

KALEIDOSCOPE

STANDING CONFERENCE OF PUBLIC ENTERPRISES



SCOPE represents Public Sector employers during a meeting with Dr. Mansukh Mandaviya, Hon'ble Union Minister of Labour & Employment



Workshop for participants of Advanced Global Leadership Program (AGLP 2.0) at SCOPE



SCOPE hosts workshop on Climate Co-Benefit Methodologies with GIZ, Germany in Kolkata



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KALEIDO SCOPE
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Message by Chairman

In today's transient work dynamics, creating leaders of tomorrow has become increasingly arduous task. Navigating a wide diaspora of skills, a leader is required to foster a growth mindset amongst his employees, besides mentoring and guiding them. SCOPE, as part of its capacity building endeavour has been organising unique programs to equip 'to be' leaders with requisite skills to excel and leverage every opportunity.

Recently, SCOPE completed the Advanced Global Leadership Program (AGLP 2.0) that is designed to equip future leaders with the skills, insights, and networking pertinent to thrive in a complex, interconnected world.

We extend our thanks to Indian Institute of Management (IIM), Calcutta, University of St. Gallen, Switzerland and our participating PSEs for making this program such a grand success.

Pursuant to our leadership development endeavours, SCOPE is all set to launch yet another inspirational program - DAKSH (Development of Aspiration, Knowledge, Succession & Harmony) which is being organized in association with Capacity Building Commission (CBC), Govt. of India. This leadership program aims at equipping senior leaders of PSEs, who are expected to take up Board-level positions in the coming years with leadership competencies. SCOPE is in the process of identifying knowledge partners for designing, developing & delivering DAKSH Program.

Besides growth and development and focus on career, SCOPE also strives towards conducting programs that inculcate overall wellness and healthy living. We remain steadfast in our commitment to bring innovative and out-of-the-box opportunities of learning for all.

In keeping with this, SCOPE recently organised a unique program, 'Eudaimonia' - Overall Wellness through Financial, Holistic Healing and Inheritance Planning. The program informed participants about being financially aware, finding their true potential, living their life to the fullest and planning their future responsibly. Seeing the overwhelming response to the program, I encourage our readers to watch the program, recordings are available on our official channels.

SCOPE has also been conducting workshops with GIZ, Germany across the country that aims at green skilling PSE employees. Workshops have already been conducted in the Northern and Eastern region and the next workshop is all set to be organized for the Southern region in Bengaluru.

As we tread towards the end of the year, SCOPE will continue to organise more such programs and we look forward to charting newer pathways towards achieving our goal of being Inspiring, Innovative and Impactful apex body.

With the festival of lights, up ahead in the month, here's wishing all our readers a Happy and prosperous Diwali!

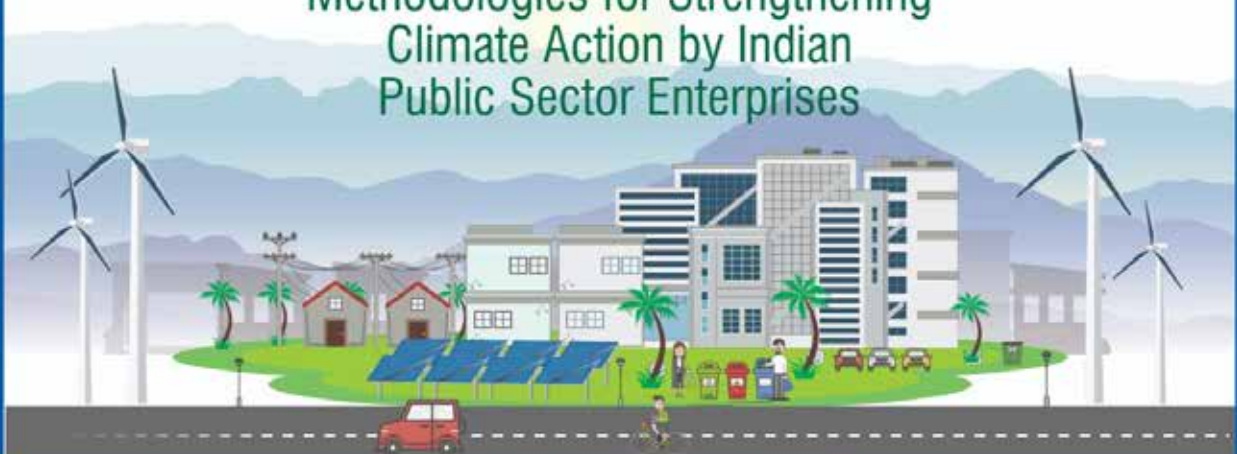
Sandeep Kumar Gupta
Chairman, SCOPE

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Southern Region Workshop on The Role of Climate Co-benefit Methodologies for Strengthening Climate Action by Indian Public Sector Enterprises



📅 Thursday | 17th October, 2024

📍 Country Inn And Suites By Radisson, Hebbal, Bengaluru

Background:

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

We seek to:

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

Who Should Attend:

Senior officers from Environment & Sustainability, ESG, CSR, Procurement departments

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

No participation fee is payable



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Director General's Desk

As the country takes steps towards becoming 'Viksit Bharat', we must not forget the contribution and legacy of those built our nation. At the advent of October, commemorating the birth anniversary of one of the greatest leaders of all times, Mahatma Gandhi, we at SCOPE pay tribute to our Father of the Nation and pledge to imbibe his teachings every day.

SCOPE's endeavours have always focused on providing a conducive and cohesive environment for the Public Sector Enterprises. As the apex body of PSEs, SCOPE represents them at various important forums. Recently, SCOPE represented Public Sector employers at a meeting with Hon'ble Union Minister for Labour & Employment, Dr. Mansukh Mandaviya wherein discussions were held to boost employment and work towards employee welfare.

With the Climate Clock ticking, Climate change remains one of the biggest challenges for a sustainable future. Acknowledging the same, SCOPE has been working dedicatedly towards highlighting the efforts of PSEs towards Climate mitigation and green upskilling.

Workshops are being conducted across the country to capacitate employees on 'The Role of Climate Co-benefit Methodologies for Strengthening Climate Action by Indian Public Sector Enterprises.'

SCOPE continues to collaborate with various stakeholders for capacity enhancement. SCOPE recently associated with the International Institute of Projects and Program Management (I2P2M) to organise a Workshop on 'Totality of Project Management.'

On World Heart Day, I was invited at the International Consensus and Orations in Cardiology (ICOC) conference and it was my pleasure to share my views on the theme of 'Use Heart for Action.'

Capacity enhancement initiatives of SCOPE will gain momentum in the upcoming months and we remain dedicated to bringing the best practices and learning for PSE employees through our varied collaborations and programs.

SCOPE also completed its much-coveted program Advanced Global Leadership Program (AGLP 2.0) with 35 participants from various PSEs, who undertook workshops at IIM, Calcutta, here at SCOPE in New Delhi and University of St. Gallen, Switzerland.

I hope this was both a hands-on learning and life changing experience for the participants as they visited various international organizations like WTO, ILO, IOE, OECD, GIZ and also met with Ambassador of India to France.

SCOPE will continue to fathom newer, innovative opportunities of conducive learning and embark on the journey of learning and development. As we enter the festive season, I wish all of you have a Happy and prosperous time with your loved ones.

We at SCOPE wish all our readers a Bright, Happy and fulfilling Diwali!

Programmes & Initiatives launched (since last issue of KALEIDOSCOPE)

Advanced Global Leadership Programme (AGLP 2.0) at SCOPE, IIM Calcutta and University of St. Gallen, Switzerland – **20th August to 4th October, 2024**

Vishwakarma Day celebrations at SCOPE – **17th September, 2024**

SCOPE associated with I2P2M for workshop on Totality of Project Management – **23rd - 25th September, 2024**

Programmes & Initiatives in the offing

Southern Region Workshop on 'The Role of Climate Co-benefit Methodologies for Strengthening Climate Action by Indian Public Sector Enterprises' – **17th October, 2024**

SCOPE and CBC Leadership Program – DAKSH

Atul Sobti
Director General, SCOPE

SCOPE News

SCOPE & GIZ organise a Regional Workshop on “The Role of Climate Co-Benefit Methodologies for Strengthening Climate Action by Indian Public Sector Enterprises” in Eastern India (Kolkata)



Speakers during the Eastern Regional workshop in Kolkata.

Building on its commitment to addressing Climate Change and advancing sustainable development, SCOPE, in collaboration with Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, a German public-benefit organization, organized a regional workshop titled “The Role of Climate Co-Benefit Methodologies for Strengthening Climate Action by Indian PSEs” in Kolkata on 30th August, 2024.

This workshop, part of the Indo-German Support Project for Climate Action in India, was led by a consortium including the Council on Energy, Environment and Water (CEEW), Oxford Policy Management (OPM), and

Perspectives Climate Group (PCG). The workshop aimed to –

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

The orientation session laid

a strong groundwork for the workshop, ensuring that participants were not only motivated and ready for engaging discussions and activities but also well-informed on the subject. The moderator opened the session by welcoming both the speakers and attendees, while underscoring the critical threat posed by climate change and the urgent necessity for a coordinated and comprehensive response. It was emphasized how this workshop would play a crucial role in addressing these challenges. The session also highlighted the efforts of Indian Public Sector Enterprises (PSEs) in pursuing net-zero targets through the adoption of various strategies. Additionally, it drew attention to

the gaps in accurately accounting and reporting the impacts of these strategies on climate change mitigation and adaptation, therefore, the need for improved methodologies.

The speaker from GIZ emphasized their partnership with SCOPE on the project “Capacity Enhancement of Public Sector Enterprises (PSEs) in India on Climate Action.” This initiative aims to develop and institutionalize a climate co-benefit methodology in two critical areas: urban forestry and the ban on single-use plastics (SUPs). By integrating these methodologies, the project seeks to bolster and refine existing sustainability efforts without adding extra burdens to PSEs. These areas are crucial for PSEs as they work towards accurately measuring and reporting the impact of their climate mitigation and adaptation initiatives, ensuring their contributions are both meaningful and aligned with environmental sustainability goals, while also improving reporting efficiency.

The speaker from the consortium provided an introduction to

the fundamentals of climate co-benefits, aiming to familiarize participants with the concept. The presentation also underscored the importance of Indian PSEs adopting this approach to align with and contribute to the national climate action agenda. Through in-depth discussions, participants had the opportunity to address and clarify their concerns related to the topic.

