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SCOPE
PROMOTING EXCELLENCE

KALEIDOSCOPE

STANDING CONFERENCE OF PUBLIC ENTERPRISES

113th Session of International Labour Conference of International Labour Organization

SCOPE conducts Seminar with ICAI on SEBI Compliance (LODR 2.0)

SCOPE and CBC sign agreement for DAKSH Leadership Program with Egon Zehnder and IIM Indore

SCOPE at ET Government's National PSU Summit

SCOPE associates with ITDC for International Day of Yoga celebrations

SCOPE & PSEs celebrate International Day of Yoga

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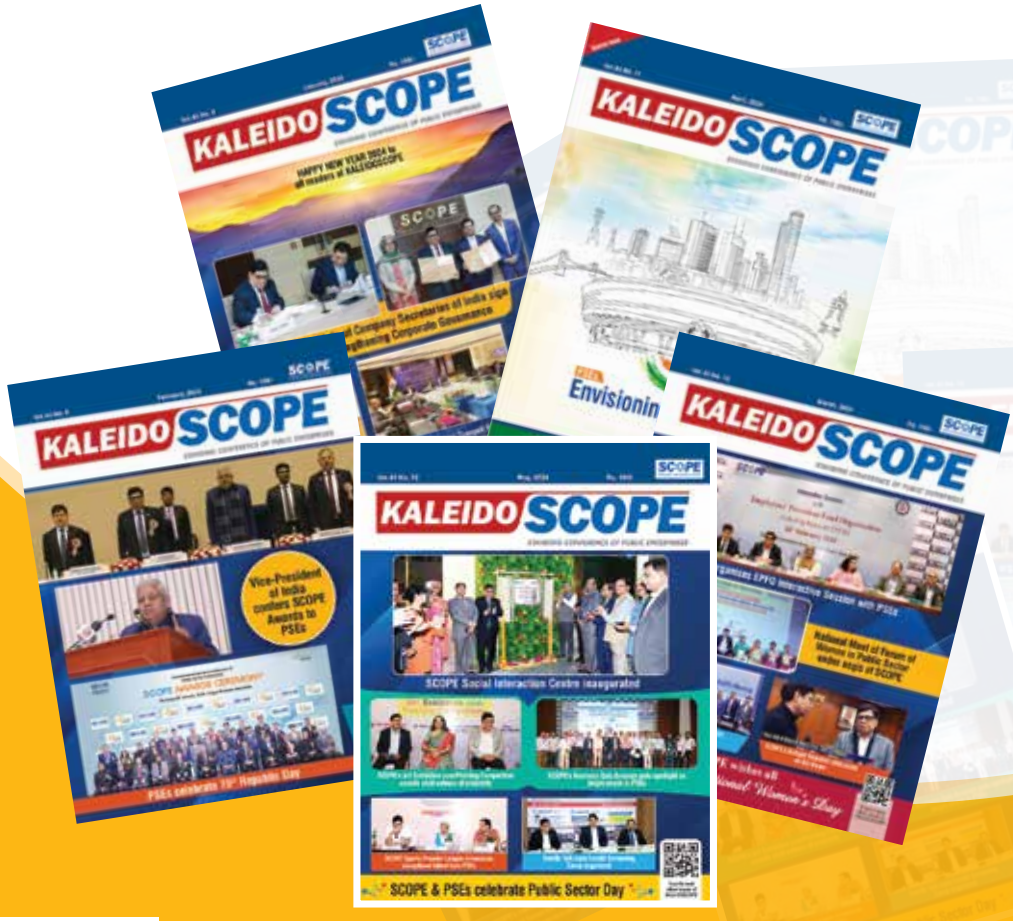

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STANDING CONFERENCE OF PUBLIC ENTERPRISES

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Message by Chairman

As the nation strides ahead towards becoming 'Viksit Bharat' by 2047, Public Sector Enterprises (PSEs) are determined to be at the forefront of driving the nation's progress. As the apex body representing PSEs in India, SCOPE remains unwavering in its commitment to advocating for their interests, not only on national platforms but also on the global stage.

Furthering this commitment, SCOPE recently represented employers at the 113th International Labour Conference (ILC) of the International Labour Organization (ILO) held in Geneva. The ILC is the highest decision-making body of ILO and is often referred to as the 'Parliament of Labour.'

As part of the Indian delegation, I had the honour of leading the Employers' delegation and addressing the plenary highlighting the initiatives of Government of India for strengthening labour force, along with Indian Employers' role in the same. SCOPE also actively engaged in discussions during various committees, thereby, making impactful representation of Indian employers.

Strengthening the workforce involves equipping workers with the necessary skills to adapt to evolving work dynamics. SCOPE is committed to fostering continuous learning and development by creating programs and collaborative opportunities for PSEs to enhance their capabilities.

Our leadership programs are specifically designed to cultivate a pool of skilled and capable leaders, equipped to drive progress and innovation. DAKSH Leadership program has been designed to nurture and develop high-performing leaders, fully equipped to take on strategic and board-level roles within PSEs.

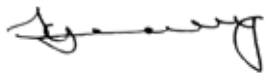
The inaugural batch comprising around 75 high-potential senior executives from PSEs across India aims to create leaders prepared to lead with agility and vision in an ever-evolving global landscape. With the first batch now underway, participants are set to begin their on-campus classroom immersions at IIM Ahmedabad.

SCOPE is also excited to announce the launch of the Harvard ManageMentor (HMM) Program in partnership with Harvard Business School Publishing Corporation (HBSP), aiming to equip executives at all levels with global best practices and strategies.

SCOPE also organised a Seminar on SEBI Compliance (LODR 2.0) with Institute of Chartered Accountants of India (ICAI) providing crucial insights into recent regulatory amendments and their practical implications.

Enhancing overall wellness is also a top prerogative of SCOPE. This International Yoga Day, SCOPE and ITDC came together and organized a rejuvenating yoga session, uniting 25 PSEs from across the country who participated in the event.

In the coming months, SCOPE will continue to collaborate with renowned institutions, spearheading innovative workshops, mentorship initiatives. Together, with our members we aim to cultivate leadership, enhance professional skills, and foster a culture of continuous learning.



K. P. Mahadevaswamy
Chairman, SCOPE

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Director General's Desk

With 2025 at its halfway mark, it is an opportune moment to reflect on our journey so far and reaffirm our vision ahead. This year has so far been a meaningful amalgamation of legacy and innovation. Each milestone we achieve serves as a reaffirmation of the trust placed in us by our members, even as we chart a dynamic, forward-looking vision for SCOPE.

Continuing our strong emphasis on policy advocacy and capacity building, SCOPE has been taking pivotal strides as the apex body of Public Sector Enterprises (PSEs). Strengthening our global presence, SCOPE once again represented Indian PSEs at the International Labour Conference hosted by the International Labour Organization (ILO) in Geneva.

This prestigious platform facilitated dialogue among workers, employers, and governments worldwide on contemporary labour issues and challenges. SCOPE, as part of the Indian delegation led by the Hon'ble Union Minister of Labour & Employment made an impactful presence in the various ILC Committees on Biohazards, Platform Economy, and Informality.

Chairman, SCOPE also led the delegation of Indian employers and also shared views on DG, ILO's report on 'jobs, rights and growth' in the Plenary. We also had the privilege of meeting DG, ILO where I had the opportunity to share issues and concerns of employers both as Governing Body Member and representative of Indian Employers.

Building the brand of PSEs, representing them nationally on key platforms continues to be a top priority for us. At the recently held ET National PSU Summit, SCOPE highlighted the cardinal role of PSEs in the nation's progress. Through such forums, we are actively contributing to strengthening the PSE brand across sectors.

In the area of leadership development, SCOPE—along with the Capacity Building Commission (CBC)—has advanced the DAKSH Leadership Programme by formalizing partnerships with Egon Zehnder and IIM Indore. This builds upon our previous successful collaboration with McKinsey and IIM Ahmedabad. *DAKSH* is designed to nurture visionary yet grounded leadership within the public sector.

In partnership with the Institute of Chartered Accountants of India (ICAI), we also hosted a focused Seminar on SEBI Compliance (LODR 2.0). The program provided crucial insights into recent regulatory amendments and their practical implications, further equipping our members with the tools for robust governance and compliance.

SCOPE remains unwavering in its commitment to continuous learning and knowledge enhancement. In this spirit, we are soon launching the Harvard Manage Mentor Program in collaboration with Harvard Business School Publishing Corporation. Leadership development continues to be a central pillar of our mission.

Looking ahead, we are preparing a host of dynamic, developmental programs aimed at empowering our members and their organizations. I strongly encourage active participation and collaboration as we collectively work toward elevating the PSE ecosystem.

With the continued support and active engagement of our members, I am confident that SCOPE is poised to achieve even greater success in the coming months. Following an action-packed first half of the year, we look forward to an even more dynamic and impactful slate of initiatives ahead.

Programmes & Initiatives launched (Since last issue of KALEIDOSCOPE)
SCOPE represents Employers at International Labour Conference of International Labour Organization – 2nd - 13th June, 2025
SCOPE celebrates World Environment Day – 5th June, 2025
SCOPE conducts Seminar with ICAI on SEBI (LODR) 2.0 – 17th June, 2025
SCOPE and CBC sign agreement for DAKSH Leadership Program with Egon Zehnder and IIM Indore – 17th June, 2025
SCOPE as Supporting Partner for ET Government's National PSU Summit 2025 - 19th June, 2025
SCOPE associates with ITDC to celebrate International Day of Yoga – 21st June, 2025
SCOPE associates with Project Management Associates Program on Project Management Competence Development – 25th - 28th June, 2025
Programmes & Initiatives in the offing
DAKSH Leadership Program - On-campus classroom immersions, IIM Ahmedabad
SCOPE & Harvard Business School Publishing Corporation's Harvard ManageMentor Program

Atul Sobti
Director General, SCOPE

SCOPE News

SCOPE represents Indian Employers at 113th Session of International Labour Conference of ILO

The opening Session of 113th ILC of ILO.

Shri Mansukh Mandaviya, Hon'ble Union Minister of Labour and Employment delivering the National Statement at the Plenary Session of the 113th International Labour Conference at ILO, Geneva.

The 113th Session of the International Labour Conference of International Labour Organization (ILO) took place in June, 2025 in Geneva, Switzerland.

At the 113th Session of the Conference, Government, employer and worker delegates from 187 Member States of the ILO addressed important world of work matters such as new international standards on the protection of workers against biological hazards in the working environment, decent work in the platform economy and innovative approaches to promoting transitions from the informal to the formal economy.

The Indian tripartite delegation to the 113th ILC comprising of representatives from the Government, employers, and workers was led by the Shri Mansukh Mandaviya, Hon'ble Union Minister of Labour and Employment.

While delivering the National Statement at the Plenary Session of 113th ILC, Shri Mansukh Mandaviya reiterated India's commitment to the ILO's mandate of promoting decent work, social

Shri K. P. Mahadevaswamy, Chairman, SCOPE; Shri, Atul Sobti, DG, SCOPE and other Indian delegates meet Shri Mansukh Mandaviya, Hon'ble Union Minister of Labour and Employment on the sidelines of 113th ILC in Geneva, Switzerland.

Shri K. P. Mahadevaswamy, Chairman, SCOPE and CMD, NBCC (India) Ltd. addressing the plenary session of International Labour Conference of International Labour Organization.

Shri K. P. Mahadevaswamy, Chairman, SCOPE and CMD, NBCC (India) Ltd. and Shri Atul Sobti, DG, SCOPE during the International Labour Conference of ILO.

justice and inclusive growth.

He further informed that India's unemployment rate which was 6% in 2017 has declined to 3.2% by 2024. "We have made significant advances in improving formalization of employment, creating over 7.5 crore jobs in the formal sector in the last seven years. Our Employment Linked Incentive (ELI) scheme with an outlay of approx. US $12.81 bn is expected to further boost job creation in the formal sector", Shri Mandaviya added. He also mentioned that "The International Labour Organization (ILO) has "acknowledged" an expansion in India's social protection coverage from 19% in 2015 to 64.3% in the current year and these updated figures are now part of the ILOSTAT database."

SCOPE, as a member of the Council of Indian Employers (CIE), represented Indian employers at the annual ILC. As part of the Indian delegation, Shri K. P. Mahadevaswamy, Chairman, SCOPE and CMD, NBCC (India) Ltd. led the Employers delegation as a Delegate and Shri, Atul Sobti, DG, SCOPE and Member, Governing Body, ILO was a part of the delegation as an Advisor.

Shri Sobti was also the Titular Member (Employer) in the Committee on Platform Economy and gave very valuable inputs in the drafting of the Standard on Platform Economy.

Indian Employers' delegation, meets Shri Arindam Bagchi, Ambassador and Permanent Representative of India to the United Nations and Smt. Vandana Gurnani, Secretary, Ministry of Labour & Employment.

SCOPE and Capacity Building Commission sign agreement for DAKSH Leadership Program with Egon Zehnder and IIM Indore

Advancing the commitment of establishing a robust and future-ready leadership pipeline within Public Sector Enterprises (PSEs) through DAKSH Leadership program, Shri Atul Sobti, DG, SCOPE; Shri S.P. Roy, Joint Secretary, Capacity Building Commission signed an agreement with Prof. Himanshu Rai, Director, IIM Indore; and Shri Rahul Rana, Partner, Egon Zehnder on 17th June, 2025 at SCOPE Complex, New Delhi.

Shri Atul Sobti, DG, SCOPE; Shri S.P. Roy, Joint Secretary, Capacity Building Commission, Prof. Himanshu Rai, Director, IIM Indore; Shri Rahul Rana, Partner, Egon Zehnder; Shri Adil Zainulbhai, Chairman, CBC (Inset); Smt. Alka Mittal, Member, CBC; SCOPE Executive Board Members - Shri Ayush Gupta, Director (HR), GAIL and Shri K. K. Singh, Director (Personnel), SAIL during the agreement signing ceremony.

The agreement was signed in the presence of Shri Adil Zainulbhai, Chairman, CBC who joined virtually, Smt. Alka Mittal, Member, CBC; SCOPE Executive Board Members - Shri Ayush Gupta, Director (HR), GAIL; Shri K. K. Singh, Director (Personnel), SAIL and senior officials from CBC, SCOPE, and PSEs.

SCOPE and CBC are collaborating with Egon Zehnder as Knowledge Partner and IIM Indore as Academic Partner for the second batch of DAKSH, a one-of-its-kind leadership development initiative meticulously designed to create a cadre of high-performing leaders, ready to take on strategic and board-level roles in PSEs.

At the agreement signing ceremony, Shri Sobti said that DAKSH is a prestigious flagship program which will hold a significant place in the history of Public Sector Enterprises. He emphasized that never before has such a program been conceived and implemented specifically for PSEs. He encouraged the partners to make the program highly successful.

Shri Zainulbhai said the quality of management in the public sector is outstanding but there is a need for some additional developments in a few areas including communications, vision, agility and a global view. He emphasized the importance of ensuring that participants from all PSEs gain exposure beyond the PSE ecosystem—through interactions with other companies, cultures, and countries.

