

KALEIDOSCOPE

STANDING CONFERENCE OF PUBLIC ENTERPRISES

HAPPY NEW YEAR 2025 to all readers of KALEIDOSCOPE



SCOPE hosts Workshop on 'GST : Issues & Implications'



SCOPE at meeting of ESI Corporation chaired by Shri Mansukh Mandaviya, Hon'ble Union Minister of Labour & Employment



SCOPE APSE organizes Executive Development Program for CPSEs





KALEIDO SCOPE



Scan to read other issues
of KALEIDOSCOPE

For advertisement booking, write to:

Shubh Ratna
GM (Tech. & HR)

pr@scopeonline.in, 9873398242

Content

05 Message by Chairman

07 Director General's Desk

SCOPE NEWS

08 SCOPE conducts workshop on 'GST: Issues & Implications'



12 SCOPE participates in OECD's Meeting of Asia Network on Corporate Governance of SOEs



13 SCOPE APSE organizes Executive Development Program for CPSEs



18 SCOPE at IOE-CGEM Workshop on Empowering Women in Business in Casablanca, Morocco



18 SCOPE organizes In-House RTI Training Program for Executives (CPIOs) of Yantra India Ltd.



19 Interface with Stakeholders

20 SCOPE in Media

ARTICLES

22 Management Lessons From Mahabharat Part - VII
by Debasis Satapathy

26 When People Talk - Listen Completely
by Prof. (Dr.) Dewakar Goel

29 Cholesterol Fitness: A Need of the Hour
by Dr. H. K. Chopra

33 India's Climate Action Performance Globally: Leading the Way Among G20 Nations

41 PSE News

43 Personalia



Dedicated Webpage on mitigative efforts and initiatives of PSEs towards Climate Change. The webpage can be accessed on SCOPE's Official Website : www.scopeonline.in

Reach us at :

Vol. 44 No. 08 January 2025

SCOPE Social Interaction Centre (SSIC)
ssic@scopeonline.in

DG Sectt.
scopedg@scopeonline.in

Programme & Studies
ca@scopeonline.in

Corporate Communications
pr@scopeonline.in

Technical
mmo@scopeonline.in

Finance
finance@scopeonline.in

SCOPE Forum for Conciliation and Arbitration (SFCA)
sfca@scopeonline.in

General Queries
info@scopeonline.in



ADVISORY BOARD

Atul Sobti
Director General, SCOPE

Shubh Ratna
GM (Tech & HR)

CHIEF EDITOR
Director General

EDITOR & PUBLISHER
Shubh Ratna

ASST. EDITOR
Lipi Singh

Total Pages : 52

Annual Subscription: Rs. 500/-

Price per copy : Rs. 100/-

(Payment may be sent by DD/Cheque/NEFT drawn in favour of "Standing Conference of Public Enterprises")

Material published in KALEIDOSCOPE may be reproduced with prior permission of the Editor and with acknowledgment in the accepted style. The views expressed in various articles are that of the authors and not necessarily of SCOPE Management. - Editor

Published and printed at New Delhi by Shubh Ratna on behalf of Standing Conference of Public Enterprises, Core 8, 1st Floor, SCOPE Complex, 7 Lodhi Road, New Delhi-110003 • Tel.: 24361495, Fax: 24361371
E-mail: pr@scopeonline.in

Designed and Printed at Royal Press, B-81, Okhla Industrial Area, Phase-I, New Delhi-110020
Tel: +91-93101 32888

Follow us on:



[pr_scope](https://www.instagram.com/pr_scope)



[PrSCOPE](https://www.youtube.com/PrSCOPE)



[OrgSCOPE](https://www.facebook.com/OrgSCOPE)



[PSUSCOPE](https://www.x.com/PSUSCOPE)



[SCOPE](https://www.linkedin.com/company/SCOPE)



[scopeonline.in](http://www.scopeonline.in)



Message by Chairman

At the outset, as we welcome the New Year 2025, I extend my heartfelt wishes to all our readers for a joyous and prosperous year ahead. May this New Year bring good health, happiness and success to you and your colleagues.

Each New Year is a pristine opportunity to embrace fresh beginnings, set meaningful goals and reflect on past achievements as we chart the path ahead, with renewed enthusiasm and purpose. And this cannot be complete without being grateful to our members, whose earnest participation and support further invigorates SCOPE in its commitment to drive excellence.

Public Sector Enterprises (PSEs), as nation-builders continue to exemplify the country's socio-economic progress. Reflecting the incessant contribution of PSEs, Public Enterprises Survey 2023-24 published recently in December 2024, provides valuable insights into their performance and contributions.

According to Public Enterprises Survey, the overall Net Profit of operating Central Public Sector Enterprises (CPSEs) for FY 2023-24 reached an impressive Rs. 3.22 lakh crore, marking a significant growth of 47.42% compared to Rs. 2.18 lakh crore

in FY 2022-23. This remarkable achievement emphasizes the robust performance and growing contribution of CPSEs to the nation's economic landscape.

SCOPE, as the apex body, has been at the forefront of highlighting the multifaceted efforts of PSEs, while creating a conducive environment of learning and development for them.

Recently, SCOPE in collaboration with Capacity Building Commission (CBC) organized a virtual Roundtable Discussion for CMDs, Directors (HR) of Maharatna and Navratna PSEs to introduce "DAKSH" – a first-of-its-kind common leadership development program designed exclusively for senior officials of PSEs. We look forward to the support of our members in making this program a success.

Also, SCOPE organized a workshop on GST: Issues and Implications in collaboration with ICAI recently, where I had the opportunity of addressing Finance executives who have a critical role to play in their organisation's performance and growth. I am happy to share that the program reiterated GST's evolving framework, particularly in the areas of Input Tax Credit (ITC) optimization and recent

legislative and judicial update.

In recent years, SCOPE has placed a strong emphasis on enhancing the global representation of PSEs and we will continue to highlight the intellectual capital and contributions of Indian PSEs on the global stage.

Through continued collaborations with national and international organizations, as well as academia, we aim to foster innovation, share best practices and drive impactful initiatives in areas of - Leadership, Skills & Labour, Corporate Governance, Climate Action, Financial Management, Digital Transformation, Women empowerment, among others.

Moving forward, I envision a vast sea of opportunities that lie ahead, waiting to be explored and harnessed. I, therefore, urge our members to continue supporting us and contributing towards elevating SCOPE to even greater heights. Without doubt, together, we can accomplish extraordinary milestones.

Sandeep Kumar Gupta
Chairman, SCOPE



SCOPE FORUM OF CONCILIATION AND ARBITRATION (SFCA)

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

WHY SFCA?

Empanelment of more than 400 Arbitrators/ Conciliators

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

Complete services for conducting Arbitration

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

Cost effective and timely dispute settlement

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

Dedicated Infrastructure

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

Facilities and provisions

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

Capacity Building

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



For any queries relating to SFCA, you may contact

SCOPE FORUM OF CONCILIATION & ARBITRATION (SFCA)

1st Floor, Core 8, SCOPE Complex, Lodhi Road, New Delhi-11 00 03 • Email: sfca@scopeonline.in

• Phone: 011- 24360559, 011- 24361745

Mr. Shubh Ratna

GM (Tech. & HR)

Mob: 9873398242

Mr. Nishant Kumar

Sr. Manager

Mob: 9953046060

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



Director General's Desk

The advent of the New Year is a humbling moment, inspiring us to embrace new beginnings while reflecting on the achievements and milestones of the year gone by. To begin with, I would like to take this opportunity to extend my heartfelt wishes to all for a very happy and prosperous 2025.

Reminiscing on the year gone by, I am happy to share that SCOPE has made significant strides, unearthed new collaborations and strengthened existing associations, fostering innovation, and growth. These efforts have further propelled us in our journey to be an Inspiring, Innovative and Impactful apex body.

As part of its policy advocacy initiatives for employers, SCOPE recently represented them at the Employees' State Insurance Corporation (ESIC) meeting, chaired by Dr. Mansukh Mandaviya, Hon'ble Union Minister of Labour & Employment. During this meeting, several pertinent issues were deliberated.

SCOPE as Member, Central Board of Trustees (CBT), Employees' Provident Fund Organisation also participated in meeting of Executive Committee (EC) of CBT, where matters to assist the CBT in the discharge of its functions, were discussed.

Continuing its Leadership Development endeavours, SCOPE in collaboration with Capacity Building Commission has developed DAKSH (Development of Aspiration, Knowledge, Succession & Harmony). It is a unique program crafted to build a cadre of leaders who can adapt to dynamic business environments, drive innovation, and uphold the values of efficiency and excellence in public service.

Aspiring to create global recognition for Indian State-Owned Enterprises (SOEs), SCOPE continues to work diligently to elevate their presence on international platforms. Recently, SCOPE made a presentation at the Meeting of Asia Network on Corporate Governance of SOEs organised by Organisation for Economic Co-operation and Development (OECD) in collaboration with Korea Institute of Public Finance and the Asian Development Bank.

Our efforts to highlight the mitigative actions of PSEs towards Climate Change will continue. Recently, SCOPE organized regional workshops in association with GIZ, Germany, to further this cause.

Additionally, our dedicated webpage showcasing PSEs' initiatives and endeavours in sustainability has been unveiled that offers a platform to share initiatives and best practices of PSEs in addressing Climate Change. I invite all to glimpse through the same on our website.

Strengthening our capacity building efforts, SCOPE and ICMAI recently conducted Workshop on 'GST: Issues & Implications,' that offered deeper understanding of GST's evolving framework, its compliance and optimization.

In the year ahead, SCOPE is poised to organize a wide range of programs, form strategic partnerships, and embark on initiatives that bring the best practices on the doorstep of PSEs.

KALEIDOSCOPE, SCOPE's monthly journal has been encapsulating the activities of PSEs, and in the coming months too will continue to more informative and holistic mouthpiece of PSEs. I invite suggestions and feedback from our readers to make KALEIDOSCOPE, an even more engaging experience.

Programmes & Initiatives launched (since last issue of KALEIDOSCOPE)
Interactive Workshop on 'GST: Issues & Implications' in collaboration with ICMAI – 5th December, 2024
SCOPE APSE Executive Development Program - 2nd December - 7th December, 2024
Programmes & Initiatives in the offing
SCOPE celebrates Republic Day – 26th January, 2025
SCOPE pays tributes to Mahatma Gandhi on Martyrs' Day – 30th January, 2025
National Workshop on Succession Planning for Board Level positions
SCOPE & CBC Leadership program – DAKSH

Atul Sobti
Director General, SCOPE

SCOPE News

SCOPE conducts workshop on 'GST: Issues & Implications'



(L-R) Shri Atul Sobti, DG, SCOPE; Shri Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL and CMA Manoj Kumar Anand, ICMAI during the workshop.

SCOPE, in collaboration with the Institute of Cost Accountants of India (ICMAI), organized an interactive workshop on 'GST: Issues & Implications' at SCOPE Convention Centre, New Delhi on 5th December, 2024. The workshop was inaugurated by Shri Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL. Shri Atul Sobti, DG, SCOPE; CMA Manoj Kumar Anand and CMA Nisha Dewan from ICMAI also addressed the participants. The workshop attended by over 60 participants from various PSEs, aimed at equipping participants with a deeper understanding of GST's evolving framework, through technical sessions, expert-led discussions, and case studies.

While addressing the gathering, Chairman, SCOPE highlighted

the critical role of Goods and Services Tax (GST) in strengthening India's economy. Emphasizing the importance of compliance and optimization, he stated that the workshop aimed to equip Public Sector Enterprises and other stakeholders with a deeper understanding of GST's evolving framework, particularly in the areas of Input Tax Credit (ITC) optimization and recent legislative and judicial updates.

In his address, CMA Manoj Kumar Anand provided valuable insights into the complexities of GST compliance and sharing practical solutions for navigating challenges related to GST laws. He underscored the significance of continuous learning and adaptation to the dynamic regulatory landscape.

DG, SCOPE also addressed the gathering, emphasizing the importance of capacity building and knowledge dissemination in fostering compliance and excellence among public sector enterprises. He commended the collaboration between SCOPE and ICMAI for creating a platform to address GST-related challenges and drive collective learning.

Through technical sessions, expert-led discussions, and case studies, the event provided participants with actionable strategies to optimize ITC, mitigate risks, and ensure compliance with the latest GST amendments and judgments.


Comments/Feedback received for Workshop on 'GST: Issues & Implications' organized by SCOPE and ICAI at SCOPE Convention Centre, New Delhi on 5th December, 2024.

Keep Organising Similar Workshops for Professional Development

Need to this type workshop on GST implication & issue so that can increase our knowledge & growth in this time

Conduct, this type of session regularly basis & for Direct Taxation as well.

- More time should have planned for Detailing explanations to subject
- Plan for 2 or more days for best kind of workshop
- Prof. point out should have given a print for Reading
- Try to create a Group in any social media to add other professionals for knowledge sharing (ex: whatsapp, telegram, linkedin)

 Signature: 

Programme is very good. For new persons professional basis should also be elaborated. I am new in this area so I think above remarks may be helpful. Thank you.

Regular training sessions atleast on quarterly basis is the need of the hour. Please plan & communicate with psc's regularly

Signature: 

Such seminars may be organized for a longer period to have indepth analysis and knowledge gain

Such training sessions can be organized for a longer duration for indepth knowledge of a subject and inter PSU interaction for best practices followed.

Very good intkome. Looking forward for more topics.

MORE USE OF PPT FOR A CAPSULE OF THE SESSION (E.G.: DESCRIPTION OF SECTION, ISSUE & TAKEAWAY)

Snapshots of Workshop on 'GST: Issues & Implications' organized by SCOPE and ICMAI at SCOPE Convention Centre, New Delhi on 5th December, 2024.





SCOPE participates in OECD's Meeting of Asia Network on Corporate Governance of SOEs

The Organisation for Economic Co-operation and Development (OECD) in collaboration with Korea Institute of Public Finance (KIPF) and the Asian Development Bank (ADB) organized Meeting of the Asia Network on Corporate Governance of State-Owned Enterprises (SOEs) in Manila, Philippines on 12th-13th December, 2024.

The meeting provided an opportunity to policy makers, SOEs, international organisations, corporate practitioners and academics from Asia and beyond to share knowledge and discuss crucial measures for identifying priorities for SOE reforms and implementing the corporate governance standards outlined in the revised SOE Guidelines.

The two-day meeting discussed latest trends, shared reform experiences, and promoted exchange of good practices related to ownership and governance of SOEs across various countries. The meeting not only facilitated discussions on performance evaluation in SOEs, remuneration systems, level playing field and role of SOEs in



DG, SCOPE during the Meeting of the Asia Network on Corporate Governance of State-Owned Enterprises (SOEs) in Manila, Philippines.

enhancing sustainability. It also saw the regional launch of the newly revised OECD Guidelines on Corporate Governance of State-Owned Enterprises followed by presentation on its implementation.

