



KALEIDO SCOPE

STANDING CONFERENCE OF PUBLIC ENTERPRISES



Secretary, DPE inspires PSEs in SCOPE Symposium on Strategies to Respond, Recover and Thrive



SCOPE conducts International Health Webinar Dialogue with Globally Acclaimed Medical Experts From USA and India

SCOPE conducts Webinar 'Action Today, Impact Tomorrow' on UN Public Service Day with Dr. Anantha Duraipah, Director, UNESCO, MGIEP





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Message by CHAIRMAN



As the world grapples to overcome the disruptive impact of COVID 19 pandemic, it is becoming imperative for organisations to demonstrate new skills to survive and demonstrate greater competitiveness. During these challenging times, SCOPE as the apex organisation of Public Sector Enterprises (PSEs) continued its efforts for the capacity building and knowledge building of the Public Sector employees. Turning crisis situation into opportunity, SCOPE adopted virtual platforms to continue to conduct webinars on varied and relevant subjects. Since lockdown 11 webinars have been conducted on a variety of subjects including Arbitration, Human Resource, Financial Planning, Climate Change, Spiritualism etc, besides organising interactions with policy makers and undertaking studies on important subjects. We have been receiving overwhelming response from the Public Sector Fraternity which encouraged and inspired us to continue with renewed fervour.

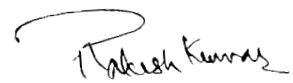
PSEs besides providing frontline essential services, have partnered in supplementing the efforts of the Government in mitigating the widespread effects of the pandemic. Their contribution in PM CARES Fund, the regular payments and food and shelter to contractual workers, social support to the citizens at large, medical facilities, awareness campaigns not only in cities but far flung regions and most of all

the precautions and facilities provided to PSE staffs returning to work have played a pivotal role in the nation's road to recovery.

While SCOPE will continue to highlight the relentless efforts of PSEs, we at SCOPE have recently faced a personal setback. We regret to inform you all about the untimely demise of Shri Atul Srivastava, Director (Personnel), SAIL and Member of the Executive Board. Shri Srivastava was an intrinsic part of the SCOPE family and was very supportive member. It is therefore a huge loss for all of us, not just at SCOPE, but for the entire Public Sector fraternity. We offer our deepest condolences to his family.

As the present scenario is not only a health crisis, but also has made us rethink on utilising the demographic advantage of India. One of the ways that the world and national economic crisis can be subdued is by skilling the country's youth. As we are aware, even to benefit from the changes in labour laws, the workforce needs to be duly skilled to contribute gainfully to the nation's economy.

It is said that when true crisis arrives, we need to look within ourselves to identify our biggest strength. Similarly amidst the disruptions of raw material supplies from other countries and poor international supply market the need for boosting local manufacturing and reducing India's reliance on imports has magnified. As PSEs are known to help the country achieve the self reliance, the resolve has to be renewed to achieve 'Atma Nirbhar Bharat' and boost the confidence and investment in the country. Therefore, besides being the core of the country's recovery, PSEs need to not only cooperate but also innovate and renovate to make position themselves substantially in the global market.


Rakesh Kumar
Chairman, SCOPE

Webinar on ILOs response to the pandemic: Learning and Sharing of Global Practices



To register please click on link: <https://attendee.gotowebinar.com/register/5170602271626858253>

SETTING THE CONTEXT



Mr. Atul Sobti
DG, SCOPE

"As the world grapples with a global pandemic, employers are coming to terms with one of the most challenging times in terms of labour and business models. To overcome this unexpected turn of events, employers are identifying and adapting innovative measures of doing business to impede the impact of economic stress on their businesses. SCOPE, apex body of Indian State Owned Enterprises (SOEs) is conducting this Webinar in association with ILO to determine the challenges and alternative opportunities arising in the present scenario."

Date:
06 July 2020
Time:
3:30 pm

TOPICS TO BE DISCUSSED

- International labour Organisation (ILO)'s response to the Pandemic (Global and National context)
- How can Employer Business Member Organisations (EBMOs) respond?
- Safety and Health at Workplaces in the new normal
- Securing Health and Safety at the Work Place
 - ILO guidelines and perspective
 - Initiatives Undertaken by SCOPE Members

Meet the Speakers



Ms. Dagmar Walter

Director,
ILO DWT for South Asia and
Country Office for India



Mr. Ravi Peiris

Senior Specialist
Employers' Activities,
ILO DWT
New Delhi



Dr. R. K. Elangovan

DG,
FASLI
Ministry of Labour & Employment



Mr. Tsuyoshi Kawakami

Senior Specialist
OSH ILO DWT
New Delhi

The Webinar is by invitation only and no participation fee is payable.

For Information Contact: Mr. S. A. Khan, Group GM (Corp. Affairs), SCOPE (Mob: 9899402245) at hscope.khan@gmail.com or Ms. Hema Koul, Prog. Coordinator, SCOPE (Mob: 98993 62335)

Standing Conference of Public Enterprises
www.scopeonline.in

Streaming Live on:



12th Webinar in SCOPE Webinar Series 2020



Director General's Desk

With the countries across the globe easing restrictions and unlocking, various measures are being taken to revive their economies. India, one of the most proactive nations to take measures for containment of COVID, has also begun unlocking and easing restrictions to recover growth. In such a scenario, organisations are adapting more digital, data-driven workspaces and new approaches not only to survive but thrive in an environment which has posed significant challenges. Leading the way, as partners in socio-economic development of the country, Public Sector Enterprises (PSEs) in India have continued their operations to ensure seamless supply of essential services to support the country during this challenging time.

SCOPE, on its part, is working relentlessly to organise virtual conferences and webinars for PSEs on varied topics including interactions with policy makers to seek guidance in actualising the vision of self reliance. A virtual Symposium on "CPSEs Strategies to Respond, Recover and Thrive for combating the pandemic" was held under the Chairmanship of Shri Sailesh, IAS, Secretary, DPE. The webinar deliberated on strategies that CPSEs can adopt to become agile and resilient and was well received by public sector

fraternity.

On the occasion of United Nations Public Service Day, a webinar was held to understand better how the Learnings of the Father of the Nation, Mahatma Gandhi stand relevant amidst this pandemic and the relevance of his philosophy of 'Swaraj' and self reliance is all the more relevant today. A webinar in association with International Labour Organisation (ILO) is being conducted to look into impediments faced by employers globally and the measures taken to mitigate the effect of the pandemic.

Employees are the most important asset of an organisation, and therefore, it becomes imperative for the organisations to give top priority to their well being. And as we are all faced with the biggest health crisis of our time, a distinctive webinar on enhancing health with focus on heart and healthy foods was organised by SCOPE where globally acclaimed experts from USA joined and advised participants on some very important issues of leading a healthy life. SCOPE also held its first Virtual Yoga Day Session for its former and present employees on the 6th International Yoga Day Celebrations. As part of SCOPE's employee welfare, regular yoga sessions are being held for all.

