE Complex, New Delhi on 5<sup>th</sup> June, 2024. Shri Brajesh Kumar Upadhyay, Vice-Chairman, SCOPE and CMD, Goa Shipyard Ltd. and Shri Atul Sobti, DG, SCOPE planted saplings in the presence of Senior officials of SCOPE.

In keeping with the theme of Environment Day - Our Land, Our Future. We are #GenerationRestoration, SCOPE organized the plantation program reiterating its steadfast commitment towards a greener and more sustainable future. Working towards environmental sustainability, SCOPE has



Shri Brajesh Kumar Upadhyay, Vice-Chairman, SCOPE and CMD, Goa Shipyard Ltd. and Shri Atul Sobti, DG, SCOPE planting a sapling at SCOPE Complex, New Delhi.

collaborated with GIZ, Germany for highlighting the initiatives of

Public Sector Enterprises towards Climate Change Mitigation.



# SCOPE partakes in International Yoga Day celebrations

SCOPE observed the 10<sup>th</sup> International Day of Yoga (IDY) at SCOPE Social Interaction Centre (SSIC), Lodhi Road, New Delhi.

Shri Atul Sobti DG, SCOPE along with employees participated in the Yoga session and inspired them to imbibe and practice yoga in their daily lives, for good health and overall wellness. SCOPE continues to prioritize and undertake various programs for healthy living.



Shri Atul Sobti, DG, SCOPE (Centre) along with officials and employees of SCOPE performing Yoga to mark International Yoga Day celebrations.

# SCOPE hosts orientation workshop for Nodal Officers of PSEs for SCOPE Eminence Awards 2022-23

An orientation workshop of Nodal Officers of Public Sector Enterprises (PSEs) for SCOPE Eminence Awards 2022-23 was organised at SCOPE Complex in New Delhi on 11<sup>th</sup> June, 2024.

The workshop briefed the nodal officers about various queries and clarifications with regard to filling the application forms in various categories. The queries of nodal officers regarding the nomination process were resolved during the workshop.

The workshop facilitated interaction between Nodal officers of PSEs with officials of SCOPE and



Nodal officers from various PSEs during the orientation workshop.

Deloitte (Knowledge Partner) to exchange ideas and learn from experiences of each other, and resolve specific queries. More than

85 nodal officers from 50 PSEs participated in the orientation workshop, both physically and virtually.



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## Interface with Stakeholders

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SCOPE's Common Leadership Development Program (CLDP) Committee welcoming Dr. Alka Mittal as Member-Administration, Capacity Building Commission (CBC). (L-R) Shri Adil Zainulbhai, Chairman, CBC; Dr. Alka Mittal, Member-Administration, CBC; Shri Atul Sobti, DG, SCOPE and Members, SCOPE Executive Board - Shri Ayush Gupta, Director (HR), GAIL and Shri K. K. Singh, Director (Personnel), SAIL.



Shri Manoj Jain, CMD, Bharat Electronics Limited meets DG, SCOPE in presence of Shri Bhanu Prakash Srivastava, Director (Other Units), BEL and Member, SCOPE Executive Board.



Ms. Rita Yip, Senior Legal and Policy Advisor, International Organisation of Employers (IOE), Geneva visits SCOPE Complex in New Delhi.



# The Indian EXPRESS

## INTERNATIONAL YOGA DAY—SCOPE

SCOPE observed the 10th International Day of Yoga (IDY) at SCOPE Social Interaction Centre, Lodhi Road, New Delhi. Atul Sobti DG, SCOPE along with employees participated in a Yoga session and inspired them to imbibe and practice yoga in their daily lives, for good health and overall wellness. SCOPE continues to prioritize and undertake various programs for healthy living.



# Hindustan Times



SCOPE observed the 10th International Day of Yoga (IDY) at SSIC, Lodhi Road, New Delhi. Atul Sobti DG, SCOPE, along with employees participated in a Yoga session and inspired them to imbibe and practice yoga in their daily lives, for good health and overall wellness.

# Excelsior

10th International Day of Yoga celebrated with great enthusiasm across J&K, Ladakh

The Standing Conference of Public Enterprises (SCOPE) also observed International Yoga Day at the SCOPE Social Interaction Centre in New Delhi, where Atul Sobti, DG of SCOPE, along with employees, participated in a yoga session.

# The Statesman

## INTERNATIONAL YOGA DAY CELEBRATED

### SCOPE



Standing Conference of Public Enterprises observed the 10th International Day of Yoga (IDY) at SCOPE Social Interaction Centre, Lodhi Road, New Delhi. Atul Sobti DG, SCOPE along with employees participated in a Yoga session and inspired them to imbibe and practice yoga in their daily lives.

# FINANCIAL EXPRESS

## INTERNATIONAL YOGA DAY—SCOPE

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## हिन्दी मिलाप



नई दिल्ली के लोधी रोड पर स्थित एसएसआईसी केंद्र में स्कोप द्वारा आयोजित अंतरराष्ट्रीय योग दिवस कार्यक्रम में योगाभ्यास करते स्कोप के महानिदेशक अतुल सोबती एवं कर्मचारी।

## PSU Connect

SCOPE partakes in International Yoga Day celebrations



New Delhi: Standing Conference of Public Enterprises (SCOPE) observed the 10th International Day of Yoga (IDY) at SCOPE Social Interaction Centre (SSIC), Lodhi Road, New Delhi. Shri Atul Sobti DG, SCOPE along with employees participated in a Yoga session and inspired them to imbibe and practice yoga in their daily lives, for good health and overall wellness. SCOPE continues to prioritize and undertake various programs for healthy living.

# अमर उजाला

## स्कोप ने अंतरराष्ट्रीय योग दिवस मनाया

नई दिल्ली: अंतरराष्ट्रीय योग दिवस के पश्चात भारतीय स्कोप ने अपने प्रधान कार्यालय और लोधी रोड पर 10वां अंतरराष्ट्रीय योग दिवस मनाया। स्कोप के महानिदेशक अतुल सोबती ने कार्यक्रम के साथ योग सत्र में भाग लिया और उन्हें अच्छे स्वास्थ्य और स्वस्थ कल्याण के लिए अपने जीवन में योग को अपनाएं और अपनाएं करने के लिए प्रेरित किया। उन्होंने कहा कि स्कोप स्वस्थ जीवन के लिए विभिन्न कार्यक्रमों का आयोजन करेगा और उन्हें अपने बढ़ावा जारी रखेगा।



# THE FREE PRESS JOURNAL

## SCOPE partakes in Int'l Yoga Day celebrations



Standing Conference of Public Enterprises (SCOPE) observed the 10th International Day of Yoga (IDY) at SCOPE Social Interaction Centre (SSIC), Lodhi Road, New Delhi. Atul Sobti, DG, SCOPE, along with employees participated in a Yoga session and inspired them to imbibe and practice yoga in their daily lives, for good health and overall wellness. SCOPE continues to prioritize and undertake various programmes for healthy living.





Hindustan Times

The Indian EXPRESS



Commemorating World Environment Day, the Standing Conference of Public Enterprises (SCOPE) organised a plantation program at its office premises at SCOPE Complex, New Delhi. Brajesh Kumar Upadhyay, Vice-Chairman, SCOPE & CMD, Goa Shipyard Ltd. & Atul Sobti DG, SCOPE planted saplings in the presence of Senior officials of SCOPE.

WORLD ENVIRONMENT DAY—SCOPE

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FINANCIAL EXPRESS

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Plantation Program Marks Environment Day At SCOPE

"Our Land, Our Future, We are #GenerationRestoration," underscores SCOPE's commitment to fostering a greener and more sustainable future



The Standing Conference of Public Enterprises (SCOPE) marked World Environment Day with a plantation program at the SCOPE Complex in New Delhi. This event, in line with the Environment Day theme "Our Land, Our Future. We are #GenerationRestoration," underscores SCOPE's commitment to fostering a greener and more sustainable future.

Shri Brajesh Kumar Upadhyay, Vice-Chairman of SCOPE and CMD of Goa Shipyard Ltd., along with Shri Atul Sobti, Director General of SCOPE, planted saplings, symbolizing their dedication to environmental sustainability. Senior officials of SCOPE were also present to support this initiative.

SCOPE's efforts towards environmental sustainability are further enhanced through its collaboration with GIZ, Germany. This partnership aims to highlight and promote the initiatives of Public Sector Undertakings (PSUs) in mitigating climate change, reinforcing the organization's dedication to ecological conservation and sustainable development.



Plantation Program marks Environment Day at SCOPE



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FREE-PRESS

Plantation Program marks Environment Day at SCOPE



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Plantation program marks Environment Day at SCOPE

SCOPE organized a plantation program at its office premises at SCOPE Complex, New Delhi to mark World Environment Day 2024



New Delhi: Commemorating Standing Conference of Public Enterprises (SCOPE) organized a plantation program at its office premises at SCOPE Complex, New Delhi. Brajesh Kumar Upadhyay, Vice-Chairman, SCOPE and CMD, Goa Shipyard Ltd. and Atul Sobti DG, SCOPE planted saplings in the presence of senior officials of SCOPE.

"In keeping with the theme of Environment Day - Our Land, Our Future. We are #GenerationRestoration, SCOPE organized the plantation program reiterating its steadfast commitment towards a greener and more sustainable future." It said in an official release. Working towards environmental sustainability, SCOPE has collaborated with GIZ, Germany for highlighting the initiatives of Public Sector Enterprises (PSEs) towards Climate Change Mitigation.

Excelsior

World Environment Day celebrated with enthusiasm across J&K

Commemorating World Environment Day, Standing Conference of Public Enterprises (SCOPE) organized a plantation drive at its office premises at SCOPE Complex, New Delhi. Brajesh Kumar Upadhyay (Vice-Chairman, SCOPE and CMD, Goa Shipyard Limited) and Atul Sobti (DG, SCOPE) planted saplings in the presence of senior officials of SCOPE.

अमर उजाला

पर्यावरण दिवस पर स्कोप में किया पौधरोपण

नई दिल्ली। विश्व पर्यावरण दिवस के उपलक्ष्य में सर्वजनिक उद्यमों के स्थायी सम्मेलन स्कोप ने नई दिल्ली स्थित अपने कॉम्प्लेक्स परिसर में पौधरोपण कार्यक्रम का आयोजन किया। स्कोप के उपाध्यक्ष और गोवा शिपयार्ड लिमिटेड के सीएमडी ब्रजेश कुमार उपाध्यक्ष और महासंस्थाक अतुल सोबती ने बरिष्ठ अधिकारियों की उपस्थिति में पौधे रोपे। इस खबर पर्यावरण दिवस की थीम हमरो भूमि, हमारा भविष्य (हिस टैग जनरेशन रेस्टोरेशन) को ध्यान में रखते हुए ये पौधरोपण कार्यक्रम का आयोजन किया गया।





# SCOPE EMINENCE AWARDS



## PREAMBLE

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

Standing Conference of Public Enterprises (SCOPE) is the apex professional organization of PSEs committed to enabling a conducive and cohesive policy and operational environment for the fraternity. Given the significance of PSEs in national development, SCOPE deems it imperative to recognise the contributions and achievements of its member organizations and individuals who have helped in promoting organizational excellence as well as growth of the economy. In this regard, SCOPE has instituted **SCOPE Eminence Awards** and its current edition seeks to recognize performance and contribution for the year 2022-23.

## AIM AND OBJECTIVE

- To encourage and motivate PSEs and their leaders and managers to achieve higher goals of excellence.
- To recognize significant achievements of Member PSEs and their leaders in various specialised fields leading to Business Excellence and Competitive Advantage.
- To reward Member organizations that have taken extraordinary and innovative initiatives to make a mark in the chosen fields.
- To foster a culture of innovation and continuous improvement within PSEs, encouraging them towards meeting national priorities and adopting futuristic technologies.

## ELIGIBILITY CRITERIA

- All Member organizations, which are not in arrears, in respect of annual contribution towards membership of SCOPE, are eligible for nominations.
- Only the Chief Executive and Functional Directors will be eligible for Individual Leadership Excellence Award in the general category.
- Women in Leadership and senior management in grades E7 and above (or equivalent grades) including CEOs and Functional Directors of member PSEs will only be eligible for the award in the Outstanding Women Leadership Category.
- Individuals who are currently active or have superannuated as Full-time CEO/CMD/Chairman of PSEs for at least 2 years, and who have served in PSEs/Government departments/ agencies/reputed International Organizations for 30 years or above will be eligible for award in the Lifetime Achievement Category.