Shri Atul Sobti, DG, SCOPE was invited to present on the 'Improving Performance and Evaluation Practices in State-Owned Enterprises in India'. In his presentation, while highlighting the role played by SOEs in India in ensuring balanced regional development of the country, DG, SCOPE also gave an overview of the governance structure of the Indian SOEs and its prevailing performance evaluation frameworks. For this,

he explained the purpose of Memorandum of Understanding (MoU) between an SOE and its administrative ministry which not only serves as an evaluation tool but also helps to motivate the SOE employees for better performance. He also briefly explained the various parameters of MoU Setting and its role in individual performance evaluation.

DG, SCOPE also highlighted the performance evaluation system for directors, performance reporting, monitoring of SOEs in India and also shared a glimpse of the alignment of Indian Provisions of evaluation and monitoring with the newly launched 2024 OECD SOE Guidelines.



SCOPE at the OECD-Asia Roundtable on Corporate Governance.

SCOPE APSE organizes Executive Development Program for CPSEs



Shri Atul Sobti, DG, SCOPE and Member, Governing Body, ILO and Shri Ashok Bhat, Program Director during the inaugural session of the program.

SCOPE Academy of Public Sector Enterprises (APSE) organized an Executive Development Program for Junior and Mid-Level Executives of CPSEs on the theme 'The Career Journey to Personal Effectiveness' from 2nd – 7th December, 2024 at SCOPE Minar, New Delhi.

Shri Atul Sobti, DG, SCOPE and Member, Governing Body, ILO inaugurated the weeklong program participated by 33 participants from 15 Public Sector Enterprises.

In his inaugural address, DG, SCOPE emphasized that the contribution of PSEs to the national economy is huge and they continue to contribute incessantly to the socio-economic development of the nation. Emphasizing on the need to inculcate '3 Cs – Conviction, Commitment and Confidence' in one's career development, he advised participants to think out-of-the-box and develop diverse

skills to acquire excellence and scale newer heights.

Throughout the program, leading experts, industry professionals, academic scholars, and policymakers took interactive sessions, providing participants with valuable knowledge and diverse perspectives.

On the final day of the program, Shri Uttam Lal, Director (Personnel), NHPC Ltd. distributed certificates to participants, recognizing their

successful completion of the week-long program. He also engaged with the participants, who shared their experiences and learnings from the sessions.

As part of its capacity building endeavour, SCOPE regularly facilitates workshops for employees across all organizational levels. As part of its capacity building endeavour, SCOPE regularly facilitates workshops for employees across all organizational levels.



Shri Uttam Lal, Director (Personnel), NHPC Ltd. handing over certificate of completion to a participant on concluding day of SCOPE APSE program.

Snapshots of SCOPE Academy of Public Sector Enterprises (APSE) Executive Development Program for Executives of CPSEs at SCOPE Minar from 2nd - 7th December, 2024.





Feedback/Comments received for SCOPE APSE Executive Development Program for Executives of CPSEs at SCOPE Minar from 2nd - 7th December, 2024.

This type of training program is very helpful to junior & middle level executives.

All the sessions are arranged very well. However, the session conducted by Mindshare HR Consulting were very effective. I earned many new attributes such as communication skills, behavioural skills, environment adaptive skills. I believe these sessions has added many values which will contribute in future endeavours.

The training program's curriculum was carefully designed to address current job requirements and anticipate future managerial needs. The program effectively engaged participants through interactive activities and relevant exercises. I developed valuable technical skills and acquired essential qualities for effective managerial performance.

All the sessions were very informative, enthusiastic and very exciting and the most important part of this program was to meet with every participants from different organizations and make the network. All conclusively All the sessions were very informative, fruitful and very useful to develop our skills, knowledge and confidence that leads to overall development of our current organization.
Thank You SCOPE!

Very informative and engaging sessions. I am looking forward to reflect all those I have learnt ~~to~~ at my workplace.

A good learning experience, which will definitely help in my future career progression. The course is very comprehensive, with ~~with~~ having opportunities to interact with knowledgeable person, is a nice experience.

- Basic overview of functional/cross functional topics
- Emotional & networking quotient - helpful understanding in organisation communications
- Understanding various ego states and using them effectively
- Understanding of ~~stap~~ strategy map & its applications in our professional role
- Understanding - the power of group decision making

- x. Overall program was excellent and thanks to SCOPE.
- x. Learned lot about team work, leadership quality and wish to implement whatever I learned from SCOPE.
- x. Special thanks to Mr. Ashok Bhatt sir and Mrs. Hema to conduct this program.

The program was very informative. It has helped to develop the skills to perform better at individual and at organisational level.
Thank you.

This program has been excellent program which has immensely contributed to learning new skills and making me aware about various aspects/area of improvement. However, in my opinion this program can be limited to middle level and higher level executives only. More such programs should be conducted regularly covering more no. of executives for development/grooming of the employees and ultimately organisation.



It was a nicely framed program to provide an overview of various aspects with which an executive is going to encounter in the journey towards moving from mid level to senior level.

1) This program is excellence. This program widens the scope of myself in order to contribute effectively toward the success of my organization.

2) I would like to suggest that either a bit shorten the no. of topics or enlarge the time for Program. So that a best faculties or Experts explain good amount of knowledge.

- Thanks.

Program is wonderfully designed. It was amalgam of all like Technical, finance, HR etc. Its good initiative

First of all, I like the content of the program. It is really nice incorporated and obviously the insight and teachings go will add to our acumen. I would also like the arrangements and i.e. a Akshaythara and Delhi sight seeing I would like to thank to Ashok Bhat Sir. I bow to his way of teaching and discipline. I rate this program entirely as 8 out of 10.

* Program design is quite inline with requirement of Executives of different PSU's Topics covered in sufficiently manner. Also the way of delivery of lecture by faculty was also exceptional.

* I really want to appreciate special efforts made by Sh. Ashok Bhat Sir for our better understanding of Management lessons.

* I also want to appreciate efforts of co-ordinator Team for organizing such a wonderful event

Exchange the ideas & thought, collect information & contribute your positive efforts always.

SCOPE at IOE-CGEM Workshop on Empowering Women in Business in Casablanca, Morocco

SCOPE participated in Workshop on “Empowering Women in Business: Breaking Barriers, Building Resilience – A Contribution to LDCs on Ways Forward” co-organised by the International Organisation of Employers (IOE) and the Confédération Générale des Entreprises du Maroc (CGEM), with the support of the European Union in Casablanca, Morocco on 10th and 11th December, 2024.

At the request of IOE, SCOPE nominated a senior official to participate in the workshop that brought together a diverse range of participants to address the challenges that hinder women's full participation and advancement in the business sector.



Smt. Pooja Singh representing SCOPE (Third from Right) during the workshop in Casablanca, Morocco.

The workshop deliberated the challenges & opportunities for women in senior management positions and explored the strategies to advance them in critical & decision-making roles in companies, businesses, employers' organisations etc. The workshop brought

together leaders from IOE's global network of more than 150 employers' organisations to share innovative practices, tackle cultural obstacles and amplify awareness of the opportunities and challenges faced by women entrepreneurs and professionals worldwide.

SCOPE organizes In-House RTI Training Program for Executives (CPIOs) of Yantra India Ltd.

Skill building is a key prerogative of SCOPE's vision and as part of it, SCOPE conducted a specialized Right to Information (RTI) Training Program for the executives (CPIOs) of Yantra India Limited. The two-day event, held on 18th-19th November, 2024 took place at the Yantra Institute of Technology & Management (YITM) in Nagpur.

A total of 30 employees from Yantra India Limited participated in the program, which aimed at enhancing their understanding of RTI processes, empowering them to efficiently manage and respond to RTI applications within the organization. This initiative is in line with SCOPE's commitment



Participants during the In-House RTI Training Program in Nagpur.

to professional development and capacity building for corporate executives.

The participants were addressed by Ms. Usha Singh, Director (HR), MOIL Ltd. & Member, SCOPE Executive Board; Prof. M. M. Ansari, Former Information

Commissioner, CIC; Dr. Pankaj K.P. Shreyaskar, Dy. DG, Ministry of Statistics & Programme Implementation, GoI and Shri O. P. Khorwal, RTI Consultant.

On successful completion of the program, SCOPE also issued certificates to the participants.

Interface with Stakeholders



SCOPE at Meeting of ESI Corporation chaired by Shri Mansukh Mandaviya, Hon'ble Minister of Labour & Employment in New Delhi.



SCOPE as Member, Central Board of Trustees (CBT), Employees' Provident Fund Organisation participated in Meeting of Executive Committee (EC) of CBT, chaired by Smt. Sumita Dawra, Secretary, Ministry of Labour & Employment.

THE TIMES OF INDIA
Dated: 20th December 2024

SCOPE conducts workshop on GST

Standing Conference of Public Enterprises (SCOPE), in collaboration with the Institute of Cost Accountants of India (ICMAI), organised an interactive workshop on 'GST: Issues & Implications' at SCOPE Complex, New Delhi, recently. The workshop was inaugurated by Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL, Atul Sobti, Director General, SCOPE, CMA Manoj Kumar Anand, and CMA Nisha Dewan from ICMAI also addressed the participants. The workshop, attended by over 60 participants from various PSEs, aimed at equipping participants with a deeper understanding of GST's evolving framework, through technical sessions, expert-led discussions, and case studies. The event also provided participants with actionable insights to optimize Input Tax Credit (ITC), mitigate risks, and ensure compliance with the latest GST amendments and judgments.



Hindustan Times 100
Dated: 21st December 2024

SCOPE conducts workshop on 'GST: Issues & Implications'



Standing Conference of Public Enterprises in collaboration with the Institute of Cost Accountants of India (ICMAI), organised an interactive workshop on 'GST: Issues & Implications' at SCOPE Complex, New Delhi recently. The workshop was inaugurated by Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL.

दिव्य हिमाचल
Dated: 8th December, 2024

एपीएसई में एजीक्यूटिव डिवेलपमेंट प्रोग्राम

नई दिल्ली: राष्ट्रीय एकेडमी ऑफ़ पब्लिक सेक्टर एंटरप्राइजेज (एपीएसई) ने सोशल-मीडिया के जूनियर और मिड-लेवल एजीक्यूटिव्स के लिए एक कठिन लेकिन दूरदर्शन इन्फोर्मेटिव सीमा पर एजीक्यूटिव डिवेलपमेंट प्रोग्राम का आयोजन किया। स्कोप के सहनिदेशक आतुल सोबती ने सत्र शुरू करते हुए इस कार्यक्रम का उद्घाटन किया, जिसमें 15 पब्लिक सेक्टर एंटरप्राइजेज के 33 प्रतिभागियों ने हिस्सा लिया। अपने उद्घाटन भाषण में स्कोप के सहनिदेशक ने इस बात पर जोर दिया कि राष्ट्रीय अर्थव्यवस्था में सामाजिक क्षेत्र के उद्यमों का योगदान बहुत बड़ा है और वे राष्ट्र के सामाजिक-आर्थिक विकास में निरंतर योगदान दे रहे हैं। अपने अतिरिक्त भाषण में डॉ. सी-दुर्गा विश्वास, प्रतिभेदना और आपूर्ति शक्ति को शामिल करने की आवश्यकता पर जोर देते हुए उन्होंने प्रतिभागियों को उत्कृष्टता प्राप्त करने और नई उच्चतम को छूने के लिए अलग-अलग स्तरों से मोटिव और प्रेरित कराने की आवश्यकता को सलाह दी।



Hindustan Times 100
Dated: 10th November, 2024

SCOPE Academy of Public Sector Enterprises organised an Executive Development Program for Junior and Mid-Level Executives of CPSEs on the theme 'The Career Journey to Personal Effectiveness'. Atul Sobti, DG, SCOPE was present.



FINANCIAL EXPRESS
Dated: 20th December 2024

WORKSHOP — SCOPE

SCOPE, in collaboration with the Institute of Cost Accountants of India (ICMAI), organized an interactive workshop on 'GST: Issues & Implications' at the SCOPE Complex in New Delhi recently. The workshop was inaugurated by Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL, Atul Sobti, DG, SCOPE, CMA MK Anand & CMA Nisha Dewan from ICMAI also addressed the participants. The workshop attended by over 60 participants from various PSEs, aimed at equipping participants with a deeper understanding of GST's evolving framework, through technical sessions, expert-led discussions, & case studies. The event also provided participants with actionable insights to optimize Input Tax Credit, mitigate risks, & ensure compliance with the latest GST amendments & judgments.



daily Excelsior
Dated: 17th December, 2024

SCOPE conducts workshop on 'GST: Issues & Implications'

Excelsior Correspondent Chairman, SCOPE & CMD, GAIL, Atul Sobti, Director General, SCOPE; CMA Manoj Kumar Anand and CMA Nisha Dewan from ICMAI also addressed the participants. The workshop attended by over 60 participants from various PSEs, aimed at equipping participants with a deeper understanding of GST's evolving framework, through technical sessions, expert-led discussions, and case studies. The event also provided participants with actionable insights to optimize Input Tax Credit (ITC), mitigate risks, and ensure compliance with the latest GST amendments and judgments.



Chairman SCOPE and others at the inauguration of workshop on GST.

The Sunday Statesman
Dated: 8th December, 2024

SCOPE APSE organises executive development programme for CPSEs

SCOPE Academy of Public Sector Enterprises (APSE) organised an Executive Development Programme for Junior and Mid-Level Executives of CPSEs on the theme 'The Career Journey to Personal Effectiveness'. Shri Atul Sobti, Director General, SCOPE, inaugurated the workshop programme participated by 33 participants from 15 Public Sector Enterprises. In his inaugural address, DG, SCOPE emphasised that the contributions of PSEs to the national economy is huge and they continue to contribute immensely to the socio-economic development of the nation.

The Tribune
Dated: 24th December, 2024

SCOPE workshop on GST

SCOPE and ICMAI recently hosted a workshop on GST issues and implications, offering insights on ITC optimisation and compliance with recent amendments.

The Indian EXPRESS
Dated: 20th December 2024

WORKSHOP — SCOPE

SCOPE, in collaboration with the Institute of Cost Accountants of India (ICMAI), organized an interactive workshop on 'GST: Issues & Implications' at the SCOPE Complex in New Delhi recently. The workshop was inaugurated by Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL, Atul Sobti, DG, SCOPE, CMA MK Anand & CMA Nisha Dewan from ICMAI also addressed the participants. The workshop attended by over 60 participants from various PSEs, aimed at equipping participants with a deeper understanding of GST's evolving framework, through technical sessions, expert-led discussions, & case studies. The event also provided participants with actionable insights to optimize Input Tax Credit, mitigate risks, & ensure compliance with the latest GST amendments & judgments.



