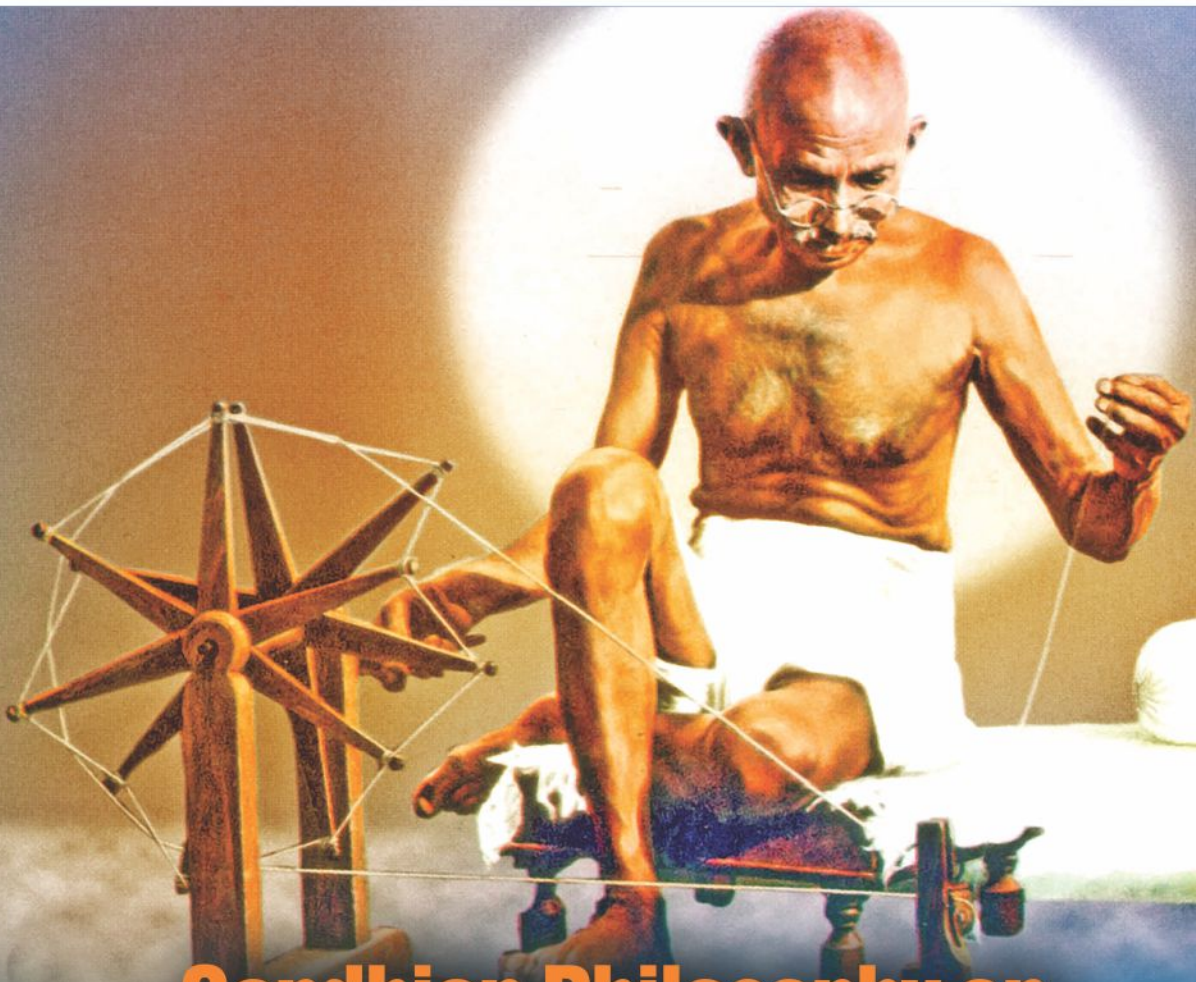




# KALEIDO SCOPE

STANDING CONFERENCE OF PUBLIC ENTERPRISES



## Gandhian Philosophy on Governance & Ethical Practices in CPSEs

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business

process

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industry

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general

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order





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## Contents

Chairman's Desk.....	05
----------------------	----

### Articles

Gandhi's Philosophy and its Relevance Today ..... by <i>Ved Prakash</i>	07
Gandhian Outlook on New World Scenario..... by <i>Dr. U. D. Choubey</i>	09
Mahatma Gandhi: Lessons in Governance for aspiring business ..... leaders; Remembering Mahatma Gandhi on his 71 <sup>st</sup> Death Anniversary by <i>Shobhana Radhakrishna</i>	13
Relevance of Corporate Governance since Gandhi ..... by <i>Anil Kumar Chaudhary</i>	16
Gandhi: Still Alive in Economic Philosophy of India ..... by <i>Dr. Anoop Kumar Mittal</i>	18
Relevance of Mahatma Gandhi's Ideology to the Industry ..... and MECL's Endeavour in this Regard by <i>Dr. Ranjit Rath</i>	20
Gandhiji's Dream of Village Republic: The Moment of Truth Arrives ... by <i>A. Seshagiri Rao</i>	23
Gandhi, Business and Morality ..... by <i>Dr. Lubna Nafees &amp; Shobhana Radhakrishna</i>	26
Gandhi: The Mahatma who Always walked the Talk..... by <i>Prof. Lallan Prasad</i>	28
Gandhi for the Brave New World ..... by <i>Kamini Bobde</i>	31
The Leadership of Mahatma Gandhi for the Millennials..... by <i>Shobhana Radhakrishna</i>	34
Gandhiji and Business Ethics..... by <i>Nandita Chatterjee</i>	38

# Contents

Gandhi's Outstanding Leadership .....	41
by <i>Sanjay Arora</i>	
Mahatma Gandhi and the Service Industry in India.....	45
by <i>Samrita Kaur Gill</i>	
Relevance of Gandhiji's Ideology and Philosophy to the Industry .....	48
by <i>Ajoy Singh</i>	
दूसरों को बदलने के लिए पहले खुद को बदलना होगा: महात्मा गांधी .....	51
नितिन प्रधान	
Mahtama Gandhi's Quotes .....	53
Gandhiji's Talisman.....	55
<b>SCOPE News</b>	
PSEs to Engage Proactively for WTO Reforms SCOPE organizes .....	56
program on International Trade, WTO & Way Forward	
SCOPE and GLAU organizes CSR Conclave .....	57
<b>PSE News</b>	
PSE News.....	63 - 98



**CHIEF EDITOR**  
Director General

**EDITOR**  
Nisha Sharma

**PUBLISHER**  
A. S. Khan

Total Pages : 100

Annual Subscription: Rs. 500/-

Price per copy : Rs. 50/-

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

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Published and printed at New Delhi by  
A. S. Khan on behalf of Standing Conference of Public Enterprises,  
Core 8, 1<sup>st</sup> Floor, SCOPE Complex, 7 Lodhi Road,  
New Delhi-110003 • Tel.: 24361495, Fax: 24361371  
E-mail: pr.scope@gmail.com  
at Rave Scan (P) Limited, A-27, Naraina Industrial Area,  
Phase-II, New Delhi - 110028

Designed by Akar Advertising & Marketing (P) Ltd.  
Tel: 011-43700100



## CHAIRMAN'S DESK



At the outset, I wish you all a happy and prosperous New Year 2019. This month also commemorates 70<sup>th</sup> Republic Day and 71<sup>st</sup> Martyr's Day. India has continued its growth trajectory and retained the title of 'fastest growing economy of the world'. It is the result of various policy measures undertaken by the government whether it is on the front of ease of doing business or GST or Insolvency & Bankruptcy code all of which has further strengthened its economic prowess.

While India continues its growth story and is poised to continue doing so in coming future, the world on the other hand has been going through tremendous upheavals as a result of the policy of protectionism, geo-political issues etc. It is in these trying times that we can remember our Father of the Nation, Mahatma Gandhi and learn from his teachings to reach a balance where poorest of the poor could feel themselves on equal footing with the rest, where organizations could emulate his philosophy to bring transparency, trust and strong ethics & corporate governance within their organizations. With this in mind, SCOPE has brought out this special issue of KALEIDOSCOPE to understand Gandhi's vision and emulate it in our own spheres.

The world today is witnessing a reversal of globalization. On one side, we are dealing with the recent global trade war and on the other hand, we are facing challenges from dumping of goods. For understanding the role of World Trade Organization (WTO) in the current scenario, SCOPE in collaboration with Indian Institute of Foreign Trade (IIFT) recently organized a program on "International

Trade, WTO and Way Forward". During the program it was observed that Indian Public Sector Enterprises (PSEs) may suffer because of new restrictions and they should play a proactive role for supporting a multilateral trading forum like WTO.

India has a huge demographic advantage over the world with its 50% population below the age of 25 years and 65% population below the age of 35 years. By 2020, India is going to be the youngest nation in the world. All this might go in vain, if our youth do not get ample support. Skilling and making them ready for the future should be at the top priority list and therefore, promoting startups to make the younger generation self-sustaining and self-dependent has to be the priority. SCOPE has been creating platforms and interfaces for PSEs along with various other partners who can support PSEs and benefit the stakeholders.

PSEs have been an active partner in every Government's various initiatives. Similarly, when it came to Startup India Initiative, PSEs have created startup funds to nurture, develop and establish a strong startup ecosystem. PSEs through their efforts as part of Skill India Mission are imparting

skill development to youth to bring out the entrepreneurs in them. Therefore, to boost their effort, we are soon going to organize a two day conclave on "Synergizing Initiatives of CPSEs, Government Agencies and Industry Champions on Startups". The conclave would throw light on various dimensions of policy framework, process of setting up Startups, challenges faced by both implementing agencies as well as beneficiaries.

We are confident that PSEs will prove to be the pillars of India's social & economic growth story and SCOPE will continue its endeavour to bring excellence in Public Sector. I wish all PSEs a prosperous year ahead!



**Ved Prakash**  
Chairman, SCOPE

# Gandhi's Philosophy and its Relevance Today



**Ved Prakash**  
Chairman, SCOPE &  
CMD, MMTTC

Nelson Mandela called Mahatma Gandhi, the father of our Nation an 'Indomitable spirit and virtue of forgiveness' and when he was awarded the Nobel prize for Peace in 1994, he claimed to owe his success to Gandhiji stating 'India is the Mahatma's country of birth; South Africa his country of adoption.'

The fact that Gandhiji inspired millions on the planet and many in leadership through his vision and philosophy seems nothing new. The reason for Gandhiji's prominence was the relevance of his core principles in the realm of leadership competencies and self-development.

## Gandhi's Economic Vision

Gandhiji's 'Charkha' or Spinning wheel is considered the symbol of his economic vision. He said, "Khadi to me is the symbol of unity of Indian humanity, of its economic freedom and equality." He advocated its advantages saying its operation and capital were both feasible. For a country that heavily depended on agriculture as a source of income, the

spinning wheel could give relief of steady income as it did not depend upon monsoon to yield its produce. Also, he considered it to be the symbol of non-violence.

Gandhiji always promoted self-reliance and self-constructive activities that can enable employment for many and independence from others. The crux of Gandhian economic philosophy was dignity of an individual dignity as well as welfare of the poorest of the poor. He believed that everyone can earn his dignity by earning his livelihood. Therefore, he brought in ideas to enable an economic system to provide employment for every-one.

Today, when ideas like Make in India, Skill India and Start-up India are being promoted by Public Sector Enterprises (PSEs) to achieve self reliance in their sectors, Gandhiji's philosophy of a self reliant economy have become even more appropriate. PSEs have been playing a key role in setting up of various Manufacturing and skilling units in rural areas that enable employment opportunities for local population and curb migration on bigger cities. Under their

Corporate Social Responsibility activities various villages are being adopted and better facilities are being provided.

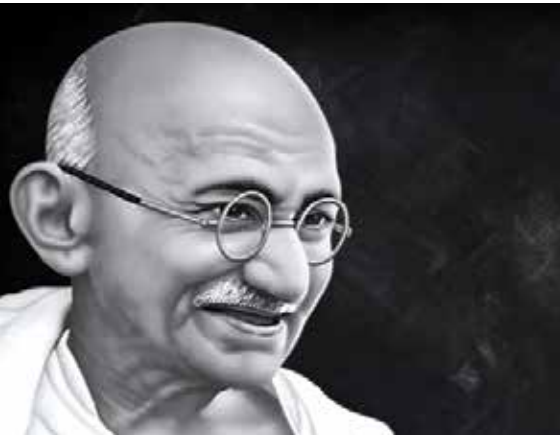
## Leadership and Corporate Governance philosophy

The Father of the Nation was not only one of the greatest leaders of all times but a man of his words. He led by his own example therefore he propagated the idea of 'Leading by example'. He famously quoted "Live as if you were to die tomorrow. Learn as if you were to live forever."

Gandhiji believed that the human spirit was infinitely more powerful than any of the deadliest weapons on earth. Besides relying on non-violence he said that a leader, who relied more on their people skills than his/her position, was bound to succeed more often than others. Therefore, affirming his belief in leading by one's own example.

One of the biggest influences in his life was the 'Bhagvad Geeta'. Inspired by the text he believed in the principle of Trusteeship for businesses which clearly define the social awareness and responsibility of owners, leaders





towards the society. He therefore encouraged ethics and transparency at the work place. PSEs are working tediously in achieving the same in their organizations.

PSEs have been working and setting example of ideal corporate governance structures and processes. Many of them have been taking proactive measures to promote better governance based on their commitment to the fundamentals of business ethics. These include putting up information on their websites and providing equal training and development opportunities to their employees based on their capabilities.

### **Views on Sanitation and an equalitarian society**

While Gandhiji's philosophy on sanitation is viewed as a cleanliness concept, as a true leader it was born out of the idea of economic upliftment, national autonomy and dealing with the issue of untouchability. Inspired by his days spent in South Africa, Gandhiji made cleanliness a large part of Satyagraha drive that could create an equal society. Mahatma in Young India wrote, "Cleanliness is next to godliness. We can no more gain God's blessing with an unclean

body than with an unclean mind. A clean body cannot reside in an unclean city."

The steps taken by Public Sector Enterprises under the 'Swachh Bharat' campaign are in the same direction. PSEs have played a tremendous role in making this vision a success. PSEs are contributing both quantitatively and qualitatively. PSEs have been conducting Swachhta Pakhwada, awareness programs in remotest corners of the nation to bring a change in attitude towards cleanliness. Integrated projects in the rural areas are being undertaken to build toilets and also emphasizing on the need to have a clean surrounding.

Under Swachh Vidyalaya Abhiyan, Public Sector Under-takings took the full mantle to construct toilets for children all across the government schools, across the nation. They have successfully constructed nearly one and a half lakh toilets in service of the nation.

### **Ideas of Women empowerment**

Gandhiji was among few leaders of his time who encouraged the idea of women being active participants in the businesses and holding key roles.

As per the Companies Act, 2013, it is mandatory to appoint at least one woman director as a board member in certain types of companies. Gandhiji also advocated and supported women empowerment both in the society and at a workplace as he saw them superior to men both in their moral and spiritual strength. We can all learn to imbibe his beliefs and attitude for a better and more equal society.

### **Learning from Mahatma**

Mahatma Gandhi's vision for India itself could be a lesson for every individual, enterprise and society. He said, "I would like to see India free and strong so that she may offer herself a willing and pure sacrifice for the betterment of the world. India's freedom must revolutionize the world's outlook upon peace and war. Her importance affects the whole of mankind."

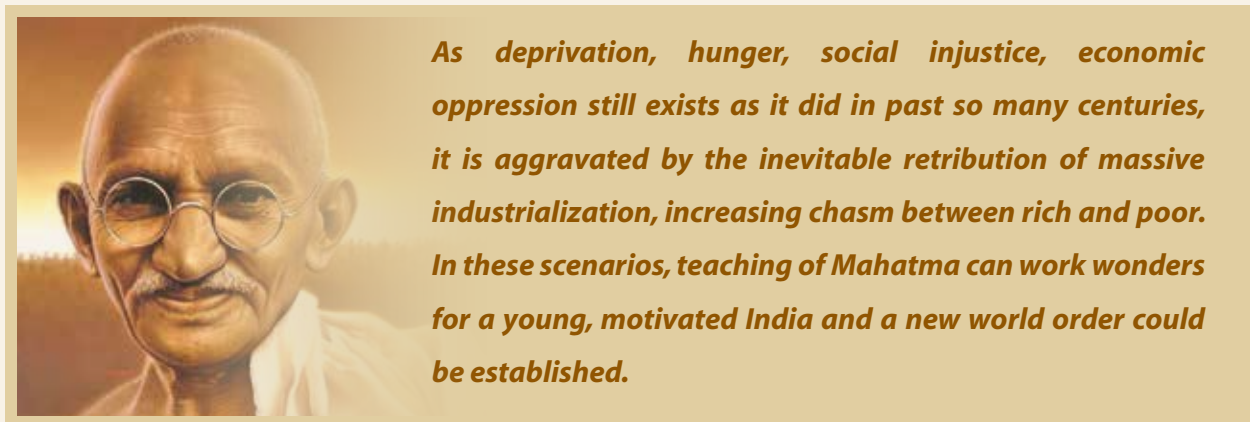
In the era of conflicted national priorities across the globe, nations are looking for ways to sustain their economy. The chasm between rich and poor is ever-increasing. Therefore, until the nation does not set its priorities right for the inclusive growth across its demography, its sustainability itself would be questionable. India being the birthplace and karmbhumi of Mahatma, has a distinct role to play in the world of today. It has to lead the way for the rest and what better way to do so other than learning from Mahatma's work itself. In nutshell, we need to understand the value of spiritual awareness in individual capacity that Gandhi preached. Swaraj for him was far more than independence. He wanted all of us to imbibe it in its truest sense. He said, "The word Swaraj is a sacred word, a Vedic word, meaning self-rule and self-restraint, and not freedom from all restraint which 'independence' often means."

Only by understanding the life of Mahatma we could steer through the poverty, corruption, malnutrition, illiteracy, injustice that sadly even today has crippled the world. ■



**Dr. U. D. Choubey**  
Director General, SCOPE

# Gandhian Outlook on New World Scenario



**N**ew world today, is marred with conflicts both economic and societal. The flag bearers of liberalization have become staunch supporter of protectionism and confiding within the boundaries of their nation. The world is bleeding not only from the economic restraint that developed economies of the world are practicing, but also the political steps that they are enforcing on war inflicted countries.

The trade war between the two biggest economies of the world viz. USA and China has led to uncertainties in the world economic order. On the other hand, all international organizations like

the World Trade Organization (WTO), the United Nations (UN) etc. are in a limbo as countries in general have become self-centred. For example, the United States of America leading the brigade recently pulled itself out of the Paris Agreement.

As deprivation, hunger, social injustice, economic oppression still exists as it did in past so many centuries, it is aggravated by the inevitable retribution of massive industrialization, increasing chasm between rich and poor. In these scenarios, teaching of Mahatma can work wonders for a young, motivated India and a new world order could be established.

## **New World Order – History & Present**

For the most part of post industrialization phase, world revolved around the Manichaeism where the struggle was between Free Enterprise and the Government and if history has any value attached to it, it is the lessons we can learn from it.

The contemporary capitalism or neo-liberalism grew at the end of World War II when it became evident that Axis powers would collapse. Socialism was gradually becoming weak and therefore, it presented a big question. What would the future world be like?

In the leadership of The United



States of America, Bretton Woods Conference was held, which gave birth to two renowned agencies- the International Bank for Reconstruction and Development (IBRD) and the International Monetary Fund (IMF). It was an apt time to rebrand and facelift Capitalism and also for the encirclement of communism. This was the time when a Second revolution was taking shape in form of Technological Revolution as America started it with the use of computers for military purposes. To bring it to the common people funding was crucial. Huge funding from the ashes of socialist economy gave an unprecedented support to the corporate. The production rose to its peak and even superseded the demand. To spread its arm, the barriers of countries were broken and Globalization took its final shape. A Neo-liberal world was born which was univocally governed by corporate. The Capitalism 2.0 also became a newer form of colonialism or neo-colonialism where countries would make inroads into other economies, put them under huge debt and literally, cripple them of all their power.

It sounds much similar to the golden era of 1920-28, when consumerism was promoted to an extent that it became a common saying, "Capitalism would never die." All the advertising nuances like, "Buy one get one free... Pay in Instalments" began than as the condition is same now. Nothing lasts forever, and so, in 1929 the Great Depression took place. The world economic order at every fixed interval of time collapses because buying capacity is an important pillar which has its own threshold capacity. Some experts even say that recession balances the consumerist intoxication, if it won't occur we would observe the destruction of the whole system.

Every time an economic recession hits the market, it plunges even deeper as markets are open and closely knitted. The domino-effect is far more than it could have been earlier.

After a history of economic crises like, The Tulip Bulb Crisis (1600s), The South Sea Bubble (1700s), The Florida Real Estate Craze, The Great Depression (1929), The Crash of 1987, The Asian Crisis,

The Dotcom Crash and Housing Bubble and Credit Crisis (2007), the world was asking the obvious. Has capitalism failed us? Does the de-regulation of market in the expectation of higher returns always backfired?

All this resulted in a geo-political scenario, where 'Nation First' became the slogan for majority of the ruling class. It gained prominence across electoral. Francis Fukuyama was not wrong when he wrote in his 1989 essay that this liberal world has reached its logical end. Deciphering what he said, it was the rise of middle class that resulted into the curtailing of power of free trade. As this class, unlike the free trade supporters, does not see the market as an end. They now seek the return what they get from the market situation or the economic policies.

2016 was a turning year for all those who doubted that new world order is in making. The first major referendum that the neo-liberal world got from this changed mindset was the Brexit where majority voted in favour of the exit from the European Union (EU). The other was Donald Trump coming to power in the USA who fought the election with a simple mantra of 'Make America great again' and 'US first'. The whole scenario actually presented itself as an antithesis of neo-liberalisation.

The United States and the European Union are still the major drivers of the World economy, but the rise of new economies especially China and India have changed the way the world works. Also, the change of their stance on liberalization has given rise to protectionism and the outcomes have catapulted the whole





liberal economy to a position where they have to re-consider all their businesses.

### **Gandhian Economic Idea**

With the situation that the world finds itself in, whole system needs reach out to a different plateau. The solution lies in the Mahatma's life.

Mahatma Gandhi gave an alternative economic thought, based on spiritual and socio-economic reality as well as necessity of India, with historical insight. Gandhi felt that Western economic systems were both unsustainable and devastating to the human spirit. Gandhi's economic ideas aim to promote spiritual development and harmony with rejection of materialism i.e. consumer culture. Gandhi advocated for small scale and locally oriented production using local resources and meeting local needs, so that employment opportunities are made available everywhere, promoting the ideal Sarvodaya- the welfare of all, in contrast with the welfare of a few. He welcomed the modern technology and machineries, where it avoids drudgery and

reduces tedium. According to Gandhi, revival of the economy is made possible when it is free from exploitation of either man or environment. Gandhian economics presents an alternative to mainstream economic ideologies as a way to promote economic self-sufficiency without an emphasis on material pursuits or compromising human development. Gandhian focus on human development is an effective measure for eradication of poverty, socio-economic disparity and backwardness.

One such attempt of Sarvodaya by Mahatma was Khadi Andolan or Movement. Mahatma Gandhi's Khadi Movement was causing trouble to the Mill Owners. During his conversation with one of the Mill Owners, Gandhi writes in his autobiography, 'My Experiments with Truth', "I swear by this form of Swadeshi, because through it I can provide work to the semi-starved, semi-employed women of India. My idea is to get these women to spin yarn, and to clothe the people of India with khadi woven out of it. I do not know how far this movement is going to succeed, at

present it is only in the incipient stage. But I have full faith in it. At any rate it can do no harm. On the contrary to the extent that it can add to the cloth production of the country, be it ever so small, it will represent so much solid gain." This Swadeshi Movement- Khadi Movement had an unprecedented effect on all sections of society. Politically, it rattled the Britishers. Economically, we were taught for once that we can be self-sufficient. Socially, it brought a sense of unity and also people were able to understand the problems of artisans. Spiritually, it was a process of self-realization and dependence.

Another important aspect attached to India is its villages. Even with rapid urbanization, India still houses nearly 6.5 Lakh villages with 70% of its population residing there. Mahatma Gandhi knew the importance and role of Indian villages for the holistic growth of the nation. Gandhi said, "I would say that if the village perishes India will perish too. India will be no more India. Her own mission in the world will get lost. The revival of the village is possible only when it is no

more exploited. Industrialization on a mass scale will necessarily lead to passive or active exploitation of the villagers as the problems of competition and marketing come in. Therefore we have to concentrate on the village being self-contained, manufacturing mainly for use. Provided this character of the village industry is maintained, there would be no objection to villagers using even the modern machines and tools that they can make and can afford to use. Only they should not be used as a means of exploitation of others."

### **Better India for a better world**

Gandhi in *Young India* wrote, "I shall strive for a constitution, which will release India from all thralldom and patronage, and give her, if need be, the right to sin, I shall work for an India, in which the poorest shall feel that it is their country in whose making they have an effective voice; an India in which there shall be no high class and low class of people; an India in which all communities shall live in perfect harmony. There can be no room in such an India for the curse of untouchability or the curse of the intoxicating drinks and drugs. Women will enjoy the same rights as men. Since we shall be at peace with all the rest of the world, neither exploiting, nor being exploited, we should have the smallest army imaginable. All interests not in conflict with the interests of the dumb millions will be scrupulously respected, whether foreign or indigenous. Personally, I hate distinction between foreign and indigenous. This is the India of my dreams...I shall be satisfied with nothing less."

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**Mahatma Gandhi gave an alternative economic thought, based on spiritual and socio-economic reality as well as necessity of India, with historical insight.**

**Gandhi felt that Western economic systems were both unsustainable and devastating to the human spirit. Gandhi's economic ideas aim to promote spiritual development and harmony with rejection of materialism i.e. consumer culture. Gandhi advocated for small scale and locally oriented production using local resources and meeting local needs, so that employment opportunities are made available everywhere, promoting the ideal Sarvodaya- the welfare of all, in contrast with the welfare of a few.**

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Mahatma was the epitome for sacrifice and service. His dream for India was beyond the numbers and figures, but was the spiritual development that counted the most. He time and again through his writings resisted India's aspirations to emulate western economic practice. He said, "One man's food is often another man's poison." By this he didn't mean to dissuade the industrialization

process, but was considerate of the large populace residing in its villages. Mahatma was hugely influenced by the writings of John Ruskin. Ruskin considered human companionship to be the base of the society rather than the classical economic notion which considered wealth to be the base of a society. Gandhi wrote about Ruskin's book 'Unto This Last', "The teachings of Unto This Last I understood to be:

- That the good of the individual is contained in the good of all.
- That a lawyer's work has the same value as the barber's inasmuch as all have the same right of earning their livelihood from their work.
- That a life of labour i.e. the life of the tiller of the soil and the handicraftsman is the life worth living. The first of these I knew. The second I had dimly realized. The third had never occurred to me. Unto This Last made it clear as daylight for me that the second and third were contained in the first. I arose with the dawn, ready to reduce these principles to practice."

These words are not restricted to an individual or an organization or an institution but have its implications on whole nation. It is for all to follow and practice. It is then the new renaissance will rise making India better and showing path to the world. In words of Mahatma, "I would like to see India free and strong so that she may offer herself a willing and pure sacrifice for the betterment of the world. India's freedom must revolutionize the world's outlook upon peace and war. Her importance affects the whole of mankind." ■

# Mahatma Gandhi: Lessons in Governance for aspiring business leaders

Remembering Mahatma Gandhi on his 71<sup>st</sup> Death Anniversary



Shobhana Radhakrishna\*  
Eminent Gandhian

*'It is wrong to think that business is incompatible with ethics. I know that it is perfectly possible to carry on one's business profitably, and yet honestly and truthfully.'*

**- Mahatma Gandhi**

**M**ahatma Gandhi's words and deeds illuminate the business challenges of today- and tomorrow. There are not many corporate leaders who can measure up to the standards set by Mahatma Gandhi in the practice of ethical leadership.