## FOR NOMINATIONS

- PSEs will be required to fill in Categories I, III-X.
- Individual Leadership nominees will have to fill both Categories I and II (award will be decided on the aggregate score derived by giving 30% weightage to Category I and 70% to Category II).

- PSEs, Ministries/Secretariat, SCOPE can nominate the individuals for Category XI. The individual can also nominate himself/herself after paying the applicable fees.
- For Category XII, no fees will be payable since no application procedure for the same is applicable as the Jury may consider this Award from amongst the applications received for various categories.

## SCOPE Eminence Awards- Twelve categories & Nineteen Eminence Awards

### Category I

#### Institutional Excellence Award

- Maharatna & Navratna PSEs
- Miniratna I & II PSEs
- Other Profit making/ Surplus Generating PSEs
- Banks & Financial Institutions
- Section 8 PSEs

### Category II\*

#### (a) Individual Leadership Excellence Award

- Maharatna & Navratna PSEs
- Miniratna I & II PSEs
- Other Profit making/ Surplus Generating PSEs

#### (b) Outstanding Women Leadership Award

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

\*In addition to above awards, jury can accord Commendation Awards to recognize nominees with outstanding performance in Category II.

### Category III

- Environment Excellence & Sustainable Development (Across all categories of PSEs)

### Category IV

- Corporate Governance (Across all categories of PSEs)

### Category V

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

### Category VI

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

### Category VII

- Human Resource Management (Across all categories of PSEs)

### Category VIII

- Women Empowerment (Across all categories of PSEs)

### Category IX

16. Digital Transformation (Across all categories of PSEs)

### Category X

17. Global Outreach Award (Across all categories of PSEs)

### Category XI

18. Lifetime Achievement (Across all categories of PSEs)

### Category XII

19. Jury Award (Across all categories of PSEs)  
The Jury may consider a Jury Award from the applications received under various categories.

## FORM AND PRESENTATION

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

## EVALUATION PARAMETERS

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

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

#### Category I – Award for Institutional Excellence - Maharatna & Navratna PSEs; Miniratna I & II PSEs; Other Profit making / Surplus Generating PSEs; Banks and Financial Institutions; & Section 8 PSEs

The evaluation criteria for the above-mentioned Awards will be based on the following parameters, with each type of organisation evaluated on different combination of parameters relevant to it:

- Financial/Business Performance of the organisation including profitability, return on investment working capital management and MoU score.
- New business initiatives including greenfield/ brownfield projects, introduction of new & innovative products/services, adoption of innovative business models.
- Corporate Governance practices fostering a culture of risk minimization, ethical practices, transparency, compliances, communication.
- Human Resource Management & talent development initiatives including adoption of new/innovative practices.
- Engagement in Corporate Social Responsibility activities.
- Adoption of practices for improved efficiency and better quality management in operations and customer management.
- Fostering a culture of Sustainability, Innovation, Research and Development.
- Adoption of distinctive / innovative practices at institutional level in above indicated areas.

### Category II

#### a) Award for Individual Leadership Excellence -

Maharatna & Navratna PSEs; Miniratna I & II PSEs; Other Profit making/ Surplus Generating PSEs

- Both enterprise as well as individual's performance will be evaluated for this award:

For Enterprise the following will be considered:

- Financial performance parameters of the enterprises, performance in areas of Human Resource Management, Corporate Social Responsibility, Sustainability, Corporate governance, Customer & Operations and Innovation, Research and Development.

For Individual the following will be considered:

- Individual's initiatives for enterprise resulting in increase in sales, profitability, improvement in net worth.
- Individual's contribution to Public Bodies, Awards & Publications, National bodies, International Organisations, Sustainability, Innovation, Committees, and forums formed by the government, etc.

#### b) Award for Outstanding Women Leadership -

Women in Leadership and Senior Management roles (across all categories of PSEs)

- **Eligibility:** Experience of at least 15 years in the Leadership and Managerial Cadre in grades E7 and above (or equivalent grades) including CEOs and Functional Directors of member PSEs.

For Individual, the following will be considered:

- Individual's cross sectoral and cross functional experience and contribution to development initiatives, Public Bodies, Awards & Publications, other committees/ development organizations, sustainability, innovation and society.
- Individual's Contribution to initiatives of women empowerment.

#### Category III - Award for Environment Excellence & Sustainable Development (EE&SD)

For assessing PSEs, the following will be considered:

- Commitment and Policy and structured framework and mechanism to fund and undertake programs/ activities.
- Effective initiatives and Research & innovation to achieve environment and sustainable development goals towards one or more areas of Waste/Water/Energy/ Carbon management, Natural Resource Management / Climate co-benefit methodologies, forestry and Biodiversity conservation, supply chain and life cycle management, etc.
- Development of unique technology/ methodology/ process for reduction of carbon emission in processes, and impact of the same in terms of reduction in carbon footprint.
- Institutional mechanism for reviewing & reporting EE&SD initiatives and outcomes.
- Declaration of 'Net Zero Target'

#### Category IV - Award for Corporate Governance

For assessing PSEs, the following will be considered:

- Compliance of PSE Corporate Governance guidelines issued by the Department of Public Enterprises and as per provisions of the Companies Act, 2013.

- Board structure, processes, and active role in their commitment to the welfare and well-being of its stakeholders and accountability to the stakeholders, effective, sustainable, and ethical business practices.
- Organizational policies to guide employees on professional and ethical conduct in the field—e.g., Risk Management, Whistle Blower, Code of conduct, etc.
- Transparency and communication to stakeholders through effective reporting and disclosures.

#### **Category V - Award for Corporate Social Responsibility & Responsiveness**

For assessing PSEs, the following will be considered:

- Compliance of Corporate Social Responsibility and Sustainability guidelines issued by the Department of Public Enterprises and as per provisions of the Companies Act, 2013.
- Board approved CSR policy and sub-committee, stakeholder consultation, robust monitoring mechanism and preparation of CSR report to review CSR projects and outcomes.
- CSR efforts towards GoI flagship schemes, awareness among employees along with feedback mechanism to align with beneficiaries needs.
- Collaboration with PSEs and Govt. agencies and other innovative sustainability initiatives.

#### **Category VI - Award for R&D, Technology Development & Innovation**

For assessing PSEs, the following will be considered:

- Compliance of Research & Development guidelines issued by the Department of Public Enterprises and as per provisions of the Companies Act, 2013.
- Policy framework, board-level sub-committee and capacity building, partnerships for undertaking R&D initiatives aligned with PSEs long, medium, and short-term plans.
- Effectiveness of R&D investment, including patents applied and received and institutionalization of robust planning process mechanism.
- Structured mechanism of monitoring & evaluation and reporting of R&D projects.

#### **Category VII - Award for Human Resource Management**

For assessing PSEs, the following will be considered:

- Compliance of Human Resources Management guidelines issued by the Department of Public Enterprises and as per provisions of the Companies Act, 2013.
- HR Policy framework, including strategy alignment and enabling diversity, gender mix.
- Talent acquisition and management initiatives such as employee training, succession planning, performance management, leadership development, etc.
- Employee well-being and engagement initiatives - Employment relationship, climate and culture with specific measures for enhancing sense of belonging.

#### **Category VIII - Award for Women Empowerment**

For assessing PSEs, the following will be considered:

- Policy framework to promote gender equality and safeguard interests of woman employees with committees to prevent sexual harassment and gender discrimination.

- Policy framework to promote gender equality and safeguard interests of woman employees with committees to prevent sexual harassment and gender discrimination.
- Representation of women on the Board, Senior Management level and overall workforce.
- Strategic talent acquisition initiatives and trainings for capacity building, skill upgradation and mentorship for women employees.
- Benefits/welfare measures extended to women employees such as WIPS cells and other experience sharing avenues, child-care facilities, etc.

#### **Category IX - Award for Digital Transformation**

For assessing PSEs, the following will be considered:

- Policy and planning framework for digital transformation including information security policy, budget and governance structure.
- Implementation of digital tools and platforms in managing internal business processes and customer centric processes such as paperless office, integrated ERP and CRM solutions, and others.
- Adoption of new and emerging digital technologies including advanced analytical and predictive tools for strategic and operational decisions.
- Preparedness for Industry 4.0 and other innovative digital initiatives.

#### **Category X - Award for Global Outreach**

For assessing PSEs, the following will be considered:

- Current presence (direct operation through subsidiaries /collaborations/ JVs) footprint, and recognition in different regions of the world.
- Pipeline initiatives around increasing exports, investments and operations in foreign countries (including subsidiaries/collaborations/JVs)
- Credit worthiness (Indian and International Rating Agencies) and initiatives towards attracting foreign investments in projects of the company in India.
- Recognitions/awards on global platforms.

#### **Category XI - Award for Individual Excellence: Lifetime achievement**

*Nomination for this category to be filed by PSEs/Individual/Ministries/Secretariat/SCOPE, based on eligibility.*

##### **Eligibility**

- Individuals who have superannuated or are currently active in PSE or Government departments/agencies/reputed International Organizations for more than 30 years.
- Must have served as Full-time CEO/CMD/Chairman of PSE for at least 2 years
- Noteworthy & exemplary service spanning a substantial duration across multiple PSEs or departments
- Demonstrated leadership and outstanding contributions to PSEs, country and the sector.

#### **Category XII - Jury Award**

No separate application needs to be filed by PSEs/Individuals for this category. This award is subject to the decision of the Jury based on the exemplary performance of the applicants in other categories.

##### **Eligibility**

- All Institutions/Individuals who have submitted applications in one or more award categories (I-XI), separate application is not required.
- Jury may consider to accord this award to one Institution/Individual based on the applications received.



## Award Jury for the 2022-23 Awards

A panel of eminent individuals will constitute the Award Jury for the  
**SCOPE Eminence Awards 2022-23.**

The Award Jury is expected to arrive at decision through consensus.

**The decision by the Jury will be final and no appeal will be entertained.**

Subject to Jury decision, more than one Award may be given under the same category.  
The participating organisation, if required, may need to make a presentation before the Jury.

### **Deloitte Touche Tohmatsu India LLP will assist the Jury in evaluating and deciding the Awards for 2022-23.**

Entries can be sent through physical or on line mode. Participating PSEs/Individuals may submit their entries online through link:

[https://www.scopeonline.in/SCOPE\\_Eminence\\_Awards](https://www.scopeonline.in/SCOPE_Eminence_Awards)  
or submit their entry at our official address.

Additionally, PSEs have an option of submitting their entries by filling up the attached performa in soft copies (2 copies in Pen Drive) and attaching other documents necessary to substantiate their nomination.

**Last Date for Submission of Nominations has been extended to Monday, 15th July, 2024**

**Nomination received after the last date shall not be considered.**

### Application Fee

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

Bank of Baroda,  
SCOPE Complex, Lodhi Road, New Delhi - 110 003  
Savings A/c No: 72870700000794  
IFSC Code: BARBODBSCOP (5th digit is Zero), MICR Code: 110012239  
For Your reference, the GST No. is: 07AAPFS7390N1Z7, Entries not sent  
with Application Fee would be liable for rejection.



Merchant Name: SCOPE  
vpa: scope98107794@barodampay



### **STANDING CONFERENCE OF PUBLIC ENTERPRISES**

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PSUSCOPE

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## Northern Region Workshop on The Role of Climate Co-benefit Methodologies for Strengthening Climate Action by Indian PSEs

July 23<sup>rd</sup>-24<sup>th</sup>, 2024 | 9:30 AM

Venue: SCOPE Complex, Lodhi Road, New Delhi

### Background:

Growing importance of climate change mitigation has necessitated objective ways to measure the impact of actions of corporates towards environmental protection. In this regard, climate co-benefits play a critical role. At its core, a climate co-benefit approach is a win-win strategy aimed at capturing both developmental goals and climate benefits in a single policy or measure. Hence, given the need to make the efforts of PSEs objective and measurable, it is imperative for them to embrace climate co-benefit approaches to strengthen capacities for implementation of India's NDCs and far-reaching climate policy.

