

# KALEIDO SCOPE

STANDING CONFERENCE OF PUBLIC ENTERPRISES



## SCOPE-ILO release Study on 'Skilling for Future'



SCOPE invites nominations for SCOPE Eminence Awards



SCOPE Wishes all *Happy World Environment Day*



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# KALEIDOSCOPE



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## Message by Chairman

In the ever-transcending work dynamics, the need to adapt to changes at the workplace has multiplied. Aligning themselves with the changing times, organizations are increasingly investing in the skills of their employees, upskilling them not only for the present, but also for the future of work.

Understanding this, SCOPE collaborated with the International Labour Organization (ILO) to bring out a comprehensive, first-of-its-kind study on 'Skilling for future in PSEs.' Delving into the skill profiles of 1200 Middle Management Professionals of PSEs, this study that analyses the skill gaps and future needs of professionals, was launched recently.

As part of representing PSEs at International forums, SCOPE is all set to represent PSE employers at the 112<sup>th</sup> Session of the International Labour Conference of ILO in Geneva. Also, SCOPE has been nominated by ILO as part of the Working Party on the New Social Contract which has been entrusted to prepare tri-partite inputs to the UN World Summit for Social Development.

With Environment day being celebrated worldwide on 5<sup>th</sup> June, I would like to share that SCOPE has been working dedicatedly towards Environment sustainability and has collaborated with GIZ, Germany for conducting

workshops and study on Climate Change Mitigation efforts by PSEs.

As commemorating and celebrating the contribution of PSEs, is a top prerogative of SCOPE, I am happy to share that SCOPE is now inviting nominations for SCOPE Eminence Awards 2022-23. As none of our endeavours can be a success without the support of our members, I request PSEs to participate in these awards and be part of this celebration of the spirit of the Public Sector.

SCOPE is also planning to conduct numerous programs in the areas of Leadership, Finance, Climate Change among others. In the coming months, SCOPE is all set to organize one of its most coveted programs, the Advanced Global Leadership Programme 2.0.

As we move ahead, SCOPE will continue to scale-up its efforts to instil innovativeness and competitiveness in PSEs by conducting workshops, studies and research work. We look forward to the continued support, suggestions and feedback to exhort & continue our journey towards attaining excellence.

**Sandeep Kumar Gupta**  
Chairman, SCOPE

# SCOPE FORUM OF CONCILIATION AND ARBITRATION (SFCA)

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

## WHY SFCA?

### Empanelment of more than 400 Arbitrators/ Conciliators

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

### Complete services for conducting Arbitration

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

### Cost effective and timely dispute settlement

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

### Dedicated Infrastructure

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

### Facilities and provisions

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

### Capacity Building

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



For any queries relating to SFCA, you may contact

## SCOPE FORUM OF CONCILIATION & ARBITRATION (SFCA)

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



## Director General's Desk

The month of June holds special significance for SCOPE. With KALEIDOSCOPE, our monthly magazine completing 44 years in print, it is with great enthusiasm, we continue to bring to our readers the latest and significant endeavours of Public Sector Enterprises (PSEs). With PSEs having played a crucial role in the socio-economic growth of the country, KALEIDOSCOPE remains steadfast as the 'tell-a-tale' of PSEs for over four decades.

As the world celebrates World Environment Day on 5<sup>th</sup> June each year, I am happy to share SCOPE has been continuously taking measures towards Climate Sustainability. Through our association with GIZ, Germany since 2019, we have taken several steps towards highlighting the efforts by PSEs in India towards Climate Change Mitigation. SCOPE has also worked tediously in bringing green skilling opportunities to PSEs.

Besides as SCOPE invites nominations for SCOPE Eminence Awards 2022-23, I would like to mention that SCOPE has a dedicated award in the category of Environmental Excellence and Sustainable Development. As the apex body of PSEs, SCOPE recognizes the need to commemorate and encourage excellence in PSEs across various fields. Through its various collaborations, SCOPE continues to upskill and capacitate Public Sector employees in pivotal areas. Recently, SCOPE released a comprehensive report in collaboration with International Labour Organization (ILO).

Leadership is another area where SCOPE is focused on bringing best practices for PSEs, to learn and understand, in making leaders for tomorrow. The future of the Public Sector lies in the hands of our diverse talent, and preparing them for global excellence is a top prerogative for us.

As overall wellness contributes majorly in the performance of employees, good health and wellness have a key role to play. SCOPE has been conducting programs that focus on good lifestyle, physical and mental wellbeing.

With the upcoming Yoga Day, SCOPE will join the celebrations, especially with the unique theme - 'Yoga for Women Empowerment.' Let us all imbibe Yoga for self-discovery, inner strength, and holistic well-being.

Also, in the coming months several programs such as Executive Development Program of SCOPE Academy of Public Sector Enterprises, the Advanced Global Leadership Programme, Program on Risk Management etc. are in the pipeline.

We look forward to the continued support of our members in making our efforts a success.

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

SCOPE-ILO release Study on 'Skilling for Future' – 20<sup>th</sup> May, 2024

SCOPE announces SCOPE Eminence Awards 2022-23

### Programmes & Initiatives in the offing

SCOPE celebrates World Environment Day – 5<sup>th</sup> June, 2024

SCOPE celebrates International Yoga Day – 21<sup>st</sup> June, 2024

SCOPE's Advanced Global Leadership Program – August – October, 2024

**Atul Sobti**  
Director General, SCOPE

# SCOPE News

## SCOPE-ILO release first-of-its-kind study on 'Skilling for Future'



(L-R): Smt. Rashmi Govil, Director (HR), IOCL; Shri Atul Sobti, Director General, SCOPE; Ms. Michiko Miyamoto, Country Director, ILO India; Shri Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL and Shri Ravindra Peiris, Senior Specialist on Employers' Activities, ILO launching the Study titled 'Skilling for future in PSEs: An ILO -SCOPE study on skills profiles in PSEs'.

SCOPE and International Labour Organization (ILO) released a joint study titled 'Skilling for future in PSEs: An ILO -SCOPE study on skills profiles in PSEs' in the presence of Ms. Michiko Miyamoto, Country Director, ILO India; Shri Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL; Shri Atul Sobti, Director General, SCOPE; Smt. Rashmi Govil, Director (HR), IOCL and Shri Ravindra Peiris, Senior Specialist on Employers' Activities, ILO on 20<sup>th</sup> May, 2024. The study entailing

recommendations on sector-specific strategies was participated by CMDs, Directors and Senior officials of Public Sector fraternity and senior officials from ILO both physically and virtually. During the event, dignitaries emphasized on the pivotal role of skilling in the present times, highlighting the significance of the study in addressing this imperative. Presentation of the key findings and recommendations of the report were also showcased during the event giving a glimpse into

the first-of-its kind endeavour to introspect the skills profiles in PSEs vis-à-vis the National Skills Qualification Framework (NSQF), the sectoral skilling landscape along with identifying the sectoral skilling gaps. While addressing the gathering, Ms. Michiko Miyamoto, Country Director, ILO India, said that ILO and SCOPE are very proud to present this valuable report that speaks to the aspiration of 'Skilling for the future of PSEs'. She said that the agenda of 'Skilling for the Future' offers

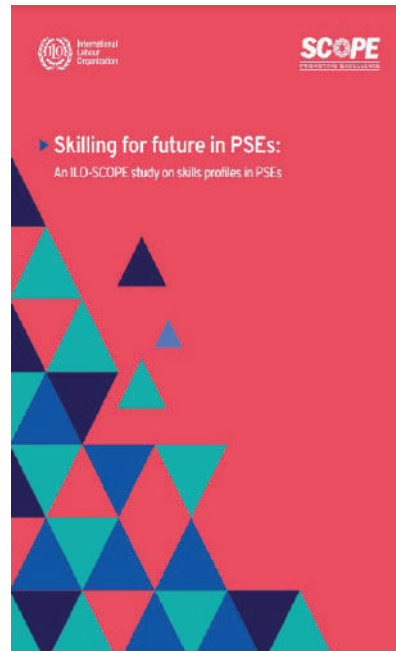


an opportunity to promote intergenerational equity and increased participation of youth and women as India thrives to increase the participation of women in the labour force.

While appreciating the findings of the Report, she said that the recommendations will help to maximize the returns both in terms of productivity and workers wellbeing and would empower the individual workforce by upskilling them with relevant skills, thereby, enabling the public sector in leading the growth and development of the country.

Shri Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL, in his address highlighted the significance of skill in the present times especially as it has evolved from a position of advantage to that of a strategic necessity for individuals and organizations. Appreciating the Study, he said that this aspect has been explored in the study and effort has been made to pave way for skilling and reskilling the present workforce of the PSEs with an aim to ensure their continued relevance in their current roles while fostering a culture of lifelong learning.

He requested PSEs to leverage the recommendations of the report to ensure that the professionals of today emerge as leaders of tomorrow. Speaking on the occasion, Shri Atul Sobti, DG, SCOPE said that the importance of skill cannot be overemphasized especially in today's dynamic



**Skilling for future in PSEs: An ILO-SCOPE study on skills profiles in PSE.**

and everchanging world. He further said that skilling and life-long learning have to be viewed not only as valuable assets but also as essential tools for navigating the complexities in our modern economy. "Public Sector contribute close to 14% of the Indian GDP and have dominant presence in all the strategic sectors of the economy, employing nearly 1.5 million direct workers and numerous indirect workers," he said, adding that for India to bridge the skill gaps, Public Sector has to come forward for skilling, reskilling and upskilling and to sustain their own relevance and effectiveness in the future.

Shri Ravindra Peiris, Senior Specialist on Employers' Activities, ILO said that the findings of the study are extremely

employer Centric and focuses on competencies that are required for the future growth of organizations. The recommendations in the report are not only relevant to PSEs but are also relevant to both Public and Private Sector employees, he added.

Smt. Rashmi Govil, Director (HR), IOCL said that this study is a tool to work upon for the HR practitioners.

"If India is going to be aspiring to be a \$30 trillion economy by 2047, if we are going to be looking at Net Zero goals by 2070, we are not the ones who are going to be actually pushing this goal. It's going to be the middle managers who are actually going to be leading the companies and the country to the aspiring and the ambitious targets that are being set. If we are going to be doing skilling initiatives which are going to be making an impact, this study is going to be the foundation to be building upon," she added.

Dr. Nikhil Raj, Consultant, ILO also gave a presentation on the Study. The study is available on the official website of SCOPE-[www.scopeonline.in](http://www.scopeonline.in).

Understanding the need to align PSEs to international benchmarks, SCOPE has been undertaking many research-based studies in pertinent areas of climate change, women empowerment, digital transformations, leadership development and skill profiles with organizations of repute including ILO and GIZ, Germany.

# Glimpses of the Release of SCOPE-ILO Study on 'Skilling for Future'

at Orchid Multipurpose Hall, SSIC, SCOPE Complex, New Delhi on 20<sup>th</sup> May, 2024.

To read the Study, log on to SCOPE's official website: [www.scopeonline.in](http://www.scopeonline.in)





# Interface with Stakeholders



DG, SCOPE, along with members of Council of Indian Employers, meets Ms. Sumita Dawra, Secretary, Ministry of Labour & Employment.



DD News telecasts release of SCOPE-ILO Study on 'Skilling for Future'.



DG, SCOPE (Centre) bids farewell to outgoing Cluster Coordinator, GIZ India, Mr. Mohamed El-Khawad (Left) and welcomes his successor, Mr. Gerald Guskowski (Right).



Shri B. Ashok, former Chairman, Indian Oil Corporation Ltd. calls on DG, SCOPE at his office premises in New Delhi.