Even while Barrister Mohandas Karamchand Gandhi was emerging as the leader of the Indian community in South Africa, Gandhi maintained impeccable integrity in his personal life and public conduct. He did what he said as there was no difference between his thoughts, words and deeds. We see transparency in all his actions. He had cultivated the habit of squaring the accounts every evening before going to bed helped him maintain his spotless accountability in public life and made him aware of the minutest shortcomings in his inner journey.

His honesty and transparency made him admit all of his inexperience, his follies, and his fears

without hesitation or fear. The process by which he rose above his errors is also as simple as his definition of truth. He would admit a mistake, make a resolve to never to commit the same mistake again and remain steadfast to the resolve.

In all the organisations he was associated with, he took care not to receive funds disproportionate to its needs; made the public activities self-sufficient, bereft of debts and accounted for all expenditure; he considered time as valuable as money. He insisted on accepting valid criticism, dared to admit his mistakes publically, avoided the habit of exaggeration and reformed colleagues.

He maintained that firstly all accounts should be kept, that secondly, all accounts should be open and thirdly that anyone who wishes to see the financial statements should be allowed to do so. Today, we have many of these as common rules, but he was a person who was setting up new values in society, and that is

why he spread such traditions. His leadership can be seen in such measures too.

The leadership potentials that Mahatma Gandhi showed stemmed from his focus on a definite purpose, discipline and his belief systems. We can view Gandhi as the leading strategist, a role model, and someone whose strategies can be practised in any part of the globe by the aspiring business leaders. These leadership qualities made Gandhi stand out among the leaders of his time and have been the primary reasons why he has still not been forgotten several decades after.

Albert Einstein called Mahatma Gandhi as the supreme practical leader for change, and he said: 'I believe that Gandhi's views were the most enlightened of all the political men in our time. We should strive to do things in his spirit: not to use violence in fighting for our cause, but by non-participation in anything you believe is evil'.





Mahatma Gandhi established many norms for public work more than a hundred years ago for all the organisation he was involved. One such rule was clean, transparent handling of public funds. He was careful that public organisations did not waste resources. He declared that the public servant must account for every expenditure incurred and stated that he would not charge any fee for public work. He always lived by the norm of not taking any remuneration for public work. Moreover, he wanted the organisations to be self-sufficient but took care that it never acquired funds disproportionate to its needs.

How would Mahatma Gandhi feel and react to the state of affairs in the present corporate world and some of the problematic issues that we are facing today in governance? No doubt he would be very much saddened and concerned by the current scenario. He would be expressing his apprehensions about the weakening of the involvement of the stakeholders as actual owners of the corporation and the inability of the companies

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**The leadership potentials that Mahatma Gandhi showed stemmed from his focus on a definite purpose, discipline and his belief systems. We can view Gandhi as the leading strategist, a role model, and someone whose strategies can be practised in any part of the globe by the aspiring business leaders. These leadership qualities made Gandhi stand out among the leaders of his time and have been the primary reasons why he has still not been forgotten several decades after.**

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to view themselves as the trustees on behalf of the stakeholders.

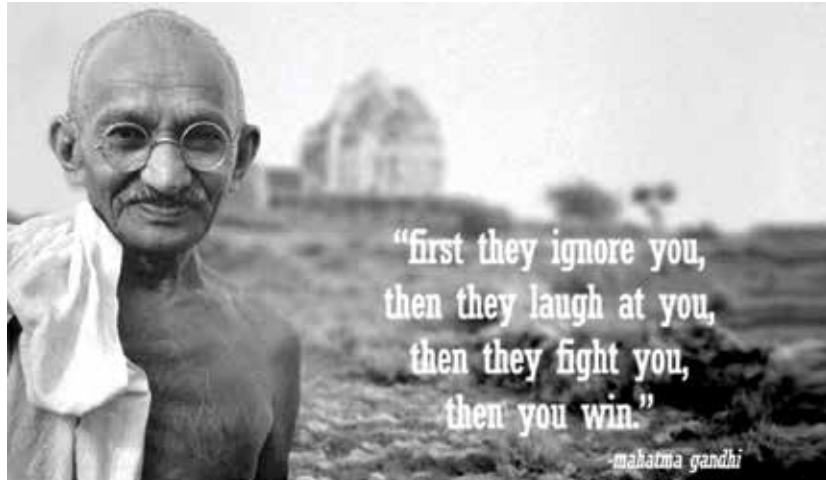
Mahatma Gandhi would have appealed to us to follow the guidelines of the Department of Public Enterprises, Government of India on corporate governance for Central Public Sector Enterprises mentioned that corporate governance is a set of accepted principles by the management of the inalienable rights of the shareholders as an actual owner of the corporation and their role as trustees on behalf of the shareholders. Gandhian economics stands for a commitment to values, ethical leadership conduct, and transparency and makes a distinction between personal and corporate funds in the management of a company.

Gandhian economics places importance to means of achieving the aim of development, and this means must be ethical and truthful in all economic spheres. To accomplish the means, Mahatma Gandhi advocated trusteeship, decentralisation of economic activities and priority to weaker sections. Gandhi's

focus on human development is also seen as an adequate emphasis on the eradication of poverty, social conflict and backwardness in developing nations. Gandhi's socio-economic idea has gained the interest and attention of an increasing number of business leaders and people across the world.

Being a practical and intensely religious person, Mahatma Gandhi would appeal to the CEOs and management to practice the boundaries for ethical governance in all decisions and actions. He would actively support inter-faith peace building, coexistence and spiritual pluralism. Gandhiji would have said, 'Excel in your work, produce wealth, takes the minimum which you need, leave the rest to the welfare of the community.' He would be pleased when people of all the diverse communities practised inclusiveness by sorting out their differences and join in a spirit of friendship and harmony.

The world is remembering Mahatma Gandhi on his 150<sup>th</sup> Birth Anniversary from October 2018 till October 2020. There could be no other birthday that can serve as a focal point to promote accountability, integrity, transparency, honesty, loyalty and compassion. Gandhi's life and messages are constant reminders to us to ask ourselves a rather urgent and essential question, 'will, the weakest man, gain anything from your actions for ethical governance?' This he has bequeathed in his statement about the Talisman to the Nation.

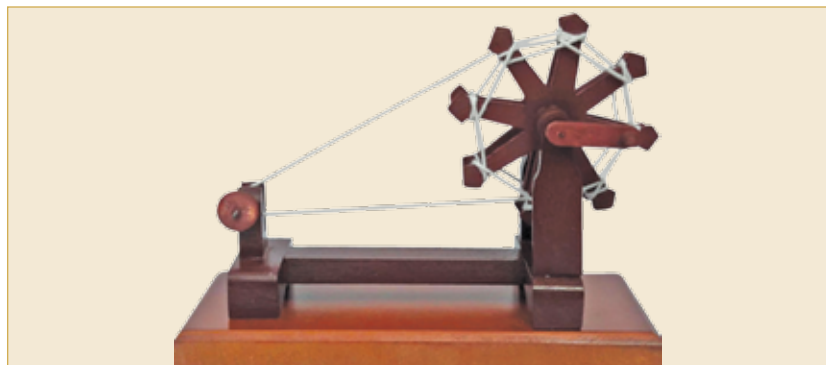


We need to remind ourselves that Gandhi's life and actions stand as the beacon light that gives us the guiding principles. Gandhi's actions and beliefs continue to inspire modern -day business leaders. Gandhi himself comes out as a manager and an executive and a supremely practical leader for change who taught that 'an ounce of practice is worth tons of preaching'.

These are the necessary actions, the works any people, any nation, any enterprise must successfully create to evolve, grow and prosper. Gandhi will remain eternally relevant as he believed in truth, tolerance, self-sacrifice,

compassion, accountability, transparency, integrity, honesty, and saying no to injustice nonviolently, that are the very substances of any worthwhile enterprise. These are the practical principles that should be accepted, managed and mastered all aspects of governance in any enterprise, especially so in the Public Sector Enterprises.

Mahatma Gandhi set the standards more than a hundred years ago. Everyone can profit from it for building and leading an ethical and profitable enterprise. His message is eternal and universal and transcends time, space and geographical boundaries. ■



\* The author is an eminent Gandhian and has been re-inspiring the present generation about the Leadership of Mahatma Gandhi. She is the chief functionary of the Gandhian Forum for Ethical Corporate Governance, SCOPE, New Delhi. She can be contacted on [gandhianforum@gmail.com](mailto:gandhianforum@gmail.com)

# Relevance of Corporate Governance since Gandhi



**Anil Kumar Chaudhary**  
Chairman, SAIL

**M**ahatma Gandhi, the epitome of non-violence for world, preacher and practitioner of peace who channelized and led India's freedom movement is also regarded as one of the founders of economic socialism in free India. Gandhi ji propounded for an egalitarian Indian society where the idea of wealth generation was meant for greater good aimed at serving the national goal and benefitting society at large. Apart from the target of building an India with parity for all, economic socialism also acted as the blueprint for formation of public sector in India. Gandhi ji considered that to achieve economic socialism, virtues like transparency, accountability, integrity, fairness should be the guiding principles of any business. The concept of Corporate Governance of today's digital age is based on these ideologies which till date are guiding the ways of sustainable business practices.

Corporate Governance also emphasizes on conducting business more responsibly. The framework outlines the requirement of accountability at each level and transparency in every process for streamlining each and every business activity making these more answerable. With rapid

**"Your beliefs become your thoughts,  
Your thoughts become your words,**

**Your words become your actions,  
Your actions become your habits,**

**Your habits become your values,  
Your values become your destiny."**

**- Mahatma Gandhi**

economic development, there is a burst of several business and economic sectors opening up to provide increasing space for many more businesses to flourish. This is helping in Country's economic growth by generating more revenue along with providing more opportunities for employment generation. At the same, time the gamut of checks and balances on business processes and on the ways they are conducted have also widened, bringing more relevance for Corporate Governance in a much bigger way. The scales of activities for governing businesses – laws, system, rules etc., are becoming wider and detailed to cover each aspect of the growing facets of businesses. Thus, the basic principles advocated by Mahatma Gandhi years ago find all the more relevance today for simplifying and follow good governance in

business fraternity. When observed keenly, we shall find that several issues or challenges in business are generated and faced due to governance issues. A lacuna in transparency somewhere may lead to catastrophic losses. If decisions are made in an opaque manner, fault lines subsequently surface on several matters leading to board room battles, generating discontent among employees and wavering the confidence of stake holders. If the accountability of managers of various levels are not fixed in organizations, it often leads to misuse of resources and loss of credibility of the organization in the market. Integrity and fairness are very important qualities which are more qualitative in nature to practise, follow and be assessed. When these values are compromised in any organization the end result is reflected on the entire performance of the

Company which comes to fore at one point.

It is very important to keep assessing the performance and progress on the parameters of corporate governance benchmarks at regular intervals. These benchmarks are more qualitative in nature than other physical parameters of performance. Hence the assessment methods and tools also have to continuously updated along with the frequency of monitoring them. Public sector organizations have a greater responsibility and answerability to perform on the scales of corporate governance. Being the extension and part of government's system, our accountability for becoming answerable increases manifold. As a result, our compliance to rules of corporate governance is stricter. It is ingrained in public sector culture to follow checks and balances while invoking and executing any procedure and project. The other side of this, at times brings us the tag of becoming enamoured with procedural paper works making us appear slower than our peers in private field. But it is our first responsibility to carry out every step and process as per the guidelines so that we practically minimize the chances of foul play and give way to transparency.

It has been observed, more than once, that nonconformity or any minute deviation from the well mapped procedures have lead to massive chaos bringing down well established businesses. The rules and requirements of corporate governance are very important to be followed in the prescribed steps for holding business systems in place. It aides attaining the larger goals of businesses like generating sufficient services, resources and opportunities for

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society at large. Unethical practices have far reaching negative impacts on the business and their brand names and lead to long term down turns. It also weakens the system leaving it susceptible to easy holes and gaps.

As believed by Gandhi ji, lack of transparency results in distrust and deep sense of insecurity. Rightfully enough transparent procedures evoke a long running partnership of the business and its clients, the organization and employees, organization and customers. Transparency also generates fairness and minimizes the scope of any sort of wrongdoing like favouring the favourites. Fair processes will eliminate issues like compromising with quality thus making the system stronger. Public sector follows equanimity in their structure and

propagates parity. Gandhi ji's 'A leader is only first among equals' theory is more relevant when we see the structure of public sector. The hierarchy in terms of salaries, benefits and resources does not have huge differences within levels. The average takeaways of employees of public sector when compared with their private sector peers will have stark differences.

'A man is but the product of his thoughts, what he thinks he becomes' – is a famous saying of Gandhi ji. Likewise, for a Company, if the integrity of the people who manage it becomes corrupt, it starts surfacing and eventually affecting the entire system of that Company. Eventually that corrupt mindset takes over the entire infrastructure. Ill-managed corporate governance will raise doubts on the entire Company's integrity raising doubt in the minds of its stake holders. Integrity under question or scanner of doubt is dangerous for the health of the any Company and for its business. Though there are no screeners or tests to check the health of a Company on these parameters but the tools like Vigilance, Procedural guide books and rule books on contracts, procurement, etc provide a robust framework for Companies to keep their processes sanitized and healthy. Above all, if everyone is alert, vigilant and committed towards their duties, the job of corporate governance will become more efficient to strengthen the overall functioning of businesses. Let the lines of Gandhi ji....Your beliefs become your thoughts, Your thoughts ..... become your destiny be the guiding principles and his values the cornerstones of our corporate functioning for better governance. ■



# Gandhi: Still Alive in Economic Philosophy of India



**Dr. Anoop Kumar Mittal**  
CMD, NBCC

**G**andhi is history and Gandhi is alive today. Gandhi created history and Gandhi is defining India's destiny again now. Known as Father of the Nation for guiding the country successfully in the freedom struggle from British Rajya, the scantily clad lathi-wielding baba preached non-violence to overthrow the powerful colonial rule which at one time dominated most part of the world. Needless to say, the physical independence that the country achieved was wished to be followed with economic liberalisation to make India self-reliant and regain the pristine era when the nation was known as "Sone ki Chidiya".

Some sceptics may have felt that Gandhi's dream was one of the 'make belief world' particularly keeping in mind that British rule ended 70 years ago with the rulers leaving the nation and the economy in tatters. The golden bird was assaulted and plundered time and again by Muslim rulers and English East India Company of the country's wealth and glory. The country was killed industrially and reduced as a raw material source base for running the factories in Victorian era of Britain. Fighting against this philosophy

of making India dependent on foreign products, the non-violence preacher created a nationwide awakening by leading the Swadeshi movement. Products of foreign origin were burnt under the leadership of Gandhi, a barrister who himself had given up the coat and tie, depicted as a symbol of British slavery. That was 1930s, 40s and fifties.

Fast forward in a time machine to 70 years of Independent India. The Nation today is heavily import dependent in some crucial areas and technologies that are must for high growth. The plan process was ushered in with formulation of India's First Five Year Plan for putting the economy back on its rails. The most important feature of this phase was the active role of State in all economic sector. Gandhi's close associate and India's First Prime Minister Shri Jawahar Lal Nehru led the journey for planned development of the economy. It was clearly felt that the large agrarian base of the country needed to be strengthened by industrialisation. Private sector was found lacking in resources and a process was started to create "Temples of Modern India", a description given by Late Nehru for the Public Sector Undertakings who contributed

the most in the first Industrial revolution in India and in subsequent period. This saw unrolling of ambitious projects in crucial infrastructure and core sectors like steel factories, power plants, mechanical and technological machinery, construction majors in the PSUs like SAIL, BHEL, NTPC, ONGC, IOC, NBCC and so on so forth. Brick by brick, the foundation of Industry was laid by the state with the purpose of making India self-reliant or unshackling the economic slavery. These PSUs, where Government invested heavily to the extent of a staggering Rs 13,73,412 crore till March 2018, are today paying back rich dividends and in the process have increased the public money in multiple times wealth. Over 250 Central Public Enterprises paid Government over Rs 710,000 crore in last two years alone and the exchequer also mopped up over Rs 100,000 crore last fiscal by part selling equity through disinvestment route. Overall profit of all 257 CPSEs was Rs 1,28,374 crore during 2017-18 and 52 listed PSUs, with holding of Government equity today have a market capitalisation of over Rs 15,22,000 crore, more than any corporate giant or a group in the country. The

mission mode of the Government led by Shri Narendra Modi is "Make in India", aimed at making the Nation independent in the economic process, industrial production and technological development. As India ascended as the fifth largest economy in the world ahead of the erstwhile ruler the United Kingdom and just behind the US, China, Japan and Germany, the intensity of the purpose and policy push by Modi Government for focusing the production and technology development is continuing. In other words Make in India can be described as Swadeshi.

Indian economy is today amongst the world's fastest growing major economy. In fact, India will be the fastest growing big economy of the next decade, leapfrogging the UK, Germany, France and Japan to become the third biggest in the world. By 2030, India's GDP is likely to double to \$6 trillion. Finance Minister Shri Arun Jaitley recently said that the reforms put in place by Government as well as the fiscal prudence shown by the regulators that are allowing the economy to grow even in the midst of global turmoil.

India's march to become one of the biggest economies cannot be fulfilled without the Public Sector Undertakings and the biggest role that they are going to play is in creating employment. The public sector accounts for about two-thirds of the total employment in the organized industrial sector in India. Public sector companies also invest in areas of the economy that generally do not interest the private sector. Numaligarh Refinery, Barauni Refinery, Bhilai and Rourkela Steel Plants are prime examples of extending industries to underdeveloped

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**While Gandhi ignited the feeling of patriotism in the lakhs of countryman, the Government is cementing the passion of nation hood in a Swachh and Sashakt Bharat. A country that is heading to become an economic power house travelling on the fastest growth trajectory in the world.**

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areas. Public sector banks too play an important role in aiding the Government in the economic management. For example, during the 2008 global economic downturn, the Government was able to infuse capital into the economy in order to boost economic activity through public sector banks. These initiatives of the Government helped contain serious after effects of the global economic meltdown of 2008 while keeping a tab on inflation.

However, India's economic growth will get impacted if its dependence on external sector is not curtailed. Any slowdown in global economies will have an adverse impact. India thus needs to look at an export led growth, like that of China. To quote Gandhi – "A country remains poor in wealth, both materially and intellectually, if it does not develop its handicrafts and its industries and lives a lazy parasitic life by importing all the manufactured articles from outside. There was a time when we manufactured almost all we wanted. The process is now reversed, and we are dependent upon the outside world for most

manufactured goods. The past year brought forth a remarkable awakening of the Swadeshi spirit. It has therefore become necessary to define Swadeshi goods. But in giving a definition care had to be taken not to make the definition so narrow as to make manufacture all but impossible or so wide as to become farcical and Swadeshi only in name. We do not want to follow the frog-in-the-well policy, nor in seeming to be international, lose our roots. We cannot be international, if we lose our individuality, i.e., nationality."

While Gandhi ignited the feeling of patriotism in the lakhs of countryman, the Government is cementing the passion of nation hood in a Swachh and Sashakt Bharat. A country that is heading to become an economic power house travelling on the fastest growth trajectory in the world. The intensity and purpose of Gandhi of yesteryear and Nehru of Independent India to Modi of 21st Century Bharat echoes the same feeling of nation building and strengthening the economy—a position that is revered globally. India is today known for the fastest economic growth, strongest consumption market where over 50 per cent households are middle income and will grow to 80 per cent by 2030 as per international agencies projection, massive work force and to top it all a preferred and favoured destination for international capital from investors across the globe. And it will be worth concluding with a mention that PSUs have and will continue to contribute significantly in the growth journey where my own organisation will find a place as the "Builder of the Nation". ■

# Relevance of Mahatma Gandhi's Ideology to the Industry and MECL's Endeavour in this regard



**Dr. Ranjit Rath**  
CMD, MECL

Indian civilization can trace back its history to nearly 3000 BC, when the first traces of a highly developed civilization sprang up in the land of the seven rivers, that is, the sapta sindhu, or, the Indus valley. Since then, till date, India has been witness to powers rise and fall, annexations, revolutions, leaders, kingdoms rise and fall. The destiny of the vast land extending from the remote Kang La Pass in the north, to Cape Comorin in the south, and from Sir Creek, in Kutch to Changlang District in the Arunachal in the East has also seen many leaders rise on different occasions, but perhaps the tallest of such leaders who have left their indelible mark on the history of this great nation and its multitudinous populace is none other than Mahatma Gandhi, the Father of the Nation.

As our country celebrates the 150<sup>th</sup> birth anniversary of Mahatma Gandhi, this year i.e. 2019, we must hold our pace for a few moments, ask ourselves, amidst all these dynamic changes that India is undergoing, what is that ideology, that essence of the words and deeds of Mahatma Gandhi that still provide the rock

solid foundation of self belief and self reliance of the conjoint Indian psyche, that still makes this Nation strong.

Let us first realise that the Public Sector Enterprises (PSE's) were born as a result of the need for self reliance in industry in the decades when India, having achieved independence from the yoke of British rule was still mostly an agrarian economy with very little industrial base. Since then, the PSEs which are serving the Indian economy in almost all sectors, have come a long way in making the Indian economy strong, and stable. On one hand the PSEs have proven to uphold the ideology of social development through generation of employment in the masses and on the other been instrumental in earning revenue for the Government. Due to the fact that PSEs have a dual role in society, that is, on one hand, to be instrumental in the realization of the Indian Constitution's ideal of "welfare state", and on the other, to foster growth in the economy through its business model, that is why Mahatma Gandhi's ideology related to the following become very much relevant to PSEs today:

- Corporate Governance & Transparency
- Ethics in Management
- Social Upliftment through Corporate Social Responsibility (CSR)
- Sustainable & Inclusive Growth

We herewith attempt to throw light on relevance of the above four ideologies to PSEs today, as propounded by Mahatma Gandhi, and describe how Mineral Exploration Corporation Ltd. (MECL) has been actively pursuing these agendas. It may be apt to note that Part IV (Articles 36 to 51) of the Constitution of India which deal with Directive Principles of State Policy contain most of the ideals of Mahatma Gandhi and these principles are soul behind the idea of welfare state.

## **Corporate Governance & Transparency**

As early as in 1927, Mahatma Gandhi had advised the then top industrialists Shri G.D. Birla and Purushottam Das Thakurdas to establish a Federation of Indian Chamber of Commerce for

propounding a culture of corporate governance. His ideal of self reliance and establishment of sound principles of doing business can best be summed up in his words – “An ounce of practice is worth more than tons of preaching”. In this context, MECL is following all provisions applicable under the Companies Act and its amendments. The company is practising good corporate governance ethics to achieve long term corporate goals and to enhance stakeholders’ value. Transparency, Accountability and attaining maximum level of enrichment of the enterprise are our watchwords towards which technologies are being leveraged and e-payments to contractors & suppliers are operational.

The ambitious Khanij Sanjeevani (ERP implementation) project is in its final phase of implementation which will bring about complete transparency in the systems and process of MECL. Through the CLIP portal, MECL is ensuring transparency in deployment of contractual obligations. Through “MECL Connect”, a flagship initiative under the aegis of digital interface module, all HR related matters have been put up on one easily accessible portal for employees. Added to this, MECL has been complying to all labour legislation, RTI Act, Right of Persons with Disabilities Act, 2016, has implemented the Citizen’s Charter, and implemented the applicable ARC Recommendations. MECL is taking due diligence in implementing the Public Grievance Mechanism and due to an impeccable track record and excellent financials over last five years MECL has been conferred Mini Ratna – Category I status in December, 2018.



### Ethics

As a CPSE under the aegis of Ministry of Mines, MECL has strived to uphold ethics in all its business dealings with the customers & partner organisations and implemented ethical management practices in its internal affairs for the internal customers i.e. the employees. In this direction, towards leveraging of technology for bringing in ethical management processes, MECL has implemented e-procurement of purchases of services/ works contracts and e-auction have been implemented.

All bill payment status is available on the company website so also the recruitment information / forms / action is available on the same. As per CVC guidelines, MECL has appointed an Independent External Monitor (IEM) in compliance to Integrity Pact in its relevant tenders. The CDA Rules and Standing Orders of the company are strictly implemented for the control of ethical conduct of employees, and declaration of property by employees through Property Returns is being adhered to.

### Social Upliftment through Corporate Social Responsibility (CSR)

Mahatma Gandhi’s ideology of social upliftment rests on the twin pillars of spirituality and patriotism. Based on these twin pillars he had stated that all humans are one, irrespective of caste, colour, economic status and that it is every Indian’s duty to uplift his fellow countryman. In this direction, MECL has been actively engaged to uplift the economically weaker section and the bottom of the pyramid needy through its corporate social responsibility (CSR) activities. MECL follows relevant provisions under Companies Act and has focussed on holistic development of the society through its CSR, targeting underprivileged, rural women and child education, sanitation and cleanliness, skill development, national missions like Clean Ganga Fund, Swacch Bharat Kosh, and Armed Forces Flag Day Fund etc.

### Sustainable & Inclusive Growth

MECL has taken a leap forward by deploying in-house talent and innovation in finding work



related solutions. Innovation lies at the core of MECL's future plans, thereby making the Make in India dream come true. MECL makes its business model thrive upon internal talent, innovation, thereby making its activities sustainable in the long run. In this direction, MECL has imparted and is committed to provide skill development/ soft skills training to both Executives and Non-Executives of the company across locations and domains.

In addition to the above endeavours, MECL has implemented all Government of India guidelines for welfare of Scheduled Castes/ Scheduled Tribes/ and Other Backward Communities. For fostering the spirit of inclusiveness the All India Scheduled Caste/ Tribes & Backward Class Employees Coordination Council is also operational in MECL. MECL is taking forward the dream of the Father of the Nation by imparting skill development training, apprenticeship training to the youth under its flagship programmes, thereby developing the spirit of self reliance which was a core ideal of Mahatma Gandhi.

Mahatma Gandhi was a humanist, and his call to humanity rested upon the grand premises of equality, secularism, and honesty. It was due to his endeavour that an entire generation of youth of the time left using foreign products, took up personal control in habits as being core to nation building. His ideology of Satyagraha and Truth made the entire nation strong and iron willed in character due to which the youth could rise up (not) with arms, but without shedding a single drop of blood,

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**Mahatma Gandhi believed in delegation of powers and had been a supporter of devolution of power in the national scene during the freedom struggle of India. In this direction, following precepts of good managerial practices, MECL has developed its own principle of delegation of powers, under which there is clear demarcation of responsibility and power at each level...**

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against the excessively repressive British rule. His experiments with truth still motivate every Indian and his honesty compels every Indian to believe in the institution of "Truth".

Mahatma Gandhi laid great emphasis upon respect for women since he considered women to play the pivotal role in nation building. He considered it an essential trait in man to be respectful to women, and he also wanted women to be self reliant. India has seen how great a transformation can be brought in by women when they are given the right direction to grow and prosper. In this direction, MECL has also been progressively implementing skill development training for

women and youth, and has been an equal opportunity employer and implemented crèche within its campus. Further, in this direction, MECL has successfully imparted gender sensitization training to its employees and is committed to intensify such training in near future.

Mahatma Gandhi believed in delegation of powers and had been a supporter of devolution of power in the national scene during the freedom struggle of India. In this direction, following precepts of good managerial practices, MECL has developed its own principle of delegation of powers, under which there is clear demarcation of responsibility and power at each level of the managerial hierarchy, thereby bringing in transparency and enhancing speed of communication for managerial decision making.

MECL remains ever committed to the dream of the Father of the Nation and his ideology, and strives to fulfil its corporate responsibility in this direction. As a premier exploration agency engaged in the realm of mineral and mining sector, MECL takes pride in contributing to the greater cause of mineral wealth of the Nation and while doing so adopts best in class practices across domains and functions. MECL has been a pioneering organisation, will continue to observe ethical management and will play an astute role in nation building following the cited four principles of Mahatma Gandhi, the Father of Nation. Pursuant to the celebration of 150th Birth Anniversary of Mahatma Gandhi, MECL offers it's reverence to this great leader, commits to outperform and scale greater heights through a growth strategy i.e. MECL's Vision 2030.