Following the orientation session, two key sessions were held: (1) Urban Forestry, and (2) Single Use Plastic (SUP) ban. During these sessions, the consortium team presented the Draft Assessment Frameworks designed to measure the impacts of these sustainable actions on climate change mitigation and adaptation. Participants engaged in discussions around various parameters and strategies, and their feedback was sought to refine and adapt the methodologies to better suit PSEs, who will ultimately be the end users once the frameworks are finalized. All participants actively contributed to further modify and enhance the applicability of methodologies by suggesting additional

parameters, identifying relevant data sources, and sharing their experiences and insights. The discussions also covered the challenges and opportunities in assessing and reporting climate co-benefits, with the goal of developing a practical, user-friendly tool for PSEs.

A dedicated session on Training Needs Assessment (TNA) was held, during which the consortium teams gathered valuable feedback from participants via a questionnaire designed to identify specific training requirements. The insights gained from this TNA will be instrumental in shaping a customized training program tailored to meet the unique needs of Public Sector Enterprises (PSEs) in the near future.

The workshop was participated with great enthusiasm, attracting participants from 11 PSEs across Eastern India, representing a range of sectors. Building on this success, similar workshops are planned for Southern and Western India in the coming months to ensure broader engagement and capacity building of PSEs across different regions.



Participants alongwith GIZ, Germany and SCOPE Team during the Eastern Regional workshop in Kolkata.

Snapshots of Eastern Regional Workshop on “The Role of Climate Co-Benefit Methodologies for Strengthening Climate Action by Indian Public Sector Enterprises” organised by SCOPE and GIZ, Germany in Kolkata on 30th August, 2024





DG, SCOPE addresses Workshop on 'Totality of Project Management'

Reiterates role of Effective Project Management is paramount in infrastructure development and making India - 'Viksit Bharat by 2047'.



DG, SCOPE addressing the concluding session of the workshop on 'Totality of Project Management' at SCOPE Convention Centre, New Delhi.

International Institute of Projects and Program Management (I2P2M) in association with SCOPE organised a workshop on 'Totality of Project Management' (TPM) at SCOPE Convention Centre, New Delhi from 23rd-25th September, 2024.

Shri Atul Sobti, DG, SCOPE and Member, Governing Body, ILO was invited as a special guest to address the concluding session of the workshop.

While addressing the participants, DG, SCOPE said that India has come a long way from being amongst the fragile

five economies of the world to climbing to the fifth position and soon, expected to be amongst the top three economies of the world.

He further said that for India to become 'Viksit Bharat by 2047', infrastructure development is very important. And the role of effective project management is paramount in infrastructure development. Project management provides the framework required to navigate complex challenges, optimize resources, and ensure that initiatives are executed successfully. He said that there

is a need to take care of certain factors including climate action, global connectivity, safety and knowledge of latest equipment and technology while planning any project for effective project management.

More than 40 participants hailing from various Public Sector Enterprises including BEML, BEL, NLC, NTPC, EIL, HPCL, ITI, NRL, Paradip Port, Kolkata Port Trust, NTPC and NSPCL; and L&T ECC participated in the workshop.

SCOPE, IIM Calcutta hold Workshop for participants of Advanced Global Leadership Program (AGLP 2.0)



Shri Gurdeep Singh, CMD, NTPC Ltd.; Shri Atul Sobti, DG, SCOPE and Member, Governing Body, ILO; Prof. Partha Priya Datta, Program Director SCOPE AGLP & Professor of Operations Management, IIM Calcutta; Shri Atul Chaturvedi, IAS (Retd.), Former Chairman, PESB and Shri S.K. Roongta, Former Chairman, SAIL alongwith participants of Advanced Global Leadership Program and SCOPE officials during the workshop.

As part of the Advanced Global Leadership Program (AGLP 2.0) organized by SCOPE in collaboration with IIM, Calcutta, a two-day workshop was organized for the participants of the program at SCOPE Convention Centre, New Delhi on 13th and 14th September, 2024.

The Inaugural session of the workshop was addressed by Shri Gurdeep Singh, CMD, NTPC Ltd. and Prof. Partha Priya Datta, Program Director SCOPE AGLP & Professor of Operations Management, IIM, Calcutta.

While addressing the participants, CMD, NTPC Ltd. advised the participants to become catalysts of change in the organisations



Participants during the workshop at SCOPE Convention Centre, New Delhi.

by implementing the learnings of the leadership development program. He said that learning is a life-long process and there is a need to learn negotiation skills which are extremely important for executives of PSEs.

31 senior executives hailing from 12 Public Sector Enterprises (PSEs) participated in the workshop in which engaging sessions on leadership development, Climate Change, RTI, GeM, Preventive Vigilance etc. were organised.

Glimpses of SCOPE, IIM Calcutta Workshop for participants of Advanced Global Leadership Programme (AGLP 2.0) at SCOPE Convention Centre, Lodhi Road on 13th-14th September, 2024





DG, SCOPE addresses ICOC conference on World Heart Day 2024

Shares that 'There is going to be a future where health literacy is not a privilege but a universal right for the masses.'

The International Consensus and Orations in Cardiology (ICOC) organised a conference to mark World Heart Day 2024 celebrations in New Delhi on 29th September, 2024. The conference focused on the theme of 'Use Heart for Action'.

Shri Atul Sobti, DG, SCOPE and Member, Governing Body, ILO was invited as chief guest during the conference.

Stressing on the importance of raising awareness about cardiovascular diseases (CVDs), Shri Sobti informed that as per World Health Organization, India accounts for one-fifth of CVD deaths worldwide, especially among the younger population

despite the advancement in medical technology. There is an increased risk of CVDs among youth due to stress, fast lifestyle and passion for outperformance in corporate world. This gets further aggravated due to sedentary lifestyle both at work and pleasure and overwhelming unauthentic information available across domains. But these kinds of programs will definitely encourage younger population to take their heart health seriously, he added.

He further informed that SCOPE is taking various initiatives in healthcare sector through workshops, health camps, health talks and awareness campaigns

and a Health Committee has also been formed, co-chaired by Dr. H. K. Chopra to help Public Sector Enterprises (PSEs) address health concerns of close to 1.5 million people directly employed with them. He said that today, health literacy is becoming a privilege but there is going to be a future where health literacy is not a privilege. We want it to be a universal right for the masses, he stressed.

Dr. H.K. Chopra, National President and Organising Chairman of ICOC also addressed the conference, among other top cardiologists and healthcare experts creating awareness about CVDs.



DG, SCOPE addressing ICOC conference on World Heart Day 2024 in New Delhi.

VISHWAKARMA DAY CELEBRATIONS AT SCOPE



Shri Shubh Ratna, General Manager (Tech. & HR), SCOPE during Vishwakarma Day Celebrations at SCOPE Complex, Lodhi Road.



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

HT Hindustan Times

Dated: 30th August, 2024



SCOPE and IIM, Calcutta launched the Advanced Global Leadership Program (AGLP 2.0) in Kolkata. The program was inaugurated by Atul Sobti, DG, SCOPE and Member, Governing Body, ILO in the presence of Prof BP Abraham, Director in charge (Acting), IIM, Calcutta and other senior executives.



खरकें हाटें डें पर इंटरनेशनल कंसेसस एंड ओरेशन इन कारिओलोजी 2024 का आयोजन
Coverage of DG, SCOPE as Chief Guest at ICOC Conference on World Heart Day 2024 telecast on NDTV News Channel.

अमर उजाला

Dated: 3rd September, 2024

स्कोप ने शुरू किया उन्नत वैश्विक नेतृत्व कार्यक्रम
नई दिल्ली। सार्वजनिक उपकरणों के उच्चोत्तर (स्कोप) ने आधुनिक, अंतरराष्ट्रीय स्तर पर उन्नत वैश्विक नेतृत्व कार्यक्रम (एग्लप 2.0) शुरू किया। कार्यक्रम का उद्घाटन स्कोप के अध्यक्ष और शासक के रूप में विकास के अग्रणी अग्रणी ने आधुनिक, अंतरराष्ट्रीय (कार्यकारी) प्रोफेसर श्री. अब्राहम, इंदिरा गांधी के कार्यक्रम निदेशक प्रोफेसर एच. प्रियदाता और प्रोफेसर बिस्वातोश साहा की उपस्थिति में किया। इस कार्यक्रम में 13 सार्वजनिक क्षेत्र के उपकरणों (पैसे) में 32 वरिष्ठ अधिकारियों ने भाग लिया। इसका उद्देश्य वरिष्ठ अधिकारियों को उनकी रणनीतिक क्षमताओं को बढ़ाने के लिए प्रोत्साहित और ज्ञान से लैस करना है। यह कार्यक्रम तीन सप्ताह तक चलने वाले आधुनिक, अंतरराष्ट्रीय और स्कोप, नई दिल्ली में कार्यवाही और एक अंतरराष्ट्रीय अध्ययन-सह-कार्यवाही के दौरान होगा।

THE FREE PRESS JOURNAL

Dated: 29th August, 2024

SCOPE launches Advanced Global Leadership Program



Pursuant to its leadership development endeavour, Standing Conference of Public Enterprises (SCOPE) in collaboration with IIM, Calcutta launched the Advanced Global Leadership Program (AGLP 2.0) in Kolkata recently. The programme was inaugurated by Atul Sobti, DG, SCOPE and Member, Governing Body, ILO, in the presence of Prof. B. P. Abraham, Director Incharge (Acting), IIM, Calcutta, Prof. Partha Priya Datta and Prof. Biswatoosh Saha, Program Directors, AGLP. 32 senior executives hailing from 13 Public Sector Enterprises (PSEs) reflecting a rich mix of sectors and industries are participating in the programme, which aims to equip senior executives with skills and knowledge to enhance their strategic capabilities. The programme will be conducted over three weeks entailing Workshops at IIM, Calcutta, and SCOPE, New Delhi, and an International Study-cum-Business Tour.

The Sunday EXPRESS

Dated: 1st September, 2024

LAUNCH—SCOPE

SCOPE in collaboration with IIM, Calcutta launched the Advanced Global Leadership Program (AGLP 2.0) in Kolkata recently. The program was inaugurated by Atul Sobti, DG, SCOPE and Member, Governing Body, ILO, in the presence of Prof. B. P. Abraham, Director Incharge (Acting), IIM, Calcutta, Prof. Partha Priya Datta and Prof. Biswatoosh Saha, Program Directors. AGLP 32 senior executives hailing from 13 Public Sector Enterprises (PSEs), reflecting a rich mix of sectors and industries are participating in the program, which aims to equip senior executives with skills and knowledge to enhance their strategic capabilities.



daily Excelsior

Dated: 29th August, 2024



DG SCOPE and others on duty during inauguration of AGLP 2.0 at Kolkata.