The inaugural cohort of DAKSH with around 75 high-potential senior executives from various PSEs across the country are currently undergoing learning immersions with McKinsey & Company and IIM Ahmedabad as Knowledge Partner and Academic Partner respectively.

SCOPE conducts Seminar with ICAI on SEBI Compliance (LODR 2.0)

A seminar on SEBI Compliance organized by Standing Conference of Public Enterprises (SCOPE), in collaboration with the Institute of Chartered Accountants of India (ICAI) was inaugurated by Shri Atul Sobti, DG, SCOPE along with CA Anuj Goyal, Central Council Member, ICAI at SCOPE Complex, New Delhi on 17th June, 2025.

Shri Atul Sobti, DG, SCOPE along with CA Anuj Goyal, Central Council Member, ICAI during the seminar.

While addressing the seminar, Shri Sobti said corporate governance is essential for building a resilient and trustworthy organization. The program holds importance as amendments in Listing obligation and Disclosure requirements (LODR 2.0) are not merely regulatory refinements but they will compel organizations to introspect, realign their practices, and build robust governance frameworks that will beyond statutory obligations, he stressed.

Meanwhile, CA Anuj Goyal said that ICAI has collaborated with SCOPE to building the capacities of the executives of public sector in the best possible way. This seminar marks another step in SCOPE and ICAI's joint commitment to enhancing financial acumen and promoting sustainability practices within Public Sector Enterprises (PSEs)., he added.

Attended by over 60 participants from 30 PSEs and addressed by domain and industry experts, the seminar aimed at equipping participants with insights into decoding SEBI (LODR 2.0) Compliance and their practical implementation into corporate strategy and reporting.

Participants during the seminar.

Glimpses of Seminar on SEBI Compliance (LODR 2.0) organized by SCOPE in association with ICAI

DG, SCOPE addresses National PSU Summit by ET Government

Shri Atul Sobti, DG, SCOPE and Member, Governing Body, ILO was recently invited as a special guest at the Inaugural session of National PSU Summit organized by ET Government on 19th June, 2025 in New Delhi.

The inaugural session of the Summit focused on the theme – 'Significance of Public Sector in Building a Future-Ready Bharat'. Shri T. K. Ramachandran, Secretary, Ministry of Ports, Shipping and Waterways; Shri V. Srinivas, Secretary, DARPG & DPPW; Shri Alkesh Kumar Sharma, Member, Public Enterprises Selection Board and Shri Pradeep Yadav, Business Manager-Public Sector, Zscaler were among the other guests in the inaugural session of the event.

During his address, DG, SCOPE highlighted the indispensable role of PSEs as nation builders while dispelling the myths surrounding their profitability. Shri Sobti informed that 78% PSEs as profit making and that besides making profit, only 67 listed PSEs, constituting only 1% of the total listed companies, contribute close to 9%-10% of the market capitalization, he added.

He also emphasized that the Hon'ble Prime Minister has committed to make this country net-zero by 2070 and PSEs are working dedicatedly in making this a reality, adding that 20 PSEs have already committed to become net-zero by 2047.

Also, during Operation Sindoor, one of the biggest contributions in the autonomous and revolutionary interception system – 'Akashteer' was developed by BEL, DRDO and ISRO which not only surprised our neighbours but also international fraternity, he informed.

Shri Sobti said that, Today, India stands at the threshold of another transformation – India is already the fourth largest economy in the world and poised to become the third largest economy in the world. Today, when India speaks, the world listens, he added.

Shri Sobti also shared that though India is future-ready but we have to move ahead to make a Viksit Bharat by 2047 where public sector will have to play a major role. Public Sector Enterprises are focused on four key areas classified as GRIT - Green Commitment and Sustainability; Robust Skilling and Capacity Development; Innovation and Emerging Technology and Technology Fluency. GRIT which shows determination, displays courage, endurance and firmness – PSEs are working in these areas to make this country future-ready, he stressed.

He concluded by saying that in the story of India@100, the public sector will not just be a chapter but it will be the force that shapes the narrative of a stronger, smarter and future-ready Bharat.

DG, SCOPE delivering the special address during inaugural session of National PSU Summit organized by ET Government in New Delhi.

(L-R) Shri V. Srinivas, Secretary, DARPG & DPPW; Shri Anoop Verma, Editor - News, ET Government; Shri T. K. Ramachandran, Secretary, Ministry of Ports, Shipping and Waterways; Shri Alkesh Kumar Sharma, Member, PESB; Shri Atul Sobti, DG, SCOPE and Shri Pradeep Yadav, Business Manager-Public Sector, Zscaler during the inaugural session of National PSU Summit.

THE TIMES OF INDIA

SCOPE and CBC ink pact with IIM Indore

Advancing the commitment of establishing a future-ready leadership pipeline within PSEs through DAKSH leadership programme, Atul Sobti, Director General, SCOPE; and S.P. Roy, Joint Secretary, Capacity Building Commission, signed an agreement with Prof. Himanshu Rai, Director, IIM Indore; and Rahul Rana, partner, Egon Zehnder, for the second batch of programme. The agreement was signed in the presence of Chairman, CBC, Adil Zainulbhai, who joined virtually; Alka Mittal, Member CBC; Ayush Gupta, Director HR, GAIL; K. K. Singh, Director (Personnel), SAIL, and senior officials from CBC, SCOPE, and PSEs. SCOPE and CBC are collaborating with Egon Zehnder as knowledge partner and IIM Indore as

academic partner for the second batch of DAKSH, a one-of-its-kind leadership development initiative meticulously designed to create a cadre of high-performing leaders, ready to take on strategic and board-level roles in PSEs.

The Indian EXPRESS

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Hindustan Times

DAKSH Leadership Program to begin again

For a leadership pipeline in PSEs through DAKSH Leadership programme, Atul Sobti, DG, SCOPE; SP Roy, Joint Secretary, Capacity Building Commission signed an agreement with Prof Himanshu Rai, Director, IIM Indore; and Rahul Rana, Partner, Egon Zehnder for the next batch of program.

FINANCIAL EXPRESS

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हिन्दी मिलाप

स्कोप का आईआईएम इंदौर और एगॉन ज़ेंडर के साथ समझौता

THE FREE PRESS JOURNAL

SCOPE and Capacity Building Commission sign pact for DAKSH Leadership Program with IIM Indore and Egon Zehnder

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MBAGATE.IN

Agreement for DAKSH Leadership Program Signed by the SCOPE and Capacity Building Commission with IIM Indore and Egon Zehnder

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CSR TIMES®

SCOPE And Capacity Building Commission Sign Agreement For DAKSH Leadership Program With IIM Indore And Egon Zehnder

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News Updates on PSUs

SCOPE and Capacity Building Commission sign agreement for DAKSH Leadership Program with IIM Indore and Egon Zehnder

INDIAN PSU

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SCOPE And Capacity Building Commission Sign Agreement For DAKSH Leadership Program With IIM Indore And Egon Zehnder

समय जगत

स्कोप महानिदेशक समझौता ज्ञापन पर किये हस्ताक्षर

समय जगत, दिल्ली। दक्ष नेतृत्व कार्यक्रम के माध्यम से सार्वजनिक क्षेत्र के उद्यमों में भविष्य के लिए तैयार नेतृत्व पाइपलाइन स्थापित करने की प्रतिबद्धता को आगे बढ़ाते हुए, स्कोप के महानिदेशक श्री अतुल सोबती; क्षमता निर्माण आयोग के संयुक्त सचिव श्री एस.पी. रॉय ने कार्यक्रम के दूसरे बैच के लिए आईआईएम इंदौर के निदेशक प्रो. हिमांशु राय; और एगॉन ज़ेंडर के पार्टनर श्री राहुल राणा के साथ एक समझौते पर हस्ताक्षर किए।

The Indian EXPRESS

COLLABORATION—SCOPE

A seminar on SEBI Compliance organized by SCOPE, in collaboration with the ICAI at SCOPE Complex, New Delhi was inaugurated by Atul Sobti, DG, SCOPE along with CA Anuj Goyal, Central Council Member, ICAI. Attended by over 60 participants from 30 PSEs & addressed by domain & industry experts, the seminar aimed at equipping participants with insights into decoding SEBI Compliance on Listing Obligation & Disclosure requirements, amendments (LODR 2.0) and their practical implementation into corporate strategy & reporting.This seminar marks another step in SCOPE & ICAI's joint commitment to enhancing financial acumen and promoting sustainability practices within Public Sector Enterprises (PSEs).

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The Statesman

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अमर उजाला

सेमिनार में देशभर के 60 से अधिक प्रतिभागियों ने लिया हिस्सा

नई दिल्ली। सार्वजनिक उद्यमों का स्थायी सम्मेलन (एसकोपीई) ने भारतीय चार्टर्ड अकाउंटेंट्स संस्थान (आईसीएआई) के सहयोग से एसईपीआई के लिस्टिंग ऑब्लिगेशन एंड डिस्क्लोजर रिक्वायरमेंट्स पर नई दिल्ली स्थित एसकोपीई कॉम्प्लेक्स में सेमिनार का आयोजन किया। कार्यक्रम का उद्घाटन एसकोपीई के महानिदेशक अतुल सोबती और आईसीएआई के केंद्रीय परिषद सदस्य सीए अनुज गोयल ने संयुक्त रूप से किया। आयोजन में देशभर के 30 सार्वजनिक क्षेत्र उपक्रमों से आए 60 से अधिक प्रतिभागियों ने हिस्सा लिया। सेमिनार का उद्देश्य प्रतिभागियों को एसईबीआई के नए संशोधन के तहत अनुपालन आवश्यकताओं की विस्तृत जानकारी देना और उनके कॉर्पोरेट रणनीति, वित्तीय रिपोर्टिंग और प्रकटीकरण में व्यावहारिक कार्यान्वयन पर मार्गदर्शन प्रदान करना था। सेमिनार में डोमेन विशेषज्ञों और उद्योग के अनुभवी पेशेवरों ने सत्रों को संबोधित किया।

PSUWATCH

Fast | Accurate | Engaging

SCOPE conducts seminar with ICAI on SEBI Compliance (LODR 2.0)

New Delhi: The Standing Conference of Public Enterprises (SCOPE) in collaboration with the Institute of Chartered Accountants of India (ICAI) on Tuesday organised a seminar on SEBI Compliance (LODR 2.0) at SCOPE complex in New Delhi. The seminar has been inaugurated by SCOPE's Director General Atul Sobti along with ICAI's Central Council Member CA Anuj Goyal.

The seminar, titled "SEBI (LODR) 2.0: Beyond Compliance, Elevating Governance, Driving Sustainable Path" witnessed a participation of over 60 participants from 30 PSEs and addressed by domain & industry experts. The seminar was aimed at equipping participants with insights into decoding SEBI Compliance on Listing Obligation and Disclosure requirements, amendments (LODR 2.0) and their practical implementation into corporate strategy and reporting.

This seminar marks another step in SCOPE and ICAI's joint commitment to enhancing financial acumen and promoting sustainability practices within Public Sector Enterprises (PSEs).

Indian GRAPEVINE

SCOPE conducts Seminar with ICAI on SEBI Compliance (LODR 2.0)

A seminar on SEBI Compliance organized by Standing Conference of Public Enterprises (SCOPE), in collaboration with the Institute of Chartered Accountants of India (ICAI) at SCOPE Complex, New Delhi was inaugurated by Shri Atul Sobti, Director General, SCOPE along with CA Anuj Goyal, Central Council Member, ICAI. Attended by over 60 participants from 30 PSEs and addressed by domain & industry experts, the seminar aimed at equipping participants with insights into decoding SEBI Compliance on Listing Obligation and Disclosure requirements, amendments (LODR 2.0) and their practical implementation into corporate strategy and reporting.

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VOICE OF THE SILENT MAJORITIES

SEBI Compliance Seminar by SCOPE and ICA

By News IP — Last updated Jun 17, 2025

Seminar Overview

A seminar on SEBI Compliance was recently organized by the Standing Conference of Public Enterprises (SCOPE) in collaboration with the Institute of Chartered Accountants of India (ICAI) at the SCOPE Complex in New Delhi. The event was inaugurated by Shri Atul Sobti, Director General of SCOPE, and CA Anuj Goyal, Central Council Member of ICAI.

Key Highlights

- Over 60 participants from 30 Public Sector Enterprises (PSEs) attended the seminar.
- The event featured presentations by domain and industry experts.
- The seminar focused on decoding SEBI Compliance related to Listing Obligation and Disclosure requirements, amendments (LODR 2.0), and their practical implementation into corporate strategy and reporting.

Collaborative Efforts

This seminar underscores the joint commitment of SCOPE and ICAI to enhance financial acumen and promote sustainability practices within Public Sector Enterprises (PSEs).

INDIAN PSU

All About Indian PSUs

We Report – You Decide...

SCOPE Conducts Seminar With ICAI On SEBI Compliance (LODR 2.0)

The seminar was attended by over 60 participants from 30 PSUs and addressed by domain & industry experts

A seminar on SEBI Compliance organized by Standing Conference of Public Enterprises (SCOPE), in collaboration with the Institute of Chartered Accountants of India (ICAI) at SCOPE Complex, New Delhi was inaugurated by Atul Sobti, Director General, SCOPE along with CA Anuj Goyal, Central Council Member, ICAI. Attended by over 60 participants from 30 PSEs and addressed by domain & industry experts, the seminar aimed at equipping participants with insights into decoding SEBI Compliance on Listing Obligation and Disclosure requirements, amendments (LODR 2.0) and their practical implementation into corporate strategy and reporting.

This seminar marks another step in SCOPE and ICAI's joint commitment to enhancing financial acumen and promoting sustainability practices within Public Sector Enterprises (PSEs).

Newsmantra

SCOPE conducts a Seminar with ICAI on SEBI compliance

A seminar on SEBI Compliance, organized by the Standing Conference of Public Enterprises (SCOPE), in collaboration with the Institute of Chartered Accountants of India (ICAI) at SCOPE Complex, New Delhi, was inaugurated by Shri Atul Sobti, Director General, SCOPE, along with CA Anuj Goyal, Central Council Member, ICAI. Attended by over 60 participants from 30 PSEs and addressed by domain & industry experts, the seminar aimed at equipping participants with insights into decoding SEBI compliance on listing obligation and disclosure requirements, amendments (LODR 2.0) and their practical implementation into corporate strategy and reporting.

This seminar marks another step in SCOPE and ICAI's joint commitment to enhancing financial acumen and promoting sustainability practices within Public Sector Enterprises (PSEs).

Interface with Stakeholders

Shri K. P. Mahadevaswamy, Chairman, SCOPE and CMD, NBCC (India) Ltd. meets Ms. Michiko Miyamoto, Director, ILO Decent Work Team for South Asia.

Ms. Taina Dyckhoff, Head of Environment Division, German Embassy calls on DG, SCOPE.

Personalia

Shri Akhilesh Kumar Dixit
assumes charge as CEO,
Energy Efficiency Services Ltd.