DAILYEXCELSIOR.COM
Dated: 17th December, 2024

SCOPE conducts workshop on 'GST: Issues & Implications'



Chairman SCOPE and others at the inauguration of workshop on GST.

External Correspondent
% (AMM) Dec 12 Standing Conference of Public Enterprises (SCOPE), in collaboration with the Institute of Cost Accountants of India (ICMAI), organized an interactive workshop on 'GST: Issues & Implications' at SCOPE Complex, New Delhi.

The workshop was inaugurated by Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL, AMU, SOI, Director General, SCOPE, CMA Mang Kumar Anand and CMA Nisha Dewan from ICMAI also addressed the participants. The workshop attended by over 60 participants from various PSEs, aimed at equipping participants with a deeper understanding of GST's evolving framework, through technical sessions, expert led discussions, and case studies.

The event also provided participants with actionable insights to optimize Input Tax Credit (ITC), mitigate risks, and ensure compliance with the latest GST amendments and judgments.

समय जगत
Dated: 17th December, 2024

स्कोप ने जीएसटी: मुद्दे और प्रभाव पर आयोजित की कार्यशाला



नई दिल्ली: भारतीय तागत लेखाकार संस्थान के सहयोग से सार्वजनिक उद्यमों के स्टाफी सम्मेलन (स्कोप) ने हाल ही में स्कोप कॉम्प्लेक्स नई दिल्ली में 'जीएसटी: मुद्दे और निहितार्थ' पर कार्यशाला आयोजित की। कार्यशाला का उद्देश्य स्कोप के अध्यक्ष और गैल के सीएमडी सदीप गुप्त ने किया। स्कोप के महादेशिक अंतर्गत सौभती: आर्डीसीएमएआई से सीएमए मनीज आनंद और सीएमए निश देवान ने भी प्रतिभागियों को संबोधित किया। कार्यशाला में पौरसई से 60 प्रतिभागियों ने भाग लिया, जिसका उद्देश्य तकनीकी सत्र, विशेषज्ञों के नेतृत्व वाली चर्चाओं और केस स्टडी के माध्यम से प्रतिभागियों को जीएसटी के उभरते दावे की गहरी समझ प्रदान करना था।

नई दिल्ली: भारतीय तागत लेखाकार संस्थान (आईसीए) के सहयोग से स्कोप (आईसीए) ने हाल ही में स्कोप कॉम्प्लेक्स, नई दिल्ली में आयोजित की कार्यशाला 'जीएसटी: मुद्दे और प्रभाव पर आयोजित की कार्यशाला'। कार्यशाला में 60 से अधिक प्रतिभागियों के साथ हुए, जिसका उद्देश्य स्कोप के अध्यक्ष और गैल के सीएमडी सदीप गुप्त ने किया। स्कोप के महादेशिक अंतर्गत सौभती: आर्डीसीएमएआई से सीएमए मनीज आनंद और सीएमए निश देवान ने भी प्रतिभागियों को संबोधित किया। कार्यशाला में 60 से अधिक प्रतिभागियों ने भाग लिया, जिसका उद्देश्य तकनीकी सत्र, विशेषज्ञों के नेतृत्व वाली चर्चाओं और केस स्टडी के माध्यम से प्रतिभागियों को जीएसटी के उभरते दावे की गहरी समझ प्रदान करना था।

NEWS 1P
Dated: 17th December, 2024

ST Compliance Under Spotlight: SCOPE Workshop Focuses on Financial Efficiency for PSEs



SCOPE in a move to address financial challenges arising from the evolving GST framework, the Standing Conference of Public Enterprises (SCOPE), in collaboration with the Institute of Cost Accountants of India (ICMAI), organized a workshop on 'GST: Issues & Implications' at SCOPE Complex, New Delhi.

The workshop, inaugurated by SCOPE Chairman Sandeep Gupta, Director General of SCOPE and CMA Mang Kumar Anand and CMA Nisha Dewan from ICMAI, aimed at equipping participants with a deeper understanding of GST's evolving framework, through technical sessions, expert led discussions, and case studies.

The event also provided participants with actionable insights to optimize Input Tax Credit (ITC), mitigate risks, and ensure compliance with the latest GST amendments and judgments.

THE FREE PRESS JOURNAL
Dated: 18th December, 2024

SCOPE conducts workshop on 'GST: Issues & Implications'



Standing Conference of Public Enterprises (SCOPE), in collaboration with the Institute of Cost Accountants of India (ICMAI), organized an interactive workshop on 'GST: Issues & Implications' at SCOPE Complex, New Delhi, recently.

The workshop was inaugurated by Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL, AMU, SOI, Director General, SCOPE, CMA Mang Kumar Anand and CMA Nisha Dewan from ICMAI also addressed the participants. The workshop attended by over 60 participants from various PSEs, aimed at equipping participants with a deeper understanding of GST's evolving framework, through technical sessions, expert led discussions, and case studies.

The event also provided participants with actionable insights to optimize Input Tax Credit (ITC), mitigate risks, and ensure compliance with the latest GST amendments and judgments.

PSU Connect
Dated: 17th December, 2024

SCOPE conducts workshop on 'GST: Issues & Implications'



New Delhi: Standing Conference of Public Enterprises (SCOPE), in collaboration with the Institute of Cost Accountants of India (ICMAI), organized an interactive workshop on 'GST: Issues & Implications' at SCOPE Complex, New Delhi, recently.

The workshop was inaugurated by Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL, AMU, SOI, Director General, SCOPE, CMA Mang Kumar Anand and CMA Nisha Dewan from ICMAI also addressed the participants.

The workshop attended by over 60 participants from various PSEs, aimed at equipping participants with a deeper understanding of GST's evolving framework, through technical sessions, expert led discussions, and case studies.

The event also provided participants with actionable insights to optimize Input Tax Credit (ITC), mitigate risks, and ensure compliance with the latest GST amendments and judgments.

PSUWATCH
Dated: 17th December, 2024

SCOPE conducts workshop on 'GST: Issues & Implications'



New Delhi: The Standing Conference of Public Enterprises (SCOPE), in collaboration with the Institute of Cost Accountants of India (ICMAI), organized an interactive workshop on 'GST: Issues & Implications' at SCOPE Complex, New Delhi recently.

Sandeep Kumar Gupta, Chairman of SCOPE and CMD of GAIL, inaugurated the workshop. Abul Sobit, Director General of SCOPE, CMA Mang Kumar Anand, and CMA Nisha Dewan from ICMAI also addressed the participants.

The workshop attended by over 60 participants from various PSEs, aimed at equipping participants with a deeper understanding of GST's evolving framework, through technical sessions, expert led discussions, and case studies.

दिव्य हिमाचल
Dated: 18th December, 2024

स्कोप की 'जीएसटी: मुद्दे और निहितार्थ' पर कार्यशाला



नई दिल्ली: भारतीय तागत लेखाकार संस्थान के सहयोग से सार्वजनिक उद्यमों के स्टाफी सम्मेलन (स्कोप) ने हाल ही में स्कोप कॉम्प्लेक्स नई दिल्ली में 'जीएसटी: मुद्दे और निहितार्थ' पर कार्यशाला आयोजित की। कार्यशाला का उद्देश्य स्कोप के अध्यक्ष और गैल के सीएमडी सदीप गुप्त ने किया। स्कोप के महादेशिक अंतर्गत सौभती: आर्डीसीएमएआई से सीएमए मनीज आनंद और सीएमए निश देवान ने भी प्रतिभागियों को संबोधित किया। कार्यशाला में पौरसई से 60 प्रतिभागियों ने भाग लिया, जिसका उद्देश्य तकनीकी सत्र, विशेषज्ञों के नेतृत्व वाली चर्चाओं और केस स्टडी के माध्यम से प्रतिभागियों को जीएसटी के उभरते दावे की गहरी समझ प्रदान करना था।

THE NEWSMAN OF INDIA
Dated: 19th December, 2024

SCOPE conducts workshop on 'GST: Issues & Implications'



(THE NEWSMAN OFFICIAL.COM)
Standing Conference of Public Enterprises (SCOPE), in collaboration with the Institute of Cost Accountants of India (ICMAI), organized an interactive workshop on 'GST: Issues & Implications' at SCOPE Complex, New Delhi, recently.

The workshop was inaugurated by Sandeep Kumar Gupta, Chairman, SCOPE & CMD, GAIL, AMU, SOI, Director General, SCOPE, CMA Mang Kumar Anand and CMA Nisha Dewan from ICMAI also addressed the participants. The workshop attended by over 60 participants from various PSEs, aimed at equipping participants with a deeper understanding of GST's evolving framework, through technical sessions, expert led discussions, and case studies.

The event also provided participants with actionable insights to optimize Input Tax Credit (ITC), mitigate risks, and ensure compliance with the latest GST amendments and judgments.

FINANCIAL EXPRESS
Dated: 17th December, 2024

SCOPE programme

SCOPE APSE recently hosted a week-long workshop on personal effectiveness for 33 CPSE executives, emphasising career growth with conviction, commitment and confidence.

The Tribune
Dated: 10th November, 2024

Management Lessons From Mahabharat

Part - VII



Debasis Satapathy
CGM - HR,
NBCC



INTRODUCTION

The Mahabharata, one of India's greatest epics, is a timeless repository of wisdom, offering profound insights into the complexities of human behaviour, leadership, and organizational dynamics. While its verses are revered for their spiritual and moral teachings, the epic also serves as a rich source of management lessons that remain relevant in today's corporate landscape. From strategic decision-making and conflict resolution to emotional intelligence and ethical governance, the Mahabharata

exemplifies principles that guide modern leaders and organizations alike.

At its core, the Mahabharata is not just a tale of familial discord and war but a vivid narrative of leadership challenges, team dynamics, and the interplay of diverse personalities. Figures like Krishna, Yudhishtira, Bhishma, and Karna demonstrate the art of navigating challenges, balancing values with rationality, and inspiring others towards shared goals. By decoding these timeless lessons and contextualizing them within contemporary management frameworks, we can

uncover a treasure of knowledge that enhances leadership excellence and organizational success.

This article delves into the management principles embedded in the Mahabharata, presenting them as invaluable tools for navigating the complexities of the modern business world. Whether you are a corporate executive, an entrepreneur, or a student of management, the Mahabharata offers lessons that transcend time, enabling us to lead with purpose, strategy, and integrity.

Strategic Thinking – Krishna eliminated Bhishma

Epic – On the 10th day of the war, Pandavas had a brainstorming session with Krishna, on how to win the war. Krishna suggested that, let Yudhistir visit Bhishmapitamah, and return his blessings of victory. He argued, “What is the use of his blessings, if he himself stands on the way of his fulfillment?” If he has given you the blessings of victory, then he must also protect it. Bhishma fully knew that he would oppose you in the war & he has the boon of wishful death. He also knew that he is the chief of Kaurav army and the Pandavas cannot win till he dies. Why then did he bless you with victory? Based on Krishna’s advice, Yudhistir and Arjun went to Bhishma, explained him on his blessings. Bhishma said “Yes you are correct, but I do not take back once I have given”. Hence the only way to win the war is to ensure my removal from the battle field and that can happen if a woman comes before me. In this process he gave them the clue of how he is to be removed and Sikhandi was brought to the battle field. On seeing Sikhandi, Bhishma surrendered his weapons. The process of Krishna’s advice to remove Bhishma from the battle field, executed with complete precision without much bloodshed.

Management Lesson – Strategic thinking is defined as the individual’s capacity for thinking conceptually, imaginatively, systematically, and opportunistically with regards to the attainment of success in the future. Strategic thinking often

requires assessing a situation or process and then breaking it down into steps so that one can choose the best approach towards solving a problem. Krishna was a good strategist having critical & innovative thinking. He could understand that Pandavas in no way can match to Kauravas looking to the number of soldiers and the warriors. Moreover, they cannot afford to have large scale bloodshed to fight against Kauravas & that too with Bhishma. Hence the strategy was to eliminate him from the battle field. Then he proposed to give back Bhishma his blessings of winning the war. Krishna was well aware that, if a woman comes in front of Bhishma, he would renounce the weapons. Secondly, he was sure that Pandavas were extremely affectionate to Bhishma. Hence keeping in mind these two facts, he was certain that if Yudhistir would request Bhishma to take back his blessings of victory, Bhishma would explain the path of victory. Once Bhishma is out of battle field, the objective of winning the battle would be achieved without much bloodshed. Similarly, a leader needs to understand that to overcome all the challenges, not necessarily a huge effort is required. Some of them could be addressed by just having a strategy backed by clear understanding of the problem and its well-articulated critical thinking.

Leveraging unique competencies

Epic – During the Mahabharat war, Krishna was deliberating with Pandavas on how to eliminate Bhishma from the battle

field. Earlier, during the visit of Yudhistir & Arjuna, Bhishma had given them the clue that, if a woman would come against him in the battle field, then he would renounce his weapons. Hence the name of Draupadi came up for discussion. However, Krishna proposed the name of Sikhandi. Arjun said, he could be a warrior, but he cannot fight against Bhishma. Besides Bhishma has spoken about a woman. Sikhandi may be a half man & half woman – but nevertheless he is a man. Krishna replied, he may be a half man for you, but Bhishma won’t raise his weapon when he would see him. Because for Bhishma, Sikhandi is a woman. He would recognize Kashi princess Amba in him. In his last life as princess Amba, she was insulted and then she vowed in Hastinapur court that, she would take birth after birth to become the cause of Bhishma’s death. Hence, she has born again to take the form of Sikhandi. Bhishma would easily recognize him & would renounce his arms in the battle field.

Management Lesson – A personal competency is an ever-evolving accumulation of related capabilities that facilitate learning and other forms of goal attainment. Each and every resource in an organization is endowed with some unique personal competencies which could be externally visible or could be hidden and is yet to surface. A leader needs to have enough understanding of these unique competencies of his team. He should practically have a SWOT (Strength, weakness, opportunities and threats) analysis of his important

resources. It may so happen that, a unique competency of a resource which has no relevance in the present-day context could be of towering relevance in future to achieve an important objective, thereby the most useless team member becomes the most useful resource. Krishna could identify that, though Sikhandi is no way at par with Bhishma on warfare and is a least important warrior, but is having the capability of eliminating him from the battle field because of the past history. Hence instead of discarding average talents through involuntary exit, a leader should leverage their unique competencies if any, to offset challenging situations, the way the simple presence of Sikhandi in the battle field changed the direction of the decisive war.