# Gandhiji's Dream of Village Republic

## The Moment of Truth Arrives



**A. Seshagiri Rao, IRSSE**  
CMD, TCIL

It is one of the paradoxes of the 21<sup>st</sup> century that while the establishment of peace has become the world's single greatest imperative, the traditional instruments of preserving peace, the family, community service and charity, religion rooted in spirituality, and acceptance of diversity, have been found to be increasingly ineffective. Whether it is ethnic nationalism, religious chauvinism, economic inequality or military might – all of them are powerful drivers of conflict in today's world. There is no doubt that we are in great need of a new paradigm for solving conflicts.

Today's smart phone is as powerful as the supercomputer of the 1980s. Without a supercomputer in our pockets then, we were connected to one another the only way we knew how—in person. We planned activities around what we liked to do together, not what would make the best status update. We made photo albums as a tribute to good times and shared important updates about our lives only with the people who were actually a part of them. Being connected meant sharing ourselves, raw and unedited, with the people closest to us—without the need to document,

retouch, upload, broadcast, or archive our relationships. These are great empowerments that individuals never had in the long history of humanity.

Government of India has created unstoppable momentum in the last four years to develop ICT infrastructure aimed at societal integration – sab ka saath, sab ka vikas. The initiatives at the policy, program and project levels have covered a distance that was unimaginable a decade ago. National e-Governance Plan (NeGP), Ayushman Bharat Yojana, and Smart Cities Mission are not only world class, but also the world's best. Internet for all, Unique ID and Geo-spatial Information Systems have made Indian democracy truly vibrant. Uniquely Indian myriad forms of Indian RFP's (Request for Proposals) and SLA's (Service Level Agreements) rolling out for Bharat Net, Wi-Fi, Digi-Locker, Government e-Marketplace etc. are phenomenal, to put it mildly.

The Digital India program launched by the Government of India in July 2015 at an estimated cost of Rs. 1.13 trillion is unfolding into three streams, namely, Creation of Digital Infrastructure, Electronic delivery of

services and digital literacy, and Empowerment of citizens with e-participation in governance. Digital Infrastructure Vision encapsulates utility to every citizen, governance and services on demand, and digital empowerment of citizens. It means High-speed internet, unique digital identity, mobile phone & bank account, access to a common service center, and private space on Cloud—a secure cyber-space.

Integrated services to every Indian through online & mobile platforms, portable citizen entitlements on Cloud, ease of doing business, financial transactions – electronic and cashless, and Geospatial Information Systems (GIS) as decision support system are truly transformative for Indian economic growth. Digital literacy, digital services in Indian languages and collaborative digital platforms are breaking the vicious cycle of paper documents, attested copies and records open to manipulation of the less fortunate villagers.

Information and Communications Technology (ICT) is doubtlessly contributing sizably to agriculture and rural development. It is facilitating rural activities and providing a more comfortable



and safer rural life with equivalent services to those in the urban areas, such as the provision of distance education, tele-medicine, remote public services, remote entertainment etc. Moreover, ICT has initiated new agricultural and rural businesses such as e-commerce, real estate creation for satellite offices, rural tourism, and virtual cooperation of small-scale farms.

ICT is also supporting policy-making and evaluation on optimal farm production, disaster management, agro-environmental resource management etc., by deploying tools such as Geographic Information Systems (GIS). It is improving farm management and farming technologies by efficient farm management, risk management, effective information or knowledge transfer etc., thus achieving competitive and sustainable farming with safe products. ICT is indeed poised to play an important and key role for industrialization of farming or farm business enterprises and making agriculture both, profitable and attractive to the younger generation.

The nine pillars of Digital India, namely, broadband highways, universal access to mobile connectivity, public Internet access

programs, reforming government through technology (e-governance), Electronic Delivery of Services (e-kranti), information for all, electronics manufacturing leading to net-zero import, IT for Jobs, and early harvest programs are indeed the pillars of the Village Republic envisioned by the Father of Our Nation in the early phase of our independence movement.

Small-scale farming is typical of India. It is also the main cause of the inefficient agricultural productivity and the lack of its global competitiveness. A simple solution is to merge small-scale lands into large-scale ones. The land ownership, however, makes this difficult as the number of land-owning farmers has increased based on modernization. One of the solutions that we can expect is to virtually integrate those small-scale farmers while keeping them financially independent. For example, a group of farmers can purchase chemicals at a cheaper rate than they can when they order individually. Similarly, if they can share machinery, the total cost on them can be reduced. We can expect similar cost reduction in marketing, logistics, risk management etc. as merits of scale. To realize such cooperation, the help of IT is inevitable in many ways.

It is indeed a welcome move by Government of India aiming at creating a technology enabled level playing ground for 63,000 viable Primary Agriculture cooperative Credit Societies (PACS) through computerization by making a provision of Rs.1900 crores to convert them into full fledged self-reliant Multi Service Organisations that service every single village in the country

meeting the needs of huge captive small and marginal farmer community. It is also the first ever visionary and noble initiative by Government of India to include PACS in their grand "Financial Inclusion" agenda, through such financial inclusion.

TCIL, with its deep rooted experience of implementing India's biggest Financial Inclusion program of computerizing the India Post network, positioned itself as a prospective System Integrator for the PACS computerization program, and conducted a national level study of the status of computerization of PACS involving all the stake-holders like NABARD, NAFSCOB, IDRBT, NITI AAYOG, NIRB, VAMNICOM, MINISTRY OF AGRICULTURE, NSDC, NeGD, NCDC.

TCIL has provided the much needed thought leadership to this program and its field level findings and recommendations for the successful implementation of the program with a state-specific agenda has reflected this opinion in the recent report of the Advisor (Agriculture) NITI AAYOG to the national think tank.

The most important advantage of the Internet is its use in information sharing between distributed resources. Such information sharing can greatly increase the amount of data available to users. Unfortunately, the will to share information in agricultural information systems is still weak. Also, there are issues about the authenticity of data and interoperability. However, new technologies to utilize the Internet make it possible for us to develop a distributed system called Data Grid for agriculture, which provides improved access to programs and effective utilization of available

databases. The basic idea of Data Grid is the acceptance of heterogeneity and autonomy of distributed resources.

India is gearing up for a massive digital transformation of its vast hinterland. One million kilometers of optical fiber network is being laid to bring digital connectivity to the country's 250,000 Gram Panchayats by March 2019. Under the program, the government will provide optical fiber to telecom players at 75% lower tariffs that can be utilized to provide affordable services to rural users. Telecom operators would be able to provide at least 2 megabit per second (Mbps) speed to rural households. The Indian smart phone-using population is expected to have 358 million by 2018 while the total number of Internet users is currently pegged at 369 million, making it the world's second-largest internet user base.

Gandhiji famously said, "Self-sufficiency does not mean narrowness. To be self-sufficient is not to be altogether self-contained. In no circumstances would we be able to produce all the things we need. So though our aim is complete self-sufficiency, we shall have to get from outside the village what we cannot produce in the village; we shall have to produce more of what we can in order to obtain in exchange what we are unable to produce...Our outlook must be that we would serve the village first, then the neighborhood, then the district and thereafter the province."

India has plenty of knowledge and technologies that could be commonly shared with African and Asian countries, considering their similarities in terms of

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outside the village what  
we cannot produce in the  
village; we shall have to  
produce more of what  
we can in order to obtain  
in exchange what we  
are unable to produce...  
Our outlook must be  
that we would serve the  
village first, then the  
neighborhood, then the  
district and thereafter  
the province."**

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small-scale farming, cropping systems and rural development. Therefore, international cooperation is inevitable and highly desirable. The Pan-African e-Network project executed by TCIL has connected universities and hospitals in 48 countries in the African continent, with their Indian counterparts. The second phase, recently launched by Honourable Minister of External Affairs, Smt.

Sushma Swaraj, aims to create a web-based portal connecting African institutions in healthcare and education domains with the rest of vastly rural Africa.

An important offshoot of the Pan-African e-Network would be the creation of a Grid-based decision support system. The network would provide users with the necessary access to dynamically linked programs and in situ data. Multiple users would be able to share a single executable module, avoiding duplication of software development and maintenance. Multiple programs would be able to share the same data set, avoiding duplicated data maintenance and management. Data sets and programs would be dynamically linked in the Internet, providing diverse functionality to users and would be managed by their owners, facilitating updates and maintenance in the true spirit of capacity building. Gandhiji's dream of a Village Republic would also be finally realized, a hundred years after he left the African continent.

Of course, given the population and vastness of the African continent and the magnitude of the task, there are challenges, which are neither easy, nor which can be wished away. TCIL is leaving no stone unturned by handholding public entities and communities for bridging the digital divide and achieving sustainable development goals envisioned by our national leadership. India positions itself in the modern world as the technology crucible for the 5 billion poor people of our planet. What will work here, will work everywhere across the developing world. The ancient idea of India as the Vishwa Guru is indeed coming true. ■



# Gandhi, Business and Morality



Dr. Lubna Nafees \*



Shobhana  
Radhakrishna\*\*

Gandhi was a mere mortal who is immortalized by his philosophies and ability to influence. He has been one of the strongest influencers of his time. “Truth” and “Non-Violence” are two of his tenets that every Indian child (possibly global now) grows up with. One of the very popular sayings of Mahatma Gandhi is:

“The seven sins that will destroy us are politics without principle; pleasure without conscience; wealth without work; knowledge without character; business without morality; science without humanity; and worship without sacrifice.”

In this article, we will focus on “Business without morality”. Can you be a successful Business Man while being honest and ethical? And this for ages has been a never-ending debate. Examples are far and few. When ethics is taught in business classrooms, practitioners endorse that theory and practice are divorced when it comes to ground realities. And it is impossible to run a business

absolutely fair and square. Is it really that difficult to be fair and square? In the times we are living in it is imperative to consider that productivity is bound to get a boost from far-reaching potentials and benefit of globalization which is now poised to be powered by Artificial Intelligence (AI), automation and machine learning which will result in the promotion of productivity.

Every organisation is driven by a set of worthwhile Values that are the core beliefs that the organisation works for. These values or desires are the guiding stars and motivate our attitude and actions. It is a well-known fact that the behaviour of any individual is shaped by the values imbibed by them while growing up. Some people are honest, some are courageous, some are truthful and some value loyalty the uppermost. These are individual virtues. Neil Armstrong, as he set foot on the moon had said: “That’s one small step for man, a giant leap for mankind”. Individual values have enough

impact to collectively create societal values. A single that collects over a period of time can create an ocean. Mahatma Gandhi endeavoured to make these individual virtues as societal values.

Cut to the 21st-century modern day organisational values and how individuals behave. The day to day affairs in India shows that individuals who have strong values feel that they can “collectively” get away with anything. For instance, we like to keep our homes clean but feel less guilty about littering the streets that are seen as “collective responsibility”. So the whole concept of strong individual values collectively creating strong societal values goes for a complete toss.

The bigger question now is “Are the individual values flawed?” With all hoping that the others will take care of what’s going wrong and I do not have to be so vigilant is the beginning of the “collapse of morality”. This collapse makes its way into every sphere of our lives and so businesses cannot be spared. A man

\* Dr Lubna Nafees: The author is Assistant Professor of Marketing at the Walker College of Business, Appalachian State University, Boone, North Carolina, USA.

\*\* Shobhana Radhakrishna: The author is an eminent Gandhian and is the chief functionary of the Gandhian Forum for Ethical Corporate Governance, SCOPE, New Delhi.

who threw trash in the open is very capable of trashing the organisational values. Where, as a society, have we deviated from the Gandhian philosophy of “truth” and “non-violence”?

The whole concept of individual virtues collectively coming together as societal values was a revolutionary idea. According to Gandhi each one of us has the potential for goodness and being truthful. He was inspired by people as well as books. His conviction about Sanatana Dharma was firmly established through interactions and correspondence with Srimat Raychandbhai. He had asked thirty-nine questions regarding his doubts to each one of this he received the answer which affirmed his conviction that *‘morality is the basis of things and truth is the basis of morality’*

Gandhi had found in Gopal Krishna Gokhale his political mentor who had advised him to spiritualise politics, if possible. Gandhi attempted to do this by his insistence on purity of means. For in the quest for Truth the Means also had to be truthful and nonviolent. This is how he was able to spiritualise politics.

While in South Africa as the emerging leader of the Indian diaspora and a social organiser he corresponded regularly with Count Leo Tolstoy. Both had similar views on truth and morality and both had the same heroes - Buddha, Socrates and Mohammed. The book 'The Kingdom of God is within you' written by Tolstoy overwhelmed Gandhi. His deep study of the Bhagawat Gita illuminated him as it guided him in his moments of crisis and it became an 'infallible guide of conduct', his

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'dictionary 'of daily reference' and the 'book par excellence' for the knowledge of the truth'. The second chapter made a deep impression on him and he included it in the daily community prayers and recited the eighteen versus daily. They guided him towards cultivating the qualities of the person of Steadfast Wisdom. The sixteen divine attributes that each one is born with and told by Lord Krishna to Arjuna in the sixteenth chapter were firmly entrenched in his heart. The first attribute is courage and the last one is humility.

Cut to 21<sup>st</sup> century again- Are we less courageous and less humble? It takes courage to be guided by truth. It takes courage to act in a

way that is for a larger good. In our day to day lives, selfishness and greed overpower the thought of what benefits accrue to the society? The first question that business negotiations start with is “What is in it for me?” The net impact of “What is in it for me?” has led us into a situation where we are now trying to hold a society together, that is at its tipping point and can fall apart any time. We are trying to save the planet because we are now face to face with this reality that in our endeavour to maximise profits for ourselves, we have compromised people and the planet. Could this have been avoided?

From his very early days, Gandhi was determined to make Truth the bedrock of his life. His deep insight led him to the path of maintaining high morality and being careful about his conduct and behaviour. His conscience guided him as he was able to immediately detect right from wrong, moral from immoral, good from bad and just from unjust. He did not want anyone to point a finger at him so he was very careful and watchful of his actions all the time. Any mistake that he would make as an ordinary human being, he was the first one to detect that and correct it, never to repeat it again. He learned that a person who is in the pursuit of Truth has to be ever vigilant. He defined truth in the simplest of terms.

**'Utter as you think and act as you utter'**

Gandhi always emphasised on self-monitoring and self-vigilance. If each one of us took responsibility for our actions and thoughts, we could gradually build up a collective business morality like never before. ■

# Gandhi: The Mahatma who Always walked the Talk



Prof. Lallan Prasad \*

**L**ouis Fischer, eminent American correspondent and the author of Mahatma Gandhi's biography said that Gandhi's greatness 'lay in doing what everybody will do but does not.' Gandhi gave practical shape to Buddha's eight fold path. John Gunter, a British critic and political journalist considered him the 'greatest Indian since Buddha'. Nobody could believe that a mighty empire would be forced to leave India by non-violent Satyagrah of Gandhi. Again in Günter's words the concept of non-violence is a perfect example of Gandhi's familiar usage of moral weapons to achieve practical results of his combination of spiritual and temporal powers'. A multi-facet personality, lean and thin but strong will power, an intellectual giant but firmly rooted in the soil, a man with no political authority but could motivate millions to revolt without bloodshed, a miracle man who was popularly called Bapu (father) by

followers, a real friend of poor, oppressed and neglected in society for whose social and economic uplift he struggled the whole life. A true follower of Sanatan Dharma, he loved all religions. In evening prayer at his ashram devotional songs of all religious faiths were recited. He died uttering the word 'Ram' when shot, which is considered to be very difficult when death is approaching, but he did it.

Buddha's eight fold path consists of right mindfulness, right view, right intention, right concentration, right effort, right livelihood, right action and right speech. Truth and non violence were the cardinal principles which Buddha preached in true Indian tradition. Almost two and half centuries later Gandhi demonstrated that spiritual and moral concepts can be applied to hit the goal and achieve results in practical life. He went on fast and was jailed many times for fighting against oppression and injustice by British

rulers, but never yielded. He was an apostle of peace and non-violence. In his own words 'non-violence does not mean submission to the will of evil doer, but putting of one's whole soul against the will of tyrant. Working under this law of our being, it is possible for single individual to defy the whole might of an unjust empire,' which he did and made millions to follow.

Moral force according to Gandhi was not idealistically but actually greater than naives. Right action for right cause was what he followed throughout his life. At very young age he could muster courage to accept his guilt of stealing, smoking etc. before his father and asking him for punishment. Whenever violence was resorted by people during freedom struggle he not only condemned it but also went on fast to arouse conscience of people. Confessions and sufferings were not his weakness, but strength of his character. Similarly defying

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\* Management Guru, Economic and Political Analyst, writer and Poet Prof. Lallan Prasad retired as Head and Dean, Department of Business Economics, university of Delhi. He is the founder and president of Kautilya foundation, Delhi. He had been associated with Gandhi Darshan Samiti in popularising Gandhi's philosophy in Management students through case study of Non violent Satyagrah movement. Recently he delivered a series of lectures on Gandhi under 150th anniversary celebrations of Mahatma Gandhi by the Ministry of Culture, Govt. of India.

authority when it is unjust was justifiable in his opinion. When he was asked to leave Champaran where he was fighting for the right of the farmers, he refused and challenged the authorities to arrest him. Government had to yield and accept the demands of farmers. Gandhi was sensitive to the sufferings of poor. He denounced formal dress when he met a poor woman in Bihar with only one dhoti to cover her body. Since then a simple hand woven khaddar dhoti became his dress for life. Gandhi's goal of life was 'to be not to have'. He wanted to empower people, not himself as most politicians of the day do. He visited on foot and in third class railway compartments several thousand villages and cities throughout the length and width of the country in course of freedom movement and was widely greeted by people of all faiths, beliefs and languages. No other leader enjoyed such popularity in the world during life time as Gandhi. Many western thinkers compared him with Jesus Christ, which was no small tribute.

As early as 1916, when Gandhi set up an Ashram in Ahmadabad, he prescribed a code of conduct for all inmates of Ashram like Buddha's eight fold path. The code had eight principles: truthfulness, non violence, celibacy, control of palate, non-stealing, swadeshi and fearlessness. Ashram was designed to be a community home to seek truth, all those living there had to take vow to follow eight fold code. Ashram was built by local material with homes in vicinity, cleanliness and maintenance was the responsibility of every resident which included cleaning toilet and boiling also. Gandhi



Sabarmati Ashram.

himself did it and motivated all for this. Gandhi fought against the social evil of untouchability and worked for abolishing of carrying human waste at head by a section of people who were considered untouchable and highly discriminated and deprived in society. In Gandhi ashram there were no 'big' or smalls, all were equal. Same vegetarian simple food was served to all, everyone was supposed to join morning and evening prayers, spin thread on Charkha for preparing Khaddar and do routine work self. Visitors from different parts of world used to come and meet the Mahatma in the Ashram. It is no surprise that for most of them Gandhi was 'the essence of India'. Gandhi's favorite Bhajan was Narasi Mehta's song 'Vaishnav Jan To Tene Re Kahiye Je Pir Parayee Jani Rey'. In true Indian tradition love for mankind was the core of Gandhian philosophy. Mahatma Gandhi believed in co-existence of all nations big and small and wanted a world free of wars and bloodshed. About war he categorically remarked'. War does not help the victor; it makes him brutal and proud, nothing is

added to his culture or even to his gold. All he has left is debts and empty homes'. The loser on the other hand, is 'resentful, tilled with bitter meat of hatred, developing a slave mentality and an incapacity to overcome his environment. He has lost his will to live and win; of what practical value is then war?'

Gandhi believed in self-control and self-help. He kept his personal needs to the minimum. His menu of food was a mug of goats milk, dates, nuts, a table spoon of honey, a bowl of chopped vegetable and fruits, orange, pineapple, mangoes etc. no meats, no eggs, no fish. He was very hard working, has a very busy schedule throughout the day meeting people from different countries, congress leaders, freedom fighters, farmers, harijans and common man, replying to letters received from all over the globe, addressing public rallies, conferences, reading and writing, praying and relaxing in an unusual way during his busy schedule – a few minutes sleep and getting fresh. He wanted people to self help to overcome poverty and social evils. Encouraging home





spinning, vocational education, improving sanitation, bringing untouchables into community and stimulating village industries were the mantras he gave for development of villages where more than three fourth of India lived. He enjoyed tremendous popularity in all parts of country. When travelling in third class compartment people used to wave him with slogan: 'Mahatma Gandhi ki jai' along the entire route. Getting a glimpse of Gandhi with a smiling face was a great boon. In words of Pandit Nehru Gandhi had a 'wonderful knack of reaching hearts of the people'. Describing Gandhi's likings and disliking, John Gunter said 'The things Gandhi likes most are children, fresh air, laughter, friends, the truth. What he dislikes most is a lie'. Nobody dare lie to him which was considered by many as 'supernatural quality of Mahatma'. His sincerity and love for truth' brought out truth' in others. His life was an open book, a mirror of truth'. Gandhi firmly believed in eternal philosophy of India: 'Truth' is God'.

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Bhagwat Gita was his favorite read and a great source of inspiration in life. Gandhi was gifted with intuitive power; the idea of

Satyagrah came to him in dream when Rowlett Act was imposed by British Government. Narrating the dream to Rajgopalachari Gandhi said that it was a process of self purification, ours was a sacred fight. He called for country-wide general strike, observance of fast and prayer against Rowlett Act, the British Raj was shaken.

Pearl S. Buck, the author of one of the most popular books 'The Good Earth' and a noble prize winner, wrote on assassination of Gandhi: 'The indomitable fame, the fearless spirit, the long years, the high purpose, all were ended so easily... Gandhi was only one. His voice was single, always gentle, always reasoning. It was voice of conscience in our turbulent times. He was right; he knew he was right, we all knew he was right. However long the follies of the violent continue, they but prove the Gandhi was right.' Yes the Gandhi was right; he is relevant today and will be tomorrow as well. Ralph. T. Templin, famous author of 'Democracy and Non violence' rightly said, 'Gandhi belongs to tomorrow'. ■

# Gandhi for the Brave New World



**Kamini Bobde\***  
Senior Journalist

If you type “Gandhi” on Google search, what pops up frequently is, “What is the relevance of Gandhi today?” To question Gandhi’s relevance is akin to questioning the relevance of Truth. This is no hyperbolic statement. His life was an Experiment with Truth and his life was the message.

This article tries to study Gandhi on Education and how it can help posterity with handling the perils and promises of the world today.

The world is now poised at a precarious stage not known in recorded history. For the first time human beings are pitted against themselves and against things of their own creation, like, Globalization, Technology, Climate change, materialism and irrelevant education system.

Today, an uneasy peace prevails with the world sitting on a stockpile of nuclear weapons. Globalization is now threatened by the rise of narrow parochial stirrings of nationalism and attack on Liberalism. Added to this is the hitherto unknown impact of Artificial Intelligence, Algorithms, data manipulation by governments and corporates and Climate change, all of which

makes it a mixed bag of hope and threat.

## **So what are we left with to save ourselves from ourselves?**

The only way to sow the seeds for a safe future is by the proper education of the young. What is the state of education in India today? If one were to go by the suicide rate among students in India, then the judgment on education is disquieting and even scary.

One student commits suicide every 55 minutes in India. In last 3 years, 26,000 students committed suicide across India. The suicide rate of children below 14 years is 0.5%. But, this jumps to 9.52% for those between 14-17 years old.

In the Jawahar Navjivan Vidyalayas, 49 students committed suicide between 2013-17. These schools are nationally famous for achieving high academic records of pass percentage of 99% for 10<sup>th</sup> class students and 95% for 12<sup>th</sup> class.

Will this education system which is failing to equip children to even get past the four walls of schools, prepare them for facing the swiftly changing world situation we have spoken about.

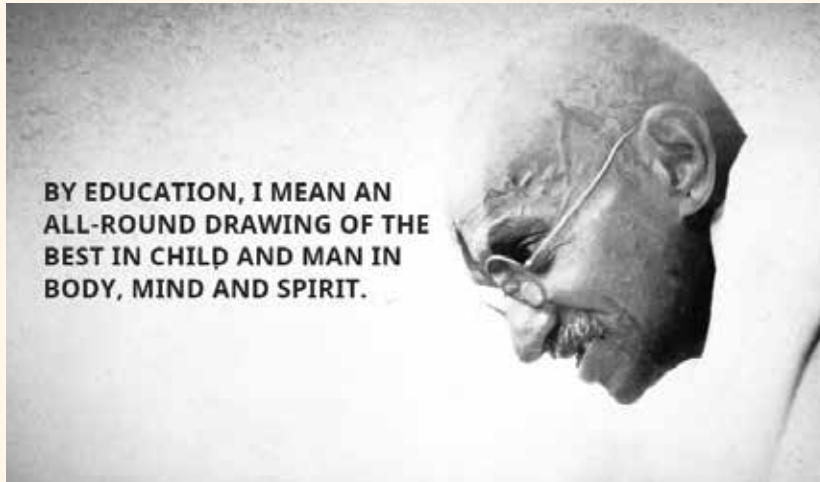
These statistics speak for the utter failure of our education system. It is also reflected in the large-scale corruption, continuing communal tensions, caste divides, violence, rape and lack of hygiene in the country. The state of the country is a reflection of the state of education of our country.

A study of Gandhian model of education holds promise to prepare the young for a Brave New World.

Gandhi has envisioned a system of education that, like most of his thoughts, ideas and philosophy, is eternal in its appeal. Moreover, it is not just ideological in its approach but practical too.

Gandhi with his far-sightedness balked at the idea of western (mainly the British) system of education. He looked at it as a system designed to make humans slaves of machines and money. A system which only produced job-seekers and money chasers.

He propounded education’s primary role as molding of the head, heart and hand rather than Reading, Writing and Arithmetic. According to Gandhi, education is the realization of the best in man - body, soul and spirit. He maintained that education must



be based on ethics and morality, his twin guiding stars in life.

At the same time, he did not run down knowledge of letters. "All I have now shown is that we must not make a fetish of it. By education I mean an all round drawing out of the best in child and man—body, mind and spirit. Literacy is not the end of education and not even the beginning."

The end of all knowledge must be building of character

And how did he envision to achieve this through education. What would be the curriculum? Some of the salient points of his vision are:

- A curriculum of Religious/Spiritual learning of tenets of religions other than one's own.
- Learning by doing
- Discipline
- Non-violence
- Cleanliness

The first of these idea is a brilliant solution to many ills of both education and the world at large. If youngsters study other religions than their own, they will have

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**Cleanliness is something that is best inculcated at a young age in schools. It cannot be left to parents, as many children come from homes that are in squalor and dirt. Here too Gandhi's emphasis on teaching cleanliness as part of education can turn around the country's problem cleanliness and hygiene. Gandhi also maintained that education is essential for peace. Peace for him was the absence of violence and hostile thought. Non-violence, was the one idea of this man that changed the world. He handed non-violence as the most potent weapon to the world.**

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first hand information on all religions and thus will not be misled by bigots and religious, political heads who poison people's minds with narrow, parochial misinformation to exercise power over them. Inter-faith animosity has seen a lot of blood shed in the world.

Moreover, the study of the original text of religions will build a firm foundation of mind, body and spirit for the youngsters. It will instill a sense of enquiry into the mysteries of life and respect for nature. Gandhi said, "this study of other religions besides ones own will give one a grasp of the rock-bottom unity of all religions and afford a glimpse also of that universal and absolute truth which lies beyond the "dust of creeds and faiths" Furthermore, he said, "all training without culture of the spirit was of no use, and might be even harmful." How harmful such training can be is evident from the suicides, violence and other social-cultural ills besetting the country.

By spiritual training I mean education of the heart. A proper and all round development of the mind, therefore, can take place only when it proceeds pari passu with the education of the physical and spiritual faculties of the child. They constitute an indivisible whole. According to this theory, therefore, it would be a gross fallacy to suppose that the physical and the spiritual can be developed piecemeal or independently of one another.

Gandhi further goes on to say that the relation between the body and the mind is so intimate that, if either of them got out of order, the whole system suffers.



This is amply demonstrated by the suicide rate and mal-adjusted youngsters that come out of our educational institutions which lay lop-sided emphasis only on studies and academic results.