Shri Abhay Kumar Behuria
assumes charge as
Director (Finance), NALCO.

Smt. Anoopa Sankarankutty Nair
assumes additional charge as
Director (Finance), MMTC Ltd.

Conquering the challenges of Sahyadris; Mumbai-Nagpur-Jharsuguda Natural Gas Pipeline Project

A. K. Tripathi
Executive Director (Projects)
GAIL (India) Ltd.

The Mumbai-Nagpur-Jharsuguda Pipeline Project (MNJPL) is a critical energy corridor passing through Odisha, Chhattisgarh, Madhya Pradesh, and Maharashtra, aimed at enhancing energy accessibility, industrial competitiveness, and environmental sustainability in central part of India spanning over 1,700 kilometres.

When infrastructure ambitions meet India's most formidable natural landscapes, it takes more than engineering to succeed—it takes vision, resilience, and seamless collaborations with various stakeholders.

The Strategic Importance of MNJPL:

MNJPL Project is categorized as high impact category under PM GatiShakti Masterplan initiative and this will further expand National Gas Grid (NGG). Natural gas is one of the important benign fuels for energy transition and plays an important role in the India's growing energy demand.

MNJPL was conceptualized to feed the growing energy demand by facilitating the transportation of natural gas from the western coast deep into the heartlands of India. It forms a crucial segment of the National Gas Grid connecting the eastern and western LNG terminals. Also, it will be promoting equitable energy distribution and supporting industries, city gas distribution (CGD) company.

The Sahyadris:

While each state presented its own logistical, environmental, and regulatory complexities, Maharashtra posed the most formidable challenge—the Western Ghats (Sahyadri Hills). Known for their ecological sensitivity and rugged terrain, the Sahyadris needs engineering precision, patience, and innovation while laying the pipeline.

The pipeline was planned to be laid along the alignment of the MSRDC's (Maharashtra State Road Development Corporation) expressway corridor, a route that itself was under development. This created a unique interdependence—both the pipeline and the expressway projects relied on each other's progress.

At one juncture, execution reached to standstill. The most difficult sections in the Sahyadris were left untouched, particularly areas where the pipeline had to pass through along one of the oldest product pipelines without affecting the safety and operation, in addition to this, steep high and lows of the hilly terrain in shorter span. Obtaining permissions and navigating the regulatory landscape in these zones proved extremely complex. Yet, through coordinated efforts and relentless determination, it was overcome.

Engineering against the odds:

Executing a project of this scale in such challenging geography required more than just machinery—it demanded multi-agency coordination, adaptive planning, and community engagement.

The project team adopted several innovative strategies:

Horizontal Directional Drilling (HDD) was extensively used to lay pipelines under rivers and without disturbing the ecologically sensitive zones.

In Mumbai-Nagpur pipeline section, due to restricted space, sharp gradient, huge elevation difference, highly undulating terrain and restricted ROU in the valley area, laying of pipeline was a real challenge, even by HDD method.

Micro-planning to align construction schedules with environmental clearances and terrain challenges.

In remote and forest stretches of Chhattisgarh and Odisha, dealing with limited accessibility & security issues required sensitive handling and transparent engagement with local communities.

Beyond the engineering challenges, MNJPL traverses more than 100 Km of forest across multiple patches and extends through a 70-kilometer stretch of wildlife corridor. This demanded meticulous coordination with respective state authorities and the Ministry of Environment, Forest, and Climate Change (MoEF) to secure permissions while adhering to stringent environmental regulations. The approval process required extensive ecological assessments, stakeholder consultations, and adaptive strategies to ensure minimal disruption to the surrounding biodiversity while successfully advancing pipeline construction.

Besides acquisition of RoU, the pipeline involved 69 SV/IP stations, where land acquisition in a time bound manner was also a big challenge.

This pipeline is equipped with advanced SCADA system for real-time monitoring, control, and data acquisition across pipeline networks, which will ensure **proactive safety**, **swift incident response**, safeguarding both infrastructure and communities.

Lessons in leadership and resilience:

MNJPL project offers rich insights. It demonstrates that successful execution in today's infrastructure landscape requires:

Agility in planning and flexibility in execution, especially in multi-stakeholder environments.

Synergistic collaboration between state bodies, central authorities, contractors, and local populations.

Technological foresight, leveraging digital tools and innovations for both efficiency and compliances.

Unyielding commitment to sustainability, ensuring that development aligns with environmental stewardship.

Looking ahead:

Now, the MNJPL project nears completion and finish line is very much visible, it reflects a journey much like a hurdle race—demanding, relentless, yet driven by determination from all spheres. The path has not been smooth; it has undergone its share of highs and lows, much like the uneven and undulating terrain it traversed—resembling the rugged folds of the Sahyadri hills.

This project stands as a testament to perseverance and engineering excellence against the odds of nature and terrain. As the final stretches of MNJPL move toward completion, the pipeline is already being hailed as a milestone in India's energy infrastructure. For GAIL, this project is more than a pipeline—it is a statement of capability, commitment, and national service.

It stands as a proud reminder of what is possible when technical excellence meets unwavering goal.

HR Evolution in India's PSUs (A Paradigm Shift)

Manas Kaviraj
Senior Executive Director, HRM
NBCC (India) Limited

Background

The genesis of Public Sector Undertakings in India can be traced back to the post-independence era, when the government took on the role of a welfare state, using PSUs as instruments of socio-economic development, industrialization and employment generation. In this context, the HR function primarily revolved around job security, compliance with government rules and centralized manpower planning. Employee welfare schemes were prioritized over performance-linked incentives. Over the decades, especially following the liberalization of the Indian economy in the 1990s, PSUs began facing pressures from a more competitive and globalized market. This prompted the gradual evolution of HR practices from manual, process-heavy systems to more structured frameworks focused on performance, transparency, and efficiency. The shift also marked the beginning of HR as a strategic partner in institutional reform, emphasizing professional development, leadership grooming and digitization of people processes. The transformation laid the foundation for the data-driven, employee-centric, and innovation-ready HR systems that are now taking shape.

The Human Resource landscape in Indian PSUs is transitioning rapidly from a rule-bound, paper-intensive model to a tech-driven, insights-oriented paradigm. The application of AI is central to this transformation, enabling public sector enterprises to compete with their private counterparts in terms of talent acquisition, retention, productivity and engagement. The integration of platforms such as SAP SuccessFactors, Darwinbox, Disprz, Talview, Cornerstone and PeopleStrong in various PSUs marks the beginning of a new era one where HR is not just an administrative function but a strategic partner in nation-building. If implemented with clarity, inclusiveness and ethical foresight, AI has the power to redefine the very face of public sector HR in the present and the future.

The Changing HR Scenario in Indian PSUs and the AI Revolution

Human Resource (HR) management in India's Public Sector Undertakings (PSUs) has witnessed a paradigm shift — from a compliance-centric, bureaucratic framework to a more strategic and performance-oriented approach. Traditionally characterized by hierarchical structures and manual record-keeping, the HR departments in PSUs today are increasingly becoming catalysts for organizational change, leveraging technology and data to drive efficiency, agility and engagement. Central to this transformation is the growing role of Artificial Intelligence (AI), which is beginning to redefine how HR functions are conceived, executed and evaluated across the public sector.

Historically, recruitment in PSUs was largely dependent on manual processes involving written tests, paper-based applications and long wait periods for results. This is now changing with the implementation of AI-powered digital recruitment platforms. PSUs have modernized their hiring by integrating online recruitment systems and campus hiring from premier institutions. PSUs have adopted SAP Success Factors, which uses AI algorithms to match job profiles with candidate resumes, identify high-potential talent and reduce hiring cycles by automating early screening. PSUs have also experimented with Talview, a video interview platform that applies facial analysis and

natural language processing to assess candidate behavior and communication.

In performance management, a major departure from the legacy Annual Confidential Reports (ACRs) can be observed. Today, PSUs have adopted structured Performance Management Systems (PMS) based on measurable Key Result Areas (KRAs) and data-backed assessment with the directions of DPE. Darwinbox, a cloud-based HRMS that uses machine learning to identify employee performance trends, provide real-time dashboards to managers and trigger alerts for performance dips or promotion eligibility. Similarly, some PSUs have a PMS integrated with Oracle HCM Cloud, where predictive analytics are used to plan succession and workforce deployment based on actual project needs and employee trajectories.

Learning and Development (L&D) has also evolved from traditional classroom training to AI-driven, adaptive learning environments. PSUs are leveraging Cornerstone On Demand, an AI-enabled Learning Management System (LMS) that recommends personalized learning pathways, assigns mandatory compliance modules based on job roles and adapts content delivery according to the learner's pace. Similarly, Disprz, a learning experience of the platform that uses AI to identify skill gaps across business units and push microlearning modules via mobile apps. These tools ensure that employee development aligns with business needs and supports upskilling in emerging areas such as digital operations and sustainability.

Employee engagement, which was once limited to welfare activities or annual celebrations, is now being strengthened through digital listening and AI-based interaction tools. Various PSUs have implemented a chatbot which handles HR-related queries, guides employees on internal processes, and escalates unresolved issues. Others have experimented with sentiment analysis software that evaluates employee feedback collected through surveys, emails and intranet forums to assess morale and flag areas of concern. These insights help HR teams design targeted engagement initiatives and improve workplace culture. AI-powered dashboards track employee well-being, leave patterns and burnout risks, enabling timely interventions by management.

The role of predictive analytics in workforce planning is becoming crucial. Few PSUs have already adopted PeopleStrong Alt, which includes an AI layer that forecasts retirements, attrition and potential leadership voids based on historical data. This foresight is instrumental in helping large public sector organizations prepare their talent pipelines well in advance. Our company, NBCC (India) Ltd., a CPSE under the Ministry of Housing and Urban Affairs, is exploring HR analytics modules where workforce data is analyzed to inform decisions on hiring, internal transfers and leadership grooming. These digital tools ensure that HR operates not just reactively but with strategic foresight.

Even few PSUs have introduced chatbots portals for their customer satisfaction, its success has prompted internal HR teams to evaluate similar applications for employee-facing services, such as FAQs, leave and reimbursement queries, and onboarding assistance. The goal is to automate repetitive HR processes while maintaining accessibility and personalization.

Despite these advancements, the integration of AI into PSU HR functions is not without hurdles. Many PSUs operate legacy IT systems that are not fully compatible with new AI tools, leading to partial digitization and inefficiencies. Moreover, the cultural transition to digital HR requires a mindset shift, especially among senior personnel who are accustomed to manual systems. Training and change management remain critical areas that need attention as AI tools are deployed. Additionally, issues related to data privacy, algorithmic bias and regulatory compliance must be addressed through robust governance frameworks and ethical AI policies.

Nevertheless, the direction is evident. With the central government pushing for reforms under the "Digital India" and "Minimum Government, Maximum Governance" mandates, PSUs are making efforts to modernize. AI offers not just operational efficiency but also strategic capabilities to manage the complexities of large workforces, fluctuating project demands and evolving regulatory environments. As AI tools become more accessible and affordable, their deployment across HR domains from recruitment to retirement will only intensify.

The Future of HR in Public Sector Undertakings: A Vision for Human-Centric, Tech-Enabled Transformation

The Human Resource (HR) function in India's Public Sector Undertakings (PSUs) is on the cusp of a fundamental transformation. With the accelerating pace of globalization, technological innovation, demographic shifts and policy reforms, the future of HR in PSUs will be defined not by administration and compliance—but by agility, strategic alignment and the proactive shaping of human capital to meet evolving organizational and national objectives.

In the emerging scenario, HR is expected to shed its legacy image of a transactional function and evolve into a strategic powerhouse one that not only manages talent but shapes the very culture and competitiveness of the enterprise. This shift is being driven by multiple converging forces. Firstly, increasing market competition both from private players and global entrants demands that PSUs deliver greater efficiency, innovation and service quality. Secondly, the digital economy necessitates that organizations remain nimble, technologically adept and talent-rich. Thirdly, evolving expectations from the workforce especially Millennials and Gen Z require workplaces that are more human-centered, purpose-driven and flexible.

The HR of the future will be deeply technology-integrated, using tools such as Artificial Intelligence (AI), Machine Learning (ML), Robotic Process Automation (RPA) and predictive analytics to streamline every stage of the employee lifecycle. Recruitment, for instance, will become hyper-personalized and data-driven. AI will match candidates not only on technical skills but also on cultural fit, potential for growth and long-term alignment with the organization's vision. PSU recruiters may deploy tools such as HireVue, Pymetrics, or even AI-generated job interviews to gauge behavioral traits, reducing hiring time while enhancing objectivity.

Similarly, performance management systems will move beyond yearly appraisals to real-time feedback and goal tracking, facilitated by intelligent platforms. Employees will receive instant insights on their performance, coaching prompts and skill recommendations. Leaders will be empowered with predictive dashboards to detect burnout, disengagement, or attrition risks enabling timely and empathetic interventions.

One of the most transformative changes will be the rise of flexible work arrangements. Remote work, hybrid models and project-based roles will increasingly become the norm, even within traditionally rigid PSU structures. This will demand a reimagining of workplace policies, employee engagement strategies and digital collaboration tools. HR will need to ensure that distributed teams remain connected, productive and emotionally invested in the organizational mission, irrespective of geography or job type.

In tandem, learning and development (L&D) will become the cornerstone of PSU agility. Gone will be the days of one-size-fits-all training. Future HR leaders will design intelligent learning ecosystems powered by AI and immersive technologies like Augmented Reality (AR) and Virtual Reality (VR) that adapt to individual learning styles, career aspirations and business needs. Imagine an engineer in a PSU's power division undergoing a VR-based simulation on grid management, or a finance executive learning ESG compliance through interactive storytelling platforms. Platforms like Coursera for Business, LinkedIn Learning and Disprz will be integrated with internal talent systems to create seamless, continuous upskilling journeys.

Another defining element of future PSU HR will be its strategic alignment with Environmental, Social and Governance (ESG) goals. HR will champion diversity, equity and inclusion not as compliance mandates but as business imperatives. PSUs will be expected to reflect the social diversity of India, promote gender balance in leadership and foster workplaces free from bias and discrimination. Inclusion of marginalized communities, persons with disabilities and LGBTQ+ individuals will no longer be aspirational but expected.

HR will also become the guardian of sustainability and ethics, embedding green workplace practices, aligning employee rewards with sustainability outcomes and nurturing a values-based leadership pipeline. For instance, a PSU involved in construction or heavy engineering may set targets for reducing

its carbon footprint, with HR incentivizing teams that meet green targets. Leadership development programs will be designed to cultivate ethical, empathetic and future-ready leaders—those who can navigate uncertainty, inspire innovation and drive purpose-driven growth.

The future HR landscape in PSUs will also place unprecedented focus on employee well-being and mental health. As work pressures evolve and the line between personal and professional lives blurs, HR will adopt an integrated well-being approach addressing physical, emotional, social and financial health. AI-driven wellness platforms will offer mood tracking, virtual therapy, meditation routines and burnout analytics. HR will partner with mental health professionals to normalize conversations around stress, anxiety and psychological resilience creating a culture of trust, empathy and holistic care.