Critical & Analytical thinking through probing

Epic – On 11th Day of the Mahabharat war, Duryodhan got the message that, Sikhandi is riding the chariot with Arjun. Immediately he asked Sakuni “What he is doing there?” Sakuni advised Duryodhan to meet Bhishma and enquire on this. Sakuni said “Yesterday Yudhistir has met him and today Arjun is with Sikhandi. I suspect a plot. Go and find out.” While interrogating Bhishma, Duryodhan asked “Why did Yudhistir meet you yesterday?” Bhishma said “He did not ask me to give you up. He had come to return my blessings.” Duryodhan asked “What blessings?” Bhishma said “The blessings of “Vijay Bhaba” I had given him before the war for which you had expressed

your discontentment. Actually, that blessing was futile since I cannot be defeated. If I cannot be defeated, then they cannot win.” Duryodhan said “Then what did you say?” Bhishma said “I cannot take back my blessing. Hence, I had to tell them on how to eliminate me.” Duryodhan asked “Have you told them on how to eliminate you?” Bhishma said “Yes I did”. I had to protect my blessings. Duryodhan shouted and said “I do not understand on whose side you are? Mine or my opponents?” Bhishma said “I am on the side of Hastinapur.” Duryodhan asked, “What did you tell them to eliminate you?” Bhishma said “I told Yudhistir that I would not fight if a woman is my opponent.” Duryodhan asked, “Why is Sikhandi on Arjun’s chariot?” Listening to the news of Sikhandi's entry in the battle field, Bhishma expressed his happiness and asked “Is Sikhandi on Arjuns chariot? In that case do not let Shikhandi face me.” Duryodhan asked, “Why are they together?” Bhishma said “Because for me Sikhandi is a woman, and I would renounce my weapon if he would come in front of me”.

Management Lesson – Critical thinking is the ability to examine information rationally and make a reasoned judgment based on data analysis. Critical thinkers refuse to accept subject matter at face value and are aware of their own cognitive biases, which allow them to approach objective conclusions. Several recent studies and surveys have identified critical thinking as the number one requirement for successful leadership in the

21st century. Strength in this competency enables leaders at every level to understand the impact of their decisions on the business as a whole and ensures both alignment with organizational goals and accountability for results. In this epic, despite knowing Sikhandi as a tiny warrior, Duryodhan did not remain silent after getting the message that he is on the chariot of Arjuna. He interrogated Bhishma Pitamah several rounds like an investigative agency, till he got the understanding that Bhishma would renounce his weapons the moment Sikhandi would appear before him in the battle field. Moreover, he did not stop in-between the interrogation, till he analyzed the data to get the pulse of any undercurrent. Through this critical analysis & probing he could understand how dangerous would Sikhandi's presence be in the war & how ultimately it will change the direction of the war. Hence a leader ideally should not accept the data at the face value, rather should probe till he finds the root cause of the problem the way Duryodhan did. He needs to go for several rounds of probing the way HR manager does the probing in an interviewing process till he establishes the extent of presence or absence of a competency with a prospective candidate. Duryodhan critically reflected each segment of the dialogue between “Bhishma and Yudhistir” and used his cognitive skills to strategize on how Shikhandi would be kept away from Bhishma in the battle field.

Professional commitment

Epic – On the 12th Day of

Mahabharat war, Shikhandi entered the battle field with Arjuna on his chariot. Duryodhan and Sakuni made all efforts to divert them from Bhishma. However, Krishna could maneuver the chariot with Shikhandi to close vicinity of Bhishma. At the first sight of Shikhandi, Bhishma renounced his weapons. Arjuna was desperately waiting for this opportunity and started raining arrows one after the other on Bhishma. While raining arrows on Bhishma who was without arms, Arjun was in big pain and was crying with tears rolling out of his eyes. He was in extreme despair to see the misery of Bhishma who was struggling for life. Despite extreme pain, Bhishma blessed Arjun by saying "May you live long, may you be successful." However, Arjun continued raining arrows which pierced each body part of Bhishma. He did not stop raining the arrows till Bhishma fell down from his chariot and took the painful position of "SARASAJYA". Arjun with tears in his eyes asked Bhishma to forgive him for such action. On the request of Bhishma, he arranged support for his head and water to quench his thirst through his Gandiva.

Management Lesson – Professional commitment is defined as loyalty, the desire to stay in a profession, and a sense of responsibility towards the profession's problems and challenges. For a committed professional, interest of the organization is supreme. He should be detached from personal likes, dislikes, differences, personal agenda etc, while

accomplishing his assignments. Since the ultimate objective is doing well for the organization, professionals should never permit personal biases to impact their decisions. The decisions and consequent actions need to be based on what is in the interest of the organization and not on the interest of the decision makers. Here, the goal of Arjun was to get victory in the battle. Hence, he fought against his own grandfather who had groomed him from his childhood. All efforts of professional needs to be synchronized towards the vision and mission of the organization. Like emotion has little place in the business, Arjun demonstrated his commitment towards his kingdom & fought with his own family members, after getting mentored by Krishna. While demonstrating extreme commitment towards the profession, a professional may kill the competition and thereby endanger the employment of ex colleague serving there, including his own ex-boss, who had groomed him for the leadership position.

Prevention of sexual harassment – POSH

Epic – In the Mahabharat war, Bhishma was injured and Duryodhan paid a visit to enquire about his health in the evening. He requested Bhishma to permit Karna to participate in the war, since he was confined to the war room on Bhishma's direction. Bhishma immediately shouted and said "As long as I am the commander of your army, Karna will not fight under my flag".

When Duryodhan said, why are you punishing him, Bhishma said "He has insulted my teacher Parasuram. No disciple of his can be so indecent. He called Draupadi our "Putrabadhu" with and objectionable in the open court and thereby insulted her. A man who cannot respect a woman will not fight under my banner".

Management lesson – Prevention of sexual harassment is not a 21st century phenomena. It was very much prevalent during the Mahabharat times as well. It is an act which seeks to protect women from sexual harassment at their place of work. There is provision of punishment for the violation of this act. When the war between Kauravas and Pandavas was in full swing, the great warrior Karna at the direction of Bhishma Pitamah was confined to his room since he was not permitted to take part in the war. With utter frustration he said, "Why I should be the victim of all injustice. Look at my helplessness. If I do not take part in this war, I will never be able to repay Duryodhan. Oh Lord, save me from this situation. Tell Bhishma Pitamah to invite me for the war. What is the value of my endowment if I do not take part in the war?" The way Karna was punished by Bhishma by asking him to be idle for his derogatory remark against Draupadi in the open court of Dritarastara, the POSH act also has adequate provisions for keeping away the accused from the work & punishment if proved guilty.

When People Talk - Listen Completely

"Communication works for those who work at it"

~John Powell



Prof. (Dr.) Dewakar Goel*

Work place communication concerns between Managers, Supervisors, Employees and Unions. They exchange information with employees which they want to have. When we talk on this topic the following questions comes to our minds: Why good work place requires communication? Who is responsible for communication? What kind of information is necessary? What are the principal methods for effective work place communication?

Work place communication should ensure the involvement of Unions, Managers and Supervisors. They should establish suitable arrangements for both communication and feedback in co-operation with each other. There must be an employee's involvement statement which should include arrangements for providing details in systematic manner to the employees for the matters concerning them. It may also have information for achieving a common awareness on the part of all employees regarding financial and economical factors affecting the performance of the Organization.

Good Communication is not only important but essential also:

- Work place communication is a two-way process which requires flow of information up as well as down. The communicator should try to ensure that message is understood. He must listen to and take account of any reaction to the communication.
- The work place communication mainly covers information of all kinds having a direct bearing on day-to-day operation of the Organization. The channels it passes and the means of passing it.
- Communication at work place should never be an end in itself, but if used properly it can play an important role in ensuring the efficiency and success of the Organization. The managers have the responsibility to communicate with their subordinates. Good communication can help managers to be better managers, enable employees to work effectively to create greater trust with the management and its employees.
- Employees need to be informed of their duties, obligations and rights to communicate with Managers & Supervisors. Many employees want more information than the basic instructions needed to carry out their work such as: What is happening and why? The way their jobs can contribute to future prospects of the Organization.
- Employees are also Communicators. They need to pass job related information to their subordinates as part of their daily work on the basis of their own experience. They wish to contribute in the areas of working environment of their job and the policies which may affect them. Managers & Supervisors should know and encourage the expressions of employees' views in order to make better and more understandable decisions. They have to exchange information with colleagues as a part of their work. This necessitates lateral or inter-departmental as well as vertical line communication. Failure to recognize this need may result inconsistency of approach and application.

* Chairman, Aero Academy of Aviation Science and Management, IATA (Switzerland) and ICAO (Montreal), Qualified Instructor Former Executive Director, Airports Authority of India, Former Director, Indian Aviation Academy, Govt. of India.

- The work place communication can help the employees to perform better and become more committed to the Organization's success. It can also help to create greater trust between Managers, Supervisors, Unions and employees.

Who is responsible for Effective Communication?

- Work Place Communication involves everyone in the Organization but to be effective it needs to be organized in systematic manner like any other activity. Successful work place communication needs a positive lead from the Top Management. It is necessary that Senior managers are made responsible to ensure that:
 - The policy is put into practice.
 - The practice is properly maintained.
 - The policies and practices are regularly reviewed.
 - The chain of communication is clearly understood by all those who are involved.
- The principal link in any communication system is Line Managers & Supervisors because ineffective communication by them causes poor performance. First Line Supervisors play a key role in any communication system. Direct communication is sometimes desirable but, when short cuts are adopted the Line Managers & supervisors must be kept well informed equally.
- Union Officials also have communication responsibilities as well as information needs

since one of their main tasks is to ensure that their views and opinions are properly conveyed to the Management.

What should be communicated?

- The Management needs to communicate information to the employees regarding their pay conditions of employment and also wide range of job-related information including Operating & Technical instructions, Health & Safety information, General Information about the organization such as background, objectives and also about who is who? Where they are? And what they do?
- Sometimes employees are interested to know as to what is happening in the Organization? Therefore, management should inform all employees about important events such as objectives & policies, past & present performance, progress, future plans and prospects of the Organization.
- The information such as financial performance, Manpower changes, technological developments, state of the market and investment plans may be covered in the upward and downward communication process. This information should be provided as a part of regular programme. The employees tend to distrust the Managers who communicate only when there is bad news because job security is the major concern of all employees.
- The work place communication must be clear, concise and easily understood. It should be

presented objectively in regular and systematic manner so as to avoid rejection. Communication must be relevant and timely. As far as possible, it should be open to questions being asked and answered.

- Variety of methods, will be needed both spoken and written, direct and indirect to have an effective and efficient communication. The mix of methods may be adopted on need basis. It starts from face to face.

Team briefing is important because when the leader of the group provides up-to-date information the group members can ask questions. However, in team briefing we need to observe that:

- It should be held at regular interval and not just in crisis.
- It should be brief lasting 20-30 minutes only.
- Led by the immediate first Line Managers of the work group.
- Face to face and not reduced to a series of circulars and memos.
- Key focus area must be covered.

Now the care should be taken to consider the following:

- Progress : How are we doing?
- Employees : Who is coming and going?
- Policy : Any change affecting the team.
- Points : For further action.
- Monitor : success or failure.

Let us see how team briefing Works:

The briefer collects information relating to progress, people, policy and points for action in preparation for the meeting. It is ensured that he has the clearance of his Manager. The Managers meet with their Teams and any question which cannot be answered immediately are noted and answered later on. In addition to operational information the briefer should explain the items passed down from top management. This process continues down the line ensuring that there is a local brief and the management points have been included. After the meeting, briefer should find the feed back to respond for unanswered questions. Absentees should be briefed on their return. Interdepartmental Meetings are conducted with the aim to reduce scope for inconsistent decision making. Large Scale Meetings should also be held involving the whole workforce with presentation by Chief Executive. Frequency should be once in six months or year.

In addition to above Conferences and Seminars should be organized to study a particular problem with emphasis on questioning and group discussion at least once in a year.

Now comes the Written Methods:

- The Introduction of Employee Handbook brings together employment and job-related information which does not change very often.

- Performance Report keep employees informed about activities of the Organization with main emphasis on their contribution and achievements.

- House Journal and News Letters provide information about the Organization on regular basis to the employees. It contains large elements of social and personal information.

- Bulletin is useful for giving information on wider basis about specific items of general interest i.e. Safety, Production and targets etc.

- Notices are aimed to bring the attention of audience, matter of general information and specific interest. Care needs to be taken over location, use of notice boards and keeping them up-to-date.

- Individual Letters to Employees lay emphasis on the subject matters and ensure that the information has been received and understood by the targeted group.

Communication policy of the organization and practices need regular monitoring and review. Therefore, it is important to ensure that:

- Communicators know their roles.

- Appropriate information is made available.

- Information reaches to all who needs or wants.

- It is accepted and understood.

Sometimes monitoring exposes weaknesses therefore, it is essential that remedial action is taken. Monitoring is largely dependent on feedback from the employees through formal and informal channels. Effectiveness of work place communication can also be assessed by:

- The extent of employees' co-operation.

- The quality of decision making by managers.

- The level of involvement by Senior Management

- The Industrial Relations climate.

Lastly it can be said that good and effective work place communication is the key to success for which the following basic requirements are essential:

- Lead from top management.

- Involvement of all Managers supervisors and Unions.

- Awareness needs and wants of the employees.

- Systematic, regular and effective communication.

Cholesterol Fitness: A Need of the Hour

Be Cholesterol Fit & Get Rid off Heart Attack, Brain Attack and Leg Attack.



Dr. H. K. Chopra*

It is very important for all of us to understand about the beneficial and harmful effects of cholesterol. In fact, cholesterol is just one of the many substances created and used by our bodies to keep ourselves healthy. Cholesterol promotes synthesis of cell membranes and is a very important component of many hormones in our body. It is also an important component of bile acids, which are required for digestion. Unfortunately, cholesterol does not get processed in a beneficial way every time. In other words, elevated levels of bad cholesterol is a major risk factor for the rising epidemic of heart attack, brain attack, leg attack and metabolic syndrome in our country. It is therefore necessary for all of us to understand how to control our cholesterol and reduce the risk for Heart Attack and Brain Attack etc.

Q1. What is Cholesterol and Metabolic Syndrome (Obesity Syndrome)?