SCOPE launches Advanced Global Leadership Program

Excelsior Correspondent
Biswatoosh Saha, Program Directors, AGLP. 32 senior executives hailing from 13 Public Sector Enterprises (PSEs), reflecting a rich mix of sectors and industries are participating in the program which aims to equip senior executives with skills and knowledge to enhance their strategic capabilities.
The program will be conducted over three weeks entailing workshops at IIM, Calcutta and SCOPE, New Delhi and an International Study-cum-Business Tour.

PSUWATCH

Fast | Accurate | Engaging

Dated: 29th August, 2024

SCOPE launches Advanced Global Leadership Program (AGLP 2.0)

SCOPE in collaboration with IIM, Calcutta launched the Advanced Global Leadership Program (AGLP 2.0) in Kolkata recently.



New Delhi: Pursuant to its leadership development endeavour, Standing Conference of Public Enterprises (SCOPE) in collaboration with IIM, Calcutta launched the Advanced Global Leadership Program (AGLP 2.0) in Kolkata recently. The program was inaugurated by Atul Sobti, DG, SCOPE and Member, Governing Body, ILO in the presence of Prof. BP Abraham, Director Incharge (Acting), IIM, Calcutta, Prof. Partha Priya Datta and Prof. Biswatoosh Saha, Program Directors. AGLP 32 senior executives hailing from 13 Public Sector Enterprises (PSEs), reflecting a rich mix of sectors and industries are participating in the program which aims to equip senior executives with skills and knowledge to enhance their strategic capabilities. The program will be conducted over three weeks entailing Workshops at IIM, Calcutta and SCOPE, New Delhi and an International Study-cum-Business Tour.

The Sunday Statesman

Dated: 1st September, 2024

SCOPE launches AGLP 2.0

Standing Conference of Public Enterprises (SCOPE) in collaboration with IIM, Calcutta launched the Advanced Global Leadership Programme (AGLP 2.0) in Kolkata recently. The programme was inaugurated by Atul Sobti, DG, SCOPE and Member, Governing Body, ILO in the presence of Professor BP Abraham, Director Incharge (Acting), IIM, Calcutta; Professor Partha Priya Datta and Prof. Biswatoosh Saha, Programme Directors, AGLP.

Interface with Stakeholders



Dr. Mansukh Mandaviya, Hon'ble Union Minister of Labour & Employment chaired a meeting with Employers' Associations on the seamless implementation of the Employment-Linked Incentive scheme in New Delhi on 3rd September, 2024. SCOPE, represented the Public Sector employers during the meeting, wherein discussions were made on collaboration between government and industry to boost employment generation and work towards the betterment of employees.



Shri K. Subramaniam, IAAS, Director General, Office of the Comptroller & Auditor General of India calls on DG, SCOPE at his office premises.



DG, SCOPE meets office bearers of Trade Union Coordination Centre in New Delhi.



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Introduction

EdCIL (India) Limited is a Central Public Sector Enterprise (CPSE) with Mini Ratna Category-1 status, extends suitable services in all sectors education and HR since its inception in 1981. EdCIL has been executing Government of India's major mission mode projects viz. Samagra Shiksha, PM-POSHAN, PM-USHA, SWAYAM and the like. EdCIL has provided its services to Central and State Governments including Ministries & Departments, CPSEs, State PSEs, Autonomous Bodies as well as various other nations.

In the light of National Education Policy (NEP), EdCIL is extending Digital Education Services across education spectrum, which is dedicated to providing technology driven education platforms through e-learning, holistic learning solutions in tune with national and international market requirements, there by transforming the education, learning eco-system using technology enabled solutions.

EdCIL has undertaken large-scale projects across the country such as Vidhya Samiksha Kendra (VSKs), Smart/virtual classrooms, School and University Management Solutions and many more.

EdCIL is implementing Vidya Samiksha Kendra (VSK) for national and state level programme, which is a multi-level, realtime school report

card illustrating data on various schemes, initiation under the Samagra Shiksha and its related schemes of Government of India. This follows the NEP 2020 objectives, in an effort to leverage technology to make meaningful data analysis to gain insight in the programme.

In an effort to synergise technology driven solutions and bring uniformity in quality of education across geographies. EdCIL has leveraged CSR funds from select CPSEs for establishment of smart classroom solutions for improving the learning ecosystem in Govt. Schools. EdCIL signed MoU with Coal India Ltd., ONGC, NTPC, NPCIL.

EdCIL has established more than 3000 smart classrooms in 20 aspirational districts, 350 ICT labs in 11 districts of Jharkhand. The smart classroom selection includes multimedia content mapped to State Board/CBSE. The projects included teacher capacity building in use of ICT teaching learning resources, assert and enhanced teaching learning the remote location of aspirational districts.

EdCIL is conducting recruitment examinations for nearly 3 decades now. EdCIL has a rich 20 years of experience of conducting examination through offline mode initially. Since, 2015, EdCIL extends recruitments using Computer based test. EdCIL has conducted examinations for various Central and State Public

Sectors, Autonomous Bodies, Universities and Education Institutions and many Central and State Government organisations. EdCIL has the experience of conducting various national level examinations such as "Agniveer recruitment for Indian Army", 'ACIO for Intelligence Bureau' and many more. These prestigious projects have helped the Online Testing and Assessment Services (OTAS), which become a significant growth factor.

EdCIL has handled recruitment of Management Trainees (Mining, Electrical, Mechanical, Civil, Coal Preparation, Personnel & HR, Marketing & Sales, Legal, Material Management etc) for Coal India Limited in year 2019 & 2022 and also handled recruitment through GATE scores in year 2021 & 2023. The experience journey continued with esteemed organizations like HPCL for handling recruitment of Technicians and Analyst in 2018, Hiring of Engineers (Civil, Electrical, Mechanical, Instrumentation, Information Systems, Chemical etc) in 2021, 2022 and 2023. The recruitment projects for Oil India Limited in year 2019 & 2020 for the posts like Sr. Officer (Geology, Geophysics, Reservoir, Drilling, Production), Sr. Accounts Officer, Manager (Accounts), Jr. Assistant & Sr. Assistant posts has provided insights of technical domains. The recruitment of non-executive cadre posts at ONGC in year 2021 and executive cadre posts in 2022 added a crucial weightage of Oil & Gas sector experience.

Ethical Governance: Insights from Gandhian Philosophy



Ajay Deep
GM (Vigilance),
GAIL Gas Limited, Noida

सत्यं वद धर्मं चर स्वाध्यायान्मा प्रमदः ।

आचारस्य प्रियं धनमाहृत्य प्रजातन्तुं मा व्यवच्छेत्सीः ॥

(तैत्तिरीय उपनिषद्, शिक्षावल्ली, अनुवाक ११, मंत्र १ से साभार)

Students completing their education from Gurukul are being taught through this shlok-Speak the truth, live by the code or follow dharma, do not be lazy in self learning, pay appropriate fees to the teacher and do not abstain from the next phase of life (which involves setting up a family and sustaining the race)

If these principles were integral to our education from an early age, and if everyone embraced Truth and Dharma, we might not need strict codes of conduct to manage society. However, in reality, even with comprehensive laws and regulations, people still violate rules and engage in wrongdoing, including criminal acts. This underscores the importance of reinforcing policies and procedures to prevent individuals from exploiting the system. Truth and Dharma are essential not only in personal life but also in the corporate realm. Every company, need to follow its Dharma. What is dharma of

a company or organization? In corporate context, Dharma means maximizing stakeholder value while contributing positively to society. This involves aligning business practices with ethical standards and societal well-being, ensuring that operations contribute to the collective progress of humanity. Dharma represents the principles of righteousness and the greater good. Now, the challenge lies in determining the best path to uphold Dharma in the corporate context.

Truth should be the path to follow Dharma. In governance, truth translates to transparency, truth translates to truthful Disclosure of Actual State of Affairs or can say transparency in operations and transactions. Transparency is essential for building trust with stakeholders and facilitating ethical decision-making.

Corporates must leverage their capacity, knowledge, and resources to fulfill their Dharma

by maximizing stakeholder value and contributing to the well-being and progress of humanity, through the path of Truth ie Transparency, accountability and truthful disclosure of state of affairs. This requires a governance model which is based on the Ethics.

Ethics and Governance:

When discussing ethical governance, it's essential to understand the meanings of "ethics" and "governance." The term "ethics" comes from the Greek word "ethos," which translates to "character" or "custom." It was later adapted into Latin as "ethica," influencing its development in Middle English and Old French. Ethics a branch of philosophy pertains to the study of moral principles and values that govern individual and societal behavior. In business, Ethics are standards of behaviour that company accepts, and they guide what employee should do in terms of right, obligations,

fairness, and virtue.

The term "ethical" defines standards of right and wrong within social, professional, or legal frameworks. Workplaces often establish a code of conduct or ethical guidelines to highlight acceptable forms of behavior. Ethical principles are consistent across various industries and institutions, providing clear behavioral standards.

Ethical rules stem from a social/organizational context since they relate to societal regulations—an entire community or organization establishes a set of ethical beliefs to decide what is right and wrong collectively.

The concept of **Governance** has been integral to human civilization since its inception. The term "governance" refers to the processes, systems, and practices used to make decisions, allocate resources, and implement policies. **Good governance** upholds principles such as transparency, accountability, participation and the rule of law. It aims to ensure that decisions are made in a fair and efficient manner, promoting the well-being of all stakeholders. Good governance also streamlines the implementation of policies and programs, enhancing inclusivity and efficiency. As the use of e-governance applications helps eliminate bureaucratic hurdles, boosts transparency, and reduces corruption and nepotism. **Ethical governance** encompasses decision-making

and policy execution based on **moral principles and values**. It prioritizes integrity, fairness, and respect for rights throughout the decision-making process, ensuring that governance actions are not only legally compliant but also morally sound thus aligning with Dharma through Truth.

Pillars of Ethical corporate governance:

Essential pillars of Ethical Corporate Governance are integrity, transparency, accountability, trust, fairness and stewardship.

Integrity: Integrity is a fundamental pillar of ethical governance Integrity is essential for ethical governance as it strengthens the relationship between the company and all stakeholders. By integrating integrity into governance practices, leaders can ensure that their actions reflect the ethical standards established by their organizations.

Transparency: Integrity encourages transparency in decision-making processes. When information is openly shared, it allows stakeholders to understand the rationale behind policies and actions, reducing the potential for corruption and misuse of power.

Accountability: Ethical Governance should ensure that individuals and entities are answerable for their actions. Ethical governance requires leaders to be accountable for their actions. Accountability ensures that officials take responsibility for their decisions, promoting a culture where unethical behavior is not tolerated.