# SCOPE ANNOUNCES LAUNCH OF 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.

**Orientation Workshop for Nodal Officers: Tuesday, 11th June, 2024**

**Last Date for submission : Friday, 28th June, 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,  
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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



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**AUGUST-OCTOBER, 2024**

# 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



University of St. Gallen, Switzerland

For further details, contact Program Coordinator:  
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## THE TIMES OF INDIA SCOPE, ILO release study report on skilling

The Standing Conference of Public Enterprises (SCOPE) and International Labour Organisation (ILO) released a joint study titled 'Skilling for Future in PSEs: An ILO -SCOPE Study on Skills Profiles in PSEs'. It was released in the presence of Michiko Miyamoto, Country Director, ILO India; Sandeep Kumar Gupta, Chairman, SCOPE and CMD, GAIL; Atul Sobti, Director General, SCOPE; Rashmi Govil, Director (HR), IOC; and Ravindra Peiris, senior specialist on Employers' Activities, ILO. During the event, dignitaries emphasised the pivotal



role of skilling in the present times, highlighting the significance of the study in addressing this imperative. Presentation of the key findings and recommendations of the report were also showcased during the event giving a glimpse into the first-of-its kind endeavour to introspect the skill profiles in PSEs vis-à-vis the National Skills Qualification Framework (NSQF), the sectoral skilling landscape along with identifying the sectoral skilling gaps.

## Hindustan Times FIRST VOICE LAST WORD



Encouraging creative minds, artists and upcoming talent, SCOPE organised an Art Exhibition cum Painting Competition at SSC, SCOPE Complex, New Delhi, as part of Public Sector Day celebrations. Dr Vasundhara Upmanyu, Joint Secretary, DPE, Ministry of Finance inaugurated the event.

## अमर उजाला

### स्कोप सोशल इंटरैक्टिव सेंटर का उद्घाटन

नई दिल्ली। सार्वजनिक उद्यमों के सशक्तिकरण (स्कोप) ने स्कोप कॉन्वेंशन सेंटर नई दिल्ली में अपनी तरह के पहले स्कोप सोशल इंटरैक्टिव सेंटर (एसआईसी) का उद्घाटन किया।



एसआईसी का उद्घाटन स्कोप के अध्यक्ष संदीप कुमार गुप्ता और गैल के सीएमडी व स्कोप के महानिदेशक अतुल सोबती की उपस्थिति में किया गया। स्कोप के अध्यक्ष संदीप कुमार गुप्ता, स्कोप सीएमडी गोवा शिवकुमार डा. वसुंधरा उपमन्यु, संयुक्त सचिव सार्वजनिक उद्यम विभाग (डीपीई) लुकास एल कामसुअन, संयुक्त सचिव डीपीई मिणिको मिचिमोटो, केंद्री डॉक्टर आइलओ डीडीयू गुरदीप सिंह, सीएमडी एनटीपीसी केएस मुर्ति, सीएमडी बॉयस्कोप अमर उजाला, अध्यक्ष सेल जॉर्जिया सुक्ला, सीएमडी ईआरएल केपी महादेवस्वामी, सीएमडी एनडीसीसी ज्योति कुमार दुधार, सीएमडी एनटीएनएल इरविंद उन्नीथ थे। देश भर के सार्वजनिक उद्यमों में सार्वजनिक क्षेत्र दिवस समारोह आयोजित किए जा रहे।

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## The Indian EXPRESS

### JOINT STUDY—SCOPE

SCOPE & International Labour Organization released a joint study titled 'Skilling for future in PSEs: An ILO -SCOPE study on skills profiles in PSEs' in the presence of Ms. Michiko Miyamoto, Country Director, ILO India; SK Gupta, Chairman, SCOPE & CMD, GAIL; Atul Sobti, DG, SCOPE; Ms. R Govil, Dir. (HR), IOC & R Peiris, Senior Specialist on Employers' Activities, ILO. The study entailing recommendations on sector-specific strategies was participated by CMDs, Directors & Senior officials of PSU fraternity and senior officials from ILO both physically and virtually. During the event, dignitaries emphasized on the pivotal role of skilling in the present times, highlighting the significance of the study in addressing this imperative.



## FREE PRESS

SCOPE-ILO release first of its kind study on 'Skilling for Future'



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## Business Standard

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SCOPE promotes overall wellbeing with Health Talk cum Health Screening Camp

Prioritizing wellbeing and fitness in the Public Sector, Standing Conference of Public Enterprises (SCOPE) organized a 'Health Talk cum Health Screening Camp' at SCOPE Convention Centre, SCOPE Complex, New Delhi. Shri Atul Sobti, DG, SCOPE; Shri Siba Prasad Mohanty, CMD, HURL addressed the participants and Dr. Purnest Ghosh, Principal Director & HOD - Spine Surgery, BLK-Max Hospital delivered a Health Talk on 'Lifestyle Modification to Prevent Lower Back Pain'. The health screening camp comprising of Eye Check-up by a team of Dr. Shroff Charity Eye Hospital, Consultation by Spine Specialist from BLK-Max Hospital and various health check-ups were organized as part of the event. Employees from various PSEs attended the health talk and availed the benefit of the Health Screening Camp. The health talk was organized in association with Dr. Raddy's Foundation for Health Education and as part of SCOPE's month-long Public Sector Day celebrations.

# The Statesman

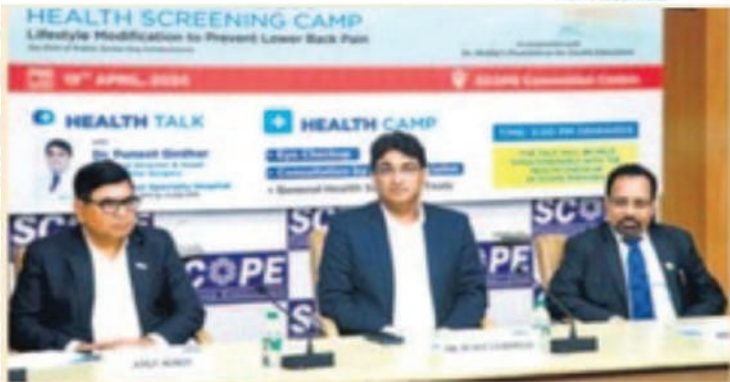
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# Hindustan Times



Prioritising well-being and fitness, SCOPE organised a 'Health Talk cum Health Screening Camp'. Atul Sobti, DG, SCOPE; Siba Prasad Mohanty, CMD, HURL addressed the gathering and Dr Puneet Girdhar, Principal Director & HoD - Spine Surgery, BLK-Max Hospital delivered a health talk.

# THE TIMES OF INDIA

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Prioritizing well-being and fitness in the public sector, Standing Conference of Public Enterprises



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# PSUWATCH

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# News mantra

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# Policy advocacy, workshops, capacity & brand building are the 4 pillars of SCOPE



**Atul Sobti**  
DG, SCOPE

This interview was published in ET Government on Public Sector Day, 10<sup>th</sup> April, 2024.

*"India's Public Sector is aware of the importance of digital technologies. We are also aware of the fact that we need to identify the gaps in technology deployment. We are studying the trends in emerging technologies like AI, ML, cloud computing, cyber security and data analytics."*

The Public Sector Enterprises have been creating immense value, not only by making the country self-sufficient in critical areas of economy and fostering inclusive growth, but also by creating market value. About 75% of the PSEs are profitable and they demonstrate a significant commitment to value creation, strategic investment and consistent financial planning.

The report from Department of Investment and Public Asset Management (DIPAM), shows that since the introduction of the New PSE policy in January 2021, the NSE CPSE and BSE CPSE Indices have surpassed benchmarks, showcasing returns of 160.49% and 128.66%, respectively, until November 2023.

## Edited excerpts:

SCOPE is celebrating the Public

### Sector Day on April 10. What is the significance of this day?

SCOPE was established on April 10, 1973, with the aim of developing capacity and capability of the Public Sector and undertake policy advocacy. On this day, we highlight the contribution that the Public Sector has made to the national economy since independence. In 1951, there were five PSEs in the country.

Today the number of operating PSEs is 254. The PSEs have been playing a critical role in making the country self-sufficient in key sectors including defence, energy, transportation, strategic infrastructure and other areas. During the April 10 celebrations, SCOPE highlights the work that the PSEs are doing for taking the country close to the vision of Atmanirbharta. This year, SCOPE is holding month-long celebrations.

### What are the key areas in which SCOPE works for safeguarding the interests of the Public Sector?

The four pillars on which SCOPE works for the betterment of the Public Sector are: policy advocacy and representation, programmes and workshops, capacity building and skill development, and brand building. In all these areas SCOPE has performed

very well. Our aim is to make the Public Sector competitive not only in India but globally as well. We have been involved in diverse areas of policy, including MoU, DPE Guidelines, CSR and other policy related issues. In the area of capacity building, we have contributed significantly in corporate governance, leadership, HR, finance and other areas. Lately, we have been conducting programmes on women's empowerment, digitalization, climate awareness and lifelong learning.

### How are you ensuring that the interests of India's Public Sector are safeguarded in various national and international forums?

SCOPE is participating in several forums to safeguard the interests of India's Public Sector. We are on the board of EPFO, ESI, and other organizations. We are also on the board of Dattopant Thengadi National Board for Workers Education and Development. We are on the board of the National Productivity Council and National Safety Council. Considering that the economy is getting globalized and many of our Public Sector Enterprises have global interests, we are representing them in important global bodies. SCOPE is part of the The United Nations Global

Compact. We also represent the Public Sector in international forums like ILO, OECD and others.

**In the area of policy advocacy, what are the key successes of SCOPE?**

In policy advocacy SCOPE has been playing a major role. To cite one example, every year, before the announcement of the union budget, SCOPE submits its own memorandum on behalf of the Public Sector to the finance minister. We work closely with the Department of Public Enterprises in the formulation and reform of the guidelines and systems to bring more efficiency in the public sector. In international forums also we do policy advocacy on behalf of the Public Sector. As I pointed out earlier, we are part of forums like EPFO and ESI. Currently, the government has come up with a higher pension scheme. We are attempting to create greater awareness about this policy in PSEs.

**You regularly organize programmes and workshops for the benefit of the PSE sector. What are the key advantages of these programmes and workshops?**

The programmes that SCOPE organizes are well conceived, well researched, well planned and well executed. The key purpose of these programmes is capacity and capability building. We conduct the programmes to expose the Public Sector fraternity to new methods of working that will lead to efficiency and enhanced productivity. We strive to expose the Public Sector to the new developments that are taking place in areas of technology and other innovations. Our mandate

is to help the Public Sector become future ready. We do workshops for personal development as well. For instance, we do programmes on the health of the employees, their financial wellness and psychological well being.

**Are you also doing programmes in the digital medium?**

We started doing programmes in the digital medium in the period when Covid struck the world and we collaborated with eminent faculty, including distinguished personnel from the government, industry, consultants, policy makers, for our webinars. During the period of Covid alone, we conducted 29 webinars on several topics including spirituality, health, arbitration, finance, legal wills and nomination, HR and climate change. The recordings of the webinars can be accessed on our website. Even today, we continue to conduct major programmes in hybrid mode in order to broaden our reach and maximise the benefits of our efforts.

**What are the new programmes that you have organized for the benefit of the Public Sector?**

While SCOPE has been undertaking programs on diverse and emerging areas for capacity building of PSEs, let me give you an insight into the most recent programs that SCOPE organised in the month of March, when we did several programmes.

One of our programmes was on public procurement, which is a subject of importance for the Public Sector. This programme also included procurement through the Government e-Marketplace (GeM). To make all stakeholders in the

Public Sector understand what the government's directive is regarding procurement, we conducted a programme in Shillong. Senior GeM officials were there at the programme. The Chairperson of the Competition Commission of India was an eminent guest at the programme and Secretary, Competition Commission also there. About 80 people from 35 organisations attended the programme.