Ans. Cholesterol is a waxy, soft, fat-like substance found in all body cells and it does not

dissolve in blood plasma. Most of the cholesterol found in the body is produced in the liver. 20-30% comes from the food we eat, which is necessary for the body, but having too much of it in your body can cause problems. Cholesterol is essential for life, cell membranes, growth hormones and sex hormones. However, high levels of bad cholesterol such as total cholesterol (CH), triglycerides (TG) and low density lipoproteins (LDL) may lead to premature hardening of the arteries in the heart, brain, peripheral arteries, aorta, kidney arteries, mesenteric arteries, carotid arteries or arteries in the eyes, etc. Narrowing of the arteries reduces the blood supply to the tissues, thereby reducing oxygen and causing tissue damage. High levels of bad cholesterol and low levels of good cholesterol (HDL – High Density Lipoproteins) may be responsible for premature heart attack, brain attack or leg attack in the younger population, especially those who are obese, smokers and diabetics and suffering from metabolic syndrome.

Metabolic syndrome (Obesity) is a cluster of potbelly (>90 cm in men and >80 cm in women), or BRI (Body Roundness Index with abdominal girth >90 cm in men and >80 cm in women / Weight in Kg, at usually less than 5, if it is more than 5, it is obesity, if more than 10 it is morbid obesity), high TG (>150 mg%), low HDL (<40 in men and <50 in women) and high fasting blood sugar (>110 mg%). I firmly believe that metabolic syndrome is an occult terrorist in South-East Asia, which sows the seed of premature heart attacks and brain attacks in our country. Metabolic syndrome prevalence, as documented in different parts of the world in community-based data, varies from 40-60%. In our own study published in Indian Heart Journal, we have shown that there is a rising trend of metabolic syndrome in in-hospital population, the overall prevalence is 65%. It is more in women, upto 70% and is 60% in men. It is highly prevalent in the age group of 40-50, because of faulty lifestyle including lack of exercise, eating the wrong food rich in cholesterol, at a wrong

* Sr. Consultant Cardiologist Medanta Moolchand Heart Institute, Chairman CME, Moolchand Medcity, New Delhi, Chairman, WWF, WHA, Country Head, AHA, Former National President, CSI & IAE, Former National Editor in Chief, IHJ, JIAE, Editor in Chief, Top 12 Textbooks of Cardiology, National Chief Advisor Health Committee SCOPE, National Awardee, Science & Technological Communications, MST, DST, Govt. of India.

time, in the wrong place, in the wrong manner, in the wrong environment and because of negative stress such as negative competition, feelings of hatred, vengeance, vindictiveness, cynicism, hostility, excessive smoking and consumption of excessive alcohol, consuming less fruits, vegetables and nuts etc. I firmly believe that “most of us are walking emotional time-bombs of metabolic syndrome with seeds of premature CVD (Cardiovascular Disease) including heart attack, brain attack and leg attack in us. The time to combat is now by lifestyle optimization and timely, effective medicalisation”.

Q2. What are the sources of cholesterol?

Ans. Cholesterol is derived from two sources: it is manufactured in our body mostly in the liver and is found in foods from animal sources such as meat, egg yolk and milk products. Triglycerides (TG) are derived only from diet sources. Cholesterol derived from dietary sources is called as exogenous and the one synthesized in the liver is called as endogenous cholesterol. Please remember, any food from plant sources does not contain cholesterol.

Q3. What are the types of cholesterol?

Ans. Cholesterol can be classified as Bad Cholesterol and Good Cholesterol. The bad cholesterol is total cholesterol (CH), triglycerides (TG), low density lipoproteins (LDL) and very low density lipoproteins (VLDL). Good cholesterol is high density lipoproteins (HDL),

which can be HDL-1, 2 & 3. The Bad Cholesterol increases the risk of heart attack, brain attack (paralysis) and leg attack (peripheral vascular disease). Oxidised high LDL cholesterol in excess forms plaque in the arteries and increases the risk of atherosclerosis (hardening of the arteries). Lp(a) cholesterol is a genetic variation of LDL (Bad Cholesterol). A high level of Lp(a) is a significant risk factor for the premature development of fatty deposits in the arteries. On the other hand, Good Cholesterol (HDL) is protective to the heart and brain and removes excess of cholesterol from the plaque and slows their growth, sometimes even decreasing its size. It lowers the risk of heart attack and brain attack.

Q4. What is the relationship of cholesterol and your arteries?

Ans. Cholesterol and other fats can build up in the walls of your blood vessels (arteries), feeding the heart and the brain. This condition is called as atherosclerosis, which is a type of arteriosclerosis. The name comes from the Greek words athero (meaning gruel or paste) and sclerosis (meaning hardness). It is the term for the process of fatty substances, cholesterol, cellular waste products, calcium and fibrin (a clotting material in the blood) building up in the inner lining of the artery. The buildup that results is called plaque. These plaques may be vulnerable or non-vulnerable. Vulnerable plaques may rupture, as they have thin fibrous cap, with high lipid core, and it promotes clot formation. This in turn narrows

the arteries and diminishes blood supply to the heart, thereby causing heart attack, reducing blood supply to the brain, causing brain attack (paralysis), reducing blood supply to the lower limbs, causing leg attack. Cholesterol and other fats are transported in the blood to and from the cells by special carriers called lipoproteins. There are several kinds of lipoproteins. We are most concerned with two of them, i.e., Low Density Lipoproteins (LDL) and High Density Lipoproteins (HDL), both of which are carriers for cholesterol.

Q5. What are the normal and risk levels of cholesterol?

Ans. Normal range of blood cholesterol is 150-250 mg/dl. Ideally, the recommended levels of blood cholesterol in an adult should be <130 mg/dl. The cholesterol levels <130 mg/dl are desirable, 130-239 mg/dl are borderline-high risk, and >240 mg/dl are very high risk levels. The LDL cholesterol levels range from 70-150 mg/dl. Ideally, the recommended levels of LDL in adults should be <70 mg/dl. 70-159 mg/dl are borderline high risk, 160-189 mg/dl are high risk and >190 mg/dl are very high risk. The triglyceride levels normal level is <130mg/dl, 130-199 mg/dl is borderline high risk, 200-499 mg/dl is high risk, and >500 mg/dl is very high risk. The recommended level of VLDL in adults should be 24-45 mg/dl. Higher levels of HDL cholesterol are better. The normal HDL cholesterol levels should be >40 mg/dl in males and >50 mg/dl in females. Lower levels of HDL (<40 mg/dl for men and <50 mg/dl for women) puts

you at higher risk for heart attack and brain attack. The cholesterol/HDL ratio should be <4 and LDL/HDL ratio should be <3 . Similarly, cholesterol/HDL ratio of >4 , LDL/HDL ratio of >3 and LDL levels of >150 mg/dl have higher risk for brain attack and heart attack.

Q6. Is cholesterol harmful or beneficial?

Ans. Cholesterol is very important for life. It promotes synthesis of cell membranes, growth hormones, sex hormones and various other hormones. It is also necessary for synthesis of bile salts. However, in certain situations in which cholesterol levels are higher than normal, it may get deposited in the arteries, supplying blood to the heart muscle, causing angina of effort, followed by angina at rest or heart attack (complete blockage of the artery supplying blood to the heart. Similarly, it may diminish blood supply to the brain, causing TIA (Transient Ischemic Attack) or Brain Attack (Paralysis).

Q7. How is high triglyceride level harmful to the body?

Ans. The source of triglycerides is diet. If high, it may be an independent risk factor for heart attack and brain attack. Individuals with high levels of triglycerides of >130 mg/dl are two times more vulnerable to suffer from atherosclerosis than those with lower levels. The main strategy to reduce triglyceride levels is by optimising the lifestyle by eating low fat, low sugar and low cholesterol diet, regular exercise, reduce alcohol consumption, sometimes drugs may be required to reduce the

triglyceride levels by Fenofibrate and lifestyle optimization with the help of the treating physician.

Q8. What are the facts about fats?

Ans. Saturated fats are solid at room temperature. They are found in fats of animal origin such as beef, butter and cream. Coconut oil, though of plant origin, is solid at room temperature and has high saturated fat content. Increase in consumption of saturated fat increases cholesterol levels. On the contrary, unsaturated fats are liquid at room temperature. The sources of polyunsaturated fats are plants such as sunflower, corn and soyabean. Consumption of polyunsaturated fat oils lowers the blood cholesterol levels. Monounsaturated fats are in olive, peanut and avocado oils, which also lower cholesterol levels.

Q9. What is the relationship between cholesterol and alcohol?

Ans. Drinking too much alcohol can raise the blood pressure, cause heart failure and lead to brain attack and heart attack. It can contribute to high triglycerides, high blood pressure and irregular heart beats and may also contribute to obesity. Alcohol excess increases tendencies for metabolic syndrome, suicides and accidents. Alcohol consumption of 1-1.5 ounces per day may increase the levels of HDL. However, there are many other methods to increase the levels of HDL. The dangers of alcohol outweigh its benefits. It is, therefore, not recommended that non-drinkers should start using alcohol or that drinkers increase the amount they drink.

Q10. What is the relationship between smoking and cholesterol?

Ans. Smoking or tobacco consumption in any form lowers the level of HDL. The HDL level decline is greater in women smokers, as compared to men.

Q11. What is the relationship between stress and cholesterol?

Ans. Stress is a well-known killer. A number of studies have shown that cholesterol levels are high during different types of stresses such as facing an interview, before examinations, during training, loss of jobs, during surgery, difficult labour and many other stressful situations.

Q12. What is the relationship between age and cholesterol?

Ans. Advanced age is usually associated with high levels of bad cholesterol.

Q13. What is the relationship between cholesterol and Vascular age?

Ans. Higher is the level of bad cholesterol and lower is the level of the good cholesterol higher is the vascular age.

Q14. What is the relationship between sex of an individual and cholesterol?

Ans. It has been shown that before menopause, women tend to have less incidence of heart attacks than men. This is because women have high levels of HDL and low ratio of Cholesterol/HDL.

Q15. What is the relationship between coffee and cholesterol?

Ans. It has been shown in various

research studies that excess of coffee consumption (>4 cups per day) is associated with lower levels of HDL and higher levels of triglycerides and cholesterol. Excessive coffee drinking is seen in stressful individuals.

Q16. What are the precautions one should undertake before undergoing cholesterol profile test?

Ans. It is important that one should be fasting, at least for 12 hours, before undergoing blood test for lipids. One can take only water. Triglyceride levels may be elevated if one does not fast. It has been shown that cholesterol values may be high if high intake of saturated fats or cholesterol-laden food or excess of alcohol is consumed 24 to 48 hours prior to the test.

Q 17. What is the recommendation of protocol for lipid profile check after the age of 20?

Ans. Lipid Profile should be checked on yearly basis after 20 and every six months after the age of 55. It can be individualized on doctor advised and patients comorbidities.

Q18. Is there is a relationship between Lipid Profile and CT Angio Calcium Scoring?

Ans. It has great clinical correlation.

Q19. What is the role of diet in reducing cholesterol?

Ans. Change in diet is the first step to control high blood cholesterol. The recommendations are to reduce the fat intake, so that less than 10% of total calories come

from saturated fat and not more than 10% from polyunsaturated fats. Eat more of vegetables, fruits and nuts. One can have fish or chicken, but no red meat. One should avoid yolk of an egg. However, one can have egg white. One should avoid junk food, overfried food such as puri, halwa, paratha, samosa, pakora, cutlets, butter naan, fried potato chips, etc.

Q20. What are the benefits of exercise and its influence on cholesterol ?

Ans. Regular heart-friendly exercises such as walking, jogging, swimming, dancing, cycling and treadmill are excellent for a healthy heart and reduces the level of bad cholesterol and increases the level of good cholesterol. 30 minutes of exercise daily is a must.

In general, reducing the total levels of cholesterol by 1% will reduce the risk of heart attack by 2%. For example, lowering LDL cholesterol from 120 to 70 mg/dl reduces the risk of heart attack by 40%.

Q21. What should be the type of lifestyle optimization to have healthy heart, healthy brain and cholesterol-fitness in everyone?

Ans.

- Exercise regularly, 30 minutes every day.
- Do not smoke or chew tobacco.
- Do not eat junk food/ fried food.
- Eat more of fruits, vegetables, salads, sprouts.

- Take nuts including American Pistachio, California Walnut.
- Do not consume excess of alcohol.
- Learn to cope with stress by practicing all eight limbs of yoga and meditation on a regular basis.
- Maintain your abdominal girth at <90 cm in men and <80 cm in women. No Potbelly.
- Eat the right food at the right time, in the right place, in the right dose, in the right environment.
- Have an annual health check-up after the age of 30.
- Have a perfect daily routine and work plan.
- Please take statins as advised by your doctor.

I firmly believe that optimization of lifestyle in a disciplined manner, right from the childhood, including regular exercise, abstinence from smoking/excessive alcohol, junk and fast food, coping with negative stress by practice of yoga and meditation, will enhance cholesterol fitness with healthy heart and healthy brain and help us in curbing the rising menace of Brain Attack, Heart Attack and Leg Attack. Timely effective medicalization with statins is panacea.

“Growing Younger and Live Longer by Cholesterol Fitness: A matter of your own choice.”



India's Climate Action Performance Globally: Leading the Way Among G20 Nations

Introduction

The global fight against climate change has reached a critical juncture, with nations striving to meet ambitious targets under the Paris Agreement. Among the G20 countries, India has emerged as a key player, demonstrating remarkable progress in its climate action commitments despite significant developmental challenges. This article delves into India's climate performance globally, its comparison with G20 nations, and the factors contributing to its relative success. Moreover, it highlights

how India's Public Sector Enterprises (PSEs) play a pivotal role in achieving sustainable development goals.

India's Leadership in Global Climate Forums

India has established itself as a prominent advocate for equity, climate justice, and sustainable development on the global stage. As a key participant in international climate negotiations, including the Conference of Parties (COP) under the United Nations Framework Convention on Climate Change

(UNFCCC), India plays a pivotal role in shaping global climate policies. With ambitious climate action targets, such as achieving net-zero carbon emissions by 2070, India has not only set a high bar but has also delivered on its commitments, becoming the only G-20 nation to meet its Paris Agreement targets ahead of schedule. Reflecting its dedication, India updated its Nationally Determined Contributions (NDCs) in August 2022 and has made notable progress in advancing its climate goals since then.