Trust, Fairness, and Equity:

Corporate practices should reflect values of fairness and equity, ensuring that all stakeholders are treated justly and with respect. When leaders act fair and uphold their commitments, employees are more likely to believe in and support organizations decisions and policies. It helps ensure that all individuals are treated equitably, reducing discrimination and favoritism in promotion and sharing the resources among employees and shareholders.

Stewardship: Stewardship is recognizing that corporations are only the custodians of resources, entrusted with their management for the benefit of present and future generations and passing it on to others in a better state. Leaders and decision-makers are stewards or trustees of the resources, rights, and welfare of the people they serve. When leaders view themselves as trustees, their decisions are guided by ethical considerations rather than personal or political gain. This perspective encourages a focus on the long-term welfare of society.

Relevance of Gandhian principles in Ethical Corporate Governance:

Mahatma Gandhi's principles of Ahimsa (non-violence), Satya (truth), Aparigraha (non-possessiveness), Asteya (non-stealing) and trusteeship hold significant relevance in the realm of ethical corporate governance. These values align closely with the pillars of ethical governance - integrity, transparency, accountability, trust, fairness, and

stewardship.

Understanding how Gandhi's values relate to these governance principles can provide valuable insights for contemporary leaders seeking to foster ethical and effective leadership in any organization.

Ahimsa (Non-Violence) and Integrity: Non-violence, or Ahimsa, was central to Gandhi's beliefs and philosophy. Ahimsa promotes resolving conflicts without causing harm, emphasizing empathy and respect for all individuals. In governance, integrity reflects the essence of Ahimsa. Leaders must act honestly and uphold ethical standards, avoiding actions that could harm others or undermine trust. Just as Gandhi believed in non-violence as a way to achieve justice and harmony, today's leaders should personify integrity to build and maintain public trust, fostering an environment where ethical decisions are prioritized over convenient ones.

Satya (Truth) and Transparency: Gandhi's commitment to Truth or Satya, underscores the importance of honesty and authenticity in all actions. For Gandhi, truth was not merely about factual accuracy but about living in accordance with one's values and principles. In governance, transparency aligns with this principle. Transparent practices ensure that decisions are made openly and that leaders are accountable for their actions. By embracing transparency, organizations can build trust with all the stakeholders and promote

a culture of honesty, reflecting Gandhi's ideal of living a life consistent with truth.

Aparigraha (Non-Possessiveness) and Accountability: Aparigraha or Non-Possessiveness, refers to the principle of living simply and avoiding excessive accumulation of material possessions. Gandhi believed that true fulfillment comes from minimalism and contentment rather than material wealth. This principle translates into accountability in governance. Leaders who practice non-possessiveness are less likely to be driven by personal gain or power. Instead, they are motivated by the welfare of the public and are more likely to hold themselves accountable for their actions, focusing on service rather than self-interest.

Asteya (Non-Stealing) and Fairness: The principle of Non-Stealing, or Asteya, involves respecting others' rights and property and refraining from taking what does not rightfully belong to oneself. This principle supports the concept of fairness in governance. Ethical governance requires that leaders act fairly, ensuring that resources are distributed justly and that corruption or exploitation is actively prevented. By adhering to Asteya, leaders can create an environment where equitable treatment and respect for others' rights are paramount.

Trusteeship and Stewardship: Gandhi's concept of Trusteeship revolves around the idea that

individuals and leaders are custodians of resources and power, entrusted with the responsibility to use them for the greater good rather than personal benefit. This principle directly aligns with the governance concept of stewardship, which emphasizes responsible management and care of resources for the benefit of the community. Ethical governance requires recognizing the temporary nature of power and resources, using them judiciously and transparently, and ensuring they contribute to the common good. Trusteeship instills a sense in the leaders that they are not owners of power but only the custodian till their tenure in the organization.

Conclusion:

Mahatma Gandhi's ethical principles provide a robust framework for contemporary governance. Ahimsa, Satya, Aparigraha, Asteya and Trusteeship collectively advocate for a governance model rooted in integrity, transparency, accountability, fairness, and stewardship. Aligning governance with Gandhian values not only enhances transparency and accountability but also fosters a culture of integrity and social responsibility.

Lastly to reflect on Gandhiji's words -

"If wealth is lost, nothing is lost; if health is lost, something is lost; but if character is lost, all is lost."

Hat-tip to the Cleanliness Workers!



Mehak Uppal
Manager, CSR,
HPCL

On a pleasant Saturday morning, our team along with other volunteers came together to organize a cleaning drive at Juhu Beach in Mumbai. It was part of the Swachhta Pakhwada observed from 1st-15th July, 2024 to raise awareness regarding cleanliness across India with different social groups.

We identified a small patch on the beach and decided to focus all our energies on cleaning it rather than a piecemeal approach. The intention was to get an impressive before-after picture to splash across our social media platforms.

“The beach looks reasonably clean. In less than an hour, it will be spick and span like no one’s ever walked on these sands before”, we thought to ourselves as we rolled up our sleeves.

It’s only when we got down to

personally getting our gloves dirty did we realize it wasn’t as easy a task as it seemed in the beginning. The sand was full of microplastics. As we attempted to remove them, we realized that there were never-ending numbers of small pieces strewn all across the patch. The triangular corner pieces cut while opening a tera pack, bag of chips, mouth sweetener etc. thrown carelessly by the tourists, who perhaps did not even consider it as littering in their minds, filled the place.

After a quarter of an hour, we were nowhere near cleaning the small patch. Huffing and puffing, our resolve to never-ever mindlessly use and throw plastic



or other harmful material in public places only grew stronger.

As the high tide forced us to walk away from the beach, a group of women accosted us smilingly and observed, “It’s a daunting task, isn’t it? We are a group of volunteers who participate in the cleaning activity every quarter. If citizens are made to do “*shramdaan*” (donation of personal labour), they would realize the consequences and never litter again in their lives.” Well, we couldn’t agree more!



Shaping the Wall of Ethics

"Ethics is knowing the difference between what you have a right to do and what is right to do"

~Potter Stewart



Prof. (Dr.) Dewakar Goel*

When we talk about ethics, three words come to our mind i.e. honesty, integrity and values. In earlier days, we used to talk about professional ethics which was understood in the context of Doctors and Advocates. Like a doctor will take the oath before entering into profession to follow the laid-down principles. The ethics was very much attached with the value system of a person. Following the path of honesty and maintaining integrity while undertaking the professional jobs was the way of life. The medical profession was considered as most noble profession. Similarly, the teaching field earned high respect in society, the advocates followed the ethics of doing justice with the client by way of defending the case with best of their capability.

The definition of business was something different. If Marketing is to be defined, it was "making the product available from manufacturer to the consumer after giving reasonable profit to all concerned". We may appreciate that money was an important aspect of any business or profession but ethical values

used to prevail. The corruption was also there in every avocation, but it was not generalized earlier. The business houses were having cut throat competition, but they never compromised on the platform of business ethics.

In today's scenario, during last one decade, we have witnessed a sea change in terms of ethical values where the meaning of honesty is changing. Today, a business house is ready to compromise in all spheres whether it comes in terms of quality of raw material, employee relationship management or customer relationship management. The profit has become the sole consideration and giving bribes for getting the work done has become a common practice. The philosophies made and practiced by the giants such as Tata's, Birla's, Dalmia's, Modi's, etc. It used to take generations for a person to become rich, but today the recent scams show that the corruption can lead to success at the cost of losing not only ethical values but morality also. I need not explain the current stories of 2G spectrum, black money scandals, CBI raids to bureaucrats

finding tonnes of gold and crores of rupees in their houses and lockers.

In earlier days, business was synonym to trade and industries we never thought of making the field of education, medical and places of worship as business. Look at the education system mushrooming of business schools selling MBA/Doctors Degree/Fake Flying Schools making pilots on the basis of forged documents, students taking admission on the basis of forged documents. The scams of coaching institutes giving guarantee for admission to medical colleges and engineering colleges. The donation running in crores for obtaining PG Degrees. The education is being sold for a price when the foundation is laid on the strength of corruption, unfair means then one can understand what will be the result.

It was quite inevitable to lose the values of professional ethics when there is a cut throat competition among business houses. The consumers are being cheated in a clever manner when a packet which normally comes for the

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quantity of 500 gms or 250 gms contents of the material is being sold in the same packing with the reduced quantity of 240 gms and 480 gms written in minute figures which may escape the eyes of consumer while purchasing the goods. Another tactic being adopted is in the form of the fake medicines being sold in open market endangering the life of the human beings. The compromise in the quality of oils, pulses, ghee, sweet, eatables is quite common. Milk is a big industry we never thought of getting artificial milk which is available today with the ingredients of Urea, Soap, Oil and what not.

A question comes to my mind that is it business? Is it success? Is it the way of progress? It is the only way of beating the competition? What is the root cause for losing the ethical values? Again, it makes me to think about the probable causes for this shift in thinking specially when words are losing meanings; bribe corruption desire for quick money and gains why it is so? The business houses are in the race of purchasing decision makers

...lots of politician corporate nexus are the glaring examples for this menace. Well, the real cause is loss of values at initial stages. When a person becomes a doctor by getting admission on the basis of paying bribe, then what can you expect from him after entering into the profession. Similarly, a bureaucrat who gets a so-called plum posting with the help of corporate nexus what he will do... certain corruption to pay the price to all stakeholders who helped him. Here lies the problem when ethics, morals, honesty and integrity become meaningless for him.

Today in the days of changing Industrial scenario when competition is stiff..it is a question of survival for a business house. It is in a dilemma to weigh values or existence say success.

Now, I need to talk about remedy, it has to come from upbringing, what we learn and practice it all comes from the surroundings. We need to include integrity as one of the subject case study based in education system as compulsory subject at school level.

Young generation is leaning wrong lesson by seeing prosperity and success of dishonest and corrupt in business and other professions. It is so deep rooted that one thinks bribe as perk attached to his position in government sector.

Whatever we may say, honesty still prevails. Look at Laxmi Mittal - the Steel King, the Tata and Birla Groups are still there to maintain business ethics. Laxmi Mittal never believed in paying bribes but still made it to happen for reaching to the top in steel. His latest venture of Bhatinda Petroleum Refinery worth about 20,000 crores is the glaring example. He selected the hard-core professionals to run the industry which is evident from the selection of CEO when a bright honest and dedicated bureaucrat with 30 years' service resigned to join him.

It is relevant to mention here that a person practicing ethical values with faith and honesty can still rise in business. There are large number of examples like Krishnamoorthy for his group - Infosys.





