



# **KALEIDO** **SCOPE**

STANDING CONFERENCE OF PUBLIC ENTERPRISES

## **SCOPE organizes Webinar with ILO on Employers' Response to Pandemic**



## **SCOPE in association with GIZ, Germany launches capacity gap assessment study for PSEs on Climate Change Mitigation**





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## Contents

Message by Chairman .....	05
Director General's Desk.....	07

### SCOPE News

SCOPE organizes Webinar with ILO on Employers' Response to Pandemic.....	08
SCOPE-GIZ Germany to assess and train PSEs for Climate Change Mitigation Action .....	09
SCOPE Employees Communication meet with DG, SCOPE 'Know your organisation..... and own your organisation'	10
ILO's response to the pandemic: Learning & Sharing of Global Practices 6 <sup>th</sup> July, 2020.....	11
SCOPE Webinar Series 2020-21 .....	12
SCOPE in Media.....	14

### Articles

Viewing Public Sector with a new lens..... by <i>Atul Sobti</i>	16
Challenges & Opportunities for Steel Industry under COVID-19 Pandemic .....	19
by <i>Sushim Banerjee</i>	
Getting Women Into C-Suite: Ushering Equalities, Eulogizing Productivity &..... Igniting Opportunities by <i>Dr. P. K. Chatterjee</i>	25
Work at home in times of COVID-19..... by <i>Dr. Farah Naqvi</i>	30
The PCMM (People Capability Maturity Model) .....	34
by <i>Dr. A. N. Tripathy, Ashutosh Kr. Anand, D. Mani &amp; S. K. Sharma</i>	

### PSE News

MCL to build Open Pendals in Villages of Sundargarh.....	45
New Mobile Soil Testing Labs launched by NFL.....	45
SAIL records Highest Ever June Sales and Highest Ever Monthly Exports.....	47
ITDC charts way for the Tourism Industry to operate in the New Normal .....	48
CEL achieves Milestone during COVID-19 period by commissioning Solar Power .....	49
Plant with Cumulative Capacity of 9 MWp in Maharashtra	
KIOCL reports All Time Highest Performance .....	50
HUDCO posts Robust Financial Results in 2019-20 .....	50
ITI Limited declares Profit After Tax of ₹ 150.86 Cr. for FY 2019-20.....	51
Nigahi Project of NCL scripts history with Record overburden Removal in a day.....	51
NTPC – FY20 Profit Before Tax up by 14.15%.....	52
NHPC earns Highest ever Standalone Net Profit of ₹ 3007 Cr. during FY 2019-20.....	52



# Contents

NALCO clocks All-time High Physical Performance; Declares Net Profit ..... of ₹138 Cr. in FY 19-20 .....	53
MCL plans to Invest ₹ 60,000 cr. in Odisha .....	53
GAIL records 10% Increase in PAT to ₹ 6,621 crore in FY 20 .....	54
BHEL commissions 270 MW Thermal Power Plant in Telangana .....	54
Minister of State for Shipping (I/C) calls for Exploring the Possibility of Recycling..... of Dredging Material .....	55
REC declares Financial Results for FY 2019-20 Total Income Increases By 18% to..... ₹ 29,855 Cr. Net Interest Income Rises by 15% .....	56
Personalia.....	56
Republic of Mali Awards Project Management Consultancy Contract to NTPC for..... Development of 500 MW Solar Park .....	57
Coal India to Ramp up Output through MDOs .....	57
SAIL Promotes 'Atma Nirbhar Bharat' through Domestic Sourcing of Refractory Materials .....	58
Cruise Vessel Calls at Cochin Port for repatriation of Crew .....	58
PFC ends FY 2019-20 on strong note with Loan Sanctions of more than ₹ 1 Lakh Cr. ....	59
HUDCO Organizes Webinar to mark 6 <sup>th</sup> International Yoga Day.....	59
Financial Results of NLCIL for the Quarter and Year Ended 31.03.2020 .....	60
NRDC Licenses Navrakshak PPE Suit Manufacturing Know-How to Five MSMEs .....	60
Developed by Indian Navy .....	62
PSEs Celebrates International Yoga Day.....	62
REIL Celebrates 'Company Foundation Day' on Digital Platform .....	63
Coal India confident of taking on competition.....	63
BEML Flags off Last Train set for Kolkata Metro (East-West) Project .....	64
PSEs Ink MoU .....	65
PSEs CSR Activities.....	67
Foundation Stone Laying of Administrative Block of Madhusudan Law College, Cuttack .....	68



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## Message by CHAIRMAN



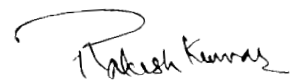
**T**he crisis arising due to the pandemic has transformed the world in unprecedented ways. One of the greatest learnings from the pandemic has been the rise of all things digital. While companies were on the digital trajectory, the crisis has been the great catalyst, which has accelerated the process. This has also created the need for understanding, and adapting to an entirely new skill set of the future for workforces all over. Recently on the occasion of World Youth Skills Day, our Hon'ble Prime Minister directed the country to adopt the mantra of "skill, re-skill and upskill" to stay relevant in these changing business dynamics. Putting their collective energy and resources behind this goal, Public Sector Enterprises (PSEs) are leading the change with zeal and vigour.

Set up with the objective of accelerating socio-economic development of the nation, PSEs have always put the goal of nation building ahead of pursuing purely business objectives. Even during the ongoing crisis caused by the pandemic, PSEs have remained steadfast in strengthening the efforts of the Government by arranging the movement of interstate migrant workers, providing food & shelter to the homeless, raising awareness, providing medical support and aiding in mitigating stigma associated with the disease due to lack of correct information.

PSEs have made significant efforts in attaining self-sufficiency by employing innovative solutions to tackle the associated issues caused by the COVID-19 pandemic. These steps have boosted entrepreneurship and are in line with promoting self-sufficiency and micro industry and have highlighted the proficiency and competence standards of PSEs.

In these challenging times, organisations will have to adapt and perform with new skill sets, risk management techniques and 'out of the box' thinking to be able to achieve their business and social objectives.

Digitalization and data are the key factors that have resisted the ongoing crisis and the focus needs to be brought back to them. The recently proposed \$10 billion investment by Google also draws attention to India being one of the world's most vibrant digital economies. Therefore, PSEs amidst their role as responsible citizens of the country will have to take important steps in the digitalization process. As they have displayed innovation and customer-centricity in the past, they will have to be more innovative and unique in their approach to transform into competitive organisations. With their large workforce and far reach, the impact that PSEs will make on the national landscape will be immense. SCOPE as the apex organisation of PSEs has been continuously catering to the requirements of PSEs with its webinars and other initiatives and looks forward to suggestions from its members to collectively upheave the digital platform in all possible ways for our companies to keep going, in accomplishing all our goals.

  
**Rakesh Kumar**  
Chairman, SCOPE

# Webinar on Digital Transformation in COVID 19

**Date: 7th August 2020, Friday**

**Time: 3:00 pm**

To register please click on link:

<https://attendee.gotowebinar.com/register/9179879063954546448>

## SETTING THE CONTEXT



**Shri Atul Sobti**  
DG, SCOPE

"The pandemic has put unimagined pressures on the business environment. While on one hand there is mounting pressure for performance on the other hand, there is an urgent need for adoption of technology and digitalization. Companies across sectors are accelerating investments in Digital and Digital enabling technologies to meet business requirements. In this context, SCOPE is conducting this webinar to showcase how various sectors can leverage Digital to operate in the new business environment."

## TOPICS TO BE DISCUSSED

- Digital economy in COVID
- Digital disruptions & Impact on key sectors
- Emerging Digital Themes in wake of COVID 19
- Realigning digital priorities

**The Webinar is by invitation only and no participation fee is payable.**  
For Information Contact: Mr. S. A. Khan, Group GM (Corp. Affairs), SCOPE  
(Mob: 9899402245) at [hscope.khan@gmail.com](mailto:hscope.khan@gmail.com)  
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**Streaming Live on:**

## Chief Guest



**Prof. Ashutosh Sharma**  
Secretary, Department of Science & Technology,  
Ministry of Science & Technology,  
Government of India

## Speakers



**Shri S.M.Vaidya**  
Chairman,  
IOC



**Shri Rakesh Kumar**  
CMD, NLC & Chairman,  
SCOPE

## Speakers from KPMG India



**Shri Sushant Rabra**  
Partner  
KPMG India



**Shri Manas Majumdar**  
Partner  
KPMG India

**13<sup>th</sup> Webinar in SCOPE Webinar Series 2020**



## Director General's Desk

As India is all set to revive and retrace its growth trajectory, the focus has been turned to self reliance through the paradigm of 'Atma Nirbhar Bharat.' Public Sector Enterprises (PSEs) with their dominant presence in key sectors of the economy have been displaying extreme diligence to leverage economic opportunities to attain the goal of self sufficiency.

Amidst the ongoing scenario worldwide, PSEs have resorted to agile business continuity plans and strategies to remain competitive. SCOPE is also seamlessly working to facilitate them to stay nimble footed during these challenging times. To offer insight into the transforming work culture around the globe, SCOPE and ILO organised webinar titled 'ILO's response to the pandemic - Learning and Sharing of Global Practices.' The webinar discussed the measures to stimulate economic and labour demand, support employment and health and well being of employees. SCOPE received overwhelming

and encouraging feedback from the participants. In these times well-crafted digital strategy has kept several companies afloat, and SCOPE is therefore planning to conduct webinar on 'Digital Transformation in COVID-19' which seeks to address digital disruptions due to COVID-19 and how to keep pace with evolving technologies in the new business environment.

SCOPE has also been taking initiatives to undertake studies relevant to PSEs in contemporary business scenario and issues of national importance. In this regard, SCOPE and GIZ Germany, a German Public Benefit Federal Enterprise have launched Capacity Gap Assessment Study for PSEs in India to build their capacity on issues related to climate change including climate policy, finance and carbon pricing. The study, which shall be followed by a training module is being developed under a MoU signed between SCOPE and GIZ in October 2019. This is a significant step towards climate change

mitigation so as to guide and handhold PSEs in achieving reduced carbon emission.

A study is also being undertaken for women executives of PSEs by SCOPE in association with International Labour Organization (ILO). The study aims at analysing issues faced by women in leadership and management in PSEs, issues of work life balance among others.

SCOPE has taken yet another unique initiative to bring out a Compendium to highlight the contribution and numerous measures taken by PSEs to supplement the efforts of the government during COVID-19. I am happy to share that the efforts made by SCOPE has been well received by policy makers in the government, and the Public Sector fraternity.

Internally, regular virtual meetings and training sessions are being conducted with all employees of SCOPE to upkeep their spirit and performance. Besides, SCOPE also remains committed to adopting the best safety standards both in its day to day functioning and its convention centre. SCOPE Convention Centre is all set to offer its service with requisite standard and safety precautions.

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

- ILO's response to Pandemic : Learning and Sharing of Global Practices—**6<sup>th</sup> July 2020**
- SCOPE-GIZ Germany Capacity Gap Assessment Study to build capacities of PSEs to mitigate climate change

### Programmes & Initiatives in offing

- Compendium on 'Building Self Reliant, Resurgent, Resilient India – PSEs contribution Amidst COVID-19'
- Webinar on 'Digital Transformation in COVID-19' with KPMG – **7<sup>th</sup> August, 2020**
- Study with ILO on Work from Home and its Impact on Women Executives and Managers in PSEs

  
**Atul Sobti**

Director General, SCOPE



## SCOPE organizes Webinar with ILO on Employers' Response to Pandemic



Ms. Dagmar Walter, Director, ILO DWT South Asia & Country Office for India; Mr. Atul Sobti, DG, SCOPE; Mr. Tsuyoshi Kawakami, Senior Specialist, OSH, ILO, DWT; Mr. Ravi Peiris, Senior Specialist Employers' Activities, ILO DWT; Dr. Sanjay Kumar, Director, Personnel, WCL and Member, SCOPE Executive Board and Dr. R. K. Elangovan, DG FASLI, Ministry of Labour & Employment during the webinar

The quest for sustainable employment and creating a safe, equitable and dynamic workplace has accelerated amidst the ongoing pandemic. Offering insights into the same, Standing Conference of Public Enterprises (SCOPE) organized a webinar titled 'ILO's response to the pandemic - Learning and Sharing of Global Practices' in association with International Labour Organisation (ILO) on 6<sup>th</sup> July 2020. Ms. Dagmar Walter, Director, ILO DWT South Asia & Country Office for India; Mr. Atul Sobti, DG, SCOPE; Dr. R. K. Elangovan, DG FASLI, Ministry of Labour & Employment; Mr. Ravi Peiris, Senior Specialist Employers' Activities, ILO DWT; Mr. Tsuyoshi Kawakami, Senior Specialist, OSH, ILO, DWT and Dr. Sanjay Kumar, Director, Personnel, WCL and Member, SCOPE Executive Board addressed the meet. Nearly 500 participants including senior

officials from PSEs attended the webinar through SCOPE's various platforms.

Ms. Walter speaking about the global job scenario emphasized that during this unprecedented crisis, everyone has to come together, understand the realities and impact of this pandemic and share knowledge and experiences in dealing with it. She added that, the pandemic has affected both quality and quantity of jobs and measures taken to ensure worker protection, stimulate economic and labour demand; support employment and incomes and using social dialogue between government, workers and employers to help overcome this crisis. Reflecting on the impact of the pandemic she quoted the latest ILO findings that estimate the number of working hours lost in the first half of 2020, equivalent to the loss of 400 million full-time jobs globally.

DG, SCOPE in his address said that the present scenario is one of the toughest faced by employers and so there is an inherent need for everyone to have an optimistic approach and ensure worker safety while adapting to the 'New Normal'. He also mentioned that SCOPE and ILO are working closely in bringing forth the issues related to labour and work.

Mr. Peiris highlighted the importance of survival and resilience through social dialogue between employers and employees and signified the ability of adapting to change as the biggest asset for any organisation. He suggested employers to not only focus on the future but also the present, in order to succeed.

Dr. Elangovan spoke about the need for detailed preparedness amidst the 'New Normal' and shared views on Pandemic Response Procedure that ensure safety and wellbeing of all stakeholders.

Mr. Kawakami spoke about ILO's guidelines with regard to securing health and safety at workplaces. Talking about causes of spread of the virus he gave practical tips like reducing human to human contact at workplaces and equipping workers with the appropriate equipment.

Dr. Kumar stated that the key take away from the webinar was to acquire learning's from the past and present to establish a futuristic organisation. ■



# SCOPE-GIZ Germany to assess and train PSEs for Climate Change Mitigation Action



Standing Conference of Public Enterprises (SCOPE), and GIZ Germany, a German public-benefit federal enterprise, announced the launch of capacity gap assessment study for PSEs in India to build their capacity on issues related to climate change including climate policy, finance, and carbon pricing. The study shall be followed by a training module which will be developed based on the pre-assessment survey and review of national

and international best practices to mitigate carbon emissions. The study and training module is being developed under a Memorandum of Understanding (MoU) signed between the parties.

This is a significant step amidst the urgent need to address the universal challenge of climate change. The capacity building exercise shall focus on creating general awareness amongst PSEs on issues

and concerns pertaining to climate change while developing sectoral mitigation strategies for PSEs to improve their understanding, willingness, and capacity on climate change. The study would ensure achieving efficiency in resource utilization leading to reduction in greenhouse gas (GHG) emissions and integration of policies and measures on climate change at the corporate level so as to improve the GHG mitigation potential. ■

# SCOPE Employees Communication meet with DG, SCOPE

**'Know your organisation and own your organisation'**

As part of continued communication exercise of DG, SCOPE with SCOPE employees a virtual meeting was held by Mr. Atul Sobti, DG, SCOPE through WEBCAST on 3<sup>rd</sup> July 2020. DG, SCOPE encouraged everyone to give their best and follow the mantra of 'Know your organisation and own your organisation.' He also emphasized that working in office or at home, employees should give efficient, optimal and effective output. Complimenting all employees on the success of the webinars organized by SCOPE, DG, SCOPE enunciated the need for turning the organization into a learning organization. Besides, he also added that with an attitude to convert crisis into opportunity, internal training programs and development exercises must continue to be conducted. He also advised employees to attend all the webinars conducted by SCOPE to learn from renowned, international panelists and also revisit the recordings to further deliberate on the important topics covered.

He advised employees to read and keep themselves updated with various developments and upcoming publications at SCOPE like Kaleidoscope etc., as there is no better and effective tool of communication for any organisation than its own employees.



Mr. Atul Sobti, DG, SCOPE addressing employees during the virtual meet.

He also asked every employee, to give their best and contribute positively to the image of SCOPE. Especially youngsters, who he advised to be more innovative and welcomed suggestions from them for making the organisations more impactful.

Complimenting the staff involved in the seamless functioning of SCOPE's building and

offices he briefed everyone, of the new employee welfare initiatives taken by the management. Uplifting the spirit of employees in the present scenario, DG, SCOPE assured that each employee forms an intrinsic part of SCOPE. He wished all the employees and their families' good health and reasserted everyone to – Stay Alert and Stay Safe!

ILO's response to the pandemic: Learning & Sharing of Global Practices 6<sup>th</sup> July, 2020

## COMMENTS/FEEDBACK RECEIVED FROM PARTICIPANTS

Recording of SCOPE Webinars are available on SCOPE's Website: [www.scopeonline.in](http://www.scopeonline.in)

Thanks SCOPE team for the webinar, I wish to attend other webinars too.

It was a nice programme and such programme should be continued in future also.

Dear all members of SCOPE. Thank you so much for the wonderful webinar. Look forward for more such programs.

Thanks for nice programme. Very informative.

Enjoyed the program, It's a great to be a participant in webinar. Thanks to SCOPE, ILO for giving us Live information.

Yes, it will be very useful for creating awareness nice and knowledge enhancing session

This was really a good program. Whole lockdown period we worked. That's why we already incorporated all facilities. Thanks Sir

Great program. Well organized & excellent program. Thanks

The webinar was indeed a good experience. All speakers were to the point and made the webinar a really useful and effective one.

Thanks SCOPE for this very informative and useful Programme.

Beneficial and excellent program. Thanx.

A very good presentation by all guest members

The webinar I attended was excellent in content and quality of presentations. The speakers kept me connected throughout the sessions.

Enjoyed the program. Very good and spirited talk by each speaker.

I must congratulate the DG, SCOPE and entire team for arranging such a high-quality live seminar on a most burning global challenging task which is directly affecting the economy of the Nation.

It was an excellent program which gave national as well as international perspective on COVID-19 management for restarting and operation industries and how to take care of human resources.

Thanks sir, for giving an opportunity to participate in a lively and crisp presentation. The programme was lively.

Excellent Programme



# SCOPE Webinar Series 2020-21

In pursuance of its capacity building and policy advocacy efforts SCOPE forayed into the digital platform with the Webinar series 2020-21. So far, 12 webinars have been organised with renowned, national & international panelists. Here's a list of webinars held so far:

1. Webinar on 'Fundamental concepts in international EPC contracting: A Legal Perspective' - 8<sup>th</sup> April, 2020.
2. Webinar on 'Role of Indian PSUs on Climate Change and Impact of COVID-19 on Climate Change' - 10<sup>th</sup> April, 2020.
3. Webinar on Economic Impact of COVID (CPSE Perspective) and Learnings from Chinese SOEs - 21<sup>st</sup> April, 2020.
4. Webinar on 'Ease of Doing Business Initiatives & Business Continuity Measures undertaken by MCA during COVID 19' - 25<sup>th</sup> April, 2020.\*\*
5. Webinar on Future of Work in the New Normal (CPSE Perspective) - 30<sup>th</sup> April, 2020.\*\*
6. Financial Planning & Liquidity Management in Current Pandemic Scenario - 14<sup>th</sup> May 2020. \*\*



7. Webinar on Issues in Arbitration & Future of Virtual Hearings - 23<sup>rd</sup> May 2020. \*\*



8. SCOPE in association with Art of Living presents 'Leading through uncharted waters' with Sri Sri Ravi Shankar - 25<sup>th</sup> May 2020. \*\*



9. SCOPE Webinar on CPSEs Strategies to Respond, Recover, and Thrive for combating the pandemic- 4<sup>th</sup> June 2020. \*\*



10. Webinar on Action Today, Impact Tomorrow: Learning from Mahatma Gandhi on Contribution for Public Service - 23<sup>rd</sup> June, 2020. \*\*



11. International Health Webinar on Enhancing Corporate Health during Corona crisis - 28<sup>th</sup> June 2020. \*\*



12. Webinar on ILO's response to the Pandemic: Learning and Sharing of Global Practices - 6<sup>th</sup> July 2020. \*\*



**\*\*Recording of Webinars are available on [www.scopeonline.in](http://www.scopeonline.in)**



# SCOPE in Media

## SCOPE webinar on learning from Mahatma Gandhi on Public Service

With the new realm of challenges amidst the ongoing pandemic, the need for public service has catapulted. To address the same, SCOPE organised its 10<sup>th</sup> webinar on Action Today, Impact Tomorrow: Learning from Mahatma Gandhi on contribution for Public Service. Dr Anantha Duraiappah,

## SCOPE organises webinar with ILO on employers response to pandemic

SCOPE organised a webinar titled 'ILO's response to the pandemic - Learning and Sharing of Global Practices' in association with International Labour Organization Dagmar Walter, Director, ILC

## SCOPE celebrates Int'l Yoga Day

Standing Conference of Public Enterprises (SCOPE), an apex body of Public Sector, organised a virtual yoga session commemorating the 6th International Yoga Day on the theme 'Yoga at Home and Yoga with Family'. Atul Sobti DG, SCOPE addressed the participants and emphasised that amidst these uncertain present times, practising yoga can help achieve a fine balance in one's life by creating harmony of mind, body and soul and therefore it should not be confined to a single day but be practiced regularly.