### We seek to:

- Introduce climate co-benefits approach and its relevance for PSEs
- Understand PSE's climate actions including forestry initiatives and banning Single Use Plastics (SUPs)
- Introduce PSEs to the draft co-benefit assessment framework for Urban Forestry and SUPs and take their feedbacks
- Understand potential capacity building requirements including training needs of the stakeholders

### Who Should Attend:

Senior officers from departments Environment & Sustainability, OSH and CSR

**For further information, contact:** Ms. Garima Agarwal, Project Coordinator; +91-7363899786

**No participation fee is payable | Entry by Invitation | Upto two participants per organisation**

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# Manufacturing centres, R&D, skilling, new tech needed for Atmanirbharta in defence: DG, SCOPE



**Atul Sobti**  
DG, SCOPE

This interview was published in ET Government on 25<sup>th</sup> April, 2024.

*"The corporatisation of the Ordnance factories was a major reform by the Central Government. This reform led to the conversion of the Ordnance Factories Board (OFB) into seven Public Sector companies which are unleashing new growth potential and innovation in the defence sector."*

In 2023, Defence Acquisition Council, chaired by Defence Minister Rajnath Singh, approved proposals worth over Rs. 3.50 lakh crore to enhance the operational preparedness of India's Armed Forces. Several landmark achievements were made by the Ministry of Defence, in 2023, towards making India self-reliant in defence technologies and platforms. The country witnessed record defence exports and all-time high defence production. A significant part of the credit for the high growth of the defence sector goes to the Public Sector Enterprises (PSEs) which demonstrated remarkable efficiency in upgrading their technologies and scaling up their manufacturing.

## Edited excerpts:

The Government of India is

aiming to make India self-reliant in natural resources and critical minerals. How are the Public Sector Enterprises contributing in the achievement of this vision?

India's Public Sector Enterprises are making significant contributions in natural resources and critical minerals. Recently, the Geographical Survey of India discovered Lithium deposits of over 5.9 million tonnes in Jammu & Kashmir. Lithium is used in the manufacture of electronic batteries-if India is to be a major global player in the electronics sector, then the country needs large quantities of Lithium. Several PSEs, along with private sector companies, are working to exploit the Lithium resources of J&K for our domestic industry.

Considering the unique properties of critical minerals and natural resources and their diverse uses, the Government of India has ministries which focus on particular types of natural resources. If we see closely, there is the Ministry of Steel with PSEs like SAIL, MOIL and NMDC; Ministry of Mines with PSEs like Mineral Exploration Corporation Limited and NALCO; Ministry of Coal with PSEs like Coal India Limited and NLC Limited; Ministry of Petroleum and

Natural Gas with PSE's like ONGC, BPCL, HPCL and GAIL. Through these and other PSEs, the country's public sector plays a dominant role in the area of natural resources.

**What steps can be taken by these PSEs to bring more efficiency in the process of extracting natural resources?**

With economic growth and rise of consumer culture, there is a massive rise in the demand for critical minerals and natural resources. The leaders and employees of Public Sector Enterprises understand that it cannot be business as usual and they have to go an extra mile by further improvising their productivity in order to fulfill the needs of our growing economy. For improving productivity, I believe that there has to be heavy investments in R&D and skill development. We have to keep improving the technologies that are being used for exploration and mining of natural resources, and we have to keep upgrading the skills of our Public Sector employees. A series of actions have already been undertaken by many PSEs in this regard.

**The Defence Minister recently announced that India's defence exports have surpassed Rs. 21000 crore for the first time. How is**

### **the Public Sector contributing to the growth of the defence sector?**

The Defence sector is one area where 'Make in India' has been very successful. According to the data from the Department of Public Enterprises (DPE), there are 22 defence PSEs in the country. Much of the indigenous defence production is being handled by these PSEs. The corporatisation of the Ordnance factories, in October 2021, was a major reform by the Central Government. This reform has led to the conversion of the Ordnance Factories Board (OFB) into seven Public Sector companies which are unleashing new growth potential and innovation for the defence sector. Most of these new PSEs have already become SCOPE members.

In addition to these defence PSEs, there are other PSEs which are not included in the defence sector but have been for decades contributing massively to the country's defence needs. For instance, BHEL is a major defence producer. I was earlier the CMD of BHEL and I am proud of the work that this company is doing. In the last 40 years, this company has been involved in the manufacturing of several types of defence equipment. The Super Rapid Gun Mounting system (SRGM) which is used on Indian Navy's warships, is being manufactured by BHEL. Earlier, BHEL was involved in manufacturing of armoured recovery vehicles and components for main battle tanks.

### **What kind of growth are you expecting in the defence manufacturing sector in the country?**

India ranks among the top

four military spenders in the world, after the USA, China and Russia. This implies that the size of the domestic market for defence products is very large and continues to grow exponentially. Another factor that is driving growth in the defence manufacturing sector is exports. As you pointed out earlier, the Defence Minister has recently announced that India's defence exports have surpassed 21,000 crores. A major part to these exports is attributable to PSEs. Recently, the honorable Prime Minister appreciated the record manufacturing by HAL resulting in Asia's largest Helicopter Factory in Karnataka.

Given the prowess of the Public Sector, the fraternity shall continue to play a dominant role in the country's defense exports especially as the estimated exports could cross Rs. 50,000 crore in the next three years.

### **What are factors that enable the PSEs like BHEL to excel in the production of defence related and other high technology systems and products?**

There are three factors that are important for defence manufacturing: facilities, skilling and technology. BHEL can produce high technology defence products because it has several advanced facilities. In fact, some of the equipment used in the Chandrayaan mission was manufactured in BHEL's facilities. As far as the aspect of skills is concerned, the Public Sector employees are second to none, not just in India but the world. They are highly motivated and experienced. But they need to be provided the right kind of skills and the opportunities.

Then there is the aspect of technology. There are three kinds of resources for technology: in-house R&D, technology transfer and joint venture development. The spend on R&D by the industry needs to be stepped up. The public sectors is already significantly investing in R&D but the budget has to be much higher than what it is today. The platforms needed for the defence sector typically need very large investments and this becomes a constraint for the private sector, and this necessitates large Public Sector spending for researching and developing defence systems.

### **What are the key initiatives that India can take to become self-reliant in defence?**

India ranks among the world's biggest defence markets. To make progress in defence manufacturing and technology, we need to first of all identify the areas where we want to excel: These areas can be related to telecom, warships, artillery, armored vehicles and other defence platforms. Then we need to drive indigenization, and this has to be done jointly by the public and private sectors together. But the indigenization drive will not reach its full potential unless we work on the area of technology transfer. The multinationals which sell their defence products in India must also share their technology with us. The Government of India is already taking steps to ensure that technology transfer does take place in favour of the Indian companies. But a more robust approach towards the same will contribute significantly to the success of the Make in India programme in the defence sector.



# Management Lessons from Mahabharat- Part- V



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

## INTRODUCTION

The Mahabharata, one of the greatest epics of ancient India, is not just a story of kings and battles. It is a rich source of wisdom and practical lessons that are still relevant today, especially in the field of management. Despite being composed thousands of years ago, the Mahabharata offers insights that can help modern leaders and managers navigate the complexities of today's business world. This article explores the key management lessons from the Mahabharata, drawing from its vast collection of stories and characters. Through the clever strategies of Lord Krishna, the moral dilemmas faced by Yudhishtira, and the determination of Arjuna, we find parallels to the challenges encountered in contemporary organizations. These timeless tales provide guidance on leadership, decision-making, conflict resolution, teamwork, and ethics. By examining these stories, we can learn how to lead with wisdom, make better decisions, handle conflicts effectively, build strong teams, and uphold ethical standards. The Mahabharata teaches us that the principles of good management are universal and timeless.



## Four stages of a professional's career

**Epic - King Janaka of Videha kingdom in Mahabharat speaks about the way he ruled the kingdom as a "Grihasta" and in other stages of his life. Ashrama in Hinduism is one of the four age-based life stages, discussed in Indian texts of the ancient and medieval eras. The four ashramas are Brahmacharya (Student), Grihasta (house holder) & vanaprastha (forest dweller) and Sanyasa (renunciation). For a human being the first stage (Ashram) of life is called "Brahmacharya" ashram. At this stage a man learns the aims of human life. During this student life one learns about the concept of**

dharma and the duties of a person like Dharma of a student, teacher, ruler etc. 2<sup>nd</sup> stage (Ashram) of a human being is called "Grihasta" ashram. At this stage one peruses for artha, kama & legitimate desires. At this stage a man earns his livelihood and completes his social responsibilities. Marital life, occupation and social responsibilities are discharged at this stage. 3<sup>rd</sup> stage (Ashram) of a human being is "Banaprastha" ashram. At this stage one retires from his family and other worldly responsibilities. At this stage a man starts living in a natural environment slowly detaching from earthly comforts and emotions. 4<sup>th</sup> Stage (Ashram) of human being is "Sanyasa"

ashram. This is the last stage of human life. At this stage one feels totally free from worldly affairs and tries to achieve the goal of mokshya.

**Management Lesson** – Like a human being's life, first twenty five years of a professional's career is like the life of a BRAHMACHARYA. This period is devoted for learning and development to have hands on experience which ultimately leads to command over domain knowledge. Understanding the basic nuances of functional knowledge is also a part of this period. This is the stage when a professional understands the importance of responsibilities, accountabilities, ethics, business governance etc. Life of a professional in next twenty five years is like the life of a GRIHASTA. He has a team to lead and handle. He needs to take care of the motivation, upbringing, growth & capability building of his team. The success or failure of his team to a large extent depends on him. At this stage the authority can be delegated but not the responsibility or accountability. At this stage a professional also ensures execution of projects successfully, identifies the top talents and creates wealth for the organization and its sustainability. Life of a professional in the next ten years is like the life of a BANAPRASTHA & SANTYSA. During this period the professional devotes time for his team members for developing the successors, mentoring and counseling to ensure business continuity. This is the stage when a professional perseveres to be a role model for integrity, fair practices and business

ethics by creating success stories which gets passed on to his successors as legacies. He takes much more meaningful roles for stronger business alignment. Essential responsibility includes identifying strong talent pipeline who can take the business to the next level so that the professional could be replaced at a short notice by the successors. After passing the baton, a professional is at the role of a coach, mentor and advisor.

### Corporate etiquettes as leadership competencies

**Epic** – In the battle field, just before the war between Kauravas and Pandavas, Yudhistir approached Bhishma Pitamah, Kulguru Kripacharya, Guru Dronacharya & uncle Salya to have their blessings. Each of them blessed him “Vijay Bhaba”. Duryodhana being quite upset with this development shouted at Bhishma Pitamah and sarcastically said “I am blessed to have people like you. You all are blessing the enemy with victory?” Immediately Vishma pitamah responded and said, even if you have touched the feet of Yudhistir, he too would have blessed you with victory. But your ego intervened and stopped you from doing so. My child, if any one touches your feet, your hands will automatically bless him. Had Yudhistir touched your uncle Sakuni's feet, he too would have compelled to bless him. One has to bless the one who pays their respect. Even if you excel as a warrior, your arrogance would pull you down.

**Management Lesson** – Some of the essential competencies of a professional are decent manners,

good conduct, adaptability, discipline & loyalty. While evaluating a professional in the appraisal process, two broad areas are primarily assessed. One is the achievement of the assigned Key Result Areas (KRAs) and other is the managerial competencies which are otherwise termed as leadership. A professional need to excel in both the dimensions to be rated as high Achievement and high Leadership. Hence striking a balance between the two is a prerequisite to grow in the organizational ladder and hierarchy. A high level of achievement (A), at the absence or low level of leadership (L) competencies does not sustain in the long run and vice versa. Hence like Yudhistir who had excelled in warfare as well as extremely loyal, discipline and well mannered, a professional needs to be equally versatile in excelling on the assigned deliverables as well as in dealing with his seniors, peers and reportees.