Green Skills: A Pathway to Innovation and Sustainability

India stands at a crucial juncture of balancing its developmental journey with its ambitious climate action commitments. Two landmark international climate agreements in year 2015 i.e., the Paris Agreement and United Nations Sustainable Development Goals (UN-SDGs), have led to significant outcomes, including countries coming up with national sustainable development plans, committing to Nationally Determined Contributions (NDCs), pledging Net-zero targets, and submitting Biennial Transparency Reports (BTRs). In an era defined by climate crises, growing awareness, and international pressure have made transition to low-carbon, sustainable practices an urgent necessity. This transition compels nations to prioritize and invest in non-conventional resources to achieve their development objectives. However, this shift not only requires technological advancements but also a skilled workforce capable of implementing these innovations through their 'green skills'.

Green skills, encompassing knowledge and competencies that contribute to the efficient use of resources and the preservation of ecosystems, are becoming essential. From renewable energy and sustainable agriculture to circular economy practices

and eco-friendly technologies, these skills are transforming the global workforce, empowering it to tackle pressing environmental challenges while enhancing economic resilience. Governments, businesses, and educational institutions are increasingly recognizing the importance of fostering green skills to meet the demands of a transitioning economy, as investing in green skills offers an opportunity to create jobs, drive innovation, and ensure environmental stewardship.

This article explores how green skills are reshaping the future of work, their pivotal role in advancing sustainability, and their potential to unlock both economic and environmental benefits for a greener and more inclusive world.

Defining Green Skills

The United Nations Framework Convention on Climate Change (UNFCCC) defines **Green Skills as "technical knowledge, expertise and abilities that enable the effective use of green technologies and processes in professional settings."** They draw on a wide range of competencies including knowledge, values, and attitudes that enable us to adapt and thrive in resource-efficient setting to facilitate environmentally sustainable

decision-making at work and in life. There are **three main ways in which the transition to a green economy affects needed skills:** (1) Structural changes leading to alternate or additional tasks; (2) New economic activity creating new occupations; and (3) Existing occupations and industries applying greening changes. According to the International Labour Organization (ILO) report, the transition to sustainable energy sources in a circular economy scenario can create about 100 million jobs. People are required to have proper training and support systems where all people benefit equally and keep up with the future of work. Green skills can be broadly categorized into two categories –

- 1. Technical skills** are specialized abilities essential for developing, implementing, and maintaining green technologies and infrastructure. For instance, expertise in renewable energy technologies involves knowledge of installing, maintaining, and operating systems like solar panels and wind turbines.
- 2. Soft Skills (Non-technical competencies / Sustainability Management Skills)** involve strategic thinking and managerial capabilities to integrate sustainability into business models, policy frameworks, and community initiatives.



Table: A range of strategies for climate change mitigation and adaptation, along with examples of the technical and soft skills necessary for their successful implementation

Climate Action Strategy / Sector	Examples of Technical Green Skills	Examples of Non-technical Green Skills
Renewable Energy	Knowledge on Wind turbine and Photovoltaic systems, Electric vehicle (EV), Bioenergy production	Project management, Team collaboration, Problem-solving skills, Stakeholder communication
Energy Efficiency	Energy auditing; Heating, Ventilation, and Air Conditioning (HVAC) system optimization; Smart grid technology implementation; Retrofitting buildings	Analytical thinking; Negotiation with clients; Decision-making; Sustainable leadership
Waste Management and Circular Economy	Waste segregation techniques / software; Recycling process optimization; Hazardous waste handling; Circular economy implementation	Community engagement; Behavioural change advocacy
Sustainable Agriculture	Techniques of sustainable and organic farming; Soil health management; Water-efficient irrigation systems; Software like CROPWAT for crop management	Knowledge sharing with farmers; Training and capacity building; Adaptability to new technologies
Green Building and Construction	Sustainable architecture design; Eco-friendly materials sourcing; Green construction technologies; Energy-efficient building codes	Client collaboration; Conflict resolution; Adaptation to environmental standards
Water Resources Management	Water harvesting system design; Water management and efficiency; Hydrology modelling and analysis; Wastewater treatment-techniques;	Individual and Community driven water management; Policy advocacy; Interpersonal communication
Environmental Conservation	Biodiversity monitoring; GIS and remote sensing for environmental analysis; Eco-restoration practices	Environmental awareness campaigns; Advocacy and policy implementation
Sustainable Forestry (Development of Carbon Sink)	Forest resource mapping; Carbon sequestration techniques; GIS and remote sensing for LULC mapping; Forest carbon accounting; Forest restoration and biodiversity conservation; Climate Co-benefit Calculation	Negotiation with indigenous communities; Conflict resolution in land use; Community engagement participatory planning
Disaster Risk Reduction and Early Warning Systems	AI and ML tools for weather forecasting (rain, flood, drought predictions); Satellite imagery analysis; Hazard mapping	Disaster preparedness planning; Emergency response coordination; Risk assessment and decision-making
Urban Planning and Development	GIS-based urban planning; Flood modelling; Storm water management; Green infrastructure development; Forestry and Plantation in urban settings (Terrace Garden); Rain water harvesting	Sustainable urban design principles; Minimize energy and water consumption; Strategic vision for long-term urban sustainability; Cross-functional collaboration
Carbon Capture and Storage (CCS) Technology	CCS system design and engineering; Monitoring and verification of carbon sequestration; CO2 transportation	Policy advocacy on CCS benefits; Collaboration with regulatory bodies; Public awareness
Coastal Protection	Coastal ecosystem restoration; Mangrove rehabilitation techniques	Communication with communities in coastal areas; coordination with stakeholders in resilience projects





Green skills are essential not only for driving innovation but also for fostering a sustainable and resilient economy, allowing businesses to succeed in an era marked by heightened environmental and social awareness. The global shift toward sustainability has created an increasing demand for a workforce skilled in green practices. These skills are vital for businesses in several key areas:

- Green skills ensure that businesses remain compliant with increasingly stringent environmental regulations, such as carbon reduction targets, waste management standards, and energy efficiency requirements. By equipping companies to meet these regulations, green skills help them avoid penalties and uphold a positive reputation.
- Businesses can achieve cost savings by applying green skills to optimize resource use, minimize waste, and improve energy and material efficiency. Companies committed to sustainability also gain a competitive advantage in attracting and retaining top talent, as the workforce increasingly values environmental responsibility.
- Green skills enable the redesign of business models to reduce waste and enhance resource efficiency, fostering innovation and the integration of advanced technologies like the Internet of Things (IoT), Geographic

Information Systems (GIS), Artificial Intelligence (AI), Machine Learning (ML), and data analytics. These digital green skills are essential for tackling environmental challenges and improving product design and operational efficiency.

- Furthermore, green skills drive the creation of eco-friendly products, services, and processes, enhancing innovation and competitiveness. By promoting collaboration across fields such as engineering, environmental science, and design, green skills empower businesses to develop innovative solutions for complex environmental issues.
- Access to new markets is another significant advantage. As consumers and investors increasingly prioritize sustainability, companies that showcase environmental responsibility through green certifications and sustainable practices can attract eco-conscious customers and explore new market segments. Initiatives like India's Start-up India, which supports clean-tech start-ups in renewable energy, waste management, and sustainable agriculture, highlight the potential of green skills to unlock new opportunities.
- Lastly, green skills are crucial for risk management, enabling businesses to

address environmental risks such as resource scarcity, regulatory changes, and the financial implications of climate change. They also enhance corporate social responsibility (CSR) efforts and sustainability reporting, improving a company's public image through transparent environmental disclosures.

Beyond environmental benefits, the development of green skills is key to building economic resilience. This can be seen in the fact that green jobs are seen as a pathway to economic recovery, with many nations, including the European Union, implementing large-scale green recovery plans that create millions of jobs in renewable energy, green infrastructure, and sustainable agriculture. For example, according to the International Renewable Energy Agency (IRENA), the global renewable energy sector employed 12 million people in 2021, a figure set to rise in the coming decades. India, with its ambitious renewable energy targets, is also poised to benefit from the growth of green skills. The International Labour Organization (ILO) estimates that 16 million jobs could be created by 2030 in the waste and water management sectors, along with 8.8 million in green construction and 4.3 million in renewable energy. The ILO also predicts that the country's transition to a green economy could add 3 million jobs in renewables alone by 2030.



Green Skills in India: Challenges

India faces several challenges in developing green skills, despite its young workforce, with 75% in the working-age population. According to the International Labour Organisation (ILO), the country could face a shortage of 29 million skilled workers by 2030. The Accenture also projected that, without timely investment in new technologies and industry-relevant skills, this deficit could cost India nearly US\$ 1.97 trillion in GDP over the next decade. Key challenges include the need for reskilling and upskilling workers in traditional industries like coal and steel to transition them into green jobs. Limited awareness of specific green job roles among the youth, coupled with insufficient infrastructure and uneven access to training, particularly in rural areas, further exacerbates the issue. Additionally, the lack of policy support, expert trainers, and adequate resources, along with resistance to adopting sustainable practices, presents significant barriers to fostering a green-skilled workforce in India.

Green Skills in India: Missions, Schemes and Initiatives

Despite facing challenges, India has set ambitious climate goals outlined in its Nationally Determined Contributions (NDCs). Achieving these targets necessitates a substantial expansion of the workforce, equipped with the necessary green skills to promote sustainable practices. The government has acknowledged this need and launched various missions, schemes, and initiatives,

including Make in India, the National Electric Mobility Mission Plan (NEMMP), the Smart City Mission, the National Solar Mission, the National Mission for Green Hydrogen, the Green India Mission, the National Water Mission, and the Swachh Bharat Mission. These initiatives aim to enhance green skills and stimulate demand for green jobs. Collaborative efforts among the government, educational institutions, and private companies are fostering green entrepreneurship and skill development, particularly in rural and urban areas. In addition to these initiatives, several targeted schemes and programs have been established to instill green skills in businesses and individuals –

- **Green Skill Development Program (GSDP)** aims to train individuals, especially youth, in environmental conservation, renewable energy, waste management, and sustainable agriculture.
- **Skill India Mission (SIM) and National Skill Development Mission (NSDM)** promote sustainable livelihoods and help India become 'Aatmanirbhar' (self-reliant). Initiatives like the **National Council for Vocational Education & Training (NCVET)** and the **National Skill Development Corporation (NSDC)** introduce specialized courses in renewable energy, sustainable agriculture, and water & waste management.
- The NSDC has approved

dedicated **Sector Skill Councils (SSCs)** that focus on enhancing green skills and creating green jobs through **Power Sector Skill Council (PSSC)**, **Water Management and Plumbing Skill Council (WMPSC)**, and **Skill Council for Green Jobs (SCGJ)**.