Another important programme that we conducted in March was on RTI, a subject that is still not fully understood by many people. In this programme, the Chief Information Commissioner, Shri HeeraLal Samariya, addressed the participants and guided them on the nuances of RTI. The programme was also addressed by State Information Commissioners, Senior Officers of CIC and experts in the field.

Third program that we conducted in March was on Decarbonization of PSEs of India and the role of green hydrogen. This is a pertinent area, especially for the Public Sector as they are present in hard-to-abate areas, and hence, new alternative resources need to be introduced in their processes so as to enable them to reduce carbon footprint. In fact, we received very encouraging feedback with people expressing their satisfaction over the information received and looked forward to more such programs by SCOPE.

While, our attempt is to undertake programs on most pertinent subjects, it is also our endeavor to organize these in diverse places across the country so as to ensure inclusive development in line with the national agenda.

**Digital technologies are evolving at a fast pace. The governments, big enterprises and consumers are now grappling with emerging technologies like AI, ML, data analytics, etc. Are you conducting programmes for digital transformation in the Public Sector?**

Technology has made deep inroads in all aspects of our life and profession. In the future, the companies which deploy the best technologies will survive and thrive. India's Public Sector is aware of the importance of digital technologies. We are also aware of the fact that we need to identify the gaps in technology deployment. We also need to explore the possibilities

of finding technology transfer, the opportunities for which are currently less in the country. SCOPE is doing extensive research and studies in this area.

We have joined hands with the Institute of Management Technology (IMT) to conduct research on the digitalisation of the Public Sector.

We have created a board-level committee to study the issue of digital transformation. We are studying the trends in emerging technologies like AI, ML, cloud computing, cyber security and data analytics.

**How detailed is the research that you are conducting in the area of digital technologies and transformation?**

We understand that the future for any company lies in expanding and exploring its digital efficiencies. SCOPE is addressing the digitalisation aspect in various domains. But currently our programmes in digital technologies are aimed at creating awareness and broad understanding. We are yet to explore and deep dive into ways and methods by which emerging digital technologies like AI can be optimally utilized for individual PSEs. In the times to come, we are attempting to develop our capacities in this regard. Even during the Covid period, we focussed on digitalization and organized a webinar in collaboration with a major think tank, on the Future Readiness of the PSUs.



# CSR Project 'Nourish' – HPCL's Drive for Healthy Childhoods in Coonoor, Tamil Nadu



**Sumit Kumar**  
Manager, CSR  
HPCL

Amidst the peaceful scenery of Coonoor Block in Tamil Nadu emerges a captivating story of change. Hindustan Petroleum Corporation Limited (HPCL) has embarked on a transformative journey with 'Nourish,' a CSR project aimed at addressing childhood malnutrition in the region. Despite the scenic beauty of Coonoor, it conceals a pressing challenge: childhood malnutrition. In response, HPCL launched 'Nourish' to uplift the lives of these young souls and pave the way for a healthier tomorrow.

'Nourish' adopts a holistic approach, emphasizing nutrition, healthcare, community engagement, and capacity-building. It's more than just filling bellies; it's about nurturing their potential. This collaborative model involves multiple stakeholders, including the project implementing agency, district administration, local government bodies, healthcare professionals, and HPCL officials. Under the project, identified children, expectant, and lactating

mothers are provided with HCCM (High-Calorie Cereal Milk). This ensures they receive the necessary nutrients and calories for optimal development.

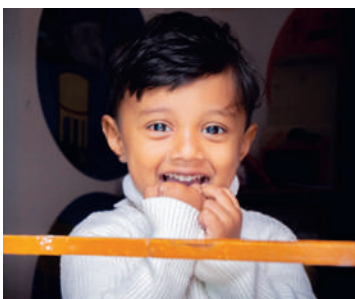
In the implementation phase of 'Nourish,' meticulous steps are underway to provide vital support to children under five and expectant or lactating mothers. From identifying and enrolling participants to conducting comprehensive baseline assessments and prescribing tailored nutritional supplements, each stage is infused with purpose and precision. Caregivers are empowered with essential skills and knowledge to ensure proper administration and adherence to dietary plans.

Governance, Monitoring and Evaluation play pivotal roles in ensuring the success of this CSR project. The project effectively monitors progress through a multi-level approach. The Project Implementation Team conducts regular monitoring activities, while periodic reviews by the Implementing Agency

Management Team, ICDS, and Medical professionals ensure effectiveness and alignment with guidelines. Additionally, HPCL conducts reviews to ensure transparency and compliance with CSR goals.

In implementing the monitoring strategy for the 'Nourish' project, we focus on key indicators recommended by medical professionals to track participants' progress and well-being. These indicators, including prevalence of malnutrition, weight-for-age, dietary diversity, and compliance with dietary recommendations, are vital for evaluating interventions. Data is collected through surveys, assessments, and clinical screenings to ensure comprehensive analysis.

In conclusion, 'Nourish' isn't just a project; it's a beacon of hope, illuminating the path towards healthier, brighter futures for the children of Coonoor. With each meal, each check-up, HPCL's initiative nourishes not just bodies but dreams, embodying the essence of corporate social responsibility in action.



# Great Company to Work For: Are such Companies Readymade or Man-made



**Ashutosh Kumar Anand**  
Senior Manager (HR)  
THDC India Limited

*You can dream, create, design and build the most wonderful workplace in the world but it takes people to make the dream reality.*

–Walt Disney

Any Company wishes to be an Employer of Choice. Good Companies invest significantly in building brand image and create positive outlook about the Company among its employees and other external stakeholders.

Companies with a positive workplace culture brief outperform their peers in key areas, including revenue growth, profitability, and employee retention. A good company culture can foster innovation by encouraging creativity, risk-taking, and collaboration.

When it comes to design and devise ways to create a positive work environment and aura about Company, several ways and steps are thought, tried and implemented.

When it comes to discuss about ways to make a company great, there may be many ideas, but ultimately the answers encompass three areas to stress upon to make a Company great

and a great place to work:

1. People,
2. Product
3. Purpose

## 1. Great Companies Have Great People (The Human Resource)

People run the show. Its around people which every strategy, every effort, every accomplishment and challenge revolves. The Company can take as much risk as its people are eager to take, Company can contribute as much as people wish to contribute and Company will grow as much as people wish to grow.

Great Companies accomplish excellence with their people. This is the hardest task and it requires attention on a daily basis. In great companies, managers look for ways to match their employees' skills and passions with the organization's needs.

They do this by interacting frequently with their direct reports.

They notice what the employee is good at doing. They find out what their employees are interested in learning or accomplishing, and they help advance careers by promoting their strengths.

## 2. Great & Sensitive policies to ensure employees satisfaction

Great Companies recruit meticulously. A lot depends on quality of people hired by any company. Companies look for energetic, talented, honest and passionate employees who are always ready to take the extra mile. Great Companies hire for cultural fit. Skills can be taught, but fitting into the company culture can't. Great Companies methodically hire people with the right skill sets and also the right values and ethics. Studies have shown that when employees like and respect those they work with, they will not only work harder and get more enjoyment from their efforts, but they will stay with the company longer.

## 3. Building a Culture of Trust

Trust is a powerful retention tool and Great Companies honour that fact. Employees in Great Companies trust the people they work for and they are confident that they will be treated with fairness, dignity and respect. Although the employees may not always agree with the decisions their leaders make, they do trust that the decisions will be ethical, legal, and ultimately best for them and the success of the company.



#### 4. Growth Opportunities for Employees

Employees have aspirations, when they believe that the Company they are working for shall help them in their professional growth and shall be rewarded for their hard work, they respect and remain with the Company. Great Companies allow their employees to make mistakes, figure things out, to get good at things, and solve problems without breaking their spirit and drive. Great Companies reward and celebrate successes while encouraging their employees to stretch their skills and their capabilities. Great Companies know that challenging work is a motivating tool and such Companies always create conducive and comfortable work place which is caring, sensitive and treat them with dignity.

#### 5. Great Companies Endeavour to Build A Great Product

A Company is known for product it delivers. Employees of great companies' identify themselves with the product the company produces. They take honour and pride in the product and strive constantly to produce the best product and innovate. Employees strive for perfection in whatever role they hold because they value the product.

Great Companies have employees who take pride in what is produced, created, serviced or designed. Both employees and customers know that the mission of the company is enriched by their contribution to the Product.

#### 6. Great Companies Have Purpose

Great Companies have a clearly defined purpose, a reason for being, that everyone understands and considers important. The employees of great companies are well informed and aware about their role responsibility and they can tell about the role he or she plays in achieving that purpose. The employees of great companies are well informed and they relate their individual role with the overall objective of the Company.

Another purpose that great Companies have is to create a working environment that supports their valuable employees and rewards excellence, honesty, mutual respect, and fairness. Great Companies support a culture where people work hard to get results and where they are appreciated for their efforts. A Great Company must achieve excellence with its People, its Product, and its Purpose.

Any Company which aims at being a great company to work for must aim on following characteristics:

#### 1. Competitive & Fair Compensation:

A company that cares about its employees provides them with appropriate salaries. Monetary compensation is one of the best motivator. Such companies always innovate and restructure their salaries to keep employees motivated. Companies generally aim at providing:

- Profit-sharing
- Stock options
- Wellness programs

- Free counselling
- Social Security Schemes

#### 2. Company Culture:

Company culture is an organization and its employee's shared values, attitudes and behaviours. A company's core values might include honesty, self-improvement or communication. Factors that contribute to a company's culture include:

- Work hours
- Project Locations
- Communication
- Management style
- Benefits
- Traditions
- Transparency
- Workplace rules and procedures

#### 3. Trust:

In healthy work environments, managers trust their employees to work hard and make good decisions, employees trust business leaders to support and guide them, and colleagues trust each other to work toward shared goals. A trustworthy team is motivated to work hard and is engaged and satisfied with their jobs.

#### 4. Fairness:

In a fair workplace, employees feel like they receive adequate compensation and have the same opportunities as their colleagues.

Employees are also less likely to encounter politics, bias and favoritism in a company that practices fairness. Signs of fairness in the workplace may include:

- Unbiased promotions
- Equal recognition and rewards
- Equal distribution of tasks
- Regular and open feedback
- Two-way performance reviews

Employees are more likely to work as a team if a company treats everyone equally and fairly.

## 5. Communication

Open communication creates trust in the workplace and prevents misunderstandings. Open Communication can avoid surprises, resolve conflicts, and collaborate better. Signs of effective and transparent communication include:

- Employee engagement surveys
- Conversations between managers and employees
- Company or financial status updates
- Regular feedback mechanism
- Approachable leadership

A great company always looks for constant communication and considers employee feedback when making decisions.

## 6. Professional Development:

A company that invests in its employees helps them grow professionally. A great place to work might offer employees professional development opportunities such as:

- Time off or money toward pursuing a new degree
- Membership in professional organizations
- Free continuing education opportunities such as seminars, conferences and classes
- Skills or management training
- e- Learning initiatives

These benefits give employees ways to learn, grow and advance their careers.

## 7. Engagement

Great companies often have engaging workplaces where employees are invested and interested in the outcome of their work. They believe in the company's mission and work to achieve shared goals beyond sales or profits. Further, company leadership is involved and engaged with the organization's daily operations and responsive to questions and ideas.

## 8. Sensitivity & Caring

Great companies to work for care about their employees and show it. These companies are generous with their employees by providing them adequate leaves and also cater to their family responsibilities by providing maternity and paternity leave. Companies also indulges in organising stress-relieving activities such as yoga classes or meditation sessions. Showing sensitivity and care at testing times and times of distress by sending messages of encouragement to employees during difficult times.