### Leadership Through Credibility

**Epic** – During the Mahabharat war, Sanjay was narrating the proceedings of the war to Dhritarastra. Suddenly Dhritarastra asked Sanjay to explain who attacked first? Who fired the first arrow? He said, “I don't fear the result of the war, but I do fear history. I don't want history to remember that my army attacked first. Sanjay said, “To what extent would you control history? History would ask you many inconvenient questions. There is no point of being afraid of them. The wax house, the division of the nation, the game of dice, Draupadi's

disrobing, and many more. How many sins will you deny?

**Management Lesson** – A leader's reputation and credibility are shaped by a series of decisions and actions over time. One cannot manipulate or control history to erase or rewrite past mistakes or misdeeds. Instead, a leader should focus on making a consistent and sincere effort to make ethical and responsible decisions. The leader should not be in illusion, that one good decision can undo or shadow all the bad decisions and vice versa. The past actions and decisions of a leader, just like in the Mahabharata, cannot be denied or hidden; they become part of the leader's legacy and shape how they are remembered. Therefore, leaders should be mindful of the long-term impact of their choices and prioritize making a series of good decisions that align with their values and the well-being of their organization or community. Changing the perception of a leader requires genuine and continuous effort rather than attempts to save their image through isolated actions.

**Bhagavad Gita: Chapter 2, Verse 47**

कर्मण्येवाधिकारस्ते मा फलेषु कदाचन।  
मा कर्मफलहेतुर्भूर्मा ते सङ्गोऽस्त्वकर्मणि  
॥ 47 ॥

**You have a right to perform your prescribed duties, but you are not entitled to the fruits of your actions. Never consider yourself to be the cause of the results of your activities, nor be attached to inaction.**

### Identifying and motivating emerging leaders

**Epic** – In the battle between

Kauravs and Pandavas, Bhishma was unstoppable and was moving swiftly towards Pandavas. Abhimanyu, the teen aged son of Arjuna took upon the challenge of encountering and stopping him. Abhimanyu paid his respect to Bhishma and then introduced himself to which Bhishma replied "you are too young to die". Abhimanyu said there is no age for a heroic death. It will be any good warrior's good fortune to fight his first battle with a warrior like you. Hence allow me to fight with you and bless me. Bhishma was stunned to see his confidence. Bhishma with grief said "Oh God, how cruel you are? What kind of opponents do I have in this war?" When Bhishma was being hit by the arrow of Abhimanyu, Bhishma blessed him and wished him a long life. He said, like Arjun, this dynasty will always be proud of you. My eyes are pleased to see your expertise. This clan is blessed that you have taken birth. When Bhishma was taking his chariot in a different direction, Abhimanyu stopped him by creating a wall of arrows which mesmerized Bhishma.

**Management Lesson** – Identification and motivation of an emerging talent is an essential competency of senior and top management. Talents with good pedigree, demonstrating superior competencies, challenging senior management with outstanding skill sets or displaying potential for leadership positions, need to be appreciated in public. They need to have a cross functional stint, their learning and development needs to be addressed, so that they would undergo the journey of managing self to managing

others and finally managing managers. Absence of this psychological OD (organizational development) intervention, drives a bureaucratic culture of "everybody is equal irrespective of growth potential and performance." Hence like Bhishma took the pride of Abhimanyu as a part of his clan and motivated him with profound admiration, the senior management needs to ensure reflective appreciation in every possible forum, since these top talents are the identified successors and future leaders.

### Crisis Management - focus on your strengths through SWOT analysis

**Epic** – On the day one of the war, Pandavas faced heavy casualties. All the bothers and Krishna visited the wounded soldiers & Yudhistir was quite upset to see their number. He said we could see more dead than wounded. He asked Krishna to predict for the next day. Krishna said that dynasties and nations are not comparable to warriors. History is more durable than all this. Temporary setbacks are part of a war. Hence don't talk of tomorrow. In war, don't count your wounds or corpses. A king like you need not be worried with whom brothers like Bhim, Arjun, Nakul, Sahadev, young warriors like Abhimanyu, Supporters like Satyaki & Sheekhandi and a commander like Dhristadyumna are there. The war has not ended today. It has only started. It will end someday. It is also definite that you will win in this historic war.

**Management Lesson** – The theory of law of attraction says that, whatever you focus upon



grows in life. This can also be said the other way - put your attention to whatever you want to grow in your life. For instance, if you focus on abundance, abundance grows in life and vice-versa. The most successful people in any field in the world have kept their focus on their strengths. In the business context, through a SWOT Analysis (Strengths, Weaknesses, Opportunities and Threats),

we analyze four dimensions. The findings of these four dimensions are usually profound and help in setting direction for the management and in setting strategic and tactical directions for the future. By a leader, strength as a dimension if used as auto suggestion, it can bring confidence and vigor to the team. Instead of working on improving weaknesses, if we work on our

strengths, the improvement will be exponential. That does not mean completely ignoring the weaknesses. Hence a leader needs to remind to his team again and again, on the strengths they possess and use Neuro Linguistic Programming (NLP) to keep on motivating them, the way Krishna was repeatedly hammering on the presence of unbeatable warriors in Pandava's side.



# Hiring a Talent, to find a Talent

**“Human resource is not a thing we do. It’s the thing that runs our business”**

**–Steve wynn**



**Prof. (Dr.) Dewakar Goel\***

War of talent is a very old concept now which was given by Mc. Kinsey. Why exactly it was war of talent or in today’s scenario it should be taken war for talent? During last two decades there has been drastic changes in HR philosophies which is a great transformation, Technological advancements has given new meanings for exploitation of Human Resource giving rise to multi-skilling. The talent is in abundance with mushrooming of engineering colleges and management institutes in length and breadth of the country. The HR practices with regard to talent acquisition have undergone major changes. Gone are the days when there was a practice of releasing advertisements in newspapers, scrutinizing applications and conducting written tests on offline mode for making final selection of candidates by means of group discussions and interviews etc.

We have to coin the real word today whether it is talent acquisition, talent hiring or talent hunting. Earlier days one single word recruitment would suffice the purpose which is not finding the place now with the corporates because they are more concerned

about managing the hot skills with them and snatching the skills available with competitors in the markets. Some leading companies like Ernst and Young, KPMG, Delliott and Price Water Coopers are active competitors in the same level of competency.

There is cut-throat competition for making USP. It is not the question of talent hiring for them because the brand image and attractive packages attract like honeybee to a flower. The main focus of the company goes in retaining the hot skills available with them. What makes hot skills? From HR strategic point of view a company focuses all its energies towards exceeding the organizational objectives by way of maximising the productivity.

First and foremost the foundation of competencies is created like we make the foundation of a multi-storey building. The Human resource is to be hired like the bricks of the foundation and training is imparted in such a manner that it gives stability and strength similarly like we cannot afford to remove a single brick from the foundation. When we are talking in terms of human resource it is the initial

selection which is important because recruiter knows whom and why he is selecting a particular candidate and what kind a bonding is going to be developed in the initial stages so that like a high rise building the new incumbent looks for his career plans and future ahead in the same organization. Unless and until a feeling of owning the organization comes in the mind of new entrant, it will not only be difficult but impossible to retain him in the company because if it is really a value addition in terms of capabilities, the temptation will be there to leave the company for hike in salary perks and allowances. The employee turnover and attrition is maximum in IT sector, why it is so? When the job profile is almost the same in almost entire IT sector? Now IT field is no more wedded to electronics and communication. We don’t get surprise when an executive comes for aspiring the managerial position with a degree of civil engineering or metallurgy engineering with sufficient knowledge of IT. What makes them an IT consultant without having the same core field at B.Tech level. I think the

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credit goes to induction training and orientation programs. The Mysore campus of Infosys is famous for this.

Recently there was a great influx of disillusionment of M.Tech students of IITs for leaving their studies to join public sector. Various IITs are in process of requesting the public sectors for deferring their joining so that their prestigious M. Tech programs are not disturbed. Moreover, it may lead to discouragement for the future M. Tech aspirants. The problem lies in the fact that we don't take students for their attitude. Similar is the case for companies, they should recruit for the attitude and train for the skills.

If you talk to a young engineering graduate, he looks for a great company and great job. Now great is quite a relative term which cannot be generalized because the greatness of a company should be in terms of strong values, organization culture and flexibility. Nevertheless benefits and good pay packages also defines greatness of the company. Now what is a great job? For a young aspirant with no experience he looks for better learning, advancement in career, creation of wealth and opportunities for acquiring skills as great job.

Coming back to the core issue of talent acquisition there is no denying that focus is for building talent pool for the future, forecasting, learning and identifying different roles and finally branding of the employees. In today's scenario the task of HR personnel has become quite different because it is easy to find the talent but it

is difficult to retain. I was talking about creating a foundation of competencies at the beginning of the process of talent hiring. The talent is hired with best of the competencies available in the market conforming to the job requirement The HR is responsible for associating with line managers in generating the expertise out of hired talents mainly due to the reason that no two individuals can be the same. The skills get outdated which needs to be nurtured by way of training and retraining. The HR perspective should be to analyze the history of attrition for certain positions. While hiring they must keep in mind that it is hired for today to meet challenges for tomorrow.

Today's HR professionals need to learn psychology rather I advocate Human psychology as one of the subjects in MBA curriculum. Most of the time, our concentration is to hire best of the talents and we forget to have behavioural analysis of the personality of the candidate because skills can be improved but behavioural traits remain forever. The profile may match with the job position but the attitude may not. You can always change the mindset of a person but it is impossible to change the set mind at any stage of life.

These are the days of knowledge management where concepts are sold. Knowledge is money. The innovation is like invention in any field. In our country when the new slogan "Make in India" came and gave rise to promote start-up which is nothing but an attempt to enter a virgin field with zeal to do something new and to become an entrepreneur rather than an employee.

It is not very difficult for an HR professional to analyze and identify the behavioural traits of the candidates. The idea is not to discourage a candidate but to take for him person in the organizational that he can have a feel that future is there. His personal objectives are not overlapping organization objectives and he is having enough flexibility for adopting the organization as culture and values.

Earlier in the beginning I talked about the selection process which is a vital area to be debated upon in the context of talent hiring. John Dewey rightly said "Education is not preparation for life but it is life itself". Today's scenario is VUCA which speaks about Volatile Uncertain Complex and Ambiguous situations. One has to think whether he lives to work or works to live.

The social media is dominating – Twitter, LinkedIn, Facebook, Instagram, Whatsapp and Skype have become a great source for talent hiring. Nowadays even mobile applications have come where there is easy access for hiring the talent. It's all cost effective and time saving techniques once we tap these sources.

I may recall a few instances where the candidates lost their jobs even after final selection on the basis of the behavioural traits because the company was very particular about the personality traits, interpersonal relations, likes and dislikes and other attributes. A novel idea cropped up in the mind of HR professionals for becoming Facebook friends of candidates using fake profiles that too of beautiful smart girls. It was

done with the purpose because there were lot of complaints of women harassment by the male colleagues. Nevertheless in today's scenario when matrimonial sites can give a life partner by electronic mode then why not the employee for the organization for life.

I may recall an old story when a company hired a salesman for selling shoes. The salesman was sent to the place in a remote area with full truckload of shoes. The dynamic young man surveyed the area and observed that no one in the town is wearing shoes. He was demoralized and telephoned the company to divert the shoe consignment to a bigger city where people wear shoes. The marketing head at corporate office instead of diverting the consignment recalled the salesman and a young man with innovative ideas was sent to that small town in place of earlier salesman. The new salesman surveyed the town and telephoned the marketing head to send two more truckloads of shoe consignments, since no one wears shoes there. When he was questioned for his requirement he replied with confidence "Sir, I'm delighted to find this place where nobody wears shoes, it is a virgin market with no competitor. I do have time and skills to educate people and demonstrate the

usefulness of wearing shoes. With the population available in town, in fifteen days. I will be able to sell all the three truck loads which is my anticipated requirement".

The above example teaches us a lot as to why we should hire only such talent who have great optimism, analytical ability, foresightedness and pragmatic approach. HR professionals please wake up and welcome new ideas! Innovation and knowledge have bypassed the creation of heavy infrastructure in terms of plants and machinery if we talk in terms of ROI- (Return on Investment).