- **The National Mission on Strategic Knowledge for Climate Change (NMSKCC)** aims to establish a vibrant knowledge system to inform and support national actions for ecologically sustainable development.
- **Incorporating Digital Green Skills:** GIS-based tools like 'Bhuvan' have been developed for environmental monitoring, requiring specialized skills in data interpretation. are transforming green technologies by optimizing eco-friendly processes, with relevant programs being launched to train the workforce in these digital green skills.

Green Skills in Indian Public Sector Enterprises (PSEs)

Public Sector Enterprises (PSEs) play a pivotal role in driving India's green transition, given their significant contribution to the country's economy, accounting for nearly 14% of GDP and employing around 1.5 million people. Despite their economic importance, many PSEs operate in sectors that are major greenhouse gas emitters, such as coal, petrochemicals, steel, and cement, making them critical



Table: Selected examples from various working areas, current focus, and scope of enhancement of green skills

Working area	Current Focus	Scope for enhancement
Energy	Renewable Energy Expansion: NTPC Limited, Power Grid Corporation, and IOCL – investing solar, wind, and biofuels	Upskilling workforce for technologies like floating solar panels, offshore wind farms, and battery storage solutions
	Energy efficient and Smart grid technologies: Power Grid Corporation and Bharat Heavy Electricals Limited (BHEL)	Energy Management Skills, Digital Skills for Green Tech, Green Building Standards
	Alternate fuels: IOCL, BPCL, and GAIL(I) Limited involved in biofuels and CNG initiatives; NTPC and IOCL investing in green hydrogen	Technology training for CNG, biofuel (Waste-to-Energy skills), green hydrogen
	Decentralized and Off-Grid Energy solutions for rural and remote areas: NTPC and GAIL	Develop capacities in designing, installing, and maintaining microgrids in off-grid areas; Focus on upskilling technicians to deploy hybrid renewable systems
Carbon Management and Emission Reduction	NTPC and ONGC setting ambitious targets for carbon capture technologies	Train employees in Carbon Accounting / Auditing, CCS technologies and their integration with existing infrastructure; Enhance knowledge on carbon offset markets
Afforestation projects	CIL, SAIL, and ONGC are implementing afforestation projects and promoting water conservation	Expand community outreach programs focused on community-based green skill programs and green job creation
Transport	Incorporation of renewables and alternate fuels – OIL, NTPC, BEL, IOCL, NHAI	Upskill employees in EV design, manufacturing, maintenance, and charging infrastructure; workforce with skills in intelligent transportation systems (ITS)
Water and Waste Management	SAIL focusing on steel recycling; CIL recycling water; PSEs in agriculture sector promoting Integrated Water Resource Management (IWRM) practices	Upskill employees in methods for efficient water use, waste segregation, safe management and disposal, green technologies for waste treatment, training programs focused on community engagement
Sustainability / Environmental Compliance in Operations	Energy PSEs are gradually integrating sustainability into their operations	Train employees Corporate Sustainability; Environmental Impact Assessment (EIA); Environmental, Social, and Governance (ESG) reporting frameworks



players in India's climate action efforts. As India aims for net zero emissions by 2070, PSEs are aligning with this goal, with several setting their own net zero targets for 2047, the year India aspires to become a developed nation.

To meet these ambitious targets, PSEs must transition to renewable and alternative energy sources, which in turn requires a strong focus on green skills. Green skills are essential for improving operational efficiency, reducing emissions, and fostering innovation. By integrating these skills into their operations, PSEs can adopt new technologies such as solar, wind, and green hydrogen, which not only mitigate environmental impact but also enhance competitiveness and sustainability.

Green skills also help PSEs meet regulatory requirements, including Business Responsibility and Sustainability Reporting (BRSR) and Environmental, Social, and Governance (ESG) standards, ensuring transparency and compliance. Capacity-building initiatives within PSEs, through training programs on renewable energy and operational efficiency, are key to upskilling the workforce in sustainable practices.

SCOPE, an apex body of India PSEs, in collaboration with

international partners like GIZ, Germany, are supporting PSEs through training workshops focused on low-carbon and climate-resilient pathways. Furthermore, government initiatives like the Green Skill Development Programme (GSDP) and regulatory frameworks like the Perform, Achieve, and Trade (PAT) scheme under the Bureau of Energy Efficiency (BEE) are driving the demand for green skills, preparing both existing workers and new entrants for green jobs. In this way, green skills are central to PSEs leading India's transition to a low-carbon economy while achieving sustainable growth.

Conclusion and the Way Forward

Green skills are not merely a response to India's climate commitments; they represent a transformative force that drives innovation, ensures sustainability, and creates vast economic opportunities. With the largest youth population in the world, India has a unique opportunity to cultivate a green workforce capable of spearheading sustainable innovation and driving economic growth. By prioritizing the development of green skills, India can not only meet its Nationally Determined Contributions (NDCs) but also accelerate progress toward its ambitious Net Zero target, potentially achieving it before

2070. Investing in green skills will also enable India to position itself as a global leader in the transition to a green economy, addressing pressing domestic challenges like climate change, unemployment, and resource scarcity. Public Sector Enterprises (PSEs), as key contributors to India's economy, must play a central role in this transition by investing in continuous learning, collaborating with educational institutions, and embedding sustainability across their operations. By doing so, PSEs can lead by example, showcasing how green skills can drive both environmental sustainability and long-term economic resilience.

The combined efforts of government, private industries, and PSEs in fostering green skills will pave the way for a more sustainable, resilient, and prosperous future. Developing green skills is not just an environmental necessity but it is a pathway to innovation and growth. The transition to a green economy presents a remarkable opportunity for India to reimagine its industries, reshape its workforce, and ensure the well-being of future generations. Through strategic investments in education, training, and policy reforms, India can unlock the full potential of green skills and lead the world in the sustainable development of tomorrow.

Hon'ble Prime Minister inaugurates GAIL's CBG Plant in Ranchi

Hon'ble Prime Minister Shri Narendra Modi inaugurated GAIL (India) Limited's Compressed Bio Gas (CBG) plant in Ranchi, Jharkhand through virtual mode during a ceremony organised at Vigyan Bhawan, New Delhi to mark Swachh Bharat Diwas, 2024 recently.

The CBG plant facility is designed to convert organic fraction of Municipal Solid Waste (MSW) into CBG, having feedstock processing capacity of 150 TPD and production capacity of 5 Tonnes Per Day (TPD), with a total investment of Rs. 26 crore. GAIL's CBG Plant aims to make significant strides in achievement of environmental and Sustainable Development goals with an estimated reduction of approximately 4,950 tonnes of CO₂ equivalent emissions annually. Additionally, the project is expected to replace approximately 2,171,052 Standard Cubic Meters (SCM) of natural gas per year and generate foreign exchange savings of around USD



Hon'ble Prime Minister Narendra Modi inaugurating GAIL (India) Limited's Compressed Bio Gas plant in Ranchi, Jharkhand through virtual mode

840,093. This will go a long way in contributing towards the nation's energy security and reducing import dependence.

In terms of economic impact, the plant will create 35 direct jobs and 105 indirect jobs, promoting local employment and community development. A site-level event was organized in Ranchi, attended by key dignitaries including Shri Sanjay Seth, Hon'ble Union Minister of State for Defence and MP from Ranchi Constituency; Shri R. K. Das, Executive Director of GAIL's Eastern Region and

Shri H. K. Garg, Executive Director - CGD. During the event, Shri Sanjay Seth praised GAIL's efforts to enhance the city's green initiatives and emphasized the importance of the Government of India's initiatives for a cleaner environment.

The CBG Plant represents a significant step forward in addressing waste management challenges and promoting usage of renewable energy in the region, reflecting GAIL's commitment to sustainable development and a clean environment.



GAIL (India) Limited's Compressed Bio Gas (CBG) plant in Ranchi, Jharkhand.

Secretary, Steel visits Gumgaon mine of MOIL



Shri Sandeep Poundrik, Secretary, Ministry of Steel addressing the MOIL employees at Gumgaon mine of the company.

Shri Sandeep Poundrik, IAS, Secretary to Govt. of India, Ministry of Steel visited MOIL recently. He was accompanied by Shri Vinod Kumar Tripathi, Joint Secretary, Ministry of Steel.

During his visit, he visited Gumgaon mines and reviewed the underground mining operations & methodology in detail. Following this, an interactive session was organized at the Head Office, where he addressed a large cross-section of MOIL employees. He exhorted the MOIL collective to work towards the vision of a bigger and bolder MOIL, emphasizing the importance of not only enhancing production but also diversifying into mining of other essential minerals required by the country. A plantation drive was also carried out in the peripheral of Gumgaon mine during the visit.

On the occasion, Shri Ajit Kumar Saxena, CMD, MOIL thanked Secretary, Steel for sparing his valuable time to not only visit one of the mines of MOIL but also interacting with MOIL collective to guide and motivate the company to strive towards achieving set ambitious goals.

“The Cottage” organises Seminar on Preventive Vigilance

As a prelude to the observance of Vigilance Awareness week from 28th October to 3rd November, 2024, “The Cottage” invited Dr. Parveen Singh, IRPS (Retd.), Ex Additional Secretary, CVC to conduct a seminar on Preventive Vigilance to sensitize the Officials of CCIC on “Culture of Integrity in Corporation”.

Shri Manoj Lal, MD, Central Cottage Industries Corporation Ltd. & Smt. Akanksha Sharma, IRSS, Chief Vigilance Officer, CCIC were also present on the occasion.

During the interactive session, Dr. Singh discussed various aspects of

Preventive Vigilance such as Conduct rules, Ethics & Governance, Systems & Procedures of the Organization, procurement policy, Cyber Hygiene & Security and their inevitable role in Strengthening the vigilance set up of any Organisation.

Shri Manoj Lal, MD, CCIC said that Vigilance Awareness is not confined to one day, it is to be observed on all 365 days in public as well as private



Shri Manoj Lal, MD, Central Cottage Industries Corporation Ltd.; Smt. Akanksha Sharma, IRSS, Chief Vigilance Officer, CCIC; Dr. Parveen Singh, IRPS (Retd.), Ex Additional Secretary, CVC and other senior officials of the company during the Seminar.

domain. Preventive Vigilance nurtures the organizational ecosystem by laying down SOPs and by ensuring transparency & Accountability.

GAIL organises CBG workshop for stakeholders under aegis of MoPNG

Under the aegis of Ministry of Petroleum and Natural Gas (MoP&NG), GAIL (India) Limited successfully organised a workshop recently. The event attracted a diverse group of stakeholders, including entrepreneurs, oil and gas public sector undertakings (PSUs), City Gas Distribution (CGD) entities, technology providers, financial institutions and various Ministries and Department representatives.