## SCOPE conducts Int'l Health Webinar

Responding to the need for capacity building with an array of distinctive topics, Standing Conference of Public Enterprises (SCOPE) organised its 11th webinar titled 'Enhancing Corporate Health' with globally acclaimed medical experts from USA and India. Dr. Nasser C. Nasser, Professor, Medicine & Cardiovascular Diseases, University of Alabama, USA, Maria Jack Functional Nutritionist, Founder President, Nutrition Wellness, New York, Dr. R.K. Chatterjee, Founder President, Health Research, IICA, addressed the participants. Around 2500 participants with their families joined in the interactive session LIVE through various platforms of SCOPE & IICA.



## SCOPE webinar on learning from Mahatma Gandhi on public service

With the new realm of challenges amidst the ongoing pandemic due to coronavirus, the need for public service has catapulted. To address the same, Standing Conference of Public Enterprises (SCOPE) organised its 10th Webinar on Action Today, Impact Tomorrow: Learning from Mahatma

the economic situation globally, it is time to take behavioral inspiration from Mahatma Gandhi to tackle the anxiety and uncertainty surrounding us. He also emphasised the importance of building emotional resilience and providing public service through empathy, compassion and mindfulness.

## SCOPE Webinar on learning from Mahatma Gandhi on Public Service



# अमर उजाला

## स्कोप ने मनाया अंतरराष्ट्रीय योग दिवस

नई दिल्ली। छठे अंतरराष्ट्रीय योग दिवस के मौके पर स्टैंडिंग कॉन्फ्रेंस ऑफ पब्लिक एंटरप्राइजेज (स्कोप) ने 'योगा एट होम, योगा विद फैमिली' थीम पर ऑनलाइन योग सत्र का आयोजन किया। स्कोप के महानिदेशक अतुल सोबती ने कहा कि कोरोना के मुश्किल समय में योग से शरीर, मन तथा आत्मा में तालमेल बैठकर जीवन में संतुलन लाया जा सकता है।

# समय जगत

## स्कोप ने आयोजित किया वेबिनार

कोलकाता। राष्ट्रीय स्तर पर संयुक्त राष्ट्र लोक सेवा दिवस के अवसर पर स्टैंडिंग कॉन्फ्रेंस ऑफ पब्लिक एंटरप्राइजेज (स्कोप) के महानिदेशक अतुल सोबती ने 'योगा एट होम, योगा विद फैमिली' थीम पर ऑनलाइन योग सत्र का आयोजन किया। स्कोप के महानिदेशक अतुल सोबती ने कहा कि कोरोना के मुश्किल समय में योग से शरीर, मन तथा आत्मा में तालमेल बैठकर जीवन में संतुलन लाया जा सकता है।

# वीर अर्जुन

## लोकसेवा को लेकर मा

वीर अर्जुन समाचार पत्र के माध्यम से लोकसेवा को लेकर मा... (Text continues with details about the service and the newspaper's role in providing information.)

# समय जगत

## योग सत्र का हुआ आयोजन

कोलकाता। राष्ट्रीय स्तर पर संयुक्त राष्ट्र लोक सेवा दिवस के अवसर पर स्टैंडिंग कॉन्फ्रेंस ऑफ पब्लिक एंटरप्राइजेज (स्कोप) के महानिदेशक अतुल सोबती ने 'योगा एट होम, योगा विद फैमिली' थीम पर ऑनलाइन योग सत्र का आयोजन किया। स्कोप के महानिदेशक अतुल सोबती ने कहा कि कोरोना के मुश्किल समय में योग से शरीर, मन तथा आत्मा में तालमेल बैठकर जीवन में संतुलन लाया जा सकता है।

# वीर अर्जुन

## स्कोप ने इंटरनेशनल हेल्थ वेबिनार का आयोजन

कोलकाता। राष्ट्रीय स्तर पर संयुक्त राष्ट्र लोक सेवा दिवस के अवसर पर स्टैंडिंग कॉन्फ्रेंस ऑफ पब्लिक एंटरप्राइजेज (स्कोप) के महानिदेशक अतुल सोबती ने 'योगा एट होम, योगा विद फैमिली' थीम पर ऑनलाइन योग सत्र का आयोजन किया। स्कोप के महानिदेशक अतुल सोबती ने कहा कि कोरोना के मुश्किल समय में योग से शरीर, मन तथा आत्मा में तालमेल बैठकर जीवन में संतुलन लाया जा सकता है।





# Viewing Public Sector with a new lens



**Atul Sobti**  
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**T**he globe is staring at a new crisis - a pandemic which has tested waters for everyone right from Government to common man. While there is growing fear of uncertainty and prolonged deglobalization, optimism is reflected by the public sector which has stood firm making way for safety of lives and livelihoods while ensuring seamless supply of essential services.

The pandemic has brought to light the constructive and essential role of Public Sector or State Owned Enterprises (SOEs) across the world. Globally, SOEs have presence in many countries - ranging from China and Russia in Asia to Germany in Europe. They are considered to be major players in many economies so much so that they undertake 55 % of total infrastructure investment in emerging and developing economies. While continuing to have a multinational presence, SOEs across the world, especially in emerging markets, have assets

worth \$45 trillion which is close to half of global GDP.

As the global SOEs continue to grow and stride towards greater contribution to their economies, Public Sector in India has also grown in size and matured in operations. So much so that they have integrated with both the economic and social fabric while existing for nearly seven decades in the Indian space. They have supplemented the growth of the Indian economy by building a strong industrial infrastructure and ensuring social well-being of the people.

The evolution of the fraternity began prior to independence where there were only a few government departments in the country. Post-independence, it was felt that in order to match steps with the global economy massive investments were required for core industrialisation of Indian corporate sector. Hence, rather than completely relying on the

private sector, which were lacking in financial resources, the Government created the public sector enterprises for attaining socio - economic development and a clear mandate of serving the broad macro-economic parameters of economic growth, achieving self-sufficiency in production of goods and services, facilitating long term equilibrium in balance of payments and ensuring stability in prices and create benchmarks for prices of essential items.

Till the period of liberalisation, PSEs were operating in monopolistic or oligopolistic markets and created large conglomerates. However, with liberalisation in 1991, PSEs were exposed to competition from domestic private players and multi-national companies. They undertook significant initiatives for up-scaling technologies and building capacities resulting in self-reliance and unfolding of many success stories.

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PSEs have justified the role that was entrusted to them with utmost commitment and sincerity. They have laid the foundation for the growth of the Indian economy so much so that the sectors where private sectors dominate were initially forayed into by the public sector.

**PSEs have justified the role that was entrusted to them. They have laid the foundation for the growth of the Indian economy.**

In fact presently also, PSEs lead the sectoral contribution in strategic sectors- 71% in crude oil production, 92% in coal production, 83% in natural gas production to name a few. The revenue and profit growth by PSEs exhibits the potential they have in contributing significantly to the nation. Not only in domestic market, some PSEs are recognised globally for their performance. Presently, they earn a foreign exchange of nearly 1.5 lakh crores rupees per annum. Also, out of 6 Indian companies featuring in the prestigious Global Fortune 500 list for the year 2020, 3 are PSEs and out of total 57 Indian

companies featuring in Forbes 2000 - World's Biggest Public Companies for the year 2019, 10 are PSEs besides 14 public sector banks and insurance companies. Considering their financial performance, PSEs have been sustained performers over the years and earned revenue of 25.43 lakh crore rupees and registered a net profit of 1.43 lakh crore rupees in FY 2018-19.

They contribute almost 4 lakh crore rupees per annum to the Central exchequer in terms of duties, taxes, dividend etc. whereas 56 PSEs command nearly 10% of the total market capitalisation of the BSE as on 31st March 2019.

Besides operational efficiency, PSEs have also displayed a focussed approach towards achieving commercial viability which is reflected in the fact that out of 249 operating PSEs, 72% are profit making as against 28% loss making which is in contradiction to the 'popular belief' that PSEs are a drain on national resources.

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In fact, they are net contributors to the Indian economy while contributing around 13% to Indian GDP in terms of turnover. At this juncture I would like to highlight that PSEs have proven their strength, prowess, performance and resilience even in the most challenging times of global financial recession. This is apparent from the fact that at the time of global financial crisis during 2007-2009, when private sector across the globe registered negative growth rates in fact some of them even filed for bankruptcies causing not only financial losses but also loss of employment, at that time Indian PSEs not only sustained their performance but registered growth of 10% in net profit from 2008-09 to 2009-10 and a healthy profitability ratio (net profit to total revenue) of 6.6% and 7.5% in 2008-09 and 2009-10 respectively. Furthermore, where shareholders were facing diminishing wealth due to loss in market valuation of companies, PSEs maintained investors trust and continued a healthy dividend payout ratio of 35-36%.

In the present times also PSEs are considered as safe investments due to high dividend payouts along with sustained





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Over a period of time it has been observed that investors allocate a significant percentage of their investments to the PSEs while building a stable portfolio of stocks. As per reports there are some PSEs whose stocks is considered lucrative by not only investors but also fund managers, FIIs as well as insurance companies.

While PSEs continue to establish new records of profitability, they are also harbingers of social commitment towards upliftment of the economically weaker along with promoting balanced regional development. It may be interesting to note that Corporate Social Responsibility (CSR) was a mandate for PSEs even before it was introduced in Companies Act, 2013. PSEs have continuously been working towards

development of remote districts and villages in the country, providing education and health infrastructure alongside ensuring connectivity and development. Presently 150 PSEs spent over close to 3,900 crore rupees annually on CSR activities registering a growth of approximately 13% in the CSR expenditure over previous year. Even during the present catastrophe, PSEs have pioneered in taking the measures of the Government forward and are committed to contain the spread of this new virus while addressing health crisis. In its fight against the pandemic, PSEs are supplementing the government efforts on all fronts- medical, social and contributing significant sum to Prime Minister's CARES Fund. Further, a number of PSEs have utilised their hospitals/health units to create isolation facilities/quarantine wards. Also, specific measures have been taken to procure / manufacture medical equipment, ventilators and providing necessary medical support across the country. PSEs are also in the forefront to create awareness among masses and employees through various modes of communication. In

order to support the economically weaker section, PSEs are working towards making food and shelter arrangements for the needy.

**PSEs would play a new avatar which would be more significant, affirmative and critical than the previous role to push the economy on an upward momentum as the country sets new missions and visions for itself and gear up to bounce back to growth.**

Public sector has come a long way from its initial conception. While they have continued to grow and rise and more importantly adapt themselves with the changing business scenarios, their resilience is in the fact that PSEs were able to withstand the dynamism of global developments and emerge even stronger. However, as The Dalai Lama said "The goal is not to be better than the other man but your previous self". With a new world order likely to be in place post the pandemic, PSEs have a new strategic role while the country undergoes yet another transformation to become one of the leading economies. PSEs would play a new avatar which would be more significant, affirmative and critical than the previous role to push the economy on an upward momentum as the country sets new missions and visions for itself and gear up to bounce back to growth. ■



# Challenges & Opportunities for Steel Industry under COVID-19 Pandemic



**Sushim Banerjee**  
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## Prologue

Writing on the growth and prospects of any commodity specifically that of steel under the current unprecedented crisis that has engulfed nearly all the regions of the globe and all sectors of the economy, becomes most challenging, more so as steel gets its sinews from the growth of major economic and industrial indicators of the economy. Till February'20 it was observed that during FY20 the behaviour of Indian economy was progressing at a rate below the average trend rate that the economy had positioned itself in the earlier 5 years, the emergence of the pandemic and the resultant lockdown since the second fortnight of March'20 had indeed provided a high downsize risk on all the parameters of the economy.

Thus the latest release on GDP growth in FY20 (4.2 per cent against 6.1 per cent in FY20) by CSO did generate a pleasant surprise as the economy showed resilience in achieving this level of growth under the current scenario. It is possible that the estimates may be revised when the full data is made available later. Further, it is believed that full impact of the pandemic hampering both

industrial and service sectors would be captured adequately in the national Accounts data for Q1 and Q2 in FY21.

## Industry Impact

Table-1 takes a look at the industry indicators in March'20 and in FY20 to highlight the impact of COVID-19 on steel consumption.

**Table-1: IIP movement in March' 20 and FY 20 (% rate of growth)**

Parameters	Growth in March' 20	Growth in FY20	Remarks
Mining	-	1.7	Mining sector reforms would lead to more growth
Manufacturing	(-) 20.6	(-) 1.3	Weak link. Make in India to be given special thrust
Mfg. of base Metals	(-) 18.6	10.8	Good indication for steel production
Mfg. of Machinery and Equipment	(-) 31.7	(-) 12.2	Weak demand for capital goods – more investment in infra to recover demand
Mfg. of electrical equipment	(-) 31.0	(-) 4.2	Electrical equipment sector growing with rise in electricity generation
Mfg. of vehicles, trailers	(-) 49.6	(-) 18.5	Auto sector to reverse downward risks in FY21
Mfg. of furniture	(-) 22.8	(-) 6.8	Per capita income growth to drive demand
Electricity	(-) 6.8	1.1	
Total Industry	(-) 16.7	(-) 0.7	
Capital Goods	(-) 35.6	(-) 13.7	Replacement of import of engineering goods to lead to growth in capital goods
Infra/ Construction	(-) 18.5	8.8	Infra investment (both public and private) to grow
Consumer Durables	(-) 33.1	(-) 8.4	Per capita income growth likely in H2 FY21

Source: CSO

## Economic Impact

Table-2 summarises the impact of economic parameters on growth in steel consumption in FY20.

**Table-2: GDP and GVA indicators in Q4 and in FY20 (% growth)**

Item	During Q4 of FY20	During FY20	% share of GDP (at constant prices)	Remarks
GDP growth	3.1	4.2		
GVA in Agriculture	5.9	4.0		No immediate food crisis
GVA in mining & Quarrying	5.2	3.1		Mining sector reforms would lead to more growth
GVA in manufacturing	(-) 1.4	0.03		Weak link. Make in India to be given special thrust
GVA in electricity, water supply and sanitation	4.5	4.1		Possible for growth in steel consumption
GVA in Construction	(-) 2.2	1.3		Must perform high growth to drive steel demand
GVA in public Adm. Defence and other services	10.1	10.0		Rise in Govt expenditure good for steel demand
Gross Private Final Consumption Expenditure (PFCE)	2.7	5.3	57.2	Must grow at higher rate to push demand for auto and consumer durables
Government Final Consumption Expenditure (GFCE)	13.6	11.8	11.3	Encouraging for steel demand
Gross fixed capital formation (GFCF at market prices)	7.7	(-) 0.4 (14.5)	26.9	Must attain 32-35 percent of GDP to drive steel demand

Source: CSO: Second Advance Estimates for Q4 and 2019-20

The second advance estimates of CSO has put GDP (at constant prices) growth in Q4 of FY20 falling to 3.1 per cent compared to Q4 of last year. However, GDP growth in FY20 plummeted each quarter from 5.2 per cent in Q1, 4.4 per cent in Q2 and 4.1 per cent in Q3. Despite this declining trend, a few positives are worth mentioning. Agriculture, forestry and fishing sector in GVA is up by

5.9 per cent in Q4 as compared to 3.0 per cent in Q1. As a result, this sector has clocked a growth rate of 4.0 per cent in FY20 as opposed to only 2.6 per cent in FY19. As WPI for food has also shown a 8.4 per cent growth in FY20, it should imply that at least a part of it has contributed to growth in rural income (considering the asymmetrical relationship between rise in WPI in food with growth in rural

income). Secondly the mining and Quarrying sector GVA has grown by 5.2 per cent in Q4, the highest in all quarters. The yearly growth of 3.1 per cent in FY20 is way above the negative growth clocked by this sector in last year. The mining output in FY20 rose by 1.7 per cent. In the following paragraphs we would discuss about the long pending supporting measures in Mining policy of the GOI. Electricity, water supply and other utility services sector GVA grew by a healthy rate of 4.5 per cent in Q4 and 4.1 per cent in FY20. The GVA in public Administration, Defence and other services sector achieved a high growth of 10.1 per cent in Q4 and correspondingly 10.0 per cent for the full year.

Indian economy is consumption led as 68.5 per cent of GDP is composed by private consumption (57.2 per cent of GDP, growing at 5.3 per cent in FY'20) and Government consumption (11.3 per cent of GDP, growing at 11.8 per cent compared to 10.1 per cent last year). As government consumption includes net purchase of commodities and services, it also contributes to demand for steel, cement and all other commodities. Nearly 27 per cent of GDP is contributed by GFCF which is a proxy for investment. More than the public investment, it is investment by private corporate sector and household investment that have been declining in the past years and may be seen as the proverbial achilles heel in the growth of Indian economy. The significant decline in GFCF compared to 14.5 percent rise in FY19 has an adverse impact on steel consumption in the country.

However, a consensus view is H1 of FY21 would be a low



performing economy before it stops going south in later months of Q3 and commences its journey on a positive note in Q4. The MPC of RBI has however suggested that negatives in H1 would be so strong as it would pull down the positives in Q4 to end the full year with a negative growth in GDP.

## Stagnancy in Steel Consumption

The shifting pattern of economic growth in India with a near stagnant growth in industry is not conducive to the growth of the commodity sector. India's rich mineral resources can be most effectively utilised by the higher growth in steel sector. Thus more demand for steel needs to be encouraged for a speedy development of the mining sector.

During FY12 to FY20, while share of Agriculture in GVA has fallen from 18.5 per cent to 14.6 per cent, the service sector has enhanced its share from 49 per cent to 55.2 per cent with industry's share remaining stagnant or coming down (from 32.5 per cent in FY12 to 30.2 per cent in FY20). The stagnant growth of the most steel intensive sector (industry) over the last few decades continues to be the critical factor constraining the growth of steel consumption in the country.

## Stimulus Measurers

It goes to the credit of the government that it had announced a slew of reforms and specific actions to mitigate the toughest hardships suffered by the people and various sectors of the economy due to the pandemic and consequent lockdown imposed. The stimulus announced by the government for farmers, migrant



workers, the most vulnerable sections of our society, MSMEs, real estate developers, mining companies are significant and would be the enabling factor to initiate reforms (including labour reforms) in getting rid of some of the constraints under ease of doing business. The total package worth of Rs.20,97,053 crores, according to analysts of Nomura Asia Economics can broadly be grouped under Covid 19 related measures, RBI liquidity measures other fiscal and financial measures. These would have a direct and indirect impact on steel industry.

There are a number of steps enhancing the income of the farmers (Rs 2 lakh crores additional credit to the farmers Via Kisan Credit cards, loan moratorium to farmers, credit to women jandhan account holders, increase in MNREGA wages, support to migrants and urban poor, free ration through PDS, extension of tax payments periods, 3-6 months, moratorium on loans and government guarantee for loans to MSME, raising the threshold limits of bankruptcy under IBC, Rs.3 lakh crores loans to MSMEs with 100% guarantee, interest

subvention to MSMEs on Mudra loans would aim to enhance the purchasing power at the hands of the consumers to enable them to generate demand through spending route. Several facilities, exemptions, subvention of interest, higher credit through NABARD and NBFCs are expected to resolve the liquidity crisis plaguing the MSMEs and to secure loans for meeting working capital needs.