His idea of “learning by doing”, is another principle which can lay the foundation of healthy functioning of head, heart and hand. His vision was to have work-culture from the primary to the High school. This will make students creative and productive. Education today is all theory much of which is sometimes not used in a whole life-time.

Our children from their infancy be taught the dignity of such labour. There is no reason why a peasant’s son after having gone to a school should become useless, as he does become, as an agricultural labourer. It is sad that our school boys look upon manual labour with disfavor, if not contempt. Thirdly, he laid great stress on discipline. Discipline demands self-control and dedication. “One who cannot control himself cannot control others.” He has to dedicate his individuality in the larger interest of society. Discipline is a virtue. It needs to be cultivated from early childhood. It cannot be developed overnight. It takes time and requires patience.”

India is sadly infamous as a dirty country. Cleanliness is something that is best inculcated at a young age in schools. It cannot be left to parents, as many children come from homes that are in squalor and dirt. Here too Gandhi’s emphasis on teaching cleanliness as part of education



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of this man that changed the world. He handed non-violence as the most potent weapon to the world. A weapon used by many after him to throw over unjust regimes. If we are to reach real peace in the world and if we are to carry on a real war against war, we shall have to begin with children. If they will grow up in their natural innocence, we won’t have to struggle, we won’t have to pass fruitless idle resolutions, but we shall go from love to love and peace to peace, until all the corners of the world are covered with that peace and love, for which consciously or unconsciously the whole world is hungering. We must widen the circle of our love till it embraces the whole village, district, province and so on till the scope of our love becomes coterminous with the world.

Love never claims, it ever gives. Love ever suffers, never resents, never revenges itself. Where love is, there is God. It is in the interest of the world to turn to Gandhi’s vision of education for a safe and peaceful world. ■

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\*The author is a senior journalist, Yoga Guru and has taught Media Research for 13 years in Xavier Institute of Communication, Mumbai.



# The Leadership of Mahatma Gandhi for the Millennials



Shobhana  
Radhakrishna\*

*The difference between what we do and what we are capable of doing would suffice to solve most of the world's problems.-Mahatma Gandhi*

**M**ahatma Gandhi is the most admired and revered leaders of our time. His vision, messages and relevance in today's distressed world mired in religious hatred, political division, racial prejudice and human exploitation is even higher than before. His resonance will remain so because of his eternal principles of Truth, peace, love and nonviolence. I believe that Mahatma Gandhi belongs to the whole of humanity and his legacy stands as the guiding light in today's world.

All over the world, people recognise Gandhi's struggle for restoring human rights and the novel method of mass mobilisation and nonviolent resistance (Satyagraha) to fight oppression. In this age of violence, many of the most important civil rights movements throughout the

world have been remarkably Gandhian in practice. The most notable ones include the Iranian Revolution of 1978-79, an overthrow of Ferdinand Marcos in the Philippines and pro-democracy movements in Nepal, Indonesia, Burma, Taiwan, Thailand, and South Korea. These movements have often met with violent resistance, as in Tiananmen Square, yet haven't changed their nature.

Gandhi is the original environmentalist and a visionary who had warned the humanity more than a hundred years ago saying that: Earth provides enough to satisfy every man's need, but not every man's greed. Gandhi lived out his environment philosophy in his own life; he is a man who compulsorily recycled everything, used the local resources with utmost care, and reduced his wants by living in voluntary

poverty. In 1947 Gandhi had declared, 'The earth, the air, the land and the water are not an inheritance from our forefathers but on loan from our children. So we have to hand over to them at least as it has been handed over to us.' This environmental credo he enacted in his daily life as he always advocated and practised the simple lifestyle.

Gandhi recognised the need for conservation and preservation way before the danger of Climate Change had preoccupied the world. He was the original thinker who clearly understood the reality of misuse, overuse and abuse of the global commons. In 2019, as we are facing the havoc of climate change and the exploitation of shared resources, Mahatma Gandhi's entire life gives us the answer to the complex environmental problems.

\* The author is an eminent Gandhian who is a part of the Sarvodaya movement and has been re-inspiring the present generation about the Leadership of Mahatma Gandhi for bringing about change in the society through nonviolence and peace. She is the chief functionary of the Gandhian Forum for Ethical Corporate Governance, New Delhi. She can be contacted on [gandhianforum@gmail.com](mailto:gandhianforum@gmail.com)

## Gandhi as an inspiration

He was born in 1869 in the coastal city of Porbandar, Gujarat in the western part of India 150 years ago. In 2007 the United Nations General Assembly designated October 2nd, Gandhi's birthday, as International Day of Nonviolence which is now observed by 193 member nations. The world is commemorating the 150th birth anniversary of Mahatma Gandhi this year.

In the American civil rights movement of the 1950s and '60s Gandhi's 'light' guided Rev. Dr Martin Luther King, Jr. He organised some peaceful protests as head of the Southern Christian Leadership Conference, including the famous March on Washington. Dr King spoke of Mahatma Gandhi saying:

**"Gandhi was inevitable. If humanity is to progress, Gandhi is inescapable. He lived, thought and acted, inspired by the vision of humanity evolving toward a world of peace and harmony. We may ignore him at our own risk."**

In the same America of 2018, President Trump is determined to build a wall to stop all the immigrants from Mexico. What would Gandhi have done? I think, he would have opposed it and started a Satyagraha. The biggest challenge in recent years has been of restoring the dignity and human rights of the displaced people and immigrants. The UN Refugee Agency's annual Global Trends study found the number of displaced people standing at 68.5 million in 2017. That is an average of one person displaced every two seconds.



Nelson Mandela, considered by many as the father of South Africa who had led the apartheid movement, claims to have learned from Gandhi the essential virtues of forgiveness and compassion, values that served him and his country very well on his assumption to power. Talking about the influence of Gandhi on him Mandela had said:

**'Gandhi's values of tolerance, mutual respect and unity for which he stood and acted had a profound impact on our liberation movement and my thinking.'**

## Gandhi: Emergence of a leader in India

Gandhi had spent 20 years in South Africa (1893-1914) as the leader of the Indian diaspora and had led them in successful non-violent resistance movements. He returned to India at the age of 45 years in 1915; by now he was acquainted with many outstanding leaders of the Congress. He was invited by them to participate in the meetings of the Congress and was given due respect by the

leaders. Clad in the garb of a peasant, Gandhi saw himself as an ordinary worker of the Congress. He was firm in his principles, code of ethics and views but remained extraordinarily polite and courteous. He looked upon the leaders of the previous generation with great respect.

Gandhi's personality uniquely combined humility with self-confidence, serenity with enthusiasm. He was willing to understand his limitations and shortcomings and subject himself to the most severe discipline to rid him of all defects. This man had a quality that attracted the educated and the illiterate alike. It was open for all to see. His words matched his action. India needed action, not merely eloquence. The people of India went to Mahatma Gandhi with hope, expectation and desire. They hoped that this man who understood their suffering would lead them to Swaraj.

It was a unique coming together of people and leader. His quest for perfection led him to search for the truth with the people. He did not run away from politics,

though to him it was not the primary quest. Why did the masses of India love him? Mahatma Gandhi believed that the reason was his affection and love for the poor of the country. He communicated the problematic aspects of Truth like the sages had demonstrated the most incommunicable knowledge by simple formulation: 'Speak the truth', 'Follow your dharma'. He taught it through his life by establishing unity between his individual life and public conduct, and that is how it reached the hearts of people. Gandhi was a deeply religious man. The truth was his God and serving humanity was his religion. He believed in the essential unity of all peoples and had reverence for all faiths.

The main impetus behind Gandhi's attempt at forging unity in the country was religious, that is, moral and spiritual motivation. He would not have entered the political realm without spiritual motivation. Spirituality, bound the leader and the masses together in an active thread of love and respect as the servant leader marched forth leading the nation for fifteen years through the Indian National Congress.

Gandhi's utmost desire was to restore the dignity of the poorest of the poor. He understood that this was only possible through selfless service. He had said,

**'Service which is rendered without joy help neither the servant, nor the served, but all other pleasure and possessions pale into nothingness but before service which is rendered in a spirit of joy.'**

He felt in communion with himself in the midst of the poor and

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**Gandhi was a great communicator as he recognised that communication is the most effective tool to shape opinion and mobilise popular support. At that time, communication media was in its infancy. The best way to communicate with the masses remained through word of mouth. Though people were illiterate, India had attentive ears. It could hear the soft, soothing voice of Mahatma Gandhi, who spoke in a language that they understood clearly, straight from his hearts. He was one who lived amongst them, in an ashram, dressed just like them.**

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unhappy. Their joys and sorrows became his. The ills that plagued them perturbed him deeply, while their best made his heart dance with joy. He felt oneness with the people, and according to Pandit Jawaharlal Nehru, no one knew the pulse of the people better than Mahatma Gandhi.

### **Creator of standards in all spheres**

Gandhi created rules for all of us for bringing about transformative

change in any collective endeavour. The eminent Gandhian, Narayan Desai writes in his book 'My Life is my Message' that Gandhi's revolution was two-sided. On the one hand, he was trying to convince the Congress to adopt a program of non-cooperation and on the other side; he was hoping to build the nation through concrete but straightforward programs. For both these, the method was based on truth, non-violence and purity of means. His clarity on the efficacy of his plans was unusual and novel for the country at that time. The Congress, its organisations and the many associations for constructive work became his vehicle. It stands true even today.

The greatest achievement of non-cooperation, civil disobedience and Quit India movements and programs was that it created a large group of dedicated men and women, professionals, lawyers, teachers, and political leaders who were willing to sacrifice their all for the country. It was required of them not to cooperate with the unjust or injustice. Gandhi had realised that untruth, injustice, oppression and tyranny last only so long as their victim accepts them. The moment one learns to say NO to crime, their edifice collapses immediately. His was right for the political, the economic and the social order. He said,

**'I believe that it is possible to introduce uncompromising truth and honesty in the political life of the country...'**

One can trace the motive for working for a cause larger than his desires or needs, continuing from



Gandhi's childhood, through his youthful days to the end of his life. He was involved in politics for the same reason. His life was a ceaseless quest for Truth and the incessant desire to measure him on the scales of truth. Gandhi's definition of truth is straightforward, speak as you think and act as you talk. There should be unity of thought, word and deed. He was a leader who did what he said. There was no difference between what he did and what he said. The leadership quality that one sees is that he was one leader who kept the Nation above himself and his organisation.

### Gandhi - The Great Communicator

Gandhi was a great communicator as he recognised that communication is the most effective tool to shape opinion and mobilise popular support. At that time, communication media was in its infancy. The best way to communicate with the masses remained through word of mouth. Though people were illiterate, India had attentive ears. It could hear the soft, soothing voice of Mahatma Gandhi, who spoke in a language that they understood clearly, straight from his hearts. He was one who lived amongst them, in an ashram, dressed just like them. Indians, though respected the bejewelled rich Maharajas and Nawabs, accepted Mahatma Gandhi as their own and gave him their hearts.

According to Chalapathi Raju, an eminent editor, Gandhi was probably the most celebrated journalist of all time, and the weeklies he ran and edited were perhaps the greatest weeklies the world has known. He published no advertisement, and at the same time,

he did not let his newspapers run at a loss. He had gained considerable experience in South Africa, where he had taken over the editorship of the 'Indian Opinion' and published it in English, Tamil and Gujarati, sometimes running the press himself.

Through his leadership qualities like service, self-sacrificial love, spirituality, integrity, simplicity, emphasising follower needs and modelling Gandhi cultivated public opinion that truth and non-violence were integral to the life of the country. There was complete transparency seen in all his actions. There was no difference between his personal life and public conduct. He uttered what he thought and acted according to what he pronounced. Moreover, how did he do this? By cultivating the courage of conviction, by being steadfast to his no-compromise zone, by insisting on the purity of means, and adhering to truth and non-violence in every sphere. For Gandhi, the laudable ends could never justify means because such methods contaminated even the noblest of objectives. The purity of means was what he insisted on while confronting discrimination, slavery, oppression, injustice and violence. Thomas Merton, of France, decided a renowned Trappist monk came to know about Gandhi in 1960 and said that Gandhi was a "great leader, one of the noblest men of our century because he was honestly and sincerely committed to peace politics". Thomas Merton and Mahatma Gandhi both speak of God in a personal way. They both speak of God as truth.

### Challenges of Globalization

The 21<sup>st</sup> Century finds our world



confronting new challenges, no less apocalyptic than in the 20<sup>th</sup> Century, despite the industrial, scientific-technological and information revolutions, no longer confined to the traditional heartlands of Europe and North America. We are witnessing the global spread of violence and the crisis of displaced people and refugees which is taking place at an unprecedented scale.

Globalisation has led to an increase in the consumption of products, which has impacted the ecological cycle and the tendency to try and exploit every possible resource, rapid deforestation has occurred throughout the developing world as severe environmental hazards are faced by most developing countries today.

Gandhi's entire life gives us the answer to the complex environmental problems. The global leaders of today need to reflect and learn from the greatest man of the century on his 150<sup>th</sup> birth Anniversary that it is now their turn to take the mantle forward as Gandhi had demonstrated in the last century. 'I suppose leadership at one time meant muscle, but today it means getting along with people.'- Mahatma Gandhi ■



# Gandhiji and Business Ethics



**Nandita Chatterjee**  
Chief of Bureau (Delhi)  
Sangbad Pratidin

**T**he Father of the Nation, Mohandas Karamchand Gandhi, in 1942 wrote in Harijan, "It is my conviction that it is possible to acquire riches without consciously doing wrong." Essentially this means, sans any wrongdoing, creation of wealth is possible or for that matter, riches can be acquired righteously. This holds true for each and every individual, whether a business person, a doctor or a lawyer.

As evident from the quote, Gandhiji was never against creation of wealth. He just wished that wealth should not be amassed at the cost of the others. Rather, it should be acquired for the others. Harbinger of the idea that all the resources at the disposal of man are the creation of God and thus, every individual has the right to be benefited from those resources, his "trustee" has no moral right to use the resources solely on personal benefits — it is for the welfare of one and all, the society at large.

Once asked for his message for the world, Gandhiji famously said, "My life is my message." His everyday life is a message for all of us — in whichever field we live in or work with! Analyzing the 11 vows that he made mandatory for the inmates to get admitted at

the first ashram that he had established in India in 1915, we will be able to get to know a slice of his life and his message for the world and for the business community.

The 11 vows -- ahimsa or non-violence, satya or truth, asteya or non-stealing, brahmacharya or self-discipline, asangraha or non-possession, sharirshrama or bread labour, aswada or control of the palate, sarvatra bhayavarjana or fearlessness, sarva dharma samantva or equality of all religions, swadeshi or local-made goods, sparshbahavna or remove untouchability — are the basic facets of both corporate life and the life of any individual belonging to any sphere of life. Gandhiji did not give any order of preferences to these vows.

It is a common knowledge that no business can prosper in a turmoil society or where unrest prevails. Peace is the pre-requisite for a successful business to function. Non-violence was Gandhiji's only weapon against all odds. He believed that blood cannot be washed away with blood itself — it requires water. Non-violence is a virtue of the strong and mighty. While violence takes away life; non-violence adds meaning to the life -- it is life-giving. A business person, with all his might, needs

to give life for the progress of all stakeholders, and not take it away by oppressing anybody associated with it. There should not be any exploitation or "consciously doing wrong." Non-oppression is the cornerstone in ensuring ethics in business or doing business in an ethical manner.

Satya or Truth. Truth is the virtue that personifies Gandhi. Gandhi is Truth; Truth, Gandhi. Right from his very early days, as we can see in "My Experiment with Truth", Gandhiji's obsession with "satya" only got stronger with age. It became his guiding principle and life force. Truth was his God and truthfulness, his religion. "Truth should be Truth in thought, Truth in speech, and Truth in action. To the man who has realised this Truth in its fullness, nothing else remains to be known, because all knowledge is necessarily included in it. What is not included in it; is not Truth and so not true knowledge," Gandhiji once wrote. For a business to thrive, "without consciously doing wrong", the proprietor should be truthful to himself. Truthfulness should be his religion. He should practice truth not only in thought or speech, but also in action. The person should tell his customers the truth about the product or

services and also the shortcomings therein that he intends to sell at a price. There should be a commitment attached to it. In today's world, when adulterated milk or spurious baby food makes headlines, no better service can the business community render to the society but by being truthful to his promises. Being true to the promise to the consumer should form an essential part of the corporate ethics. It is a win-win. This helps in building a brand for the organization.

Asteya or non-stealing. Gandhiji is not called "Mahatma" without reasons. The span and depth of his thought, speech and action -- all vouch for that. "One who follows the observance of Non-stealing will bring about a progressive reduction of his own wants. Much of the distressing poverty in this world has risen out of the breaches of the principle of Non-stealing". Stealing is not just taking somebody's mundane possession away without permission – it is much more than that! Cheating (stealing of others' legitimate right), lying (stealing of truthfulness) and waging unfair trade war (stealing competition) are also some of the forms of stealing and thus should be avoided at all costs. The root cause of stealing is greed and craving for artificial and needless needs. The world would have been a far better place to live in had there been no stealing and no greed. None deny the need for making a decent margin in a business, even Gandhiji didn't; but there are other ways to maintain it than stealing or lying or waging unnecessary war against competitors. Good products, produced in the most ethical manner, have its niche buyers and they are



ready to pay a premium for such products.

Swadeshi or use of domestically-produced goods. Gandhiji used to give preference to domestically-made products than using products made in the far-away lands. The idea was to help and boost the local industry and domestic productivity. Though under the WTO, the entire world is now a one single market; quite often we see countries after countries trying to protect their domestic markets and local industries with trade barriers. India also does that. A glaring example of Gandhiji's Swadeshi idea was recently introduced in the country's steel sector through domestically-manufactured iron and steel products (DMI&SP) policy, which mandates government agencies to give preference to domestic products in their procurement. The idea serves dual purpose. While it protects the domestic industry from predatory imports, it also encourages domestic manufacturing at the same time. The steel ministry's idea is now being implemented by other central ministries as well.

Similarly, if we analyse all other among the 11 vows, Gandhiji's

message for the business community is crystal clear – live and let live others peacefully, remain truthful to yourself and to your stakeholder, don't take illegal means to amass wealth or prosper; and the wealth that you create is not meant for you, but for others because you are not the ultimate owner of the resources based on which you have created wealth. The burden of shouldering other small businesses also rest on an established business. How true are the dictum for creating conducive environment for businesses to grow!

Looking at ethics being followed by the successful business houses in the country, we could see reverberation of Gandhiji's message. Tatas say, "Ethical behaviour is intrinsic to our business and has been part of our legacy since inception, as envisioned by our Founder, Jamsetji Tata. He believed that a business must operate in a manner such that it respects the rights of all its stakeholders and creates overall value for society." The values and principles that have governed the Tatas for a century could be traced back to Mahatma's message to the business community.



Public sector ONGC was among the first to clear the ground for voluntary implementing “whistle blower policy” in an attempt to promote transparency and ethics in personal conduct and decision process. Whistle Blower Policy is one of the non-mandatory requirements under Clause 49 of the Listing Agreement with the Stock Exchanges. The objective was to further empower its employees and bringing more transparency and ethics in operational practices. Many business houses have adopted the policy. Gandhiji’s Truth is the driving force here as well.

Though the earliest written treatments of business ethics could be found in India in a Tamil book way back in 300 BC and subsequently in Gandhiji’s messages, the term “business ethics” came into common use in the US in the 1970s. Gradually, the business community from across the world embraced it sensing its importance for the well-being of one and all. Ethics are nothing but a set of rules or standards that governs one’s decision on a daily basis. Ethics is what comes from one’s conscience by making the difference between right and wrong. Though laws are there to set the house in order, the more

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**Asteya or non-stealing. Gandhiji is not called “Mahatma” without reasons. The span and depth of his thought, speech and action -- all vouch for that. “One who follows the observance of Non-stealing will bring about a progressive reduction of his own wants. Much of the distressing poverty in this world has risen out of the breaches of the principle of Non-stealing”: Stealing is not just taking somebody’s mundane possession away without permission...**

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it comes from within, the better. Economist Milton Friedman said, “the only entities who can have

responsibilities are individuals ... A business cannot have responsibilities. So the question is, do corporate executives, provided they stay within the law, have responsibilities in their business activities other than to make as much money for their stockholders as possible? And my answer to that is, no, they do not.” Business consultant Peter Drucker observed, “There is neither a separate ethics of business nor is one needed”. He implies that standards of personal ethics cover all business situations.

However, business ethics should not be guided by duties and responsibilities of the outer world of an organization only, it has to be equally applicable within the organization. Well-being of each and every employee should form the basis of ethical practices in an organization. Every employee should also diligently follow and practice the highest standard of ethics for the betterment of the organization. There should not be any deviation from here. Like a society, which needs characters of the highest order, to become stronger; a business also needs employees possessing the highest moral and values to conquer all odds. ■

# Gandhi's Outstanding Leadership



**Sanjay Arora**  
DGM (Mktg), RCF

## Relevance of Gandhiji's Philosophy to ethical Corporate Governance, Social Upliftment and Inclusive Growth

The perfect mosaic of faith, heritage, culture, languages spoken, beliefs, customs and many more woven harmoniously signify the richness of Indian tradition in past. History reveals as one of the world's oldest living civilizations - which gave to the world - the concept of zero (0), the primordial sound Aum...Yoga and democracy.

The history glorifies India as सोने की चिड़िया with robust economy since time immemorial. The heroic deed of the country was shared with the co passenger also travelling from Mumbai to New Delhi, who happened to be an economist and professor in a reputed university in Europe.

After patient hearing advised me to be proud of the great past, but review the present and contribute for improving the condition of the country. Remember to think what the citizen has given to the nation instead of cribbing what the nation has given to the citizens.

He continued that the citizen should study the progress of the western culture and adapt to the

limit but not at the cost of own culture, else it is suicidal.

**Great mind discuss ideas, average minds discuss events and small minds discuss people.**

**- Eleanor Roosevelt**

The opportunity encouraged me to explore the ideologies of Mahatma Gandhi in modern India. It was observed that Gandhian philosophy focused on Self resilience and Holistic development of the society.

## Socio Economic Challenges of Indian society

The identified socio economic problem in India is over population, economic issue (poverty, sanitation, corruption, Education and violence, (naxalism, religious, caste related and terrorism).

All the above ailments collectively apply brakes to the Indian economy as the nation faces large government spending and regulation of business also.

## Gandhian philosophy

Focus self reliance 'स्वावलम्बी' and

Holistic development. Gandhiji repeatedly inspired for selfless service for the society and participation of all. The modern time calls for paradigm shift from Selfies service of mobile cameras to Selfless service. Let us move from the avarice of ME benefit to the concept of WE benefit.

वैष्णव जन तो तेने कहिए,  
जे पीड़ परायी जाणे रे,

पर दूखे उपकार करे तोए  
मन अभिमान ना आवे रे।

## Intolerance social divide

Often comments appear on media of intolerance. The blogs in print and expressions in high vocal chord in electronic media gags the others persons views. Physical bouts on stage shows and individual actions in place of work detrimental to the institution(s) are not uncommon.

Gandhi preached and practiced Ahimsa. He was of the firm belief that nothing exists but the Truth.... Without truth it is impossible to observe any principles or rules of life, be at home or at place of work. Without Ahimsa it is not possible to seek and find truth. Nevertheless Ahimsa is means and Truth is the end.



He called Religion the tree and religions as different branches of the same tree. In 1946 he advised his followers: there are many religions but Religion is only one. He remarked

‘धर्म में राजनीति न हो,  
पर राजनीति में धर्म हो’।

In an interview to Louis Fischer given in 1942, he said; “religion is a personal matter which should have no place in politics.”

### Rural upliftment

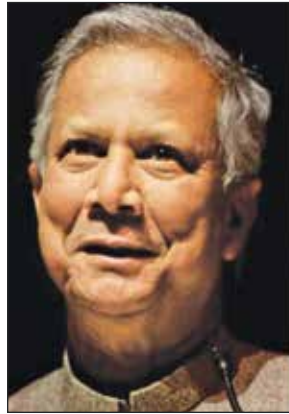
Industrialization certainly gave apparent speed to society but displaced the available manpower of livelihood causing increase of unemployment. The panacea to the problem is for encouraging the rural areas to restrict the outflow of masses to urban areas for earning livelihood.

This reminds of the story line of Hindi film “दो बीघा ज़मीन” where the lead artist moves to town for earning extra income to release the mortgaged land from the clutches of unscrupulous moneylender.

Gandhi firmly believed in rural-based and economically viable local production and consumption systems. He even objected to electricity being produced in Bombay and transmitted to his ashram at Wardha. He wanted it to be produced in Wardha from local resources.

Certainly with the given opportunity at village the outflow to urban shall be restricted. After all home ever remains a Sweet home with children playing at the backyard and ever prevailing sweet smile of the lady of the house.

For environmental conservation Gandhiji believed that nature can



One day our grandchildren will go to museums to see what poverty was like.

— Muhammad Yunus —

AZQUOTES

fulfill our needs but not greed. He encouraged mobilizing tree plantations for maintaining water beds. He emphasized that water beds are available due to presence of trees and not trees are present due to water beds.

For individual economic growth he opined that all human beings are born entrepreneurs. Some get a chance to unleash that capacity. Some never got the chance, never knew that he or she has that capacity. Poor people are like bonsai trees. There is nothing wrong with their seeds. Only society never gave them a base to grow on.

Free market economy has only one kind of business and that is the business to make money.

Gandhi was never against automation or mass production, but he emphasized production by masses. In order to accommodate the whole of human being he encouraged another kind of business, the business to do good to people without any expectation of any personal benefit out of it.

‘नर पूजा,  
नारायण पूजा’।

Once these kinds of business of microcredit and cooperative

with human approach established, then emerges the balance of society. The participants not only contribute for work but reap harvest for all. The direct elimination of poverty should be the objective of all development aid. Development should be viewed as a human rights issue and not as a question of simply increasing the gross national product (GNP).

### Energy from agriculture

The burning of the agriculture waste of Punjab and Haryana (पराली) is the glaring cause of air pollution in North India. Not only does this create tremendous air pollution but waste of an important energy resource. Alternatively if these residues are burnt in the biomass-based power plants then they can produce substantial electricity for rural consumption. At the same time the use of biomass for energy production can also produce jobs in rural areas. Thus farming for energy will lead to a very prosperous India. This will help improve the rural environment and create better India, something that Gandhiji always stressed.

“UN studies conducted in more



than forty developing countries show that the birth rate falls as women gain equality... It was believed that income-earning opportunities that empower poor women ... will have more impact on curbing population growth than the current system of "encouraging" family planning practices through intimidation tactics. Family planning should be left to the family."

India Vision 2022 focused on improved farm income in addition to the farmer income.

### Corporate Governance

Good corporate governance is the glue that holds together responsible business practices, which ensures positive workplace management, marketplace responsibility, environmental stewardship, community engagement, and sustained financial performance. This is even truer now as we work worldwide to restore confidence and promote economic growth. We in India today are facing value crisis amongst our organizations to remain competitive in the market.

Today under pressure of producing results and the rat race stress adversely affects the man behind the machine, leading to fatalities. Gandhiji had a good sense of humour to reduce stress. He read Bhagvad Gita whenever felt disappointed. In contrast today's managers conduct laughing class for employees or Gita recitation as stress busters.

Gandhiji always taught only those things which he himself practiced. Today HR managers should have hands on experience of process followed in all departments before giving training to employees, especially in sectors like Retail, BPO, Hospitality and others.

He once said "Patience & perseverance can overcome mountains, then why fear anyone or anything". HR managers need to have patience, control anger while giving training, grievance handling & counseling.

### Learning case studies by Foreigners

Impressed with the Gandhiji ideology, Dr. Martin Luther King remarked "If humanity is to

progress, Gandhi is inescapable. He lived, thought, acted and inspired by the vision of humanity evolving toward a world of peace and harmony."