The CBG workshop was graced by Shri Asheesh Joshi, Joint Secretary (GP), MoP&NG, where he emphasized on various schemes of the Government of India like SATAT Scheme, CBG-CGD Synchronization Scheme, Biomass Aggregation Machinery (BAM) Scheme and Direct Pipeline Injection (DPI) Scheme.

The BAM Scheme aims to facilitate the aggregation of biomass, which is essential for CBG production. This involves collecting, processing, and transporting biomass from various sources to ensure a consistent supply for biogas plants.

The DPI Scheme enables the direct injection of CBG into the City Gas



Shri Asheesh Joshi, Joint Secretary (GP), MoP&NG, Shri S. N. Yadav, Executive Director (CBG), GAIL, Shri Sashi Bhusan Pandey, GM (O&M – NG P/L), Shri Sushil Kumar, GM (CGD) and other officials during the workshop.

Distribution (CGD) networks. This allows for the integration of CBG into existing natural gas infrastructure, making it accessible for consumers.

During the workshop, Shri S. N. Yadav, Executive Director (CBG), GAIL, Shri Sashi Bhusan Pandey, GM (O&M – NG P/L) and Shri Sushil Kumar, General Manager (CGD) were also present along with their team members.

The workshop aimed to enhance awareness and foster collaboration within the growing CBG ecosystem, highlighting the Government of India's initiatives to promote renewable energy. Key topics discussed included

the SATAT Scheme, CBG-CGD Synchronization Scheme, Biomass Aggregation Machinery (BAM) Scheme, Direct Pipeline Injection (DPI) Scheme, financial incentives, and best practices for project execution and investment in the CBG sector.

The combined efforts of the BAM and DPI schemes, along with the overall support for the CBG sector, reflect the Government of India's commitment to promoting renewable energy and sustainable development. These initiatives aim to create a robust ecosystem for CBG, encouraging investment and participation from various stakeholders in the energy landscape.

GRSE bags export order for four more Commercial Vessels

GRSE had signed contract with the German Ship owner M/s Carsten Rehder Schiffsmakler and Reederei GmbH & Co.KG Germany for construction of four Multipurpose Vessels (MPVs) in June, 2024. In line

with the 'Option Agreement' signed between both parties, M/s Carsten Rehder Schiffsmakler and Reederei GmbH & Co.KG Germany has now exercised the option for procuring four more MPVs from GRSE.

The shipyard will now build a total of eight vessels at an approx. order value of 108 MUSD. The contracts for the additional four ships will be signed between October, 2024 & March, 2025.

Plate Cutting Ceremony of Multi Purpose Cargo Vessel (MPV) for Navi Merchants, Denmark

Mazagon Dock Shipbuilders Ltd. (MDL) commenced the production activity for the first Multipurpose Cargo Vessel (MPV) for Navi Merchants, Denmark recently. Shri Simon Christensen, CEO, Navi Merchants was the Chief Guest for the Plate Cutting ceremony. Shri Simon and Shri Sanjeev Singhal, CMD, MDL together commenced the cutting of the first steel plate in presence of Director (Shipbuilding), CVO, MDL along with other officials from MDL.

MDL has signed a contract with Navi Merchants, Denmark to design, build, and deliver a total of 6 + (4 optional) vessels, each with a capacity of 7500 DWT. The project is valued at 86.05 million USD (Rs. 700 crores approx.). Each vessel will feature a hybrid propulsion drive, built to meet

stringent emission standards and shall be classified under DNV (Det Norske Veritas).

The vessels will be designed as Ice Class 1B, equipped with a single screw, controllable pitch, medium-speed diesel engine, and will include Electrical Energy Storage systems to comply with DNV Class notation Battery (Safety) for unrestricted global operations.

These versatile vessels will be capable of transporting a wide range of cargoes, including dry bulk, project cargo, containers, steel products, general cargo (including packaged, palletized,

and bagged goods), forest products, and dangerous cargo.

The first vessel is scheduled for delivery in April 2026. Today's plate cutting ceremony marks the official start of the production activities for this significant project.



Shri Sanjeev Singhal, CMD, MDL addressing the gathering in the presence of Shri Simon Christensen, CEO, Navi Merchants and other senior officials of MDL during Plate Cutting Ceremony of Multi Purpose Cargo Vessel for Navi Merchants, Denmark.

HSL conducts health check-up camp for contractor workmen

Hindustan Shipyard Ltd. in collaboration with Employee State Insurance Corporation, Gajuwaka, conducted a successful Annual Preventive Health Check-up Camp for its contractor workmen recently. Over 400 contract workmen received free health check-ups during the camp. HSL is committed to the health and well-being of both its employees and contractor workmen, fostering a culture of care and inclusivity for all.



Contractor workmen being check during a health check-up organised by Hindustan Shipyard Ltd.

CMD, WAPCOS calls on Hon'ble Minister of Water Resources, Uzbekistan and Hon'ble Deputy Minister of Energy and Water Resources, Tajikistan

Shri R. K. Agrawal, CMD, WAPCOS called on Shri Shavkat R. Khamraev, Hon'ble Minister of Water Resources of Uzbekistan during his visit to Uzbekistan. The meeting focused on exploring future opportunities for collaboration in the Water Resources Sector.

Shri Agrawal outlined WAPCOS operations in Water Resources Sector and discussed potential

areas for joint initiatives. Hon'ble Minister welcomed the discussions and offered his full support to strengthen future cooperation and enhance bilateral relations.

Meanwhile, CMD, WAPCOS called on Shri Safarzoda Manuchehr Bakhodur, Hon'ble Deputy Minister of Energy and Water Resources, Republic of Tajikistan during his visit to

Tajikistan.

Shri Agrawal provided an overview of WAPCOS's operations in Energy & Water Sectors and discussed potential areas for mutual cooperation. Hon'ble Minister also expressed pleasure and assured his full support for Company's future endeavours and to strengthen bilateral relations.



Shri R. K. Agrawal, CMD, WAPCOS meets Shri Shavkat R. Khamraev, Hon'ble Minister of Water Resources of Uzbekistan during his visit to Uzbekistan.



Shri R. K. Agrawal, CMD, WAPCOS meets Shri Safarzoda Manuchehr Bakhodur, Hon'ble Deputy Minister of Energy and Water Resources, Republic of Tajikistan during his visit to Tajikistan.

REC raises CBDT Notified Zero Coupon Bonds of Rs. 5000 crore

REC Limited has successfully raised CBDT notified Zero Coupon Bonds (ZCB) of Rs. 5,000 crore at the effective yield of 6.25 % p.a. REC bonds received tremendous response from the market as the bond was oversubscribed 7 times over the issue size of Rs. 5,000 Crore. The bond issuance was rated

AAA by all the four Credit Rating Agencies (CARE, CRISIL, ICAR, IRRPL). ZCB are issued at deep discount and are redeemed at face value. Since these ZCBs are CBDT notified, investors are benefitted in the form of lower taxation as redemption of ZCB on maturity is treated as long term capital

gain and is accordingly taxed at much lower rate of 12.5% p.a. Last issuance of CBDT notified ZCB of REC was done in FY 2010-11. Net Pay-in of Rs. 2,712.50 crore against the bond issuance happened recently. Bonds will be listed on BSE and NSE.

ITI Limited bags order worth Rs. 300 crore for solar street light systems in Bihar

ITI Limited has received an order worth around Rs. 300 crores from Bihar Renewable Energy Development Authority (BREDA) for supply and installation of 1,00,000 numbers of Solar Street Light Systems to Bihar State Government. This is in addition to 80,000 solar street light systems the Company is currently executing in Bihar for BREDA.

ITI Limited's Naini Plant which has been manufacturing solar panels for the last six years has received an order for Supply & Installation of 1,00,000 numbers of Solar Street light Systems amounting to around Rs. 300 Cr under "Mukhyamantri Gramin Solar Street Light Yojana". The districts covered in this Order are Gopalganj, Siwan, Samastipur, Purnia, Araria, Gaya, Darbhanga,

Patna, Katihar, and Khagaria.

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

Speaking on the partnership, Shri Rajesh Rai, CMD, ITI Limited said, "ITI Limited is extremely delighted to partner with Government of Bihar's BREDA again to provide street lights with sustainable solar energy. It gives me immense satisfaction that the Bihar Government has come back to ITI by reposing faith in our ability for their developmental initiatives. Our team has been

working hard to provide the best-in-class products and services, and I am confident that we will execute this prestigious project too to the best expectations of our client. With this additional Order, we have established ITI as a reliable solar systems provider striving for a greener tomorrow." Shri Rai added - "ITI Limited has now amassed dependable experience of efficiently supplying and installing Solar Street Light Systems in urban as well as rural hinterlands."

Recently, ITI Limited won its first Electronic Voting Machine (EVM) Order from the State Election Commission (SEC) of West Bengal for the supply of Electronic Voting Machines after the successful demonstration to the SEC at Kolkata.

Personalia



Shri Santosh Sinha
assumes charge as MD,
Central Warehousing Corporation.



Shri Arunangshu Sarkar
assumes charge as
Director (Strategy & Corporate Affairs),
ONGC Ltd.



Shri D. V. Srinivas Rao
assumes charge as
Director (Technical),
Bharat Dynamics Limited.



Shri Ajay Kumar Sharma
assumes charge as
Director (Personnel),
SJVN.

107th AGM of Balmer Lawrie & Co. Ltd.



(L-R) Smt. Vandana Minda Heda, Independent Director; Shri Saurav Dutta, Director (Finance) and CFO, Shri Adhip Nath Palchadhuri, CMD and Director (Service Businesses) (Addl. charge); Smt. Kavita Bhavsar, Company Secretary; Shri R. M. Uthayaraja, Director (Manufacturing Businesses) and Shri Abhijit Ghosh, Director (HR & Corporate Affairs) during AGM of the company.

The 107th Annual General Meeting of Balmer Lawrie & Co. Ltd., a Public Sector Enterprise under the Ministry of Petroleum and Natural Gas, Government of India was held recently.

Shri Adhip Nath Palchadhuri, CMD and Director (Service Businesses) (Addl. Charge), Balmer Lawrie & Co. Ltd. said "India is in its Amrit Kaal and surging ahead to be a global powerhouse and the Indian Economy is set to surpass Japan and Germany to become the world's third-largest economy by 2029. One of the key drivers of India's future growth momentum is the huge investments being

made to develop the physical infrastructure across the country. Various initiatives and policies undertaken by the Government is giving a fillip to India's economic growth and has helped develop a business-conducive framework. The impact is visible as India has emerged as the fastest growing major economy, has recorded consistent growth in GST collections, exhibited steady growth in exports and has emerged as an attractive destination for foreign investors."