We are deeply saddened and regret to

inform about the sudden and unfortunate demise of a very important member of the SCOPE Family, Shri Atul Srivastava, Director (Personnel), SAIL and Member of the Executive Board. Amidst the present scenario a virtual meeting of the SCOPE Executive Board was held to reminisce his contributions and offer heartfelt condolences to him.

Recently, Environment Day was observed around the world with the theme being biodiversity- a concern that is both urgent and existential. It is worth noting that the lockdown has also had adverse effects on the environment that also need immediate attention. SCOPE is working to improve the knowledge building and turning this diversity into an opportunity.

PSEs have taken numerous measures to supplement the efforts of the Government in containing the spread of the COVID 19 Pandemic which are worth complimenting. In order to document the endeavors of PSEs to fight the pandemic including efforts made towards innovation, research and technological advancement, SCOPE is bringing out a **Compendium on "Building Self Reliant, Resurgent, Resilient India - PSEs Contribution Amidst COVID-19"**.

We feel encouraged with the overwhelming response which we are receiving from the Public Sector Fraternity and other stakeholders to our various endeavours and initiatives. Together, we will create a new environment of excellence for the growth of PSEs in India.

Programs & Initiatives launched (since last issue of KALEIDOSCOPE)

- CPSEs Strategies to Respond, Recover and Thrive to combat the pandemic' chaired by Mr. Sailesh, IAS, Secretary, Department of Public Enterprises - **4th June, 2020**
- SCOPE Celebrates International Yoga Day- **21st June, 2020**
- Action Today, Impact Tomorrow: Learning from Mahatma Gandhi on contribution for Public Service with Dr. Anantha Duraipappah, Director, UNESCO, MGIEP, - **23rd June, 2020**
- Enhancing Corporate Health during Corona Crisis - International Medical Experts in conversation with PSEs - **28th June, 2020**

Programmes & Initiatives in offing

- ILO's response to Pandemic : Learning and Sharing of Global Practices- **6th July 2020**
- Compendium on 'Building Self Reliant, Resurgent, Resilient India - PSEs contribution Amidst COVID-19'

Atul Sobti
Atul Sobti

Director General, SCOPE

SCOPE Conducts International Health Webinar

Dialogue with Globally Acclaimed Medical Experts from USA and India

Expanding its horizons in capacity building with an array of distinctive topics, SCOPE organised its 11th webinar titled 'Enhancing Corporate Health during Corona Virus' with globally acclaimed medical experts from USA and India on 28th June 2020. Dr. Navin C. Nanda, Distinguished professor, Medicine & Cardiovascular Diseases, University of Alabama, USA, Ms. Mona Jauhar, Chief Functional Nutritionist, Founder President, Mechanism Wellness, New York, Dr. H.K. Chopra, President, World Wellness Foundation & Chief Consultant Cardiologist, Moolchand Medcity Hospital, Mr. Atul Sobti DG, SCOPE and Dr. Anil Pareek, President, Medical Affairs and Clinical Research, IPCA addressed the participants. Around 2500 participants with their families joined in the interactive session LIVE through various platforms of SCOPE & IPCA. The webinar will also be telecasted on Tata Sky Famhealth channel for people to take continued benefit of the advice by medical experts.

Dr. Nanda, also known as face of Cardiology emphasised on Indians being at high risk of heart diseases. With the renewed risk factors amidst COVID times, he asserted the need for dietary management, good nutrition and physical activity to improve wellness of the heart. Calling sedentary lifestyle the new cancer, he



Dr. Navin C. Nanda, Distinguished Professor, Medicine & Cardiovascular Diseases, University of Alabama, USA, Ms. Mona Jauhar, Chief Functional Nutritionist, Founder President, Mechanism Wellness, New York, Dr. H. K. Chopra, President, World Wellness Foundation & Chief Consultant Cardiologist, Moolchand Medcity Hospital, Mr. Atul Sobti DG, SCOPE, Dr. Anil Pareek, President, Medical Affairs and Clinical Research, IPCA and Mr. Johnny Edwin of IPCA during the webinar

advised all to be constantly on the move and base diets on plant based food.

Dr. Chopra besides giving various health tips to fight corona stated that a positive mindset is the biggest weapon against the disease and therefore optimism is true prevention.

Mr. Sobti stated that this crisis has brought awareness of health to the forefront and spoke about the paramount importance of overall wellness of employees at this time. He also highlighted the relentless support of Public Sector Enterprises during the crisis and assured the continued efforts of SCOPE in capacity building.

Ms. Jauhar discussed about the

interconnectedness of the human body and gave tips to build immunity and resilience through eating right. She signified the impact of a good balanced and premeditated diet to achieve overall fitness of the body and mind.

Dr. Pareek in his address encapsulated the salient points deliberated and suggested all to follow them for healthy life. The renowned panel interacted with the participants as several medical and general wellness queries were raised, which was answered. Due to the pertinent topic of the webinar, it received an overwhelming response from participants not only from India but across the globe. ■

Secretary, DPE inspires PSEs in SCOPE Symposium on Strategies to Respond, Recover and Thrive



Mr. Sailesh, IAS, Secretary, DPE, Mr. Rakesh Kumar, Chairman, SCOPE & CMD, NLCIL; Mr. Kishor Rungta, Vice Chairman, SCOPE & CMD, FACT; Mr. Atul Sobti, DG, SCOPE; Mr. Arindam Guha, Partner, Government & Public Service, Deloitte India and Mr. Anandurup Ghose, Partner, Human Capital, Deloitte India during the webinar organized by SCOPE.

SCOPE organised its 9th Virtual Symposium on 'CPSEs Strategies to Respond, Recover and Thrive to combat the pandemic' chaired by Mr. Sailesh, IAS, Secretary, Department of Public Enterprises on 4th June 2020. Mr. Rakesh Kumar, Chairman, SCOPE & CMD, NLCIL; Mr. Kishor Rungta, Vice Chairman, SCOPE & CMD, FACT; Mr. Atul Sobti, DG, SCOPE; Mr. Arindam Guha, Partner, Government & Public Service, Deloitte India and Mr. Anandurup Ghose, Partner, Human Capital, Deloitte India also addressed the participants. The panellists deliberated on measures PSEs need to navigate through these challenging

times. The interactive symposium received an overwhelming response with over 1000 participants including CMDs, Directors of PSEs in attendance on SCOPE's social platforms.

Mr. Sailesh while complimenting PSEs for sustaining the supply chain and essential services through the pandemic stated that there was need for up scaling their knowledge in the new normal through technology and digital intervention. Speaking about paradigm of 'Atma Nirbhar Bharat' introduced by the Government, Mr. Sailesh added that there were high expectations from PSEs to increase investment, innovate and

stay relevant by competing not only domestically but globally. He also added that PSEs need to perform with their usual vigour and strength to thrive and also said that SCOPE has an important role in the aspect of representing the view of PSEs in various forums.

Mr. Rakesh Kumar speaking about the large scale pandemic of COVID-19 suggested that PSEs have a key role to equip themselves and respond to this as a renewed opportunity.