As regards steel industry, the role of SMEs is displayed by nearly 50 per cent share on production and major share in products like TMT, Wire Rods, Structural, Coated products and Tubes and Pipes. Similarly the presence of SMEs in steel user segments like construction companies, housing companies, equipment including electrical equipment and tools manufacturers, food processing units, can manufacturers, Rail and road contractors, TLT manufacturers, bus builders, bicycle manufacturers, auto component makers, steel fabricators and a host of other users of steel is significant. Their rejuvenation in the post COVID-19 pandemic scene, would contribute to production and consumption of steel

and enhance the availability of a whole gamut of capital goods, consumer durable goods and packaging goods to cater to the infra, engineering and household demand

For special interest for steel industry, mention may be made of the provision under PMAY scheme to make Affordable Rental Housing Complexes (ARHC) that can be provided under PPP mode to the migrant labour/urban poor at affordable rent which can also be provided by incentivising the manufacturing units, industries, Associations to make ARHC on their private land. The Credit linked subsidy scheme (CLSS) for the middle-income group (annual income Rs 6-18 lakhs) has been extended by 1 year, additional houses would be built for 2.5 lakhs families in FY21.

It is a good opportunity for steel industry to promote steel intensive construction (steel composite technology that has been accepted by the technical wing of Urban Housing Department) in the interest of strong building, earthquake resistant, faster construction, and design flexibility apart from being cost effective on life cycle cost considerations vis-à-vis RCC structure. Additional Cold Chains and post harvest management infrastructure in the vicinity of farm gates would need steel and Stainless steel for building. Raising the FDI limit for defence manufacturing under automatic route from 49% to 74% would incentivise domestic production of defence equipment via FDI route to succeed Make in India programme and contribute to indigenous demand for special and Alloy steel. A total number of 12 airports is going to be built under PPP mode to attract

private investment of Rs.13000 crores. The Airport terminals and associated buildings are to be exclusively built by steel structural (light PEB, Hollow tubular sections, TMT, Cold formed steel).

The recent policy guidelines have opened coal mining for commercial purposes, done away with captive mining process, introduced lease transferability, incentivised exploration of mines, encouraged coal gasification programmes to reduce dependence on fossil fuel

### Lessons for Steel Industry

The post lockdown period must focus on commencement of big ticket infra projects. Among these, the priority needs to be accorded to the projects already commenced and in which the part of investment has been made. Many road projects, Metro, DFC fall in this category. These projects have

a higher prospect of being completed faster than fresh projects and have a quicker deliverability.

It is observed that steel intensity in Infra investment in India is much lower compared to what is happening in China, South Korea and Japan. Only 6-7 per cent of GDP is spent on infra investment in India compared to 14 per cent of GDP in China. In national Highways, India uses 290-300 tonnes of steel against 700 tonnes used by China as CRCP (Continuously Reinforced Concrete Pavement) roads are plenty in China in the interest of strength, low maintenance, faster construction and environment friendliness.

According to the National Infrastructure Pipeline (revised) report the government needs to invest around Rs.80 lakh crores on Infrastructure sector comprising of Energy, Roads, Railways including Metro and DFC, Oil and Gas pipeline, Irrigation and dams, Housing, civil aviation, ports, coastal waterways etc in the next 5 years. All these sectors use steel in substantial volumes. The fund requirement would be met by the Central government, State governments and private investment via PPP mode and FDI.

RBI has once again brought down the repo rate from 4.4 per cent to 4.0 per cent with corresponding lowering of Reverse Repo rate. Would it spruce up the demand for loanable accounts or investment? Secondly, would the lowering of reverse repo rate encourage the banks to offer more volume for giving credit to the needy sectors instead of parking their idle funds with RBI? The answer is to be sought in the next few weeks, as the crisis in demand nearly engulfs all the sectors of the economy.

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It is to be noted that India which is importing nearly 6-7 million tonnes of engineering goods each year (an opportunity for Indian capital goods sector to replace import by indigenous production and helping steel consumption) has imported 27 per cent and 57.5 per cent less of imported capital goods in March and April' 20. The total merchandise imports have gone down by 58.6 per cent in April' 20, while total merchandise exports have fallen by 60.3 per cent with a much lower level of trade deficit due to steep fall in crude oil prices. The FE reserve at \$ 487 billion is comfortable to pay for 1 year imports.

### Current Scenario: Production, Consumption, Import and Exports of Steel

India produced 8.5 MT of crude steel in April-May'20 with public sector (6 SAIL plants and RINL) producing 23.5 per cent of this. The pandemic crisis is primarily demand centric and hence domestic consumption during these two months at 28.1 MT is hugely lower compared to last year. Poor investment (public and private) in infra/consumption demand could not pull up the demand of machinery and capital goods. Lockdown, disruption in supply chain, shortage of labour and uncertainty in income and employment adversely affected the demand for automobile and consumer goods. It is also observed that all the global steel players are taking trade protective measures to enable domestic demand to be met by the unutilised domestic capacities and this poses a challenge to enhancing steel exports. While finished steel imports by

India declined by 19.4 per cent growing at 76 percent in the last two months of the current fiscal, steel exports for India contain a large percentage of semi finished steel to take advantage of temporary shortage of this category in the global market. It must get converted to value added products in the coming months.

Based on the assumptions that most of the lockdown ceases from June/ July and there is no recurrence of the Killer virus, WSA has projected the countrywise steel demand shown in Table-3.

**Table-3: Short range Outlook of steel consumption/ demand: 2020-21 (in Million t)**

Country	2019 consumption	2020 projection	2021 projection	Growth (%) in 2020/ 2019	Growth (%) in 2021/ 2020
Germany	34.9	27.9	31.3	- 20.0	12.0
EU-28	158.1	133.1	147.0	- 15.8	10.4
Turkey	26.0	26.8	29.3	3.0	9.3
Russia	43.5	39.1	41.7	- 10.0	6.5
USA	97.7	75.3	79.5	- 22.9	5.7
China	907.5	916.5	916.5	1.0	-
Japan	63.2	51.1	54.6	- 19.1	6.8
South Korea	53.2	46.5	49.2	- 12.7	5.9
India	101.5	83.3	95.8	- 18.0	15.0
Asia incld. Oceania	1253.3	1218.6	1243.2	- 2.8	2.0
World	1766.5	1653.9	1717.4	- 6.4	3.8

Source: WSA

The above estimates are considered a bit pessimistic as May '20 base scenario continues to be dismal, but a near V-shaped growth in later part of H2 of 2020 may spruce up the figures.

### Pricing

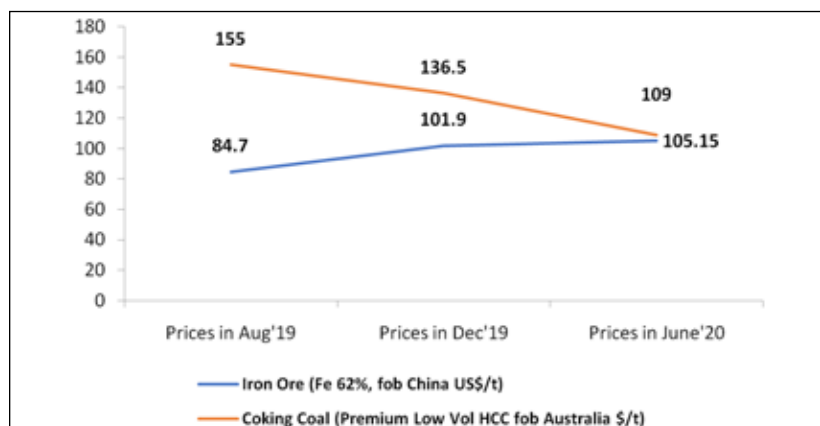
Pricing of steel which is market determined has consequently followed a declining trend in tandem with lower demand and restricted supply (shift of Demand and Supply curve). As the pattern of demand changes is almost similar in all countries, with all the major steel using segments, construction and infra (Rail, Road, Ports, Imports, Oil & Gas) real estate, mechanical and electrical equipments, automobile,

consumer durable and packaging industries are suffering for want of investment and consumption expenditures, the pricing of steel is moving within a band. Table 4 shows the movement of prices of major raw materials of steel finished steel items.

The declining prices have an impact on the EBITDA of all steel producers. The current scenario calls for innovative and short term marketing strategy, the export thrust is one of them. Capturing the rural demand emanating from construction of houses, sheds, other buildings through the wide network of distributors and rural dealers is another strategy that are providing reasonably good dividend to the producers.

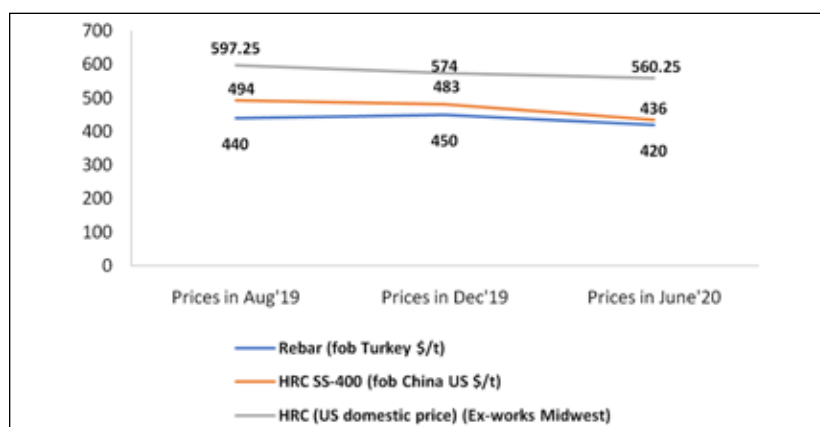


**Table 4: Chart -1A: Movement of Steel Prices in June '19 to June '20**  
(US \$/t)



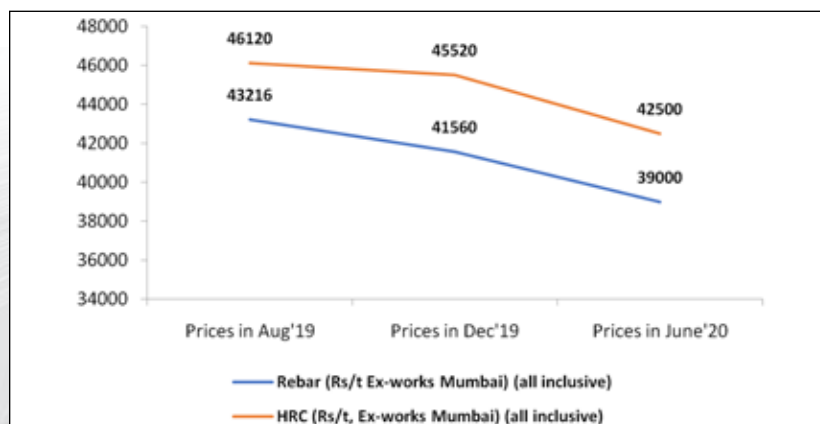
Source : SBB

**Chart -1B: Movement of Steel Prices in June '19 to June '20**  
(US \$/t)



Source : SBB

**Chart -1C: Movement of Steel Prices in June '19 to June '20**  
(Rs./t)



Source : JPC

## Conclusion

The call for self sufficiency by the Hon'ble Prime Minister in building up our own base of manufacturing is indeed timely. The pandemic has created a vacuum in global manufacturing space with the leading countries, Germany, France, Italy, UK, USA losing their momentum in basic manufacturing operations, have already started withdrawing their bases from China, Vietnam. Indian manufacturing sector especially the MSMEs must utilise this opportunity by taking part in the global supply chain and thereby attract foreign investment in setting up facilities in India or expanding the existing facilities.

The GOI is to further simplify the contractual clauses and documentation for doing business without compromising our interest. The growth of manufacturing is most crucial for the country in the post lockdown period to create job opportunities, income generation, demand for commodities like steel (also special grades) and earning foreign exchange via exports.

The pandemic has transformed the manufacturing sector in favour of digitisation, use of software based technologies (SAP, ERP) including those related to customer services. The change has necessitated focus on skilling of new capabilities and re-skilling of the existing people in changed domain of the standard practices. The safety and health related factor in operation of steel plants, the social distancing are bringing the new work culture and practices which are going to be the new normal. The fight against the virus is on and we must come out successful and growing. ■

# Getting Women Into C-Suite: Ushering Equalities, Eulogizing Productivity & Igniting Opportunities



Dr. P. K. Chatterjee\*

## Abstract

*Women play an indispensable role in a family, society, institution, corporate house, or nation. Their contribution in every field is well established, acknowledged and appreciated. However, despite their vociferous participation and ardent contribution and in spite of paradigm shift in socio-economic demography, educational level, science & technology, rules & regulations, denial of basic rights and persistent inequality in different forms still continue globally. Research findings that the attrition rate of women in C-Suite (CEO, CFO, COO, CHRO and CIO) or even at every level, is much less than that of men, hints at investing more in women as they are more loyal. In this back drop, the paper dwells upon addressing issues in a pragmatic manner for ushering equalities, eulogizing productivity and igniting opportunities.*

In the year 1871, famous scientist Charles Darwin in his book christened "The Descent of Man" expressed that there is a stark difference between the abilities of men and women and that men achieve success in every field in comparison to women. In all possibility, while penning this thought, Darwin might have ignored the fettered freedom and dearth of social opportunities. In fact women have a stronger immune system compared to men. This is because of 'two X chromosomes' present in women which results in improved blood clotting, less susceptibility to viruses and better brain development. This is probably the reason that

women have been less affected by COVID-19.

Even in 21st century, though women have proved themselves and have made strides in every field, though every year the world celebrates International Women's Day on 8th March, but psychological barriers and pre-conceived notions still prevail in family, society, masses, institutions and corporate houses throughout the globe. Pre-conceived notions like women are mentally less adept compared to their men counter parts, women stave ordeals, women lack chivalry, women tend to have less verve, women have paucity of audacity, women avoid to

work in inclement weather and challenging terrains, women civil engineers circumvent to work at brown/green field sites at coordinates substantial below or above zero/ground level, women engineers shun to work at high tension/ UHV power stations or off shore oil/gas fields, women cannot navigate aircrafts nor steer railway locomotives or heavy mining & allied machineries in austere mines like coal, women choose to be less ambitious for the sake of family commitments being a daughter/daughter-in-law/wife and mother, etc. just to name a few are replete.

But all such notions are basically illogical, absolutely baseless and

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lack merit. In reality, women across the globe have established themselves in an incredible manner and proved that they can throb men and can write new chapters in every field. For example, the role and contribution of women in India's independence, development and growth is undeniable. In the Rigvedic age, the society was egalitarian to a great extent. Intellectuals like Ghosa, Viswavara and Apala were known for their erudition. During that period, women were allowed to participate in assemblies and decision making process. Goddesses like Aditi, Savitri, etc. were ubiquitously worshipped. The third Mandala of the Rigveda contains the famous Gayatri Mantra, composed by the venerated sage Vishwamitra, which is dedicated to Goddess Savitri. In today's IR-4.0 era, women are performing surreal tasks. Last couple of decades saw women taking up echelons in all spheres like academics, society, politics, engineering, medicine, judiciary, administration, business, corporate world, sports, music & culture, leading an all-male contingent in national day functions, etc.

### Legends

Indira Gandhi, Sheikh Hassina of Bangladesh, Angela Merkel of Germany, Sanna Marin of Finland, Mette Frederiksen of Denmark, Erna Soleberg of Norway, Jacinda Arden of New Zealand, Margaret Thatcher of UK, Julia Gillard of Australia, Dilma Rouseff of Brazil, Tsai Ing-wen of Taiwan, Christine Lagarde of IMF, Gita Gopinath Chief economist at IMF, Sheryl Sandberg of Facebook, Marry Barra of General Motors. Indra Nooyi of Pepsi, Anjana Ghosh of Bisleri International, Justice

**Merely observing International Women's Day in some way or other, like coming up with gifts, organising evening functions in community hall dedicated to women employee, oath taking by employees, introducing welfare schemes/measures, outlining SOPs to adhere to gender equality, strict adherence by the organisation to workplace harassment stipulations like Sexual Harassment of Working Women (Prevention, Prohibition & Redressal) Act, 2013 ( POSH Act 2013) in principle compliance with the policy of zero tolerance against any discrimination...**

Fathima Beevi (Retd.) of Supreme Court of India, Bharat Ratna, Aruna Asaf Ali, Bhikaji Cama, Sarojini Naidu, Savitribai Phule, Kamladevi Chattopadhyay, Mother Teresa, eminent historian Romila Thapar, Kiran Mazumdar Shaw of Biocons, Shanti Raghavan, Founder of EnAble India, Dr. Priya Abraham of National Institute of Virology, Ritu Karidhal of ISRO (The Rocket Woman of India and mission director of Chandrayan-2), Vanitha Mutthiah of ISRO (project director of Chandrayan-2), lunar scientist Megha Bhat of Physical Research Laboratory; Ahmedabad, Arundhati Bhattacharya of SBI, Anshula Kant of SBI and World Bank, Usha

Sangwan of LIC, Debjani Ghosh of NASSCOM, Kiran Bedi, Neelamani Raju DGP (Retd.) Karnataka, Nina Singh, ADG-Rajasthan Police, Pratibha Patil, Meera Kumar, Sushma Swaraj, Captain Prem Mathur (who dared to challenge the 'cult of domesticity' and went on to become the first Indian woman commercial pilot), environmentalist, Chami Murmu of Jharkhand, Biologist Gagandeep Kang, mountaineer Premlata Agarwal, Shailja Chandel of Hamirpur, HP who volunteered her body for trial of Corona vaccine, swimmers, Bula Chowdhary & Arati Saha, sprinter, Hima Das, ace shuttlers, P. V. Sindhu, Boxing legend, M C Mary Kom, Seema Rao; the first female defence commando trainer also called India's wonder woman; creator of an unique method of effective shooting called, The Rao System of Reflex Fire, and the list goes on, are few such remarkable women to be widely revered and lionized.

### The Scenario

Despite women's vociferous participation and ardent contribution and in spite of paradigm shift in socio-economic demography, educational level, science & technology, rules & regulations, etc. denial of basic rights and persistent inequality in different forms still continue globally. Women across the world have been at the forefront of things, serving in whatever capacity that is required by them, be it home maker or CEO, CFO, COO, CHRO, CIO, etc. A woman is the life and blood of family, society, institution, corporate house and nation, but yet they are often condemned to lead a stressful life, a life where every day is a struggle, from mental



and physical stress, lack of proper balance between family care and office responsibility and commitment, differential treatment in family, society or at the workplace, etc. There are many instances which illustrate how difficult it has been for women across the globe to attain their basic human rights like equality, justice, gender parity, wages, exercising their franchise, car driving, leading a military troop, etc.

The year 2019 was especially remarkable for women power. At 29 percent, it was the highest percentage ever, of women in senior management positions globally. Presently 87% of global business have at least one woman in a senior management role. In March 2020, Unilever claimed to have achieved gender parity in the top leadership globally. (The Hindu Business Line, Chennai, 20th March 2020)

### The Challenges

Merely observing International Women's Day in some way or other, like coming up with gifts, organising evening functions in community hall dedicated to women employee, oath taking by employees, introducing welfare schemes/measures, outlining SOPs to adhere to gender equality, strict adherence by the organisation to workplace harassment stipulations like Sexual Harassment of Working Women (Prevention, Prohibition & Redressal) Act, 2013 (POSH Act 2013), in principle compliance with the policy of zero tolerance against any discrimination, etc. are definitely essential but not enough as gender equality is neither women's issue, nor organisation's responsibility alone. The onus lies collectively on

every employee of the organisation right from corporate suite to down the line.

Women at times encounter discrimination in some form or other in day-to-day interaction which affects their motivation and moral. Organisations need to ensure gender equality in real sense. Gender equality, in my considered opinion, means the respect, which a woman employee expects and must get from male subordinates, colleagues and superiors. People around a woman must perceive her and respect her as a colleague and not as a woman colleague.

To ensure gender equality in right earnest, to have a congenial working environment enabling them to discharge responsibilities, to nurture women leaders making them competent to lead from the front, and to make the forthcoming decade, a decade of women leadership in India in true sense & spirit, thoughtful deeds need to be undertaken.