Uber the world's largest car hiring agency does not own any car. The Facebook does not create any content. Alibaba the largest retailer does not keep any stocks. Airbnb again a world's largest accommodation provider and OYO does not own any properties but they are into business, how? It is all talent hiring. These companies could hire a talent which could have potential for generating enormous skills for innovation, ideas and new concepts in the virgin fields. We must not forget employee referrals as another important source of talent hiring. It reminds me of the famous proverb "birds of a feather flock together or as I say you know me if you know my friends". The employee referral

was quite handy in getting the right person at the right time at the right place in the quickest manner. The employee who refers the hired candidate is rewarded with monetary incentive.

Lastly, I need to touch the most important aspect of attrition which comes in the way of hot skills management and most of the time it is ignored. IT IS BOSS. Yes when I say BOSS I mean the team leader for whom the team members are selected. The knowledge level, leadership qualities, human approach of the boss needs to be kept into consideration while taking the talents. You look for IIT Bombay B.Tech with MBA from IIM Ahmedabad as an ideal candidate for the company ignoring that his boss is not even MBA what to say for his graduate degree from unknown institute, with proven record of lethargic attitude with no knowledge base, just a leader by virtue of experience and loyalty to the company. How do you expect that the talented guy is going to be retained? Therefore, my piece of advice to corporates please do not make a definition of ideal candidate, select a candidate for your company keeping view of 360 degree in the organization then only you can retain him. Be confident that boss will be able to handle talent leadership exhibiting qualities.





# Rising menace of Heart Failure in Women: Due to Cardio Metabolic (HTN, Obesity & Diabetes) a matter of great concern



**Dr. H. K. Chopra\***

The prevalence of heart failure is rising steeply in India in the post Covid era. Heart Failure with Preserved Ejection Fraction (HFpEF) prevalence is more in women 2-10% higher as compared to men, due to metabolic causes like uncontrolled hypertension, obesity and diabetes responsible for increase thickness, stiffness and inflammation of the heart muscle.

It may be associated with other co-morbidities such as chronic kidney disease, anaemia, metabolic syndrome, postpartum cardiomyopathy and due to high level of stress, (Stress Cardiomyopathy) in the postmenopausal women. These comorbidities are associated with activated sympathetic, Neurohormonal, inflammatory, Cellular, mitochondrial and Calcium signalling, coagulation pathways leading to remodeling of the heart and blood vessels.

Dr. H.K. Chopra, Chief Scientific Advisor, IMA NDB & Chief Cardiologist, Moolchand Medcity said this while addressing "Multispecialities Cardio Reno Metabolic Conference & HF in

Women" organized by Indian Medical Association, New Delhi Branch, Healthy Heart Society & Max Super Speciality Hospital, Saket in New Delhi recently.

The main theme of the conference was "Enhancing Potentials of Clinical Management of Heart Failure in Women by Cardio Reno Metabolic Navigation" in healthcare to combat the rising menace of Heart Failure in women in the post covid era and high prevalence of uncontrolled hypertension, obesity and diabetes. The discussion focused on recent innovations in drugs, medical and surgical interventions, thereby reducing

the heart failure inflicted morbidity and mortality at primordial, primary, secondary and tertiary levels.

Dr. Chopra was of the opinion that early diagnosis and timely treatment of heart failure in a protocolized manner is the only solution to reduce heart failure inflicted morbidity and mortality. He said that Clinico Echo NT Pro BNP navigation is the need of the hour for proper diagnosis of Heart Failure.

He said that women are different phenotypally and genotypally with different cellular, neuro-hormonal mechanism as compared to the men, they present late



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as they ignore their alignment. If timely and meticulously treated the outcome is better than men.

He also said that there is a strong connection between heart, kidney and metabolic abnormalities which is a matter of great concern.

He also emphasized that heart failure in women is preventable, regressive and reversible to large extent by enhancing awareness about prevention and timely treatment of heart failure.

This conference will focus on preventive strategies thereby having a paradigm shift from "Illness to Wellness" by control of hypertension, diabetes, less salt consumption (4-5gm/day), adequate sleep, no smoking, stress management, regular exercise, meditation, yoga and dietary precautions will salvage the jeopardized heart. He discussed advances in technology including Echo, MRI, NT Pro BNP



for diagnosis of heart failure and said that there is a discussion on revolutionary four iconic drugs including Dapagliflozin, ARNI, Beta Blockers, MRA, Vericiguat, new hope of lipid lowering drugs including Inclisiran, PCSK9i with statins, besides surgical and mechanical intervention. These four drugs are shining

molecules and gold standard in the management of heart failure. He said that there is a need of "Heart Failure Clinic" in a every hospital and we must launch "Mission Heart Failure Care" for mass education by television or newspapers as a public education initiative to enhance the awareness.





# Revolutionizing Women's Health: NRDC Facilitates Transfer of Innovative Herbal Sanitary Napkin Technology



Cmde Amit Rastogi (Retd.), CMD, NRDC; Dr. Prabodh K. Trivedi, Director CSIR-CIMAP; Smt. Tanuja Bhatnagar, Proprietor of M/s SS Creations and other senior officials during the agreements signing ceremony.

In a significant stride towards enhancing women's health and hygiene, the National Research Development Corporation (NRDC) has successfully facilitated the transfer of "NAARI-infection preventing and biodegradable herbal sanitary napkins" to M/s SS Creations (Femigiene). Developed by CSIR-Central Institute of Medicinal and Aromatic Plants (CSIR-CIMAP) in Lucknow, this cutting-edge technology utilizes plant extracts including Aloe Vera and essential oils.

The technology aims to revolutionize menstrual hygiene by

offering a natural, eco-friendly, and healthier alternative to conventional sanitary products. It features a biodegradable and non-toxic composition that is safe to use with no side-effects. The plant-based antibacterial molecules incorporated in these sanitary napkins not only prevent infections but also ensure skin hygiene.

The Technology Licensing Agreement (TLA) exchange marks a significant step forward in fostering collaboration and creating opportunities to promote women's health, safeguard the environment, preserve

bio-diversity, and uphold Sustainable Development Goals (SDGs).

The tripartite license agreements were ceremoniously signed and exchanged by Cmde Amit Rastogi (Retd.), CMD, NRDC; Dr. Prabodh K. Trivedi, Director CSIR-CIMAP and Smt. Tanuja Bhatnagar, Proprietor of M/s SS Creations.

This collaboration is poised to make a profound impact by honoring both the planet and people, emphasizing a commitment to sustainable practices and women's well-being.



# Unlocking the Hidden Gains: Exploring the Climate Co-benefits of Sustainable Actions

## Introduction

Climate change is no longer a distant threat but a present reality with increasingly visible impacts such as rising global temperature, shifting weather patterns, and more frequent extreme weather events that underscore the urgent need for comprehensive climate action. Mitigating climate change requires significant reduction in greenhouse gas (GHG) emissions. Adopting sustainable practices such as transition to renewable energy, sustainable way of living, etc. can help in combating damaging impacts of climate change, therefore, sustainable policies/projects are often heralded for their direct impact on reducing GHG emissions. However, benefits of these initiatives extend far beyond their primary environmental goals i.e., GHG reduction. From improving the environment, public health, and preserving biodiversity to enhancing social equity, and fostering economic growth, sustainable policies/projects offer a multitude of advantages that are often overlooked. **These additional benefits, known as climate co-benefits, represent the hidden gains of sustainable climate action.** In this article, we will delve into the myriad ways that sustainable policies not only address climate change but also create a ripple effect of positive outcomes. By exploring these

climate co-benefits, we can better appreciate the comprehensive value of adopting green practices and policies, ultimately reinforcing the necessity for swift and decisive action in our efforts to build a resilient and green future.

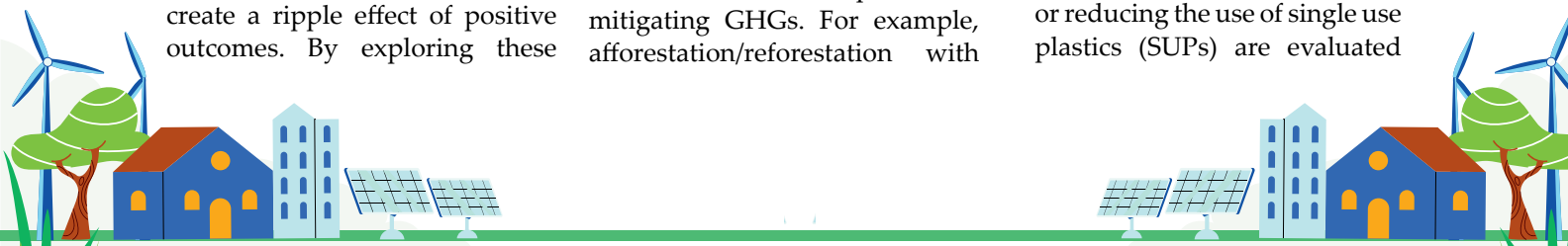
## Understanding “Co-benefits” and “Co-benefit Methodology”

At its core, a co-benefit approach is a win-win strategy aimed at capturing both developmental goals and climate benefits in a single policy or measure. **Climate actions/policies, aimed at combating climate change by reducing GHGs, can also deliver on other benefits which are called “Climate Action Co-benefits”.** For example, development of renewable and alternative energy technologies reduces dependency on conventional fuels (e.g., coal, petrol, etc.) that not only limits GHG emissions but also create green jobs, boost economy, along with other environmental and socio-economic benefits. Conversely, **development programmes, in addition to delivering development goals, can also provide “Climate Co-benefits”** by increasing the resilience of natural systems, helping populations adapt to current and future climate impacts, and mitigating GHGs. For example, afforestation/reforestation with

their primary objectives of biodiversity/land restoration, also support local communities, act as carbon sink, recycle GHGs, thereby helping in climate change mitigation. Despite underscoring the positive effects of climate actions, both terms have different nuances in their meanings. The **“Climate Action Co-benefits” are deliberate pursuit of pre-planned additional positive outcomes** that are narrowly focused and directly linked to a specific climate action. In contrast, the **“Climate Co-benefits”** has a wide range of positive outcomes that are narrowly focused and directly linked to a specific climate action. In contrast, the **“Climate Co-benefits” has a wide range of positive outcomes that arise unexpectedly and are recognised retrospectively** from any developmental program.

The climate co-benefit methodology refers to a structured approach used in environmental and climate policy analysis to **identify and quantify additional benefits beyond mitigating climate change** that result from implementing projects aimed at reducing GHG emissions. These methodologies are implemented in following steps –

- **Identification and Planning**– Sustainable projects such as enhancing urban green spaces or reducing the use of single use plastics (SUPs) are evaluated



for their primary impacts and secondary co-benefits.

- **Quantification**– Tools like Life Cycle Assessment (LCA) and Multi-Criteria Analysis (MCA) are used to measure these benefits in concrete terms like CO2 reduction, air quality improvement, etc.
- **Integration**– Ensures that these co-benefits are integrated into project designs, promoting initiatives like renewable energy that not only reduce emissions but also stimulate local economies and community involvement.
- **Monitoring and Evaluation**– Tracks Key Performance Indicators (KPIs) to assess project success and identify areas for enhancement.
- **Reporting and Scaling** – Document successful outcomes, facilitating knowledge sharing with factual data and enabling similar projects to be replicated and expanded, thereby bolstering sustainable development initiatives.

### Climate Action Co-benefits - a Holistic Approach to Sustainable Development

As humanity grapples with the impacts of climate change, resource depletion, and social inequalities; sustainable development has emerged as an indispensable strategy for addressing these multifaceted challenges. **Effective climate actions in response to the environmental degradation caused by climate change are intrinsically linked to the Sustainable Development Goals (SDGs).** For example, SDG 13 explicitly focuses on climate

action, aiming to combat climate change, however, the effects of climate change also undermine progress toward other SDGs, such as SDG 1 (No Poverty), SDG 2 (Zero Hunger), and SDG 3 (Good Health and Well-being), by exacerbating resource scarcity, food insecurity, and health crises. Furthermore, environmental sustainability is a cornerstone of several SDGs, including SDG 6 (Clean Water and Sanitation), SDG 7 (Affordable and Clean Energy), and SDG 15 (Life on Land). Therefore, sustainable development requires integrated strategies that address multiple issues. In this regard, **aligning climate action with the broader SDG framework can foster a holistic approach and create synergistic solutions** to sustainable development.