Gandhi stated "Mere goodness is not of much use." Gandhi stated. "Goodness must be joined with knowledge, courage and conviction. One must cultivate the fine discriminating quality which goes with spiritual courage and character." The modern man can also take great wisdom from what Gandhi highlighted the seven social sins: Politics without principles; Wealth without work; Commerce without morality; Education without character; Pleasure without conscience; Science without humanity; Worship without sacrifice.

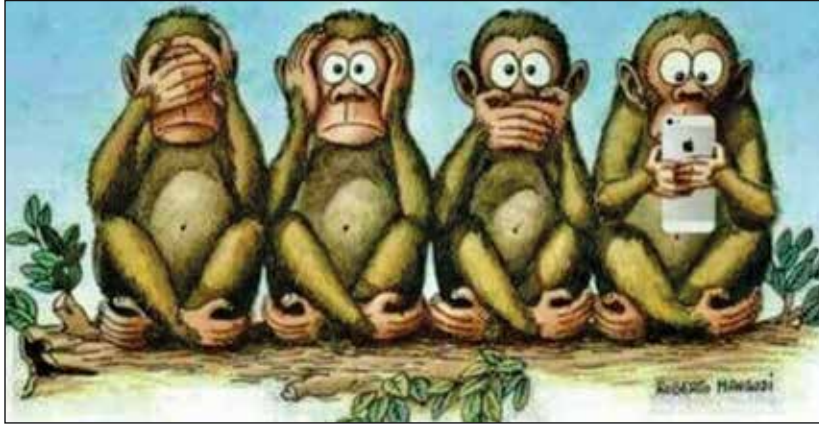
### Way ahead

If we say that the twenty-first century is the century of the common man, then we see that Gandhism has even more relevance in this age, and Gandhi will inspire generations of individuals fighting for goodness of the society. If today we find that Gandhism is in severe test in countries like India, it is not because there is certain inherent weakness in Gandhism, but it is because we have not seen in India strong leaders with the required courage and conviction to fight the evils in society.

### Conclusion & Lessons for future

Every citizen of this earth aspires to a decent lifestyle. However, it can only happen if each one of us become spiritual and follow the Gandhian maxim of 'simple living and high thinking'.

Once our basic needs are satisfied, all of us long for some



meaningful existence. It only comes when there is some meaning to life. And that meaning comes from helping other less fortunate people and by giving back something to the society. I also believe that the whole purpose of our existence is to increase personal and societal infrastructure. Personal infrastructure includes our health, happiness and general well-being. By improving our personal 'infrastructure' through spirituality, we become better human beings and it helps in our emotional growth and evolution.

By giving back to the society so that its 'infrastructure' increases we help in mankind's evolution. Both these activities when carried out simultaneously, can give us great joy and satisfaction – a message that Gandhiji

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**Good corporate governance is the glue that holds together responsible business practices, which ensures positive workplace management, marketplace responsibility, environmental stewardship, community engagement, and sustained financial performance. This is even truer now as we work worldwide to restore confidence and promote economic growth. We in India today are facing value crisis amongst our organizations to remain competitive in the market.**

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gave through his actual work and experiments.

Thus the mantra of India's development should be spirituality with high technology. Both these things allow us to reduce our greed for resources and live in harmony with nature - something that Gandhiji preached intuitively all his life.

I would like to conclude with a tribute to Gandhi that Albert Einstein gave: "Generations to come, it may well be, will scarce believe that such a man as this ever in flesh and blood walked upon this earth". The 'स्वच्छ भारत अभियान, उज्ज्वला योजना, अटल पेंशन योजना' Make in India campaigns are indices of implementation of Gandhian philosophy in the country.

Let 2019 which coincides the 150th birth anniversary of Mahatma Gandhi, be worth remembering and implementing for the overall improvement of industrial, agricultural and socio economic growth of the country, based upon Gandhian ideologies for all times to come.

Coming together is a beginning; keeping together is progress; Working together is success.

Let us not be the 4th monkey who is just a silent spectator and does nothing against EVIL. ■

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The author withholds wide experience in marketing fertilizers in all North India states, port operations at Vizag, Corporate Communication, CSR, HRD and others. The company earned sizeable amount of dispatch money and witnessed smooth outflow of imported MOP at Vizag port. At CSR the project of "Beti Bachao, Beti Padoo" was widely acclaimed. The training schedule in HRD was pruned and encouraging guest speakers were invited for deliverance of experience towards increasing the horizon of employees.

All out efforts taken for implementing DBT project and Digital India project in Rural India. In the past, numerous papers were submitted and he has delivered presentations at various platforms for knowledge sharing with young executives and students of management colleges.



# Mahatma Gandhi and the Service Industry in India



**Samrita Kaur Gill**  
Joint Commissioner  
CGST & Central Excise  
Delhi North

India is a complex country with myriad contradictions – industrialized yet developing & urbanized yet rural. The requirements of each section of society pose a challenge for any economist; the insecurities and the apprehensions arising from the reports of sluggish international growth create a demand for economic stability by way of protectionism. In the contemporary world the borders of the country are as vulnerable to external aggression as they are to economic warfare. The latter enters stealthily and in the most innocuous of fashions. However, in a rapidly globalizing world it is difficult to remain isolated from the expansionist tendencies of nations and entities.

The threats or challenges of today lay the foundation stone for future opportunities. The decision to liberalise the economy was introduced to the world to the potential of the young India. The energetic English speaking High School graduates with soft skills suddenly found themselves in great favour with the Call-Centre industry. This marked the advent of the Service Industry in India. Until then the concept and definition of 'Service' was an

unfathomable and abstract concept for the average citizen; prior to this the meaning of entrepreneurship was beset with trepidation. Young India, both urban and rural had few opportunities. Today, the Service Industry has come of age and is a major contributor of revenue.

The concept of 'Service' is not new to India 'Seva' has always been an integral part of our culture. The word 'Seva' originates from the Sanskrit word 'Sev' meaning to serve, to wait or attend upon, to honour or worship. While the 'Seva' or worship of the gods was recognized and respected, sense of service to man was relegated to the lowest levels. While a priest was respected and assigned a significant place in the social hierarchy, the scavenger was treated as a pariah. For centuries this 'Seva' or Service was looked down upon; in contemporary times their work would be classified as 'Cleaning & Maintenance Service' or 'House Keeping Services. The irony of the situation is not lost on a nation where the condition of sanitation in Urban and Rural India is largely similar. The dichotomy of the situation was brilliantly tackled by the most important leader in last 150

year – Mohandas Karamchand Gandhi, who was perhaps the pioneer of the Service Industry. In the 150th birth centenary year of Mahatma Gandhi it is difficult to identify institutions that remain uninspired by his philosophy. As the leader of the largest movement for independence his organizational skills remain unparalleled. It is indeed an onerous task to choose the one philosophy or tenet that has shaped the development of the nation and with it its institutions.

At first one may ask how and why, but the story of his life is a treasure trove for all sections of society. His concept of the settlements or farms during his stay in South Africa and the Ashrams in India are examples of planning and self-reliance amongst others. The colonization of India was a result of the Industrial Revolution in Europe; therefore, Industry and Industrialisation were looked upon with suspicion. For Gandhiji the rural setting and the beliefs about the virtues of a simple life had made him suspicious about the trappings of a modern industrialized civilisation. In his farms in South Africa, where man lived in close proximity to nature the open spaces and





the fruit-bearing trees provided ample opportunities for farming and gardening. Adults as well as children daily engaged in agricultural duties which involved picking, pruning, growing and forest-clearing. The emphasis was upon simple communal living where individual self-interests had to be curbed for the good of all. This was the first step towards the realization of Services in a well-defined and organized manner. Each inhabitant was occupied; he was in Service – service of himself, service of mankind and service of a cause. ‘Seva’ or service has attained a new meaning, the laundry and kitchen facilities, the tailoring department, the sandal making venture were an excellent combination of various kinds of services. In contemporary times each activity could be classified as a taxable service especially as the professional activities besides being a means of subsistence were also sold to outsiders.

On his return to India, Gandhiji was introduced to the devastation caused by the treatment meted out by the government of the day to the textile industry. Gandhiji replied with the ‘Charkha’, a

new name for the concept of self-reliance. The ‘Charkha’ has to be understood beyond it being a means to produce ‘Khadi’; the construction of the instrument, its maintenance and final produce all gave scope for the development of the manufacturing and service industries. The success of heavy, medium or small and micro industries is largely dependent on its work force and the service providers. The chain is complex and cannot be understood without understanding the complex nature of inter-dependence. The fore-sight of Mahatma Gandhi in the manner of development of entrepreneurship is yet to be realized. According to him industry and industrial consciousness had many meanings, for him individuals with entrepreneurial skills who pursued social issues like poverty alleviation, drinking water supply, rural sanitation, environmental protection, healthcare and the like were the ‘social entrepreneurs’. He said ‘as soon as a man looks upon himself as a servant of society earns for its sake and spends for its benefit, then his value system automatically improves and

there is ahimsa in his venture’.

The major challenge of resource mobilization for social welfare remained the top most priority of the nation beleaguered by the devastation of partition. The apprehension of Gandhiji towards concept of industrialization as in replacement of man by machine was well known; it was thought that although both Pandit Jawaharlal Nehru and Mahatma Gandhi had struggled together to attain independence, their visions for the future of the nation differed significantly. Both men had been deeply affected by the poverty and human degradation that they had experienced in rural India. Gandhiji opined that industrialization on a mass scale would lead to passive or active exploitation of the villagers as the problems of competition and marketing come in. Therefore we have to concentrate on the village being self-contained, manufacturing mainly for captive use. Provided this character of the village industry is maintained, there would be no objection to villagers using even the modern machines and tools that they can make and can afford to use. Only, they should not be used as a means of exploitations of others. Real planning consists in the best utilization of the whole manpower of India and the distribution of the raw products of India in her numerous villages instead of sending them outside and rebuying finished articles at fabulous prices.

The financial health of the social strata did not permit the emergence of private industrial enterprise. Stabilization of available resources was important and the first decade was devoted to harnessing the agricultural potential

of the nation in the private sector; the state focused on indulging in mega projects with the help of international collaborators. Education was also given due importance. Towards the end of the second decade of independence private investment in industry began emerging strongly. The concept of self-reliance was fast becoming a reality.

Gandhiji stated "I know that man cannot live without industry. Therefore, I cannot be opposed to industrialization. But I have a great concern about introducing machine industry. The machine produces much too fast, and brings with it a sort of economic system which I cannot grasp. I do not want to accept something when I see its evil effects which outweigh whatever good it brings with it. We want industry, let us become industrious. Let us become more self-dependent, then we will not follow the other people's lead so much. We shall introduce machines if and when we need them. Once we shall have shaped our life on non-violence, we shall know how to control the machine." With the increase in industrialization and the emergence of the services sector the requirement for a control based taxation structure was being challenged. The Indian state had matured into its fifth decade when economic reforms attained reality, when self-assessment replaced physical control. There was no looking back thereafter. From the dream of Dandi in 1930 seeking freedom from taxation on essential resources to the advent of GST in 2017 which ensures the production of goods and delivery of services at optimal and affordable rates we have come a long way. The umbrella of taxation is

now all encompassing instead of being selective. The GST recognises the potential of even the smallest entity to contribute and become a part of the development chain, a stake-holder whose contribution is important. It is not the event of taxation that is as much important as the fact that technological development should percolate each strata of the development chain.

The growth of the Service industry in India is tribute to the vision of Mahatma Gandhi who

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practised and preached the concept of 'Seva'. Today this concept has provided hope for those who have no financial backing, except themselves. In a scenario where jobs are shrinking and mechanization is the need of the hour, the opportunity provided by the Service industry is tremendous and that is reflected in the exponential growth of the services sector. Financial wizards and masters of Direct and Indirect taxation are baffled by the returns accruing on account of the growth in this sector. We owe it all to the vision of Mahatma Gandhi whose mantra is recited by every service provider and will continue to achieve greater heights only if the vision before us is understood and imbibed in all walks of life:

A customer is the most important visitor on our premises. He is not dependent on us, we are dependent on him. He is not an interruption in our work. He is the purpose of it. He is not an outsider in our business. He is part of it. We are not doing him a favor by serving him. He is doing us a favor by giving us an opportunity to do so. ■

# Relevance of Gandhiji's Ideology and Philosophy to the Industry



**Ajoy Singh**  
DGM-CSR, HPCL

One may tend to think that Gandhiji belonged to a bygone era and his ideologies and philosophies are better archived. But let's make no mistakes. Gandhiji did not belong to an era, or an age. He belongs to the humanity for eternity. Gandhiji's ideals and leadership hold an extremely relevant moral and social mirror to our society in general and the business and industry in particular. Thus, the Gandhian model and the modern economy seem to be getting closer to each other.

## Eternal Aphorisms

Some of the aphorisms of Gandhiji, given below, are eternal and timeless:

- "Each of us must be the change we wish to see in this world";
- "The future depends on what we do in the present";
- "Earth provides enough to satisfy every man's need, but not every man's greed";
- "Truth alone will endure; all the rest will be swept away before the tide of time"

## Globalisation: Gandhian Idea of World Government and World Peace

Today while on one hand businesses are globalizing, on the

other some of the most prosperous countries are following divisive policies and presenting gloomy outlook to the world community. That is when we are reminded of Gandhian idea of world government and world peace. Mahatma Gandhi wrote: "Nationalism is not the highest concept; the highest concept is world community. I would not like to live in this world, if it is not to be one." The quintessence of divine wisdom, "Vasudhaiv Kutumbkum" or ("Mankind is one family"), proclaimed by India millennium ago, was the ultimate aim of Mahatma and his thought. Hence, his greatest follower, adviser and interpreter, Achary Vinoba Bhave has a great slogan 'Jai jagat' or 'Hail one World.'

Compulsion of war and military expenditure is another constant reminder for us, to consider the peace option. Prof. Arnold Toynbee had said, "If we do not abolish war, war is going to abolish us." The warning of the Father on the Nuclear Bomb, Albert Einstein is much more serious: "I do not know about the Third World War but in the Fourth World War, they will fight with sticks and stones." Peace is after all indivisible. There cannot be peace in one part of the world and war in another.

Gandhi's nationalism, fierce though it is, is not exclusive, not designed to harm any nation or individual. His nationalism was the essential precondition of sound internationalism. "Through Swaraj (Home Rule), we would serve the whole world." Indian nationalism is not exclusive, or aggressive nor destructive. It is health giving, religious and therefore, humanitarian.

## Resurgent Micro, Small & Medium Enterprises (MSMEs)

Today we are placing keen emphasis on MSMEs as these require less investment and create employment on a large scale, thus reducing the unemployment and underemployment problems.

Resurgence of smaller industries is also offshoot of Gandhiji's philosophy of inclusive growth. He believed in "production by the masses" rather than in mass production, a distinctive feature of the industrial revolution. It is surprising, even paradoxical, that Gandhian philosophy is now finding increasing expression through the most modern technology! Now, it is possible to establish small-scale and medium-scale factories in smaller towns and remote corners of the country, because of the phenomenal



innovations in communication and information technologies. New technologies have brought in widespread and low-cost electronic connectivity that enables instantaneous contact between industrial units and the sellers and consumers of their products. Location and logistics are no more a limitation or constraint for certain industrial development.

### **Equitableness & Inclusiveness**

Modern economics has solved almost all the problems of the production, but the problem of distribution is a far cry even today.

Mind the gap: The gulf between rich and poor has widened over the decades. India's income inequality is at its highest level since the Indian Income Tax Act was introduced in 1922, claims a recent paper by well-known economists Lucas Chancel and Thomas Piketty. The top 1% of income earners are garnering 22% of total income in India, which is the highest ever, they have found. The Gini Coefficient (that measures the inequality) for the country is estimated to be close to 0.50, which would be an all-time high.

According to the Gandhian Theory, in the ideal society there should be equitableness of wages not only for labourer but also for the other members of the different professions. All persons should be supplied with the necessities to satisfy their natural needs. Thus GandhiJI inculcated the revolutionary doctrine of equitableness of wages.

### **Swachh Bharat**

Our Hon'ble Prime Minister has given a clarion call to entire nation including businesses and

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**In South Africa itself, Gandhiji took to scavenging and propagated the advice among Indians to spread dry dust or ashes in buckets after each use and to keep lavatories clean and dry. Once he returned to India, Gandhiji's focus on sanitation grew stronger. He firmly emphasised on the need for education on hygiene and sanitation among Indians and stated that "the scavenger's work must be our special function in India." At a political conference in Gujarat, Gandhiji had pointed out to the fact that our houses, streets and roads were unclean and dilapidated and that is what epidemics to flourish in the homes.**

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industries to become part of 'SwachhtaAbhityaan', a historic mass movement aimed at fulfilling Bapu's dream of a Clean India. By choosing Gandhiji as a torchbearer and inspiration for cleanliness and Swachh Bharat campaign, we have once again reaffirmed our faith in the legacy of the Father of the Nation. The largest-ever cleanliness drive in India, the Swachh Bharat Abhiyaan, was initiated by Hon'ble Prime Minister to coincide with the birth anniversary of

Mahatma Gandhi. Hon'ble PM's plan to clean up the streets and roads of urban and rural India, particularly focusing on the issue of the elimination of open defecation in the country is drawn largely from Mahatma Gandhi's ideas on sanitation and hygiene which the father of the nation considered to be more important than political independence.

Gandhiji's concern for public and private sanitation was part of his satyagraha campaign since the days he spent in South Africa. For Gandhiji, the drive for cleanliness in society was an integral part of the process in bringing about a casteless and free society. "Everyone is his own scavenger," said Gandhiji, reiterating the fact that the need for making cleanliness a personal responsibility was key to removing untouchability. Sanitation was also considered a necessity by Gandhiji in order to remove the label attached to Indians being in need for the West's civilising mission.

Gandhiji's call for sanitation came first during the satyagraha in South Africa. His priority back then was to remove the assertion made by white settlers that Indians lacked hygiene and therefore needed to be kept segregated. In an open letter to the Natal legislative assembly, Gandhi wrote that Indians too can maintain the same standards of sanitation as Europeans provided they received the same kind of attention and opportunity. However, he still lay emphasis on the need for Indians themselves to take up the matter of cleanliness. He discussed the issues of hygiene and cleanliness in all meetings with Indians and often referred to it alongside the matter of untouchability.





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untouchability. Pointing out at the close connection between cleanliness and swaraj, Gandhi asked Indians to learn from the West the art of municipal sanitation and modify it to suit our own specific needs. Speaking to a group of labourers in Madras he explained that "a lavatory must be as clean as a drawing room." He maintained that open defecation should only be done in a secluded spot in a hole dug in the ground and commodes should be used in the latrines.

### Swachh Bharat Abhiyan & HPCL

With a focus on creation of sanitation infrastructure and awareness generation among masses, HPCL has been undertaking unique and innovative Swachh Bharat initiatives in collaboration with various stakeholders. These initiatives include construction of more than 2,000 school toilets since the launch of Swachh Bharat Abhiyan in 2014. HPCL, in collaboration with Sulabh International has constructed community toilets in Mumbai.

HPCL is also undertaking renovation/upgradation work of school toilets, providing clean drinking water facilities through WaSH (Water, Sanitation and Hygiene) program in 300 schools in 4 states. In addition, HPCL is also partnering with district administrations for providing better sanitation facilities to school students.

HPCL has adopted Golden Temple Amritsar under the 'Swachh Iconic Places', a clean-up initiative focused on select heritage, spiritual and cultural places in the country. Employees and other stakeholders enthusiastically participated in nearly 3000

awareness generation activities including 'SwachhtaPakhwada' (July 1-15, 2018 & August 16-31, 2018) and 'Swachhta hi Sewa' (September 15 - October 2, 2018) campaigns to make Swachhta a Jan Andolan. Most of the awareness generation activities were undertaken in schools, colleges and nearby communities involving the parents particularly the mothers, teachers, local youth and government bodies. Other unique initiatives include collaboration with All India Radio (AIR) and local FM radios channels to spread the message of Swachhta, association with Indian Railways for spreading awareness on cleanliness, cleanliness drives in vegetable markets & fish markets etc. One of the unique features of the Swachhta campaign has been combining of technology with Swachhta which gave momentum to public awareness. A QR Code campaign was launched, which allowed general public to register their support for Swachh Bharat Abhiyan in Visakhapatnam. This was carried out at various public places like bus stands, railway stations, restaurants, colleges etc. QR Code has emerged as a powerful tool and an indispensable part of any virtual campaign. The efforts and initiatives of HPCL had transformational impact on the society at large. In recognition, HPCL was bestowed with MoPNGSwachhtaPakhwada award in 2018.

At HPCL the journey and untiring efforts towards Swachhta continue. Thus as can be seen relevance of Gandhiji's ideology and philosophy to the industry in particular and the society in general not only continues, but has become increasingly more relevant with passage of time. ■

# दूसरों को बदलने के लिए पहले खुद को बदलना होगा: महात्मा गांधी



नितिन प्रधान

राष्ट्रीय ब्यूरो प्रमुख  
दैनिक जागरण

महात्मा गांधी का एक कथन काफी प्रसिद्ध है "जो बदलाव आप दूसरों में देखना चाहते हैं उन्हें पहले अपने जीवन में उतारें।" महात्मा गांधी का यह कथन मैनेजमेंट के लिहाज से बेहद महत्वपूर्ण है। किसी भी नेतृत्व का अनुपालन लोग तभी करते हैं जब नेतृत्व खुद को उदाहरण के रूप में प्रस्तुत करता है। गांधी जी ने अपने जीवन में भी यही किया। आजादी की लड़ाई में उनके नेतृत्व में शुरू हुए आंदोलनों को उन्होंने आगे बढ़कर दिशा प्रदान की। लोगों से उन्होंने जिन नियमों का पालन कराने की अपेक्षा की, उनका पहले खुद पालन किया। यही नियम मैनेजमेंट पर भी उतना ही लागू होता है जितना राजनीति में। कंपनी में काम करने वाले लोगों को दिशा देने के लिए नेतृत्व का खुद का उस दिशा का पालन बेहद जरूरी है।

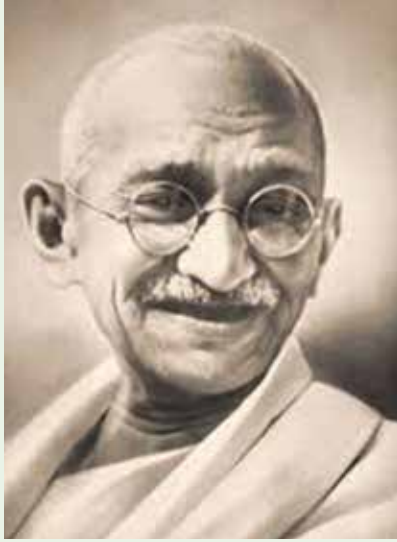
महात्मा गांधी ने सदैव सरल जीवन जिया। उन्होंने लोगों को जिस विषय पर उपदेश दिया उसका ही अभ्यास भी किया। अपने जीवन में उन्होंने कभी अपने नैतिक मूल्यों से समझौता नहीं किया। इसी बात के लिए वह जीवन भर दूसरों को प्रोत्साहित करते रहे। जीवन शैली को सरल रखते हुए महात्मा गांधी ने छोटी छोटी पहल को अपने जीवन में ढाला। लोगों के हृदय

में अच्छूतों के लिए प्रेम की भावना भरना हो या असहयोग आंदोलन के जरिए अंग्रेजों को संदेश देना या फिर दांडी मार्च और अंग्रेजों भारत छोड़ो जैसे बड़े आंदोलन, गांधी जी ने लोगों के सामने पहले अपना खुद का उदाहरण रखा उसके बाद ही लोगों को अपने पीछे आने को कहा। उनके इसी कौशल ने देश की समस्त जनता को एकसूत्र में बांधने में सफलता हासिल की। गांधी जी की सबसे बड़ी विशेषता यही थी कि उन्होंने तब के बिखरे हुए समाज को एकजुट कर स्वतंत्रता प्राप्ति के महायज्ञ में लगा दिया।

गांधी जी के नेतृत्व के इस कौशल को उनकी तरफ से चलाये गये पांच बड़े आंदोलनों से आसानी से समझा जा सकता है। साल 1917-18 में महात्मा गांधी ने अपना पहला आंदोलन चंपारण से छेड़ा। इसे सत्याग्रह आंदोलन का नाम दिया गया। उस वक्त अंग्रेज और उनका समर्थन करने वाले जमींदार हजारों भूमिहीन मजदूरों और गरीब किसानों को नील व अन्य नकदी फसलों की खेती करने के लिए मजबूर कर रहे थे। अंग्रेजों के इस अत्याचार के खिलाफ गांधी जी ने चंपारण पहुंच कर इस आंदोलन का शंखनाद किया। यह गांधी जी की नेतृत्व क्षमता का ही

असर था कि उनके आह्वान पर हजारों किसान एकत्र हो गए और विरोध प्रदर्शन में हिस्सा लिया। पुलिस सुपरिटेण्डेंट ने गांधी जी को जिला छोड़ने का आदेश दिया लेकिन उन्होंने यह आदेश मानने से इनकार कर दिया।

गांधी जी की अगुवाई में दूसरा आंदोलन एक अगस्त 1920 में शुरू हुआ। असहयोग आंदोलन के नाम से विख्यात आंदोलन अंग्रेज सरकार से हर प्रकार का सहयोग वापस लेने के आह्वान के साथ शुरू हुआ। गांधी जी ने लोगों से अपील की कि जो भारतीय उपनिवेशवाद को खत्म करने के इच्छुक हैं वे स्कूल, कॉलेज, न्यायालय न जाएं और सरकार को कर का भुगतान भी नहीं करें। गांधी जी का मानना था कि यदि असहयोग ठीक प्रकार से किया गया तो भारत एक वर्ष के भीतर ही स्व. राज प्राप्त कर लेगा। गांधी जी के इस आंदोलन को जैसा समर्थन मिला उसने अंग्रेज सरकार को हिला कर रख दिया। इसके पश्चात गांधी जी ने नमक आंदोलन का नेतृत्व किया। यह आंदोलन महात्मा गांधी द्वारा चलाये गए प्रमुख आंदोलनों में था। इसे दांडी मार्च भी कहा जाता है। नमक पर ब्रिटिश राज के एकाधिकार के खिलाफ 12 मार्च 1930 में बापू ने अहमदाबाद के निकट स्थित साबरमती



आश्रम से दांडी गांव तक 24 दिन की पैदल यात्रा की थी। इस आंदोलन में बापू ने नमक बनाकर अंग्रेजों का कानून तोड़ा था। गांधी जी के इस आंदोलन को भी देश की जनता का भरपूर समर्थन मिला।

पूना समझौते के बाद गांधी जी ने खुद को पूरी तरह से हरिजनों की सेवा में लगा दिया था। साल 1932 में जेल से बाहर आने के बाद गांधी जी ने अखिल भारतीय छुआछूत विरोधी लीग की स्थापना की। बाद में 1933 से छुआछूत विरोधी आंदोलन की शुरुआत हुई। गांधी जी के इस आंदोलन का उद्देश्य देश से अस्पृश्यता मिटाना था। हरिजन मदद के लिए उन्होंने 21 दिन का उपवास भी किया। इस आंदोलन के बाद आया देश का निर्णायक आंदोलन। अगस्त 1942 में गांधी जी ने अंग्रेजों भारत छोड़ो का नारा दिया। पूर्व के आंदोलनों की सफलता को देखते हुए अंग्रेजो ने गांधी जी को तुरंत गिरफ्तार कर लिया। लेकिन पूरे देश में आंदोलन बदस्तूर जारी रहा और पश्चिम में सतारा और पूर्व में मेदिनीपुर जैसे कई जिलों में स्वतंत्र सरकार की स्थापना भी कर दी गई।

महात्मा गांधी ने सदैव सरल जीवन जिया। उन्होंने लोगों को जिस विषय पर उपदेश दिया उसका ही अभ्यास भी किया। अपने जीवन में उन्होंने कभी अपने नैतिक मूल्यों से समझौता नहीं किया। इसी बात के लिए वह जीवन भर दूसरों को प्रोत्साहित करते रहे। जीवन शैली को सरल रखते हुए महात्मा गांधी ने छोटी छोटी पहल को अपने जीवन में ढाला। लोगों के हृदय में अछूतों के लिए प्रेम की भावना भरना हो या असहयोग आंदोलन के जरिए अंग्रेजों को संदेश देना देनाया फिर दांडी मार्च और अंग्रेजों भारत छोड़ो जैसे बड़े आंदोलन, गांधी जी ने लोगों के सामने पहले अपना खुद का उदाहरण रखा उसके बाद ही लोगों को अपने पीछे आने को कहा। उनके इसी कौशल ने देश की समस्त जनता को एकसूत्र में बांधने में सफलता हासिल की।

इन सभी आंदोलनों का संक्षिप्त वर्णन करने का मकसद केवल यह है कि गांधी जी सच्चे मायनों में एक लीडर थे। उन्होंने नेतृत्व के जो पायदान स्थापित किये उनसे प्रभावित होकर जनता खुद-ब-खुद उनसे जुड़ती चली गई। यही उनके आंदोलनों की सफलता का राज भी है। एक भी आंदोलन ऐसा नहीं है जिसमें गांधी जी ने आगे बढ़कर नेतृत्व न किया हो। वह अकेले ऐसे शख्स रहे जो नेता होने के बावजूद अंग्रेज सिपाहियों की लाठी खाने वाले दल में सबसे आगे रहते थे। उनकी यही बात जनता को प्रभावित करती थी। जनता से जो करवाना है उसका पालन उन्होंने पहले स्वयं किया। आंदोलनों का अहिंसक स्वरूप बनाये रखने के क्रम में उन्होंने अंग्रेजों पर प्रहार न करने का उदाहरण प्रस्तुत किया। आज आजादी के इतने वर्षों के बाद देश में इसी तरह के नेतृत्व की आवश्यकता है चाहे व राजनीति हो अथवा उद्योग। उद्योगों को आगे ले जाने के लिए कंपनियों में ऐसी लीडरशिप की आवश्यकता है जो पूरी वर्क फोर्स के लिए प्रेरणा बन सके और उनकी शक्ति को एक दिशा प्रदान कर सके। सार्वजनिक उपक्रमों में मुखिया का चुनाव करते वक्त भी इस बात पर ध्यान दिया जाना चाहिए कि प्रतिकूल परिस्थितियों में भी कंपनी को आगे ले जाने की क्षमता वाला नेतृत्व कैसे प्रदान किया जा सकता है। यही नहीं कंपनियां चलाने वाले नेतृत्व को भी गांधी जी के ऐसे नेतृत्व कौशल से सीख लेनी होगी ताकि वे अपनी कंपनियों को सकारात्मक ग्रोथ प्रदान कर सकें। नेतृत्व करने का अर्थ है असीमित अधिकार होना। लेकिन गांधी जी ने नेतृत्व को इन अधिकारों के समुचित उपयोग का संदेश भी दिया है। उन्होंने कहा "अधिकारप्राप्ति का उचित माध्यम कर्तव्यों का निर्वाह है।" ■

# Mahatma Gandhi's Quotes

## India

- Everything in India attracts me. It has everything that a human being with the highest possible aspirations can want.
- I feel that India's mission is different from that of others. India is fitted for the religious supremacy of the world. There is no parallel in the world for the process of purification that this country has voluntarily undergone.