It may start with positioning the concept of gender equality and respect for woman colleague in the mind of each and every employee. Men need to be adequately sensitized on the issue. Further, career growth planning are to be undertaken in serious and sincere manner so that women employee can see their growth prospect. These are the immediate prime challenges before us as well as the corporate houses.

### The Panacea

HR policy starting from recruitment to superannuation should be tweaked to have a distinctly designed women talent management system, of-course within the ambit of organisation's policy,

encompassing following four broad elements: (i) Attracting women talent towards the organization (ii) Keeping or retaining them (iii) Managing them and (iv) Identifying visible and hidden women talents.

Attracting right women talent describes how to become a strong magnet for women talent. Keeping or retaining women talent describes how to create and maintain conducive working environments in which women can productively pursue the joy of work and enjoy job satisfaction. Managing talent describes how to treat women talents as an important business element/human resource. It involves creating opportunities and freedom to work, job rotation, multi skilling - up skilling - re skilling, training & competency development programmes in synergic functional areas, stretching them for their career dreams, providing atmosphere of gender equality, non discrimination in day-to-day interaction; emoluments, involvement in critical meetings/decision-making, keeping tab on predominance of such men members who try to marginalise/belittle women members unnecessarily in meetings, or for the things that make them dismal. All these are essential for managing, as these provide an amicable atmosphere sans animosity to discharge their responsibilities thereby enabling them to move up the ladder by punctilious understanding of the complexities associated in each functional areas, be at design & engineering office, production planning, shop floor, operation & maintenance, erection site or launching pad, etc. Predominance of men in terms of number translates into

the hegemony of their tendency which results in prevailing over. Identifying women talent describes ways to identify overt and latent talents, say, by earmarking the tacit talents, by using a performance-based identification methodology, or by using a test-based identification tool, etc.. so that they can be posted in such department where they can contribute maximum in a proactive manner.

The important sub-elements within women talent management system are recruitment & selection, training & re-training to keep tab on contemporary advancements and to cope up with the environmental changes, proper job specification & allotment, empowerment, mechanism to recognise/appreciate work, proper motivation (monetary and non-monetary), opportunities to help achieve fullest potential, career planning & path visibility, personal development & growth prospect, transparent working environment, job satisfaction, etc.

Among all the elements, motivation is perhaps an aspect of paramount importance. Every individual woman does possess an innate inclination/motive to develop her potential and hence expresses a distinct behaviour to achieve it. Such behavioural pattern follows the five need hierarchy theory developed by humanistic psychologist Abraham Harold Maslow, universally known as Maslow's need Hierarchy Theory. The needs are Psychological need, Safety need, Social need, Esteem need and Self Actualization, which move in a hierarchical order. Maslow's need Hierarchy Theory explains that satisfaction of one need gives

birth to other need which is at higher order and achievement of one need acts as a motivator and activates another. Thus, it means that motivation is a perpetual process and an organisation should provide to its work force on an ongoing basis to remain motivated.

The monetary motivators are apPOSITE compensation, remuneration, incentives, cash rewards, bonus, etc. at least at par with industry, Job security, job satisfaction, respect a woman gets from her colleagues and hence organisation, recognition for the service she renders, delegation of power & authority, the challenging assignment assigned to them, applaud, open facilitation for achieving the target, either directly or indirectly through company news letter, etc. are few important non-monetary motivators which outweighs monetary motivators and hence are quintessential.

Motivation namely non-monetary ones results in task focussed & result orientation, sense of belongingness, team working attitude, active & mindful listener, coping up with work stress and hazards, etc. all leading to enhanced productivity w.r.t. quality, quantity/magnitude and timeliness. Non-monetary motivators have uniqueness as its presence does not necessarily motivate, but absence certainly de-motivates in today's IR-4.0 era encompassing 3Cs (Creativity, Competence and Candidness), 4Ds (Decarbonization, Decentralization, Digitalization, and Democratization) and 3Ps (People, Planet & Prosperity). To this effect, the mentorship and organisation's wide awareness workshops are extremely vital/ momentous,

which results in moral boosting, productivity enhancement, reduction in attrition/ separation rate further to almost zero level.

On the basis of my own experience of working in a 'Schedule A Public Sector Enterprise' for more than three and half decades in different functional areas including project sites, I personally feel that to create confident and motivated women colleagues (sans diffidence) to follow the lead with audacity and aplomb, distinct career growth planning is also required for all of them irrespective of the functional areas/ departments they belong to. They should be given opportunities to lead from the front and encouraged to march forward, for which they are always proactive/ prompt. The role of superior/mentor is of prime importance. The superior, the leaders or the mentor should be a person of war but not person for war so that the women colleagues could feel secured and see distinctly their growth prospect. The superior/mentor must remember that before he/she is a leader, success is all about growing himself/herself. When he/she becomes a leader, success is all about growing others. (Globalisation Guru Jack Welch in his book titled "Winning") For a true leader, success is due to amalgamated teamwork and failure is due to his ineptness to lead, which he always owns.

### **The Action Plan: Going ahead**

So, the first and foremost is to make certain that sufficient women candidates are inducted in the entry level as management trainee. Secondly, it is to make sure/ corroborate that adequate



women managers are included in the interview committee when evaluating and interviewing candidates for entry/ next/ higher positions at every grade. Thirdly, women should be managed effectively as elaborated earlier. Fourthly, they should be provided a congenial atmosphere to discharge their responsibilities so that they can grow/blossom and take charge of their professional life. Also, they should be given an opportunity to innovate and lead. Fifthly, to guarantee that bias against women talents in any job positions does not exist. Sixthly, to comply with the policy of zero tolerance against any discrimination/disparity/disrespect or workplace harassment. Seventhly, they should not be deputed only into “R” jobs (HR, IR, PR, etc.) for longer duration, but make sure they are also given opportunities for more challenging line roles. Eighthly, they should be under the subordination of true leaders/mentor right from early entry level to the extent possible instead of placing them arbitrarily. In this regard, while introducing the book “Inside the C-Suite”, the author Jayaram Easwaran opined that there are four kinds of people in every organisation. The first: the insecure ones, who often compete with

their subordinates. Then the political beings, forever competing with their superiors. Next, the mature folk, who compete with their colleagues. And lastly, the true leaders who compete with themselves. In industry, there is no shortage of managers but managers with leadership abilities are in short supply. Any conflict between woman employee and her superiors/peers (specialty male) is strongly perceived by women as malevolent. Ninthly, extol them adequately (monetarily) at least at par with industry practice and motivating them appropriately (non-monetarily) as elaborated earlier. Tenthly, undertake meticulous career growth planning so that women employee can distinctly see their growth prospect with the growth of the organisation.

As the adage goes, a woman is the ‘architect of a family, nation and the world’ and hence the growing need for getting them in C-Suite makes imminent sense. Today, women have proved that they are not only adroit in home science but all sciences including space science & aeronautics and are competent to trade off on commitment- responsibility matrix in the home front as well as work front be it Mangalyan mission or Chandrayan-2. For our economic and industrial growth and to reach the target of five trillion dollars by 2024, empowerment and effective participation of women are to be ensured in all spheres of activities, be it academics, bureaucracy including all India services like Indian Administrative Service, Indian Police Service, Indian Forest Service, Indian Foreign Service, Legislative, Judiciary, engineering, medicine, taxation, financial

services (CA, CMA, CS), other intellect service, sports, art & culture, etc. just to name a few.

## Conclusion

The musings expressed above could be the ideal shot in the arm for making Swami Vivekananda’s desire that global welfare is not possible until the status of women improves. Let us remember that *Yatr naaryastu poojyante ramante tatr devata*, which means “God resides where women are worshiped.” A robust e-HR vision encompassing a myriad of novel facets such as importance of women human capital, the role they play, employee value proposition (EVP), people analytics (PA), etc. are required to achieve organisational goals and competitive edge. Getting women into C-Suite is not one day job, rather it is a continuous process, which starts from the day employment notification is advertised, a woman employee joins the organisation as management trainee, and till the date of her superannuation.

## Further Reading

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# Work at home in times of COVID-19



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**A**s everyone had initially pictured Work from Home as a temporary work change that would offer lots of free time coupled with flexibility in work schedule. As the pandemic data turns scarier each day and news of forced salary cuts, layoffs are increasing so are the uncertainties. Employee learning to work at home, were eager to please and meet all work requests with enthusiasm. Very soon this started to get replaced by lassitude, a state of mental and physical weariness, discomfort, fatigue and burnout.

If ones' job is relatively secure and one is performing the same work from home, then why is it leading to increased stress when working from home. Some of the possible causes have been explored below.

## **Directed Attention Fatigue and inability to positively disengage from distractions**

To perform our work effectively on a job requires us to draw on our executive functions especially

inhibitory control; so that we can temporarily dissociate ourselves from other cognitive and emotional distractions and focus on the task itself. Working in an office environment enables employees to distance themselves temporarily from home and social distractions effectively psychologically. Getting dressed, travelling to work and working in a space designated specifically for work with proper infrastructural and systemic facilities assist in concentrating better, enhancing productivity. This is the reason companies are motivated to invest heavily in employee wellbeing and workspace. With the disappearing boundaries between work and home coupled with lack of training, remote working has increased the pressure on many employees. The cause of this increased stress and fatigue can be attributed to directed attention fatigue (DAF), a neuropsychological phenomenon resulting from the overuse of brain inhibitory attention mechanisms. The nature of commute has been totally reversed by this lockdown. From commuting

from home to work to office cafeteria, to formal and informal meetings; it is now about commuting from work desk at home to living room, kitchen, fridge, balcony, window, bathroom, children play area etc. Working from home struggling to maintain focus on a thought by inhibiting all potential distractions rather than strengthening ones' focus on the central mental activity associated with work can cause directed attention fatigue leading to irritability, impatience and forgetfulness.

The pandemic situation that has brought work to home has caused unique unrest, especially in employees who functioned on the principle that when at home, leave work and office thoughts behind. Such employees who had been naturally programmed to separate their work and personal lives are now caught in a circumstance that is not allowing them to do so. Understanding from the perspective of self-complexity theory as individuals we have multiple aspects- context-dependent social roles, relationships, activities and goals, and we



find the variety healthy. When these aspects are compromised, we become more vulnerable to negative feelings. We can safely add here that while previously, the struggle was about work-life balance now it is about balancing self when multiple things are happening simultaneously at the same time and place.

### **The changed nature of intermittent breaks when working at the office whilst home**

The importance of building regular break times into the workday for making work less stressful and more engaging for employees has been emphasized time and again. More than 50 years ago, the pioneering sleep researcher Nathaniel Kleitman discovered something he named the 'basic rest-activity cycle'. Kleitman also observed that our bodies operate by the same 90 minute rhythm during the day. When we are awake, we move from higher to lower alertness every 90 minutes. Other researchers have called this

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our 'ultradian rhythm.' Our bodies send us clear signals when we need a break. Possible awareness of this fact had led to companies designing modern workplace creatively with flexible layouts incorporating nature and ample facilities. A place where employees could take a quality break to unwind, let their minds rest while they move for a short walk, for coffee or an indoor game.

Research has shown that the average employee performs only 2.8 hours of productive work each day. Another research study revealed that an average UK office worker is only productive for 2 hours and 53 minutes out of the working day. The employees were then questioned about other activities they were guilty of spending time during the working day instead of working productively? From a list of potential options presented to them, respondents identified top distractions like checking social media, reading news, discussing out of work activities with colleagues, making hot drinks, smoking breaks, eating snacks etc. Sixty-five percent of respondents believed that they could not get through the working day without partaking in any distractions for it made the day bearable. Owing to complete shift to remote working because of COVID-19, the existence of such relieving intermittent breaks has become questionable. Also, where employees do get up from their work desk, the nature of these intermittent breaks while working from home is significantly different. The activities that now constitute the



break range from taking a shower, cooking a quick meal, feeding the baby, laundry, cleaning, giving attention to family, pets, making a drink etc. This has the risk of further increasing work fatigue and listlessness.

### Virtual work fatigue

Much before COVID-19 organizations have been using information tools extensively to take advantage of a globally dispersed workforce. However, post COVID-19 imposed lockdown the social interactions have got extremely limited, leading to a feeling of being consumed by screens like never. Be it ordering groceries, children studying online or fulfilling our job responsibilities remotely or connecting with friends and family over facetime. Though virtual work collapses the boundaries of time and place, total reliance on the same affects us at a psychological level. The knowledge that you are working online because of an extraneous stressor COVID-19, and the

added pressure of being watched creates unique noise in mind. Often, we get conscious and caught in seeing ourself on the screen and thinking about how we appear to others. According to Jeremy Bailenson, the founding director of Stanford's Virtual Human Interaction Lab, such platforms naturally put us in a position that is unnatural. For instance, a professor teaching in a virtual classroom where most students are logged in an audio mode misses out on the natural cues and responses to his words. In some cases, it becomes like a one-sided communication and the teaching experience monotonous for the professor. There is a high probability of experiencing increased negative emotions like irritability, worry, loneliness and dissatisfaction in employees in a teleworking scenario. Flaws like slow internet connection of a team member, interruptions, repetitions or silence induced by technological lags can further accentuate the need to engage in surface acting in otherwise

regular transactions causing stress and fatigue.

### COVID-19 itself

Another cause of increased feelings of lassitude is the pandemic itself. Previously when work at home was exercised partially in certain jobs as per the company policies or employee discretion, it came like a positive perk of the job. In the current situation, however, screens act as a reminder of the information in the subconscious mind that this work from home is not an opportunity or choice but rather an imposed decision as a disease prevention measure. With such thoughts, employees can find themselves unwillingly trapped in feelings of stress, isolation, boredom, low mood, anger, irritability, insomnia and other physical and mental health problems.

COVID-19 has been aptly termed as one of the biggest psychological experiment for which we may have to pay a heavy price by WEF. The large no of Whatsapp forwards and conflicting theories on corona is further playing havoc with people's mind with an experience quite similar to a hypochondriac person. The same gets reflected in people hoarding sanitizers, masks and paper rolls or being unduly alarmed for minor psychological or physiological symptoms.

Acknowledging the above factors causing work lassitude is important but reflecting on our thought process and how we respond to it is even more critical.



If you start your day on a negative tone thinking, 'I can't function in this environment' or 'I just have no time to breathe'; you will soon find yourself a victim of circumstances. Human mind has the tendency to seek, interpret and remember information that matches our beliefs, which is also termed as confirmation bias.

So if we water the pessimistic thoughts in our minds, the confirmation bias can create more distress by making our sight biased, such that we notice only those things that match our negative beliefs. Hence it's advisable to set a schedule for yourself in collaboration with your family and say, 'I will finish these chores by this time, then spend some time in self-care, then try to work without distraction and maybe spend some hours in reading, music or doing activities I love.'

Seeing from the realm of narrative psychology, our life is not merely a calendar of events; instead, it is about how we interpret and derive meaning from these experiences and events. COVID-19 has come like an unprecedented event that not only changed our way of life but has left us lurking in uncertainty. Unlike in reel life, in our real-life story, the drama, the conflicts, the climax and conclusion may not happen in a sequenced, engaging and winning style. However, when we experience each of these elements happening in life, it is up to us, how we choose to connect the dots and construct a narrative structure that builds



our personality, identity and life story positively. The best way to challenge this pandemic situation is to attempt to write a positive script of your life each day. By constructing and sharing positive and hopeful narratives, we can help self and others, in coping with this pandemic with resilience. If the adverse scenario doesn't let you do so, remember the latin phrase 'Dum spiro spero' which means 'while I breathe, I hope.'

Another way of dealing with the stress, anxiety and uncertainty is to strive to achieve a state of 'mushin.' The literal meaning of this Zen principle Mushin is an empty mind. It is a state of mind where the mind is not subjugated by any thought or emotion and disruptions. It refers to evacuating the mind from all distractions, preoccupations, and all other chains of thoughts. In neurological terms in the mental state of mushin, the prefrontal cortex is reported to have decreased blood flow, which

permits decisions to be formed more by the person's instinctual subconsciousness. This phenomenon is elucidated by science as transient hypofrontality and a typical example could be of a musician so lost in music that he switches the notes perfectly and spontaneously.

Many of us in life can recall of moments when we got so lost in doing something or maybe in the company of someone that time just flew away blissfully. In times of pandemic outbreak, our mind is driven to attach itself to the past or be anxious about the future. Undoubtedly, we need to keep ourselves aware of the reality, but overthinking about the future can also lead to mental agony. Creating time for pleasing activities that we love, and we can do within the existing limitations be it gardening, playing an instrument, reading or spiritual pursuits, maybe can lead us to experience our 'mushin' moments and fuel us with much needed positive energy. ■

# The PCMM (People Capability Maturity Model)

## Journey of THDCIL towards People Process for the future



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### Abstract

*Till recently, there was no global standard against which an organization could benchmark its HR processes. Hence, there was hardly any way in which an organization could comprehensively measure its HR policies and align employee development with the business process. The People Capability Maturity Model (People CMM as a tool that helps an organization to successfully address the critical HR issues in their organization and align the employee needs with that of the customer's or market needs has now helped Indian PSUs to audit, inspect and strengthen their HR practices.*

Organizations operate with people, processes and for a purpose. The journey of maturity for an organization is divided into different phases and is gradually evolved from one stage to other. Indian organizations are witnessing a change in systems, management cultures and philosophy due to the global alignment of Indian organizations. Human resource is an important corporate asset and

the overall performance of companies depends upon the way it is put in use. Every organization is comprised of people. Acquiring their services, developing their skills, motivating them to high levels of performance, and ensuring that they maintain their commitment to the organization are essential in achieving organizational objectives. In quest to improve the processes to meet global benchmark companies are

striving harder.

Till recently, there was no global standard against which an organization could benchmark its HR processes. Hence, there was hardly any way in which an organization could comprehensively measure its HR policies and align employee development with the business process.

The People Capability Maturity Model (People CMM) is a tool

that helps an organization to successfully address the critical HR issues in their organization and align the employee needs with that of the customer's or market needs.

People Capability Maturity Model is a maturity framework that describes the key elements of managing and developing the workforce of an organization.

The Carnegie Mellon University Software Engineering Institute developed the People Capability Maturity Model (PCMM) to help businesses, manage knowledge workers across global borders, as well as between greying and millennial generations. It describes an evolutionary improvement path from an ad hoc approach to managing the work-force, to a mature, disciplined development of the knowledge, skills and motivation of the people that fuels enhanced business performance.

The PCMM's primary objective is to improve the capability of the talent pool. Talent pool capability can be defined as the level of knowledge, skills, and process abilities available for performing an organization's business activities. Talent pool capability indicates few parameters of the organization:

- Readiness for performing its critical business activities.
- Likely results from performing these business activities
- Potential and Chances for benefiting from investments in process improvement or advance technology.

Hence, the People CMM framework is one which helps to build strong linkages of people processes with business results.

PCMM enables companies to develop a mature policies and practices for continuously elevating talent pool capability. This is a significant shift from the ad hoc and inconsistent mode improving people capability

People CMM are a framework that helps organizations successfully address their critical people issues. Based on the current best practices in fields such as: human resources, knowledge management and organizational development it can guide organizations in improving their process for managing and developing their workforces. It helps organizations to characterize the maturity of their workforce practices, to establish a program of continuous workforce development, to set priorities for improvement actions, to integrate workforce development with process improvement and to establish a culture of excellence.

PCMM focuses on developing organization human skills, especially their ability in developing information skills. Purpose of PCMM in organizations is to develop the ability of the organization to attract, expand, motivate, organize and maintain necessary capacities to develop information skills.

There are five levels or stages of PCMM framework. Each maturity level is a well-defined evolutionary plateau that institutionalizes new capabilities for developing workforce. By following the maturity framework, an organization can avoid introducing workforce practices that its employees are unprepared to implement effectively. The five levels are produced below:

- **Initial level; typical**

**characteristics:** Inconsistency in performing practices lack of coordination in performances, displacement of responsibilities, prevailing formalities, Ritualistic practices, and Emotionally detached workforce

- **Managed level; typical characteristics** Working overload, environmental distractions, unclear performance objectives or feedback, lack of related knowledge and skills, weak communication, low morale.
- **Defined Level:** Although, there are performing basic workforce practices, there is inconsistency in how these practices are performed across units and little synergy across the organization. The organization misses the opportunities to standardize performances of its workforces because knowledge and skills to guide job activities are not defined well.
- **Predictable Level:** the organization can predict its performances, because it can quantitatively determine the capacities of its workforces and can make the process of qualifications, which are applied in performing their assignments
- **Optimizing Level:** all the organization is focused on continual improvement. The organization uses the established results of the quantitative management activities at maturity level 4 to progress into level 5. The organization uses the results of the quantitative management activities established at Maturity Level 4 to guide improvements at Maturity Level 5. Maturity Level 5 organizations treat change management as an ordinary business process



to be performed in an orderly way on a regular basis

The People CMM's primary objective is to improve the capability of the workforce. In order to measure and improve capability, the workforce in most organizations must be divided into its constituent workforce competencies. Each workforce competency represents a unique integration of knowledge, skills and process abilities acquired through specialized education or work experience. Strategically, an organization wants to design its workforce to include the various workforce competencies required to perform the business activities underlying its core competency. Each of these workforce competencies can be characterised by its capability- the profile of knowledge, skills and process abilities available to the organization in that domain.