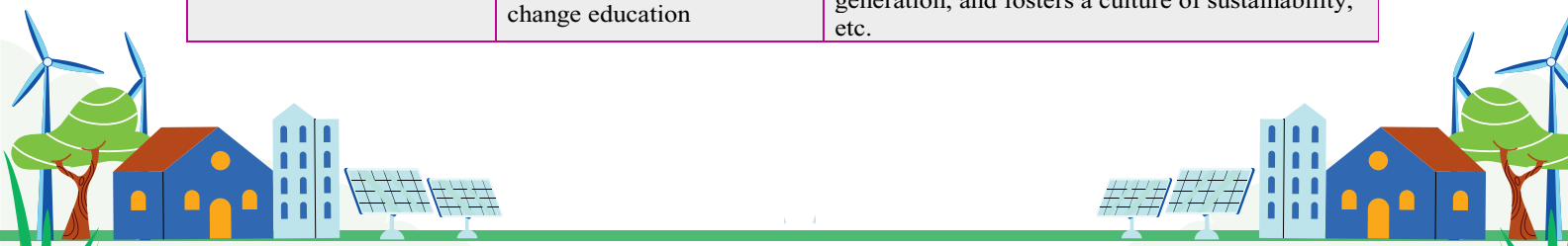
By identifying and implementing strategies that deliver multiple benefits, the **co-benefit approach ensures that climate action reinforces progress across various SDGs**, creating a more integrated and effective pathway to sustainable development. Integrating mitigation and adaptation techniques with SDG considerations increases efficacy of climate action strategies. Moreover, by identifying and leveraging co-benefits arising from such strategies increase the likelihood of climate actions being approved and taken up by decision-makers and also attract support from stakeholders.

Table on following page summarises a few climate action strategies, their primary goal, and associated co-benefits –





Climate Action Strategy / Sector	Climate Action Primary Goal	Climate Action Co-benefits
<b>Implementing energy-efficient technologies</b>	<b>Mitigation:</b> lowering GHG emissions	Reducing energy costs, improving air quality, and increasing productivity, etc.
<b>Transition to renewable &amp; alternate energy sources</b>	<b>Mitigation:</b> reducing emissions by replacing fossil fuels by solar, wind, green H2, etc.	Creating jobs, reducing air pollution, improving public health, and enhancing energy security, etc.
<b>Improved waste management practices and promotion of circular economy</b>	<b>Mitigation:</b> reduce energy uses by recycling material to prevent use of raw materials	Reduces methane and other GHG emissions, stimulate innovation, create green jobs, and promote sustainable consumption patterns, etc.
<b>Carbon Capture and Storage (CCS) technology</b>	<b>Mitigation:</b> removing carbon dioxide from atmosphere	Preserve jobs in sectors dependent on conventional sources of energy and promote economic stability, reducing air pollution, improving public health, etc.
<b>Development of carbon sink through afforestation and reforestation</b>	<b>Mitigation:</b> enhanced atmospheric carbon sequestration	Improve biodiversity, natural buffers against extreme weather events such as flood, reduce erosion, and improve water cycle, generate employment opportunities, forest products and ecotourism opportunities, etc.
<b>Public Transportation and Active Transport</b>	<b>Mitigation:</b> reducing emissions by promoting public transit, e-vehicles, cycling, and walking over car use	Reducing traffic congestion, lowering transportation costs, improving public health through increased physical activity, and reducing air pollution, etc.
<b>Sustainable Agriculture Practices</b>	<b>Adaptation:</b> Enhancing soil health and water management to cope with climate variability	Carbon sequestration in soils and reduced emissions from fertilizer use, increasing crop yields, improving food security, reducing water use, and conserving biodiversity, promotion of agroforestry, etc.
<b>Water Management Strategies</b>	<b>Adaptation:</b> implementing measures to manage water resources more effectively in the face of climate variability	Flood risk reduction, water quality improvement, improved access to clean water and sanitation healthy aquatic ecosystems, reliable water supply supports agriculture, industry, etc.
<b>Coastal Protection and Infrastructure Resilience</b>	<b>Adaptation:</b> enhancing infrastructure & natural systems to withstand coastal hazards and sea level rise due to climate change	Natural habitat protection for mangroves and other marine species, attracts tourism and recreation and boosting economy, Coastal forests and dunes act as natural barriers to storm surge, protecting coastal communities and historical sites from erosion, etc.
<b>Urban Planning and Design</b>	<b>Adaptation:</b> integrating climate resilience into urban development and infrastructure planning	Green roofs and urban forests improve urban liveability, air quality improvement, access to green spaces promotes physical activity and mental well-being of community, enhances social cohesion, etc.
<b>Disaster Risk Reduction and Early Warning Systems</b>	<b>Adaptation:</b> strengthening early warning systems and disaster preparedness to reduce climate-related risks	Reduce property damage and economic losses, community engagement enhances resilience and empower local communities, reduced disruptions to livelihoods, etc.
<b>Education and Awareness</b>	<b>Adaptation:</b> public awareness campaigns, training and capacity building, climate change education	Increases public engagement, fosters behavioural change, and builds community resilience, enhances workforce capabilities, promotes innovation, raises awareness, empowers the next generation, and fosters a culture of sustainability, etc.



## Why a Co-Benefits Approach is Appropriate for India?

In past, owing to the reason that developing and least-developed countries do not bear responsibility for the problem of climate change as compared to developed countries, **India's climate actions were guided by the principle of common but differentiated responsibilities.** Today, with changing negotiation contours pushing for symmetrical involvement of all nations and respecting the reasons of ethics & prudence, India aims to sustain its growth trajectory that entails growing energy demand while also aspiring to achieve decarbonisation. However, **implementing stringent climate policies and transition to sustainable practices are challenging for India** due to its large population, need for rapid economic growth, and reliance on fossil fuels for energy, etc. which are further complicated by its susceptibility to a wide range of climate change related risks due to its various climate zones and ecosystems, financial constraints, technological gaps, and the global pressure to balance development with environmental goals. Moreover, **targeting SDGs individually may overlook their interconnectedness, leading to imbalanced resource allocation, and missed synergies and trade-offs.**

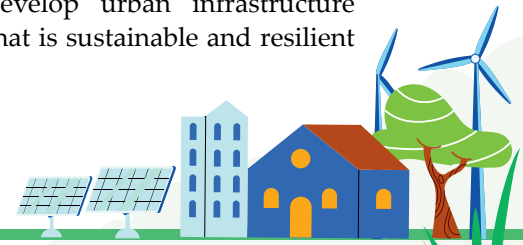
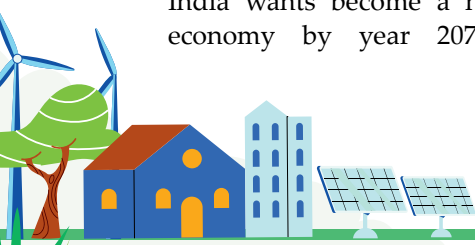
In the face of these challenges, integrated strategies are essential to address the multifaceted nature of climate action and sustainable development if India wants become a net-zero economy by year 2070 and

achieve developmental goals like becoming the world's third largest economy by year 2030, and a developed nation by year 2047. Considering these sustainable-development priorities, national policy-makers implicitly projected that **India stands to gain significantly by adopting climate co-benefit approach at the heart of its climate actions.** To turn this projection into a reality, India's climate action policies and missions have been designed to create synergies and promote trade-offs with SDGs to achieve multiple co-benefits. Following are few selected examples of these policies and missions from various economic sectors that signifies a substantial array of climate actions and their co-benefits, essential to achieve sustainable development –

- 'National Solar Mission', 'Perform, Achieve, and Trade' scheme, and 'Nation Green Hydrogen Mission' promote the development and use of renewable and alternate energy sources to replace fossil fuels and reduce GHG emissions while giving co-benefits such as reduced air pollution, improved public health, new job creation, lower energy costs, energy security, etc.
- 'National Electric Mobility Mission Plan', 'Faster Adoption and Manufacturing of Hybrid and Electric Vehicles' scheme, and 'Pradhan Mantri Gram Sadak Yojana' encourage the use of eco-friendly materials and technologies in transportation sector while providing co-benefits such as reduced air pollution, improved public health, reduced traffic, and

lower transportation costs, etc.

- 'Zero Effect, Zero Defect' certification scheme encourages industries, particularly SMEs, to adopt cleaner technologies and practices to reduce GHG emissions which also reduces air pollution and improves public health.
- 'National Mission for Sustainable Agriculture', 'Rashtriya Krishi Vikas Yojana', 'Pradhan Mantri Krishi Sinchai Yojana', etc. in agricultural sector promote the judicious use of fertilizers, organic farming, precision agriculture, and climate-resilient cropping systems resulting in reduced GHG emissions while also improving energy and water use efficiency, food security, enhanced resilience of farmers to climate impacts, etc.
- 'National Afforestation Programme', 'Green India Mission', and 'Compensatory Afforestation Fund Management and Planning Authority' aim to enhance India's forest and tree cover and ensure that afforestation activities compensate for forest land diverted for non-forest use thereby restoring degraded ecosystems and increasing carbon sinks while also increasing biodiversity, reducing soil erosion, improving water cycle, creating job opportunities for rural communities, and promoting ecotourism opportunities, etc.
- 'Smart Cities Mission' and 'Atal Mission for Rejuvenation and Urban Transformation' aim to develop urban infrastructure that is sustainable and resilient



to climate change impacts while also having co-benefits such as more efficient & less polluting urban environments, enhanced public health & sanitation, and reduced traffic congestion, etc.

- ‘Swachh Bharat Mission’ and ‘Solid Waste Management Rules (2016)’ focuses on waste management and sanitation improvements causing methane emission reduction while also improving public health & sanitation, and clean environment.

### Climate Action in Indian PSEs and Need of Co-benefit Methodologies

Indian Public sector enterprises (PSEs), by contributing nearly 14% to GDP and employing nearly 1.5 million people, hold strategic importance and play crucial roles in nation building through working towards making India self-reliant. However, many PSEs being operational in hard to abate sectors, account for a substantial share of national GHG emissions. Despite that, to align

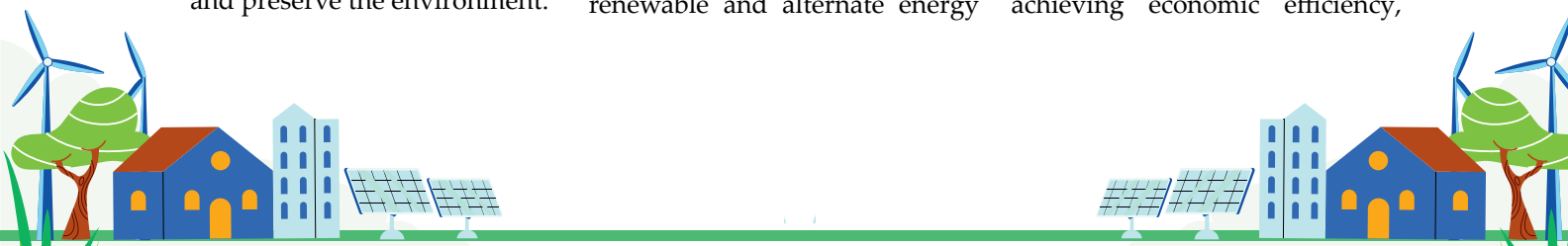
sources, etc. while also supporting sustainable development goals of the country by adopting climate co-benefit strategies. Results from these climate actions and an outlook on future techno-commercial advancements have given confidence to PSEs to announce their net-zero targets. For example, GAIL (India) Limited, Hindustan Petroleum Corporation Limited, Oil India Ltd, and Chennai Petroleum Corporation Limited have committed to become net-zero by year 2040.



- Mission Life (Lifestyle For Environment) is an India-led global mass movement to nudge individual and community action to protect and preserve the environment.

with national commitments and climate actions, many PSEs have devised independent climate actions such as venturing into using best available technologies, renewable and alternate energy

Despite these noticeable efforts, PSEs operating in hard to abate sectors of economy face several challenges in complying with regulatory frameworks, achieving economic efficiency,





maintaining international competitiveness, and fulfilling social responsibilities. There are also cases where PSE's climate actions are plausible but due to limited knowledge & available assessment methodology, PSEs are unable to measure and report their climate actions.