Moreover, strategic workforce planning will become an ongoing exercise, backed by data science. Predictive analytics will help HR leaders anticipate workforce shifts, skill shortages, retirement waves and even the impact of automation. This foresight will enable timely reskilling, cross-functional training and internal mobility. HR will no longer react to change it will lead it.

To power this evolution, HR professionals themselves will need to evolve. Future HR teams in PSUs will be cross-disciplinary, blending skills in psychology, technology, analytics, design thinking and change management. They will act as culture architects, employee experience designers, and change navigators. HR will work closely with IT, operations, CSR, and strategy teams breaking silos to drive holistic transformation.

Conclusion

The Human Resource landscape in India's PSUs has undergone a profound transformation evolving from a legacy of welfare-centric, compliance-driven models to a more strategic, agile, and future-focused function. While the past reflected the ethos of a socialist state and hierarchical structures, the present reveals a dynamic interplay between institutional tradition and digital modernity. However, the future beckons something far more ambitious: a complete reimagination of HR as the engine of transformation, innovation and purpose-driven growth.

In an era marked by rapid technological shifts, global competitiveness and rising employee expectations, PSUs can no longer afford to treat HR as a back-office function. The HR function must now lead from the front shaping culture, building capabilities, nurturing leadership and driving digital adoption. It must be the steward of organizational agility, the custodian of employee well-being and the architect of inclusive, future-ready workforces.

Success will demand more than digital tools it will require visionary leadership, empathetic people policies and an unwavering commitment to continuous learning and innovation. If PSUs are to remain relevant and resilient amidst disruption, HR must become not just an enabler of operational efficiency but a strategic partner in Nation-building.

With the right investments in technology, talent and transformation, HR in PSUs can emerge as a model for the future of public sector excellence where productivity, purpose and people thrive in harmony driven in the years to come.

Beyond the Grid: THDCIL's Strategic Use of Public Relations in Nation Building

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In a time where public enterprises are being scrutinized not just for their output but for their outlook, the narrative of nation-building has transcended the infrastructure development paradigm. It now encompasses social equity, environmental guardianship, and stakeholder trust. Among India's power PSUs, THDC India Limited (THDCIL) is a leading power sector PSU that tells a story about how strategic communication and Public Relations (PR) can serve as the fulcrum of inclusive and sustainable growth.

While the success of THDCIL in power generation, such as hydropower, pumped storage, and diversification into thermal and renewable power, and consultancy, provides the technical foundation for its mandate, it is the nuanced deployment of PR as a tool of institutional legitimacy, stakeholder engagement and alignment that elevates its role from a utility provider to a transformative public entity.

In the traditional view, PR in the public sector is often assumed a reactive, compliance-oriented posture, typically limited to press releases, ceremonial coverage, photography and occasional event documentation. THDCIL, however, has disrupted this orthodoxy. It proactively informs the course, builds consensus, manages perception, and, most critically, nurtures faith among those whose lives are intertwined with the company's operational footprint. It is also strategically and deliberately aligned with the national priorities of social justice, climate action, and inclusive development.

Beyond its exemplary engineering achievements and energy milestones, THDCIL's commitment to nation-building finds a profound expression in its Corporate Social Responsibility (CSR) initiatives. Under the aegis of its flagship program 'THDC Sahridaya', which means, "corporate with a human heart", THDCIL has invested significantly in community development. These are not token gestures, they are instead structured, multi-sectoral interventions spanning: Health & Nutrition (THDC Niramaya), Education (THDC Jagriti), Skill Development (THDC Daksh), Rural Development (THDC Utthan), Empowerment of Marginalized (THDC Samarth), Senior and Differently-Abled Care (THDC Saksham), Environmental Conservation (THDC Prakriti), Cultural Preservation (THDC Virasat), and Sports Promotion (THDC Krida).

But what differentiates THDCIL is not merely the intensity of these interventions, but also how they are communicated with integrity, humility, and consistency, ensuring that impact is not just felt, but also recognized, understood, contextualized, and multiplied. In infrastructure-heavy sectors, particularly hydropower, legal clearances are necessary, but far from sufficient. The actual currency is the social license to operate, the intangible yet powerful public acceptance of a company's presence and purpose. And this license is not granted automatically; it is earned through continuous engagement, transparent dialogues, and demonstrable respect for local aspirations and ecological realities.

At THDCIL, Public Relations plays the role of a conduit and catalyst that ensures that the voices of affected communities are heard, their concerns addressed, and their lives improved in measurable ways through multiple interventions and initiatives. Multilingual community awareness drives, participatory communication forums, and cohort

participation mark the PR approach, showing empathy, immersion, inclusiveness, and a firm foundation.

In modern governance, infrastructure is not just limited to concrete, it also includes communication systems that build belief. THDCIL has institutionalized communication not just as a function but as an infrastructure of trust. Perception, in the public domain, is a fragile architecture, built slowly, but can be shattered swiftly. Building a good perception takes months or even years, while a negative one can form within a day or an hour. THDCIL understands that doing good work is essential; however, it is equally important to be seen doing it ethically and competently.

For this purpose, the Public Relations function has evolved into a full-spectrum communication command centre, which includes managing media relations, crafting narratives, guiding executive visibility, and ensuring that the organization's social, environmental, and developmental contributions are communicated credibly. Whether it's the rollout of a major project or the launch of a local initiative, every communication is meticulously planned to align with the vision and values of the organization, reinforcing the organization's commitment to ethical governance. This interaction extends to different audiences through different media platforms, including project-affected populations (PAPs), stakeholders, beneficiaries, and others, while also actively countering misinformation and reputational threats, crisis communication management, and converting policy goals into people-oriented stories. In this role, Public Relations becomes a strategic tool rather than a mere operational formality.

Contrary to vanity-driven publicity, the focus is on substance-based storytelling, which means that sharing or telling stories that inspire and not inflate. Whether through press briefings, op-eds, documentary coverage, social media campaigns, print, or stakeholder communiqués, THDCIL's messaging remains ethical, clear, refined, and purpose-driven.

The internal dimension of THDCIL's communication philosophy is equally vital. Employees are often known as the most authentic brand ambassadors who are consistently informed, valued, and engaged. Internal newsletters, digital communications, dashboards, and leadership communication ensure that the workforce is not just compliant, but committed. This internal PR strategy builds organizational morale, enhances retention, and instills ethical cohesion, ensuring that THDCIL's external messaging is mirrored in its internal culture.

The days when Public Sector Units (PSUs) could operate in relative opacity are over. The public enterprises now have to compete, not just in terms of operational efficiency, but in narrative space. They have to be perceived as responsive, responsible, accountable and reform-ready.

PR, when practiced with vision and discipline, is no longer a soft skill, rather it is a core leadership function. THDCIL's experience demonstrates that Power may illuminate cities, but it is Public Relations that illuminates purpose through building bridges of confidence and reliance between institutions and society. Through its strategic, authentic, ethical, and forward-looking public relations, the organization has redefined the real meaning of being a development partner.

It can therefore be rightly stated that THDC is not merely in the business of generating energy. Rather, it is in the business of building trust, shaping futures, and writing the communication blueprint for a sustainable and empowered India.

CSR as a Career: Bottom-line Impact beyond Profit

Mudassir Azam
Manager, CSR
HPCL

Since over the last decade and a half, Corporate Social Responsibility (CSR) has evolved from being a mere compliance requirement as per CSR Rules 2014, Companies Act, 2013 to a core component of business strategy. Today, pursuing a career in CSR is not only rewarding and offers high job satisfaction, but also provides a platform to drive meaningful change in society. As companies increasingly recognize their role in addressing stakeholders' requirements, the demand for skilled CSR professionals is on the rise.

A career in CSR encompasses a diverse range of responsibilities, meeting requirements of various internal and majorly external stakeholders and including community engagement, sustainability initiatives, ethical governance, and communication. Professionals in this field, work on projects that promote quality education, support healthcare needs, and promote social equity. The profession involves collaboration and consonance with government bodies, NGO's and corporate leadership to ensure that a company's operations align with social and environmental goals.

One of the most appealing aspects of a CSR career is the opportunity to blend empathy and passion with profession. It allows individuals to use their skills in communication, project management, and data analysis to benefit communities while enhancing corporate reputation. For instance, CSR Officers often design programs to support local communities as part of local area development of factory units through strategic and integrated CSR interventions.

The career path in CSR is versatile. Entry-level roles include CSR Coordinators and Analysts who focus on research, reporting, and project implementation. With experience, professionals can advance to leadership positions in CSR or Sustainability, where they shape the overall strategy and drive long-term impact. Many leaders who were working in the field of CSR and Sustainability went on to hold top and influential positions in the administration.

Educational backgrounds in social work, social sciences, environmental studies, humanities, business management, or governance and public policy are valuable for those entering this field. Many institutions now offer specialized courses and certifications in CSR and Sustainability, providing a solid foundation for aspiring professionals.

Beyond personal growth and job satisfaction, working in CSR provides a sense of purpose, knowing that your efforts contribute to a better world. As local and global challenges like climate change and social inequality intensify, CSR professionals play a crucial role in guiding businesses toward responsible and sustainable practices.

Choosing CSR as a career is more than a job choice; it's a commitment to making a positive difference while fostering responsible corporate citizenship. For those driven by purpose and a desire to create lasting change in society, CSR offers a fulfilling and impactful career path.

AI touching the virgin fields

Prof. (Dr.) Dewakar Goel*

In today's scenario, the transformation, innovation and development in the field of Artificial Intelligence (AI) is so repaid that it is unbelievable to think about the fields it is touching. There is no denying that there is a man behind the machine. AI is nothing but creation of mankind. It can never replace the human but has definitely generated a great amount of dependency.

Let us talk about some interesting fields where AI has made considerable progress, though it's accuracy in the new fields is sometimes questionable.

India moving fast in the field of AI

Satya Nadela, Chairman and CEO, Microsoft has announced the investment of 3 billion dollars in a next two years for Cloud and AI development and training for opening new data centres. The Microsoft has named this package under ADVANTA(I)GE INDIA.

Microsoft Chairman has said that India is becoming leader in the fast manner for AI innovation having new avenues. The Microsoft is going to train one crore professionals in the field of Cloud Computing and AI.

AI – Caller to understand the language of your dog

Teky John Machale Joe from Austin Texus has developed AI Caller. He named it as Shazam Machale, is working in a company with the name personify AI. Basically, Shazam is like a voice assistant which makes the human to understand the sentiments of pets in order to create the bounding. This AI caller is having a microphone and a speaker also. Whenever the pet wants to say something in its own language, then microphone and speaker get activated and their voice can be heard in English from the speaker.

The premium product Shazam Caller is initially priced very high which starts with costing 595 US dollars for the dog and 495 US Dollar for the Cats. In order to provide the services for the caller, the annual subscription is 195 US dollar and if someone wants to have brain boost service, then he has to pay 295 US Dollar additionally per year. This brain boosts service claims to develop emotional intelligence, social sensitivity & self-awareness among pets. As of now, 27 different kinds of voices of the pets made by the voice artist have been made and while setting up the service, any one voice can be selected.

Shazam Caller can be used for safety tracking and health monitoring, besides communications. Some security features also been given like alert from the danger of the snake and other animals. It also gives indication about the health of the pet. And most useful feature of Shazam Caller is tracing the pet animal if it is lost while roaming around. In that case, you can track the location from your mobile phone. The caller also reminds you about the food timing for the pet. As of now, Shazam Caller is available only in the US.

Llama – 3.1 Conversation in human voice

ChatGPT, Google Bard and Gemini are quite handy and helpful for answering the question as well as for conversation as a search engine. Recently, tech company Nvidia has launched a new AI model with the name 'Llama -3.1 – Nemotron – 70 B- Instruct' which is popularly known as Llama – 3.1. It is quite

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advance model because of its power and capacity. It has been developed for Complex AI applications and conversations. It is basically a large language model (LLM). It has got 70 billion parameters which help in processing the big data. Its efficiency is known for giving quick answers to the questions posted in a natural manner. Its importance is very well accepted for customer service and help desk. We can take help of this model for data analysis, scientific research, translation and also for taking decisions in complex matters.

AI - Model for electronic tongue

It looks quite amazing to know about the AI invention in developing the AI model analogous to your tongue and nose for knowing the taste of the food and the smell of fragrance. Many times, when we go to the restaurant, it becomes difficult to know about the taste of the food by its appearance as to whether it's useful and tasty. We can always feel the good and bad taste by the tongue but we can not know as to whether it is healthy food or not.

The electronic tongue has been developed by the searchers of Pennsylvania University in the US. Let us know as to how electronic tongue works. Normally with our tongue, we know about sweetness, sourness, bitterness taste of particular dish with our tongue whereas the electronic tongue goes into the molecules of the food to know about its quality freshness and also the danger from bacteria and poisonous elements. Electronic tongue has sensors which can identify the pattern of molecules of the food. When the food comes in contact with the sensor, it takes the data from the molecules for analysis which finally identify the good and bad state of food. The data collected by the sensor is processed by machine learning algorithm.

After knowing so much about the electronic tongue, it is quite natural to think as to the reliability and authenticity of the findings of the electronic tongue. The research and application have revealed that its accuracy is 95% where as our glands can have the accuracy of 80% only. The electronic tongue is very fast and it can help in saving us from food poisoning etc.

Now let us talk about another AI model for identifying the fragrance. This AI technology is known as OSMO which can recognise like our nose. It can be used for the artificial fragrances which will be felt like natural. For example, we have got variety of flowers like rose, jasmine, lotus, tulip which have different fragrances. This artificial technologies by way of machine leaning can develop the same fragrance artificially. The device has sensors which analyses the smallest molecules of the original fragrance to know the pattern for making the same fragrance. This AI tool is very useful for the large fragrance market across the world.

AI - Skill House

Google has launched the free flagship AI courses on YouTube and this online learning platform is known as AI Skill House. With the objective of educating crores of people about the basics of artificial intelligence, this skill house can provide knowledge for any generative AI, responsible AI and large language model. This particular skill house is available on YouTube and Google Cloud skills boost platform. The Google provides a digital badge on completion of the course. The generative AI provides knowledge for creating new data like text, image and video. The responsible AI educates about ethical values for use of AI and also to face the challenges. The large language model deals with the bigger data base.

Gen Z creating slang language

The electronic age has made the young generation to catch the speed in their working by finding shortcuts. Now very less youngsters use Pen/ Pencil. Now English hinglish and hinglish is now transform into slang terms. If we talk about Gen Z, then it supersedes Gen X and Y for that credit goes to social media and memes among Gen Z. In today's scenario IYKYK, GOAT, OG, FR, Vibes, Sigma, or AF are the words which commonly use nowadays for conversation. We are talking on this issue in the context of AI because digitalisation and computerisation machine learning can be termed as product of AI.