Mr. Atul Sobti said PSEs are working continually to respond and minimise impact of pandemic to thrive in the changing business models while leveraging technology and apprised participants that SCOPE will be bringing out a Compendium on 'Efforts of PSEs to Combat COVID-19' to highlight the initiatives taken by them.

Mr. Kishor Rungta said that such virtual symposiums are a great opportunity for PSEs to learn from experts and adapt the best practices in their organisations.

The Deloitte team gave a presentation on the need for PSEs and organisations to be agile and adapt to the new normal while adopting new skill sets for the entire workforce. They also highlighted that it is most critical for organisations to be resilient. ■

SCOPE Webinar on Learning from Mahatma Gandhi on Public Service



Mr. Atul Sobti, DG, SCOPE, Dr. Anantha Duraiappah, Director, UNESCO, MGIEP and Mr. S. Sakthimani, Director (Finance), CCI and Member, SCOPE Executive Board during the Webinar organized by SCOPE.

With the new realm of challenges amidst the ongoing pandemic, the need for public service has catapulted. To address the same, Standing Conference of Public Enterprises (SCOPE) organised its 10th Webinar on 'Action Today, Impact Tomorrow: Learning from Mahatma Gandhi on contribution for Public Service' on 23rd June 2020. Dr. Anantha Duraiappah, Director, UNESCO, MGIEP, Mr. Atul Sobti, DG, SCOPE and Mr. S. Sakthimani, Director (Finance), CCI and Member, SCOPE Executive Board addressed the webinar held to commemorate the United Nations Public Service Day. Around 300 participants attended the webinar through

SCOPE's various social platforms.

Dr. Anantha Duraiappah in his address inspired by the rationale of Mahatma Gandhi said that while the pandemic has challenged the economic situation globally, it is time to take behavioral inspiration from Mahatma Gandhi to tackle the anxiety and uncertainty surrounding us. Through his presentation on the theme 'Firing Gandhi neurons: an operational framework for public service', Dr. Duraiappah emphasized the importance of building emotional resilience and providing public service through empathy, compassion and mindfulness.

Mr. Atul Sobti stated that the Father of the Nation, Mahatma Gandhi not only led a life of selfless

service but also set benchmarks in leadership, humanity, patriotism and management and in this time of crisis it is only pertinent to follow his teachings. He also highlighted the role of Public Sector Enterprises in supplementing the efforts of the Government and stated that they have been playing a critical role in the same. He emphasized that only public service done in true spirit brings an actual difference in people's lives.

Mr. S. Sakthimani reflecting on the teachings of Mahatma said that besides public service, one lesson that we must all imbibe is achieving self reliance and manufacture locally to attain self sufficiency and be globally competitive. ■

DG, SCOPE highlights CSR Contribution of PSEs at Webinar by DMA & IPE

Reiterates the importance of Corporate Social Innovation



Mr. Atul Sobti DG, SCOPE alongwith other dignitaries during the webinar.

Mr. Atul Sobti DG, SCOPE was invited to be the Key Speaker at the Live Webinar organised by Delhi Management Association (DMA) & Institute of Public Enterprise (IPE) titled 'CSR a Key Driver In COVID Times' on 26th June 2020. As the entire globe is facing unique challenge, the webinar looked the the role of Corporate Social Responsibility during the pandemic and its impact on the future. Addressing the participants, DG, SCOPE said that although the pandemic entered India late, it's immense impact is being faced by the country. But there is a silver lining as the country has one of the highest recovery and lowest mortality rate. DG, SCOPE also mentioned that

there is a rising need for corporate supporting the Government. The support in medical, social and raising awareness provided by them has provided impetus to the recovery efforts of the country.

Talking about CSR, DG, SCOPE said that the concept forms the very core of PSEs in India. Built primarily to support the socio economic set up of the country, PSEs have continuously worked towards nation building efforts. Adopting villages, developing infra structure and reaching the masses especially in the far flung regions of the country, they have played a pivotal role in the social development of the country. DG, SCOPE highlighted the contribution of PSEs through

CSR and Research and development activities. He also emphasised that the country is on the path of self reliance as medical equipment required for combatting COVID-19 is also being manufactured in the country.

DG, SCOPE also spoke about the role and importance of Scientific Social Responsibility being undertaken by PSEs and said that there was need for diverting CSR funds to be more people and goal oriented. Wrapping up the session, Mr. Sobti enunciated the need for Corporate Social Innovation. He stressed on the need for innovation in the field so that it can encompass CSR for sustainable growth of the society. ■

SCOPE Celebrates Yoga Day through Virtual Session



Yoga Acharya Saurav Sameer conducting the Virtual Yoga session through Zoom in the presence of Mr. Atul Sobti DG, SCOPE and SCOPE Employees.

At a time when holistic healing and wellness has gained renewed prominence, Yoga is the perfect antidote to achieve harmony of the mind, body and soul. As the world celebrated the 6th International Day of Yoga on the theme 'Yoga at Home and Yoga with Family', SCOPE held a virtual yoga session for its present and former employees

on 21st June 2020. Mr. Atul Sobti DG, SCOPE addressed the employees and emphasised that 'Yoga may have garnered international recognition only in the past few years but it has been in practice in India from ages ago. He also added that amidst these uncertain times, practicing yoga can help achieve a fine balance in one's life and therefore it should be confined

to a single day but be practiced regularly. The participants were taken through an hour and a half yoga session by Yoga Acharya Saurav Sameer of Holistic Yoga. Several breathing and meditation practices were conducted to accentuate their health and overall wellbeing. SCOPE as a part of employee welfare has been conducting regular yoga sessions. ■

SCOPE Board pays condolences to Shri Atul Srivastava, Member, SCOPE Executive Board



With profound grief, the Members of SCOPE Executive Board met on 11th June 2020 to honour the memory of Shri Atul Srivastava, Director (Personnel), SAIL and Member, SCOPE Executive Board who passed away on 10th June 2020. SCOPE Board offered deep condolences and observed two minutes silence to pay tribute to Shri Atul Srivastava.

Interface with Stakeholders

Mr. Ravinder Singh Dhillon took over as CMD, PFC on 1st June 2020.



Mr. Ravinder Singh Dhillon, CMD, PFC visited Mr. Atul Sobti, DG, SCOPE at SCOPE premises.

Overwhelming Response to SCOPE Webinar Series 2020

With the changing business dynamics in these challenging times, SCOPE has successfully ventured into the virtual platform for capacity building and knowledge sharing and since lockdown period SCOPE has organised 11 webinars which was attended by a large number of participants/viewers through various mediums including YouTube, Twitter and Instagram.

SCOPE is truly overwhelmed and energized by the support and appreciation received from Public Sector Fraternity and the participants who attended SCOPE webinars on mobile phones, WhatsApp and our other social platforms. We had published some of the encouraging feedback in the previous issue and few more are reproduced below :

Recording of SCOPE Webinars are available on SCOPE's website: www.scopeonline.com

Congratulations to you. Lots of good words about SCOPE all around. All of us appreciate your efforts.
Mr. Rakesh Kumar, CMD NLC & Chairman, SCOPE

Thanks for arranging webinars on regular basis on various issues impacting PSUs in particular and Indian Industry in general under post COVID scenario.