Great companies aspire for creating safe and comfortable workspaces and these companies always strive to give more even before employees make demand. A caring work environment improves morale and motivation and makes employees feel appreciated and valued.

## 9. Managing Diversity & Inclusion

A workplace is a very complex

and diverse place, and therefore managing diversity at workplace is very crucial. This becomes more important in cases of companies where the workforce is of diverse background, origin and cultural and educational background. Great places to work generally embrace employees of all experience levels, backgrounds and beliefs. They understand the value of a diverse team and make efforts to hire a variety of people. A workforce with many perspectives is more likely to produce exciting ideas and creative solutions. A diverse workplace is also welcoming to new hires and supportive of its people.

## 10. Strong and Vibrant Leadership

Leaders lead and share companies. They can make their companies perform or even perish. Leaders make crucial decision which have great bearing. Employees generally enjoy working with confident, effective and fair leaders. Good leadership not only helps companies succeed financially but also keeps employees engaged, motivated and goal-driven. Effective managers treat their employees like adults, encouraging them to make decisions and work independently. They also respect their employees, ask for feedback and recognize people for quality work and positive contributions.

## Public Sector Companies: Great Places to Work?

Presently, there are approximately 365 Public Sector Undertakings in India of which around 277 are in Central Sector. Almost every PSU

strives to do its best and contribute to the national prosperity. The dynamics and environment in which such PSUs are operating have changed considerably. In order to cope up with changing economic and world scenario where private, multinationals all are competing with each other, the PSUs have to mandatorily rethink and redraw their survival strategy. Some of the big CPSUs do strive to be judged as best places to work based on overall employee friendly policies and initiatives they have devised and successfully implemented to bring meaningful change in overall brand image of the company. At times when job market has limited opportunity and the young generation (Gen Z) has a different outlook towards workplace and companies for which they work and when it comes to judging great places to work, hardly any of the CPSUs feature in top 10 lists, its time to

rethink and rework in changing workplace dynamics. In order to change the overall workplace environment, it is not required that any Govt. agency has to specifically lay down policies and guidelines rather companies own their own by implementing certain employee friendly policies and making small alteration in their workplace make sensible change. Employee retention (talent retention) is a bigger challenge in today's times than employee recruitment. Multinationals have understood the whole scenario and therefore they have been flexible, liberated and forerunner in providing their employees the best they can for their overall growth and well-being. It is high time that PSUs do respond to the changing workplace and workgroup scenario and come out with open mind and innovative ideas for making their company a great place to work.

## CONCLUSION:

It's not easy to create a great company in few days and month. It requires real focus and consistent effort on the part of the company's leadership, and buy-in from every employee to create the structures, processes and systems, and to inspire and hold people accountable every day to the high standards that the company has set. To quote: "A Great Company is a place where employees can do great things, while having a great time with others who they like and respect, and all the while know that their work is serving a purpose and confirming their reason to stay each day".

The Companies who are striving to be great can ponder upon the points above and can always make efforts to create an atmosphere where employees are nurtured and cared and are motivated to feel great, act great, work great and be great.



# Modern approach for effective performance Appraisal- Part - II\*\*



Prof. Dewakar Goel\*

## Yes Boss!:

Another important principle for the art of flattery as a value addition comes in the form of “yesmanship”. The Junior should always remember to say “YES” to whatever command the Boss gives because no Boss would like the word “NO” from Junior even if order is impractical or suggestions made by him are absurd.

The Junior should make genuine even though hypocritical efforts to comply with and implement those orders and suggestions. Well in due course of time, the Boss will come to know the consequences of his order or he will realise the absurdity and impossibility of his orders later on. In that case, he is going to ask Junior to stop further action in the matter.

On the other hand, if the Junior says “no” or if he says that the suggestions were absurd, then it is going to spoil Boss-Junior relationship. Learning and practicing the art of “yesmanship” is going to prove Junior as dependable in the eye of Boss and he will do everything to enable the Junior to attain whatever he aspires to.

## Flattery – Not everybody’s cup of tea:

Whatever said and done talking about flattery, we cannot take it granted that every Junior can learn this art and practice convincingly. You require a great amount of not only conviction but acceptance from your conscious because every junior has got his own value system and professional ethics. Not everybody looks for professional success only in life but some people aim to have contentment and satisfaction which is supreme for them, when it comes to the question of priority. Flattering the Boss requires a great amount of compromise when the junior is not convinced internally to practice the various techniques we have discussed. When a junior witnesses quick success in career among peers as compared to sincere hard-work, it appears to him as a short cut to success which motivates him to try this art of flattery. Let us understand this dilemma from a true story.

A professionally qualified young man joined as executive in the government sector. It was all going smooth ride working

with the organisation but the promotions were dependent strictly on the basis of unilateral non-objective performance appraisal. People were in the queue aspiring the next ladder in hierarchy. The criterion for assessment as excellent and outstanding was solely in the hands of the Boss. Flattering the Boss by the Juniors was the easy way to get excellent reports. This young man was feeling quite amused, rather confused as to which way to go? He learnt from his parents that hard-work, sincerity, devotion to duty is the only key for success but he was finding quite a reverse situation in real-life situation.

One day, he was going to office with his colleague who was carrying a big bouquet of flowers and a beautiful birthday card, perhaps a costly one. Before he could muster the courage of asking the colleague as to why he is carrying these articles, the colleague sarcastically remarked “I feel you may not get the promotion in near future because you don’t know how to flatter the Boss. Look today is the birthday of boss and I have taken great care to take these flowers and the card

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which is liked by the Boss. These are the days of appraisal and my wishing to Boss on his birthday is going to please him. I really feel pity on you that you are going empty hand." The young man had no answer.

It so happened that the young man also entered the office of boss when the colleague presented the bouquet to Boss with the card wishing "Happy Birthday!". The Boss was so happy that he not only shook hand but hugged the colleague with great gratitude saying "So nice of you, I am really happy that you could remember my birthday, please have the seat." The young man also wished the Boss for which the reply came "It's okay, now while going to your seat just tell the canteen boy to bring two cups of coffee for us." The young man really got demoralised and depressed due to insulting behaviour of the Boss which he could make out from the gestures. There was no other way except to follow the instructions of the Boss to order coffee.

There was a great turmoil in the mind of young man he thought that wishing birthday is not a big deal if it can please the Boss, there is no harm in doing this much flattery, so he went to the section where personal records of all the senior officers were kept, he managed to know the date of birth of a Boss who was much superior to his immediate Boss. He thought it will be a good idea to be the first person to wish the Boss's Boss because in any case the supreme authority to grade his final report.

On particular day he came early to the office with a very big flower bouquet and the costliest available birthday card. He

waited for the arrival of Boss. Soon after the Boss sat in his cabin, he mustered the courage to knock the door and said, "Sir, Many happy returns of the day! It is my privilege to greet you with these flowers and my heartfelt wishes written on this frolic card." While he was keeping the bouquet and the card on the table looking for desired response, he got the biggest shock of his life when the boss rebuked "What is this? Today is not my birthday. Who told you to do all this? Have some sense, take this all. By the way, what makes you to think that today is my birthday?" The young man got quite nervous and tears were about to come in his eyes. Looking down on the floor with cross hands, he said, "Sir, I personally noted your date of birth from the records section where the personal dossiers are kept." The Boss angrily replied, "Oh my god! What a man you are? You are making enquiries from my personal records, how dare you? Look the date of birth mentioned in my records is not correct. Today is not my birthday and I need to warn you, concentrate on your job rather than doing all this. Now get out and take all these things!" The young man burnt his fingers for the second time.

The above failed attempt of flattery never demotivated the young man because he was convinced that still this much flattery of wishing the birthday he can afford, because it is quite a natural thing to greet any Boss on birthday, so why he should not make another attempt and this time without any fault by knowing the correct date of birth. Later-on, the young man got

transferred to another station with a new Boss. Now it was all good congenial atmosphere where the Boss was a happy-go-lucky man with a poetic heart. The young man was very careful for not taking any chance to repeat the failed attempt. Fortunately, one day while the Boss was talking on telephone to somebody, he could secretly hear the conversation of the Boss when he was telling to someone that his correct date of birth is not known to anybody since the official records carry a wrong date. He said that his actual date of birth is 14th November and not 14th December as recorded in the personal dossiers. The young man felt as if he got the key for a treasure. Months passed in waiting for November to come. All preparations were made by him to have the flower bouquet which was unique from the best florist shop of the town, this time, the card he took was having many leafs with birthday wishes in poetic form, matching with the taste and liking of the Boss. Lot of ideas keep cropping up mind. He could not sleep the whole night of 13th November. Finally he planned to visit the bungalow of the Boss instead of making it in office since Boss always do morning walk in the lawn. At a distance he saw that the boss is playing with the flowers and was looking quite cheerful.

Having smile on his face with full zeal and confidence, he entered the bungalow and approached the Boss "Good morning Sir, Many Many happy returns of the day!" It was the happiest moment for him when Boss while thanking, shook hands and embraced him. "So nice of you! Such a pleasant

surprise! Come, let me see this beautiful card, what a great wording, wonderful!" He took him to the swing at the corner of the lawn, they both sat together, when Boss started reading various leaflets of the card, it was all praises, coming from the boss. The young man was delighted but he never knew that yet another shock was awaiting in the most disastrous manner.

The Boss asked him. "Well! I am so happy for this unexpected birthday wish because nobody knows my correct date of birth, really I am surprised! But tell me, how could you know about my correct date of birth?" The young man smiled, "Sir, please don't ask, it is a secret." "Come on, tell me!" The boss remarked. "Please Sir, don't ask me, it is really a secret!" "It is not done, you have to tell me" the Boss said. "Okay Sir, if you are pressing me to disclose, let me tell you Sir, you never know, once you were talking to somebody on phone, when I secretly, heard the conversation, and noted that very moment, that you are a scorpion like me born on 14th November." The Boss became furious, "Get up! I thought you are a gentleman, a nice guy, but you turned out to be very dangerous, you secretly hear my private conversations! Oh my god! What else have you heard? It is not done, I have to be very careful about you. Look, in future don't enter my room without knocking. I really feel sorry for keeping such a man like you. It is my final warning, now go and take these flowers and the card! I don't feel like accepting from a person like you, who has the habit of listening the private and personal conversations secretly."

Now it was the last day for this young man when he attempted to flatter Boss. He made a personal commitment to himself that flattery is not his cup of tea and he has to surrender depending on his hard-work for success in career.

The moral of this true story is to do flattery when you are convinced and have conviction that you can really do it. Because it requires a great amount of flexibility in ideas and practicability of the concepts of the art of flattery as we had been discussing.

### **Be Ungrateful to Boss in distress:**

Finally there is piece of advice for a Junior that he should not succumb to "hero-worship", when the Junior finds that the Boss to whom he was flattering is about to fall because of his misdeeds and corruption then it is better that Junior must leave him in time, otherwise, it will be dangerous to have association with the Boss who is a falling hero. If the Boss is in difficulty for his dishonesty, the Junior should try to be as far away from him as possible so that he may not share the fate of the Boss. It looks ethically wrong but it is required on the part of Junior to be an opportunist by forgetting whatever the Boss has done for him. The Junior cannot and should not afford to be the party for wrongful deeds and dishonest acts of the Boss. In that situation he needs to be completely ungrateful. It will be better for the Junior to pretend as if he never knew the Boss. The Junior should understand plainly that he worshipped the "chair" and not the man. These

acts may look ungrateful on the part of Junior but there should not be any compromise in the matter of values and ethics. One should be sure that honesty is the best policy come what may in all times to come.