## Swaraj

- The word Swaraj is a sacred word, a Vedic word, meaning self-rule and self-restraint, and not freedom from all restraint which 'independence' often means.
- Real Swaraj will come not by the acquisition of authority by a few but by the acquisition of the capacity by all to resist authority when it is abused. In other words, Swaraj is to be obtained by education the masses to a sense of their capacity to regulate and control authority.

## Trusteeship

- Suppose I have come by a fair amount of wealth either by way of legacy, or by means of trade and industry, I must know that all that wealth does not belong to me, what belongs to me is the right to an honourable livelihood, no better than that enjoyed by millions of others. The rest of my wealth belongs to the community and must be used for the welfare of the community.
- My theory of 'trusteeship' is no make-shift, certainly no camouflage. I am confident that it will survive all other theories. It has the sanction of philosophy and religion behind it.

## Villages

- We must identify ourselves with the villagers who toil under the hot sun beating on their bent backs and see how we would like to drink water from the pool in which the villagers bathe, wash their clothes and pots, in which their cattle drink and roll. Then and not till then shall we truly represent the masses and they will, as surely as I am writing this, respond to every call.
- I would say that if the village perishes India will perish too. India will be no more India. Her own mission in the world will get lost. The revival of the village is possible only when it is no more exploited.

## Swachhta

- Cleanliness is next to godliness. We can no more gain God's blessing with an unclean body than with an unclean mind. A clean body cannot reside in an unclean city.
- An ideal Indian village will be so constructed as to lend itself to perfect sanitation.



## Swadeshi

- Swadeshi is that spirit in us which restricts us to the use and service of our immediate surroundings to the exclusion of the more remote. Much of the deep poverty of the masses is due to the ruinous departure from Swadeshi in the economic and industrial life.
- A true votary of Swadeshi will not harbour ill-will towards a foreigner and not be actuated by antagonism towards anybody on the earth. Swadeshi is not a cult of hatred. It is a doctrine of selfless service that has its roots in the purest Ahimsa, i.e., love.

## Education

- I hold that true education of the intellect can only come through a proper exercise and training of the bodily organs, e.g. hands, feet, eyes, ears, nose, etc. In other words, an intelligent use of the bodily organs in a child provides the best and quickest way of developing his intellect. But unless the development of the mind and body goes hand in hand with a corresponding awakening of the soul, the former alone would prove to be a poor lop-sided affair.

## Women Empowerment

- Woman has been suppressed under custom and law for which man was responsible and in the shaping of which she had no hand. In a plan of life based on non-violence, woman has as much right to shape her own destiny as man has to shape his.
- I am uncompromising in the matter of women's rights. In my opinion she should labour under no legal disability not suffered by men. I should treat the daughters and sons on a footing of perfect equality.

## India and the World

- The better mind of the world desires today not absolutely independent State warring one against another, but a federation of friendly interdependent State. The consummation of that event may be far off. I want to make no grand claim for our country. But I see nothing grand or impossible about our expressing our readiness for universal interdependence rather than independence.
- My ambition is much higher than independence. Through the deliverance of India, I seek to deliver the so-called weaker races of the earth from the crushing heels of Western exploitation. India's coming to her own will mean every nation doing likewise.

## Duty

- The true source of rights is duty. If we all discharge our duties, right will not be far to seek. If leaving duties unperformed we run after rights, they escape us like a will-o'-the-wisp. The more we pursue them, the farther they fly. The same teaching has been embodied by Krishna in the immortal words: 'Action alone is thine. Leave thou the fruit severely alone.' Action is duty: fruit is the right.

## Sarvodaya

- A life of service must be one of humility. He who would sacrifice his life for others, has hardly time to reserve for himself a place in the sun. Inertia must not be mistaken for humility, as it has been in Hinduism. True humility means most strenuous and constant endeavour entirely directed to the service of humanity. God is continuously in action without resisting for a single moment. If we would serve Him or become one with Him, our activity must be as unweary as His.

# Gandhiji's Talisman



**"I will give you a talisman. Whenever you are in doubt, or when the self becomes too much with you, apply the following test.**

**Recall the face of the poorest and the weakest man [woman] whom you may have seen, and ask yourself, if the step you contemplate is going to be of any use to him [her]. Will he [she] gain anything by it? Will it restore him [her] to a control over his [her] own life and destiny? In other words, will it lead to swaraj [freedom] for the hungry and spiritually starving millions?**

**Then you will find your doubts and your-self melt away."**

**- Mahatma Gandhi**

- One of the last notes left behind by Gandhi ji in 1948, expressing his deepest social thought.  
Source: Mahatma Gandhi [Last Phase, Vol. II (1958), P. 65]

## PSEs to Engage Proactively for WTO Reforms SCOPE organizes program on International Trade, WTO & Way Forward

*Standing Conference of Public Enterprises (SCOPE) and Indian Institute of Foreign Trade (IIFT) jointly organized program on "International Trade, WTO and Way Forward" which was inaugurated by Mr. N. Sivasailam, IAS, Special Secretary, Commerce & Industry, Government of India in the presence of Mr. Ved Prakash, Chairman, SCOPE & CMD, MMTC, Dr. U. D. Choubey, DG, SCOPE, Dr. Abhijit Das, Head & Professor, IIFT. On this occasion Mr. N. Sivasailam also released the Kaleidoscope journal. This Programme was organized in the backdrop of India's growing role in international trade and commerce and the opening of the economies globally.*

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Inaugurating the program, on behalf of Commerce & Industry Minister, the Special Secretary, Commerce, Mr. N. Sivasailam, said that the international trade is going through a churn which has led to uncertainty in global trade. We also believe, he added, if this trade war persists there is going to be no victor and there



(From Right to Left): Mr. Ved Prakash, Chairman, SCOPE & CMD, MMTC, Mr. N. Sivasailam, IAS, Special Secretary, Commerce & Industry, Gol and Dr. U. D. Choubey, DG, SCOPE, during the inaugural session of the program.

can be collateral damage as well. Speaking about WTO, Mr. Sivasailam said that world is also witnessing tension at WTO. Dispute resolution at WTO, he said, is at strain and the negotiating arm of WTO is not functional, which is a matter of great concern. Expressing his concern over recent developments, he further added that our goal of trillion dollar economy itself would come under strain. Speaking about the role of the government, Mr. Sivasailam said that the

government is playing a catalytic role to ensure that we become more competitive. He added that the government is trying to remove bottlenecks and are looking at entire gamut of problems at export level and that is solicits the cooperation of Public Sector Enterprises (PSEs).

Praising the role of PSEs in the development agenda of the nation, he said PSEs are expected to engage proactively in case of WTO reforms. Mr. Ved Prakash, Chairman, SCOPE while

expressing his concerns about the recent global trade war said that on one side, we are facing challenge from dumping of goods and on the other hand, we are also experiencing decline in exports. He further added that the Government of India has taken many initiatives like Make in India, Startup etc towards ease of doing business.

Dr. U. D. Choubey, Director General, SCOPE in his Welcome

Address expressed concern on the ongoing tariff war, supremacy of currency and policy of protectionism which is restricting free trade between the nations. Expressing his concern over the restrictive trade practices, Dr. Choubey said that it is going to impact world economic growth. Dr. Choubey further added that recent tariff war promotes policy of protectionism and India can't remain untouched with it which in

turn would affect the export market of India.

Dr. Abhijit Das, Head & Professor, IIFT in his address said the countries that were at the forefront of liberalization have withdrawn their hand. He said that Indian PSEs will suffer collateral damage because of restrictive trade practices.

The program was attended by a large number of senior executives of public enterprises. ■

## SCOPE and GLAU organizes CSR Conclave

Standing Conference of Public Sector Enterprises (SCOPE) in association with GLA University, Mathura organised a Two Day CSR Conclave on Connecting Rural India recently. The inaugural session was graced by Padma Bhushan, Dr. Bindeshwari Pathak of Sulabh Sauchalya, Mr. Hrishikesh Sharan, IRS, Former DG, Custom and Excise, Dr. D. S. Chauhan, VC, GLAU, Dr. Anand Mohan Agrawal, Pro VC, Prof. Ranjan Mohapatra, Chairman, VISION Group, Dr. C. V. Baxi, Former Director, MDI, Dr. Kanhaiya Singh, Dr. Richa Misra, GM, NPCC, Mr. Sunil Kapoor, GM, IOC, Dr. B. Talwar, GM, BHEL and Mr. P. K. Sinha of SCOPE. Speakers from diverse background shared their experience regarding social development interventions.

While welcoming the participants in the inaugural session, Prof A M Agrawal briefly highlighted the objectives of the conclave and appreciated the help and support of SCOPE provided as Academic Partner in this conclave since the

inception. He also acknowledged the support provided by the central Public Sector Enterprises.

Mr. P. K. Sinha explained in detail the need for CSR initiatives more so in the rural sector as this segment needs more care and support to grow and join the main stream. Dr. Richa Misra explained various initiatives and projects undertaken by the NPCC in the past, especially to connect and focus the rural needs. Mr. Sunil Kapoor represented Mathura Refinery and explained various initiatives taken up by the organization in and around the region for the benefits of rural and weaker sections. Prof. C V Baxi emphasized that CSR must be the part of strategic activities of a corporate entity and it should work as a business model. While Prof. Ranjan Mahapatra, key note speaker expressed about the good value system that will add more to society and thus achieve positive results in CSR policies and practices implementation.

Dr. Hrishikesh Sharan, the Guest of Honour spoke at length and stressed on various moral and



ethical issues that are more relevant in effective implementation of CSR initiatives. The Chief Guest and Chairman of the Session Padama Bhushan Dr. Bindeshwar Pathak narrated various instances, issues and cases connected with CSR initiatives at the grass root level in implementing the CSR initiatives. The session was concluded with vote of thanks by Prof. Kanhaiya Singh, the conclave convener. There were in all more than 100 professionals and subject experts across the segments who shared their experiences connected to the theme. The conclave was participated by more than 400 participants.



## Conference Facilities at SCOPE Convention Centre

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.

### Auditorium



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

### Mirza Ghalib Chamber



The chamber having capacity of 108 persons (102 Nos. Chairs + 6 Nos. Chairs on Dias) equipped with mikes on table, dias and podium.

### Tagore Chamber



The chamber having capacity of 92 persons (86 Nos. Chairs + 6 Nos. Chairs on Dias) equipped with mikes on dias, tables & podium.

### Bhabha Chamber



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

## Banquet Hall



The banquet hall having capacity of 500 Persons for the purpose of lunch & dinner. Sitting arrangement could be done for 90 persons.

## Annexe I



The Annexe-I having capacity of 25 Persons.

## Annexe II



The Annexe-II having capacity of 25 Persons.

## Tansen Chamber at UB



The Tansen Chamber having capacity of 50 persons having stage and podium.

## Amir Khusro Chamber at UB



The Amir Khusro Chamber having capacity of 50 persons having facility of stage and podium.

*For Booking & Tariff details please contact*

**Mr. M. L. Maurya**, GM (Tech.)  
Mobile: 9313375238

**Mr. Nitin Kulshrasta**, Asst. Manager, Engineering (Elect.)  
Mobile: 9313989067 • Email: scope.convention@gmail.com

**STANDING CONFERENCE OF PUBLIC ENTERPRISES**

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



## New and Improved Conference Facilities at SCOPE Minar Convention Centre

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 known buildings of East Delhi. It has a very size Reception Foyer giving ambience look inside the building. There is a green environment all around the SCOPE Minar with large size planters all around. The building is also having state of art Convention Centre, comprising four halls i.e.

### Convention Hall



A large sized Convention hall having sitting capacity of 300 delegates. Various seminars, training programmes, presentations, get together etc. are conducted in Convention Hall. It provides ambient and peaceful environment for the programmes.

### VIP Lounge



VIP Lounge having sitting capacity of 40 delegates. The executives and higher level officers, Directors, CMDs can use it as waiting lounge also.

## Board Room



Board room having “U” shaped table, with a sitting capacity of 55 delegates with modern facilities - projector, screen, 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, 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, with a sitting capacity of 60 delegates. Most widely used for small size meetings and training programmes, group discussion, power point presentations etc.

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 .

*For Booking & Tariff details please contact*

**Mr. M. L. Maurya**, GM (Tech.) (M) 9313375238 **and Mr. Shubh Ratna**, Dy. GM(Engg.), SCOPE Minar (M) 9873398242, (O) 011-22458176, 22458178 • Email: [scopeminar.convention@gmail.com](mailto:scopeminar.convention@gmail.com) • [shubhratna@yahoo.co.in](mailto:shubhratna@yahoo.co.in)



## 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. This was inaugurated on 9th January, 2004 by Shri Santosh Gangwar, the then Hon'ble Minister of State for Heavy Industries, Public Enterprises and Parliamentary Affairs, which was attended by the then Secretary, Ministry of Heavy Industries and Public Enterprises, Joint Secretary, DPE, CMDs and other senior officers of Govt. of India and PSUs.

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.

PSUs are requested to advise the concerned officials to avail facilities of the Forum and refer cases to SCOPE Forum of Conciliation and Arbitration (SFCA).

*For further details please contact*

**Mr. M. L. Maurya**  
General Manager (Technical)  
(M) 9313375238

**Ms. Radhika**  
Executive - Legal (SFCA)  
(M) 8920574097, 24360559  
e-Mail: scopesfca@gmail.com

*For booking and tariff details please contact*

**Mr. S. K. Sharma**  
(M) 9891781484, 24365739  
e-Mail: sfcascope@gmail.com

### STANDING CONFERENCE OF PUBLIC ENTERPRISES

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

## Inauguration of Electronic Vehicle Charging Infrastructure at MNIT Jaipur

Under the FAME Scheme of Department of Heavy Industry, Government of India to promote e-mobility & facilitate charging of Electric Vehicle, Prof. Udaykumar R Yaragatti, Director, Malviya National Institute of Technology (MNIT), Jaipur, and Mr. A. K. Jain, MD, Rajasthan Electronics and Instruments Limited (REIL) Jaipur inaugurated the Electric Vehicle Charging Infrastructure (AC Smart Charger) recently MNIT, Jaipur installed by REIL. The inauguration of Electric Vehicle Charging Infrastructure (AC Smart Charger) was done in the presence of MNIT Alumni came across the Globe during "MNIT-Global Aluminize Meet 2018".

On this occasion Mr. A. K. Jain, Managing Director, REIL, shared the efforts made by the REIL to encourage e-mobility and apprised the details of the charging stations being set up by REIL in Delhi, Jaipur and Chandigarh under the FAME Scheme. Five charging stations have been installed by REIL at MNIT premises at different locations. The Company has so far set up 173 charging stations and the remaining work is in progress which shall be completed soon. All installed 200 chargers will be connected to the app-based Central Monitoring System, which will provide online information of the availabil-



Prof. Udaykumar R Yaragatti, Director, MNIT, Jaipur, and Mr. A. K. Jain, MD, REIL inaugurating the Electric Vehicle Charging Infrastructure.

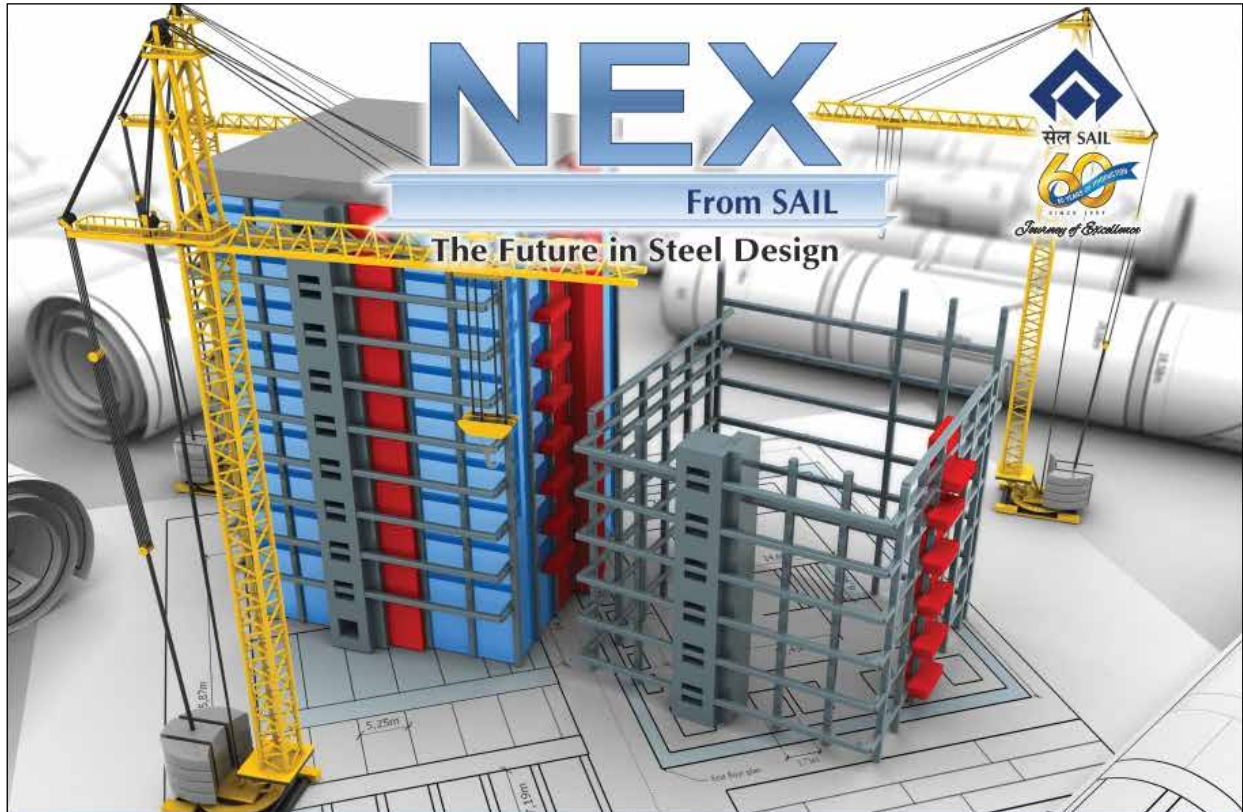
ity and performance/ operational parameters of each charger. Mr. Jain said that, in this technology, joint efforts should be made together by the Technical Institute. In this direction, a team of R&D professional of MNIT & REIL should make efforts to improve this technology so that, capacity of Battery - Charger which is restricted 120 kilometer is increased up to 300 kilometer approximately, which would be real effort under the Make-in-India Mission.

While appreciating the efforts of the REIL, Prof. Udaykumar R Yaragatti said that the charging infrastructure established by REIL will facilitate in the promotion and dissemination of e-mobility in the country, and joint

efforts of MNIT & REIL shall definitely meet out the remotest objectives.

Mr. Jain reiterated the commitment of "Shaping India Through Electronics, Renewable Energy and IT Solutions" and said that the innovation is given importance by the Company. REIL is working in the direction of growth and development of the Indian economy and society, and is bringing technology to the rural mass by aligning with the various missions of the Government of India such as National Dairy Plan, Solar Mission, Make in India, Digital India, Clean India Mission and Doubling Farmers Income. REIL is also covering the urban area through technology. ■





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SHARAD



# Secretary Steel visits **Bhilai Steel Plant**

- **Emphasises on Bhilai Collective Fulfilling the Target of 10 Lakh Tonne Rail Supply to Indian Railways**
- **Sail Chairman Mr. Anil Kumar Chaudhary, Jt Secretary Steel Mr. Puneet Kansal & Sail Director (Technical) Accompany him During Bhilai visit**



Mr. Binoy Kumar, IAS, Secretary, Ministry of Steel during his visit to Bhilai Steel Plant.

Addressing the Bhilai collective Mr. Binoy Kumar, IAS, Secretary, Ministry of Steel stressed on the utmost importance of Bhilai Steel Plant meeting its commitment of rail supply to Indian Railways. These should be no shortfall in rail order supply of 10 lakh tonne. The Bhilai spirit must come through, he averred. This sentiment was echoed by Mr. Anil Kumar Chaudhary, Chairman SAIL. They were addressing a cross section of employees of Bhilai Steel Plant at HRDC.

Mr. Binoy Kumar, IAS, Secretary, Ministry of Steel, GOI earlier arrived in Bhilai recently on his visit to Bhilai Steel Plant. Upon his arrival, he was accorded warm

reception at Swami Vivekanand International Airport, Raipur by Mr. AK Rath, Chief Executive Officer, Bhilai Steel Plant and members of the senior Management team. Upon his arrival at Bhilai Niwas, Mr. Binoy Kumar was received by Mr. A. K. Kabisatapathy, ED (Projects) and other senior officers of the Plant.

Earlier Mr. Anil Kumar Chaudhary, Chairman SAIL accompanied by Mr. Puneet Kansal, IAS, Jt Secretary, MOS and Mr. Harinand Rai, Director (Technical) SAIL arrived at Raipur for visit to Bhilai Steel Plant. They were received at Raipur Airport by Mr. AK Rath, Chief Executive Officer, Bhilai Steel Plant.

Prior to his Plant visit, Secretary (Steel) Mr. Binoy Kumar accompanied by Mr. Anil Kumar Chaudhary, Chairman SAIL, Mr. Puneet Kansal, IAS, Jt Secretary, MOS and Mr. Harinand Rai, Director (Technical) visited the Safety Excellence Centre “Suraksha Kavach” where they planted saplings and were briefed about safety. During the course of their plant visit, the dignitaries visited Universal Rail Mill, Rail & Structural Mill and Steel Melting Shop-III. Following the plant visit, the Steel Secretary and other dignitaries met with senior officers of URM, RSM, SMS-II & SMS-III and SAIL Uday team at ED (Works) Conference Hall, Sanyantra Bhavan. ■





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\* An original picture of plantation on OB dump in Lakhanpur open cast mine of MCL.

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# RINL achieved many Heights in 2018: P. K. Rath, CMD

**M**r. P. K. Rath, CMD, RINL said that Vizag Steel achieved many heights and significant performance during the year 2018 by recording around 20 percent growth across its operations while addressing the senior officers of RINL-VSP on the occasion of New Year 2019 in Ukkunagaram recently.

Mr. Rath also observed that notable achievements were made in high end value added steel production, increase in capacity utilization in the new mills, improvement in power generation and handling of raw materials. He called upon the employees to primarily focus on increase in Pulverized Coal Injection (PCI) usage in Blast Furnaces to reduce cost of Hot Metal production and added that a PCI rate of 100 kg/ton hot metal brings in a savings of Rs 1500 cr. per year. He exhorted the employees to achieve the targets during the 4th Quarter by improving the volumes, production more from the Blast Furnaces

and Steel Melt Shops and finishing mills.

## Performance during April-December'18

RINL-VSP registered a growth of 18 percent, 16 percent and 15 percent in Hot Metal, Liquid Steel and Saleable Steel production respectively during April-December'18.

All the steel mills also recorded notable performance during the period.

On Sales front, RINL recorded 29 percent growth at Rs 14,687 cr. compared to the CPLY of Rs 11,395 cr. during the period. Sales volume achieved a growth of 8 percent and Value Added Steel recorded a growth of 25 percent. ■



Mr. P. K. Rath, CMD, RINL addressing RINL senior officers on the occasion of New Year in Ukkunagaram.

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## NHPC signs Agreement of Rs. 500 Crores loan



Mr. M. K. Mittal, Director (Finance), NHPC & Mr. Pradeep Kelshikar, General Manager (CAG), SBI with the agreement documents. Also seen in the picture are, Mr. Vijay Kumar, Executive Director (Finance), NHPC, Mr. H. S. Puri, Chief General Manager (Finance) and Mr. Satyajit Patra, Chief Manager, SBI.

**N**HPC Ltd. has entered into an Agreement with the State Bank of India (SBI) for a Term loan of Rs. 500 crore. The agreement was signed by Mr. H. S. Puri, Chief General

Manager (Finance), NHPC and Mr. Satyajit Patra, Chief Manager, SBI in the presence of Mr. M. K. Mittal, Director (Finance), NHPC, Mr. Vijay Kumar, Executive Director (Finance), NHPC and Mr. Pradeep Kelshikar, General Manager (CAG), SBI recently.

The loan has tenor of 10 years with 3 years of moratorium period and the rate of interest is linked with one year MCLR (currently at 8.50 percent). The borrowed fund shall be utilized to finance the Capital expenditure.

### NHPC celebrates World Disability Day

NHPC celebrated World Disability Day with great enthusiasm recently. Mr. Balraj Joshi, CMD, NHPC was the chief guest on the occasion. Mr. N. K. Jain, Director (Personnel) NHPC was also present on the occasion. While addressing the gathering,

Mr. Joshi acknowledged the hard work and efforts of the differently abled employees of NHPC. He commended them on their contribution and said that nothing is impossible to achieve once you have set your mind to the task.



Mr. Balraj Joshi, CMD, NHPC presenting memento to Mr. Virender Singh (Attendant), a differently abled employee of NHPC, on occasion of World Disability Day in the presence of Mr. N.K. Jain, Director (Personnel) NHPC.