India's Updated Nationally Determined Contributions (NDCs) – August 2022

1. Emission Intensity Reduction	Reduce the emissions intensity of its GDP by 45% by 2030 from 2005 levels. India had already achieved 24% reduction in 2016 itself. The emission intensity of its GDP has been reduced by 33% between 2005 and 2019.
India now aims to achieve approximately 50% cumulative electric power installed capacity from non-fossil fuel-based energy resources by 2030. A significant progress has been made under this target, the cumulative electric power installed capacity from non-fossil fuel-based energy resources is 186.46 MW, which is the 43.81% of the total cumulative electric power installed capacity by October 2023.	2. Non-Fossil Fuel-Based Energy Capacity
3. Carbon Sink	Create an additional carbon sink of 2.5 to 3 billion tonnes of CO ₂ equivalent through afforestation and reforestation by 2030.
Mobilize domestic and new & additional funds from developed countries	4. Sustainable Funds
5. Climate-resilient infrastructure	Build capacities, create domestic framework and international architecture for quick diffusion of cutting-edge climate technology
Better adapt to climate change by enhancing investments in development programmes in sectors vulnerable to climate change	6. Development Programmes Investments
7. Climate-resilient infrastructure	Build capacities, create domestic framework and international architecture for quick diffusion of cutting-edge climate technology
Propagate a healthy and sustainable way of living through a mass movement for 'LIFE' – 'Lifestyle for Environment'. Mission LIFE is an India-led global mass movement to nudge individual and community action to protect and preserve the environment.	8. Sustainable Lifestyle





India has consistently championed the principle of Common but Differentiated Responsibilities and Respective Capabilities (CBDR-RC) in global climate negotiations, advocating for equity and climate justice for developing nations. It has called on developed countries to honour their financial and technological commitments. At COP29, India, along with other developing nations, strongly

emphasized the need for climate finance, demanding \$1.3 trillion annually from developed countries. However, when this demand was unmet, India expressed strong criticism of the final New Collective Quantified Goal (NCQG) of \$300 billion per year by 2035.

During the 2023 G-20 Summit, held under India's presidency, the nation showcased its

leadership in environmental and climate action. The summit's theme, "One Earth, One Family, One Future," highlighted the importance of collective efforts to address global climate challenges. Key achievements included the establishment of a Global Biofuels Alliance and a focus on promoting sustainable lifestyles and consumption patterns to combat climate change and biodiversity loss.



Under the visionary leadership of Hon'ble Prime Minister Shri Narendra Modi, India has played a pivotal role in shaping the global sustainability agenda. India actively participates in initiatives such as the First Movers Coalition, a World Economic Forum initiative involving 13 countries and 80 companies aimed at introducing green technologies in hard-to-abate sectors like steel and cement. Other significant contributions include the International Solar

Alliance (ISA), Coalition for Disaster Resilient Infrastructure (CDRI), Leadership Group for Industry Transition (LeadIT), InsuResilience Global Partnership, India-Denmark Green Strategic Partnership, and India-Germany Green Strategic Partnership, all of which reflect India's growing influence in advancing green development globally. Furthermore, India's collaboration with the United States under the Climate and Clean Energy Agenda 2030

highlights its commitment to fostering international cooperation. Through these efforts, India continues to champion a fair, inclusive, and sustainable global climate agenda.

Climate Action Performance of G20 Countries*

Over the past three decades, India has significantly reduced carbon emissions, consistently maintaining its position as the lowest emitter among the top



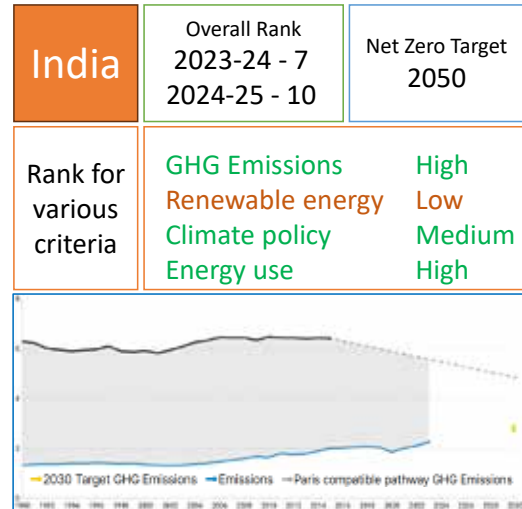


20 regions. Its achievements in renewable energy adoption are equally commendable, with 45.5% (203.18 GW) of electricity generated from renewable sources in 2024, earning it the 13th position globally. India ranks 4th worldwide in total renewable energy capacity, including wind and bio power installations, and 5th in solar and hydro power. According to the latest Climate Change Performance Index (CCPI), India ranks 10th overall and stands out as one of the top-performing G20 countries.

Global efforts to combat climate change highlight stark disparities in ambition and progress across nations, with some countries taking proactive steps while others lag. On the leading edge, the **United Kingdom**, and the **European Union (EU)** have demonstrated strong commitments. The UK aims to phase out coal production by 2024, achieve an 81% reduction in greenhouse gas (GHG) emissions by 2035, and fully decarbonize its power system by 2030. Similarly, the EU targets a 55% emissions reduction by 2030 and climate neutrality by 2050, spearheading international climate commitments through initiatives like the Loss and Damage Fund. The **United States** has also made notable progress, with the Inflation Reduction Act boosting renewable energy

capacity. However, it lacks a federal target to phase out fossil fuels, and future policy could be impacted by political changes. The **African Union (AU)** is fostering regional collaboration through renewable energy adoption, climate-smart agriculture, and equitable climate finance to address its vulnerability despite minimal emissions contributions.

Several nations have made progress in climate action, but significant challenges remain. **France** has improved renewable energy targets but faces delays in coal phase-out and risks from over-reliance on nuclear energy. **Germany** has advanced its renewable energy sector, yet emission gaps persist in the buildings and transport sectors. **India** is on track to meet its NDC targets, driven by renewable energy growth, although its heavy reliance on coal remains a concern. **Mexico** lacks sector-specific decarbonization plans and continues to struggle with deforestation and land-use conflicts. Meanwhile, **South Korea** has set ambitious NDC targets to achieve 70% renewable energy by 2050 but faces criticism for ongoing oil and gas



exploration. In contrast, several nations exhibit mixed progress. **China** leads in renewable technology, such as solar and electric vehicles, yet plans to increase coal and gas production. **Brazil** has expanded its renewable energy capacity significantly, but deforestation and fossil fuel reliance undermine its climate goals. Similarly, **Indonesia** has set net-zero targets by 2060 but remains dependent on coal, with renewables accounting for just 13.1% of its energy mix. **Japan** pledges net-zero by 2050 but lacks a detailed roadmap, with insufficient plans to phase out coal. **Australia** targets 43% emission reduction by 2030 but plans coal and gas expansion. Also, **Italy** has delayed coal phase-out and new gas projects and lacks strong economy-wide emissions targets.

Climate Change Performance Index (CCPI) of G20 Countries				Rank for various criteria				Paris compatible pathway and 2030 target compared with current development (per capita emission)
Country	Overall rank 2024	Overall rank 2025	Net Zero Target	GHG Emissions	Renewable Energy	Climate Policy	Energy Use	
Argentina	53	59	2050	VL	VL	VL	M	





Australia	50	52	2050	M	L	L	VL	
Brazil	23	28	2050	L	M	M	M	
Canada	62	62	2050	VL	VL	VL	L	
China	51	55	2060	VL	M	M	L	
European Union	16	17	2050	M	M	M	M	
France	37	25	2050	M	L	L	M	
Germany	14	16	2045	M	M	M	M	
India	7	10	2070	H	L	M	H	
Indonesia	36	42	2060	L	M	L	L	
Italy	44	43	2050	M	L	L	M	
Japan	58	58	2050	L	VL	VL	L	
Mexico	38	39	NA	M	L	VL	H	
Russia	63	64	2060	VL	VL	VL	VL	
Saudi Arabia	67	66	2060	VL	VL	L	VL	
South Africa	45	38	2050	L	VL	M	H	
South Korea	64	63	2050	VL	VL	VL	VL	
Turkey	56	53	2053	L	M	VL	L	
UK	20	6	2050	H	L	M	H	
USA	57	57	2050	VL	VL	M	VL	
Abbreviation meaning	VL – Very Low		L – Low		M – Medium		H – High	





Countries like **Russia, Saudi Arabia, Turkey, and South Africa** remain heavily reliant on fossil fuels with limited plans to transition. Russia and Saudi Arabia, among the largest fossil fuel producers, have made minimal progress in renewable energy adoption. South Africa's Climate Change Bill sets caps for major emitters but continues to prioritize coal. Turkey has seen growth in renewable energy yet continues to explore new fossil fuel projects without a clear phase-out policy. Alarming, **Argentina** has denied manmade

accountability to achieve the Paris Agreement goals and secure a sustainable future. Countries are making varying progress, with leaders as well as laggards in the global climate effort. Experts universally emphasize the need for stronger fossil fuel phase-out plans, renewable energy expansion, and equitable climate finance.

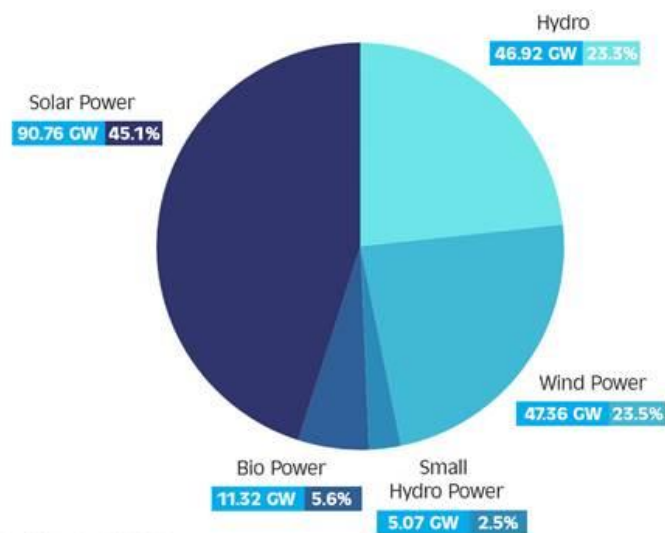
* For this section "Climate Action Performance of G20 Countries", all data, including the table titled "Climate Change Performance Index of G20 Countries" and its interpretations, have

Low per capita emissions: India's per capita CO₂ emission is around 2 tonnes, which is significantly lower than the global average (4.7 tonnes in 2023) and considered one of the lowest among major economies, especially considering its large population; making it the lowest per capita emitter within the G20 countries.

Renewable energy development: India's renewable energy sources include solar, wind, hydro, and bioenergy. Solar power is the largest contributor, followed by wind power, hydro power, and biopower. India's total renewable energy installed capacity surged by an impressive 24.2 GW (13.5%) in just one year, reaching 203.18 GW in October 2024, up from 178.98 GW in October 2023. Additionally, when including nuclear energy, India's total non-fossil fuel capacity rose to 211.36 GW in 2024, compared to 186.46 GW in 2023. As of October 2024, renewable energy sources account for over 46% of India's total installed electricity generation capacity. Ongoing investments are directed towards achieving 500 GW of non-fossil fuel-based energy capacity by 2030.

Renewable Energy

Capacity in India



As of October 10, 2024

climate change, eliminating the term from official documents and halting participation in Agenda 2030 events. Across all regions, experts emphasize the need for phasing out fossil fuels, expanding renewable energy, and ensuring equitable climate finance. While some nations are making strides, the global effort remains fragmented, requiring greater collective ambition and

been sourced from the **CCPI Report-2025** and the **official website of CCPI** (<https://ccpi.org/>).

Key Drivers of India's Superior Performance in Climate Action

India's strong performance in climate change action among G20 countries is primarily driven by following:












Green Hydrogen and Emerging Technologies: Recognizing the transformative potential of green hydrogen, India has launched the National Green Hydrogen Mission (budget allocation of Rs. 19,744 Cr up to 2029-2030) to promote its production and application. Green hydrogen offers a sustainable alternative for decarbonizing hard-to-abate sectors like steel, cement, and transportation. India's proactive adoption of Green Hydrogen and other modern innovative technologies underlines its

forward-thinking approach to tackling climate challenges.

Policy Frameworks and International Commitments: India's climate action is guided by its Nationally Determined Contributions (NDCs) under the Paris Agreement. Policy instruments like the National Action Plan on Climate Change

(NAPCC), launched in 2008, outlines comprehensive strategies for climate mitigation and adaptation in eight areas i.e., solar energy, energy efficiency, sustainable habitat, Himalayan ecosystem, sustainable agriculture, green India, and strategic knowledge. In line with NAPCC, states and Union

Territories (UTs) prepared their State Action Plan on Climate Change (SAPCC), outlining sector-specific and cross-sectoral climate actions. Several other initiatives are in place for specific climate actions. Some selected examples are summarised in figure.

Selected examples of climate action related initiatives	
	Perform, Achieve, Trade (PAT) Scheme for implementing energy efficient technologies
	National Solar Mission and National Green Hydrogen Mission for Transition to renewable & alternate energy sources
	Swachh Bharat Mission for improved waste management practices
	Formation of Circular Economy Cell (CE Cell) by NITI Aayog for promotion of circular economy
	Accelerating CCS Technologies (ACT) for promoting Carbon Capture, Utilization, and Storage (CCUS)
	Green India Mission, Nagar Van Yojana, and Compensatory Afforestation Fund (CAMPA) for creation of additional carbon sink
	National Electric Mobility Mission Plan (NEMMP) for promoting the adoption of electric vehicles, reducing fossil fuel dependence
	National Mission for Sustainable Agriculture and Parampragat Krishi Vikas Yojana (PKVY) for promotion of sustainable agriculture
	Atal Bhujal Yojana and Pradhan Mantri Krishi Sinchayee Yojana (PMKSY) for Water Management Strategies
	Smart Cities Mission and Atal Mission for Rejuvenation and Urban Transformation aiming to develop sustainable and resilient urban infrastructure
	Skill India Mission (SIM) and National Skill Development Mission (NSDM) for public awareness campaigns, training and capacity building

Significant Investments in Climate Action: The Union Budget 2024 allocated ₹3330.37 crores to the Ministry of Environment, Forest, and Climate Change (MoEFCC) that entails a robust vision for key climate sectors, marked by substantial investments for promoting green economy. International climate finance for India through collaboration primarily involves leveraging partnerships between developed nations such as the International Solar Alliance (ISA) facilitate global collaboration to deploy solar energy technologies and secure \$1,000 billion of investments in solar energy

solutions by 2030. Other sources include multilateral development banks, private sector investors, and Indian government agencies to access funding for climate mitigation and adaptation projects, often utilizing mechanisms like blended finance, where public funds incentivize private investment in climate-friendly initiatives, thereby maximizing the impact of available funds and addressing India's significant climate financing needs. In addition, India's climate policies prioritize inclusivity and grassroots engagement. Active contributions from both public

and private sectors, coupled with community participation through public awareness campaigns and capacity-building initiatives, significantly strengthens national climate action efforts.