Climate action assessment methodologies are helpful for Indian PSEs in enhancing environmental performance, meeting regulatory compliance, driving economic savings, providing access to green financing, fostering innovation & boosting global competitiveness, fulfilling social responsibilities, and improving public image. **The scope of climate actions by PSEs is practically as diverse as their working areas** and therefore, it becomes imperative to develop unique co-benefits methodology for measuring the impact of specific climate actions by PSEs. While PSEs are already exploring such climate action assessment methodologies, specific methodologies for measuring climate action impacts of many initiatives like forestry and banning single use plastics (SUPs), etc. are limited.

As part of continuing efforts to tackle climate change and promote sustainable development, Standing Conference of Public Enterprises (SCOPE), an apex body of Indian PSEs has taken notable steps in partnership with the Deutsche Gesellschaft für Internationale Zusammenarbeit

(GIZ). Currently, SCOPE and GIZ are working on an ambitious project that aims to institutionalize climate co-benefit methodologies in PSEs, not only for supporting low-carbon investments and pathways but also for accounting and reporting of their climate action efforts. In this regard, SCOPE will be organising few regional workshops in near future to help PSEs in creating holistic and effective climate action strategies by exploring climate co-benefit concept & methodology along with its role in prioritising various decarbonisation methods.

### Conclusion and Way Forward

As the world navigates the complex landscape of climate action, the climate co-benefit methodology offers a promising pathway to holistic sustainability. Governments are starting to integrate the co-benefit approach into policy frameworks, promoting projects that deliver multiple positive outcomes.

The co-benefit methodology is also expanding into various sectors such as circular economy and forestry, broadening its scope and impact. Co-benefit methodology has the potential to embed sustainability into the core of development and unlocking a future where climate goals and broader societal well-being go hand in hand. Adoption of climate co-benefit methodologies offers transformative benefits that may help PSEs to meet regulatory requirements, secure

backing from governments and other stakeholders, attract funding, align with their goals of promoting sustainable development, and serve the public interest. Collectively, these advantages underscore the climate co-benefit methodology as a robust approach for achieving holistic and sustainable development outcomes. Besides having so much usefulness, these methodologies have few limitations such as gaps in data collection, discrepancies in data quality, and non-availability of precise frameworks for quantifying both primary climate impacts and secondary co-benefits. PSEs are taking up sustainability projects such as forestry and banning SUPs but limited comprehensive frameworks to measure their impacts on environment & society keep them deprived of obtaining benefits from their sustainable efforts. By developing and embracing climate co-benefit methodologies, PSEs can ensure that their efforts to address climate change not only enhance the well-being of people and the planet but also grant tradable green credits to PSEs. This article is an attempt to introduce the concept of co-benefits, its linkage with SDGs, and how PSEs can take advantage of co-benefit methodologies. In continuation to this, forthcoming articles will endeavour into co-benefit methodologies, designed for measuring impacts of specific climate actions by PSEs such as forestry initiatives and banning SUPs. Stay tuned!!





## Mazagon Dock Shipbuilders Limited receives 'Navratna' Status

**M**inistry of Finance, Government of India has elevated Mazagon Dock Shipbuilders Limited (MDL), India's premier warship and submarine builders to NAVRATNA category recently. MDL is now the 21<sup>st</sup> Navratna CPSE in the country, 3<sup>rd</sup> in Defence PSUs and the first Shipyard to receive this status. The company posted a consolidated annual turnover of Rs. 9467 Crores and net profit of Rs. 1845 Crores for the FY 2023-24. MDL earned the status of Miniratna- I in 2006. MDL also holds 47.21% of equity share capital of Goa Shipyard Limited,

a PSU under Ministry of Defence. Now being elevated to Navratna status, signifies its consistent performance in the recent past and MDL is further committed to play a more significant role in the country's defence landscape and contribute to the growth and development of the sector in the years to come.

"The elevation to Navratna status is a testament to MDL's rich heritage and unwavering commitment to excellence," said CMD, MDL. MDL has achieved this feat owing to its strong legacy of technical proficiency in warship and submarine building and a workforce with professional

diligence, innovation and performance that has elevated the growth of the company to new heights. "We are deeply thankful to all our stakeholders for reposing their trust with MDL, and the entire workforce – past & present, whose dedication has been pivotal towards the company's success. We extend our heartfelt gratitude to the Ministry of Defence/ Department of Defence Production, Dept of Public Enterprises, DIPAM and our esteemed customers the Indian Navy, under whose guidance and support, MDL has been able to achieve this milestone", CMD added.

## HSL completes emergency repairs on DCI Dredge VIII

**H**industan Shipyard Ltd. successfully completed emergency dry docking works of Dredge VIII of Dredging Corporation of India Limited by undertaking repairs of hull. The vessel arrived HSL on 21<sup>st</sup> June, 2024 and the emergency dry docking works were completed in 5 days by mobilization of resources on round the clock basis and made her fit for deployment. The CMD during internal discussions had indicated "Quick Turnaround of vessels" as a thrust area of Shipyard. The vessel was built in 1977 and has completed 47 years of services.



Dredge VIII Vessel.

## GAIL (India) Limited launches 'Wah Kya Energy Hai' Campaign to Promote Clean and Sustainable Fuel Choices



Shri Sandeep Kumar Gupta, CMD, GAIL launching 'Wah Kya Energy Hai' Campaign. Shri Sanjay Kumar, Director (Marketing) along with other senior officials were also present.

**K**nown for its innovative campaigns to encourage people-driven efforts for environment conservation, GAIL (India) Limited has launched yet another series '**Wah Kya Energy Hai**' to highlight the accessibility and benefits of embracing new, clean and environmentally friendly fuel options – Compressed Natural Gas and Piped Natural Gas offered by GAIL and its group companies.

Representing one more venture by GAIL in Business-to-Consumer (B2C) digital communication, the campaign is strategically geared towards engaging retail Natural Gas consumers across India. '**Wah Kya Energy Hai**', which comprises four short films in a mini-series format, tells the stories of a close-knit middle-class Indian family and how they navigate their challenges through a smarter choice of fuel usage, switching to D-PNG (Domestic Piped Natural Gas), C-PNG (Commercial Piped Natural Gas), CNG and Industrial PNG.

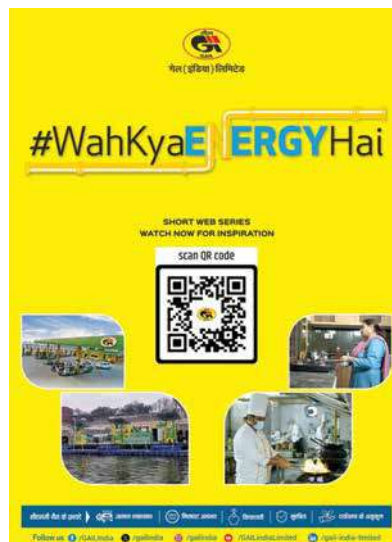
These 4-5 minutes content capsules will engage the viewers to not only enjoy these short films

but also encourage them to think about a shift to clean fuel.

GAIL had earlier created the innovative OTT series '**Hawa Badle Hassu**', a multiple award-winning science-fiction drama, and United Nations patronized short films '**Megha's Divorce**' and '**Elephant in the Room**', all of which centered on the importance of right environmental choices by common people. Launching the campaign, Shri Sandeep Kumar Gupta, Chairman and Managing Director, GAIL said '**Wah Kya Energy Hai**' is strategically

crafted with GAIL's key objectives in mind. It aims to persuade and motivate consumers by presenting natural gas as the smarter, safer, affordable and futuristic choice, one that aligns with environmental consciousness and the evolving needs of society. The campaign also endeavors to highlight the advantages of using natural gas over other fuel choices in view of the effects on both health and the environment. Through these concerted efforts, GAIL's campaign endeavors to catalyze a widespread shift towards cleaner and more sustainable fuel alternatives.

Amidst the global shift towards cleaner and sustainable energy alternatives, GAIL stands as a pioneering force, spearheading the advocacy for natural gas and its transformative impact on the society. With a commitment to environmental and societal progress, GAIL is a leader in promoting the widespread adoption of natural gas, recognizing its multifaceted benefits for individuals, communities, and the planet at large.





# Hindustan Shipyard Limited Celebrates 84<sup>th</sup> Foundation Day

Hindustan Shipyard Limited celebrated its 84<sup>th</sup> Foundation Day along with the International Day of Yoga on 21<sup>st</sup> June, 2024. This significant milestone marks 83 years of dedication, growth, and achievements in serving the nation. The celebrations commenced with a heartfelt tribute at the statue of the legendary Seth Walchand Hirachand, followed by a rejuvenating yoga session for all employees, emphasizing the importance of health and well-being.

To commemorate the occasion, HSL conducted week-long activities from 14<sup>th</sup> June, 2024 to 20<sup>th</sup> June, 2024 including interactions with business partners, employees and contractors, a full week of yoga sessions and a blood donation camp.

HSL unveiled a series of new facilities and technological advance tools aimed at enhancing operational efficiency and employee welfare. These include refurbished employee quarters, upgraded infrastructure such as a state-of-the-art electronic testing lab, Test bed facility, refurbished 80T Crane and innovative digital applications like a new HSL website and a mobile app for ship weight management. Additionally, HSL will release 16 publications to further refine its procedures and processes.

The financial year 2023-24 has been pivotal for HSL, marked by significant milestones and



Statue of the legendary Seth Walchand Hirachand.

unprecedented growth. The order book surged from Rs. 2,000 Crore to over Rs. 20,000 Crore, achieving a Profit After Tax (PAT) of Rs. 119 Crore, and an increase in turnover from Rs 478 crore in FY 2020-21 to Rs. 1,413 Crore. Furthermore, the first three months of FY 2024-25 have been watershed moments for HSL due to the steel cutting of first Fleet Support Ship, the successful completion of maiden sea trials of the first Diving Support Vessel, the record-time undocking of a Russian-made EKM Submarine and signing of major infrastructure upgrade contract with M/s L&T Geoststructure towards boosting capacity to build Fleet Support Ships and Landing Platform Dock.

Additionally, HSL has received 21 prestigious awards in

the past year, such as PSU Samarpan, PSU Leadership, Best Practices, Innovation in Refining Technology, HR Excellence, Best Ship Repair Facility of the year, Women Leadership and SODET Silver Awards at National QCC Competition. These accolades underscore HSL's commitment to innovation, reskilling, and operational excellence.

On the occasion of 84<sup>th</sup> foundation day, HSL extended heartfelt gratitude to its stakeholders, business partners and MSMEs around this 'City of Destiny', Vizag for their pivotal role in its success and growth journey. Looking ahead, HSL remains steadfast in its commitment to driving reforms, embracing innovation, and fostering a culture of excellence in the growth of the national maritime industry.

# PSEs celebrate International Day of Yoga

## EdCIL celebrates International Day of Yoga



Shri Manoj Kumar, CMD, EdCIL (India) Limited along with senior officers and employees of the company during International Day of Yoga celebrations at their Corporate Office in Noida.

EdCIL (India) Limited celebrated International Day of Yoga -2024 at its Corporate Office, Noida. EdCIL (India) Limited celebrated International Day of Yoga -2024 at its Corporate Office, Noida. To mark the occasion, Shri Manoj Kumar, CMD, EdCIL (India) Limited along with senior officers and employees participated enthusiastically.

Dr. Puja Dewan, the guest of the day and Shri Ramesh Khadka, Yoga Trainer conducted a workshop and explained various useful Yoga Aasanas, power yoga, yoga therapy and Pranayam to overcome health issues and how to remain fit.

The CMD addressed the participants on the theme of 2024 - "Yoga for Women Empowerment" with an emphasis on promoting women's well-being and advancing global health and peace. Yoga is a comprehensive tool for maintaining physical, mental, emotional, social, and spiritual health.

## EIL celebrates 10<sup>th</sup> International Day of Yoga

Engineers India Limited (EIL) celebrated the 10th International Day of Yoga at its various establishments.