I attended many of the webinars so organized by SCOPE in recent past.

The topic of the virtual symposium on "CPSEs Strategies to Respond, Recover and Thrive for combat the pandemic" was extremely relevant and session was very stimulating in view of the current times.

The Entire Team of senior management attended Webinar with CMD, DF of HIL attended.

The program was excellent with Msg of Honable Secretary, DPE with vision of PM of "Aatm Nirbhar Bharat" and "Global Opportunity with Quality product"

Thanks to SCOPE. NLC INDIA LTD Procurement team executives are participating in webinar. Excellent opportunity for our NLCIL Procurement team to participate in the webinar. With the link, we connected in our conference Hall and projected to entire team. Fantastic. Thank you.

Thanks to the organizers. Presentation was quite informative but needs many more practical aspects related with Indian scenario to be added.

Chats and question answers were very useful. The presentation was excellent and quite relevant.

Very informative, thank you!

Excellent Webinar. Thanks a lot.

Nice to listen to experts in this webinar.

Yes Sir. It was informative. I saw on mobile. It was clear and audible.

Superb program. Very informative.
Shri Ashutosh Vasant Director(POM) RailTel & Member, SCOPE Executive Board

Excellent webinar. Thanks

Thank you for the very timely Webinar with illustrious Panelists who have shared valuable insights in these uncertain times.

Interesting and informative presentation
Joined in using YouTube

Thanx for organizing a quite informative Webinar.

Dear Sir/Madam, The Webinar was Excellent. Very Good Quality Video and Audio too. It was great opportunity to listen the experts and panelists. Thanks a lot.

Thanks Sir.

Thanks for the very informative session

Very good programme

Excellent and very thoughtful webinar. Thanks

It was so wonderful session. The information provided though ppt were quite informative and useful. It is a really great digital initiative. Thanks everyone for their efforts and motivation for common cause for the country.

Sir, My Compliments.

Session very educative, informative, insightful

Excellent talk. Quite informative

Thanks...it was a good session

Informative & Excellent PPT

Thanks for the wonderful opportunity to participate in the webinar

It was good opportunity to improve in current scenario

SCOPE in Media

Article of DG , SCOPE was featured in India Trendsetter Marketing Services Private limited's Coffee Table book titled "India Series: Transcending Horizons" and CSR Times, June 2020 issue

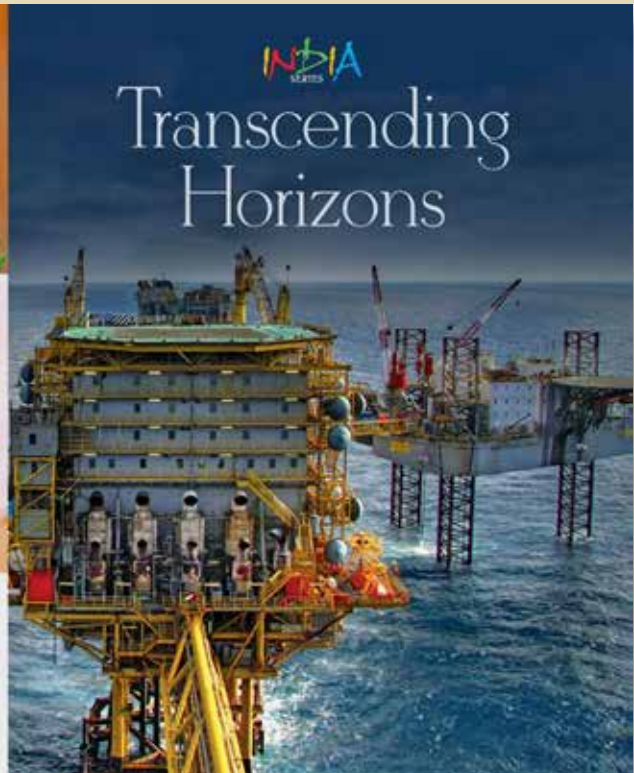


equitable development in the country.

During 2018-19, the gross revenue of operating PSEs recorded a growth of over 18 per cent, increasing to Rs 2543 lakh crore from Rs 21.55 lakh crore in the previous year. They also made substantial contribution to the central exchequer by providing Rs 3.6 lakh crore by way of dividend, interest, corporate taxes, GST, and other taxes and duties. Proving their mettle, PSEs earned an overall net profit of 247 operating

PSEs, which grew by 13.52 per cent from Rs 1.24 lakh crore in 2017-18 to Rs 1.43 lakh crore in 2018-19. This brings to light the fact that despite competition from both private and international entities, PSEs have emerged stronger and more competitive. PSEs have been known to explore new horizons and innovate to reach the pinnacle of growth. When the world was facing an economic upheaval, PSEs adapted to changes and anchored the Indian

INDIA 71



LEADERSHIP

STANDING OUT AMIDST THE PANDEMIC AND ECONOMIC CHAOS CPSEs SHOW THE WAY

To begin with, in the 1950s, the challenges were many for central public sector enterprises. However, over the years, they have contributed immensely to the economic growth of the country. Along with it, the yeoman work done by CPSE through the CSR activities is a silent service in supplementing the government's efforts to uplift the marginalized people of society.



Harish Chandra

Central Public Sector Enterprises (CPSEs) play a significant role in fulfilling the developmental

priorities of the country. They contribute to macroeconomic objectives such as growth, advancement in manufacturing and technology and price stabilization, as well as to fulfil socio-economic objectives

such as employment generation and skill development.

CPSEs function under the control of administrative ministries. The decisions relating to investments in the CPSEs are

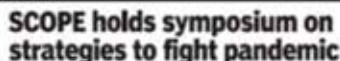


Anil Sobti
Member, Board, 2019

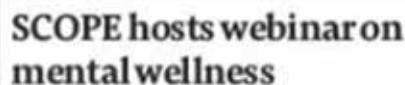


Venkat K. Narayana
Member, 11th September

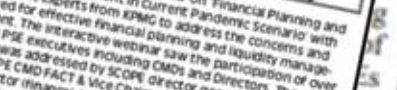
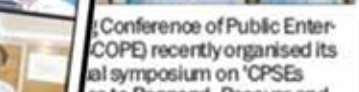
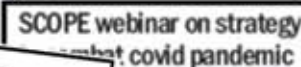
Pg no : 12



Standing Conference of Public Enterprises (SCOPE) organised its 9th Virtual Symposium on 'CPSEs Strategies to Respond, Recover and Thrive to combat the pandemic' chaired by Salilosh, IAS, Secretary, Department of Public Enterprises. Rakesh Kumar, Chairman, SCOPE & CMD, NLCIL; Kishor Rungta, Vice Chairman, SCOPE & CMD, FACT; Atul Sobti, DG, SCOPE; Arindam Guha, Partner, Government & Public Service, Deloitte India and others also addressed the participants. The



STANDING CONFERENCE of Public Enterprises (SCOPE), in a bid to infuse positivity and mental well-being among PSEs during this pandemic situation, hosted a webinar with spirit and leaders and founder of the **FINANCIAL EXP** ing, Sri Sri R...
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SCOPE in Media

Pg no : 16 30.05.2020
hindustantimes

SCOPE holds webinar on Financial Planning and Liquidity Management

SCOPE organised its 6th Webinar on Financial Planning and Liquidity Management in Current Pand Scenario with eminent experts KPMG to address the concern need for effective financial planning and liquidity management. The webinar was addressed by Sobti, Director General, S Kishor Rungta, CMD, F VC, SCOPE and AK Twa VC (Finance), GAIL.