The conversation on internet, E mail, Facebook and WhatsApp, is mostly in Gen Z if we have to write "you only live once" than it will be written as "YOLO". Similarly, GOAT is used for greatest of all time. If we are laughing during our conversation then IJBOL is written for 'I just burst out laughing'. In new world, Gen Z sigma is used for the people who maintained their status, power and position without talking about it in youth. If two people are not liking the mood and personality of each other, then they call it that our vibes are not matching.

It is quite strange that people are being identified by age groups from one generation to another. The boomer generation signifies the people born between 1946 to 1964. Generation X is used for the people born between 1960 to 1980 and Millennials are the people born between 1981 to 1996 and the people from these generations are being able to digest the language of Gen Z.

It is interesting to know the full form of some slag terms the Netflix and chill are the words used in the romantic sense for spending quality and relaxation. FR means for real; OG means original gangster and Ghost word is used when somebody is stop stalking without information. Salty gives the feeling of getting angry or annoyed. Finally, we use IYKYK for if you know you know.

Sora Turbo – Video Generator Program

Sora is one of the artificial intelligence programs develop by Open AI which has been recently launched. It is a video generator and popular with the new name - Sora Turbo. It was supported by Microsoft which has invested around 13 billion US dollars in Open AI, which helped in development of the advance technology. Sora Turbo is like ChatGPT which makes video on text prompt direction. If you want to have the video to be made, just text all details as what kind of video you want and Sora Turbo will make the desired video. It is capable of making high quality realistic video content. The editing tools are available for making sequence and modification. Basically, Sora Turbo is based on advance machine learning and computer vision technology. For users' video, one can give the details of video length, lighting, camera angle and other details of shorts. Quality wise, Sora Turbo can make 30 frame per second for making video and video can be customise with the feature of story board so that the user may combined short video for long sequence. The Sora Turbo has got its own limitations and can not be considered as perfect. Some faults have been noticed like in one of the videos, the head of the dancer moved 180 degree which is not possible in real life.

Another AI video tool with the name - Veo has been developed by Google DeepMind for making video from text and images. If we talk about the difference between Veo and Sora Turbo, then it can be said that Sora Turbo is flexible having main focus on general video creation whereas Veo has been design specially for human activities and sports. Sora Turbo provides the facility of editing however Veo is focused on deep body movement. We can say that both these tools are to be used for different purposes.

The above AI video generator programs have cost anxiety and worry in the film industry like Hollywood and some kind of opposition is also there because these tools can effect changes in film productions. Although the industry can find high quality editing by these tools for small budget films.

It has been reported that there is going to be considerable delay for use of these tools because Sam Altman, leader of a company in the US, has influenced the suspension of progress in making these tools and added to it, some artists have also opposed these models because it is going to affect their remuneration.

AI - Supermodels

In the era of AI, some supermodels have been made in such a way that nobody can say that it is not original. We are seeing news anchors and it is very difficult to believe that it's AI creation and not original. Let's talk about some virtual models in the social media who have lakhs of followers and earning handsome money their videos and pictures are like real models that people easily gain confidence about their originality. It is interesting to talk about some most famous AI models.

Lu do Magalu is the most famous AI influencer. She has got 7 million followers on Instagram. Basically, she is the most popular AI superstar of Brazil who started her career in 2009 and it is reported that her net worth is 591 million dollars.

Aitana is 25 years old AI super model from Barcelona. She earns 9.25 lakhs rupees only on her hits from social network. Her net worth is over 360 million dollars.

Lil Miquela is a supermodel. She operates from Los Angeles. She has been made AI model by Travel Macfedriz and Sara Deko. In the year 2019, she is sponsored by Calvin Klein with Bella Hadid and become popular and now, her reported net worth is 125 million dollars.

Shudu Gram is the first Black AI model in the world. She was seeing for the first time on internet. She has been AI supermodel for the magazine Vogue and Cosmopolitan. Her net worth is over 10 million dollars.

Imma Gram is the first AI supermodel from Japan, who came in limelight in the year 2018. She is famous for her pink bob hairstyle and ultrafine fashion sense. She has worked with the eminent fashion designer Dor Valentino. Her net worth is over 966 million dollars.

Naina is 22 years old Indian AI supermodel. She was made AI model in the year 2022 by Avtr Meta Labs. She participated in the 18th season of Big Boss.

AI - Transforming healthcare system

AI is revolutionising the healthcare system around the world. It is changing the way, diseases are diagnosed, manged and even prevented. AI has quickly moved from research labs to hospitals, clinics and now to the phones of the doctors. How the AI works for medical treatment? We can say that AI is teaching computers to recognised pattern learn from data and make prediction. The latest software developed by the experts have generated AI tools which can go through patient images and histories and its findings help the doctors in diagnosis. The AI tools can spot science of skin, lungs or breast cancer much sooner than X-rays and MRI. AI tools also assist the pathologist in diagnosis from Biopsy images.

Chatbots as virtual assistants

The AI has not replaced the doctors but it has transformed the healthcare system for speedy diagnosis. Nowadays, your smart phone application can guide as to how to manage chronic condition like diabetes or heart diseases. The AI apps keep a check on patient health and provide personalised advice.

In Germany, a chatbot has been developed with the name UroBot which has been developed for Urology expert doctors. UroBot has been developed by Open AI powerful GPT 40 language model which is based on large medical science database. This chatbot has been developed with the help of retriable augmented generation (RAG) to help UroBot in answering the questions accurately. UroBot has been tested by European Board of Urology.

AI helping dentistry

Dental has generated importance during last one decade to a great extent because of super specialisation and today, AI is helping to craft you perfect smile, thanks to the AI based technology which has made complex dental procedure, shameless and painless.

AI can identify the early dental issues, streamline, record keeping and enhancing treatment planning. AI powered tools can analyse radiographs and scans which help dentist to deduct any cavity, bone loss etc. AI algorithm can assist in identifying best approach based on patient data.

The 3D printing helps in orthodontic treatment, laser dentistry is used for soft tissue treatment. All in all, AI helps in faster, more comfortable and tailored to each patients' specific needs. The digital imaging reduces the need for multiple X-rays minimising radiation exposure and providing faster diagnostic result.

Dubai building digital economy

Generally, when we talk about Oil producing countries, we just think they are based on Oil but it

is not true. In today's contest, say for example Dubai where nowadays you will find the word AI fintech and digital economy. The UAE is trying to reduce its dependence on Oil. They are turning to new age technologies building state of art innovation hubs and AI labs. The Arab countries are in the process of hiring best of the talent by liberalising immigration policies. They are also granting sharia laws exemptions to foreign countries to facilitate entrepreneur and talent coming to the country from across the globe.

UAE is the first country in the world to appoint a Minister of AI and it was way back in 2017 when Omar Sultan Al Ulama at the age of just 27 years was appointed. The Minister of AI, Ulama is alumnus of American University of Dubai and his initial focus cantered for establishment of AI focused University.

When we talk about the ambition plan of Dubai for digital economy, there are over five hundred startup companies at Dubai International Finance Centre which is spread across two buildings with over 3 lakhs sq. ft. area. DIFC has produced an application enabling the concept of "buy now pay later". Look at their progressive plans which aims to attract more than 500 AI companies by 2028. The AI campus having collaboration with companies like Amazon Web Services, Nvidia, Microsoft, Google, Oracle. The DIFC region is exempted from UAE's structing sharia laws and it is governed by English common law except for criminal cases.

Dubai also introduced Golden Visa program to facilitate professionals and entrepreneurs to easily come and work for 10 years, these visas can be renewed. We may appreciate that since its launch in 2019, over 1.7 lakhs Golden Visas have been issued. Moreover, the visa process for working class is liberalised. The most advanced AI application is in use for recruitment which scans resumes submitted for job openings on the Dubai career platform. Evaluate skills, experience, education even the soft skills of job seekers within minutes. The system assigns score to each candidate and ranks them based on how well they meet the job requirements. This application reduces the time needed by 90%. The software will also help in post recruitment process of performance evaluation.

Most interestingly, Dubai developed AI powered Solution Madinati that allows users to quick report any damage in the city such as spot holes on roads and fallen trees.

Yoga for Healthy Heart and Healthy Mind

Dr. H. K. Chopra*

What is the definition of Yoga?

Yoga is derived from the word "Yoke" which means union of body, mind, soul, spirit and environment. It is a way of life which endows perfect health thereby enhancing optimal integration of body, mind, soul, spirit and environment and thus enhancing physical, mental, social, spiritual and environment wellbeing.

What are the eight limbs of Yoga?

The eight limbs of Yoga on daily basis are

1) Yama (Do's and Don'ts).

2) Niyama (Self Discipline).

3) Asana (Postures).

4) Paranayama (Breathing exercise).

5) Pratiyahara (Contemplation).

6) Dharana (Concentration).

7) Dhyana (Meditation).

8) Samadhi (Transcend).

Who Started International Yoga Day ?

Our Hon'ble Prime Minister of India Shri Narendra Modi's persistent efforts, June 21st was declared as the International Yoga Day by the United Nations General Assembly.

Who is the Father of Yoga ?

The Father of Yoga is Maharishi Patanjali who defined Yoga by Yoga sutras

What is the theme of Yoga in 2025 ?

The theme of Yoga, this year is expressed by our own Prime Minister Sh. Narendra Modi Ji is

Yoga for One Earth, One Health for wellbeing of all.

Vasudhaiva Kutumbakam

What are the Health Benefits of Yoga ?

30 Benefits of Practicing Yoga on daily basis.

1. Enhance Healthy Heart – Reduces the risk of heart attack

2. Control Blood Pressure

3. Decrease risk formation of blood clots

4. Enhance Healthy Brain – Reduces the risk of stokes

5. Enhance Healthy Lung – by Improving lung function.

6. Enhance Healthy Bones – Prevent osteoporosis

7. Enhance Healthy Muscles – By improving muscle tone

8. Enhance Healthy Joints – By improving flexibility

9. Enhance Healthy Mind – By improving feeling of welbeing, self confidence, Boost will power, tranquility of mind with dynamism, calmness, positive mental attitude.

10. Enhance cholesterol fitness – By increasing Good Cholesterol - HDL (High Density Lipoprotein) and decreasing Bad Cholesterol LDL (Low Density Lipoprotein) and TG (Triglycerides) and other cholesterols.

11. Improve appetite

12. Improve digestion

13. Enhance Perfect sleep

14. Enhance Longevity.

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15. Prevents, regresses aging

16. Enhances fitness potential.

17. Enhances stress management potential

18. Improves relationships with friends and family

19. Enhances productivity

20. Enhances physical, mental, social, spiritual and environmental welbeing

21. Improves endurance and resilience.

22. Improves stamina

23. Enhances the neovascularization

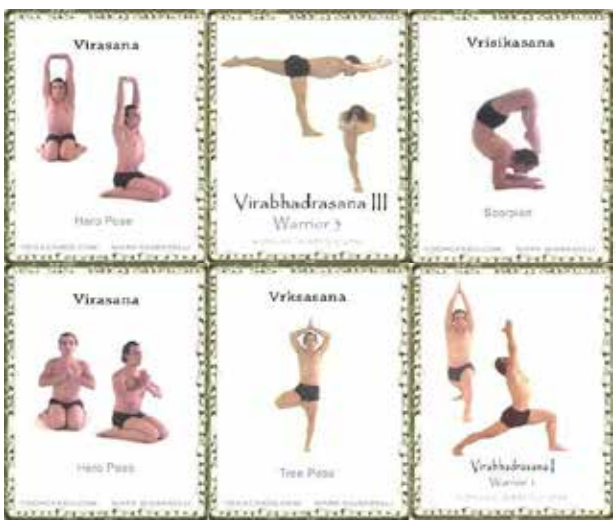
24. Enhances collateral circulation

25. Enhances the number and function of mitochondria

26. Reduces Body fat.

27. Enhance weight management.

28. Helps controlling Blood sugar.



29. Enhance resilience and endurance

30. Enhance attitude of calmness.

The Yoga asanas are excellent form of stretching exercises, which tones up the muscles. The bending and stretching provides a kind of internal massage, which improves the functioning of vital organs and also produce the feeling of tranquility of mind. Besides Yoga asanas, regular meditation, dietary optimization with more fruits vegetables, nuts, milk and milk products, regular massage with optimize oil are excellent for health and longevity.

"Grow younger & Live longer and with daily yoga".

Path of Yoga is Path to Viksit Bharat, Swasthya Bharat

"Path of Yoga, is Path to Healthy Heart & Healthy Mind

Path to Healthy heart and Healthy mind is path to world peace.

Path of Yoga is path to calmness, growth, progress & Productivity.

What are the common yogic postures ?

Sun Salutation

It includes a series of twelve flexion and extension exercises that integrate the mind, body, and breath. The Sun Salute lubricates the joints, conditions the spine, and strengthens every major muscles group in the body. It creates balance, stability, suppleness and flexibility.

How to Do One Cycle of the Sun Salutation

Salutation Position: Start the Sun Salute with your feet parallel and your weight distributed evenly over your feet. Place your hands together, palms touching, at chest level. Breathe easily for about five seconds.

Raised Arms Position: As you inhale, lift your hands over your head, lengthening your spine easily in an extension posture.

Hand to foot position: As you exhale, bend your body forward and down into a flexion posture. Allow your knees to bend.

Equestrain position: On the inhalation, extend your left leg back, knee to the ground.

Allow your right leg to bend and your right foot to stay flat on lengthen upward.

Mountain position: As you exhale, place your right leg back, even with your left leg, pushing the buttocks up into a flexion posture. The body forms an even inverted V from your pelvis to your hands and from your pelvis to your heels.

Eight limbs position: Carefully drop both knees to the ground and allow your body to slide down at an angle, with your chest and chin briefly on the ground. Hold this for a second and then move smoothly into the next position.

Cobra position: As you inhale, lift your chest up and slightly forward while pressing down with your hands. Keep your elbows close to your body. Allow your spine to lift your head-do not start the movement with your head or lift your body with your neck.

Mountain position: While exhaling, raise your buttocks and hips in a flexion posture, the same as position 5.

Equestrian position: As you inhale, bring your right leg forward, between your hands, the same as position 4. Let your left leg extend backward, with the knee touching the ground. Your right knee will be bent and your right foot flat on the floor.

Hand to foot position: Repeat position 3. As you exhale, bend your body forward and down, coming down into a flexion posture. Allow your knees to bend.

How to Do Pranayama ?

This simple neurorespiratory exercise, called Pranayama, creates balance throughout your body. It's ideal to do Pranayama after the neuromuscular integration exercise and before meditation.

1) Sit easily and comfortable with your spine as straight as possible.

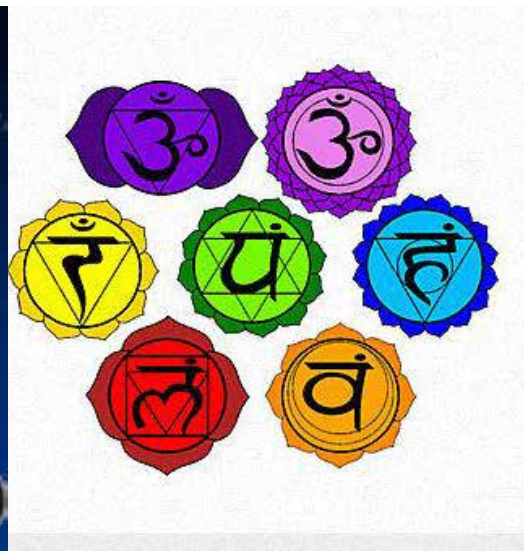
2) Close your eyes and rest your left hand on your knees or thighs. For this exercise you will be using your thumb and the middle and ring fingers of your right hand.