## NTPC Group crosses 5 Trillion Units Generation Mark

**N**TPC Group has generated 5 Trillion Units of electricity recently from its power stations spread across the country since inception.

NTPC with an installed capacity of 52,946 MW has 20 coal based,

7 gas based, 11 solar PV, 1 hydro, 1 small hydro, 1 wind and 9 subsidiaries / joint venture power stations. The company has projects of over 20,000 MW under construction at multiple locations in the country. NTPC has been

ranked No.1 Independent Power Producer and Trader Globally in the Platts Global Company rankings 2018. The company has the vision to be the World's Leading Power Company, Energizing India's Growth. ■





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# REC declares its **Highest Ever Quarterly Profits for Q2 FY19**

**PAT – RS. 1,764 CR., EPS – RS. 8.93 FOR Q2 FY19**

The Board of Directors of REC Limited (Formerly Rural Electrification Corporation Ltd.) approved the unaudited standalone financial results for Q2 and H1 FY19 recently.

The Loan Book of the Company has seen a healthy growth of 19 percent, as it grew from Rs. 2.16 lakh cr. as at 30th Sept. 2017 to Rs. 2.57 lakh cr. as at 30th Sept. 2018. On the back of the increased loan book, the Total Income of the Company during the current quarter has been Rs. 7,299 cr., as against Rs. 5,604 cr. in Q2 FY18. Consequently, the Net Profit for the Company has increased by 25 percent from Rs. 1,408 cr. in Q2 FY18 to Rs. 1,764 cr. in Q2 FY19. This has been the highest ever quarterly profit declared by the Company. The Earnings per Share (EPS) during Q2 FY19 has also increased to Rs. 8.93, in comparison to EPS of Rs. 7.13 during Q2 FY18. The Net Worth of the Company stands at Rs. 32,755 cr.s as at 30th Sept. 2018 and the capital adequacy is also placed at comfortable levels of 16.14 percent to support the future growth of the Company. As the company stays focused on maintaining the asset quality, the Gross NPA percent has improved sequentially from 8.12 percent as at 30th June 2018 to 7.92 percent as at 30th Sept. 2018. The Provision Coverage Ratio against the credit-impaired

assets under the Expected Credit Loss (ECL) framework stands at 45.92 percent as at 30th Sept. 2018. Further, there are no indications of credit impairment in the loans to the Govt. sector, forming 87 percent of the loan book.

The domestic debt instruments of REC continue to enjoy “AAA” rating – the highest rating assigned by CRISIL, CARE, India Ratings & Research & ICRA-Credit Rating Agencies. The Company also enjoys international credit rating of “Baa3” and “BBB-” from International Credit Rating Agencies Moody’s and FITCH respectively. With the credit ratings reflecting a strong credit profile, the Company enjoys a diversified borrowing profile and has also been frequently tapping foreign markets to raise funds. The Company had recently converted its USD\$ 3 Billion Medium Term Note (MTN) programme into a USD\$ 5 Billion Global MTN (GMTN) Programme and has raised US\$ 700 million 5-year US Dollars denominated bonds in Nov. 2018 from its inaugural foray into the 144A market under the GMTN programme.

The diversified borrowing profile from the domestic as well as the international markets allows the company to maintain its finance costs at competitive levels and during the quarter, the Company has in fact been able to reduce the

## Highlights – Q2 FY19 vs Q2 FY18

- **Sanctions - Rs. 49,003 cr. vs. Rs. 22,300 cr., up 120 percent**
- **Disbursements - Rs. 24,226 cr. vs. Rs. 13,751 cr., up 76 percent**
- **Total Income – Rs. 7,299 cr. vs. Rs. 5,604 cr., up 30 percent**
- **Profit before Tax – Rs. 2,525 cr. vs Rs. 1,994 cr., up 27 percent**
- **Net Profit – Rs. 1,764 cr. vs Rs. 1,408 cr., up 25 percent**

## Highlights – H1 FY19 vs H1 FY18

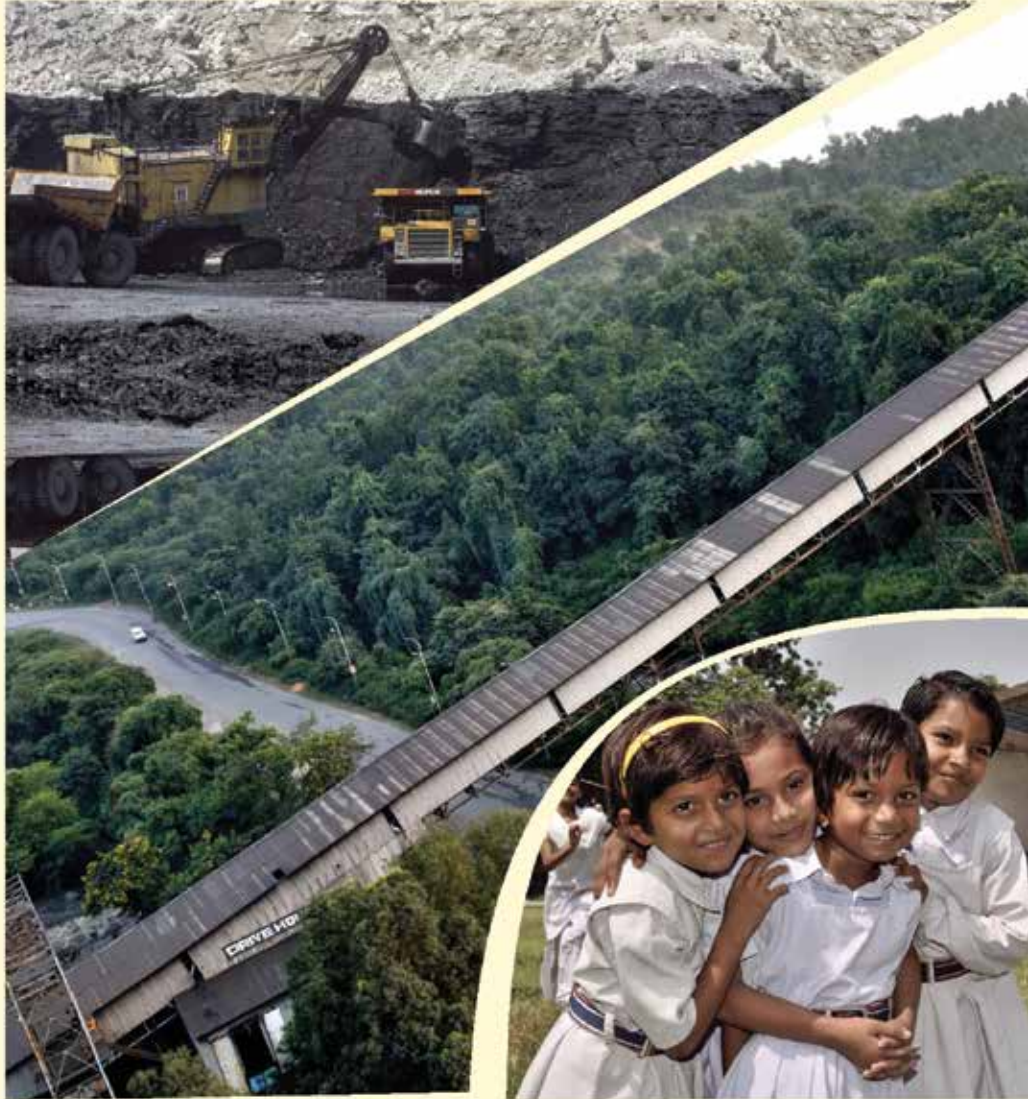
- **Sanctions - Rs. 67,770 cr. vs. Rs. 56,168 cr., up 21 percent**
- **Disbursements - Rs. 32,542 cr. vs. Rs. 26,535 cr., up 23 percent**
- **Total Income – Rs. 13,618 cr. vs. Rs. 11,226 cr., up 21 percent**
- **Profit before Tax – Rs. 4,636 cr. vs Rs. 3,395 cr., up 37 percent**
- **Net Profit – Rs. 3,233 cr. vs Rs. 2,484 cr., up 30 percent**

cost of funds by 29 bps from 7.57 percent in Q2 FY18 to 7.28 percent in Q2 FY19. Talking about the results, Dr. P.V. Ramesh, CMD, said,

Contd to # 83



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# NALCO celebrates 39<sup>th</sup> Foundation Day

## by launching projects to promote Culture and Sports

- Cultural MoUs signed with 8 leading organisations of Odisha
- NALCO to adopt 100 budding sporting talents of Odisha
- Padma Shri Manoj Das bestowed with NALCO Lifetime Achievement Award; Achievers from various fields honoured with NALCO Awards
- Focus on opening new Coal Mines and push for Wire Rod Mill project in Angul & offering Cashless Model to MSMEs in 2019
- NALCO to be the lead partner of the Global Aluminium Summit (INCAL-2019) in Bhubaneswar

In a historic step that is bound to leave a lasting impact on the cultural and sporting landscape, National Aluminium Company Limited (NALCO) recently launched a slew of initiatives to promote cultural organisations and sporting talents in Odisha, to mark the 39<sup>th</sup> Foundation Day Celebrations. Padma Shri Mr. Manoj Das was bestowed with NALCO Lifetime Achievement Award while Mr. Niranjana Rath, Secretary, Lok Sevak Mandal was awarded the NALCO Distinguished Social Service Award during the function at Nalconagar, Bhubaneswar.

Inspired by the rich culture and heritage of Odisha, NALCO signed Cultural MoUs with eight leading cultural organisations to promote and encourage artists from across the state. This is a unique initiative by a corporate sector and is a first of its kind which will develop an eco-system of industry – culture sustainable relationship. In order to help

Odisha become a Sporting hub, the Company also announced that it will adopt around 100 budding sporting talents.

On this occasion, awards were also presented to individuals and organizations for their significant achievements and contributions in various fields. NALCO felicitated Padma Shri Mr. Manoj Das, for his exemplary contribution in the literary field. Besides, for this year, NALCO Kalidas Awards were presented to Dr. Bhaskar Mishra and Dr. Bhagirathi Nanda for their rich contributions in promoting Sanskrit Literature, NALCO Kharavela Awards were bestowed on Guru Shri Bichitrnanda Swain, Shri Pravata Kumar Swain and Ms Sasmita Panda for their significant achievements and contributions to Odissi Dancer. Dhruvimaya Behera bagged the NALCO Upcoming Star Award while NALCO upcoming Sports Talent Awards were given to Anshika Routray, Prajesh Murmu, Mohit



39<sup>th</sup> Foundation Day celebrations at NALCO.

Paswan, Tikaram Soren and Amit Kumar Behera. All the awardees were honoured with a cash award and citation.

As part of Company's endeavor to encourage Swachhata drive in schools, NALCO awarded 'GulGul- Kun Mun' awards to 10 schools from Angul and Koraput regions. Continuing its commitment to empower the girl child, NALCO Ki Ladlis were also adopted under the 'Beti Bachao, Beti Padhao' programme of Govt. of India. ■

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## CSR initiatives in peripheral areas :

- ◆ Drinking water facilities for surrounding villages
- ◆ Creating irrigation infrastructure covering 20,000 acres.
- ◆ SNEHA an institution for Special children and VAIGAI for poor women and the elderly.
- ◆ Unit established for making Jaipur type artificial limbs.
- ◆ Free medical camps.
- ◆ SHRAVANEI a school for speech and hearing impaired setup.

## Highlights of NLC India's Welfare Initiatives

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- ◆ Recreation facilities - Clubs and Swimming Pools of International Standards
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## Foundation Stone laid for the Construction of **New Integrated Terminal Building of Vijayawada Airport**

**T**he Foundation Stone for the Construction of New Integrated Terminal Building of Vijayawada Airport was laid by the Vice President of India, Mr. M. Venkaiah Naidu recently.

The Ceremony took place in the presence of Mr. Suresh Prabhu, Union Minister of Commerce & Industry and Civil Aviation, Mr. Jayant Sinha, Union Minister of State for Civil Aviation and other esteemed dignitaries. The first international flight from Vijayawada to Singapore was also inaugurated the same day.

The New Integrated Terminal Building of Vijayawada Airport will spread over 35000 Sqm and is being developed by the Airports Authority of India (AAI) at the cost of Rs. 611 cr. The airport would be a steel and glass structure with state-of-the-art passenger friendly facilities



Mr. M. Venkaiah Naidu, Vice President of India lighting the lamp during Foundation Stone Laying Ceremony for the Construction of New Integrated Terminal Building of Vijayawada Airport in the presence of Mr. Suresh Prabhu, Union Minister of Civil Aviation and Commerce and Industry, Mr. Jayant Sinha, Union Minister of State for Civil Aviation and other esteemed dignitaries

with peak hour handling capacity of 1200 passengers. Airports Authority of India(AAI), under the supervision of the Ministry of Civil Aviation (MoCA), is committed towards providing

air connectivity across the country. Due to the proactive measures being undertaken by the Government, India is already one of the fastest growing civil aviation markets in the world. ■

## National Commission for Scheduled Tribes visits GSL

**N**ational Commission for Scheduled Tribes led by Dr. Nand Kumar Sai, Chairperson & members visited Goa Shipyard Ltd recently. Cmde B. B. Nagpal, NM, IN (Retd), CMD GSL welcomed the commission & gave detailed presentation to the commission on the various activities undertaken by GSL for the welfare of ST community in GSL & as well as in Goa. The commission expressed their satisfaction over the CSR activities being taken by GSL

for the upliftment of Tribal community. CMD, GSL also briefed the commission on present capabilities and future outlook of GSL in the presence of Directors, senior officials and GSL ST association. The Commission was conducted around the shipyard by CMD, GSL. During the Yard visit the commission was briefed about the progress of dedicated Infrastructure being built for various projects. The Commission appreciated GSL on its contribution towards



nation's security & the steps taken by GSL for the welfare of the ST Community. ■



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# BHEL despatches its 40<sup>th</sup> Nuclear Steam Generator to NPCIL

## for installation at Rawatbhata Atomic Power Project

**B**harat Heavy Electricals Limited (BHEL) has achieved a major milestone with the despatch of its 40<sup>th</sup> Nuclear Steam Generator to the Nuclear Power Corporation of India Ltd (NPCIL). The Steam Generator, to be installed in NPCIL's Rajasthan Atomic Power Project (RAPP), was flagged off recently from BHEL's Trichy plant in the presence of senior officials of BHEL and NPCIL. BHEL has been catering to the nation's Nuclear Programme since 1976 by way of design, manufacture, testing and supply of critical nuclear components like Reactor Headers, Steam Generators, other Heat Exchangers and Pressure Vessels. The first stage of the indigenous nuclear power program of the country has attained maturity with 18 operating PHWRs. Twelve PHWRs accounting for 74 percent of the Nuclear Power capacity are equipped with BHEL-supplied Steam Turbine Generator sets (10 units of 220 MW each and two units of 540 MW).

Notably, BHEL is the only Indian company associated with all the three stages of the Indian Nuclear Power Programme the first stage Pressurised Heavy Water Reactors (PHWR), the second stage Fast Breeder Reactor (FBR) and the third stage Advanced Heavy Water Reactor (AHWR) and has been a partner for over

### BHEL Day 2019 celebrated with fervour

BHEL Day 2019 was celebrated with great fervour at the company's Corporate office in New Delhi where Mr. Atul Sobti, CMD, BHEL; functional Directors on the Board of BHEL and employees of all NCR-based divisions participated on the occasion. In his address, while highlighting the significant progress made by the company during the year, CMD, BHEL also apprised the employees of the challenges and urged them to contribute wholeheartedly to the organisation, to the society and to the country, thereby helping create a new BHEL, and a new India.



Mr. Atul Sobti, CMD, BHEL addressing the employees on the occasion of BHEL Day.

four decades in the development of the indigenous Nuclear Power Programme since its inception.

### BHEL sets new benchmark; Commissions 800 MW supercritical thermal plant in record time

Enhanced focus on expeditious project execution has resulted in BHEL creating a new benchmark of successfully commissioning a 800 MW thermal unit within a record time of 46 months. This is a marked improvement over the time taken in commissioning of 800 MW sets till date in the country by various developers. Following the successful commissioning in record time by BHEL, the power plant has attained commercial operation.

The 800 MW set has been commissioned at Kothagudem

Thermal Power Station (KTPS) of Telangana State Power Generation Corporation (TSGENCO). BHEL has executed this project on Engineering, Procurement and Construction (EPC) basis, which includes design, engineering, manufacture, supply, civil works and erection and commissioning of Steam Turbines, Generators, Boiler and associated Auxiliaries and electricals, besides state-of-the-art controls and instrumentation (C&I), Electrostatic precipitators (ESPs) and Balance of Plant (BoP) packages. While the construction of the plant was undertaken by the company's Power Sector - Southern Region, the key equipment for the contract has been manufactured at BHEL's Trichy, Haridwar, Bhopal, Ranipet, Hyderabad, Jhansi, Thirumayam and Bengaluru plants. ■



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  - वायुवाहक उत्पाद
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# Prime Minister lays foundation Stone of Bokaro Angul Section of 'Pradhan Mantri Urja Ganga'

Section will be Crucial for Supply of Natural Gas in Five Districts of Odisha and Six in Jharkhand

Prime Minister Mr. Narendra Modi recently laid the foundation stone of the Bokaro – Angul section of the Jagdishpur – Haldia & Bokaro – Dhamra pipeline (JHBDPL), paving the way for the supply of natural gas for households, vehicles and industries in 11 districts of Odisha and Jharkhand.

The foundation stone was laid by the Prime Minister in the presence of Governor, Odisha, Prof. Ganeshi Lal, Chief Minister, Odisha, Mr. Naveen Patnaik, Minister of Tribal Affairs Mr. Jual Oram, Minister of Petroleum & Natural Gas and Skill Development & Entrepreneurship Mr. Dharmendra Pradhan, Member of Parliament Mr. Prasanna Kumar Patasani and a host of

other dignitaries. The Bokaro – Angul section being constructed by GAIL (India) Limited will have a total length of 667 km, of which 367 km will be in Odisha and 300 km in Jharkhand. It will cover five districts in Odisha (Angul, Sundargarh, Jharsuguda, Sambalpur and Debagarh) and six districts in Jharkhand (Bokaro, Ramgarh, Ranchi, Khunti, Gumla, Simdega).

The project cost of this section will be approx. Rs 3400 cr. and is scheduled to be completed by December 2020. The section is part of the 2650 km long JHBDPL project, popularly known as 'Pradhan Mantri Urja Ganga' passing through the states of Uttar Pradesh, Bihar, Jharkhand, West Bengal and Odisha. The

pipeline is further being extended from Baruani (Bihar) to Guwahati (Assam) with a length of approx. 730 Km which will be a gateway for pipeline infrastructure in the North East. Petroleum and Natural Gas Regulatory Board (PNGRB) has already awarded the Geographical Areas for development of City Gas Distribution networks in these 11 districts to different entities and the Bokaro – Angul section will be cater for the supply of natural gas to these areas.

GAIL has already placed order for line pipes for the section and delivery has commenced at the site. Work will be executed in five sections and five contractors have been engaged for the purpose. ■

## Personalia



**Mr. Hemant Bhargava**  
MD, LIC given additional Charge as Chairman, LIC.



**Mr. Suresh S. Vastrad**  
is appointed as Director (Rail & Metro), BEML.



**Mr. A. K. Tiwari**  
takes over as Director (Finance), GAIL.



**Mr. M. K. Prasad**  
is appointed as Director (Technical) SECL.



**Mr. Manoj Kumar Varma**  
is appointed as Director (Power), BHEL.



**Ms. Usha Singh**  
is appointed as Director (HR), MOIL.



साथ बढ़ें समृद्धि की ओर



## पृथ्वी का अधिक पोषण भारत की अधिक समृद्धि



छटें दशक में अपनी शुरुवात से ही आरसीएफ भारत की कृषि उत्पादकता को बढ़ानेवाली एक प्रमुख शक्ति रही है। हमारी कामयाबी की जड़ें हमारे विश्वास में हैं, हमारा विश्वास है कि कृषक समुदाय की अधिकारिता ही सम्मिलित विकास की ओर अग्रेसर करती है। लम्बे समय से हम भारतीय किसानों के सच्चे और विश्वसनीय हमसफर रहे हैं। निरंतर कृषि के माध्यम से निरंतर आत्मनिर्भरता आज राष्ट्र की जरूरत है और हम गुणवत्तापूर्ण कृषि इनपुट और प्रभावी कृषि सेवा किसानों को प्रदान करके मिट्टी की उचित देखरेख के साथ खेतों की उच्च उत्पादकता सुनिश्चित कर रहे हैं।

### हमारे प्रेरणादायी निष्पादन :

- देश के अग्रणीय उर्वरक निर्माता।
- पिछले पाँच दशकों से भारतीय किसानों को समर्पित सेवाएँ।
- उर्वरक क्षेत्र में पहली पाँच कंपनियों में स्थान।
- 'उज्ज्वला' यूरिया, संयुक्त श्रेणी 'सुफला' (15:15:15 और 20:20:0) पानी में घुलनशील उर्वरक 'सुजला', जैविक उर्वरक 'बायोला' सूक्ष्म पोषक तत्वोंवाला 'माइक्रोला' जैसे कई उत्पाद।
- रासायनिक क्षेत्र में अग्रणी, 20 औद्योगिक रसायनों का उत्पादन।

### भविष्य की राह :

- 1.27 मिलियन टन प्रति वर्ष यूरिया बनाने के लिए विस्तारित परियोजना।
- सीआइएल, गेल और एफसीआइएल के साथ मिलकर कोल गैसिफिकेशन के माध्यम से तालचर में उर्वरक संकुल स्थापित करना।
- मध्य पूर्वी संसाधन समृद्ध देशों में यूरिया के लिए संयुक्त उद्यम नरियोजनाएँ स्थापित करना।
- रॉक फास्फेट और पोटैश के लिए लम्बी अवधि का ऑफटेक करार करना।
- निरंतर विकास पर सशक्त रूप से ध्यान केंद्रित करना।



## राष्ट्रीय केमिकल्स एण्ड फर्टिलाइजर्स लिमिटेड

(भारत सरकार का उपक्रम)

“प्रियदर्शिनी”, इस्टर्न एक्सप्रेस हाईवे, सायन, मुंबई - 400 022. | [www.rcfltd.com](http://www.rcfltd.com)





# Fifth Mark IV LCU Class Vessel 'L-55' Commissioned

The fifth of the Class of Eight Landing Craft Utility (LCU) ships, named "L-55" built by Garden Reach Shipbuilders and Engineers Limited (GRSE), Kolkata was commissioned at Port Blair recently by Vice Admiral Ajit Kumar P, AVSM VSM, Vice Chief of Naval Staff, Indian Navy. The ceremony was attended by Rear Admiral VK Saxena, IN(Retd), CMD, GRSE and other senior officials of the Indian Navy and GRSE.

Substantial modifications to improve the ergonomics, habitability and layout of critical compartments have been implemented on this ship. The Mark IV LCU Vessels are a further improved version of the Mark III LCU Vessels presently being used by the Indian Navy. The first ship of the Mark IV LCU Vessels IN LCU L-51 was commissioned into Indian Navy during March 2017.

The LCU Mark IV Class of



Vice Admiral Ajit Kumar P, AVSM VSM, Vice Chief of Naval Staff, Indian Navy, Rear Admiral VK Saxena, IN(Retd), CMD, GRSE and other senior officials of the Indian Navy and GRSE during the commissioning of L-55.

ships are fitted with close to 90 percent indigenous content in line with the Govt. of India's 'Make in India' initiative towards achieving self-reliance and indigenisation. The ships are equipped with Bow Ramps to enable loading/unloading of combat equipment and vehicles upon beaching. The ships are designed with ballasting and de-ballasting arrangements to achieve the

desired trim for smooth beaching operations. Two guns are also installed to provide Artillery fire support during landing operations.

GRSE is executing the order for 8 Landing Craft Utility Ships for the Indian Navy and the ship that was commissioned recently is the 5<sup>th</sup> in the series. The remaining 3 ships are in advanced stages of construction and are expected to be delivered over the next one year. Currently GRSE has a strong order book of Rs. 22,290 Cr. equipping the shipyard with a deep pool of revenue-generating projects. 16 ships (including 04 Nos. Survey Vessels (Large), the contract of which was signed on 30 Oct 18) are presently under construction with nine of them (1 ASW Corvettes, 3 LCUs and 5 FPVs) in advanced stages of construction and are expected to be delivered to the Indian Navy by 2019 end. ■

## Leverage Information Technology Seminar by GRSE

GRSE organized a One Day Seminar on "Leverage Information Technology & Artificial Intelligence in Supply Chain Management" in association with IIMM, Kolkata recently.







## खुशियाँ बिखेरते हुए...

भविष्य उन लोगों का है जो अपने सपनों में यकीन रखते हैं और तब पूरा ब्रह्मांड उन सपनों को साकार करने के लिए एकजुट हो जाता है। हमें गर्व है कि एचपीसीएल में हम करोड़ों सपनों को सच में बदलने की कोशिशों का एक अभिन्न अंग हैं। हम, हर दिन, हर तरह से उनके जीवन को स्पर्श करते हैं।

हम रसोई को ऊर्जा प्रदान करते हैं जो मकान को घर का रूप देती है। हम उन पहियों में रफ्तार भरते हैं जो अविस्मरणीय यात्रा वृत्तान्त लिखते हैं। हम, उन पंखों को उर्जावान बनाते हैं जिनसे सपनों की उड़ान भरी जाती है। हम, अर्थव्यवस्था को शक्ति देते हैं जो समृद्धि के पहियों को गतिमान बनाती है। हम, आपके और आपके प्रियजनों के लिए एक सुरक्षित, स्वस्थ और संधारणीय भविष्य सुनिश्चित करते हैं। हम, नवाचार से नेतृत्व और उत्तरदायित्व से दिशा ग्रहण करते हैं। हम एक 'उर्जामय कल' और 'खुशहाल जीवन' का वादा करते हैं।

एचपीसीएल में हम देते हैं खुशियों की सौगात...

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## MCL's Coal Supply to Power Sector up by 9% to 75.41 MT at end of Q3

Coal supplies to power sector from Mahanadi Coalfields Limited (MCL) were up by nine per cent to 75.41 million tonne at the end of third quarter of current financial year, as against 69.29 million tonne dry fuel dispatched to power utilities during same period last fiscal.

MCL, a Coal India subsidiary in Odisha -- has supplied a record 104.6 million tonne to the consumers in the first three quarters of current fiscal, up by 3.5 per cent as against 101.1 million tonne dispatched during same period in financial year 2017-18.

Despite being challenged by

several bandhs and other obstructions in its coal mining operations, MCL has been successful to increase coal supplies to the consumers, particularly the power generators.

An active support from railways and proper coordination between the two organisations have been the key factors in ensuring increase in supply of coal to consumers from MCL mines. As a result of operational synergy with railways, MCL had dispatched 18076 rakes of coal at the end of Q3 of current fiscal, up by 4.4 per cent against 17311 rakes during the same period in previous

financial year. MCL has already crossed 99 million tonnes coal production yesterday. However, due to bandhs in coalfields areas and regular obstructions by locals in the mining operations, the company is struggling to increase the coal production to achieve the targeted figures.