8.06.2020
NBT नवभारत टाइम्स

SCOPE के वेबिनार में श्रीश्री रविशंकर

वि, नई दिल्ली : SCOPE की तरफ से सफलतापूर्वक और मानसिक सौहार्द को लेकर एक इंटरैक्टिव वेबिनार आयोजित किया गया, जिसमें आध्यात्मिक गुरु श्रीश्री रविशंकर ने बताया कि महामारी के दौर में कैसे अपने आसपास स्थिति को संभालें। उन्होंने कहा कि ऐसे दौर में सबसे बड़ा ध्यान रखना बड़ी चुनौती है। उन्होंने ध्यान करने पर जोर दिया, जिससे शरीर, मन और भावनाओं को एक साथ में संतुलित किया जा सकता है। कार्यक्रम में अनिल चौधरी, चेयरमैन SAIL, प्रमोद अग्रवाल, सीएमडी-CIL, राकेश कुमार, सीएमडी-NILCIL और चेयरमैन SCOPE, डॉ. नलिन शिंदल, सीएमडी-BHEL और मनोज जैन, सीएमडी-GAIL शामिल हुए। वेबिनार का संचालन अजुल सोबती, डीजी, SCOPE ने किया।

8.06.2020
The Statesman

SCOPE celebrates Int'l Yoga Day

Standing Conference of Public Enterprises (SCOPE), an apex body of Public Sector, organised a virtual yoga session commemorating the 8th International Yoga Day on the 21st June at Home and Abroad.

THE FREE PRESS

Pg no : 12 29.05.2020
SCOPE webinar with Sri Sri Ravi Shankar

Standing Conference of Public Enterprises (SCOPE) in a bid to infuse positivity and mental well-being among Public Sector Enterprises (PSEs) during this pandemic situation, hosted an interactive Webinar with one of the world's most revered spiritual leaders and founder of The Art of Living, Gurudev Sri Sri Ravi Shankar and Chief Executives of leading PSEs including Anil Kumar Chaudhary, Chairman, SAIL; Pramod Agrawal, CMD, CIL; Rakesh Kumar, CMD, NILCIL and Chairman, SCOPE; Dr Nalin Shinghal, CMD, BHEL and Manoj Jain, CMD, GAIL. The webinar was hosted by Atul Sobti DG, SCOPE. The Session titled 'Living with the Pandemic' aimed at bestowing spiritual and mental wellness in these times of isolation. The interactive session was viewed by many through the SCOPE and Art of Living. The interactive session was titled 'Reaching out to his viewers in his reflective mode to remain positive in these times of crisis.'

Pg no : 11
Excel

SCOPE organised its 9th Virtual Webinar on 'SCOPE Strategy to Public Service' on 26.05.2020. The webinar was addressed by Atul Sobti, DG, SCOPE and S Sakthimani, Director (Finance), CCI and Member, SCOPE Executive Board. The webinar was titled 'SCOPE Strategy to Public Service' and was aimed at providing a platform for the members of the SCOPE Executive Board to discuss the various challenges faced by the PSEs and to share their views on the same.



वेबिनार का आयोजन

भोपाल : रक्षाय सत्ता के सीजन ने आरंभ के संकेतों को देखा है। रक्षाय सत्ता के सीजन ने आरंभ के संकेतों को देखा है। रक्षाय सत्ता के सीजन ने आरंभ के संकेतों को देखा है।

27.06.2020
hindustantimes

SCOPE webinar on learning from Mahatma Gandhi on Public Service

With the new realm of challenges amidst the ongoing pandemic, the need for public service has catapulted. To address the same, SCOPE organised its 10th webinar on Action Today, Impact Tomorrow: Learning from Mahatma Gandhi on contribution for Public Service. Dr Anantha Duraiappah, Director, UNESCO, MGIEP; Atul Sobti DG, SCOPE and S Sakthimani, Director (Finance), CCI and Member, SCOPE Executive Board addressed the webinar to commemorate the birth of Mahatma Gandhi.

Pg no : 12
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26.05
daily Excelsior

SCOPE holds webinar on 'Arbitration & Future of Virtual Hearings'

Excelsior Correspondent London. Atul Sobti, Director SCOPE, gave the remarks and Anuj Aggarwal, Member Authority closing remarks. The webinar was titled 'Arbitration & Future of Virtual Hearings' and was aimed at providing a platform for the members of the SCOPE Executive Board to discuss the various challenges faced by the PSEs and to share their views on the same.

23.06.2020
समय जगत

योग सत्र का हुआ आयोजन
भोपाल : रक्षाय सत्ता के सीजन ने आरंभ के संकेतों को देखा है। रक्षाय सत्ता के सीजन ने आरंभ के संकेतों को देखा है। रक्षाय सत्ता के सीजन ने आरंभ के संकेतों को देखा है।

NHPC's Persistent Training & Skill Development Endeavors in the midst of **COVID-19 Outbreak**



Nikhil Kumar Jain
Director (Personnel)
NHPC Limited

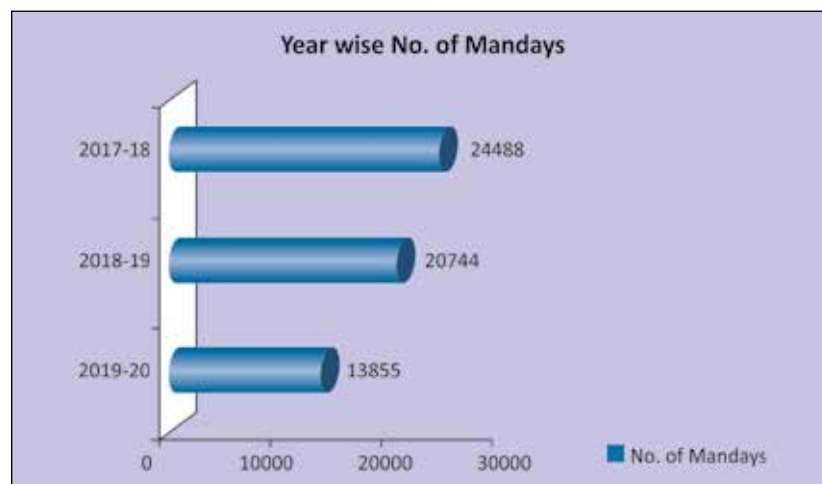
The COVID-19 pandemic has been a game changer for NHPC to re-visit organization's HR and learning & development strategies. The erstwhile traditional working system has apparently become passé. Work from Home, Webinars, Technology driven HR interventions is gradually becoming the new normal. The lockdown period posed a great challenge to NHPC to find ways through which learnings could be continued for its employees. NHPC has discovered innovative ways, technology being at the core, which was instrumental in continuing the learning & development in the organization with the same impact and efficacy.