Each progressive level of the model produces a unique transformation in the culture of an organization. In order to achieve this, organizations are equipped with more powerful practices to attract, develop, organize and motivate its workforce.

The philosophy implicit in the People CMM can be summarized in 10 principles:

- In mature organizations, talent pool capability is directly related to business performance.
- Talent pool capability is a competitive issue and a source of strategic advantage.
- Talent capability must be defined in relation to the organization's strategic business objectives.
- Knowledge-intensive work shifts the focus from job elements to



people competencies.

- Capability can be measured and improved at multiple levels, including individuals, workgroups, people competencies, and the organization.
- Organizations should invest in improving the capability of those people competencies that are critical to its core competency as a business.
- Operational management is responsible for the capability of the talent pool.
- The improvement of talent pool capability can be pursued as a process composed from proven practices and procedures.
- The organization is responsible for providing competency and career improvement opportunities, while individuals are responsible for taking advantage of them.

Since technologies and organizational forms evolve rapidly, organization must continually evolve their people practices and develop new people competencies.

Working in improving the HRT practices can contribute towards turnaround for any company as its people who matter first and its

people who matter last. Till such time the human resource and its quality is intact other qualities can always be improved and worked on. PCMM helps in getting the pulse and measurement of existing health of people practices and predict areas for improvement or strengthening.

### PCMM Journey @THDCIL

THDC India Limited (THDCIL) is a Schedule 'A' MiniRatna Company under Ministry of Power is one of the leading power generating companies of India and it boasts of its robust people practices.

The company is one the major hydro power generator in India with a giant marvel of civil engineering, The Tehri Dam with 1000MW of underground powerhouse under its proud possession. The journey of THDCIL towards PCMM certification started as a part of MOU Target but the company used this opportunity to assess, improve, devise and implement new and best HR processes to improve its PCMM benchmarking from being diagnosed as Level-2 organization to achieving level 3 within one year and thereafter achieving

the coveted Level 4 stage against within record time of one year thereby being one of the first PSUs in India to have Level-4 PCMM certification.

The journey was challenging but with firm determination, support and teamwork it became possible. THDCIL had always been a company with impressive HR policies which are codified, pro-employees, dynamic and suiting and meeting in organizational needs. As the corporate journey of THDCIL matured from being a company under construction being entrusted to build a marvel of civil engineering, a mighty hydro power generating plant in Himalayan Region" The Tehri Dam" to completing the construction of the dam, implementing one the best R&R practice and starting clean power generation to provide peak power to the nation and thus strengthening the northern grid.

The company never looked behind after the generation of power from its flagship Tehri Hydro Power Plant (1000 MW) and always strive to devise best people policies and process for its human resource. In India no doubt Public Sector Enterprises are generally tagged as inefficient, rigid and companies following old style of management not easy to adapt to changes and challenges. But, in recent years several PSUs have revived them by attempting complete make-over in their style of functioning and operation with trying out innovative ways to strengthen their policies and processes.

THDCIL entrusted the PCMM certification task to Mclead Certifications, a CMMI Institute Partner organization. In order to carry on the assessment a Four

phase methodology was adopted for comparison of the actual status of implementation of HR practices at THDCIL with the Practices and Goals defined in the People CMM framework. The Four Phases were as under:

- **Preparing:** which involved identification of assessment scope, defining the infrastructure needed, planning the assessment tasks, training the assessment team and arranging for the assessment logistics
- **Surveying:** which involved Selecting the Survey Sample, Preparing the Survey Logistics, Administering and Scoring Survey and Analyzing the Survey Results.
- **Assessing:** which involved organizing the assessment team, analyzing the survey results, reviewing documents, interviewing the process owners, consolidating the process owner's data, conducting follow-up interviews, interviewing 'managers', consolidating 'manager' data, conducting workforce discussions and consolidating the workforce data.
- **Reporting:** which involved report finding and rate maturity, preparing final findings & recommendations, assessment members present final findings, roadmap for next level and complete final assessment report and board decision to next level.

### People Covered

- Total no. covered are 117
- Process Owners -19
- Managers -40
- Workforce (Individuals) -58

- Inputs from 2018 – 19 PCMM Assessment Report

### Units Covered

- Corporate Office, Rishikesh
- Tehri
- Koteswar
- Vishnugad Pipalkoti Hydro Electric Project
- Dhukwan
- NCR Office

### Sources of Data

- Information given by Study Participants on P-CMM practices
- Organization Policies, Procedures, Manual, Guidelines, Records
- Circulars, THDC tool, Intranet Portal, Registers and Records.
- Data from Interviews

The Gap Assessment was conducted by involving

Owners (PO) 2. Managers (Mgr.) implementing the HR practices in their respective areas 3. Workforce or Employees (WF) being one of the interested parties and the beneficiary of HR practices being implemented in THDC Random Sampling Methodology has been adopted in selecting samples. The ratio of 1:4:8 (PO: Mgr: WF) was used, in order to ensure the sample size is 100+ (being an attribute data study)

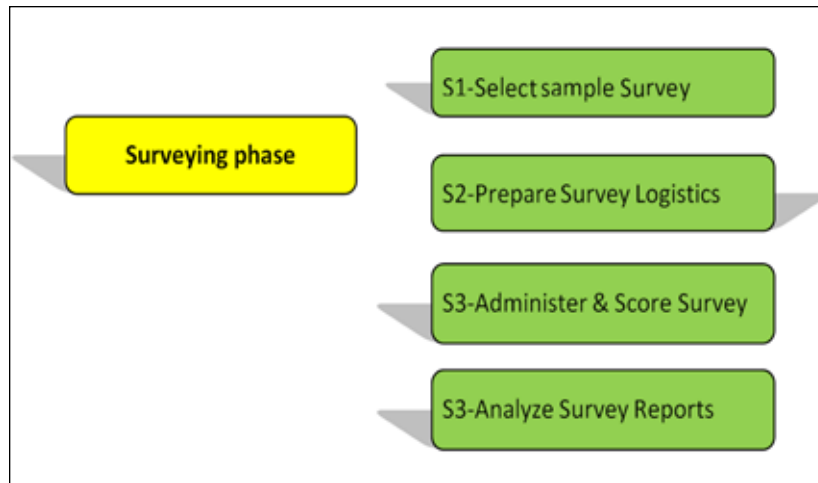
The process areas identified for strengthening were worked upon and several new policies and guidelines were framed to streamline and strengthen the entire process.

## Preparing Phase

Preparing for the assessment. The People Capability Maturity Model has 5 maturity levels with HR process areas built-in at each level. As per the assessment process all process areas of each maturity level are to be satisfied in order to declare the organization's maturity level. A standard set of checklists covering 75 goals along with the 430 related practices for Maturity Level 2, 3 and 4 had been shared with all ATMs for use.

## Surveying Phase- Conducting the workforce practices survey

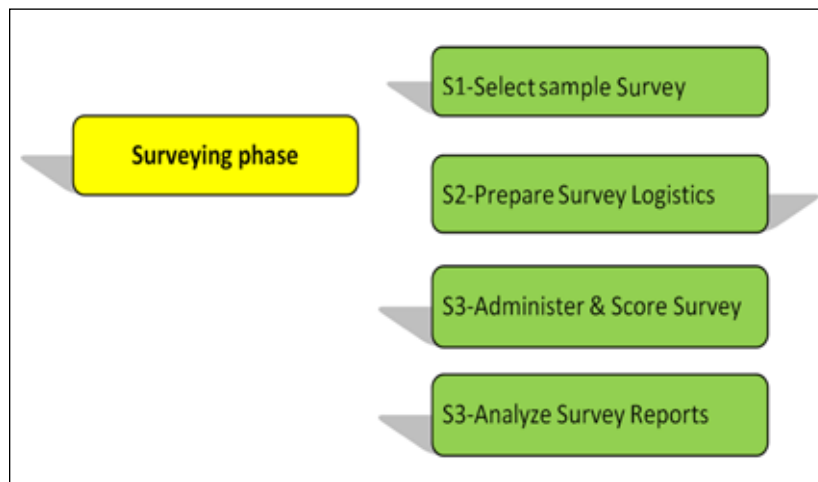
The participants were invited to give their responses accordingly in



a neutral set of environment with briefing on PCMM and goals-practices. The participants had given their responses in relation to the HR practices being implemented at THDC.

## Assessing Phase- Conducting the onsite assessment

A Team of consultants and ATMs further carried out interviews and

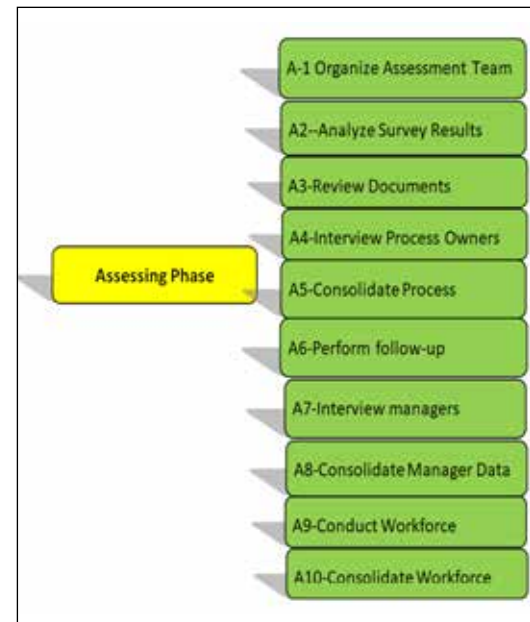


discussions with process owners, managers and workforce to verify the evidences provided in survey. The Sources of Data or Facts collected are in the form of:

- Organization's Policies, Procedures, Manuals,
- Guidelines and Records of other Circulars.
- THDC Intranet Portal, WhatsApp groups and emails and
- Other records along with the data from the interviews were considered as the basis for assessment.

## Reporting Phase

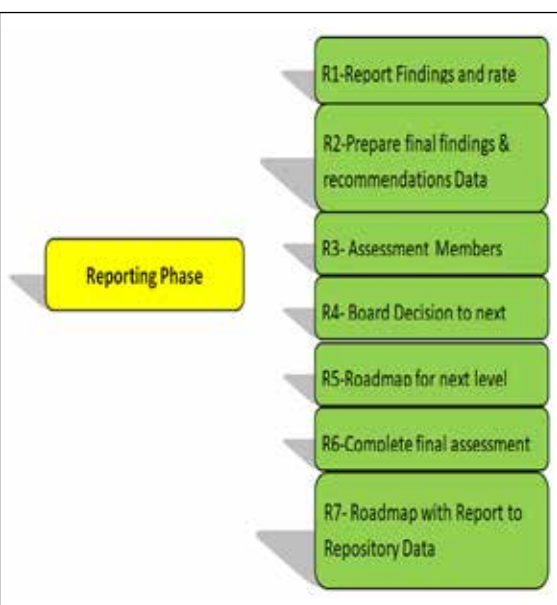
Reporting the assessment results The collected responses were analyzed as per the



HR Practices performed and Institutionalization Practices, Goals and Process Areas of People CMM. Then report was prepared based on data collected.

Gap Assessment study was thereafter conducted which is the comparison of actual status of implementation of HR practices





and Goals in THDC with that of Practices and Goals defined in the People CMM framework. As the data in the study is attribute data, in order to measure a particular HR practice and Goal as 'satisfactorily being implemented or not', minimum sample size of 100 as attribute data was ensured. The outcome of the Gap Analysis was mapped to the structural components of People CMM.

Goals related to Staffing, Communication Coordination Goal, Work Environment Goal, Performance Management Goal, Training & Development Goal, Compensations Goal were satisfied for Maturity Level -2, and goals pertaining to Competency Analysis, Participatory Culture, were satisfied for Maturity level-3 and goals pertaining to Competency Integration, Quantitative Performance Management, Organizational Capability Management, etc. were satisfied for achieving Maturity Level-4.

Therefore, THDCIL achieved the coveted status of PCMM-Level-4 (Predictable) PSU with continued focus on strengthening practices

Components in People CMM	Numbers
Maturity Levels	5
Process Areas	22
Goals	87
Implementation Practices	247
Institutionalization Practices	252

### The Maturity Level was determined as per the Assessment

ML	PA	*Goal	**PR	Remarks
2	6	24	130	THDC was declared as Maturity Level 4 as 24 goals were satisfied.
3	7	28	161	THDC was declared as Maturity Level 4 as 24 (Level 2)+ 28 goals were satisfied.
4	6	23	139	THDC was declared as Maturity Level 4 as 24 (Level 2) + 28 (Level 3) + 23 (Level 4) goals were satisfied.

of ML4 and implement the Goals that are in Maturity Level 5 and make the process robust to ensure Stability and Consistency, continue with regular measurement and verification to endeavour for Level-5.

The achievement of coveted Maturity Level-4 certification of HR practices of THDCIL is morale booster and challenge to further make efforts to strengthen the practices and maintain this benchmark with making efforts and working in direction to achieve Maturity Level-5.

## Conclusion

PCMM is a therefore available as a roadmap for implementing people practices that continuously improve the capability of an Organization's Human Resource. It also enables to be the Employer of Choice/ Best Practices. It has proven to be a tool to successfully

address the critical people issues of the organizations. The PCMM certification of HR practices for PSUs will certainly help PSUs to focus on people practices that may help in dealing with unique organizational requirement as well as devise new policies and practices for its people and strengthen the existing ones. The certification will also help in sensitizing higher management about the importance of HR practices and know the pulse of organization for working towards higher goals.

## References

- Journal of Education and Health Promotion
- Inderscience Publications
- PCMM: Human Development Technology and People Process for the Future: Sanjukta Mukherjee
- Mclead Reports

## New and Improved Convention Centre at SCOPE Complex and SCOPE Minar (As per Govt. Guidelines with regular sanitisation and observance of Hygiene measures)

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

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

### Tagore Chamber



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

### Auditorium



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

### Bhabha Chamber (Board Room)



The chamber having capacity of 44 persons (24 Nos. Chairs on round table and 20 Nos. Chairs on sides) equipped with projector, screen and mikes on dais, tables & podium.

### Mirza Ghalib Chamber



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

### Fazal Chamber



The chamber having capacity of 25 persons (15 Nos. Chairs on round table and 10 Nos. Chairs on sides) capacity with board room type sitting arrangement equipped with projector, screen and mikes.



## Business Centre



The Business Centre having capacity of 7 persons equipped with multi point Video Conferencing System (1+3), at three locations at a time for National & International both.

## Annexe II



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

## Banquet Hall



The banquet hall having capacity of 500 Persons for the purpose of lunch & dinner. Sitting arrangement could be done for 40 persons.

## Tansen Chamber at UB



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

## Annexe I



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

## Amir Khusro Chamber at UB



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

**For Booking & Tariff details please contact**

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Mr. Nitin Kulshrestha  
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Email: scope.convention@gmail.com



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

SCOPE Minar, an architecturally conceived in the form of two high rise curvilinear tower 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 a green environment 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 i.e.

### Auditorium



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

### VIP Lounge



VIP Lounge has sitting capacity of 30 delegates. The executives and higher level officers, Directors, CMDs can use it as waiting lounge also.

### Board Room



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

### SCOPE Academy of Public Sector Enterprises



SCOPE Academy of Public Sector Enterprises (APSE) conducts induction level 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.

### Meeting Hall



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

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

## SCOPE Forum of Conciliation and Arbitration (SFCA)



SCOPE had set up an Arbitration Cell known as SCOPE Forum of Conciliation and Arbitration (SFCA) mainly to settle disputes between PSUs and its associates. SFCA has framed its own rules prescribing consolidated fee structure and expenses with the assurance that arbitration proceedings shall be completed in the shortest possible time and shall be more economical in comparison to other institutions. A panel of expert Conciliators and Arbitrators has also been drawn which consists of retired Judges of Supreme Court, High Court, retired Secretaries, Joint Secretaries of Govt. of India,

Chief Executives, Directors and senior officials of Govt. of India and PSEs, besides Advocates and C.As and other professionals.

The Forum has its own infrastructure with a spacious Arbitration Hall having sitting capacity of 15 persons with all the modern facilities such as projector for live projection of record of proceedings on a large screen with free service of mineral water, tea/coffee and biscuits. High tea and lunch can also be arranged by the Forum on request in advance at the cost of the parties by authorised caterer of SCOPE.

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

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**Mrs. H. Vijayalakshni**  
Dy. Mgr.  
Mob: 8860151689

**For further details about SFCA  
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**Mr. M. L. Maurya**  
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**STANDING CONFERENCE OF PUBLIC ENTERPRISES**

1st Floor, Core No. 8, SCOPE Complex, Lodhi Road, New Delhi - 110003, Ph: 011-24311747, 24360101 Fax: 011-24361371



# हम बच्चों का भविष्य संवारते हैं इसलिए कोयला निकालते हैं



## हमारी कायाकल्प योजनाएँ

- कायाकल्प प्ले स्कूल
- कायाकल्प पब्लिक स्कूल
- सीसीएल वित्त पोषित विद्यालय
- खेल अकादमी
- सीसीएल के लाल - लाडली
- दिव्यांग केंद्र
- आई टी आई
- वोकेशनल ट्रेनिंग
- माइनिंग सरदार प्रशिक्षण
- मल्टी स्किल डेवलपमेंट सेंटर



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## MCL to build Open Pendants in Villages of Sundargarh

**T**hirty one (31) villages in Hemgir, Tangarpali, Lephripara and Sadar Sundargarh blocks are going to get 'Open pendants' under the CSR scheme of MCL. The Company has earmarked 2.94 Crore for the project. Locally termed as 'Mondap' it serves as a common place for social interactions and community

events. Each pendal is conceptualised as a raised rectangular platform with roof having tiled flooring and steel railings. MCL operates two administrative Areas namely Bsaundhara and Mahalakshmi in Sundargarh district. The coalfields presently produce 23 Million tonnes per annum and are being planned to produce 70 Million tonne per

annum in near future. It may be noted that Hemgir, Tangarpali & Lephripara have a dominant ST population and are under the preview of Integrated Tribal Development Agency. Developing amenities for the cause of social welfare in these tribal settlements will lead to mainstreaming and overall development of the region. ■

## New Mobile Soil Testing Labs launched by NFL

**T**o give further boost to the Soil Testing facility in the country for promoting appropriate use of fertilizers, NFL has launched five Mobile Soil Testing Labs for testing the soil samples at the doorstep of farmers free of cost. Mr. V. N. Datt, CMD along with Directors and senior officials flagged off one such Mobile Lab from the premises of NFL Corporate Office in Noida. These Mobile Labs, loaded with latest soil testing equipment, shall be used for macro and micro nutrient analysis of soil. In addition to this, these Mobile Labs are also equipped with Audio-Video system to educate farmers on various agricultural topics.



Mr. V. N. Datt, CMD, NFL flagging off Mobile Soil Testing Lab at Corporate Office premises, Noida.

Other than the Mobile Soil Testing Labs, the company is also serving farming community through six Static Soil Testing Labs located

in different parts of country. All these Labs tested around 25,000 soil samples free of cost in the year 2019-20. ■



# RECYCLING OF WASTE PLASTIC TO TILES



## ATTENTION

OF ALL MUNICIPAL AUTHORITIES / ENTREPRENEURS

Prime Minister Shri Narendra Modi urged the nation to make Mother India plastic-free and exhorted municipalities, NGOs and the corporate sector to come up with ways for safe disposal of accumulated plastic waste. India generates about 10 million tonnes waste plastics per year which is toxic to environment and all living beings.

To move forward in the direction to achieve this environment-friendly goal, an Innovative technology to convert waste plastic into useful products like tiles, pavement blocks and other structural components etc. is available for Commercialization. The technology is Licensed by NRDC. For more details please contact NRDC.