3) Using your right thumb, close off your right nostril. Start by exhaling through your left nostril. Then inhale easily through your left nostril.

4) Now use your ring and middle fingers to close your left nostril. Exhale slowly through your right nostril, and then easily inhale.

5) Continue alternating nostrils for about five minutes. Your breathing should be natural, or exaggerated. It may be a little slower and deeper than usual.

6) When you are finished, sit quietly with your eyes closed for a few minutes while breathing easily and normally.



What is Yogic Lifestyle ?

Daily exercise is a very important integral component of our ideal lifestyle. Exercising daily for thirty minutes help in maintaining optimum integration of various components of health including body, mind, soul, spirit and environment. Those who exercise they live long. Exercise has a tremendous impact on our personality, potentials, achievements, success and happiness. Unfortunately most of us exercise after we have bypass surgery or after having any such major ailments. I firmly believe that if we exercise regularly it may help us not only in bypassing the bypass surgery but also bypassing many aliments such as heart attack, hypertension, high cholesterol, premature stokes, arthritis, osteoporosis, cardiac metabolic syndrome etc. Either we can use our body for loose it, depending on what perception, thoughts, interpretations, experiences and choices we have. I firmly believe "Use it or Lose it". If we exercise for thirty minutes a day or three and half hours a week or fourteen hours a month or six days a year or one year of our lifetime of eighty years, then we will remain healthy physically, mentally, socially, spiritually and environmentally with a healthy heart as defined by World Health Organization. You must follow the laws of nature if you want to be healthy. Moderate regular exercise is enough to provide you with almost all of the health and longevity benefits without risks of more intense exercise.

Health and Fitness are not the same

Exercise will make you fit, but fitness and health are not synonymous. Exercise alone is not enough to make you healthy. In order to achieve perfect health exercise is essential part of comprehensive lifestyle program. "Fitness" refers to your level of conditioning and training effect. The best and the simplest way to assess your fitness is to know that how long does it take for your heart rate to return to normal after vigorous exercise. The sooner your pulse returns to its usual resting rate, the more fit you are. Another measure of your fitness is your resting pulse rate – slower is the resting pulse rate, more fit you are. You can also measure your fitness by knowing how long and how far you can exercise.

Ending Plastic Pollution: A Call for Circular Economy Action

Introduction

Plastic, once celebrated as a miracle material for its durability, versatility, and affordability, has become one of the most pressing environmental challenges of 21st century. What began as a technological breakthrough in the 20th century has now evolved into a global pollution crisis that touches every corner of the planet. From choking our rivers and oceans to contaminating soil and air, plastic pollution is a silent crisis with loud consequences, that demands immediate collective actions.

At its core, plastic is a synthetic polymer derived primarily from fossil fuels such as oil and natural gas. What makes plastic pollution especially hazardous is its long-lasting nature. Unlike organic waste, plastic doesn't biodegrade, it simply fragments into microplastics that enter food chains, endanger biodiversity, and present serious health risks to humans.

As we mark World Environment Day through the theme of **"Ending Plastic Pollution"** and observe initiatives like **Plastic Free July**, it is crucial to reflect on the scale and severity of plastic pollution. From international treaties to national regulations, from circular economy interventions to community-led action, there is a call for coordinated, transformative change to #BeatPlasticPollution and secure a sustainable future making. such actions pivotal to unite efforts and implement bold solutions that protect both people and the planet.

This article explores the lifecycle of plastic, the environmental and health risks it poses, and the urgent need for systemic solutions.

Environmental and Health Implications of Plastic Pollution

Plastics, especially microplastics and Single-Use Plastics (SUPs) have infiltrated every corner of the planet, from the deepest ocean trenches to the most remote polar regions. Traces of plastic pollution have been found everywhere, from the Mariana Trench (Earth's deepest point), and Mount Everest (highest point of earth), underscoring the truly global and far-reaching nature of the crisis. Plastic pollution poses a complex and multifaceted threat to both environmental and human health, with impacts spanning terrestrial, aquatic, and atmospheric systems. Their persistence not only disrupts ecosystems and biodiversity but also introduces emerging risks to human health through food, water, and air exposure. The combined environmental and health implications underscore the urgent need for a systemic transition towards circular economy solutions that prioritize reducing plastic use, no use of single-use plastics, and ensuring responsible end-of-life management.

1. Environmental Impacts

a. Plastic Pollution in Marine Ecosystems: A Deepening Crisis: Plastic remains the most prevalent and persistent form of marine debris, posing a serious and escalating threat to marine ecosystems. Every year **19-23 million tonnes of plastic waste leaks into aquatic ecosystems**, polluting lakes, rivers and seas. Out of this, **more than 11 million metric tonnes of plastic waste enter in the ocean each year**, although quantifying the exact amount is challenging due to complex ocean dynamics causing challenge for marine life, including seabirds, fish, turtles, and marine mammals. Mistaking floating plastic for food like jellyfish or plankton, they ingest harmful debris that can block digestive tracts, cause internal injuries, and lead to death. This alarming reality not only endangers individual species but also disrupts the delicate balance of marine ecosystems and threatens global biodiversity.

It is estimated that, over **358 trillion microplastic particles** floating in the world's oceans, with significant concentrations forming five major oceanic gyres, including the infamous Great Pacific Garbage Patch, which spans an area larger than the state of Texas. These patches are not solid islands but vast zones of floating and submerged plastic debris, dispersed across millions of square kilometers. It

is estimated that at current rate, ***there will be more plastic in the ocean by weight than fish by 2050.***

b. Ecosystem Disruption: Plastic pollution significantly disrupts natural ecosystems, with far-reaching consequences for biodiversity, ecological processes, and climate stability. Microplastics have permeated every ecological domain, including freshwater sources, agricultural soils, the deep ocean, and even the atmosphere. These particles can adsorb toxic chemicals such as Persistent Organic Pollutants (POPs), heavy metals, and endocrine-disrupting additives, facilitating their transport across ecosystems and into the food chain. This process of **bioaccumulation and biomagnification** threatens keystone species, alters predator-prey dynamics, and reduces overall **ecosystem resilience**. An estimated **13 million tonnes of plastics accumulate in soil annually**, where they interfere with soil porosity, water retention, and microbial diversity, ultimately degrading soil health and agricultural productivity. In marine ecosystems, plastics entangle and suffocate wildlife, and as they degrade into microplastics, they persist in aquatic food chains and sediments for decades.

2. Health Implications

a. Human Exposure to Microplastics: Improperly managed plastic waste gradually breaks down over decades into **microplastics** and **nanoplastics**, which are now found in the **air, soil, drinking water, human blood and placental tissue.** Recent scientific studies have confirmed the alarming presence of microplastics in various human tissues, including **human arteries, lungs, brains, intestinal tract,** and even in **human breast milk**. Humans are exposed to microplastics through various pathways including, **inhalation of airborne particles**, **consumption of contaminated food and water**, and **dermal contact**. Microplastics have been detected in a wide range of consumables, such as **seafood, bottled and tap water, table salt, and even fruits, and vegetables**, this can potentially disrupt human endocrine and immune systems. While, the health impacts of microplastic exposure are still being investigated, but emerging evidence suggests potential links to **inflammation, oxidative stress, cellular toxicity**, and **endocrine disruption**.

b. Air Quality and Emissions: Plastic production and disposal have significant implications for air pollution and **greenhouse gas (GHG) emissions**, adversely affecting both environmental quality and public health. Throughout its life cycle, from extraction of fossil fuels and petrochemical processing to manufacturing and end-of-life treatment, plastic emits a range of **pollutants and climate-forcing gases**. **Open burning** and **uncontrolled incineration** of plastic waste, especially in regions lacking proper waste management infrastructure, release toxic air pollutants such as **dioxins, furans, volatile organic compounds (VOCs), and particulate matter (PM2.5 and PM10)**. These emissions are known to cause **respiratory illnesses, cardiovascular diseases, neurological disorders, and lung cancer.** Communities living near open dumps or waste-burning sites are especially at risk. From a climate perspective, the plastic sector is a growing contributor to global warming. In 2019 alone, the plastic life cycle was responsible for approximately **1.8 billion tonnes of CO_2-equivalent emissions**. If current trends continue, this figure is projected to reach **2.8 billion tonnes by 2050**, accounting for a significant share of the global carbon budget.

Understanding the Challenge: The Scale of Problem

Despite of posing environmental and health risks, consumption of plastics on a rise. Over the past five decades, the production and consumption of plastic has grown exponentially, increasing nearly twentyfold since the 1960s. This has resulted in development of a crisis of unsustainable plastic consumption and waste mismanagement. Statistically, over **430 million tonnes of plastic** are produced each year globally, two-thirds of which are short-lived, single-use plastic products. In 2025, the world is expected to **consume 516 million tonnes of plastics** and extrapolating this under current trajectories, annual global plastic consumption is projected to **nearly double by 2060**, reaching over **1.2 billion tonne**s. Of this staggering amount, **less than 10% is recycled**, while more than **60% ends up as waste** either incinerated, land filled, or leaking into terrestrial and marine ecosystems. This trend is likely to place immense pressure on ecosystems, human health, and waste management

infrastructures. According to UNEP projections, if current trends persist, the amount of plastic waste entering aquatic ecosystems could **nearly triple by 2040,** reaching an estimated 29 million tonnes per year.

Hence, plastic pollution is no longer just an environmental issue, it is a **societal, economic, and public health crisis**. This can be seen from the fact that nearly **5% of global greenhouse gas emissions**, projected to **double by 2060** if current trends persist. From a health perspective, microplastics have been detected in human blood, placentas, and lungs.

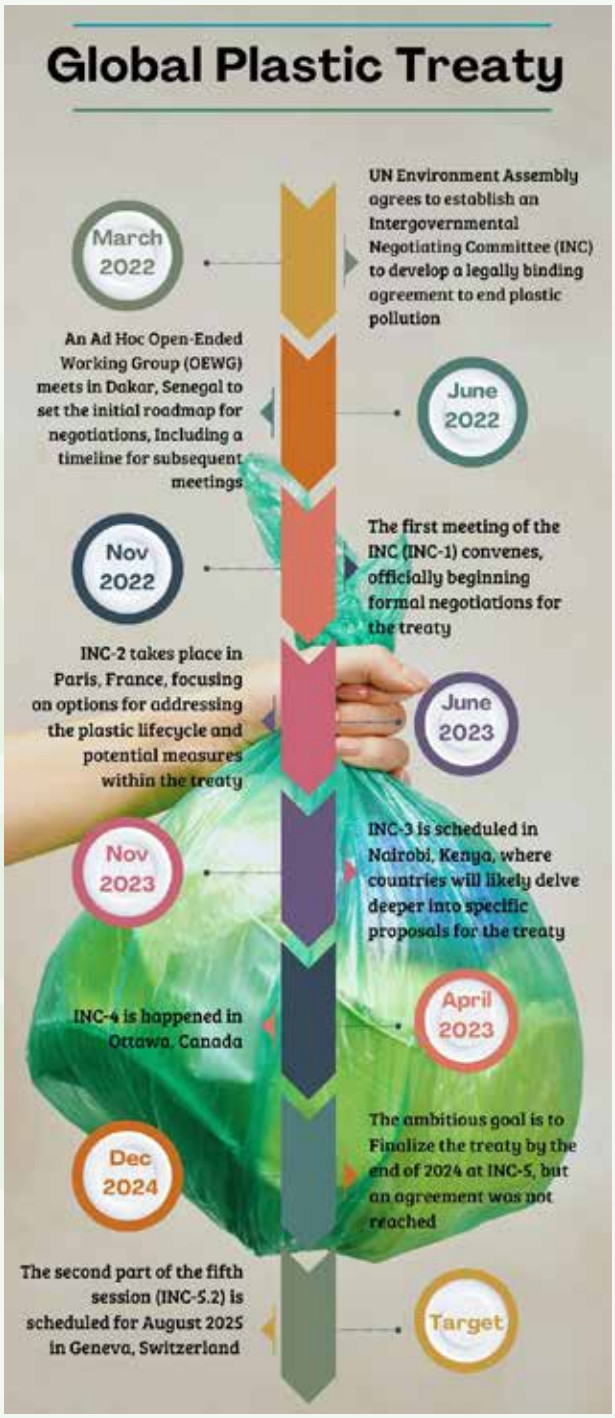
In this context, the **circular economy** emerges as a transformative pathway, not only to end plastic pollution but also to reimagine plastic as a resource, not waste. Ending plastic pollution requires a systemic, multi-level approach that encompasses upstream design changes, downstream waste management, and global cooperation.

International Policies and Frameworks – Alignment of India

Understanding the growing risks of plastics to the ecological balance, over the past decade, the global community has increasingly recognized the need to address plastic pollution through legally binding instruments, voluntary initiatives, and multilateral partnerships. Some such international policies and frameworks shaping the global response to plastic pollution include:

1. Global Plastics Treaty:

United Nations Environment Assembly (UNEA-5.2) adopted Resolution 5/14 in March 2022, initiating negotiations for a **legally binding global treaty to end plastic pollution**. The treaty aims to address the **entire lifecycle of plastics** from production and design to waste management and legacy pollution. Negotiated under the **Intergovernmental Negotiating Committee (INC)**, the treaty is expected to be finalized by **end of 2024**. Key areas under negotiation include global bans on problematic plastics, **mandatory Extended Producer Responsibility (EPR)**, circular design standards, financial support for developing nations, and a **just transition for informal workers**. India has actively participated in the discussion process,



advocating for equity, lifecycle approaches, and recognition of its informal waste sector. Once finalized, the treaty is poised to become the **most significant environmental agreement** since the Paris Agreement, aiming for global cooperation and systemic change to combat plastic pollution by 2040.

2. Basel Convention Amendments on Plastic Waste (2019):

Basel Convention, an international treaty on the control of hazardous waste was amended in 2019 to enhance control over the **transboundary movement of plastic waste**, aiming to prevent environmental and human health risks associated with its improper disposal. These amendments, adopted at the **14th Conference of the Parties (COP14)** held in Uzbekistan, aim to improve the management of plastic waste and regulate its international trade and also classify non-recyclable and contaminated plastic waste as hazardous, thereby requiring Prior Informed Consent (PIC) before export or import between countries. This change is particularly significant in reducing the **flow of plastic waste from high-income to low-income countries**, which often **lack adequate recycling infrastructure**. As a signatory to the Convention, India has aligned its domestic regulations to reflect these international provisions, reinforcing its commitment to preventing plastic dumping and encouraging responsible waste trade.