NHPC has created significant online learning opportunity for its employees through various e-Learning Courses/ Webinars/ Trainings on technical and functional domains. HRD has trained more than 70% of its executive strength amidst nationwide lockdown, following COVID-19 pandemic. NHPC has trained its manpower through Webinars and other online learning methodologies in the strategically important areas including Environment & Forest Clearance in Hydro Projects, Cost Engineering Related Issues of Hydro Power

Projects, Advanced Geophysical Investigations, Construction Equipment Planning for Hydro power Projects, Cyber Security, Challenges Faced by NHPC in Arbitration Proceedings, Fixation of Tariff & CERC Tariff Regulations. HRD has also made available these Webinar videos on HRD Corner of NHPC intranet so that employees may have an access to these very important

technical Webinar contents on continuous basis.

NHPC as part of its employee development initiatives has conducted number of training programs for its employees in the functional and behavioural domains including programs on health and lifestyle management. The man-days of training organized during the previous 3 years are as follows:



In recent times, the importance of hydropower generation has been widely recognized because of its unique feature to ramp-up almost instantly to meet unexpected load changes, and so maintain system stability. It goes without saying that the way forward is to shore up hydropower in our power mix. The emerging focus on hydropower especially after according renewable status in respect of large hydropower has created significant opportunity for NHPC, engaged primarily in the development of large Hydro Power Projects in India and abroad. NHPC has also diversified its portfolio to include Solar Power

and has a very ambitious plan to enhance the capacity in the Solar Power business. Further, NHPC being the key player in the hydropower business since last 45 years; has significant learning resources, experienced faculty and huge repository of data and cases. As a responsible organization, NHPC has endeavored to transfer its learnings amongst external organizations through the customized programs for external organizations.

A large number of executives have participated in these programs organized by NHPC for external organizations mostly in technical domain including; Design & Construction of Hydro Power Projects, Electrical & Mechanical Aspects of Hydro Power Projects, Role of Engineering Geology in River Valley & Infrastructure Projects. Organizations like THDC, SJVN, NEEPCO, Manipur State Power, Jaiprakash Power, Punatsangchhu-II Project, Bhutan have shown keen interest in NHPC's programs and sent their nominations. NHPC has also organized a customized program for BHEL on the topic; Design and Construction Aspects of Hydro Power Projects for BHEL Executives. The program evinced a very good response from BHEL and its participants.

With a view to develop in-house learning and development system, HRD has also made great efforts in transforming its experienced engineering professionals to effective faculty members. In this process, sizeable faculty members in the areas of Design-Civil, Design (E&M), Geology, Environment, Cost Engg, Contracts etc have been developed. All the Webinars and the programs being organized

by NHPC for external organizations are being facilitated by internal faculty members thereby enabling in-house transfer of experiences and learnings and saving cost to the organization. Moreover, technical papers and presentations have been made available on the HRD-Corner of NHPC-Intranet for benefit of the employees. HRD at NHPC has also launched the in-house e-Journal 'Abhigjana', a compilation of technical and other useful articles prepared by the employees. These efforts of HRD are contributing significantly in shaping NHPC to a learning organization.

NHPC as a part of its holistic approach to transcend its learnings & development initiatives beyond powersector; has organized Cross-Sectoral programs in the strategically important areas including Solar Power Development, Arbitration Matters etc. This initiative of NHPC has helped immensely to enable organization learn and benchmark the cross-sectoral best practices. Premier organizations like GAIL, India Oil, NTPC, NHAI, BHEL, Tata Power etc have participated in these programs.

Further, considering the years of unique and rich expertise of NHPC and BHEL in the power sector, it becomes crucial for both the organizations to explore synergistic opportunities and leverage each other's capabilities for mutual benefits. To this end, with a view to have cross-exchange of ideas and learnings, a Webinar has been organized during lockdown period wherein NHPC has shared its learnings amongst BHEL executives in the areas such as Civil Design & Engg, Electrical & Mechanical aspects of Hydro Plants and Engineering Geology.

In return, BHEL has shared with NHPC engineers its years of rich experience in the areas such as Electrical & Mechanical components and Hydro plants, Hydro-mechanical components, Plant layout and erection etc.

NHPC-HRD has a very ambitious plan in the coming months to organize Webinars and Online Sessions for employees; in collaboration with key Original Equipment Manufacturers (OEMs). The virtual site tour shall be the key component of this digital learning initiative. In this unique initiative, the employees of NHPC shall be immensely benefitted from hands-on troubleshooting tips from OEMs to fix the problems right at their respective locations. In addition, the company is also collaborating with external agencies including IIMs for more learning sessions in areas including strategy, leadership and innovation.

Technology being the centre of the activity, NHPC has since beginning realized the importance of Skill Development to boost the quality and efficiency for the increased productivity and growth. NHPC has significantly promoted and partnered in the Government of India scheme of Skill Development by providing Apprenticeship opportunities across all its locations including Leh, Ladakh, Uttarakhand and North Eastern States despite several hardships and locational disadvantages. NHPC has engaged apprentices as per the laid down procedure under the National Apprenticeship Promotion Scheme (NAPS) in the trades including Electrician, Fitter Machinist, Plumber, Welder etc. Apprentices have also been paid stipend as per applicable norms.

Year-wise details of number of apprentices engaged during the past 03 years is as follows:

Year	No. of Apprentices Engaged
2017-18	359
2018-19	369
2019-20	376

NHPC has also significantly contributed in the Skill Development Program of the Government under the CSR policy of the organization. The Skill Development training programs have been organized in the remote areas of the State of Arunachal Pradesh, Manipur, Sikkim, J&K, Himachal, Uttarakhand etc. NHPC has so far imparted skill development training in the areas including Electrician, Plumber, Carpenter, Mason, Painter, Lab Technician, Beautician, Tourism & Hospitality, Food & Beverage Service Stewards, Retail Sales Associates, Front Office Associates, Organic Grower etc. The year-wise status of Skill Development training during the past 03 years and the placement details thereof is as follows:

Year	No. of People Trained	Employed /Self Employed
2017-18	3780	2646
2018-19	3019	1993
2019-20		

NHPC has also imparted Skill Development Training to 1000 nos. of Divyangjans through NHFDC with FI of Rs. 2.65 Crores in the Job Roles of Sewing machine operator, Hand Embroidery & Self employed Tailor trades and also distributed 275 Nos. of assistive

NHPC has created significant online learning opportunity for its employees through various e-Learning Courses/ Webinars/ Trainings on technical and functional domains. HRD has trained more than 70% of its executive strength amidst nationwide lockdown, following COVID-19 pandemic.

devices to Divyangjans through Artificial Limbs Manufacturing Corporation of India (ALIMCO) under its CSR initiatives which has to some extent removed their hardships and helped them easing out their lives.