### National Research Development Corporation

(An Enterprise of DSIR, Ministry of Science and Technology, Govt of India)

20-22, Zamroodpur Community Centre Kailash Colony Extn.

New Delhi-110048, EPABX No. +91-11-29240401-07

Email: cmdnrdc@nrdc.in, aditya.nrdc@gmail.com, www.nrdcindia.com





# SAIL Records Highest Ever June Sales and Highest Ever Monthly Exports

**S**teel Authority of India Limited (SAIL) has achieved the highest ever June month sales during June' 20. The domestic and export sales stood at 12.77 lakh tonnes which is a jump of more than 18% over the Corresponding Period Last Year (CPLY). In June' 20, the Company has also recorded the highest ever exports for any month. It exported 3.4 Lakh tonnes steel during this period. It also achieved the best ever June dispatches of Rails to the Indian Railways in June'20. Incidentally, for the first time in the country, SAIL flagged off the first rake of R-260 grade Vanadium alloyed high strength 260 meter rails to the Indian Railways, capable of delivering higher speed and bearing higher axle load. In addition, SAIL has also sold 42,000



Successfully rolled out R 260 grade rails.

Tonnes Pig Iron during June'2020.

Hon'ble Union Minister of Petroleum & Natural Gas and Steel Mr. Dharmendra Pradhan, I/C congratulated the SAIL collective for achieving the feat and said, 'Record June sales and exports by SAIL is indicative of the buoyancy and sharp recovery our economy is witnessing. Under the leadership of Hon'ble Prime Minister, Mr. Narendra Modi ji, India will turn every challenge into an opportunity with Ispati Irada and script success story of an Atma Nirbhar Bharat. '

Mr. Anil Kumar Chaudhary commented, 'The Nation has entered into Unlock 2 phase and gradually the pace of industrial activities has started picking up. The market is looking up alongwith the consumption and SAIL is geared up to leverage all its potential to meet

the demands in the country. At the same time, avenues in export market have also opened up and SAIL is relentlessly working to meet the demand generating from the new vistas. 'Adding further he said, 'Challenges also open up new opportunities and test our strength to face them'.

## SAIL Rolls out and Dispatches First Rake of R260 Grade Vanadium Alloyed Special Grade Prime Rails to Indian Railways

Steel Authority of India Limited (SAIL) /Bhilai Steel Plant (BSP) has successfully rolled Vanadium alloyed special grade Rails, R 260 grade, for the Indian Railways and the first rake was flagged off by Mr. Anirban Dasgupta, Director (P&BP) with additional charge of CEO, BSP. The program was witnessed by the dignitaries including Mr. Vishwesh Chaube, Member Engineering, Railway Board, Ms. Rasika Chaube, Additional Secretary, Ministry of Steel and Mr. Puneet Kansal, Joint Secretary, Ministry of Steel were connected through online platform along with Mr. Anil Kumar Chaudhary, Chairman, SAIL and other senior officials of Indian Railways. As Rail makers to the Nation, SAIL's Bhilai Steel Plant has been an integral part of the day to day operations of the Indian Railways. ■



First rake of R 260 grade Vanadium Alloyed special grade Prime Rails being flagged off from Bhilai.



# ITDC charts way for the Tourism Industry to operate in the New Normal

With the economy re-starting its engine, the Hospitality and Tourism industry is also gearing to make a come-back. Intending to embrace the new normal and discuss the way forward, Indian Tourism Development Corporation (ITDC) hosted a webinar on 'Pre-paredness of Hospitality, Travel & Tourism industry in the present scenario of COVID-19'. The webinar was joined by Mr. G. Kamala Vardhana Rao, CMD, ITDC; Ms. Meenakshi Sharma DG(T), Ministry of Tourism; Mr. Suman Billa, Director, Technical Cooperation & Silk Road UNWTO; Mr. Pronab Sarkar, President, IATO; Mr. Subash Goyal, Honorary Secretary, FAITH; Mr. P. P. Khanna, President, ADTOI, and Mr. Amaresh Tiwari, Vice Chairman, ICPB representing various segments of Hospitality, Tours and Travels.

Valuable inputs were received from the panellists who were also of the views that if all the stakeholders come together to support each other during such testing times, the industry can bounce back stronger than ever. Domestic tourism is bound to revive first and so is India as a destination. We are confident that together we shall overcome and bounce back stronger. All the panellists were unanimous that more than what we do, it is important to properly communicate and convince the world and prospective travellers that they are safe while travelling to India.



Mr. G. Kamala Vardhana Rao, CMD, ITDC; Ms. Meenakshi Sharma, DG(T), Ministry of Tourism; Mr. Pronab Sarkar, President, IATO; Mr. Subhash Goyal, Honorary Secretary, FAITH and Mr. P. P. Khanna, President, ADTOI during the Webinar.

Addressing the panellist, Mr. G. Kamala Vardhana Rao, CMD, ITDC said, 'The confidence quotient has to come back to the traveller to bring back the same. ITDC has already completed a holistic training program on sanitization and hygiene in all its units for the concerned employees and has developed a SOP to be followed to handle the present situation. To restart its business ITDC has

not only provided rigorous training interventions on health and safety protocols to its employees but has also signed an MoU with AIIMS to form an advisory body to monitor the situation of COVID-19 and take necessary steps as and when needed.

The Corporation is committed to place health and safety on top priority while retaining traditional hospitality. ■



## CEL Achieves Milestone during COVID-19 period

### by Commissioning Solar Power Plant with Cumulative Capacity of 9 MWp in Maharashtra

When the whole world has been reeling under the COVID-19 crisis, Central Electronics Limited, a leader in Supply, Installation and commissioning of Solar Photovoltaic (SPV) has achieved another milestone by commissioning Ground Mounted Solar Power Plants with a cumulative capacity of 9 MWp in the 1<sup>st</sup> quarter of financial year (2020-2021) for the Innovative project 'Solar power for Agricultural Feeder'.

Aiming to provide regular power to farmers through agricultural feeders, the Maharashtra government has undertaken many 0.25 MW-10 MW capacity solar projects under the Mukhyamantri Saur Krushi Vahini Yojana. The Maharashtra State Electricity Distribution Corporation Ltd (MSEDCL) is the nodal agency for the project and EESL is the main contractor. The ground-mounted solar projects are being set up in notified areas.

Mr. Bholanath Sarkar, CMD of Central Electronics Limited lauded the efforts of CEL's engineers and officers in achieving the commissioning of 9 MWp Solar Power Plant during pandemic situation. He appreciated the trust and support given by EESL and said that the company is committed for achieving the target of 120 MWp solar power plant installations in Maharashtra during this financial year. The company has already commissioned 38.5 MWp Grid Tied Ground Mounted



Solar Power Plant commissioned by CEL.

Solar Power Plants at 46 sites in Maharashtra and work is in progress at 10 sites with cumulative capacity of 10 MWp during this difficult situation. These power plants are connected to dedicated Agricultural Feeders and the electricity generated is for the use of farmers. Giving the details, Mr. Manoj Kumar Sharma, PRO told that the company has commissioned its largest grid connected ground mounted solar PV power plant at single location of capacity 3.24 MWp on 29<sup>th</sup> June 2020 at Ansarwada. CEL followed it by commissioning of another 2.8 MWp Solar Power Plant at Panchancholi in Latur district on 30<sup>th</sup> June 2020. The output of these solar power plants is fed to the MSEDCL substation of 33/11 KV at Ansarwada and Panchancholif respectively, at a distance of 5 kms. Apart from these, CEL has commissioned solar power plants

of 1.1 MWp at Selu, and 1.8 MWp cumulative at Redani, Nimgaon Ketki and Dahitane taking the total installed and commissioned capacity during the COVID-19 lockdown period to 9 MWp.

CEL's expertise and commitment towards nation's vision for solar power has lead to timely completion of projects in remote locations and during the COVID-19 crisis period.

These solar power plants will provide Quality and reliable day time electricity to farmers and boost agricultural output, savings on the Transmission network cost and reduced T&D losses for DISCOM. It will contribute to the nation's vision of 100 GW solar capacity by 2022 and will act as a catalyst to enhance India's position as a global green power. This will also contribute towards 'The goal of doubling farmers' income by the year 2022'. ■

## KIOCL Reports All Time High Performance

The Board of KIOCL Limited, approved the financial results for the fourth quarter and for the financial year 2019-20. KIOCL continued its march ramping up production and despatches in the FY 20 reporting the ever-highest Production, Sales volume and Turnover after closer of its captive mines.

### Key Highlights of Performance - FY 20

- Pellet production 2.375 million tons as against 2.238 million tons of previous FY (up by 6% YoY)
- Despatches 2.356 million tons as against 2.206 million tons of previous FY (up by 7% YoY)
- Total revenue ₹ 2056.53 cr., as against ₹ 2012.68 cr. of previous FY (shot up by 2% YoY)
- Production and despatches are high since 2006 and the turnover is high since inception of company.
- Profit before Tax ₹ 63.68 cr., Profit after Tax ₹ 43.48 cr.
- Export of Pellet 1.99 million

tons, highest since closure of captive mine (end of 2005) at Kudremukh.

Mr. M. V. Subba Rao, CMD KIOCL informed that the company's financial results for FY 20 was better not only on the sales volume but also on the insights taken by the company that made it more stronger for the uncertainty and difficult times due to COVID-19 pandemic that wrapped the world during the last part of the fourth quarter and enduring in FY 21.

Total exports of the company stood at 84%, shot up by 31% YoY basis, penetrating into Brazil, Middle East, China European markets, thereby facilitated in improving overall performance of the company all through 100% utilization of coastal sea route.

### New Business and Projects

KIOCL has entered into exploration of different types of minerals and received orders worth of ₹ 105 Crores from GoI and GoK which are under different stages

of execution. Company has been successful in obtaining statutory clearances from Govt. of India for its envisaged projects viz., setting up of 2.0 LTPA capacity ductile iron spun pipe plant, 1.89 LTPA capacity coke oven plant with 10 MW Co-gen power plant, pulverized coal injection system and modernization of blast furnace unit. Company is in the process of identifying turnkey contractors for various packages by fulfilling the guidelines laid down by GoI under Atma Nirbhar Bharat Abhiyan. Further, Company is actively pursuing for obtaining statutory clearances for its notified mines in the State of Karnataka.

### Dividend

The Board of Directors have recommended a dividend of ₹ 0.70 per equity share, subject to the approval of the shareholders at the Annual General Meeting. The total dividend for the financial year ended 31<sup>st</sup> March, 2020 amounts to ₹ 43.54 cr., thereby distributing dividend as 100% of PAT. ■

## HUDCO Posts Robust Financial Results in 2019-20

HUDCO has recorded Outstanding financial results in its Golden Jubilee Year 2019-2020 witnessing a 45% growth in Net Profit that has touched an all-time high of ₹1708.42 cr. in 2019-2020, from ₹1180.15 crore in 2018-2019. HUDCO has seen a 13% growth in its net worth that has reached ₹12343.49 cr. in 2019-20, from

₹10955.77 cr. in 2018-2019. The net total income also witnessed a quantum jump of 35% to ₹7571.64 cr. in 2019-2020, from ₹5591.22 cr. in 2018-2019. HUDCO Board has also approved an all-time high dividend of Rs 3.10 per share subject to approval by the shareholders. The above includes interim dividend of ₹0.75 per share paid in March, 2020.

The total dividend recommended by the Company is ₹620.59 cr. as against ₹165.16 cr. in the previous year. Further, HUDCO's Net NPA is 0.19%, which is among the lowest in the sector. During the year 2019-2020, HUDCO's emphasis was on sanction of projects pertaining to Housing - PMAY(U), Expressways and Water Supply projects. ■





# ITI Limited Declares Profit After Tax of ₹ 150.86 Cr. for FY 2019-20

**Company's Total Revenue Rises by 11.86 % to ₹ 2242.58 Cr.**

**I**TI Limited, has posted a Profit After Tax of ₹150.86 cr. and gross turnover of ₹2403.45 cr. for the financial year ended March 31, 2020. ITI made a 63.02% rise in the net profit as per the approved audited financial results for the year 2019-20, compared to a profit of ₹92.54 cr. for the previous period ended March 31, 2019.

Highlighting the company's achievement for the year 2019-20, Mr. R. M. Agarwal, CMD, ITI Limited said, 'It's a collective effort of our employees who have not only changed the momentum of ITI's overall business but they have also succeeded in posting a remarkable achievement despite nationwide lockdown due to

COVID-19 announced in the last week of fourth quarter of FY2019-20. It is a phenomenal jump in the performance of the company which is improving year on year.

'We have taken number of initiatives on improving business prospects by transformed strategy for manufacturing, marketing and management of projects. We are also positioning the company in the upcoming areas of 4G upgradable to 5G manufacturing, manufacturing of IoT based products and services, IT & telecom equipment manufacturing,' Mr. Agarwal added.

To strengthen the objective of Government of India's Atma Nirbhar Bharat Abhiyan and to prevent the spread of coronavirus,

the company has recently signed a transfer of technology (ToT) agreement with Defence Research & Development Organization (DRDO) to manufacture portable ventilators at its manufacturing plants. The company has already started manufacturing of Face Shield at its Bengaluru based manufacturing unit.

The 3D designed unique and safe face shield provides complete protection to facial area including eyes, nose and mouth from sprays and droplets. The company is now producing 5,00,000 face shields per month which may be enhanced to 15,00,000 face shields per month in the coming months. ■

## Nigahi Project of NCL scripts history with Record overburden Removal in a day

**N**igahi project of Northern Coalfields Ltd. (NCL) scripts history with the removal of more than 3 Lakh Cubic Meter of overburden (OB) in a single day. It is the highest OB removal by any project of NCL since the inception of the company amidst COVID-19 pandemic and lockdown.

NCL produces coal through its 10 opencast coal mines where the overburden is the soil and

rock part above coal seam(layer) which is to be removed for excavation of coal. Mammoth machines are deployed in mines for the above mega task. Nigahi the biggest project of NCL broke its own record of 2.83 Lakh Cubic Meter OB removal a day set in October 2017. NCL is handling subsidiary of Coal India Limited and has been entrusted with the responsibility of 113.25 Million Tonnes of Coal production and

370 Million Cubic Meter of OB removal in current fiscal. ■



## NTPC – FY20 Profit Before Tax up by 14.15%

**N**TPC Ltd. with a group installed capacity of 62110 MW, declared the financial results for FY20 along with the unaudited financial results for Q4 FY20. In FY20, NTPC has recorded the highest ever commercial capacity addition of 8260 MW which includes acquisition of 2970 MW capacity of THDC and NEEPCO. The gross generation of NTPC Group for FY20 was 290.19 Billion units as against 305.90 Billion units during the previous year. In addition, the gross generation of THDC & NEEPCO was 10.91 Billion Units. On Standalone basis, the gross generation of NTPC for FY20 was 259.62 Billion units as against

274.45 Billion units in the previous year. Coal stations achieved a Plant Load Factor of 68.20% as against National Average of 55.89% with an availability factor of 89.67%. For FY20, the total income crossed the one lakh crore mark and was ₹ 100,478.41 cr. as against ₹ 92,179.56 cr. in FY19, registering an increase of 9%. For Q4 FY20, total income was ₹ 28,278.75 cr. as against ₹ 22,545.61 cr. in Q4 FY19, registering an increase of 25.43%.

Profit before tax was ₹ 14,465.92 cr. in FY20 as against ₹ 12,672.52 cr. in FY19 registering an increase of 14.15%. For Q4 FY20, PBT was ₹ 4,383.77 cr., as against ₹ 3,537.17 cr. in Q4 FY19

registering an increase of 23.93%.

**Profit after tax was  
₹10,112.81 Cr. in FY20  
as against ₹11,749.89 cr.  
in FY19**

The Board of Directors of NTPC Ltd. have recommended a final dividend @ 26.5% of paid-up share capital i.e. ₹ 2.65 per equity share of the face value of ₹ 10/- each for FY20, subject to the approval of shareholders in the Annual General Meeting. The Company had paid an Interim Dividend @ 5% of paid-up share capital i.e. ₹ 0.50 per equity share in March 2020. This is the 27<sup>th</sup> consecutive year of dividend payment by the Company. ■

## NHPC earns Highest ever Standalone Net Profit of ₹ 3007 Cr. during FY 2019-20

**N**HPC Limited, has declared its Audited Financial Results for the Financial Year 2019-20. The Board of Directors approved the Audited Financial Results for FY 19-20 in the e-meeting held at Faridabad. NHPC has reported net profit after tax of ₹ 3007.17 cr. on standalone basis in the FY 2019-20 compared to ₹ 2630.55 cr. for the last fiscal year. Sales for the FY 2019-20 stood at ₹ 8735.41 cr. to ₹ 8161.18 crore in the last fiscal year. Consolidated profit for 2019-20 stood at ₹ 3,324.72 cr. before non-controlling interest compared to ₹ 2,835.79 cr. in 2018-19.

Consolidated total income of the company in 2019-20 is ₹ 10,776.64 cr. as against ₹ 9,846.81 cr. in 2018-19. NHPC Power Stations achieved highest ever generation of 26121 Million Units (MU) in FY 2019-20 as compared to 24193 MUS in FY 2018-19.

The Board of Directors have also recommended final dividend of ₹ 0.32 /- per share for Financial Year 19-20 in addition to interim dividend of ₹ 1.18/- per share already paid by the Company in March 2020. The total dividend payout for FY 19-20 is ₹ 1506.76 cr. as compared to total dividend

payout of ₹ 1466.58 crore for FY 18-19. NHPC, has about seven lakh shareholders.

Mr. A. K. Singh, CMD, NHPC said, 'NHPC has set a target of 10,000 MW installed capacity by 2022 and 13,000 MW installed capacity by 2024 from its current installed capacity of 7071.2 MW. In addition, we have pan-India plans to expand NHPC's solar and wind power portfolio along-with its core business of hydro-power development and we are striving to achieve additional solar capacity of 5,000 MW by 2022 through these sources'. ■



# NALCO clocks All-time High Physical Performance; Declares Net Profit of ₹138 Cr. in FY 19-20

**N**ational Aluminium Company Limited (NALCO), declared its financial results for 2019-20 fiscal. According to the audited financial results for the year, taken on record by the Board of Directors in a meeting, NALCO has posted a net profit of ₹ 138.23 cr. for FY19-20. During the year, the company has achieved net turnover of ₹ 8426 crore, which has been adversely impacted by about ₹ 2900 cr. due to fall in global metal prices. The export turnover of the company for the fiscal was ₹ 3511 cr.

However, weathering the sluggishness in the international metal market and falling London Metal Exchange prices, NALCO has continued to remain profitable

by successfully handling the market downturn. Riding on overall growth in production, improving productivity & sales, the company has been registering profit every fiscal since inception. Worth mentioning that during the year, NALCO has achieved significant growth in production and sales.

Bauxite production of 73.02 lakh MT in mines and 21.61 lakh MT of Alumina Hydrate in alumina refinery, have been the highest-ever since company's inception. Both Mines and Refinery of NALCO has been performing beyond its installed capacities. The company also produced 4.18 lakh MT of Aluminium metal in FY19-20.

Mr. Sridhar Patra, CMD, NALCO, has attributed the success to the teamwork and dedication of the



Alumina Refinery.

employees. 'We are optimistic that in the long run with our focus on increasing the production in mining and refining segments, opening up of the new coal blocks, backward integration in supply of key raw materials like caustic soda, we shall be able to tide over present economic crisis', said Mr. Patra. ■

## MCL Plans to Invest Rs. 60,000 cr. in Odisha

**M**ahanadi Coalfields Ltd. (MCL), has laid out an investment of about ₹60,000 crore in Odisha, with ₹ 31,000 crore to be spent for mining and social infrastructure development by 2023-24. With investment in acquisition of land for three new MDO (Mine, Develop and Operate) projects, namely Siarmal (50 MTY) in Ib Valley

coalfields, Subhadra (25 MTY) and Balbhadra North (10 MTY) in Talcher coalfields, as well as expansion of existing projects the company targets to increase its coal production capacity to 300 million tonne.

To increase the capacity building for the new and expansion of existing projects, the company would invest in procurement

of HEMMs, besides setting-up of 1600 MW (2x800) super critical thermal power plant with planned investment of ₹ 11,363 cr. in Sundergarh district of Odisha.