The company is geared up for "peak production" period of remaining three months of current fiscal. If the business operations remain the undisturbed, MCL will record new milestones in its history of coal production and supply at the end of current financial year. ■

## Induction of Cyclic Steam Stimulation Technology – A breakthrough by OIL

Oil India Ltd. (OIL) successfully commissioned the Cyclic Steam Stimulation (CSS) Technology in the well BGW – 8 in Baghewala PML of Rajasthan for extraction of heavy crude oil for the first time

in India. The project was commissioned under the guidance of Dr. John Belgrave of M/s Belgrave Oil & Gas Corporation, a Canada based consulting agency. As part of the Pilot Project, CSS will be implemented in 2 (two) more

wells followed by field scale implementation and will also be applied to assess the potential of other similar reservoirs. This technique will ensure enhancement of production of heavy oil from this field. ■

### Contd from # 71

"The Company has registered a strong operational performance during the current period and has seen a robust growth in the sanctions, disbursements and key financial parameters. While the financial sector is passing

through challenging times, the Company has been growing steadily but prudently too. As we have stepped into our 50th year, the company remains geared towards harnessing the opportunities across the power sector value

chain and creating value for all the stakeholders. We have been witnessing steady progress in the resolution of stressed assets and continue to remain optimistic in this respect going forward as well." ■





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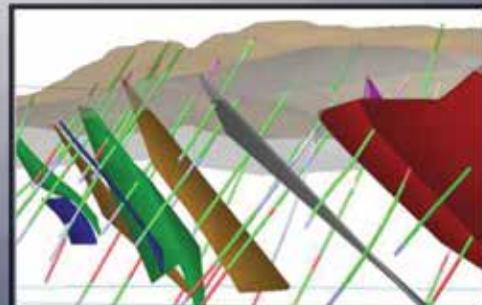


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# Light Utility Helicopter Project

## HAL achieves another Milestone, Third prototype makes maiden flight

Soon after flying at 6 KMs altitude recently, the Light Utility Helicopter (LUH) project of HAL gathered momentum as the third prototype (PT3) made its maiden flight on December 14, 2018. The chopper was flown by Test Pilots, Wg Cdr (Retd) Anil Bhambhani and Gp. Capt (Retd) M R Anand V M. The flight was flawless and this prototype would augment development flight testing in conjunction with other two Prototypes towards Certification. Based on the feedback from flight testing of PT1 and PT2, PT3 is built to the standard of deliverable configuration.

Mr. R. Madhavan, CMD, HAL said, with this achievement, LUH is now close to production clearance and HAL is confident of meeting requirements of the Armed Forces.

The successful completion of first flight of third prototype of LUH is a quantum leap and will soon replace the ageing fleet of Cheetah/Chetak, says Mr. Arup Chatterjee, Director (Engg., R&D) HAL.

The LUH is a 3-ton class new generation single engine helicopter indigenously designed and developed by Rotary Wing Research and Design Center (RWR&DC)



Light Utility Helicopter Project of HAL.

of HAL. First flight of LUH PT-1 was carried on September 6, 2016 and the second Prototype flew on May 22, 2017. High altitude cold weather trials of LUH is planned in January 2019. ■

# Indian Ambassador to Philippines visits MDL



Cmdr Rakesh Anand, CMD, MDL along with other directors presenting the crest to His Excellency, Mr. Jaideep Mazumdar.

Mr. Jaideep Mazumdar, Ambassador of India to Philippines, visited Mazagon Dock Shipbuilders Ltd. recently. He was received by Cmdr Rakesh Anand, CMD, Mazagon Dock Shipbuilders Ltd.

The Ambassador was shown the yard facilities including under construction ships, submarines, modernisation project, etc. A detailed presentation exhibiting MDL's capabilities was also made to him.

His Excellency was extremely impressed with the facilities and professionalism of the workforce at MDL and conveyed his appreciation for the highly informative briefing and impressive accomplishments of the yard over the years. ■

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# HSL inaugurates Largest Rooftop Solar Power Plant in Andhra Pradesh at Single Location

Achieving 100 GW solar power is part of India's commitment before the United Nations Framework Convention on Climate Change (UNFCCC). Accordingly, the Government has set a target for installation of 40 GW power grid connected solar rooftop systems in the country by 2022. To fulfil the commitment of Government of India, Hindustan Shipyard Ltd has taken a step by installing 2 MWp rooftop solar plant. The solar power plant was inaugurated by Mr. Pravin Kumar, IAS, Collector & District Magistrate, Mr. Mahesh Chandra Laddha, IPS, Commissioner of Police, Mr. M Hari Narayanan, IAS, Commissioner, GVMC in the presence of Mr. S K Mishra, Director, SECI, Mr. Umakant Shende, COO, Clean Max Solar and Media personnel. RAdm LV



Sarat Babu, IN, (Retd), C&MD, HSL presided over the function.

The entire project including design, supply, erection, testing, commissioning including warranty, operation and maintenance is being undertaken by M/s Clean Max without any operation and capital expenditure from the yard side. HSL is required to buy the generated power from M/s Clean

Max at a cost of Rs 3.939/kWh as against Rs 5.60/kWh grid power of APEPDCL. The solar plant, now the largest rooftop solar plant in Andhra Pradesh, will help the shipyard to save Rs 48 lakh per annum in energy costs, while also reducing its environmental footprint. This rooftop solar plant will meet about 35 percent of Shipyard's total power consumption, with 28 lakh units of clean solar energy being generated annually by the plant. Hindustan Shipyard Ltd, built in 1941 as India's first Greenfield defense shipyard, is an early adopter of rooftop solar, moving towards a sustainable future.

Seven buildings in the Hindustan Shipyard Ltd. premises have been equipped with solar panels, including the iconic blue sheds where naval ships and submarines are built and repaired. ■



2 MWp project is one of the largest rooftop plant in Andhra Pradesh and on any government facility across India.





# ऊर्जा का ग्रिड

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## 3,44,791 एमवीए की ट्रॉसफॉर्मेशन क्षमता जो बदल रही है जीवन

विद्युत पारेषण के कारोबार से जुड़ी पावरग्रिड, विश्व की विशालतम भारतीय विद्युत उपयोगिताओं में एक है जो अंतर राज्य पारेषण प्रणाली एवं राष्ट्रीय और क्षेत्रीय पावर ग्रिडों की योजना, समन्वय, अधिवीक्षण एवं नियंत्रण का उत्तरदायित्व निभाती है। पावरग्रिड भारत में उत्पादित कुल विद्युत के लगभग 45% का देश के कोने कोने तक पारेषण कर यह सुनिश्चित करती है कि देश के हर हिस्से तक खुशहाली और समृद्धि पहुंच सके।



## पावर ग्रिड कॉर्पोरेशन ऑफ इंडिया लिमिटेड (भारत सरकार का उद्यम)

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- पारेषण लाइन >1,48,927 सर्किट किमी • उप-केंद्र 236 • प्रणाली उपलब्धता > 99%
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- 150 से भी अधिक घरेलू घाटकों को पारेषण संबंधी परामर्श एवं 20 देशों में विश्वव्यापी मौजूदगी
- 43,450 किमी. टेलीकॉम नेटवर्क का स्वामित्व एवं संचालन
- नवप्रवर्तन : विश्व में पहली बार 1200 केवी यूएचवीएसी प्रणाली का विकास एवं उसका ग्रिड के साथ आभेदन



## Doing its bit towards Environmental Conservation, AAI Bans Single -Use Plastic Items at its Airports

**R**ampant modernisation and commercialisation are leading to exerting our planet and making it devoid of its natural resources. Being an environmentally - conscious public sector enterprise and for underlining its commitment towards its Corporate Social Responsibility, Airports Authority of India has decided to make its airports plastic free by banning the use of single-use plastic items at its airports across the country. Various steps have been undertaken to eliminate the single-use plastic items at passenger terminals and city side. These steps include banning of single-use plastic items like straws, plastic cutleries, plastic plates etc. On the basis of

Third-Party Assessment carried out by Quality Council of India; Sixteen AAI Airports namely In-dore, Bhopal, Ahmedabad, Bhubaneswar, Tirupati, Trichy, Vijayawada, Dehradun, Chandigarh, Vadodara, Madurai, Raipur, Vizag, Pune, Kolkata, Varanasi have been declared as Single-Use Plastic Free.

AAI is also enhancing its waste management systems and is promoting the use of eco-friendly sustainable alternatives progressively like use of bio-degradable garbage bags in the garbage bins and installation of plastic bottle crushing machine at airports. AAI airports have also started various awareness campaigns for sensitizing all stakeholders



Eco-friendly garbage bags at DABH Airport, Indore.

specially passengers towards the cause and to drive engagement and cooperation from all of them. ■

## NMDC'S CSR Initiative

**N**MDC as part of its vibrant CSR programme has always been at the forefront in supporting and supplementing the efforts of both Governmental and as well as service oriented Non-Governmental organizations across the country. NMDC believes that 'Education' empowers like nothing else and transforms the quality of human life. With this belief, NMDC has been according priority to 'Education' in its CSR programme. As part of its current year CSR programme, NMDC has partnered with Shantigiri Vidya Bhavan Senior Secondary School, Tiruvananthapuram for development of sports infrastructure viz., 'Indoor games



Mr. N. Baijendra Kumar, IAS, CMD, NMDC Ltd. inaugurating the facility.

courts' and creation of 'Toilet' facilities as part of Swachh Bharat Mission. NMDC has provided an assistance of Rs. 20 lakh (Rupees Twenty lakh only) towards the same. The facility was inaugurated by Mr. N. Baijendra Kumar, IAS,

CMD, NMDC Ltd. recently underlining the importance NMDC attributes to the cause of wholesome education especially among the poor. The program was also attended by a team of officials from NMDC Limited and school representatives.



# भारत को मजबूत बनाता आर आई एन एल-वाइजाग स्टील



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# NALCO adds ESR to CSR in the New Year

- Unveils Theme of 2019 as the Year of 'Caring and Sharing'
- Employee Participation in 'NALCO Ki Ladli' program
- High Impact meeting held to discuss business strategy for 2019
- NALCO will bring cashless model for 200 MSMEs

National Aluminium Company (NALCO) recently kickstarted the New Year by launching an innovative Employee Social Responsibility (ESR) program that offer employees a satisfying way to meaningfully contribute towards social causes. Immediately after unveiling this unique scheme, hundreds of employees came forward to support this initiative by way of contributing Rs 3000 each towards education of girl child. The Company will match with equal grant for the same. This program will enable the Company to augment the existing Corporate Social Responsibility (CSR) program with ESR through direct participation of employees. On this occasion, the NALCO Ki Ladlis were handed over hygiene



Dr. Tapan Kumar Chand, CMD, NALCO during the launch of Employee Social Responsibility Program.

kits and blankets were distributed to organizations working for the poor and dibyangs.

Dr. Tapan Kumar Chand, CMD, NALCO, said, "Nalconians are known for being ordinary citizens, with extraordinary attitude. Today, our employees have shown they are willing to go the extra mile for doing good. What

began as an initiative to empower the girl child through a CSR programme called 'NALCO KI LADLI' is turning out to be a powerful trigger for women empowerment. The Employee Social Responsibility program will not only increase the number of beneficiaries that belong to BPL families from tribal-dominated areas, under our flagship CSR program 'NALCO Ki Ladli', but also help the employees to participate in the CSR program of the Company and enrich this scheme. I believe this initiative has the potential to grow into a powerful model that can be scaled up and replicated by many other progressive Companies. This program will enable the girls from underprivileged section to carry out their studies and also the employee will be their Mentor." ■



## Breaking new ground with cutting edge technology



### **NMDC - Striding towards the Future**

Ranked amongst India's topmost companies in terms of its robust financials, NMDC's eco-friendly, scientific and safe mining operations have earned recognition for it not just as the world's lowest cost producer of iron ore, but also as the leader in its category. In step with the changing times, NMDC Ltd., has shifted from being a single commodity, single customer and limited mining operations to supplying multiple commodities to several customers across distant geographical locations.



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(A Government of India Enterprise)



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# PSEs Sign MoU

## AAI signs MoU with Society for Applied Microwave Electronics Engineering & Research (SAMEER) for joint research programs in the field of CNS

In what can be termed as a landmark event, Airports Authority of India (AAI) and Society for Applied Microwave Electronics Engineering and Research (SAMEER) which is an autonomous R&D institute under Ministry of Electronics and Information Technology (MeitY) entered into an overarching MoU that will provide a platform for Collaborative Research for both the Organizations to work together to arrive at beneficial solutions for Communication Navigation and Surveillance (CNS) Systems related R&D activities in the country.



Mr. Vineet Gulati, Member (ANS) and Dr. Sulabha Ranade, Director General, SAMEER during signing of MoU for joint research programs in the field of CNS in presence of senior officials of AAI and SAMEER experts.

More significantly, collaboration between both the Organizations is in line with the GoI's impetus for embracing the Make in India concept through indigenous design and development of CNS systems, with significant benefits in terms of leveraging human capital potential, fostering innovation, enhancing skill development and protecting intellectual property in the country. In a simple and impressive Ceremony at AAI Corporate Headquarters, Mr. Vineet Gulati Member (ANS), Airports Authority of India and Dr. Sulabha Ranade, Director General, SAMEER signed the epoch-making Agreement on the 3<sup>rd</sup> January, 2019 in the presence of Dr. Guruprasad Mohapatra, Chairman, AAI, SAMEER

Experts and Senior officials of AAI. The MoU, on the one hand will provide for transfer of know-how/skill by SAMEER experts in the areas of RF, MW and Antenna-related solutions to AAI domain experts, while on the other hand it will pave way for exposure for the SAMEER researchers to the challenging Aviation field.

This MoU is a huge step forward for both the Organizations to embark on joint research programs in the field of CNS that would benefit Aviation System as a whole in the foreseeable future, with focus on improving safety, security, efficiency, capacity of aircraft operations in the country.

## NHPC signs MoU with NTNU Norway

NHPC signed a Memorandum of Understanding (MoU) with Norwegian University of Science & Technology (NTNU) to facilitate cooperation in research and education of hydropower recently during India-Norway Business Summit 2019 at New Delhi. The objective of the MoU is to facilitate cooperation in research and education of hydropower that are of mutual interest and to undertake studies and research in the areas of Dam construction & safety, Sediment handling, Variable speed operation, Pump turbines in existing power plants, Future market structures and prices, Optimal hydro design in future power system and Hydrology models.

## NHPC signs MoU & MoA with IIT Roorkee

NHPC signed a Memorandum of Understanding (MoU) for 'Establishing NHPC Chair Professorship at IIT Roorkee' and Memorandum of Agreement (MoA) for R&D collaboration recently with IIT Roorkee. Mr. Gobinda Baidya, ED (R&D) and Prof. M Parida, Dean (Sponsored Research and Industrial Consultancy), IIT Roorkee signed MoU and MoA on behalf of NHPC and IIT Roorkee respectively. During this occasion, Mr. Janardan Choudhary, Director (Technical), NHPC, Prof. Ajit K. Chaturvedi, Director, IIT Roorkee and Prof. Arun Kumar, Independent Director, NHPC, Prof. B. K.





Exchange of Documents in presence of Mr. Janardan Choudhary, Director (Technical), NHPC and Prof. Ajit K. Chaturvedi, Director, IIT Roorkee after signing MoU & MoA between NHPC and IIT, Roorkee

Mishra, Dean (Faculty Affairs) alongwith Head of all Departments of IIT Roorkee were present.

The NHPC Chair Professor will act as an ambassador of hydropower development in the country to catalyze innovation, research and development in hydropower sector in IITR and Indian academia, as well as to facilitate or undertake studies in IITR and Indian academia on environment and social impacts of water resources and hydro power development projects, including study and application of climate change protocol for promoting clean energy. Each assignment under the MoA given by NHPC to IIT Roorkee will be considered in the form of individual project. ■

## NRL leverages Solar power to light up Villages and towns in its neighbourhood



MD, NRL, Mr. S. K. Barua along with Director General, The Energy and Research Institute (TERI), Dr. Ajay Mathur during the inauguration of Solar Home lighting system provided in households of Bokakhat Subdivision as part of NRL CSR.

As a CSR initiative, NRL has lighted up several households in its neighbourhood using solar power. Taking forward NRL's solar lighting program, Solar Home Lightning Systems were installed at few households of Jogoniati village

under Bokakhat sub-division recently. MD, NRL, Mr. S. K. Barua along with Director General, The Energy and Research Institute (TERI), Dr. Ajay Mathur inaugurated the facility. Thereafter, a public function was held at Jogonia Deodia L P School;

graced by MD NRL as Chief Guest and DG(TERI) as Guest of Honour; which was attended by more than 300 people from the nearby villages. Director(Finance) NRL Mr. Indranil Mittra and other senior officials from NRL as well as TERI were also present on the occasion.

NRL has so far provided Solar Home Lighting Systems comprising of 4 LED lights, a mobile charging point, a portable light and DC fan to 719 households covering 18 different villages in the neighbourhood. Out of the above, 136 households in 4 villages were provided SDSs in the financial year 2015-16; 290 households in 9 villages in FY 2016-17 and 293 households in 5 villages during the FY 2017-18 in Bokakhat Subdivision and Karbi Anglong District. DC TV with DTH facilities were also provided for community viewing. ■



# Awards & Accolades to PSEs

## CMD, NRDC receives IEI Industry Excellence Award 2018



Dr. H. Purushotham, CMD, NRDC receiving the award from Mr. R. Madhavan, CMD, HAL and IEI President Mr. Shishir Banerjee.

NRDC received the Institution of Engineers India (IEI) Industry Excellence Award 2018 for demonstrating highest order of Industry Business Excellence. The Award was presented to Dr. H. Purushotham, CMD, NRDC by the Chief Guest of the function Mr. R. Madhavan, CMD, HAL and IEI President Mr. Shishir Banerjee in a function during the 33rd Indian Engineering Congress held recently at Udaipur.

## NLCIL honoured with the CBIP Award -2019, for best performing Utility in Thermal Power sector

The Neyveli Second Thermal Power Station of NLC India Ltd has been conferred with the CBIP Award 2019 at the Central Board of Irrigation and Power (CBIP) Day Celebration and Award Ceremony held at New Delhi recently. This CBIP award was presented to NLCIL's Thermal Power Station-II in recognition of the best performing utility in Thermal Power sector with outstanding contribution to the nation by setting new benchmarks in Power Generation and Maintenance practices, excellence in Engineering and use of latest State-of-the-art Technologies and Smart Solutions. Mr. Rakesh Kumar, CMD and Mr. V. Thangapandian, Director (Power) received the award on behalf of NLCIL from Mr. Raj Kumar



Mr. Rakesh Kumar, CMD and Mr. V. Thangapandian, Director (Power) of NLCIL receiving the CBIP Award -2019, for best performing utility in Thermal Power Sector for NLCIL's TPS II from the Union Minister of State (I/c) for Power and New & Renewable Energy, Mr. Raj Kumar Singh.

Singh, Minister of State (Independent Charge), Ministry of Power, Govt. of India and in the presence of Mr. Ajay Kumar Bhalla, Secretary, Ministry of Power, Mr. U. P. Singh, Secretary, Ministry of Water Resources, River Development and Ganga Rejuvenation, Mr. M. Kasinathan, CGM/Thermal, Mr. K. Kanakalingam, GM/Thermal Power Station-II of NLCIL and other dignitaries.

## IREDA conferred with 'Best Financing Agency in Renewable Energy' award



MoS (I/C), Power and New & Renewable Energy, Mr. R. K. Singh presenting the award to Mr. S. K. Bhargava, Director (Finance) and Dr. P. Sreenivasan, GM (HR& CSR), IREDA.



Indian Renewable Energy Development Agency Limited (IREDA) has been conferred with 'Best Financing Agency in Renewable Energy' award by Central Board of Irrigation and Power (CBIP). The award was presented by Minister of State (I/C) for Power and New & Renewable Energy Mr. R. K. Singh to Mr. S. K. Bhargava, Director (Finance) and Dr. P. Sreenivasan, GM (HR& CSR), IREDA in an award ceremony held recently in New Delhi.

## BHEL wins CBIP Award 2019 for 'Best Power Equipment Manufacturing Organisation'



MoS (I/C), Power and New & Renewable Energy, Mr. R. K. Singh presenting the award to Mr. Atul Sobti, CMD, BHEL.

Bharat Heavy Electricals Limited (BHEL) has been awarded the CBIP Award 2019 for 'Best Power Equipment Manufacturing Organisation'. The award was received by Mr. Atul Sobti, CMD, BHEL, from Mr. R.K. Singh Union Minister of State (Independent Charge) for New & Renewable Energy and Power, on CBIP Day. BHEL has been conferred with the award for its outstanding contribution towards nation building through manufacturing a wide range of equipment for the core sectors of the economy.

## CMD, CEL honoured with "Lifetime Achievement" Award



Dr. Nalin Shinghal, CMD, CEL receiving the award.

Dr. Nalin Shinghal, CMD Central Electronics Limited (CEL) was honoured with "Lifetime Achievement award" by ET NOW at a function in New Delhi recently. The Award was conferred on him at the "ET NOW -Starts of the Industry Awards" in recognition of his efforts for the turnaround of CEL through numerous innovative initiatives.

## NBCC bags the 'North India Best Employer Brand' Award 2018

NBCC (India) Ltd. has been conferred with the 'North India Best Employer Brand' Award 2018 adding yet another feather to its cap. The award was received by Mr. Manas Kaviraj, CGM (HRM), NBCC (India) Ltd., on behalf of the NBCC team, in presence of the Chief Guest, Ms. Aruna Sundararajan, Chairperson, Department of Telecommunications.



Mr. Manas Kaviraj, CGM (HRM), NBCC (India) Ltd., receiving the award.

Commenting on the achievement, Dr. Anoop Kumar Mittal, CMD, NBCC, said, "This recognition is a testimony of NBCC's unswerving commitment towards infusing a bucket of initiatives that not only help in incubating innovation and creative thinking but also ensuring that there is adoption of new-age skills amongst its workforce. With a strong focus on discovering, nurturing and managing talent, NBCC, with its diversified workforce, is taking giant leaps towards producing leaders of tomorrow."

In line with its endeavor to ensure proper talent development, management and innovation, NBCC, recently, signed a memorandum of understanding (MoU) with the Construction Skill Development Council of India in order to train youth and to promote skill development in the construction sector.





## NTPC awarded by CBIP as Best Performing Power Utility



MoS (I/C), Power and New & Renewable Energy, Mr. R. K. Singh presenting the award to Mr. Gurdeep Singh CMD NTPC.

NTPC has been awarded as the Best Performing Utility of the Country in Thermal Power Sector by Central Board of Irrigation and Power (CBIP) recently at a function held in New Delhi. Mr. R.K. Singh, Minister of State I/c for Power and New & Renewable Energy presented the award to Mr. Gurdeep Singh CMD NTPC. Mr. Saptarshi Roy, Director (HR) and Mr. A. K. Gupta, Director (Commercial) NTPC were also present

## PFC receives "CBIP Award"



MoS (I/C), Power and New & Renewable Energy, Mr. R. K. Singh presenting the award to Mr. Rajeev Sharma, CMD, PFC.

Mr. Rajeev Sharma, CMD, PFC received the CBIP Award 2019 for "Best Power Finance Company" from Union Minister of State (I/c) for Power & NRE Mr. R. K. Singh, at a function organized at SCOPE Convention Centre, New Delhi. Other

dignitaries present on this occasion were; Mr. A. K. Bhalla, Secretary (Power), Mr. C. Gangopadhyay, Director (Projects), PFC & Mr. P. K. Singh, Director (Commercial), PFC.

## NHPC awarded CBIP Award for Best Performing Utility in Hydropower Sector

NHPC Ltd. was awarded "CBIP Award for Best Performing Utility in Hydropower Sector" at CBIP Awards on CBIP Day recently in New Delhi. The award was given for outstanding contribution to the nation for development and efficient operation of Hydropower Plants in the country besides contribution for development of Hydropower in the neighboring countries.



Mr. Balraj Joshi, CMD, NHPC and Mr. Janardan Choudhary, Director (Technical), NHPC receiving the award on behalf of NHPC from Mr. R. K. Singh, Union Minister of State (I/c) for Power and New and Renewable Energy. Mr. Devineni Uma Maheshwara Rao, Minister of Water Resources, Government of Andhra Pradesh.

Mr. Balraj Joshi, CMD, NHPC & Mr. Janardan Choudhary, Director (Technical), NHPC received the award on behalf of NHPC from Mr. R.K. Singh, Union Minister of State (I/C) for Power and New & Renewable Energy. Mr. Devineni Uma Maheshwara Rao, Minister of Water Resources, Government of Andhra Pradesh; Mr. A. K. Bhalla, Secretary, Ministry of Power; Mr. U.P. Singh, Secretary, Ministry of Water Resources, River Development & Ganga Rejuvenation; Mr. S. Masood Husain, President, CBIP & Chairman, Central Water Commission and Mr. V.K. Kanjlia, Secretary, CBIP were also present on the occasion. ■

# NCL to Spend Rs.8.68 cr. to Develop Eco-Park & Provide Potable Water in Singrauli



General Manager, NCL, Jayant Mr. Chanchal Goswami and Mr. V. B. Upadhyay, Executive Engineer, Municipal Corporation, Singrauli along with the Mou Document.

**N**orthern Coalfields Limited, in its endeavors to ensure inclusive development of Singrauli region, has taken another giant leap. Under its Corporate Social Responsibility (CSR) programme, the company will contribute towards the development of a modern eco-park on Mudwani Dam and also towards the provision of clean drinking water for 2 lakh people of the municipal area. An MoU was signed recently in Jayant Area of NCL under which NCL will spend Rs. 8.68 cr. for both the works .

In an MoU between NCL and Municipal Corporation Singrauli, the former would provide help of Rs 4 cr. for development of a modern Eco Park on Mudwani Dam. Along with profuse greenery, the park will have musical fountains, swings, boating facilities and other recreational facilities. Pathway

along the length and breadth of park and a guard room will also be constructed. The park will also have utilities like parking facilities, cafe and this ilk. On behalf of NCL, General Manager, Jayant Mr. Chanchal Goswami signed the MoU. Mr. V. B. Upadhyay, Executive Engineer, Municipal Corporation, Singrauli signed the same on behalf of Municipal Corporation. In an another MoU, the General Manager (CSR) NCL, Mr. A. N. Pathak and Executive Engineer Municipal Corporation Mr. V.B. Upadhyay signed on behalf of NCL and corporation respectively. Under this, NCL with the help of Rs 4.68 cr. will assist in ensuring availability of pure drinking water to nearly 2 lakh people of the municipal area.

On this occasion, all the Heads of the Department of NCL Jayant Area, Staff Officer (Personnel) Mr. Priyaranjan Kumar, Staff Officer (Civil) Mr. U. N. Jha and from NCL Headquarters Mr. A. K. Bansal, Senior Manager (Civil/CSR) and Mr. Parvez Mohammed along with other officials were present.

## NCL Promotes Skill Development

NCL Nigahi Area successfully conducted training programme on Course on Computer Concepts (CCC) for promotion of skill development as part of its CSR

activity. As many as 34 youngsters, living in and around operational area of Nigahi, successfully completed the curriculum and were awarded CCC Certificates on recently. On this occasion, General Manager (Excavation) Mr. Anil Kumar Jha was present as Chief Guest and Staff Officer (Civil) Mr. R.C.Mishra was present as guest of honour.



General Manager (Excavation), NCL, Mr. Anil Kumar Jha and Staff Officer (Civil), NCL, Mr. R. C. Mishra during the Certificate Distribution Ceremony.

The three-month long curriculum included lessons on MS Office, photo editing, web basics, colour printing and other vital computing lessons. In addition to this, the trainees were also trained to operate printers, scanners and related equipment. Recognized by National Institute of Electronics & Information Technology (NIELIT), the CCC certification would help increase employability quotient of youth. ■





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- ❖ Option of door delivery

For further clarifications, please contact the following officials:

Name	Email-id	Mobile
Shri Mayur Dimri, SM (CP)	<a href="mailto:mayur@mstcindia.co.in">mayur@mstcindia.co.in</a>	+91-9330408331
Shri Dibyendu Paul, AN (CP)	<a href="mailto:dpaul@mstcindia.co.in">dpaul@mstcindia.co.in</a>	+91-9831992269
Shri Tanmay Sarkar, MT	<a href="mailto:tsarkar@mstcindia.co.in">tsarkar@mstcindia.co.in</a>	+91-8349894664
Shri Shubhajt Roy, MT	<a href="mailto:sroy@mstcindia.co.in">sroy@mstcindia.co.in</a>	+91-7501524754
Shri Nikhil Mittal, NT	<a href="mailto:nmittal@mstcindia.co.in">nmittal@mstcindia.co.in</a>	+91-9674550002

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