In the recent past, NHPC was facing acute shortage of technicians in some of the key trades i.e. Electrician, Welder, Machinist, Crane Operator etc. this created an urgent necessity to explore the possibility to carry out an exercise for bridging the gaps in the desired trades to run the Power Stations effectively. NHPC undertook a unique initiative to impart skill up-gradation/multiskilling training to unskilled/skilled workmen. Taking into cognizance the changing business scenario, workmen in some unskilled / skilled categories were identified as excess to the requirement, out of them around 100 unskilled workmen were identified for skill up-gradation and multiskilling training during the year 2017-18 & 2018-19 with a financial investment of Rs. 60 lacs. The training was organized through ITI-Patiala on

residential basis in Electrician, Welder and Machinist trade for 6, 3 and 3 months duration, respectively. On completion of training, workmen were awarded trade certificates from Department of Technical Education and Industrial Training, Government of Punjab and subsequently re-deployed as Electrician, Welders and Machinist in required functions of Power stations for their gainful utilization. This endeavor improved the manpower productivity and resulted in saving of Rs. 18 crores on year on year basis.

Health and Lifestyle management for the employees has always been an utmost priority for NHPC. In COVID-19 scenario, it became all the more important for NHPC to sensitize people on improving their immunity through Yoga and other lifestyle management techniques. To benefit employees and their family members based at various remote locations of NHPC, online Yoga classes have been started by NHPC-HRD. A large number of employees and their family members are getting benefitted from this one of a kind initiative.

The relentless efforts of NHPC in creating value for employees and the organizations through its innovative learning and development methodologies and other skill building initiatives are continuing. Moreover, other emerging areas such as artificial intelligence, machine learning, business intelligence etc is the upcoming priority for the organization and NHPC is catching up fast to develop skills in these areas amongst its own employees and the youth of the country to meet the challenges of fast expanding field of digital economy in the country. ■

Leading During A Crisis



Gagan Chaturvedi
Deputy Director General/
Public Relations
Ordnance Factory Board

The hour produces the man. Successful leaders create conditions for crisis mitigation and long term recovery. Leadership in a crisis is not so much about power but more about exercising one's influence to serve people, not so much about responsibility but about transcending one's duties to own the process of mitigation and recovery and not so much about hierarchy or rank but more about achieving personal authenticity in the selfless service of humanity.

Successful leadership in a crisis is about the following:-

Exiting the Information vacuum

A crisis is characterized by a paucity of relevant and actionable information. Information, when available is unfamiliar, uncertain and rapidly evolving. This information scarcity coupled with high anxiety and conflicting priorities leads to a cognitive overload that inhibits decision making.

In such a situation, leaders seek credible information from diverse sources by spreading their antennae in all the eco systems they operate in and by utilising two important cognitive behaviours, that of 'updating', or revising ideas based on emerging

knowledge and of 'doubting' or considering on-going actions critically and making suitable modifications based on updated information.

Deciding to act

Decision making in crisis situations requires speed but is often beset by an 'analysis paralysis' arising from an informational vacuum and the consequent absence of a road map in an environment of high anxiety and intense time pressure.

A crisis is the time to uphold the most vital principle of leadership, that of making a positive difference in people's lives. Leaders have to prioritise their objectives by making smart trade-offs and consciously choose to concentrate on four or five critical areas. Progress in each of these areas should be updated frequently, hourly or daily in the initial days and monitored against relevant, valid and pragmatic metrics.

The absence of any pre-existing plan means that leaders have to adjust, improvise, and re-direct their activities as new information emerges as they work to expand the options available to them. Above all leaders have to be resolute in a crisis so as to create confidence in the leaders and

give people hope that they will overcome their current situation.

Every crisis carries within it the seeds for change. This is the time for leaders to exercise a 'circular vision', an opportunity to think big and bold, to connect unseen dots, to harness new talent and capabilities, to demolish previously entrenched obstacles and to tear down erected barriers. It is the time to enable the emergence of our dormant resilience and to create a platform for a great leap in the future.

Substance in style

Style is a matter of individual confidence. In a crisis situation, however, the people have to be reassured as anxiety and fear dominate. A calm and unruffled style, exuding calm is appreciated and generates confidence. An attitude of 'bounded optimism' or confidence with realism is the most promising and effective. Leaders have to be able to develop trust by delivering on their promises and therefore it is important not to promise only what is achievable.

The large number of activities that have to be attended to require leaders to empower people and provide them with specific roles and a purpose. Choosing

to empower the right people is important, people who are well grounded and express humility but not helplessness.

It is important to realize that mistakes will be made and therefore it becomes necessary to banish the fear of punishment so people can work without the extra stress in an already stressful situation.

A successful leader commits to the needs of others before those of his own and demonstrates empathy towards the anxieties, fears, difficulties and dangers faced by their employees and their families.

Leaders have to be present, visible, available and accessible. Their visibility builds confidence and inspires their followers to perform miracles.

A crisis also tests culture. Leaders represent and are torchbearers of the culture and traditions of the organisations they serve. These are culture defining moments for leaders as they are called upon to decide whether to strengthen the organizational culture or put in place a culture for the future.

Creating networks

Crisis mitigation requires a network of highly adaptable multi-disciplinary groups working purposefully towards common goals. The productivity of these teams is enhanced if leaders make the effort to foster collaboration and transparency across teams and align their focus. A good way of achieving this is to connect with individual team members and engage with them. A good leader will successfully motivate individual team members by respecting their ideas and asking for 'in-moment' feedback.

Delegating to enlarge

Delegation is the art of making oneself larger than one's job. In a crisis there are a large number of issues that demand attention. Leaders can ill afford being bogged down with the routine minutiae of crisis management. It becomes necessary to delegate. While delegating, leaders should ensure that the authority to make decisions is delegated to the appropriate level. The person to whom authority is delegated should be named and their accountability made clear.

Communicating to win

Communication is one of the most important ingredients of crisis management. Given the paucity of information in a crisis, communication has to be transparent and should clearly specify what is known and what is as yet unknown and what efforts are being made to increase relevant knowledge. Leaders should try and explain what the organisation is doing and what it plans to do in the future. This knowledge should be disseminated throughout the organization and should utilize all communication channels. In today's age of 24x7 social media, its universality, all pervasiveness and mandated openness should be utilised not only for dissemination of information but feedback about the efficacy of organizational efforts.

The timely delivery of accurate information does a great deal to reduce anxiety levels and insulate people from the danger of unsubstantiated rumours and prevent the prevalence of rumours and the bane of 'fake news.'

Leaders should ensure that

corporate communication addresses all audiences and seeks to allay their concern and answer their questions.