Overall Financial Performance

The Company recorded a net turnover of Rs. 2,40,416.53 lakhs

during FY 2023-24 as against Rs. 2,38,309.16 lakhs in FY 2022-23, which is an increase of 0.88% over last year. The Company recorded a Profit Before Tax of Rs. 27,865.34 lakhs in FY 2023-24 as against Rs. 21,130.23 lakhs in FY 2022-23 which is an increase of 31.87% over last year. The increase is attributable to the remarkable performance by all the manufacturing businesses as well as the Travel vertical. The Reserve and Surplus of the Company increased to Rs. 1,25,621.43 lakhs as on 31st March, 2024 as compared to Rs. 1,18,524.12 lakhs as on 31st March, 2023.

NRDC TDVC Success Story: NRDC Empowers Start-up, Innaumation Medical Devices Pvt Ltd to Transform Lives with AUM Voice Prosthesis

This is a remarkable example of supporting and promoting innovations arising from start-ups that have a large social impact. National Research Development Corporation (NRDC) through its Technology Development, Validation and Commercialization (TDVC) program supported M/s. Innaumation Medical Devices Pvt. Ltd., Bengaluru for the development and maturation of the technology for manufacture of the AUM Voice Prosthesis, a groundbreaking solution for throat cancer patients. This device is revolutionizing voice restoration and improving the quality of life for individuals who have undergone laryngectomy.

The AUM Voice Prosthesis, invented by Dr. Vishal Rao, a surgeon by profession, is an affordable and user-friendly device that can be fitted in just five minutes, allowing patients to regain their ability to speak almost immediately after the surgery. With its patented design, the device has already benefited over

4000 patients in nine countries, showcasing its effectiveness and accessibility.

Recognizing the potential of this innovation, NRDC provided essential funding through the Technology Development and Validation Program (TDVC). M/s. Innaumation Medical Devices received Rs.57.10 Lakhs in Phase-1 to establish manufacturing capabilities in Bengaluru. Following the successful completion of TDVC Phase 1, the startup availed additional ₹1.00 Crore support under TDVC Phase-2 funding, aimed at scaling production to reach out to large number of beneficiaries in the country and across the globe.

The collaboration with NRDC is pivotal for M/s. Innaumation Medical Devices, aligning with the Government of India's mission to support startups and foster technological advancements that can benefit society. By focusing on regional cancer institutes and government hospitals under the

Ayushman Bharat Yojana, M/s. Innaumation Medical Devices aims to make the AUM Voice Prosthesis accessible to below-poverty-line patients, furthering its commitment to social welfare.

In addition to restoring voices of the affected throat cancer patients, M/s. Innaumation Medical Devices is dedicated to empower the healthcare professionals. The startup offers guidance on laryngectomy procedures and the insertion of the voice prosthesis, ensuring better patient outcomes and enhancing the skills of medical personnel.

The AUM Voice Prosthesis is more than just a medical device; it symbolizes hope, resilience, and empowerment for those affected by throat cancer. With the continued support of NRDC, M/s. Innaumation Medical Devices is set to transform the landscape of voice restoration, making a significant social impact and improving the lives of innumerable individuals.



BHEL receives Rajbhasha Kirti Puraskar



Shri K. Sadashiv Murthy, CMD, BHEL receiving the Rajbhasha Kirti Puraskar from Shri Nityanand Rai, Hon'ble Union Minister of State for Home Affairs.

Bharat Heavy Electricals Limited (BHEL), has been awarded the Rajbhasha Kirti Puraskar by the Department of Official Language, Ministry of Home Affairs, Government of India. The award recognizes BHEL's outstanding performance in implementing the Official Language.

Shri K. Sadashiv Murthy, CMD, BHEL received the award from Shri Nityanand Rai, Hon'ble Union Minister of State for Home Affairs, during the Hindi Diwas and 4th All India Official Language Conference held at Bharat Mandapam, New Delhi.

The Rajbhasha Kirti Puraskar is the highest national award for excellence in Official Language implementation. BHEL has been recognized for its efforts in promoting and using Hindi across its operations.

GRSE bags two prestigious awards at CSR Times Awards 2024



Shri Pramod Sawant, Hon'ble Chief Minister of Goa, presenting the prestigious Awards to Cmde P. R. Hari, IN (Retd.), CMD, GRSE at CSR Times Awards 2024.

Garden Reach Shipbuilders & Engineers Ltd. (GRSE), has been honoured with two prestigious awards at the CSR Times Awards 2024. GRSE emerged as a winner in the categories of Healthcare and Skill Development, showcasing its unwavering commitment to Corporate Social Responsibility (CSR) and community development. The award ceremony was held at the Raj Bhawan, Goa

recently. Shri Pramod Sawant, Hon'ble Chief Minister of Goa, presented the prestigious Award to Cmde P. R. Hari, IN (Retd.), CMD, GRSE. GRSE's recognition in these two categories underscores the company's strategic focus on improving the quality of life for underprivileged sections of society, providing them with access to essential healthcare services and empowering them with the necessary skills to lead productive lives. GRSE's CSR initiatives are aligned with its mission to contribute to the socio-economic development of society and create a positive impact. The CSR Times Awards is a prestigious recognition platform dedicated to honouring outstanding achievements in Corporate Social Responsibility (CSR) across various sectors. Established to celebrate and encourage socially responsible practices among businesses, the awards highlight organizations that have made significant contributions to societal welfare, sustainable development, and community empowerment.

REC signs MoU with RE developers for Rs. 1.12 lakh crore during 4th RE-INVEST

REC Limited has signed Memorandum of Understanding (MoU) during 4th Global Renewable Energy Investors Meet & Expo (RE-INVEST 2024) in Gandhinagar, Gujarat with RE developers aggregating about Rs. 1.12 lakh crore which will be implemented over a period of 5 years.

The MoUs cover projects based on Solar and Wind hybrid projects, Solar and Wind Round the Clock (RTC) project, Firm and Dispatchable RE (FDRE) power, Floating Solar Plants, Ultra Mega Renewable Energy park, Hydroelectric Power Project, Battery Energy Storage Systems (BESS), Pumped Storage, Hydropower, Green Ammonia/Hydrogen, Solar Cell/Module Manufacturing and

other innovative technologies. Discussions are also underway for financing of Green Energy Corridors, Wind Turbine manufacturing, EV Ecosystem including associated charging infrastructure. Further, REC is also open to consider renewable projects by developers for the C&I segment having top rated offtakers.

REC participated in the event and had engaging business discussions with several key stakeholders and leading RE developers. REC intends to be a key player in the country's journey of installed non fossil based generation capacity from 200 GW to 500 GW by 2030. REC has undertaken a financial commitment through 'Shapath Patra' of increasing its Renewables

loan book to over Rs. 3 lakh crore by 2030. This will increase the share of Renewables from current 8% to 30% by 2030, as REC's loan book is projected to be of Rs. 10 lakh crore by 2030. The Shapath Patra was handed over by Shri Vivek Kumar Dewangan, IAS, CMD, REC to Shri Pralhad Joshi, Hon'ble Union Minister of New and Renewable Energy.

After handing over the Shapath Patra, CMD, REC received recognition from the Hon'ble Union Minister in the presence of the Chief Ministers of Andhra Pradesh, Madhya Pradesh, Rajasthan, Chhattisgarh and Goa for its significant commitment of financing Rs. 3 lakh crore in Renewable Energy projects by 2030.



Shri Vivek Kumar Dewangan, IAS, CMD, REC receiving Shapath Patra from Shri Pralhad Joshi, Hon'ble Union Minister of New and Renewable Energy during RE-INVEST 2024 in Gandhinagar, Gujarat.

HSL partners with LWT India and Vinssen South Korea to revolutionise Green Vessel Technology in India

Hindustan Shipyard Limited (HSL) announced an exclusive partnership with LWT and VINSSEN, a South Korean leader in advanced maritime propulsion systems. This collaboration is set to revolutionize India's green vessel market by harnessing the combined strengths of each partner. HSL brings its extensive expertise in vessel manufacturing, LWT contributes with its battery and offshore charging system technologies, and VINSSEN integrates its cutting-edge hydrogen and hybrid propulsion systems, backed by South Korea's renowned design and engineering excellence. Together, this alliance forms a robust and dynamic force, poised to drive innovation and sustainability in India's maritime industry.

Cmdr Hemant Khatri, IN (Retd.), CMD, Hindustan Shipyard

Limited, on the occasion said, "Our collaboration with LWT and VINSSEN is a significant step forward in our mission to lead the green vessel market in India. This collaboration will enable us to deliver technologically advanced, eco-friendly green vessels that are poised to transform the future of maritime operations in India."

Shri Maninder Singh, CMD, Lotus Wireless Technologies India Private Limited, added, "By partnering with VINSSEN, we are bringing the best of South Korean engineering to India's shores. Additionally, we are enabled with providing comprehensive maintenance support for these vessels for the next 10 years, ensuring long-term reliability and operational excellence."

Shri Lee Chil Han, CEO of VINSSEN, shared his enthusiasm

for the partnership, stating, "We are excited to bring our advanced hydrogen and hybrid propulsion technology to India in collaboration with HSL and LWT. This partnership not only showcases the strength of Korean technology but also reflects the deep and enduring friendship between India and South Korea. We are confident that our combined expertise will set a new standard for green vessel technology in India's maritime sector, fostering a very good long-term partnership."

This strategic alliance aligns with the Government of India's 'Make in India' and 'Green India' initiatives, positioning HSL, LWT, and VINSSEN in the evolution of India's green maritime infrastructure.



Cmdr Hemant Khatri, IN (Retd.), CMD, HSL; Shri Maninder Singh, CMD of Lotus Wireless Technologies India Private Limited; Shri Lee Chil Han, CEO, VINSSEN and other senior officials of the companies during agreement signing ceremony.

New and Improved Convention Centre at SCOPE Complex and SCOPE Minar

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Conference Facilities at SCOPE Convention Centre Lodhi Road, New Delhi

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

Tagore Chamber



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

Auditorium



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

Bhabha Chamber (Board Room)



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

Mirza Ghalib Chamber



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

Fazal Chamber



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

Business Centre



The Business Centre has a capacity of 7 persons 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 capacity of 30 persons and also has stage & podium equipped with projector and screen.

Annexe I



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

Amir Khusro Chamber at UB



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

Facilities for specially-abled persons at SCOPE Convention Centre:



For Booking & Tariff details please contact:

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

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

Board Room



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

Auditorium



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

SCOPE Academy of Public Sector Enterprises



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

VIP Lounge



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

Meeting Hall



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

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

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

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