Contribution of Indian PSEs in National Climate Action

Indian Public Sector Enterprises (PSEs) play a pivotal role in advancing the nation's climate objectives while setting a benchmark for sustainability through their operations and initiatives. As key drivers of India's transition towards a low-carbon economy, PSEs





have demonstrated a strong commitment to environmental stewardship. In alignment with India's ambitious target of achieving net-zero emissions by 2070, **approximately 20 PSEs have already taken a proactive stance by announcing their net-zero goals**, with many aiming to achieve this milestone by 2050. This is a testament to their leadership and vision in embracing sustainability as a core aspect of their business strategies. With the evolving landscape of national climate action and increasing focus on global commitments, we can anticipate even more rigorous and ambitious climate pledges from PSEs. Their continued efforts not only support India's climate goals but also inspire broader industry action towards a sustainable and resilient future.

In **energy transition**, PSEs are transitioning to renewable and alternate energy sources with ambitious plans to expand solar, wind, green hydrogen, etc. for reducing their reliance on fossil fuels. In **afforestation and carbon sequestration**, PSEs are undertaking extensive reforestation projects to enhance carbon sinks, playing a crucial role in offsetting emissions and improving environmental resilience. PSEs are **adopting energy and material-efficient construction practices**, contributing to the creation of climate-resilient urban infrastructure. Furthermore, Indian PSEs are leading the charge in innovation and technology by **investing in advanced technologies** such as green hydrogen, electric vehicle charging networks, and carbon capture systems, all aimed at reducing carbon footprints and

promoting sustainability. In the area of green finance, **sector-specific financial institutions** PSEs are raising finance through international green bonds, which fund projects in solar, wind, and green hydrogen. Some PSEs are leading the development and deployment of **Carbon Capture and Storage (CCS)** technologies, contributing to India's efforts to reduce emissions. PSEs are also making strides in **waste management and the circular economy** such as steel recycling, taking initiatives to convert plastic waste into fuel, introducing efficient waste management measures. Additionally, few PSEs are involved in **coastal protection projects**, working to prevent erosion and safeguard communities from rising sea levels.

Beyond these actions, PSEs actively contribute to climate action through their Corporate Social Responsibility (CSR) initiatives. They focus on increasing renewable energy generation, enhancing energy efficiency, implementing sustainable practices within their operations, and conducting awareness campaigns on climate change. They also support community projects that promote adaptation and resilience to climate impacts, with a particular focus on water conservation and disaster preparedness. By **aligning their CSR activities with national climate goals**, PSEs are not only reducing their own carbon footprint but also empowering communities to do the same. **In summary, Indian PSEs support the national climate agenda by embedding climate action into their business strategies and investing in community capacity-building.**

This enables them to make local contributions while promoting an inclusive and equitable transition.

Challenges and Opportunities for India

Climate change poses both significant challenges and promising opportunities for India. As a country highly vulnerable to its impacts, India faces a complex array of issues, including rising temperatures, extreme weather events, and sea-level rise that threaten agriculture, water resources, and infrastructure. The pressures of a vast population and rapid urbanization further intensify the challenge. Balancing economic growth with environmental sustainability remains a critical hurdle, given India's heavy dependence on coal and other fossil fuels for energy. However, these **challenges also present India with opportunities to lead in climate action.** With abundant renewable energy resources like solar and wind, India has a clear pathway to reducing carbon emissions while fostering sustainable economic growth. Additionally, India has the potential to emerge as a global leader in sustainable agriculture, water management, and green technologies, creating new industries and employment opportunities while mitigating climate impacts. The growing emphasis on green finance through investments in renewable energy and clean technologies provides a critical avenue for sustainable development while addressing India's increasing energy demands. In transforming its climate challenges into opportunities, India can achieve long-term economic, social, and environmental prosperity,



setting an example for the world in integrating climate action with sustainable development.

Conclusion & Future Perspectives

India's commitment to climate action positions it as a cornerstone of global leadership, particularly within the G20 framework. As one of the top ten global performers in climate action, India demonstrates how developing countries can not only contribute to but also drive meaningful global climate solutions. Looking ahead, India's role as a climate leader will evolve, marked by its ability to integrate sustainability into every aspect of development while addressing the unique challenges of a rapidly growing economy. To achieve its ambitious 2070 net-zero target, India must prioritize accelerating renewable energy adoption, enhancing energy efficiency, and

fostering innovations in green technologies. The expansion of sustainable agricultural practices and the scaling up of carbon capture technologies will also play a crucial role. Investments in climate-resilient infrastructure will strengthen the country's preparedness against climate-related risks, while advancing equitable climate finance mechanisms will ensure inclusive growth. Robust policy frameworks will be critical in mobilizing green finance and incentivizing low-carbon development across sectors. India's proactive approach requires active collaboration between businesses, policymakers, and citizens to reach its climate goals. Through such inclusive participation, India is not only addressing its domestic challenges but also setting an inspiring example for the global south. Its strategies

provide a replicable framework for nations grappling with the dual imperatives of economic growth and climate sustainability. In the global arena, India's growing influence in technology, economy, and trade presents an unparalleled opportunity to lead climate solutions. Future pathways suggest that India's leadership will be distinguished by cutting-edge green technologies, enhanced international partnerships, and the promotion of sustainable lifestyles. By fostering global cooperation and spearheading innovative climate strategies, India is poised to shape a resilient and inclusive global agenda. This vision not only reinforces its leadership but also inspires collective efforts to mitigate climate change and secure a sustainable future for all.



Hon'ble Union Minister of Power and Housing & Urban Affairs flags off NTPC's Green Hydrogen buses at Leh



Shri Manohar Lal, Hon'ble Union Minister of Power and Housing & Urban Affairs flagging-off the fleet of green hydrogen buses of NTPC at Leh.

Shri Manohar Lal, Hon'ble Union Minister of Power and Housing & Urban Affairs flagged-off the fleet of green hydrogen buses of NTPC at Leh in the presence of senior officials of Ministry of Power, Leh Administration and NTPC.

After the flag-off, the Hon'ble Minister travelled 12 km in one of the H₂ buses from the H₂ filling station to the Leh Airport.

The Hon'ble Minister congratulated NTPC for its unique contribution to the energy security and decarbonisation efforts of the country through adoption of hydrogen technologies at various fronts like mobility, blending with PNG, green methanol and its overall thrust on RE.

The Green Hydrogen Mobility Project at Leh comprises in-situ 1.7

MW solar plant, Green hydrogen filling station of capacity 80 kg/day and 5 hydrogen intra-city buses. Each bus can cover 300 km per single filling of hydrogen of 25 kg. This is also the world's highest altitude (3650m MSL) Green Hydrogen Mobility Project that is designed to operate in low density air, sub-zero temperature and can fill hydrogen at 350 bar pressure.

This station shall mitigate the carbon emissions of approx. 350 MT/year and contribute 230 MT/year of pure oxygen into the atmosphere which is equal to planting of approx. 13000 trees.

Potential of green hydrogen mobility solution in Ladakh is very strong considering the high solar irradiance with low temperature, a sweet spot for

producing the solar power and green hydrogen efficiently. Production and utilisation of this green fuel at these locations would avoid the fossil fuel logistics and make the locations self-sufficient in terms of energy requirement.

NTPC Limited, India's largest integrated power utility under the Ministry of Power, has been a crusader in making efforts to meet the Hon'ble Prime Minister's vision of achieving Net Zero Target by 2070. It is setting up more hydrogen mobility projects across India in addition to deployment of various green hydrogen technologies, rapidly scaling up of RE capacity including setting up of hydrogen hub in Andhra Pradesh.

NSIC pays record dividend for FY 2023-24 to Government of India

The National Small Industries Corporation Limited (NSIC) paid a dividend of Rs. 37.97 crore to the Government of India for the Financial Year 2023-24.

The dividend cheque was presented by Dr. Subhransu Sekhar Acharya, CMD, NSIC to Shri Jitan Ram Manjhi, Hon'ble Union Minister of MSME and Smt. Shobha Karandlaje, Hon'ble MoS, Ministry of MSME, in the presence of Shri S.C.L. Das, Secretary, Ministry of MSME; Ms. Mercy Epao, JS (SME); Shri Kartikeya Sinha, Director (P&M) and Shri Gaurav Gulati, Director (Finance), NSIC and other senior officials from the Ministry and NSIC.

During the occasion, Dr. Acharya highlighted NSIC financial milestones, including revenue of



Dr. Subhransu Sekhar Acharya, CMD, NSIC presenting the dividend cheque to Shri Jitan Ram Manjhi, Hon'ble Union Minister of MSME and Smt. Shobha Karandlaje, Hon'ble MoS, Ministry of MSME, in the presence of Shri S.C.L. Das, Secretary, Ministry of MSME; Ms. Mercy Epao, JS (SME); Shri Kartikeya Sinha, Director (P&M) and Shri Gaurav Gulati, Director (Finance), NSIC and other senior officials from the Ministry and NSIC.

Rs. 3273 crore, marking an 18.16% growth, and a Profit After Tax (PAT) of Rs. 126.56 crore, up by 14.55% from the previous year. The Hon'ble Minister applauded NSIC's efforts in empowering

MSMEs through integrated support services, and both leaders expressed confidence in NSIC's continued role in fostering enterprise creation and skill development.

'Steel-Cutting' of a 'Cutting-Edge' Research Vessel for NCPOR, MoES

In keeping with its proven commitment towards customers and the capability to handle multiple projects of various classes concurrently, Garden Reach Shipbuilders and Engineers (GRSE) Ltd. commenced steel-cutting of an Ocean Research Vessel (ORV) that the shipyard is building for the National Centre for Polar & Ocean Research (NCPOR) recently.

The important event marked the

start of any shipbuilding process after the signing of the contract between GRSE and NCPOR, an organization under the Ministry of Earth Sciences, Government of India on 16th July, 2024.

Dr. M. Ravichandran, Secretary, Ministry of Earth Sciences graced the occasion as the Chief Guest. Cmde. P. R. Hari, IN (Retd.), CMD, GRSE; Shri R. K. Dash, Director (Finance), GRSE; Cdr Shantanu Bose, IN (Retd.),

Director (Shipbuilding), GRSE; DIG Subrato Ghosh, ICG (Retd.), Director (Personnel), GRSE; Dr. Thamban Meloth, Director, NCPOR; Dr. M. V. Ramana Murthy, Scientist G, Mission Director, MoES and other senior officers from NCPOR & GRSE were also present on the occasion.

The contract for the ORV is worth nearly Rs. 840 crore. The ship will be 89.50-metres long and 18.80-metres wide, with a

depth of 12.50-metres. It will have a gross tonnage of 5,900 Tons with a speed of 14 knots at 90% maximum continuous rating (MCR). The research vessel will be able to operate at a maximum depth of 6,000-metres.

The ORV, once delivered, will be capable of Underway Swath Multibeam as well as Geophysical Seismic surveys in coastal seas and deep waters. She will also be able to carry out Conductivity, Temperature and Depth (CTD) profiling and water sampling operations such as biological sampling using vertical and horizontal methods through various nets.

It will also effectively carry out surface and deep-sea mooring and data buoy operations, seabed sampling using corers and grabs as well as rock dredging with chain bag dredges. She will also undertake underway atmospheric observations,



Dr. M. Ravichandran, Secretary, Ministry of Earth Sciences; Cmde. P. R. Hari, IN (Retd.), CMD, GRSE; Shri R. K. Dash, Director (Finance), GRSE; Cdr Shantanu Bose, IN (Retd.), Director (Shipbuilding), GRSE; DIG Subrato Ghosh, ICG (Retd.), Director (Personnel), GRSE; Dr. Thamban Meloth, Director, NCPOR; Dr. M. V. Ramana Murthy, Scientist G, Mission Director, MoES and other senior officers from NCPOR & GRSE during the steel-cutting ceremony.

surface meteorological and current measurements and collect upper air data. She will also be able to deploy and retrieve heavy test/protocol-type equipment and submersibles such as AUVs and ROVs. Scientists will be able to carry out analytical work and data processing on board. The ship will also provide training and education to scientists and technicians.

Dr. M. Ravichandran, Secretary, Ministry of Earth Sciences (MoES), while mentioning

that the transformative change in the ocean contributes not only to GDP growth but also sustainability in the future, stated that this pilot project is part of the Deep Ocean Mission in line with the Government of India's Vision 2047 and more such strong collaborations with GRSE are expected in the future. He mentioned that this unique ship will be a first for the country & congratulated GRSE for taking up this project and building this ship for NCPOR.

Personalia



Shri Rupesh Kumar Singh
assumes charge as
Director (HR), Engineers India Ltd.



Shri G. Gayatri Prasad
assumes charge as
Director (Finance), Bharat Dynamics Ltd.



Shri Ganti Venkateswarlu
assumes charge as
Director (Shipbuilding), Hindustan Shipyard Limited.

Educational visit by Sainik School, Korukonda cadets to Hindustan Shipyard Limited

Hindustan Shipyard Limited (HSL) welcomed a group of nearly 100 cadets and staff from Sainik School, Korukonda who visited the company recently. The visit was conducted to provide the cadets with valuable exposure to the Shipbuilding Industry, inspiring them to explore careers in the Maritime Industry and Defence Sector.

During the visit, the cadets were given an insightful tour of HSL's state-of-the-art facilities, where they observed various Shipbuilding and Ship/Submarine repair processes with high quality standards.

The visit also included interactions with HSL Engineers and Officers, offering the cadets a deeper understanding about HSL's rich legacy, including its



Cmde. Hemant Khatri, CMD, HSL; Cmde. Girideep Singh (Retd.) and Capt. (IN) Ravi Kumar along with cadets of Sainik School, Korukonda during their educational visit to HSL.

significant contributions to the Indian Navy, Coast Guard, and other Maritime Sectors.

Interacting with the students, Cmde. Hemant Khatri, CMD, HSL, who himself is an alumnus of Sainik School, said that it is heartening to see the enthusiasm and curiosity of these young minds. They are the future leaders and innovators of our Nation. He invited more students to visit HSL stating that HSL remains committed to nurturing talent

and inspiring the gen next to contribute to India's "Vision 2047". During the interaction, CMD was accompanied by Cmde. Girideep Singh (Retd.), an alumnus of Sainik School, Lucknow and Capt. (IN) Ravi Kumar, an alumnus of Sainik School, Korukonda

The educational visit was extension of the initiative taken up by HSL during Azadi Ka Amrit Mahotsav wherein, students from 75 schools were invited to visit HSL.

2nd 500KWp Solar PV Power Plant installed at ECIL, Hyderabad

Electronics Corporation of India Limited (ECIL), Hyderabad put another step towards green energy by installing another 500KWp Solar PV Power Plant comprising of 912 panels near Admin building. This has increased the total capacity of the Corporate to 1000KWp Solar PV Power.