3. G20 and G7 Action Plans on Marine Litter:

The **G20 Action Plan on Marine Litter (2017)**, and the **G7 Plastics Charter (2018)** are the key international efforts to combat plastic pollution in oceans. These initiatives promote **circular economy strategies**, reduction of **single-use plastics**, and enhancement of **waste management infrastructure**. They encourage innovation, sustainable production and consumption, and international cooperation to prevent plastics from entering marine environments.

India, as a member of G20, actively supports the **Osaka Blue Ocean Vision**, launched during the G20 Summit in 2019. This vision aims to **eliminate additional marine plastic litter by zero by 2050,** recognizing the urgent need to protect ocean ecosystems. Together, the G20 and G7 frameworks underscore the importance of multilateral collaboration in achieving **plastic-free oceans** through systemic change and long-term policy commitment.

4. UN Clean Seas Campaign (2017–Present):

The **UN Clean Seas Campaign**, launched by the **United Nations Environment Programme (UNEP)** in 2017, is a global initiative aimed at combating **marine plastic pollution** by encouraging voluntary action from governments, businesses, and individuals. The campaign focuses on reducing **single-use plastics** and **microplastics**, which are major contributors to ocean pollution. Over **60 countries**, representing more than 60% of the world's coastline, have joined the campaign, committing to national bans, improved waste policies, and awareness initiatives. It also engages the **private sector** to rethink packaging and reduce plastic footprints through sustainable practices. On the public front, the campaign promotes **citizen awareness, education**, and social behavior change to drive sustainable consumption. By aligning with the **SDG 12 "Responsible Consumption and Production"** and **SDG 14 "Life Below Water"**, the Clean Seas Campaign contributes to global efforts for healthier oceans, showcasing how **voluntary commitments and collective action** can significantly reduce plastic pollution.

Regulatory Framework and Policy Landscape in India

Besides aligning with international frameworks, India has also developed a robust regulatory framework to address the growing challenge of plastic pollution, focusing on reduction, responsible management, and circular economy principles.

1. Plastic Waste Management (PWM) Rules, 2016 (Amended in 2021 & 2022):

The **Plastic Waste Management (PWM) Rules, 2016**, serve as the cornerstone of India's regulatory framework on plastic waste. These rules mandate

the **segregation, collection, recycling, and disposal** of plastic waste, assigning responsibilities to **Urban Local Bodies (ULBs)** and **Producers, Importers, and Brand Owners (PIBOs)**. The 2021 amendment from 30th September, increased the thickness of plastic carry bags from 50 microns to 75 microns and the amendment from July, 2022 further strengthened the framework by increasing the thickness requirement for plastic carry bags to **120 microns** and banning certain **single-use plastic items**. The rules also encourage the use of recycled plastic and promote alternatives like compostable plastics. By integrating circular economy principles and defining clear compliance mechanisms, the PWM Rules aim to reduce plastic leakage into the environment and promote sustainable plastic waste management across India.

2. Ban on Single-Use Plastics (SUPs), 2022:

India implemented a nationwide **ban on identified Single-Use Plastics (SUPs)** from **July 1, 2022**, as part of its effort to combat plastic pollution. The ban targets **19 specific SUP items** that are low in utility and high in littering potential. These include plastic cutlery, straws, plates, cups, stirrers, wrapping films, polystyrene thermocol, and plastic flags. The ban is enforced under the **Plastic Waste Management Rules (Amended 2021–2022)** and aims to curb the environmental and health impacts of non-recyclable plastic waste. The implementation of the ban is actively **monitored and reinforced** by the **Central Pollution Control Board (CPCB)**, **State Pollution Control Boards (SPCBs)**, and **local authorities** to ensure effective compliance and enforcement across the country. It complements other national initiatives promoting **waste segregation**, **circular economy practices**, and **behavioural change**. To strengthen localized implementation of the Plastic Waste Management Rules, Indian states have developed **State Action Plans for**

Plastic Waste Management under the guidance of **CPCB**. The ban marks a critical step in India's transition toward **sustainable consumption** and plastic-free ecosystems.

3. Extended Producer Responsibility (EPR) Guidelines, 2022:

The **Extended Producer Responsibility (EPR) Guidelines,** introduced under the amended **Plastic Waste Management (PWM) Rules, 2022** strengthen accountability for **Producers, Importers, and Brand Owners (PIBOs)** in managing plastic packaging waste. The guidelines mandate PIBOs to ensure the **collection, recycling, reuse, and end-of-life disposal** of plastic packaging, with specific targets based on plastic categories **rigid, flexible, multilayered, and compostable**.

To support implementation, a **centralized EPR compliance portal** (https://eprplastic.cpcb.gov.in) has been launched by the **Central Pollution Control Board (CPCB)**. This **digital tracking system** enhances transparency, traceability, and monitoring of plastic waste management across the value chain. The guidelines also encourage the use of **recycled plastic content** in new packaging and promote circular economy practices. Supported by a **National Dashboard on EPR**, this framework aims to ensure that plastic waste is responsibly managed at scale, reducing environmental impact and promoting sustainable resource use.

4. National Action Plan for Circular Economy:

The **National Action Plan for Circular Economy**, developed by the **NITI Aayog** in collaboration with the **Ministry of Environment, Forest and Climate Change (MoEFCC)**, outlines a strategic roadmap to transition India from a linear to a **circular economy**. It identifies **10 key sectors**, including plastics, e-waste, construction, and textiles, where circular practices can significantly reduce resource consumption and environmental impact. The plan emphasizes **resource efficiency**, **waste minimization**, and **design for reuse and recycling**, aiming to close material loops and promote sustainable growth. By fostering cross-sectoral collaboration among industry, government, and civil society, the National Action Plan seeks to build a resilient, low-carbon, and **resource-efficient economy**, supporting India's long-term **climate and development goals**.

5. Integration with National Missions:

India's plastic waste management efforts are closely aligned with key **national missions**, promoting a holistic and integrated approach to sustainability and resource efficiency. The **Swachh Bharat Mission 2.0 (Urban)** plays a pivotal role by promoting **source segregation**, establishing **Material Recovery Facilities (MRFs)**, and ensuring **scientific processing**

of waste, including plastics. It also empowers **urban local bodies** to implement decentralized waste solutions and engage communities in reducing litter and enhancing plastic recovery. The **Mission LiFE (Lifestyle for Environment)** campaign encourages individuals and communities to adopt mindful consumption practices and reduce dependence on single-use plastics, reinforcing behavioral change as a core strategy in tackling plastic pollution. Further, the **GOBARdhan Scheme** supports waste-to-wealth initiatives by promoting **biogas and composting solutions**, thereby reducing the volume of mixed waste, including plastic contamination in organic waste streams. Together, these missions embed plastic waste management into India's broader goals for **urban development, sanitation**, and a **circular economy**, driving long-term, systemic change.

Conclusion and The Way Forward

The escalating plastic pollution crisis demands nothing short of a systemic transformation in how we produce, consume, and manage plastic. From polluting pristine marine ecosystems to infiltrating human bloodstreams, plastics have become deeply embedded in both our environment and our bodies. Despite increasing awareness and policy action at global and national levels, the gap between commitments and on-ground change remains significant. What is urgently needed is a paradigm shift from a linear "take-make-dispose" economy to a truly circular system—one that minimizes virgin plastic use, designs out waste, and ensures plastics are reused, recycled, or safely disposed of.

India has made notable progress through regulatory measures such as the ban on Single-Use Plastics, the implementation of the Extended Producer Responsibility (EPR) framework, and the launch of the National Action Plan for Circular Economy. However, effective enforcement, stakeholder capacity-building, and behavioral change remain critical challenges. The transition to a plastic-free future requires robust governance, market incentives for innovation, and inclusive participation from informal waste workers, industries, urban local bodies, and citizens alike. Looking ahead, the finalization and implementation of the Global Plastics Treaty offer a historic opportunity to align international efforts and establish a legally binding roadmap to end plastic pollution by 2040. At the national level, India must strengthen decentralized waste infrastructure, promote alternatives to plastic, invest in R&D for biodegradable materials, and mainstream circular economy practices across sectors. Education, awareness, and consumer responsibility must complement policy actions to foster sustainable lifestyles and reduce plastic dependency.

Ultimately, ending plastic pollution is not only an environmental imperative but a moral one to protect ecosystems, safeguard public health, and secure a resilient, sustainable future for generations to come. The moment to act is now boldly, collectively, and systemically.

SCOPE associates with ITDC to celebrate International Day of Yoga

To mark the celebrations of International Day of Yoga, SCOPE associated with India Tourism Development Corporation to organize a Yoga Session in which participants hailing from Department of Public Enterprises, Ministry of Finance and around 25 Public Sector Enterprises performed Yoga in the early hours of 21st June, 2025 at The Ashok, New Delhi.

The professional Yoga instructors from Morarji Desai National Institute of Yoga (MDNIY), Ministry of AYUSH conducted the Yoga session. The celebrations were led by Smt. Mugdha Sinha, IAS, MD, ITDC.

SCOPE-ITDC International Day of Yoga celebrations at The Ashok, New Delhi.

Shri K. P. Mahadevaswamy, Chairman, SCOPE and CMD, NBCC (India) Ltd. and Smt. Mugdha Sinha, IAS, MD, ITDC during the International Day of Yoga celebrations.

Smt. Mugdha Sinha, IAS, MD, ITDC addressing the participants during the International Day of Yoga celebrations.

Shri Lokesh Kumar Aggarwal, Director (Finance), ITDC and Member, SCOPE Executive Board addressing the participants during the International Day of Yoga celebrations.

RailTel observes International Day of Yoga 2025

RailTel observed the International Day of Yoga on 21st June, 2025. A yoga session was organized at the Corporate Office, with participation from Shri Sanjai Kumar, CMD, RailTel; Shri V. Rama Manohara Rao, Director, Finance; Shri Manoj Tandon, Director, POM; Shri Yashpal Singh Tomar, Director, NPM, along with other officers and staff members of the company. The session was led by Shri Devandra Gupta, Zonal President of Bharatiya Yoga Sansthan, Delhi.

Shri Sanjai Kumar, CMD, RailTel; Directors and other employees of RailTel during the Yoga Session.

This year's International Day of Yoga was celebrated under the theme "Yoga for One Earth, One Health," highlighting the interconnectedness of human well-being and planetary health.

Apart from the event at the Corporate Office, RailTel's regional and territory offices across the country also marked the day by holding yoga sessions at their respective locations.

Commenting on the occasion, Shri Sanjai Kumar, CMD, RailTel, said, "One Earth, One Health reminds us that personal well-being and environmental wellness go hand in hand. Yoga helps us live more consciously, more sustainably, and more compassionately."

EIL celebrates 11th International Day of Yoga

Engineers India Limited (EIL) celebrated the 11th International Day of Yoga on 21st June, 2025 at its various establishments.

Smt. Vartika Shukla, CMD, EIL and employees of the company performing Yoga.

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

Yoga is a transformative practice that benefits both individuals and the larger community. It nurtures inner peace, builds resilience, and promotes holistic health. Emphasizing its profound impact on physical, mental, and spiritual well-being, CMD, EIL encouraged everyone to make yoga a part of their daily routine and help build a healthier, more harmonious world.

GAIL becomes first Maharatna PSU to Go-Live with "RISE with SAP - S/4HANA on Cloud"

GAIL (India) Limited has successfully gone live with SAP S/4 HANA in a formal launch recently by Shri Sandeep Kumar Gupta, CMD, GAIL in the presence of Shri R. K. Jain, Director (Finance), GAIL; Shri Deepak Gupta, Director (Projects), GAIL; Shri Ayush Gupta, Director (HR), GAIL; Shri Sanjay Kumar, Director (Marketing), GAIL; Shri Rajeev Kumar Singhal, Director (BD), GAIL and Shri Rajnesh Singh, Chief Vigilance Officer, GAIL. Joining them on this landmark occasion were Shri Manish Prasad, President & MD, SAP, Indian Subcontinent and other distinguished seniors from GAIL & SAP, who witnessed this significant digital milestone in GAIL's transformation journey.

(L-R) Shri Praveer K. Agrawal, ED (Training) GAIL; Shri Rajeev Kumar Singhal, Director (BD), GAIL; Shri Sanjay Kumar, Director (Marketing), GAIL; Shri Ayush Gupta, Director (HR), GAIL; Shri Sandeep Kumar Gupta, CMD, GAIL; Shri Manish Prasad, President & MD, SAP, Indian Subcontinent; Shri R. K. Jain, Director (Finance), GAIL; Shri Deepak Gupta, Director (Projects), GAIL and Shri Lalit Bhatt, ED (Business Information System), GAIL during the launch ceremony.

Speaking on the occasion Shri Sandeep Kumar Gupta, CMD, GAIL remarked "This is a strategic leap forward that will help us deliver even greater value to our customers, employees and stakeholders."

With this initiative christened "Navodaya", GAIL becomes the first Maharatna PSU to achieve this milestone. Despite the complexities involved, the implementation and migration has been completed within the scheduled time of one year.

Shri R. K. Jain, Director (Finance), GAIL highlighting the benefits of this new enterprise said "This transition to a cloud-enabled intelligent ERP system is not about technology – it's about building a stronger, smarter, and more agile enterprise."

Hosted on a robust and scalable cloud platform, this strategic migration involved a full transition from the company's legacy ECC system to the next-generation SAP S/4HANA Cloud, strengthening GAIL's IT foundation for future growth and innovation.

In his address, Shri Manish Prasad, President & MD, SAP, Indian Subcontinent, aptly expressed "This landmark achievement will help GAIL grow exponentially in efficiency and journey of AI to achieve new heights."

With this move, GAIL is positioned to leverage intelligent technologies such as artificial intelligence, machine learning, and advanced automation—reinforcing its commitment to operational excellence, digital innovation, and resilience in today's dynamic business landscape.

HURL Annual Marketing Conference 2025 Above & Beyond — Rising Higher, Achieving Greater

The HURL Annual Marketing Conference 2025, held recently in New Delhi, was a celebration of purpose, progress, and people. Bringing together marketing teams and leadership from HO & Plants, the conference reflected HURL's unwavering commitment to building a sustainable future

for Indian agriculture.

Under the inspiring theme "Above & Beyond — Rising Higher, Achieving Greater," the conference served as a platform to align strategy, share insights, recognise excellence, and foster unity across the organisation.

Coinciding with World Environment Day, the event underscored HURL's deep-rooted values of sustainability, innovation, and farmer empowerment — values that are now central to its marketing approach.

The conference opened with a powerful keynote address by Dr. Siba Prasad Mohanty, MD, HURL who set the tone by urging teams to continue building a future where every field flourishes and every farmer thrives.

Dr. Siba Prasad Mohanty, MD, HURL along with senior officers and employees of the company during HURL Annual Marketing Conference 2025.

The unveiling of HURL's new Corporate Film reinforced this vision, showcasing the company's growing impact across India's agricultural landscape.

A key moment of the conference was the inspiring visit of Shri Mukesh Agrawal, Chairman, HURL who graced the event and interacted with the marketing team. In his address, Shri Agrawal commended the team's efforts in promoting sustainable practices, and urged them to continue leading with innovation, agility, and a deep farmer-first mindset. His presence further strengthened the team's resolve to go Above & Beyond in the coming year.