### **Golden Principles to follow:**

Now let us summarise this Boss-management phenomena in specific terms by saying some Dos and Don'ts which are relevant to be remembered as necessary part of flattery.

#### **Dos for Junior for his Boss:**

- Praise the sense of justice and fairness
  - Praise magnanimity and boldness
  - Praise sense of proportion and foresight
  - Praise intelligence, tactfulness and learning
  - Do as much publicity to the achievements of the Boss as possible
  - Render as much personal service as one can do
  - Laugh loudly at the jokes cracked by the Boss
  - Attend all functions where the Boss is likely to be present
  - Criticise the persons not liked by the Boss and who do not cooperate with him.
- #### **Don'ts for the Junior for his Boss:**
- Never praise the predecessors of the Boss and his colleagues
  - Never praise the physical quality which the Boss does not possess
  - Never mention the weaknesses of the Boss
  - Never disclose the secrets about the Boss, pretend unawareness

Never try to be very intimate with the Boss, keep distance especially before others

Never try to be familiar with the Boss's wife or female friends

Never show any curiosity about the personal matters of the Boss

Never talk about the private life of the Boss with other Juniors.

While discussing and explaining various aspects of Boss management by way of various

techniques with the support of real-life situations one needs to be convinced that for success in career the learning and practicing the art of flattery as envisaged here is necessary. Now a natural question comes about the reliability and validity of these techniques. It will come when the Junior will feel the success which will come in the form of gaining the confidence of the Boss. He will start discussing personal matters

and confidential cases with the Junior. At this stage Junior can feel sure about the success. It will be the opportune time when he can express his desire before the Boss. The Junior should be rest assured that the Boss will fulfil his ambition.

*\*\*Part-I of this article was featured in March, 2024 issue of Kaleidoscope.*



# The Roots of World Environment Day: A Celebration of Global Consciousness on Environmental Issues

The World Environment Day (WED) is celebrated annually on 5<sup>th</sup> June. This day serves as a rallying cry of millions of people around the world for raising awareness on environmental protection and sustainability. But when and how did this pivotal day originate? What is its significance? How has it evolved over time? This article is an attempt to answer these and other questions by tracing the journey of the Environment Day from being the nascent environmental movement beginning in the 20<sup>th</sup> century to the global phenomenon it has become today.

## Origin of the World Environment Day

Environmental issues, much less Climate Change, was not a major concern at the global level till mid-20<sup>th</sup> Century. During 1950-60s, a large volume of scientific reports related to the greenhouse effect, global warming, and severe impacts of climate change due to anthropogenic activities started emanating that obliged the United Nations Economic and Social Council to place the "Question of Convening an International Conference on the Problems of the Human Environment" in its mid-1968 session agenda. However, it took another four years to organise this crucial "United Nations Conference on the Human Environment" in Stockholm, Sweden in June 1972 during which issue of climate change was raised effectively for the first time simultaneously warning Governments to be mindful of activities that could lead to climate change / global warming and its destructive impacts. The Stockholm Conference was the first UN event that supported civil society participation and began a new era of global cooperation to search for solutions to reconcile economic development and environmental management and paved the way for the concept of sustainable development.

### Timeline from Proposal to Implementation of The First Earth Summit (Stockholm Conference)



The first day of this landmark conference i.e., **June 5** is celebrated annually as the **World Environment Day**



Some major outcomes of this conference were –

- Adoption of a Stockholm declaration that provided the first agreed global set of principles for the preservation and enhancement of the human environment.
- Adoption of an action plan comprising 109 recommendations for governments and international organizations on measures against environmental degradation.
- Proposed a group of five resolutions including ban on nuclear weapon tests, international databank on environmental data, creation of an environmental fund, etc.
- Establishment of the Governing Council of the United Nations Environment Programme (UNEP), the Environment Fund (EF), and the Environment Coordination Board (ECB) to serve as a centre of leadership and initiatives related to climate change, environmental governance, ecosystem management, chemicals and wastes, and resource efficiency.

It was during this conference that the idea of establishing an annual event dedicated to ‘environmental protection and advocacy’ was proposed. The 5<sup>th</sup> of June, being the first day of this landmark Stockholm Conference, was selected to be celebrated as the “World Environment Day (WED)”.

### Significance of World Environment Day

The WED stresses on grassroots activism and community engagement for facing unprecedented environmental

challenges, and reminds us that we all have a role to play in protecting the planet and building a more sustainable future. It provides a platform where individuals, local communities along with many organizations around the world come together to organize clean-up drives, tree-planting initiatives, educational workshops, and other events aimed at promoting environmental stewardship and sustainability.

### Evolution of the World Environment Day

Since its inception, the WED has evolved from a one-day event into a year-round movement in which over 150 countries participate. Each year, it is marked by a different theme

chosen to reflect ongoing environmental challenges and priorities. In the following years, WED developed into a platform to raise awareness on various environmental problems such as air pollution, plastic pollution, ozone layer depletion, acid rain, ice melting & sea-level increase, illegal wildlife trade, ecosystem restoration, drought, land loss & soil degradation, food security, etc., underscoring the interconnectedness of environmental issues and the need for holistic solutions. This year, 52<sup>nd</sup> WED celebrations is taking place in Riyadh, Saudi Arabia under the theme “Land Restoration, Desertification and Drought Resilience” under the slogan “Our Land, Our Future. We are #GenerationRestoration.”



## Land Restoration, Desertification and Drought Resilience – Global Scenario

Land degradation, desertification, and drought comprise a growing threat to the planet and people. Globally, more than 2000 million hectares of land is already degraded which gets further augmented with 12 million hectares of degraded land every year. The global drought crisis makes these challenges even worse by affecting nearly 55 million people every year. These catastrophes together make a serious hazard to nearly every part of the world including India. While these issues are already affecting half of the world's population and threatening roughly half of global GDP (US\$44 trillion), climate change exacerbates land degradation and desertification by increasing the frequency and severity of droughts, heatwaves, and wildfires.

### Role of UNCCD

After the identification of “desertification” along with “climate change” and the “loss of biodiversity” as greatest challenges to sustainable development in year 1992 during Rio Earth Summit, the UN General Assembly, in the year 1994, established the United Nations Convention to Combat Desertification (UNCCD), a separate and the sole legally binding international agreement linking environment and development to sustainable land management. The assembly also declared 17<sup>th</sup> June as “World Day to Combat Desertification and Drought.” Recognising



the severity of desertification, the UNCCD has dedicated previous decade (2010-2020) to “Deserts and the fight against Desertification”, and present decade (2021-2030) to “Ecosystem Restoration” which includes “Land Restoration, Desertification and Drought Resilience” as key pillars, necessary for achieving the Sustainable Development Goals (SDGs).

The UNCCD established a Conference of the Parties (COP) to the Convention as its main decision-making body which is guided by governments and organizations to respond to global challenges and national needs. Besides advocating the Land Degradation Neutrality (LDN) concept that aims to achieve a balance between land degradation and restoration, UNCCD also provides framework for member countries to implement action plans to combat desertification & drought, and offers trainings, capacity building programs, and technical assistance. Beginning the first Conference of Parties (COP1) to UNCCD in Rome in 1997, first

five sessions of the COP were held annually from 1997 to 2001. Since then, the COP to UNCCD has been meeting biennially and has held 15 sessions till date. The next COP16 to UNCCD will take place during 2-13 December 2024 in Saudi Arabia.

It should be noted that apart from the COPs to UNCCD that majorly focus on desertification and drought mitigation, there are two other COPs i.e., COPs to the United Nations Framework Convention on Climate Change (UNFCCC) with a focus on climate change mitigation and adaptation, and COPs to the Convention on Biological Diversity (UNCBD) with a focus on conservation & sustainable use of biological diversity and fair & equitable sharing of benefits arising from genetic resources.

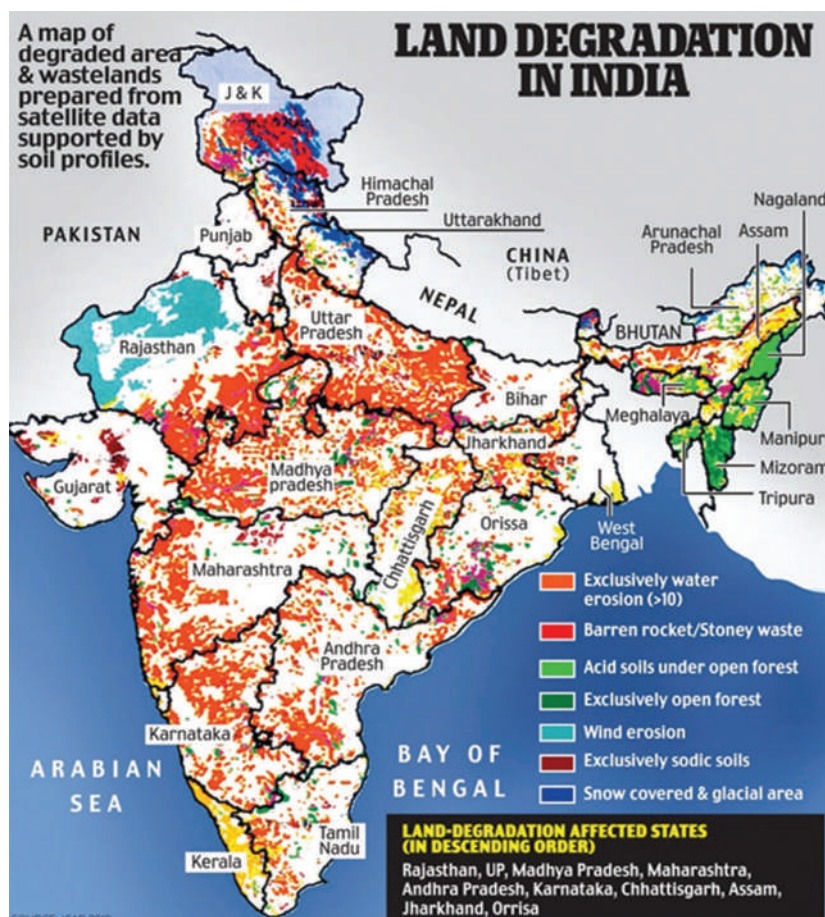
### India's Scenario and Stance on Land Restoration, Desertification and Drought Resilience

In spite of country's vast and varied landscapes and the challenges posed by climate

change and demand of large population exerting pressure on land resources, India has been making significant efforts towards addressing this complex issue of desertification. To understand the pattern of degraded lands, Indian Space Research Organisation (ISRO) has come up with the Desertification and Land Degradation Atlas of India that provides state-wise area of degraded land which is crucial for planning and implementation of schemes aimed at land restoration. As per the Desertification and Land Degradation Atlas of India (2021), around 98 million hectares (~30% of total geographic area) has undergone land degradation during the year 2018-19. Three major contributors of land degradation in India are water erosion (~11%), vegetation degradation (9%) and wind erosion (5%) and states such as Rajasthan, Maharashtra, Gujarat, Karnataka, Ladakh, Jharkhand, Odisha, Madhya Pradesh, and Telangana are among worst hit. In another report submitted to the UNCCD, India reported that more than 36% of India's land area is drought prone and more than 80% of Indian population is exposed to drought situations.

Following are some notable initiatives, schemes, and measures from the GoI –

- National Afforestation Programme (NAP), National Mission for a Green India (GIM), and Forest Fire Protection & Management Scheme (FFPM) were launched to promote conservation of forest through afforestation, reforestation, etc.
- India hosted the 14th Conference of Parties (COP14)



to the UNCCD in 2019, and made a voluntary commitment as part of Bonn Challenge to restore 26 million hectares of deforested land by year 2030.