Shri Anurag Kumar, CMD, ECIL congratulated the entire team of ECIL for executing the project within the stipulated time. The Solar PV Plant will save another 2000KWH/day unit of electricity for the next 25 years and also



ECIL Officials during the inauguration ceremony of the 500KWp Solar PV Power Plant.

reduce the carbon footprint by 360 tonnes/year by supplying green electricity to the grid. Optimum utilization of the space was done by erecting the solar plant on the slanting rocky area.

Shri Anesh Kumar Sharma, Director (Technical), ECIL who

conceived the project; Shri Rajendra Kumar Parakh, Director (Finance), ECIL and other key executives, CMC members and employees of ECIL were present during the inauguration ceremony.

GAIL re-engages Process Licensor for revival of PTA Manufacturing Plant in Mangalore



The Amendment Agreement signing being done in the presence of Shri Ayush Gupta, Chairman, GMPL and Director (HR), GAIL in New Delhi.

GAIL (India) Limited, through its wholly owned subsidiary GAIL Mangalore Petrochemicals Limited (GMPL), has re-engaged with Process Licensor INEOS to support the plant's revitalization, formalizing this renewed collaboration through an Amendment Agreement signed recently.

This marks a significant step towards the revival of GMPL's 1.25 MMTPA Purified Terephthalic Acid (PTA) manufacturing plant located in the Special Economic Zone (SEZ), Mangalore.

This collaboration marks a pivotal development in the efforts to bring the PTA plant back into production. The original agreement with INEOS was executed by JBF Petrochemicals

(JBF), which could not be realized due to insolvency proceedings. Following GAIL's acquisition of JBF through the Corporate Insolvency Resolution Process (CIRP) under the National Company Law Tribunal (NCLT) in June 2023, the company is now working to overcome the legacy challenges and ensure the plant's successful on-streaming and long-term operational stability.

Speaking on the occasion, Shri Ayush Gupta, Chairman, GMPL and Director (HR), GAIL said, "Through this strategic partnership and renewed focus, GAIL aims to position GMPL as a key player in the domestic PTA market while supporting the country's growth in petrochemical manufacturing."

Shri R. K. Singhal, Director, Business Development, GAIL said, "The successful realization of this project is expected to have a positive impact by reducing country's import burden and strengthen India's manufacturing capabilities in the petrochemical sector."

The amended agreement with INEOS signed recently is expected to enhance the plant's operational efficiency, align production capabilities with market demand, and contribute to India's vision of self-reliance as part of the Government of India's Atmanirbhar Bharat initiative.

INEOS Group is a global manufacturer of petrochemicals, speciality chemicals and oil products.

A Momentous Partnership: Signing Ceremony of USD 60 Million Buyers' Credit Facility

HURL announced the successful signing of a USD 60 Million Buyers' Credit Facility agreement between Hindustan Urvarak & Rasayan Limited and IOC Global Capital Management IFSC Limited, a subsidiary of Indian Oil Corporation Limited.

The ceremony was graced by the presence of Dr. S. P. Mohanty, MD, HURL; Smt. P. Jeswani, CFO, HURL; Shri Anuj Jain, Director Finance, IOCL and Shri R. V. N. Vishveshwar, ED, Corporate Treasury, IOCL. Their leadership and vision were instrumental in bringing this significant collaboration to fruition.

This partnership reflects the shared commitment of HURL and IOCL to drive growth and innovation in the fertilizer sector, contributing to India's agricultural progress. Forging stronger alliances for a sustainable and prosperous future!



Dr. S. P. Mohanty, MD, HURL; Smt. P. Jeswani, CFO, HURL; Shri Anuj Jain, Director Finance, IOCL and Shri R. V. N. Vishveshwar, ED, Corporate Treasury, IOCL during the agreement signing ceremony.

GAIL signs long-term charter contract with "K" LINE for LNG ship

Looking to expand its fleet of LNG carriers, GAIL (India) Limited recently signed a long-term time charter contract with Kawasaki Kisen Kaisha, Ltd. ("K" LINE) through the ship-owning company established in Singapore for a new-built LNG ship. "K" LINE has expertise of 40 years in LNG transportation.

The LNG ship will be a modern two-stroke vessel having a tank capacity of 1,74,000 cubic metres and will be built by Samsung Heavy Industries Co. Ltd., Korea with which Ship Owning Company has concluded a shipbuilding contract.

The contract was signed in the

presence of Shri R. K. Jain, Director (Finance), GAIL; Shri Sanjay Kumar, Director (Marketing), GAIL and Shri R. K. Singhal, Director (Business Development), GAIL by Shri S. Bairagi, Executive Director (Mktg.-Shipping & Intl. LNG), GAIL and Shri Satoshi Kanamori, Managing Executive Officer (LNG, Carbon Solution Business), "K" LINE.

This is the first long-term time charter contract between GAIL and "K" LINE involving a newly built vessel which is expected to be engaged in transportation of Liquefied Natural Gas (LNG) for GAIL in 2027.

GAIL currently has four LNG

vessels, GAIL Bhuwan, GAIL Urja, Grace Emilia and Maran Gas Pericles, to transport natural gas in a super cooled form. Two more ships are expected to join the fleet next year including one newbuilt vessel on long term charter.

GAIL has a diversified sourcing portfolio for over 15 MMTPA which includes supply sources from various geographies both on FOB and DES basis. The company's LNG fleet is deployed to lift volumes contracted on FOB basis primarily from the North American region and is transported to meet the domestic demand as well as international customers.

Hon'ble MP Ms. Bansuri Swaraj flags off two Mobile Medical Units under GAIL's CSR initiative

GAIL also provides advanced life support ambulance to AIIMS, New Delhi



Ms. Bansuri Swaraj, Hon'ble MP flagging-off two MMUs under CSR Project of GAIL (India) Limited in presence of Shri Ayush Gupta, Director (HR), GAIL; Dr. M Srinivas, Director, AIIMS and Dr. Nirupam Madaan, Medical Superintendent, AIIMS.

Ms. Bansuri Swaraj, Hon'ble Member of Parliament from New Delhi recently flagged off two Mobile Medical Units (MMUs) under CSR Project of GAIL (India) Limited. In addition, GAIL handed over one advanced life support ambulance to AIIMS, New Delhi.

The flag-off was done by the Hon'ble MP in the presence of Shri Ayush Gupta, Director (HR), GAIL; Dr. M Srinivas, Director, AIIMS and Dr. Nirupam Madaan, Medical Superintendent, AIIMS and other officials.

The MMUs are part of Project Arogya, a flagship Corporate Social Responsibility (CSR) Project of GAIL. Under this

project, free primary healthcare services are provided at the doorsteps of the underprivileged communities in the area. Through the qualified medical team in the MMU, free medical services and medicines are provided to these communities who have limited access to the established Public Health Care system.

The GPS tracked MMUs shall provide medical services to about 80 patients per day. In addition to these, low-cost sanitary napkins are also distributed and basic diagnostic tests undertaken through these MMUs. These MMUs follow an ADCR Formula of Awareness, Diagnosis, Cure and Referral. Information,

Education and Communication (IEC) and Behaviour Change Communication (BCC) activities are also undertaken by the team to generate awareness on health and hygiene related topics.

Services of the MMUs especially support the elderly and the physically challenged who are often unable to avail medical services available at a distance from their localities. This also considerably brings down the average medical expenses of these families.

In addition to the newly flagged off MMUs, 50 MMUs are currently operational across 25 districts in 12 states under Project Arogya of GAIL CSR.

REC signs MoA with THDC, commits Rs. 3.97 Crore under CSR for Development of Olympic-Size Swimming Pool in Tehri

REC Limited has signed a Memorandum of Agreement (MoA) with THDC India Limited (THDCIL) under its Corporate Social Responsibility (CSR) initiative. REC has committed financial assistance of Rs. 3.97 crore for the development of an Olympic-size swimming pool at the THDCIL Water Sports High Performance Academy of Canoeing & Kayaking in Koteswar, Tehri (Uttarakhand).

The agreement was signed between Shri Pradeep Fellows, Executive Director, CSR, REC and Shri Amardeep, General

Manager, THDCIL and President, SEWA THDC. The ceremony took place in the presence of Shri Vivek Kumar Dewangan, CMD, REC; Shri Harsh Baweja, Director (Finance), REC and Shri Shallinder Singh, Director (Personnel), THDCIL.

The upcoming swimming pool facility aims to nurture and train national-level athletes for international competitions in canoeing and kayaking, contributing to India's recognition in water sports globally.

This initiative aligns with REC's

commitment to fostering sports development in India and empowering athletes to achieve excellence on international platforms.

This collaboration marks a significant step in REC's ongoing efforts to enhance sports infrastructure in India, ensuring the holistic development of sports talent. Through its CSR initiatives, REC continues to support nationally recognized sports and pave the way for Indian athletes to achieve global accolades.

HSL organises Free Eye Checkup Camp in Vizianagaram under its CSR initiative

Hindustan Shipyard Ltd. (HSL) in collaboration with the Shankar Netralaya Foundation organised a four-day free eye checkup camp in Peda Medapalli village, Mentada Mandalam, Vizianagaram District recently.

The camp was inaugurated by Cmde. Rakesh Prasad (Retd.), Director (CP&P), HSL with Shri P. Appala Naidu, Sarpanch, Shri Radhakrishnan, General Manager of the Shankar Netralaya Foundation, Shri D. Srinivas Rao, General Manager, HSL & Chairman, CSR and Shri Inaitula Baig, CS, HSL were present at the event. The initiative aims to provide vision care to



Free Eye Checkup Camp by HSL in Vizianagaram.

underserved communities.

Over 150 villagers received free eye tests on the first day of the camp. The camp identified individuals needing cataract

surgery, with HSL funding 100 surgeries. Additionally, 100 people will receive new eyeglasses based on their prescriptions during the camp.

Balmer Lawrie wins a Silver Award at India Green Manufacturing Challenge 2024

Balmer Lawrie & Co. Ltd. has announced that its Strategic Business Unit (SBU): Chemicals has been honoured with the Silver Award at the India Green Manufacturing Challenge (IGMC) 2024. The accolade reflects SBU's unwavering commitment to sustainable manufacturing practices and innovation.

The IGMC, organized by the International Research Institute for Manufacturing (IRIM), Mumbai, is a renowned platform that recognises manufacturing firms demonstrating consistent progress in improving sustainability within their facilities. As part of the challenge, IRIM conducted a rigorous



The Silver Award being presented to Shri R. M. Uthayaraja, Director (Manufacturing Businesses), Balmer Lawrie during the Award Ceremony.

audit at the Manali Plant in Chennai and the facilities were thoroughly verified for the green manufacturing. The recognition serves as a testament to the

efforts made by the Chemicals team for continuously adopting eco-friendly and greener manufacturing practices.

WAPCOS honoured with Gold Award at IEI Industry Excellence Awards 2024

WAPCOS has been honoured with the Gold Award at the IEI Industry Excellence Awards 2024 in the category of Engineering Services and Consultancy. The Award is instituted by The Institute of Engineers (India).

This recognition highlights Company's commitment to delivering outstanding performance and achieving the highest standards of business excellence under the leadership of Shri R. K. Agrawal, CMD, WAPCOS.

WAPCOS, a "Mini Ratna-I" Public Sector Enterprise under the aegis of the Union Ministry of Jal Shakti, is a technology driven



WAPCOS being honoured with the Gold Award at the IEI Industry Excellence Awards 2024.

Consultancy and Engineering, Procurement and Construction (EPC) organization. The Company has provided engineering consultancy services to various clients since incorporation, in over

75 countries and has developed global presence, particularly in South Asia and across Africa, in areas of water, power and infrastructure sectors.

GRSE wins CII Industry-Academia Awards 2024

Garden Reach Shipbuilders & Engineers Ltd. (GRSE), was honoured at the CII Industry-Academia Awards 2024 held in New Delhi recently. GRSE was recognised in the category of "Top Industry Excelling in Industry-Academia Partnership 2024" for its innovative New Generation Electric Ferry, marking its debut participation in the esteemed Award.

The Award was received by Cmde. Vinith Aerat, IN (Retd.), General Manager, Central Design Office, GRSE and Cdr Manoj Kumar Gupta, IN (Retd.), General Manager (Mtl, SCC, HP & IP), GRSE on behalf of GRSE, from Dr. R A Mashelkar, Former Director General, CSIR and Chair of Jury for CII Industrial IP Awards - 2024.

The award-winning New Generation Electric Ferry for the Govt. of West Bengal project exemplifies GRSE's commitment to sustainability and cutting-edge technology, developed in collaboration with premier academic institutions. This recognition reinforces GRSE's dedication to driving innovation, fostering impactful partnerships, and advancing India's self-reliance in the maritime sector.

NRDC receives Partnership Excellence Award at 3rd PSU Transformation Conclave & Awards

NRDC was honoured with the prestigious Partnership Excellence Award at the 3rd PSU Transformation Conclave & Awards. The award was presented by Dr. Neeta Verma, Director General of IT at the Election Commission of India, and Shri Banu Pratap Singh Verma, Former Minister of State for the Ministry of MSME, Government of India.

The award was received by a distinguished team from NRDC, including Shri N. G. Lakshminarayan, Deputy General Manager; Shri Amitabh Mishra, Deputy General Manager; Shri Subodh Chawla, Deputy General Manager; Smt. Dipanithya Banerjee, Assistant Manager and Smt. Ruchi Singhal, Assistant Manager. The collective efforts of NRDC in fostering innovation and collaboration were recognized with this esteemed honour.



NRDC Team, receiving the award on behalf of the company, during the awards ceremony.

The event also hosted engaging panel discussions focusing on crucial topics such as Digital India, Atmanirbhar Bharat, and Economic Growth, where thought leaders and industry experts shared insights into the evolving digital landscape and its impact on national development.

In addition to the award ceremony, a competition was held, where participants answered 10 questions on

policies related to digitalization. NRDC secured the Second Prize for its deep understanding and innovative approach to digital transformation policies.

Guest of Honour, Dr. Neeta Verma, delivered an impactful speech, emphasizing the pivotal role of digitalization in shaping India's future and strengthening initiatives like Digital India and Atmanirbhar Bharat.

New and Improved Convention Centre at SCOPE Complex and SCOPE Minar

For Booking visit our official website: www.scopeonline.in

Conference Facilities at SCOPE Convention Centre Lodhi Road, New Delhi

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

Tagore Chamber



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

Auditorium



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

Regd. No. DL(S)-17/3229/2021-2023

RNI No. 37112/81

Publication Date: 31.12.2024

Date of Posting: 03.01.2025



SCOPE SOCIAL INTERACTION CENTRE



SCOPE COMPLEX, LODHI ROAD, NEW DELHI

**Membership
Open!**

For further queries contact

Shri Shubh Ratna, GM (Tech & HR), SCOPE | Shri Nishant Kumar, Senior Manager, SCOPE

email- ssic@scopeonline.in