Strategic sessions led by VPs and Plant Heads provided deep insights into financial performance, HR initiatives, supply chain execution, product quality, and R&D advancements — all geared toward strengthening HURL's market presence and brand value.

Keel Laying Ceremony of 1st ship of 14 Fast Patrol Vessels for Indian Coast Guard

Mazagon Dock Shipbuilders Ltd. (MDL) commenced the production activity for 1st ship of 14 FPVs (Y-16501) for the Indian Coast Guard in December, 2024. Another milestone achievement recently with the Keel laying ceremony of the Y-16501.

DIG Atul Parlikar, TM, OIC-CGSD (Mbi) presided the Keel laying ceremony in the presence of Shri A. Vinod, Executive Director (Shipbuilding, MDL) along with senior officials from ICG, Classification society (ABS & IRS) and MDL held at Ritchie

DIG Atul Parlikar, TM, OIC-CGSD (Mbi); Shri A. Vinod, ED (Shipbuilding, MDL) and other senior officials during the Keel laying ceremony.

Dry Dock (RDD) of MDL.

MDL has signed the contract with ICG to design, build, and deliver a total of 14 Fast Patrol Vessels. The project is valued at Rs 1,070.47 Crores. Each vessel will feature a waterjet propulsion drive, built to meet contractual speed in excess of 33 knots and shall be classified under Dual class (ABS & IRS).

The vessels will be designed as high-speed craft, equipped with a waterjet propulsion, high-speed diesel engine. The vessel shall be used for patrolling coastal waters and protection of fisheries. These vessels will be capable of carrying a small high-speed boat to carry out search and rescue missions in shallow unchartered waters.

The vessel is scheduled for delivery in March, 2026. The Keel laying ceremony marked a significant milestone in the construction of the vessel by MDL.

HSL marks steel-cutting ceremony for 60T Bollard Pull Tug for VPA

HSL marked a milestone with the steel-cutting ceremony of a 60T Bollard Pull Tug for VPA, when Dr. M. Angamuthu, IAS, Chairman VPA, pressed the button of the CNC Plasma Cutting Machine at HSL Hull Shop. The event was attended by senior officials of VPA, HSL, Staff and Workmen, reflecting the strong and long-standing partnership between the two organisations.

Cmde Hemant Khatri, IN (Retd), CMD, HSL addressing the gathering during the steel-cutting ceremony.

Cmde Hemant Khatri, IN (Retd), CMD, HSL expressed gratitude to VPA for its continued trust since the delivery of first vessel, Launch Shanti, in 1970 and ten more thereafter. He emphasized HSL's transformation from negative to positive networth after 40 years and its progress towards achieving Mini Ratna status. He also highlighted the vital roles being played by both VPA and HSL in Visakhapatnam's maritime growth. He shared HSL's future vision, including the development of next-generation Green Tugs (Electric and Hydrogen-powered) aimed at reducing carbon emissions.

Dr. Angamuthu, IAS, Chairman, VPA, congratulated HSL on its turnaround, healthy work culture, and ethical practices. He emphasized the importance of the tug for port operations, especially as VPA targets 90 MMT of cargo this year and over 100 MMT within two years. He stressed the need for more tugs and expressed interest in further collaboration with HSL. He also highlighted the national shift towards shipbuilding and ship repair, with HSL playing a central role in developing Vizag as a maritime hub.

He reinforced the shared vision of VPA and HSL to promote Self-Reliance, Innovation and Maritime development, contributing to Swarna Andhra and Viksit Bharat.

MOIL scales new heights in April-June, 2025

Continuing its robust growth trajectory, MOIL recorded its highest-ever June production of 1.68 lakh tonnes of manganese ore, marking a 2% increase over the corresponding period last year. During April-June, 2025 period also, MOIL has registered the following notable achievements: Best ever quarterly production of 5.02 lakh tonnes, higher by 6.8% over CPLY. Best ever Q1 exploratory core drilling of 34,900 meters, which is higher by 16.2% over CPLY. Expressing satisfaction over the results, Shri Ajit Kumar Saxena, CMD, MOIL, said the company's resounding performance in April-June '25 reflects its strong fundamentals and continued growth outlook.

Shri Ajit Kumar Saxena, CMD, MOIL.

WAPCOS celebrates its 57th Foundation Day

WAPCOS celebrated its 57th Foundation Day recently with great enthusiasm across all offices in India and abroad. On this occasion, Shri R. K. Agrawal, CMD, WAPCOS called on the Shri C. R. Patil, Hon'ble Union Minister of Jal Shakti to seek his blessings for the growth of WAPCOS.

A brief presentation about the key achievements of the Company during the last one year was made to Smt. Debashree Mukherjee, Secretary, Department of Water Resources, River Development & Ganga Rejuvenation, Ministry of Jal Shakti. CMD, WAPCOS also extended greetings to all members of the WAPCOS family- past and present- whose dedication and commitment have shaped the Company over the decades.

Shri R. K. Agrawal, CMD, WAPCOS called on Shri C. R. Patil, Hon'ble Union Minister of Jal Shakti on the occasion of Foundation Day of the company.

Since its inception in 1969, WAPCOS has grown from strength to strength, evolving into a globally trusted consultancy and engineering partner across water, power and infrastructure sectors. Today, with its footprints in more than 75 Countries and deep engagement in India's developmental priorities, WAPCOS stands as a proud symbol of India's technical expertise and collaborative spirit.

Hon'ble Union Minister of Power & Housing and Urban Affairs lays foundation stone for 1000-seater auditorium in UP

Shri Manohar Lal, Hon'ble Union Minister of Power & Housing and Urban Affairs laid the foundation stone for a state-of-the-art 1000-seater Community Auditorium, in Siddharth Nagar Uttar Pradesh. The Auditorium is being jointly funded by REC, PFC and NTPC. REC Limited has agreed to support Rs. 7.02 Crore under its Corporate Social Responsibility (CSR) initiative.

Shri Manohar Lal, Hon'ble Union Minister of Power & Housing and Urban Affairs laying the foundation stone for 1000-seater Community Auditorium in Uttar Pradesh.

The foundation stone-laying ceremony was attended by the Executive Director (CSR) of REC Limited and other senior officials, alongside enthusiastic local residents who expressed optimism about the project's potential to energize the district's cultural landscape.

The construction of this 1000-seater auditorium is expected to be completed within a stipulated time frame, ensuring that the district soon benefits from a modern, inclusive space for artistic and cultural expression. The Auditorium marks a substantial advancement in the cultural and community infrastructure of Siddharthnagar district.

ITI Limited wins orders worth Rs. 88 Crores in Odisha and Chhattisgarh

ITI Limited has won various contracts worth around Rs. 88 Crores in the states of Odisha and Chattisgarh.

ITI Limited has won contract from Cuttack Development Authority for procurement & installation of CCTV surveillance camera at different locations of Cuttack along with setup of traffic signal system worth Rs. 54 crores in the state of Odisha. The contract involves procurement of cameras, software/analytics/ ANPR, hardware etc. along with maintenance support for 5 years.

Further, the contract also involves techno commercial elements for installation of Traffic Signal System.

ITI Limited has also won a contract for Land Intelligence Management System through GIS based application from Cuttack Development Authority worth Rs. 23.05 Crores. The contract involves implementation of Land Intelligence Management System through GIS based application within Bidanasi Development Project Area, and implementation of Location-wise Property Map of Cuttack Development Authority using Ground Penetrating Radar (GPR) Technology in CDA Plan Area. ITI Limited has also won a contract from Chhattisgarh Infotech Promotion Society (CHiPS) for Implementation/Upgradation of WLAN/LAN Infrastructure at Mantralaya and HoD Bhawan at Nava Raipur in Chhattisgarh worth Rs. 11.72 Crores.

Speaking on this occassion, Shri Rajesh Rai, CMD, ITI Limited said – "We very glad to bag these new contracts from Governments of Odisha and Chhattisgarh where we will be involved in aiding the state Governments in strengthening their digital infrastructure for providing efficient citizen services. With immense pride, I would like to state that ITI Limited is now seen as reliable partner by the state Governments to provide the whole spectrum of Information and Communications Technology (ICT) services to strengthen their e-governance initiatives."

WAPCOS conferred with EEPC India Export Excellence Northern Region Award 2025

Smt. Rekha Gupta, Hon'ble Chief Minister of Delhi presented the Northern Regional Awards 2025 for Engineering Excellence in Export of Engineering Services- Large Enterprise to WAPCOS, in the presence of Dr. Philipp Ackermann, German Ambassador to India and Bhutan.

The Award was received by Shri Amitabh Tripathi, Director (Commercial & HRD) and Shri C. P. Arora, GM (Corporate Planning & CSR), WAPCOS. This recognition reaffirms company's commitment to delivering exceptional engineering consultancy excellence under the leadership of Shri R. K. Agrawal, CMD, WAPCOS.

Smt. Rekha Gupta, Hon'ble Chief Minister of Delhi presenting the Award to Shri Amitabh Tripathi, Director (Commercial & HRD) and Shri C. P. Arora, GM (Corporate Planning & CSR), WAPCOS.

WAPCOS is a technology driven 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.

Balmer Lawrie wins Diamond Trophy at National Awards for Manufacturing Competitiveness

Balmer Lawrie & Co. Ltd has announced that its Strategic Business Unit (SBU): Chemicals has been honoured with the prestigious Diamond Trophy at the National Awards for Manufacturing Competitiveness (NAMC) 2025 organised by the International Research Institute for Manufacturing (IRIM). SBU: Chemicals was awarded the Gold Medal for the third consecutive year, a distinction that earned the unit the coveted Diamond Trophy.

The Diamond Trophy being received by Shri Jayanta Chaudhuri, Head (Chemicals), Balmer Lawrie during the award ceremony at Mumbai.

The NAMC Awards recognise manufacturing organisations that demonstrate excellence through innovative strategies and competitive approaches. IRIM, as an independent third-party evaluator, conducts a comprehensive audit and assessment based on Manufacturing Competitiveness Index, which benchmarks an organisation's ability to evolve and implement effective manufacturing strategies. The recognition serves as a testament to the Chemicals team's commitment to quality, innovation and operational efficiency.

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

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

Board Room

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

Auditorium

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

SCOPE Academy of Public Sector Enterprises

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

VIP Lounge

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

Meeting Hall

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

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

Mr. Gopal Krishna Bharti
Asst. Manager (Tech.) SCOPE Minar,
Mob: 9717564689
Email: scope.convention@scopeonline.in,
gopal@scopeonline.in

Mr. Shubh Ratna
GM (Tech.& HR)
Mob: 9873398242
Email: shubhratna@scopeonline.in

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

Organised by

Committee for Members in Industry & Business (CMIB)

The Institute of Chartered Accountants of India

(Set up by an Act of Parliament)

62nd Campus Placement Programme for Newly Qualified Chartered Accountants

The Committee for Members in Industry & Business (CMI&B) of the Institute of Chartered Accountants of India (ICAI) is committed to fostering strong, dynamic relationships with businesses across sectors. One of our flagship initiatives—the Campus Placement Programme (held thrice a year)—serves as a premier platform connecting organizations with Newly Qualified Chartered Accountants (NQCA) to meet their talent needs efficiently.

Passed in May 2025 Exam
August-September 2025 Drive

Interview Schedule

Sr No.	Centre	Physical Interview Dates
1	Delhi	05th, 06th, 07th, 08th, 11th & 12th August 2025
2	Mumbai	06th, 07th, 08th, 11th, 12th & 13th August 2025
3	Bengaluru	07th, 08th, 11th, 12th, 13th & 14th August 2025
4	Chennai	08th, 11th, 12th, 13th, 14th & 18th August 2025
5	Jaipur	11th, 12th, 13th, 14th & 18th August 2025
6	Ahmedabad	18th, 19th, 20th, 21st & 22nd August 2025
7	Kolkata	19th, 20th, 21st, 22nd & 23rd August 2025
8	Hyderabad	20th, 21st, 22nd, 23rd, 25th & 26th August 2025
9	Pune	21st, 22nd, 23rd, 25th, 26th & 27th August 2025
10	Noida, Thane	22nd-23rd September 2025
11	Nagpur, Rajkot, Lucknow, Raipur, Bhopal, Ernakulam, Visakhapatnam, Patna & Vadodara	24th September 2025
12	Durgapur, Bhubaneswar, Chandigarh, Kanpur, Coimbatore, Indore, Ranchi, Ratlam & Guwahati	25th September 2025

Tariff for the Recruiting Entities

(Amount in INR)

No.		Day Premier	Day 1	Day 2	Day 3	Day 4	Day 5
a.	Delhi & Mumbai	750,000	500,000	400,000	300,000	200,000	80,000 (40,000 for CA Firms)
b.	Bengaluru, Chennai, Hyderabad & Pune	500,000	350,000	250,000	200,000	100,000	80,000 (40,000 for CA Firms)
c.	Ahmedabad, Kolkata & Jaipur	250,000	175,000	150,000	80,000	60,000(30,000 for CA Firms)	NA
d.	Noida & Thane	N/A	125,000	80,000 (40,000 for CA Firms)	NA	NA	NA
e.	Bhubaneswar, Chandigarh, Coimbatore, & Indore	N/A	60,000 (30,000 for CA Firms)	NA	NA	NA	NA
f.	Kanpur	N/A	40,000 (20,000 for CA Firms)	NA	NA	NA	NA
g.	Bhopal, Durgapur, Ernakulam, Lucknow, Nagpur, Patna, Rajkot, Ranchi, Vadodara, Visakhapatnam, Ratlam & Guwahati	N/A	30,000 (15,000 for CA Firms)	NA	NA	NA	NA
h.	Fee online psychometric test		10000				

Invitation to CA Final Candidates

The **62nd Campus Placement Programme** is your gateway to career opportunities with top-tier companies across India! This drive is open to:

- Candidates appearing for the **CA Final Exam in May 2025**
- Previously qualified CAs who meet the eligibility criteria as per announcement

Registration Fee: Rs. 1,500 (inclusive of GST)

Organizations intending to recruit NQCAs through campus scheme are requested to get in touch with the CMI&B Secretariat, ICAI Bhawan, Indraprastha Marg, New Delhi -110002, and Email: campus@icai.in, Tel No. (011) 30110450, Mob : 81300 95643 and to register log on to https://cmibplacements.icai.org/.

Candidates may email at cajob@icai.in, Tel No. (011) 30110491/550 and to register log on to https://cmibplacements.icai.org/

Chairman & Vice Chairman
Committee for Members in Industry & Business
The Institute of Chartered Accountants of India

Registration link for Candidates
Last date of Registration
20th July 2025

Registration link for Organisations
Last date of Registration
22nd July 2025

For further details, please scan the QR code

Regd. No. DL(S)-17/3229/2021-2023
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SCOPE SOCIAL INTERACTION CENTRE

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May we all move in harmony

Membership Open

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For further queries contact

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