- Simultaneously, India has committed and actively working towards creating an additional carbon sink of 2.5 to 3 billion tonnes of CO<sub>2</sub>e through additional forest and tree cover by the year 2030 in its latest Nationally Determined Contributions (NDCs) submitted to the UNFCCC.
- Since sustainable agriculture, organic farming, alley cropping, and soil conservation go hand in hand by reducing the land degradation and drought impacts, India has launched several missions and schemes in this regard such as the National Food Security Mission (NFSM) in year 2007; National Mission on Micro Irrigation (NMMI) in year 2011; National Agroforestry Policy in year 2014; Paramparagat Krishi Vikas Yojana (PKVY) and Pradhan Mantri Krishi Sinchayee Yojna (PMKSY) in year 2015; Pradhan Mantri Fasal Bima Yojana (PMFBY) in year 2016; Rashtriya Krishi Vikas Yojana (RKVY) in year 2022, to name few.
- Many important policies which were launched before the year 2015 such as Drought Prone Areas Programme (DPAP), Desert Development Programme (DDP), Integrated Watershed Development Programme (IWDP), Integrated

Watershed Management Programme (IWMP), On-Farm Water Management (OFWM) scheme, Accelerated Irrigation Benefit Programme (AIBP), etc. have now been subsumed into an umbrella scheme PMKSY.

Other than these, countless afforestation/plantations activities are also taken up by various departments, NGOs, civil society, corporate bodies, etc. under various central and state schemes.

### Role of Public Sector Enterprises (PSEs) in Environment Sustainability

India's Public Sector Enterprises (PSEs) hold strategic importance to the national economy by contributing nearly 14% to GDP in terms of turnover, employment opportunities by employing nearly 1.5 million people, and also play prominent role in balancing socio-economic development. However, owing to the presence of many PSEs in hard to abate sectors, they also contribute to environmental concerns such as desertification and climate change. PSEs have a major role to play in mitigating these environmental concerns, for example –

- Undertaking large-scale afforestation land restoration projects by PSEs to rehabilitate degraded lands e.g., abandoned mines can be a direct approach to combat desertification. Over the past five years (FY 2019-20 to FY 2023-24 till January), Coal/Lignite PSUs have planted more than 235 lakh saplings over an area exceeding 10,784 Hectares, thus enhancing the carbon sink significantly.
- Since extraction of fossil fuels such as coal, is a significant

driver of desertification; PSEs can reduce their dependency on fossil fuels by developing renewable energy projects, such as wind & solar farms, green hydrogen, etc. PSEs such as NTPC Ltd., SAIL, REC, ONGC, GAIL (I) Ltd. NLC, etc. are working in this area.

- PSEs can financially support research projects, scientific studies, training programs aiming to disseminate knowledge on best practices for sustainable agricultural practices and land management. For example, the Rourkela Steel plant of SAIL has been involved in various CSR projects including skill development, agriculture and livestock development, and land & water management for the upliftment of the locals.
- Through efficient waste and water management systems and recycling projects, PSEs can recycle waste water coming from their operations. Further PSEs may assist in construction of irrigation systems such as reservoirs, canals, etc. and may also take part in emergency relief campaigns during severe drought under their Corporate Social Responsibility (CSR) initiatives.

Above listed ways are just few examples besides which there are many more ways and related initiatives from various PSEs from different sectors such as agriculture & fertilizers, power generation, mining, minerals & metals, etc. Therefore, it is important that PSEs lead the way in environment sustainability and conservation if India is to transition to a low-carbon

economy and achieving sustainable goals.

### Conclusion and Way Forward

Since its inception, the World Environment Day has united governments, businesses, communities, and individuals in the common goal of preserving our planet for future generations. The annual global celebration of the WED reminds us of the enduring commitment required to protect our planet. Desertification is a global challenge that transcends national borders, affecting environmental health, economic stability, and social well-being worldwide. Addressing it requires a coordinated & collaborative approach that involves all nations, leveraging shared knowledge, resources, technology, and efficient strategies aiming to develop techniques for land restoration and drought resilience. While the Indian government is putting efforts by launching and implementing several initiatives and schemes to fight desertification and drought, a collaborative effort from NGOs, corporate bodies including PSEs, and common people will be synergistic in reducing their impacts. As we celebrate the World Environment Day, let us reaffirm our commitment to environmental stewardship and collective action. Together, we can make a difference and ensure a healthier, more resilient planet for generations to come.

*This article is jointly developed by Dr. Ekta Bhardwaj (Senior Researcher, University of Delhi) and SCOPE.*

# Uncontrolled Hypertension:

## A Silent Killer & Global Tsunami

We Must Act Vocally, Locally, Focally and Globally



Dr. H. K. Chopra\*

India is already the world capital of Hypertension, Diabetes, Heart Attack & Obesity. Hypertension awareness is therefore, an action plan of paradigm shift from **Illness to Wellness**. The prevalence of Hypertension in various Indian data is 30-35% in young adults in urban population and 15-20% in rural population. It is 50% at the age of 50, 60% at the age of 60, 70% at the age of 70 and 80% at the age of 80. The diagnosis of Hypertension at times challenging and underestimated, misdiagnosed and underdiagnosed. BP Awareness campaign is therefore need of the hour to reduce Hypertension inflicted morbidity and mortality. **Swasth Dil Swasth Bharat** (Healthy Heart, Healthy India) is only possible by Hypertension Awareness and its control because Uncontrolled

Hypertension is the main culprit and hidden terrorist of premature Brain Attack, Heart Attack, Kidney Attack, Eye Attack, Vessel Attack etc in our country. Mission Hypertension care is the need of the hour.

*Grow Young and Live Longer with normal blood pressure.*

*Shorter the waist line, normal the blood pressure numbers.*

*What we eat, definitely matters, but what is eating us matters more to control the blood pressure .*

*How long you live is alright, but how well you live definitely the matters with the normal blood pressure.*

*Anybody getting heart attack or brain attack with uncontrolled hypertension below the age of 70, it is his/ her own fault after 70, it is God's will.*

### 32 POINTS PROGRAMME TO CONTROL HYPERTENSION

1. Ideal blood pressure at any age upper (systolic)120-130 mmHg, lower (diastolic) 70–80 mmHg.
2. After the age of 20, have periodical checkup of your blood pressure.
3. Reduce obesity (Pot Belly) and control hypertension.
4. Control Diabetes and control hypertension.
5. Reduce salt intake (less than 4.5-5 gm/day (avoid pickle, sauces, soya sauce, extra salt) and control hypertension.
6. Consume more green leafy vegetables and fruits on daily basis.
7. Don't be in the state of anxiety due to any reasons, it



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- may enhance blood pressure. Control blood pressure meticulously.
8. Avoid frequent intake of fried food (Pakorras, samosas, halwa, puri) and control hypertension.
  9. Be disciplined, Eat at right time in right dose, at a right place, in a right manner, in a right environment and control blood pressure.
  10. Control Cholesterol and control hypertension.
  11. Increase good cholesterol (HDL) and reduce bad cholesterol (Total Cholesterol, Triglycerides, LDL) and control blood pressure.
  12. Stop smoking and control hypertension.
  13. Reduce alcohol and control blood pressure and its fluctuation
  14. Sleep well for 6-8 hours, avoid snoring and control blood pressure.
  15. Have a nap for 30 minutes after lunch to control the blood pressure.
  16. Exercise regularly for 30 minutes a day (avoid extremes of climate) and control hypertension.
  17. Manage stress well and control hypertension.
  18. Manage anger and control blood pressure, burn your anger before anger burns you with uncontrolled hypertension.
  19. Don't burnt both the ends of the candle at the same time to control Hypertension.
  20. Time management, stress management, self-management and business

- management is the need of the hour to control hypertension.
21. Meditate 20 minutes, Morning and Evening and control blood pressure.
  22. Practice all the eight limbs of Yoga including Yama, (do and don'ts), Niyama (Self discipline), Asana (Postures), Pranayam (Breathing Exercise), Pratihara (Contemplation), Dharna (Concentration) Dhyana (Meditation), Samadhi (Transcendence) Daily control Hypertension.
  23. Take Omega 3 Fatty Acid 1-1.5 mg daily. The best source is flaxseed.
  24. Take nuts on daily basis such as Pistachios, walnuts and almonds etc.
  25. Avoid oral contracepting pills and control blood pressure.
  26. Avoid nasal drops, which contain symphatomimetic drugs such as ephedrine in cough syrup and control hypertension.
  27. Avoid HRT (Harmonal replacement therapy in women) and OCP in young and control hypertension.
  28. Home blood pressure monitoring (HBPM) is the best and most practical method to measure accurately the blood pressure at home.
  29. Ambulatory BP Monitoring is the need of the hour once a year in resistant or

- uncontrolled hypertension to know the BP load for drug titration.
30. Knowledge about morning surge and evening surge of blood pressure should be known to everyone.
  31. Have perfect knowledge about BP Medicines: High BP medicines have to be taken lifelong, Know the names of the medications and the dose, Medicine only works when you take it regularly, Do not ever stop taking or change medicine on your own, Have a routine for taking medications, Use a pillbox marked with the days of the week to make it easier to remember, Keep a medication calendar and note every time you take a dose, Take medicine at the same time each day, When traveling, carry the drugs and take them as scheduled, do not decrease medication dosage, if a person forget to take a dose, take it as soon as you remember, however, if it is almost time for next dose, skip the missed dose and go back to regular dosing schedule, do not take two doses to make up for the dose missed.
  32. If your Blood Pressure is uncontrolled during winter season due to seasonal variation, please consult your hypertension expert well in time





## GAIL's 10 MW Green Hydrogen Plant inaugurated in MP

Marking a major step towards foraying into new and alternate energy and inline with the National Green Hydrogen Mission, GAIL (India) Limited has installed its first Green Hydrogen Plant at GAIL Vijaiपुर in Madhya Pradesh, which was inaugurated by Shri Pankaj Jain, Secretary, Ministry of Petroleum & Natural Gas, in an event organized recently, wherein Shri Sandeep Gupta, CMD, GAIL; Shri Sandeep Gupta, CMD, GAIL; Shri Deepak Gupta, Director (Projects), GAIL; Shri Ayush Gupta, Director (Human Resources), GAIL and other Senior Officials were also present.

The Green Hydrogen plant is having a capacity of producing 4.3 TPD of Hydrogen, through 10MW PEM (Proton Exchange Membrane) Electrolyzer Units, by electrolysis of water using renewable power. The purity of hydrogen from this plant shall be 99.999% (by



Shri Pankaj Jain, Secretary, Ministry of Petroleum & Natural Gas inaugurating GAIL's 10 MW Green Hydrogen Plant in presence of Shri Sandeep Gupta, CMD, GAIL; Shri Deepak Gupta, Director (Projects), GAIL; Shri Ayush Gupta, Director (Human Resources), GAIL and other Senior Officials of the company.

vol.) and will be produced at a pressure of 30 Kg/cm<sup>2</sup>. Initially the hydrogen produced from this unit shall be used as a fuel along with Natural Gas for captive purpose in the various processes and equipment running in the existing plant at Vijaiपुर.

Further, this hydrogen is planned to be dispensed to

retail customers in the nearby geographies, transported through high pressure cascades. Besides sourcing renewable power through open access, GAIL is also setting up around 20 MW Solar power plants at Vijaiपुर (both Ground Mounted and Floating) to meet the requirement of green power for the 10 MW PEM Electrolyzer.