The investment in strengthening coal evacuation infrastructure, like doubling of 53-km-long Jharsuguda-Sardega railway line with a flyover at Jharsuguda railway station and construction of

Contd... # 69



# GAIL Records 10% Increase in PAT to ₹ 6,621 crore in FY 20

**G**AIL (India) Limited recorded a profit after tax (PAT) of ₹ 6,621 cr. for the financial year 2019-20, a rise of 10 % from ₹ 6,026 cr. over the previous financial year 2018-19. The turnover for the year stood at ₹ 71,730 cr. as against ₹ 74,808 cr. in the last fiscal year whereas the profit before tax (PBT) in the current year stood at ₹ 7,943 cr. as against ₹ 9,085 cr. during the previous year. The increase in PAT is mainly due to adoption of lower tax regime.

The Earning per share in FY20 was ₹ 14.68 as against ₹ 13.36 (adjusted) in the previous year.

On quarterly basis, GAIL recorded a turnover of ₹ 17,709 cr., PBT of ₹ 2,556 cr. and PAT of ₹ 3,018 cr. in Q4 FY 19-20. The PBT and PAT recorded an increase of 47% and 169% respectively vis-a-vis the corresponding period in the last fiscal year.

During the year 2019-20, the



GAIL online press conference in progress.

consolidated turnover of the GAIL group companies stood at ₹ 72,414 cr., down 5% from previous year while the group PAT was ₹ 9,422 cr., up by 44% as compared to the last fiscal year. The group companies mainly Indraprastha Gas Limited, Mahanagar Gas Limited, GAIL Gas Limited, Petronet LNG Limited, Konkan LNG Limited and Brahmaputra Cracker & Polymer Limited contributed to add to the

group consolidated profit.

Mr. Manoj Jain, CMD, GAIL said that the company had made Capex of ₹ 6,100 cr. in the current FY 2019-20, mainly in the on-going pipeline projects.

He further stated that consequent upon debt resolution of KLL, GAIL's equity in KLL has increased from 40.92% to 69.06%. Accordingly, KLL has become GAIL's subsidiary. ■

## BHEL Commissions 270 MW Thermal Power Plant in Telangana

**B**harat Heavy Electricals Limited has successfully commissioned one 270 MW thermal unit at the 4x270 MW Bhadradi Thermal Power Project in Telangana. Located at Manuguru in

Bhadradi in Kothagudem District of Telangana, the project was awarded to BHEL by Telangana State Power Generation Corporation Limited (TSGENCO). Notably, this is the first unit to be commissioned

at this project and work on the balance three units is also in an advanced stage. Significantly, following the commissioning of the 1x800 MW Kothagudem thermal power project, this is the second unit to have been

Conted... # 55



# Minister of State for Shipping (I/C) calls for Exploring the Possibility of Recycling of Dredging Material

**Government is aiming Sustainable development by turning 'Waste into Wealth' in the growth story of India: Mr. Mandaviya**

**M**inister of State for Shipping (I/C) Mr. Mansukh Mandaviya chaired a video conference, for recycling of dredging material with officials of Ministry of Shipping, Dredging Corporation of India, Indian Port Association, Inland Waterways Authority of India, Chairpersons of Major Port Trusts and experts of the sector.

Responding to the suggestions, Mr. Mandaviya Directed, Dredging Corporation of India to explore the possibilities of recycling of dredging material on coastline as well as on riverine ports of India. Mr. Mandaviya emphasised that recycling of dredged material should be implemented in a way that can reduce the dredging cost, as dredging is regular activity to maintain the course of waterway for safety



MoS for Shipping (I/C) Mr. Mansukh Mandaviya chairing video conference with officials of the Ministry and others.

and easiness of shipping traffic as well as discharge. He suggested private players to build a recycling model with cost effective logistics system to transport the dredging waste while keeping in the mind zero effect on environment. Mr. Mandaviya also added

that Government of India is aiming sustainable development and by recycling the dredging waste into environment friendly commodities, it reinforces the vision of PM Mr. Narendra Modi to turn 'waste into wealth' in the growth story of India. ■

Contd from ... # 54

commissioned as part of the Memorandum of Understanding between TSGENCO and BHEL for construction of new thermal power plants totalling 6,000 MW in the state. In Telangana, BHEL is also executing the 5x800 MW Yadadri project for TSGENCO and the Steam

Generator package at the 2x800 MW Telangana STPP for NTPC. BHEL's scope of work in the project includes design, engineering, manufacture, supply, construction, erection, testing and commissioning of four thermal sets of 270 MW on EPC basis. The key equipment for the

contract was manufactured at BHEL's Trichy, Hyderabad, Haridwar, Bhopal, Ranipet, Bengaluru and Jhansi plants, while the company's Power Sector - Western Region, Nagpur has done civil works and erection/ commissioning of the equipment. ■

# REC Declares Financial Results for FY 2019-20

**Total Income Increases by 18% to ₹ 29,855 cr. Net Interest Income Rises by 15%**

The Board of Directors of REC Ltd (formerly Rural Electrification Corporation Limited) approved the audited standalone and consolidated financial results for FY 2019-20.

## Operational and Financial Highlights – FY20 vs FY19

- Sanctions - ₹ 1,10,908 cr. vs. ₹ 1,15,957 cr.
- Disbursements - ₹ 75,667 cr. vs. ₹ 72,165 cr., up 5%
- Total Income – ₹ 29,855 cr. vs. ₹ 25,341 cr., up 18%
- Net Profit – ₹ 4,886 cr. vs. ₹ 5,764 cr.

During the year ended 31<sup>st</sup> March 2020, the total income of the company increased by 18% to ₹ 29,855 cr. as against ₹25,341 cr. for the year 2018-19. The Net Interest Income also posted an increase of 15% to reach ₹10,425 cr. during the current year. However, inspite of the healthy operational performance, the profits were

impacted due to sharp depreciation in the Indian currency during Q4 FY20 owing to the volatility in global financial markets caused by COVID-19 outbreak. This led the company to end the year with the Net Profit of ₹ 4,886 cr. and Earnings Per Share (EPS) of ₹ 24.74. The loan book has grown by 15% as it increased from ₹ 2.81 lakh cr. as at 31<sup>st</sup> March 2019 to ₹ 3.22 lakh cr. as at 31<sup>st</sup> March 2020. Despite the economic disruptions during the last few days of the financial year, the company disbursed loans amounting to ₹ 6,474 crores during the period 17<sup>th</sup> to 31<sup>st</sup> March 2020, while ending the year with disbursements of ₹ 75,667 cr. With Capital Adequacy Ratio at 16.06%, the Net Worth of the Company has increased from ₹34,303 cr. as at 31<sup>st</sup> March 2019 to ₹ 35,077 cr. as on 31<sup>st</sup> March 2020 with a book value per share of ₹178. While the Capital Adequacy Ratio stays comfortably above

the regulatory requirement, the Company has also raised subordinated bonds amounting to ₹2,000 cr. in June 2020 to further cushion the regulatory capital for future business growth. During the COVID-19 disruptions, the Company extensively leveraged the digital technology for review & monitoring, information-sharing and knowledge management. The strong Information Technology capability coupled with the availability of E-Office and ERP applications through secure Virtual Private Network (VPN) allowed the Company to continue the business operations without any disruptions due to lockdown. While the Company allowed an 'Opt-in' policy for moratorium for the amounts falling due between 1<sup>st</sup> March 2020 to 31<sup>st</sup> May 2020, the Company has already recovered more than 78% of the total recoveries of ₹ 9,500 cr. due for March 2020. ■

## PERSONALIA



**Mr. Sumit Deb**  
assumes charge as  
CMD of NMDC Limited.



**Mr. Shrikant Madhav Vaidya**  
assumes charge as  
Chairman of IOCL.



**Ms. Parminder Chopra**  
assumes charge as  
Director (Finance), PFC.



**Mr. Anupam Misra**  
assumes charge as Director  
(Mktg.) of FACT.



**Mr. Nuka Srinivasulu**  
assumes charge as Director  
(Finance) of Bharat  
Dynamics Limited



**Mr. Ramesh Kumar Dash**  
assumes charge as Director  
(F) & CFO of Garden Reach  
Shipbuilders & Engineers  
Limited.



**Mr. Alok Kumar Gupta**  
assumes charge as  
Director (Operations) ONGC  
Videsh Limited.



**Mr. M. T. Mukarram**  
assumes charge as Director  
(Finance) PGCIL.





# Republic of Mali Awards Project Management Consultancy

## Contract to NTPC for Development of 500 MW Solar Park

In an event chaired by the Hon'ble Minister of State for Power, NRE, Skill Development and President of International Solar Alliance (ISA), Mr. R. K. Singh and Honorable Ambassador of Mali H. E. Sekou Kasse handed over the Project Management Consultancy award letter to Mr. Gurdeep Singh, CMD NTPC, for development of 500 MW Solar park in the Republic of Mali.

ISA is an international, inter-Governmental organization, based in India, created with the vision and leadership of Hon'ble Prime

Minister, Shri Narendra Modi and announced jointly with President of France during COP21 held in Paris in 2015. The event was hosted by ISA in the Ministry of Renewable Energy, New Delhi, and graced by the dignitaries, Director General ISA- H.E Upendra Thripathy, Secretary (Power)- Mr. Sanjeev Nandan Sahai and Secretary(MNRE)- Mr. Indu Shekhar Chaturvedi and Secretary (Economic Relations) Mr. Rahul Chhabra are among others.

The Republic of Mali has been taking various initiatives towards

energy security of the country, especially to increase access to electricity for its citizens, with a focus on solar power and applications. Development of Solar Projects in Mali will make a considerable impact in socio-economic growth of Mali.

NTPC, has vast experience in setting up of Solar Projects and handling various solar programs like the National Solar Mission in India. In 2019, ISA endorsed NTPC as a Project Management Consultant through a competitive process for the member countries to avail the services of NTPC. ■

# Coal India to Ramp up Output through MDOs

Coal India Limited (CIL) in a major move to increase its coal output and reduce import dependency of coal in the ensuing years has devised a transformative plan to engage Mine Developer cum Operators (MDOs) in its mines.

The coal mining behemoth in the process has identified a total of 15 greenfield projects, as on date, to operate through the MDO model of which 12 are open cast and 3

underground. Combined, they have a total targeted capacity of around 168 Million Tonnes/Year (MTY). While the OC projects have a targeted capacity of 162 MTY, UG projects add up to the rest close to 6 MTY. The contract period would be for 25 years or the life of mine whichever is less.

CIL will engage MDOs of international repute, having state-of-the-art-technology through open global tenders, who shall

excavate, extract, and deliver coal to the coal companies of CIL as per the approved mining plan. CIL's Board recently has given its nod in regard to standard bid document and request for bids for the engagement of MDOs.

CIL is laying out plans to complete the formalities by 2021-22 so that all projects become operational and start yielding the output to contribute in 1 BT by 2023-24. ■

## SAIL Promotes 'Atma Nirbhar Bharat' through Domestic Sourcing of Refractory Materials

**S**teel Authority of India Limited (SAIL) is actively participating in making a self-reliant India. It recently organized a webinar through its IISCO Steel Plant, Burnpur with domestic Refractories manufacturers from various regions to explore the opportunities for enhancing domestically manufactured refractory usage in integrated steel plants both in terms of quality and quantity. A substantial quantity of imported refractory is currently used in the steel plant operations in India. This webinar was aimed at shifting the focus from imported refractory to domestically manufactured refractory. Keeping this in view, the webinar titled 'Refractories in Integrated Steel Plants: Opportunities and Challenges for Domestic Manufacturers' was attended by all steel plants of SAIL as well as large number



Refractory relining in Converter at SAIL-ISP going on.

of domestic refractory manufacturers. Refractories are essential materials used by the steel industry in the internal linings of blast furnaces and converters used for steel making, in vessels for holding and transporting metals, in furnaces for heating steel before further processing etc.

In a bid to maximize domestically produced refractories, SAIL is taking several initiatives. The

government's thrust on Atma Nirbhar Bharat is an opportunity for the domestic refractory manufacturers and can mutually benefit the domestic steel industry. During the webinar, it was stressed that this is an opportunity for domestic refractory manufacturers to cater to the domestic requirements. For this, they will have ample opportunity to invest in R&D and develop alternate refractory products for which SAIL will give the platform for trial. In the webinar, the current & future requirements for refractory products and challenges faced by integrated steel plants in adopting indigenous refractory products were discussed at length. This platform was aimed at providing a mutual platform for exploring each other's requirements so as to realize the vision of 'Atma Nirbhar Bharat' and promote the concept of 'vocal for local'. ■

## Cruise Vessel Calls at Cochin Port for repatriation of Crew

**C**ruise vessel MV Veendam arrived at Cochin Port for the repatriation of 138 Indian seafarers. On arrival at BTP berth, thermal scanning of the disembarking crew was carried out followed by swab collection for COVID-19 test. After disembarkation procedures of Customs, PHO, Immigration etc, the crew were shifted to paid quarantine. Cochin is emerging

as a preferred port of call for crew change due to its proximity to the international sea routes. Cochin Port Trust along with the Customs, Immigration, port and district health authorities are doing utmost to help stranded Indian seafarers and to be relieved from their ships and to proceed to their homes. Apart from crew changes and bunkering, Cochin Port is looking to develop other

services at the anchorage in order to attract more ships to Cochin and also help in generating employment opportunities in the region. So far, Cochin Port facilitated crew change (sign on & sign off) of 1694 seafarers. Out of this, 1380 was done at outer anchorage of Cochin Port, which is the highest outer anchorage crew change facilitated among Indian ports, since COVID-19 lockdown. ■



## PFC ends FY 2019-20 on strong note with Loan Sanctions of more than ₹ 1 Lakh Cr.

**P**ower Finance Corporation (PFC), focused on the power sector, ended financial year 2019-20 (April-March) on a strong note despite numerous challenges including outbreak of COVID-19. The lending institution delivered a sound financial performance with loan sanctions of more than ₹ 1 lakh crore along with Loan Disbursements of about ₹ 68,000 cr. in the last financial year. The highlight of the year was disbursement of ₹ 11,000 cr. in the last week of March 2020 despite the nationwide lockdown to contain the spread of COVID-19. Backed

by strong IT infrastructure, PFC managed this feat of sizeable disbursement even though the employees were working from home.

During the year, PFC also registered 16% growth in its stand-alone revenue while it managed 16bps reduction in cost of funds. The net NPAs of the company reduced to 3.8% from 4.55%, showcasing the robust performance of the lender. Further, the Company registered a 10% growth in its Loan Assets, 16% bps reduction in cost of funds, and 16bps increase in Interest Spread. Further, during the fiscal, PFC resolved two

stressed projects – Rattan India Amrawati & GMR Chhattisgarh worth ₹ 2,700 cr.

In spite of challenging environment, YOY Net Profit is comparable at ₹ 6788 cr. for FY20 as against ₹ 6953 cr. of FY19 excluding one-time impact of DTA due to change in corporate tax rate. Profit has also been impacted due to extraordinary exchange rate variation of 6% in the last 45 days of FY20.

Financial highlights of FY 2019-20 (Consolidated basis) include; 15% Revenue Growth, 12% Loan Asset Growth, Net NPAs reduced to 3.57% from 4.20%. ■

## HUDCO Organizes Webinar to mark 6<sup>th</sup> International Yoga Day

**H**ousing and Urban Development Corporation Ltd. (HUDCO), organized a Webinar on 'AYUSH for Holistic Healthcare during COVID Outbreak', to mark the 6<sup>th</sup> International Yoga Day. The Chief Guest Mr. Durga Shanker Mishra Secretary, MOHUA stressed the benefits of traditional Indian medicine systems in boosting immunity and promoting wellbeing by achieving a healthy balance between mind and body. Further, he highlighted the revival of these systems, which have been an integral part of Indian culture, and now their global acceptance. Mr.. M. Nagaraj, CMD, HUDCO

shared information about the sanitation/ social distancing/ health care measures taken by HUDCO to ensure a safe working environment. The key speaker, Dr. D. C. Katoch, Joint Advisor, Department of AYUSH, provided tips on self-care protocol for holistic and healthy living,

especially during the current pandemic COVID-19, through the use of Unani, Siddha and Ayurvedic medicines along with practice of Yoga. The webinar was attended by over 1000 participants which included officials from HUDCO pan-India, as well as MoHUA. ■





# Financial Results of NLCIL for the Quarter and Year Ended 31.03.2020

**T**he total income of the Company during the quarter and year ended 31<sup>st</sup> March 2020 was ₹2574.65 cr. and ₹9133.28 cr. respectively as against ₹2266.80 cr. and ₹8059.27 cr. in the corresponding period of the previous year, registering a growth in total income of 13.58% and 13.33% respectively in both the periods.

Profit after tax for the quarter and year ended 31<sup>st</sup> March 2020 was ₹392.48 cr. and ₹1413.85 cr. respectively as against ₹ 290.13 cr. and ₹ 1266.97 cr. in the corresponding period of the previous year, registering a growth of 35.28% and 11.59% respectively in both the periods.

Power generation during the quarter and year ended 31<sup>st</sup> March 2020 was 6098.95 MU and 21922.98 MU as against 5586.17 MU and 20676.18 MU in the corresponding period of the previous



Mr. Rakesh Kumar, CMD, NLCIL.

year, registering a growth of 9.18% and 6.03 % respectively in both the periods.

Power export during the quarter and year ended 31<sup>st</sup> March 2020 was 5301 MU and 18840.84 MU respectively as against 4766.54 and 17505.30 MU in the corresponding period of the previous year, registering a growth of 11.21% and 7.63% respectively in both the periods.

After commissioning of 709 MW of Solar Power Plant, solar power generation during the quarter and year ended 31<sup>st</sup> March 2020 to 486.56 MU and 1401.42 MU as against 155.63 MU and 471.14 MU respectively in both the periods.

The EBIDTA for the quarter ended 31<sup>st</sup> March 2020 was ₹ 1231.49 cr. as against ₹ 1071.30 cr., registering a growth of 14.95%. The EBIDTA for the year was ₹ 3986.80 cr. as against ₹ 3306.89 cr., registering a growth of 20.56%.

For the Consolidated financial statement, the total income of the Group during the quarter and year ended 31-03-2020 was ₹ 3405.14 cr. and ₹ 11592.70 cr. respectively as against ₹2888.71 cr. and ₹ 10778.47 cr. in the corresponding period of the previous year, registering a growth in total income of 17.88% and 7.55% respectively in both the period. ■

## NRDC Licenses Navrakshak PPE Suit Manufacturing Know-How to Five MSMEs Developed by Indian Navy

**D**r. H. Purushotham, CMD, NRDC informed that the National Research Development Corporation (NRDC), has licensed the manufacturing knowhow of a PPE Suit being named as NavRakshak to five MSME clients: M/s Greenfield Vintrade Pvt Ltd (Kolkata), M/s Vaishnavi Global Pvt Ltd (Mumbai), M/s Bharat Silks

(Bangalore), M/s Sure Safety (India) Ltd (Vadodara) and M/s Swaps Couture (Mumbai) to meet the ongoing country wide demand of quality PPE kits. These five manufactures put together are planning to mass produce more than 10 million PPEs per year. The manufacturing know-how of NavRakshak PPE has been developed at the

Innovation Cell of the Institute of Naval Medicine, INHS Asvini hospital of the Indian Navy from where the name 'NavRakshak' is derived. The PPE has been tested and certified at the INMAS, DRDO which is one of the nine NABL accredited labs authorized by Ministry of Textile currently in India for PPE prototype sample testing as per the prevailing ISO

standards & Ministry of Health & Family Welfare/Ministry of Textile guidelines and has been found to meet the synthetic blood penetration resistance criteria for both the fabric, suit and seam. It is cost effective as it does not require any major capital investment and can be adopted even by gown manufacturing units using basic stitching expertise. The technology and quality of fabric is so superior that there is no requirement of sealing around the seam of the PPE suit, thus eliminating the need of importing costly sealing machines and tapes. The PPE fabric even does not require any lamination with polymer or plastic like film. This makes the PPE to permeate heat and moisture from the skin of the user. It gives protection but does not compromise on comfort. This uniqueness of the PPE makes it way different from the existing PPEs which are being used during the ongoing COVID pandemic.

The PPE suit is available in single ply as well as double ply as per the need of the end use conditions. It also comes with a head gear; face mask and shoe cover up to the mid-thigh level.