Ms. Vartika Shukla, CMD, EIL and Functional Directors along with senior officials and employees took part in the Yoga Session organized at EIL Gurugram Complex. During the Yoga Session, employees were ably guided to practice various Asanas by Yoga Guru Shri Joginder Singh, who highlighted Yoga's great ability to enhance holistic well-being.



Ms. Vartika Shukla, CMD, EIL; Functional Directors of the company along with senior officials and employees performing Yoga during a Yoga Session organized at EIL Gurugram Complex.

Yoga is a powerful practice that enriches both the individual and society. It fosters inner peace, resilience, and overall health. By embracing yoga, we can enhance our personal well-being and contribute to creating a better world. C&MD EIL urged everyone to incorporate yoga into their daily lives, recognizing its unique potential to improve our physical, mental, and spiritual well-being.

## GRSE celebrates 10<sup>th</sup> International Yoga Day with enthusiastic participation from employees



GRSE employees performing Yoga on the occasion of International Day of Yoga.

Garden Reach Shipbuilders & Engineers Ltd. (GRSE), celebrated the 10th International Yoga Day with a series of engaging activities aimed at promoting health and wellness among its employees.

As part of the Yoga Day celebrations, GRSE organized a Yoga Competition for its employees and an online Crossword competition through its

social media platforms. E Countdown posts and announcements were run internally & on social media to encourage participation. The competitions saw enthusiastic engagement from employees across various departments, showcasing their dedication to physical and mental well-being & from citizens at large. The Yoga Competition culminated with collective display of different Yoga Asanas by employees and a prize distribution ceremony on June 21, 2024. On the occasion, winners were felicitated for their exceptional performances, in the presence of Cmde PR Hari, IN (Retd.), CMD; Shri R. K. Dash, Director (Finance); Cdr Shantanu Bose, IN (Retd.), Director (Shipbuilding); DIG Subrato

Ghosh, ICG (Retd.), Director (Personnel) and other senior officials of GRSE.

GRSE also actively engaged and encouraged its employees towards various Yoga initiatives undertaken by Ministry of Defence & Ministry of Ayush. These initiatives include registering for Yoga training sessions organised by the Morarji Desai National Institute of Yoga, participating in various International Day of Yoga (IDY) activities hosted on the MyGov and MyBharat portals and uploading the IDY activities on 'Bhuvan App' developed by ISRO. All the above initiatives were communicated online to internal and external stakeholders through email communication and social media posts.



## Personalia



**Shri G. V. Kiran**  
assumes charge as  
CMD,  
KIOCL Limited.



**Shri Manoj Jain**  
assumes charge as  
CMD,  
Bharat Electronics Limited.



**Shri Rajesh Kumar Dwivedi**  
takes charge as  
Director (Finance),  
BHEL.



# PSEs Ink MoU

## NBCC inks MoU with Oil India Limited valuing approximately Rs. 100 crore



Shri Saloma Yomdo, ED (E&D), OIL and Shri Pradeep Sharma, ED (Engg.), NBCC signed the MoU in presence of Dr. Ranjit Rath, CMD, OIL; Shri K.P. Mahadevaswamy, CMD, NBCC; Shri Saleem Ahmad, Director (Projects), NBCC and other senior officials from both the organizations.

NBCC (India) Limited inked Memorandum of Understanding (MoU) with Oil India Limited (OIL) recently for construction of OIL's centralized core repository with advanced laboratory facilities at Guwahati, Assam. This work is valued at Rs. 100 Crore approximately.

The MoU was signed by Shri Saloma Yomdo, ED (E&D), OIL and Shri Pradeep Sharma, ED (Engg.), NBCC in the presence of Dr. Ranjit Rath, CMD, OIL; Shri K.P. Mahadevaswamy, CMD, NBCC; Shri Saleem Ahmad, Director (Projects), NBCC and other senior officials from both the organizations.

Further, NBCC and OIL are also in final stages of discussion for undertaking various other works, such as execution of hospital, group housing, guest house, installation of solar rooftop panels etc. in Assam. The anticipated value of the these works is Rs. 900 Crore approximately.

In the recent past, NBCC has received work order from Kochi Metro Rail Limited valuing Rs. 700 Crore for the developing 17.4 acres in Kakkanad and Ernakulam, Kerala. Similarly, NBCC will also be executing the construction of boy's hostel for Hindu College, University of Delhi with an approximate value of Rs. 70 Crore. The company will also be executing the construction of office-cum-training institute of Institute of Company

Secretaries of India (ICSI) at Khaitabad, Hyderabad with an approximate value of Rs. 9 Crore.

## Goa Shipyard signs contract for construction of Next Generation TSH Dredgers



The Tristão da Cunha, one of Jan De Nul's recent trailing hopper suction dredger with a capacity of 3,500m<sup>3</sup>, also equipped with ULEv-technology (Ultra Low Emission vessel).

Goa Shipyard Limited signed a contract with Jan De Nul Group, Luxemburg for the construction of the next generation of trailing suction hopper dredgers. The contract signing took place recently at Luxemburg.

The vessel is designed as a plug-in hybrid with a potential of up to four hours autonomy in first instance and is especially designed to operate in small harbours.

GSL, one of India's premier shipbuilder forays into domain of Dredgers for European Client.

As a plug-in hybrid, the vessel will have a very low ecological footprint and could have up to four hours' autonomy in first instance.

Additionally, it is equipped with ULEv-technology (Ultra Low Emission vessel) and a EURO 6 engine that can run on bio-fuel.

With its 79 meters hull length, the new vessel has a hopper capacity of 2000 cubic meter. The present contract is for one vessel, with a delivery period of 24 months for the first ship, having an option to construct a second sister vessel.

Custom made for small harbours: The new vessel is custom made to operate in small harbours in highly populated areas, like marinas for example. It is highly manoeuvrable, very low in emissions and is almost silent.

Jan Van De Velde, Director New Building at Jan De Nul Group, said: "It's a small hopper with big capabilities. Tailor-made to perform in small harbours, agile and flexible. With very big ambitions in the field of durability. As a DC hybrid plug-in, the vessel is highly innovative, with a big potential to reduce our carbon footprint. Another added value to our versatile fleet."

Shri B. K. Upadhyay, CMD, GSL said: "So far, GSL has exported defence platforms to various countries and has emerged as the largest exporter of defence platforms from India. This prestigious deal with a European client is a significant step to diversify ourselves into the global commercial shipbuilding market. With an excellent track record of execution & delivery, for which GSL is known for, I am confident that we will continue with our legacy of delivering high quality ships well within the delivery timelines".

## GRSE achieves new export milestone in 2024: Signs \$16.6 million contract to supply an Advanced Dredger to Bangladesh

Garden Reach Shipbuilders & Engineers Ltd. signed a significant contract with the Bangladesh Inland Waterways Transport Authority (BIWTA), to build a Trailing Suction Hopper Dredger for Government of Bangladesh.

The contract, valued at \$16.6 million, was signed recently, in Dhaka, Bangladesh in the presence of Cdr. Shantanu Bose, IN (Retd.), Director (Shipbuilding), GRSE, representatives from BIWTA, and senior officials from both GRSE and BIWTA. This agreement marks another milestone in GRSE's ongoing commitment to fostering international cooperation and delivering high-quality maritime solutions.

Under this contract, GRSE will supply a state-of-the-art Trailing Suction Hopper Dredger (TSHD) with a hopper capacity of 1000 cubic meters.



The officers of GRSE and BIWTA signing the contract in Dhaka, Bangladesh.

The 58.70 M long TSHD with a speed of 10 knots will feature Azimuth Thruster propulsion, ensuring superior performance and manoeuvrability. With its ability to operate in Sea State 2 and navigate through Sea State 4, the vessel shall guarantee resilience and adaptability in diverse marine conditions.

GRSE's consistent success in International Markets is a testament to its expertise and reliability in shipbuilding and related services. The shipyard is currently executing an order to build 06 Patrol Boats for the Sustainable Coastal and Marine Fisheries Project under the Department of Fisheries, Government of Bangladesh. The company has previously delivered various vessels to friendly foreign countries, including Mauritius, Seychelles, and Guyana, and has been a trusted exporter of prefabricated steel bridges to countries like Nepal, Bhutan, Myanmar, and Sri Lanka.

With modernized infrastructure and the adoption of advanced technologies, GRSE is well-equipped to meet the global demand for sophisticated maritime vessels and support the 'Aatmanirbhar' (self-reliant) initiative by achieving high levels of indigenous content in its ships. This contract with BIWTA underscores GRSE's strategic focus on expanding its footprint in international markets and its dedication to contributing to the maritime strength and economic development of friendly nations.



# Awards & Accolades to PSEs

## REC wins 'Sustainability Champion – Editor's Choice Award' at the Outlook Planet Sustainability Summit & Awards 2024



Smt. Saraswathi, Senior General Manager, REC's Mumbai Office, receiving the award during an event in Goa.

REC Limited has been honoured with the 'Sustainability Champion – Editor's Choice Award' at the 'Outlook Planet Sustainability Summit & Awards 2024'. The Award ceremony was organised by Outlook Group, in collaboration with IIT Goa.

Smt. Saraswathi, Senior General Manager, REC's Mumbai Office, received the award at an event held in Goa.

The award recognizes REC's commitment to sustainability initiatives and its efforts in driving progress towards a greener future.

The award highlights the corporation's pledge to sustainability initiatives, leading the path toward a greener future. REC has been a front-runner in catalyzing India's energy transition. Its plans are intricately aligned with the global thrust towards clean energy sources, and the company remains committed to being the leading financier of India's energy transition. REC is geared to invest significantly in sustainability initiatives, reflected in its current loan portfolio of approximately Rs. 38,971 crore under renewable energy. With a visionary target of improving the renewables mix to around 30% of projected loan book of about Rs. 10 lakh crore by 2030.

## GRSE Wins Sustainable Governance Champion Award at Outlook Planet Sustainability Summit 2024



Cmdr PR Hari, IN (Retd.), CMD, GRSE along with other senior officials of the company.

Garden Reach Shipbuilders & Engineers (GRSE) Ltd. has been honoured with the "Sustainable Governance Champion Award" at the Outlook Planet Sustainability Summit & Awards 2024.

The recognition highlights GRSE's unwavering commitment to sustainable practices and governance excellence. The Sustainable Governance Champion Award is a testament to GRSE's efforts in integrating sustainability into its core operations, driving innovation, and promoting environmental stewardship within the maritime and defence sectors.

GRSE has continually strived to set new benchmarks in sustainable practices, incorporating advanced technologies and eco-friendly measures in its shipbuilding processes.

The Outlook Planet Sustainability Summit & Awards is a prestigious platform that brings together industry leaders, policymakers, and sustainability advocates to celebrate and promote sustainable initiatives.



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## New and Improved Convention Centre at SCOPE Complex and SCOPE Minar

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Conference Halls and facilities are being sanitized and fumigated on a regular basis.  
For Bookings visit our official website: [www.scopeonline.in](http://www.scopeonline.in)

### Conference Facilities at SCOPE Convention Centre Lodhi Road, New Delhi

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

### Tagore Chamber



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

### Auditorium



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

### Bhabha Chamber (Board Room)



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

### Mirza Ghalib Chamber



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

### Fazal Chamber



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

## Business Centre



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

## Annexe II



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

## Banquet Hall



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

## Tansen Chamber at UB



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

## Annexe I



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

## Amir Khusro Chamber at UB



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

**For Booking & Tariff details please contact:**

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# ANNOUNCEMENT



ACADEMY OF PUBLIC  
SECTOR ENTERPRISES

## 14<sup>th</sup> EXECUTIVE DEVELOPMENT PROGRAM FOR JUNIOR & MID-LEVEL EXECUTIVES OF CPSEs

“ THE CAREER JOURNEY  
TO PERSONAL EFFECTIVENESS ”

Monday, 5<sup>th</sup> August, 2024 to  
Saturday, 10<sup>th</sup> August, 2024



**VENUE:**

APSE Training Centre, SCOPE Minar, Plot 2A & 2B,  
District Centre, Laxmi Nagar, Delhi 110 092

For further information kindly contact:

PROGRAM CO-ORDINATOR : **HEMA KOUL** +91 11-24365418, +919560799550



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