## RECPDCL hands over power transmission SPVs to Power Grid and Techno Electric

REC Power Development and Consultancy Limited (RECPDCL), a wholly owned subsidiary of RECLimited, handed over two project specific SPVs (Special Purpose Vehicles) recently, namely, Khavda IV-E2 Power Transmission Limited and NERES XVI Power Transmission Limited formed for the implementation of Inter-State

Transmission Schemes of Ministry of Power for "Transmission System for Evacuation of Power from potential renewable energy zone in Khavda area of Gujarat under Phase- IV(7 GW): Part E2" and "North Eastern Region Expansion Scheme-XVI (NERES-XVI)" respectively'. M/s Power Grid Corporation of India Limited emerged as the

successful bidder with respect to the ISTS scheme "Transmission System for Evacuation of Power from potential renewable energy zone in Khavda area of Gujarat under Phase- IV (7 GW): Part E2" and M/s Techno Electric & Engineering Company Limited was selected as the successful bidder for the "North Eastern Region Expansion Scheme-XVI (NERES-XVI)".

## CMD, WAPCOS calls on Hon'ble President of Zanzibar

Shri R. K. Agrawal, CMD, WAPCOS called on H.E. Dr. Hussein Mwinyi, Hon'ble President of Zanzibar to appraise WAPCOS operations in Zanzibar.

Dr. Mwinyi appreciated the support from Govt. of India in implementation of strategic projects in Zanzibar as well as Tanzania and contribution of WAPCOS in successful and timely implementation of the schemes. During the meeting, areas for future cooperation were also discussed. WAPCOS is committed to paving the way for impactful projects and partnerships in the future.

Shri Deepak Lakhanpal, Chief Engineer; Shri Chandrasekhar Kombathula, Country Manager-Tanzania and other senior officials were also present in the meeting.



Shri R. K. Agrawal, CMD, WAPCOS during his meeting with H.E. Dr. Hussein Ali Mwinyi, Hon'ble President of Zanzibar.

## GRSE celebrates its 65<sup>th</sup> Raising Day

Garden Reach Shipbuilders & Engineers Ltd. (GRSE) celebrated its 65<sup>th</sup> Raising Day, with fervour and excitement.

The event witnessed enthusiastic participation from employees across all departments of GRSE, in the presence of Cmde P. R. Hari, IN (Retd.), CMD, GRSE; Shri R. K. Dash, Director (Finance), GRSE; Cdr Shantanu Bose, IN (Retd.), Director (Shipbuilding); DIG Subrato Ghosh, ICG (Retd.), Director (Personnel), GRSE; Shri Abhishek Ranjan, IOFS, CVO, GRSE and other senior officials of GRSE. During the event, CMD, GRSE unveiled 'GRSE Varta



Cmde P. R. Hari, IN (Retd.), CMD, GRSE addresses the gathering during 65th Raising Day celebrations of the company.

2024', the annual in-house journal of the shipyard. Merit awards were presented to employees' children, and employees were recognized for their outstanding

performance across various categories. Cultural activities performed by employees added to the festive atmosphere of the occasion.



## SECL holds Management Development Program on Labour Laws

With an aim of capacity building in the area of Human Resource Management in South Eastern Coalfields Limited (SECL), a six-day management development program on Labour Laws was inaugurated on International HR Day at the Management Development Institute (MDI) located at SECL Indira Vihar, Bilaspur. This workshop was conducted by Dr. Pramod Kumar Padhi, a renowned professor and labour laws expert from Xavier Labour Relations Institute (XLRI), Jamshedpur.

The program was inaugurated by Dr. Prem Sagar Mishra, CMD, SECL in the presence of Shri Biranchi Das, Director (Personnel), SECL and Dr. Pramod Kumar Padhi, XLRI Faculty and other senior officials.

In his address, CMD, SECL said that it is very important for a good manager to have technical competence, managerial competence, and legal prudence. Discussing various initiatives like Mission Nachiketa, Abhimanyu e-Magazine etc. launched intending to upskill SECL employees, he said that through these initiatives, at SECL we are fostering innovation and knowledge updation.

Meanwhile, Director (Personnel), SECL said that it is very important for HR officers to have the right knowledge of the laws and provisions related to labour and industrial relations and to know



Dr. Prem Sagar Mishra, CMD, SECL; Shri Biranchi Das, Director (Personnel), SECL and Dr. Pramod Kumar Padhi, XLRI Faculty during the workshop.



Participants interacting during the workshop at SECL Indira Vihar, Bilaspur.

which rules should be applied in which situations. I believe that this workshop will enhance your knowledge of labour laws and prepare you for future challenges.

More than 30 officers of HR cadre from SECL Headquarters and different operational areas of SECL participated in this workshop.

## ITI Limited bags LoIs worth Rs. 37.5 Crore for Solar Street light Systems in Bihar

ITI Limited has received LoIs worth Rs. 37.5 Crores from Bihar Renewable Energy Development Authority (BREDA) for installation of Solar Street light Systems.

### Details of the LOIs:

ITI Limited's Naini Unit has received LOI for Design, Supply, Installation, Testing, and Commissioning with Comprehensive Maintenance Contract (CMC for 5 years) including Remote Monitoring System (RMS) of 2800 numbers of Solar Streetlight Systems from DPRO Katihar amounting to Rs. 8.58 Cr under Mukhyamantri Gramin Solar Street Light Yojana. ITI Limited's Naini Unit has

received another LoI for Design, Supply, Installation, Testing, and Commissioning with Comprehensive Maintenance Contract (CMC for 5 years) including Remote Monitoring System (RMS) of 9440 numbers of Solar Street light Systems from DPRO Katihar amounting to Rs. 28.94 Cr under Mukhyamantri Gramin Solar Street Light Yojana.

The above-mentioned systems are to be installed under supervision of Bihar Renewable Energy Development Authority (BREDA) and the major Components of the Solar Street light Systems are Solar PV Module, Solar Batteries, LED Luminaries, Mounting Structures, Balance

of System (BOS). Commenting on the partnership, Shri Rajesh Rai, CMD, ITI Limited, said: "ITI Limited is proud to partner with Government of Bihar's BREDA to help illuminate streets with sustainable solar energy. This project is a testament to our commitment to sustainability and creating vibrant rural environments. The project adds to the aesthetics there and provides cutting-edge lighting solutions for a greener tomorrow."

ITI Limited has acquired rich experience of successfully supplying and installing Solar Street Light System in the state of Bihar since last year, he added.

## HSL successfully completes first CST of DSV (NISTAR)

Diving Support Vessel, the first warship built by HSL for Indian Navy since 1993 was sent to sea for trials recently. The ship successfully completed maiden sea trials with no major defect, marking a pivotal achievement for Hindustan Shipyard Ltd (HSL). This milestone is particularly noteworthy as it represents HSL's first warship construction for the Navy in three decades, the last being INS Sujatha built in year 1993 with Korean assistance.

The DSVs projects, which includes two Diving Support Vessels



Diving Support Vessel, NISTAR

(NISTAR and NIPUN), is essential for bolstering the Indian Navy's submarine support capabilities and underscores HSL's advanced warship building expertise with

80% indigenous content. Both ships were launched concurrently in 2022, significantly contributing to the 'Aatmanirbhar Bharat' initiative.

# REC gets RBI nod to set up subsidiary in GIFT City, Gujarat

**R**EC Limited has received a 'No Objection Certificate' (NOC) from Reserve Bank of India (RBI) for setting up a subsidiary in Gujarat International Finance Tech-City (GIFT) in Gandhinagar, Gujarat.

The decision to expand operations into GIFT, a burgeoning hub for financial services in India, comes as REC continues to diversify its portfolio and explore new avenues for growth. The proposed subsidiary will engage in a range of financial activities as a finance company within GIFT, including lending, investment, and other financial services.

Speaking on the development, Shri Vivek Kumar Dewangan, CMD, REC Ltd. said, "The GIFT City platform offers a conducive environment for international lending activities coupled with world-class infrastructure. We are confident that REC will harness these advantages to carve a niche for itself in the global market.



REC Corporate Office.

The entity at GIFT City will not only present new business opportunities for REC but also contribute significantly to the growth of the country's energy sector.

We look forward to leveraging this strategic move to further propel REC's mission of fostering growth in India's power and

infra sector while expanding our footprint on the global stage."

REC has received "No Objection Certificate" dated May 3, 2024 from the RBI for setting up a wholly owned subsidiary in International Financial Services Centre (IFSC), Gujarat International Finance Tec-City ("GIFT"), Gandhinagar, Gujarat.

## Personalia



**Dr. Subhransu Sekhar Acharya**  
assumes charge as  
CMD, NSIC.



**Shri Harsh Baweja**  
assumes charge as  
Director (Finance), REC Limited.

## Ahead of the Curve: GRSE-built SCG PS Zoroaster Refit for Seychelles completed a remarkable 30 days ahead of schedule

**D**emonstrating exceptional competency and commitment, Garden Reach Shipbuilders & Engineers Ltd. (GRSE) has successfully completed the ninety-day maiden short refit of the Seychelles Coast Guard Patrol Ship Zoroaster a remarkable 30 days ahead of schedule recently. The SCG PS 'Zoroaster', is from the line of Fast Patrol Vessels built by GRSE and with proven performance with the Indian Coast Guard, was handed over to the Seychelles Coast Guard on 8th April, 2021. SCGS Zoroaster set sail from GRSE's Rajabagan Dockyard, Ganga Jetty on 29<sup>th</sup> May, 2024, returning to the fleet of the archipelagic Island Country of Seychelles under the command of Captain Lyndon Lablache.

Commencing its refit journey on 22<sup>nd</sup> March 2024, this ambitious project was in line with India's Vision "SAGAR" (Security And Growth for All in the Region). Undertaking such a refit for a foreign nation was a unique endeavour for GRSE, further strengthening the collaborative efforts of India and Seychelles in enhancing regional stability and security. Through meticulous planning and an advanced execution strategy, the Ship Repair team of GRSE successfully compressed the refit schedule



GRSE officials onboard Seychelles Coast Guard Patrol Ship Zoroaster.

to one month, showcasing their outstanding efficiency and commitment.

The Indian Navy's work-up team conducted a thorough post-refit inspection to ensure the highest standards of operational readiness and capabilities. The river trials of the ship's machineries were successfully completed on 24<sup>th</sup> May, 2024. The successful

completion of this short refit project not only highlights GRSE's expertise but also underscores the strong camaraderie between the ship's crew and the GRSE team. This collaboration has fostered a spirit of true friendship and cooperation, leaving behind long-lasting memories and strengthening the bond between the two nations.

## BEML Ltd. organizes various programs as part of Public Sector Day celebrations

Public Sector Enterprises (PSEs) in India have played a key role in supplementing the growth of the Indian economy through transformational changes. While the enterprises have traversed a developmental journey, they have even a more pivotal role carved out for themselves as the country marches towards becoming a “Viksit Bharat”.

SCOPE undertakes many endeavours to rejoice the outstanding contribution and splendid performance of the public sector. It is important to ensure that the immense contribution, intrinsic prowess and performance of the fraternity reaches every corner of the country.

This year, PSEs marked the month-long Public Sector Day celebrations beginning from 10th April, 2024 organizing different programs at their Head Offices, Regional Offices, Factories, Plants and other work units to showcase the achievements and contribution of the public sector.

Public Sector Day recognizes the vital role played by public sector organizations in driving economic growth, fostering social welfare,



and ensuring the well-being of citizens by designating the 10th of April as a day to honour the significant contributions of Public Sector Enterprises (PSEs) to the national economy. This initiative, led by the Standing Conference of Public Enterprises (SCOPE), aims to raise awareness about the

achievements and roles of PSEs. In this regard, BEML Ltd. also organised quiz, essay competition and webinar at its units across the country including Corporate Office, Marketing Division, Mysore Complex, Palakkad Complex, Bangalore Complex & KGF Complex.