With the country significantly ramping up the production of PPE suits to end its import dependence, there has been several news reports mentioning the flooding of market with dubious quality PPE kits. While there has been a clarion call to strictly implement the testing and certification standards for manufacturers, a quality product is also the need of the hour. NavRakshak has been designed by a Naval doctor incorporating personal experiences in using the PPE for the comfort and protection of the doctors. The enhanced breathability factor in the PPE suit makes it an attractive proposition to be used by the frontline health workers who are required to wear these suits for long hours and face extreme discomfort while working.

Intellectual Property Facilitation Cell of DGQA, MoD; Indian Navy and NRDC partnered in protecting the IP and its commercialization. Since, the concept of using uncoated, unlaminated or untapped PPE has been first time provided, and using such PPE was not practiced at all, there was a need to protect the IP rights of this innovation. A patent



Breathable, cost effective and safe PPE Suit.

application has been filed for the NavRakshak PPE by the inventors through NRDC-DGQA IPFC mechanism. This technology can resolve many issues at a go. It makes manufacturing easy without requiring big capital investment. It does not require coating and taping related equipment. Therefore, foreign import and costly machines are not required. It gives protection as well as comfort to the user. Above all, it gives self-sustainability to the country. In future, it may so happen that this simple yet highly effective PPE suit may become the benchmark standard of PPEs. ■

Contd... from # 57

12 Rapid Loading Systems (RLS), aims at supplementing the increased coal production.

With the help of state government, the company has planned for creating social infrastructure, like roads, fly-overs, parks, etc. under its Command Area in Sundergarh, Jhasuguda, Sambalpur and Angul districts of state.

To spread green footsteps, MCL is going to set-up more solar

power plants, besides biological reclamation of mined-out area and bringing it to original form by laying top soil, adopting best agricultural and afforestation practices.

MCL has also adopted a part of tribal-dominated area under its command in Sundergarh for development under Gram Samridhi Yojana, to improve the quality of life in and around MCL's projects.

With its huge reserves, committed and dedicated work force, good transport connectivity and well-placed infrastructure, MCL has a secured future for next 50 years.

The planned investment in social and mining projects will not only increase direct and indirect employment for local youth, but also provide opportunities for Medium, Small and Micro Enterprises (MSMEs). ■

# PSEs Celebrates International Yoga Day

## NHPC observes 6<sup>th</sup> International Day of Yoga through online participation in nationwide Common Yoga Protocol demonstration



Mr. A. K. Singh, CMD, NHPC practicing yoga alongwith his family members.

Mr. A. K. Singh, CMD, NHPC alongwith his family members practicing Yoga during nationwide live telecast of demonstration of Common Yoga Protocol by Doordarshan on the occasion of 6th International Day of Yoga. There was large scale participation of NHPC employees through video conferencing.

NHPC Limited, celebrated the 6<sup>th</sup> International Day of Yoga across all its Power Stations, Projects and Regional Offices with full enthusiasm. The International Day of Yoga 2020 was observed through electronic and digital platforms following 'Yoga at home, Yoga with Family' theme



CoPT employees & family members on International Yoga Day.

in view of the COVID-19 pandemic. During the celebrations, Mr. A. K. Singh, CMD, NHPC alongwith his family members participated in a mass online Yoga session in synchronization with nationwide live telecast of demonstration of Common Yoga Protocol by Doordarshan from 7:00 am to 7:45 am. Senior officers, employees and their family members also participated in the Yoga session through video conferencing. Mr. A. K. Singh said, "Yoga is very beneficial for overall development of mind and body". He further added, "Yoga has especially become more relevant in the current COVID-19 crisis as it helps in building immunity and also benefits respiratory system."

## Cochin Port Trust observes International Yoga Day

International Day of Yoga was observed by the employees and families of Cochin Port Trust and CISF CoPT Unit with great fervour by performing yoga at their workplaces and homes. ■



CISF CoPT Unit personnel on International Yoga Day.





# REIL Celebrates 'Company Foundation Day' on Digital Platform

In compliance to the guidelines issued in respect of COVID-19 and keeping in view the social distancing, the 39<sup>th</sup> Foundation Day of the Company was celebrated with full enthusiasm on the Digital Platform by Rajasthan Electronics and Instruments Limited, (REIL) Jaipur. REIL family employees and their children participated enthusiastically in the event through App. REIL employees and their children performed adorable songs and dances on the Digital Platform, which was appreciated on line by all employees present and their families.

On this occasion, the MD of the Company Mr. Rakesh Chopra congratulated all employees and their families on the foundation day of the Company. He said that, for the last 39 years, REIL is not only establishing new dimensions by supporting itself in the up liftmen of the Nation, but is



Mr. Rakesh Chopra, MD, REIL speaking on the occasion of REIL Foundation Day.

also committed to the all round development and welfare of its virtues.

He said that, in view of the Global crisis and the threat of the epidemic that has emerged from the CORONA epidemic, all employees have to fulfill their responsibilities related to the Company

while fulfilling the necessary guidelines taking full care of their health and to achieve this year's Company set goals also. On this occasion, he also referred to the Automatic Hand Sanitizer developed by the Company for the Country from the crisis arising from COVID-19.

The Company's quarterly magazine PRAGATI INSIGHTS was released by the MD of the Company Mr. Rakesh Chopra in the presence of Executive Director, Mr. Piyush Paliwal, Chief Vigilance Officer, Mr. Ashok Maheshwari, General Manager, Mr. Mukesh Mathur and other employees.

On this occasion, it was also announced to honor and reward the children of REIL employees who performed excellently in the field of education and sports last year and for the presentation of cultural program on Digital Platform by the children of employees on the occasion of Foundation Day. ■

## Coal India confident of taking on competition

Coal India Limited (CIL) is confident of retaining its flagship position as the country's leading coal producer, notwithstanding the opening up of the coal sector to private players for commercial mining. Mr. Pramod Agrawal, Chairman, CIL said 'Commercial coal mining is

not going to adversely impact the production or profitability of the company. Key issues which will help improve to stay ahead of the competition include uniform quality of coal, cost efficiency in production and reliable timely delivery schedule. Introduction of higher degree of mechanized

mining and increased supplies are other focus points.'

Allaying the apprehension that the entry of private entrepreneurs in commercial coal mining operations may shrink Coal India's role, a company executive said 'commercial mining complements our efforts in shoring up

Contd... to # 64

# BEML Flags off Last Train set for Kolkata Metro (East-West) Project

**B**EML Ltd., flagged off the last trainset for Kolkata Metro (East-West) project from its Metro coach factory at Bangalore Complex. Mr. Deepak Kumar Hota, CMD, BEML has flagged-off the metro train set in the presence of Company Directors and other senior officials of BEML & KMRCL.

BEML secured the contract for 14 train sets (6 cars each), valued at approx. 900 cr. from Kolkata Metro Rail Corporation. BEML independently completed the design, manufacturing activities and the delivery of the proto type train set was done during March 2018, which was subjected to extensive testing and trials on KMRCL mainline including statutory testing by RDSO & CRS and cleared all the tests. Subsequently, BEML built KMRCL trainsets were put to revenue operation since February 2020 and are operating satisfactorily. Further, 6 train sets are ready for deployment

in revenue operation. The revenue service was inaugurated by Hon'ble Minister of Railways & Commerce, Mr. Piyush Goyal in presence of Mr. Babul Supriyo, Union Minister of State for Environment, Forest & Climate change at Kolkata. While taking a ride in the metro car the Hon'ble Minister lauded BEML for introducing a world class metro car to the 'City of joy'!

Some of the key features of the train sets include:

- Stainless Steel car body furnished with world class interiors and customized air conditioning suiting local requirements.
- Bogie for 750V DC Third Rail application is designed & developed by BEML for the first time.
- IGBT based microprocessor controlled 3 phase asynchronous drive with VVVF (Variable Voltage Variable Frequency)

control and regenerative braking for energy saving.

- Train sets operate with ATP/ATO and is interfaced with CBTC signalling system (which is one of the best and latest technologies in the world) to reduce headway, ensure train stopping accuracy and passenger safety.
- Passenger capacity of 2068 persons per train set
- Energy efficient LED lights
- Automatic audio-visual announcement and display system for passengers

Speaking on the occasion Mr. Deepak Kumar Hota, CMD BEML said, 'We are on track, as we despatched the last of the 14 trainsets for Kolkata Metro (East - West) project for KMRCL. We have proved our capabilities and expertise in supply of Metro coaches. An epitome of successful 'Make in India' initiative in the rolling stock industry'. ■

Contd... from # 63

the country's indigenous coal output, but may not be viewed as competition to Coal India. It would not unsettle us'.

CIL under its fold holds close to 54% of the country's entire coal resource base of 319 Billion Tonnes (BTs). The allocation of 16 blocks, few months back, by the Government to the state owned Maharatna PSU, saw its resource capacity swell by around 9 Billion Tonnes (BTs) to 172 BTs. Of these,

WCL and BCCL account for 5 blocks each. ECL has 3 blocks whereas 2 belong to CCL and 1 to MCL. None of the 41 blocks put up for commercial mining auction belong to Coal India.

Irrespective of impending competition CIL, over the years, has been working on tightening its belt in becoming a cost-efficient producer in lowering the cost per tonne of coal produced and focusing on improved quality of

coal supply. These two factors will determine the sale of coal in the competitive environment.

CIL's advantage of over four and half decades of core competence, skilled human resource, established infrastructure, streamlined operations, infusion of capital in upgrading the technology and evacuation logistics, robust coal resource base and a slew of consumer friendly measures will give it an edge. ■



# PSEs Ink MoU

## BDL signs contract with DRDO for LAToT of Akash Missile Weapon System (Indian Army Variant)



Dr. Dasharath Ram, Director, DRDL, Mr. P. Radha Krishna, Director (Production), BDL; *Right:* Dr. Ajit Chaudhary, Project Director (Akash), Mr. Narendra Kale, Project Director (Akash Prime), Mr. Srijan, Sc D; Cmde (Retd) A Madhava Rao, Executive Director, BDL, Mr. P. V. Raja Ram, General Manager (SAM), BDL.

Bharat Dynamics Limited (BDL) has signed License Agreement and Transfer of Technology (LAToT) with DRDO (DRDL) for Akash Missile Weapon System (Indian Army Variant). BDL is the Lead Integrator for Akash Weapon System (Indian Army). The Contract was signed recently by Dr Dasharath Ram Director, DRDL and Mr. P. Radha Krishna, Director (Production), BDL.

Mr. Mayank Dwivedi, Director DI2TM and Dr. Ajit Chaudhary, Project Director (Akash), Mr. Narendra Kale, Project Director (Akash Prime), Mr. Srijan, Sc D, Commodore (Retd) A Madhava Rao, Executive Director (KBU & PSG), BDL and Mr. P. V. Raja Ram, GM (SAM), BDL were present.

## NTPC signs MoU with IOCL & SDMC for development of Waste to Energy (WtE) Pilot Plant

NTPC Limited and Indian Oil Corporation Limited (IOCL) signed a bi-partite MoU and a tri-partite MoU amongst NTPC, IOCL and South Delhi Municipal Corporation (SDMC) at New Delhi for "Development of Waste to Energy (WtE)

facility at Okhla Landfill site" in the presence of Mr. Dharmendra Pradhan, Minister of Petroleum & Natural Gas and Steel, Mr. R. K. Singh, Hon'ble Minister of State (I/C) for Power and New & Renewable Energy & Minister of State (Skill Development and Entrepreneurship) and Mr. Anil Baijal, Hon'ble Lieutenant Governor of Delhi.

Under the MoU, it is proposed to set up Plasma Enhanced Gasification (PEGS) technology-based Waste to Energy pilot plant at SDMC Okhla Landfill site utilising 50 TPD Refuse Derived Fuel (RDF) & generating one MW of Electricity. The technology is eco-friendly as there are hardly any flue gases or bottom ash waste. The Pilot Plant is being setup for Technology demonstration.

Mayor of Delhi, Commissioner SDMC, CMD, NTPC, CMD, IOCL and senior officials from the Ministries, IOCL, NTPC & SDMC also graced the occasion. MoUs were signed by Mr. Subodh Kumar, ED IOCL, Mr. Rakesh Kumar Sharma, Chief Engineer, SDMC, and Ms. Sangeeta Kaushik, GM, NTPC.

## NHPC signs MoU with HIDCL, Nepal for development of hydropower projects in Nepal

NHPC Limited, has added yet another feather to its cap by signing a Memorandum of Understanding with Hydropower Investment and Development Company Limited, the premier organization for



Mr. A. K. Singh (Left) CMD, NHPC alongwith Mr. V.K. Maini, Executive Director (SBD & C), NHPC during the e-signing of Memorandum of Understanding between NHPC and HIDCL, Nepal for jointly developing hydropower projects in Nepal.



jointly developing hydropower projects in Nepal. Owing to the ongoing COVID-19 pandemic situation and restrictions, the MOU was signed through video conferencing between NHPC Corporate Office at Faridabad and HIDCL Office at Kathmandu, Nepal and was attended by senior Management from both sides. This exemplifies the continuous efforts being made at NHPC to ensure continuity of business operations and efforts to increase the business footprint at all times.

In the continuous efforts to increase our geographic footprint and for sharing the hard earned expertise of harnessing hydropower in the Himalayas with fellow stakeholders in the region for mutual benefit and regional prosperity, NHPC under the stewardship of CMD, Mr. A.K. Singh has embarked on a strategic mission to increase inter-regional cooperation with Nepal. The signing of the MOU marks fruition of yearlong efforts during his tenure as erstwhile ED-RE&C and now as CMD to forge collaborations with Govt. entities in Nepal for taking up the development of hydropower projects in Nepal. It would be worthwhile to mention here that both organizations had shared 'Letter of Intents' for the purpose during Power Summit, 2019 held at Kathmandu, Nepal in November 2019.

## Balmer Lawrie signs MoU with Kerala Tourism

Balmer Lawrie & Co. Ltd., signed an MOU with Kerala Tourism Development Corporation (KTDC). Balmer Lawrie Travel & Vacations (T&V) through this agreement will now offer accommodation facility to all its B2B and B2C customers at KTDC star



Mr. Adhip Nath Palchaudhuri, Director (Service Business), Balmer Lawrie and Mr. V. R Krishna Teja, MD, KTDC signed the MoU through a Video Conferencing call.

hotels including heritage properties at attractive and discounted tariffs in Kerala. Balmer Lawrie T&V which provides end-to-end travel, ticketing and tourism services also provides hotel accommodation facilities to its customers. The Company has tie-ups with popular hotel chains across 100 locations and this agreement is an enhancement to its bouquet of services.

## NFL signs MoU with training institute to skill youth



NFL's Nangal plant in Punjab has signed an Memorandum of Understanding (MoU) with ITI, Nangal to train youth in 12 trades under Skill India initiative. The MoU was exchanged between Ms Renu R. P. Singh, DGM (HR) I/C, NFL Nangal unit and Mr. Lalit Mohan, Principal of ITI, Nangal. To give thrust to the "Skill India" initiative of the Government of India, NFL has started tying up with Industrial Training Institutes (ITI) located near to its plants to train youth in various trades so as to enhance the chances of their employability in heavy and process industry. The Nangal plant of the company in Punjab has signed an Memorandum of Understanding (MoU) with ITI, Nangal to train youth in 12 trades. The students will be skilled under Dual System of Training Scheme under which they will learn theoretical skills in the institute and on-the-job training in NFL Nangal plant. The MoU was exchanged between Ms Renu R P Singh DGM (HR) I/C, NFL Nangal unit and Mr. Lalit Mohan, Principal of ITI, Nangal. ITI, Nangal is one of the oldest institute in Punjab. With the signing of this MoU with ITI, NFL becomes first CPSE to take this initiative in the state of Punjab. ■



# PSEs CSR Activities

## MCL to Fund 11 Rural Development Projects in Panchgaon GP Jharsuguda

MCL has approved rural development projects worth Rs. 98 Lakhs for Panchgaon Gram Panchayat in Jharsuguda district. The projects consisting of RCC drains, cc road, community centers, mandap, library, public toilet, Rest Shed cum waiting hallat Panchgaon Bus Stand and loka kala training hall were discussed in the meeting of Resettlement & Peripheral Development Advisory Committee (RPDAC) held at Jharsuguda in Oct 2019. These projects will benefit around 18,000 population. The projects will be executed by the Block level Panchayati Raj Deptt of Lakhanpur Block. The projects are going to create infrastructure amenities in rural settlements at par with urban areas in the periphery region of MCL.

MCL operates 3 administrative Areas namely Lakhanpur, Ib valley and Orient in Jharsuguda district. In the year 2019-20 Company has spent Rs. 165 Crores on CSR.

## MCL to Repair & Renovate Eight Livestock Aid Centers in Jharsuguda

Mahanadi Coalfields Limited under its CSR initiative has committed Rs. 65 Lakhs to undertake repair & renovation of eight livestock centers in Lakhanpur block of Jharsuguda district. The project will benefit 65000 live stock and 31000 live stock farmers/owners spread over 113 Villages in 24 Gram Panchayats of Lakhanpur block. The project will be executed by Rural Works division.

Livestock Aid Centers are supposed to provide services including vaccination, treatment, castration and artificial insemination to the ailing animals like buffalo, sheep, goat, pig and poultry to enhance milk, meat and egg production so that the livestock rearing families maintain an augmented socio-economic status. There are 8 Livestock Aid Centers in Lakhanpur Block under the overall control of block

veterinary Officer. These LACs require repair and renovation so as to bring efficiency in Govt's efforts towards livestock management. Uninterrupted electric supply would keep the vaccine preservation as per standard norms.

A host of positive impacts are envisaged out of the project in terms of decrease in premature livestock deaths, enhanced production of milk, meat and eggs, better economic status of livestock farmers, increased number of backyard poultry units, increase in number of school going children, and decreased mortality rate of pregnant women.

## MCL Provides 2800 Umbrella to ASHA, Anganwari Workers in Sambalpur



MCL providing umbrellas for safety to ASHA and Anganwari workers.

In an endeavor to fight against COVID-19 pandemic, Mahanadi Coalfields Limited, under its Corporate Social Responsibility (CSR), extended support to ASHA and Anganwari workers of Sambalpur district by providing them 2,800 umbrellas for safety against sun and rains.

Acting on a request received from the district administration, MCL has arranged 2800 umbrellas for Asha and Anganwari workers, who are the front-line force collecting health-related data and creating awareness on corona virus pandemic by visiting households in rural localities.

A team of the Department of CSR, in coordination



with district administration, distributed 1,248 umbrellas, while the remaining quantity will be distributed shortly. MCL has been playing an active role to supplement efforts of state government in containing spread of corona virus.

### **Gopalpur High School building 'Hemgir' to undergo repair works, courtesy MCL under CSR**

MCL is undertaking renovation of Govt. Ashram High School, Gopalpur in Hemgir Block. The Company has allocated Rs. 13.50 Lakh for this purpose. School runs classes for 6th to 10<sup>th</sup> and is located in the proximity to Basundhara Area. Majority of the students are hailing from peripheral villages of MCL and are the wards of project affected community. The work comprise of repair renovation in school and hostel building. 296 students enrolled in the school will be benefitted from this CSR initiative of MCL.

### **FACT hands over 100 bed facility to Govt. of Kerala**



Fertilisers and Chemicals Travancore Ltd (FACT) handed over company's 100 bed facility auditorium to Govt. of Kerala recently. The facility was provided for COVID patients first line treatment at Udyogmandal Complex, Cochin. ■

## **Foundation Stone Laying of Administrative Block of Madhusudan Law College, Cuttack**



**H**on'ble Justice Mohd. Rafiq, Chief Justice of Odisha High Court, recently laid the Foundation Stone for Administrative Block of Madhusudan Law College, Cuttack, to be built by NBCC. Hon'ble dignitaries of High Court and Bar Council; officials of Law College and NBCC were also present on the occasion. ■





# SECL

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- दीर्घकालिक प्रतिरोधी क्षमता
- वट वेल्लिंग अथवा लैप वेल्लिंग की सुगमता
- उत्कृष्ट संस्कारण रोधी क्षमता
- दीर्घकाल तक चलने की क्षमता
- वैज्ञानिक मूल्यांकन व उपयोग की सुगमता

This collage displays a variety of steel products. The top left shows coils of wire with a twisted pattern. The top right features bundles of rebar. The bottom left shows stacks of I-beams. The bottom center shows stacks of rectangular hollow sections. The bottom right shows stacks of L-shaped angles. The text 'WATERBURY' is visible on one of the rebar bundles.



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