# PSEs Announce Financial Results

## GAIL reports Annual Revenue of Rs. 1,30,638 crore, PBT Rs. 11,555 crore (up by 75%) & PAT Rs 8,836 crore (up by 67%) in FY 2024

GAIL (India) Limited reported Profit before Tax (PBT) of Rs. 11,555 crore in FY24, up 75 % from Rs. 6,584 crore in FY23. Profit after Tax (PAT) in FY24 stood at Rs. 8,836 crore as against Rs. 5,302 crore in FY23, an increase of 67 %, while Revenue from Operations stood at Rs. 1,30,638 crore in FY24 as against Rs. 1,44,302 crore in FY23.

During the year, Natural Gas transmission volume registered an increase of 12% to 120.46 MMSCMD as against 107.28 MMSCMD in FY23. Gas marketing volume stood at 98.45 MMSCMD in FY24 as against 94.91 MMSCMD in FY23. LHC

sales registered an increase of 7% to 998 TMT as against 929 TMT & Polymer sales jumped up by 97% to 787 TMT as against 399 TMT in comparison to previous year.

On Consolidated basis, Revenue from Operations stood at Rs. 1,33,500 crore in FY24 as against Rs. 1,45,875 crore during FY23. PBT in FY24 stood at Rs. 12,595 crore (up by 74%) as against Rs. 7,256 crore in FY23. PAT (excluding Non-controlling interest) was Rs. 9,899 crore in FY24 (up by 76%) as against Rs. 5,616 crore in FY23. Shri Sandeep Kumar Gupta, CMD, GAIL said that the robust performance during FY 2024 is primarily driven

by better physical performance across all major segments, despite lower prices in Petrochemicals and Liquid Hydro-Carbons. He also stated that the Company has incurred a Capex of Rs. 11,426 crore during the FY24.

He further stated that GAIL's Board approved laying of C2/ C3 liquid pipeline from Vijaipur to Auraiya having estimated Project Cost of Rs. 1,792 Crores with commissioning period of 32 months. The project will augment feedstock availability with additional polymer production at Pata Petrochemical Complex, reduce energy consumption and carbon footprint.

## MOIL registers historical performance in FY'24

The Board of Directors of MOIL approved financial results for the fourth quarter and year ended on 31<sup>st</sup> March, 2024.

For FY'24, the financial year, MOIL recorded highest ever production of manganese ore since its inception at 17.56 lakhs tonnes, 35% higher than FY23.

Achieved its best ever sales of 15.36 lakh tonnes in FY24, registering a remarkable growth of 30% y-o-y.

Registered record turnover at Rs. 1449.42 crore with a growth of 8% y-o-y.

Achieved best ever production of Electrolytic Manganese Dioxide (EMD) higher by 28% y-o-y.

Profit before tax (PBT) and profit after tax (PAT) of Rs. 387 crores and Rs. 293 crores respectively during FY'24, registering a growth of 16% and 17% respectively despite lower NSR on account of market conditions.

Achieved a record capital expenditure (CAPEX) of Rs. 316 crores in FY'24, which is more than its the net profit (PAT) of the year.

Carried out best ever exploration core drilling of 87,661 meters in FY'24 registering record growth of more than 100% in comparison to previous year.

In the fourth quarter of FY'24, MOIL produced 4.83 lakh tonnes of manganese ore,

achieving a growth of 20% over corresponding period last year (CPLY).

Sales during the fourth quarter also improved to 4.35 lakh tonnes, up by 11% over CPLY.

The Board recommended final dividend of Rs. 2.55 per share. Thus, total dividend for the year is Rs. 6.05 per share for the year (including paid interim dividend of Rs. 3.50 per share). This is 64% then last years' total dividend.

On this occasion, Shri Ajit Kumar Saxena, CMD, MOIL reiterated that the company is forward looking and is fully committed towards investing in its expansion and growth.

## RailTel posts total income of Rs. 852 Crore in Q4 of FY 23-24

RailTel announced its Operating Income of Rs. 833 Crore in Q4 of FY 23-24 registering a sequential growth of 25% QoQ in its 146<sup>th</sup> Board Meeting held recently. The Company has posted a total income of Rs. 852 Cr in Q4 of FY 24. The Company posted Rs 102 Crore Profit Before Tax (PBT) in Q4 of FY'24 as against Rs. 84 crores in previous quarter, registering a 21% QoQ growth.

The Company has posted Profit After Tax (PAT) of Rs 78 Cr in Q4 of FY 24 as against Rs. 62 Crore in previous quarter registering a QoQ growth of 26%. For the year ended on 31<sup>st</sup> March, 2024, the company achieved a total Income of Rs 2622 crores and total PAT of Rs. 246 crores registering a growth of 31% in turnover and profits, as compared to last year. Talking about the results, Shri

Sanjai Kumar, CMD, RailTel said, "Operationally the Company has been performing consistently with an impressive growth of 25% on QoQ basis in its operating Revenue. For Financial year 2023-24 also the growth in Revenue & PAT has been quite encouraging at 31%. With healthy order book, the company has visibility of substantial growth in operating Income in coming quarters".

## Awards & Accolades to PSEs

### CMD, HSL receives PSU Samarpan Award



Cmdr Hemant Khatri, CMD, HSL receiving the PSU Samarpan Award during the award distribution ceremony in New Delhi.

Cmdr Hemant Khatri, CMD, Hindustan Shipyard Limited (HSL) has been honoured with the esteemed 'PSU Samarpan Award' by GovConnect, an initiative by ilouge Media at the award ceremony in New Delhi, recognized the exemplary leadership of HSL's CMD in driving the transformation of the Shipyard and inspiring countless individual within the industry. The 'PSU Samarpan Award' acknowledges the significant contributions of Public Sector Undertakings to the country's progress. CMD, HSL, received the award in the 'Other PSU' category, alongside other CPSEs such as Hindustan Aeronautics Ltd. and IRCON International Ltd. in the Navratna category, and Braithwaite & Co. Ltd.,

Bridge & Roof Company (India) Ltd, HSCC (India) Ltd., KIOCL Ltd., Instruments Ltd., Consultants India Ltd. and WAPCOS in the Miniratna category.

### CMD, WAPCOS and NPCC conferred with PSU Samarpan Award



Shri R. K. Agrawal, CMD, WAPCOS and NPCC was conferred with PSU Samarpan Award for his dedication, vision and remarkable leadership towards advancement of the PSU sector. The award was presented by GovConnect during PSU Transformation Conclave in a ceremony held at New Delhi. WAPCOS, a "Mini Ratna-I" Public Sector Enterprise under the aegis of the Union Ministry of Jal Shakti, is a technology driven Consultancy and Engineering, Procurement and Construction (EPC) organization.

# PSEs Ink MoU

## BHEL signs Technology Transfer Agreement with BARC for 50 kW alkaline electrolyser systems for Hydrogen production



Shri K. Ravishankar, Executive Director (Corporate Technology Management and Corp R&D), BHEL and Dr. S. Adhikari, Associate Director (Knowledge Management Group), BARC sign Technology Transfer Agreement in presence of Shri Jai Prakash Srivastava, Director (Engineering, Research & Development), BHEL and other senior officials of BHEL and BARC.

Bharat Heavy Electricals Limited (BHEL) has entered into a Technology Transfer Agreement (TTA) with Bhabha Atomic Research Centre (BARC) for 50 kW alkaline electrolyser systems for Hydrogen production. The well proven technology offered by BARC is indigenously developed and has high local material content.

The agreement was signed in presence of Shri Jai Prakash Srivastava, Director (Engineering, Research & Development), BHEL by Shri K. Ravishankar, Executive Director (Corporate Technology Management and Corp R&D), BHEL and Dr. S. Adhikari, Associate Director (Knowledge Management Group), BARC.

BHEL, through this collaboration with BARC, intends to scale up Indigenous Alkaline Electrolyser Technology and commercialise it for application in sectors such as refineries, fertiliser, steel, transportation, etc. This will be a step further in BHEL's contribution to the 'National Green Hydrogen Mission' and 'Aatmanirbhar Bharat Abhiyan'.

## REC signs agreement with CVPPPPL for Rs. 1,869 Crore term loan for Kiru 624MW Hydro Project



Shri Ramesh Mukhiya, MD; Shri Vasant Hurmade, GM (C&P); Shri Sanjay Kumar Gupta, GM (Finance) from CVPPPPL and Shri Pramod Kumar Soni, Dy. GM; Shri Rishabh Jain, Dy. GM from REC Limited during agreement signing ceremony.

REC Limited has signed an agreement with Chenab Valley Power Project Private Limited (CVPPPPL) for financial assistance of Rs. 1869.265 Crore as Term Loan.

The loan will be utilized for Development, Construction and Operation of Greenfield Kiru Hydro Electric Project (4x156 MW) on River Chenab located in Kishtwar District of Jammu & Kashmir.

The Agreement was signed in the presence of Shri Ramesh Mukhiya, MD; Shri Vasant Hurmade, General Manager (C&P); Shri Sanjay Kumar Gupta, General Manager (Finance) from CVPPPPL and Shri Pramod Kumar Soni, Dy. General Manager; Shri Rishabh Jain, Dy. General Manager from REC Limited, among other key officials from both organizations.

Kiru Hydro Electric Project (624 MW), a run-of-river scheme is proposed on river Chenab in district Kishtwar of Union Territory of J&K and is about 42 kms from Kishtwar. The Project envisages construction of 135 m high Dam and an underground Power House with 4 units of 156 MW each.



## RailTel signs MoU with Quadrant Future Tek Limited

RailTel Corporation of India Ltd. (RailTel) has signed an MoU with Quadrant Future Tek Limited for exploring and delivering KAVACH (Train Collision Avoidance System) implementation projects for Indian Railways and Railways abroad. The MoU lays out framework for Quadrant to partner exclusively with RailTel on delivering the specific targeted opportunity related to KAVACH.

KAVACH is an indigenously developed Automatic Train Protection (ATP) system by Indian Railways. KAVACH is a highly technology intensive

system, which requires safety certification of highest order.

KAVACH was adopted as a National ATP system by Ministry of Railways in July 2020. Implementation of KAVACH on Indian Railway's network is one of the priority area of Indian Railways. Quadrant Future Tek Limited is under the process of final approval by RDSO as an OEM (Original Equipment Manufacturer) for KAVACH project.

RailTel has in-house team of experts in the Railway Signaling system and is fully capable of taking up such massive upgrade

projects like KAVACH. Both the parties, with their individual expertise combined, will now aggressively explore KAVACH project opportunity.

The MoU was signed recently at RailTel Corporate Office, New Delhi. Shri Sanjai Kumar CMD, RailTel expressed his excitement over this collaboration.

He said that RailTel is committed to contribute in the journey of Indian Railways for implementation of indigenous safety systems like KAVACH and will explore to proliferate the KAVACH technology abroad.

## MOIL sales registers a new high in May' 24

### Records thumping growth of 41% y-o-y

MOIL scales a new peak of 2.15 lakh tonnes monthly sales of manganese ore in May, 2024, surpassing the previous record of 1.83 lakh tonnes in December, 2019 and registering an impressive growth of 41% over May'23.

Sales during Apr-May'24, has been higher by 31.5% as compared to corresponding period last year (CPLY). Helped by market conditions, the company has increased the prices of various grades by about 65% in the current financial year.

On the production front, 3.05 lakh tonnes of manganese ore production was achieved in Apr-May, 2024, registering a growth of 7% over CPLY.



Shri Ajit Kumar Saxena, CMD, MOIL along with other Directors and Senior Officials of MOIL.

MOIL has also continued its focus on exploration activities and carried out exploratory core drilling of 18,609 meters in Apr-May'24, which is higher by 26% y-o-y.

Shri Ajit Kumar Saxena, CMD MOIL, congratulated MOIL collective on this historic performance, appreciating the team's efforts to well utilize the opportunities in the market.

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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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