The information vacuum that usually accompanies a crisis can also be countered by creating a group of knowledgeable people who can speak with authority and spread authentic information and thereby influence behaviour. It is also important to collect and amplify positive messages that increase confidence and give hope.

Communication is important before, during and after a crisis when it contributes to generating an optimistic outlook and to motivate important stakeholders to remain committed to organizational recovery.

Sustaining the self

A crisis can be lengthy and demanding. Leaders have to take care of themselves and invest time in their own well-being so as to be able to sustain their effectiveness for a long period of time. It is important to continue routines of physical, mental and spiritual well-being and not let energy levels and emotional reserves dwindle or let coping mechanisms weaken.

Crises in the shape of epidemics, famine, war, disasters- both natural and manmade- have been a part of human history and have often provided inflection points for far reaching and irrevocable change. Leadership in such times has been crucial for managing the fall out of this change and for providing direction for future growth. Crises will continue to plague and surprise us such challenging times will continue to demand quality leadership. ■

#HarEkKaamDeshKeNaam: SAIL's Contribution in India's Journey towards \$5 Trillion Economy



Sumita Dutta
ED, Corporate Affairs Division
SAIL



Steel is beautiful - SAIL IISCO Steel Plant.

India is a country of opportunities and holds excellent promises for the future. The goal of \$5 Trillion India economy is opening up galore of economic activities and opportunities across all sectors. It is ushering in an era of rapid restructuring of the urban and rural frame work in the country in tandem with the changing aspirations of the populace. It is evident that the country is poised for a drastic rise in its overall economic activities as it is progressing towards the \$5 Trillion economy goal. The growth of such a magnitude can generally be envisaged in two ways:

- One involves increasing the magnitude of economic

activities manifold through newer means and broadening the base on which the present economy stands.

- Second is improving the existing processes and efficiencies substantially, enhancing the output and productivity from the existing resources and facilities.

In it's backdrop, steel will have a pivotal role to play in the goal of reaching the \$5 Trillion economy. The growing aspirations of people will have a direct impact on the consumption of steel. Steel, a material of choice for years, will see growth in demand/ consumption as there will be a heightened pick-up in the infrastructure

activities. Currently, the steel industry contributes 2% in the overall GDP of our country. The steel industry has strong forward and backward linkages and is also regarded as an indicator of the economic development of the country. The steel industry has an output multiplier effect of nearly 1.4 times on the GDP and has employment multiplier factor of 6.8 times. Hence, the steel industry is an important constituent of the Indian economy and will continue to remain so in the future.

The National Steel Policy-2017 charts out the growth trajectory of the Indian steel industry, which is poised to achieve the levels of 300 Million Tonnes per Annum (MTPA) by 2030-31 and 200



State of The Art Wire Rod Mill at SAIL IISCO Steel Plant.

MTPA by 2024-25. This marks a substantial leap from the current capacities of around 140 MTPA. India has already ascended to number 2 spot as the World's second largest steel producer. It was an arduous journey of the Indian steel industry so far and will be an exciting journey in future. It is relevant to mention here that to produce 1 Tonne of steel, around 6 Tonnes of materials are moved and it includes 4 tonnes of incoming materials and 2 tonnes of outgoing materials. It gives an indication of the huge quantities of materials which are required to be moved for the steel industry alone in its journey towards enhancing its capacity substantially. This will necessitate augmenting network of logistics, skilled manpower, machinery, raw materials, upstream and downstream industries among others. It will open up plethora of opportunities

As the steel industry marches towards larger steel capacity in sync with the country's goal to become a \$5 Trillion economy, SAIL is also aligning itself to enhance its capacity substantially. It has plans to embark on massive modernization and expansion plans in future while continuously improving its performance and mobilising resources.

for both existing and future entrepreneurial business ventures. Not only will the demand for skilled manpower will increase, it shall also create jobs for sectors from construction, manufacturing to service industries.

Steel Authority of India Limited (SAIL), the largest Public Sector steelmaker, contributes a large chunk in the total steel making of the primary steel production. SAIL, for the last sixty years of its existence, has been amply influencing the landscape of the places where its plants and units are operational. It has turned these quite

places and hinterlands into cities bustling with economic activities and growth. In the current modernization and expansion phase, SAIL has targeted to achieve a capacity of around 21 MTPA of crude steel. This involved large investment in the tune of more than Rs 70,000 Crore along with setting up of new mills at various plants as downstream facilities. The company has also introduced and rehashed its marketing set up and other facilities including distributor channels, to suit the rising production and handle the volumes accordingly. SAIL offers a sea of opportunities to a large number of entrepreneurs, for its regular supplies as well as its upstream and downstream industries.

As the steel industry marches towards larger steel capacity in sync with the country's goal to become a \$5 Trillion economy, SAIL is also aligning itself to enhance its capacity substantially. It has plans to embark on massive modernization and expansion plans in future while continuously improving its performance and mobilising resources. SAIL's sustained pursuit of growing bigger, improving efficiency and enhancing productivity is testimony to its commitment for "HarEkKaamDeshKeNaam". ■



GSTN Ensured 'Business as Usual' for GST Helpdesk Amid Lockdown



Ms. Karuna Chandila
Vice President
Customer Services
GST Network



In this catastrophic situation, while almost every other helpdesk services were either completely non-functional or were running on Interactive Voice Responses (IVRs), it was imperative to find out a solution to ensure the services are provided to GST system taxpayers seamlessly. Generally Helpdesk or Call Centre is synonymous with a large number of people seated in a room providing information to callers. The required communication tools to manage the calls, route them to agents who speak a

particular language or deal with a particular business segment are the backbone of a Call Centre.

The entire model turned on its head by COVID-19 lockdown. Agents had to work from home, calls had to be routed to them at their phone. All this had to be done in a secured manner. This was not a small job, but necessity made GSTN and its tech partner TechM to do this. Today a good number of associates are providing Helpdesk support to GST stakeholders. We would continue to work ensuring 360-degree

safety of people and process to combat the situation.

It was an exigent task to transition the entire Helpdesk resources working within office facilities, using fixed logistics to work from their homes. GSTN directed TechM to plan for the transition way before the Lockdown was announced. The Helpdesk and support teams went through a series of hurdles including custom clearances, manually tagging the machines, transferring the machines to agent's homes and conducting multiple

rounds of testing, etc. Timely and effective planning ensured that the GST Helpdesk services were not affected even for a single day making the Helpdesk 'Work from Home' (WFH) precedent operating just like 'Business As Usual' (BAU).

The efforts yielded positive results. During the lockdown, the GST Helpdesk was fully operational and running smoothly through its Toll-free number from 9AM to 9PM serving in 12 languages. The Goods and Services Tax Network (GSTN) with its Helpdesk service partner TechM created a secured virtual environment through next generation and robust technology for their Helpdesk employees resolving GST queries. More than 65% GST helpdesk agents out of total capacity worked from their homes.

We are happy to announce that over 56,690 Taxpayer issues were handled during the first month of lockdown from 25th March till 24th April, 2020. The data also showed that more than 19,552 tickets raised by taxpayers were resolved during this period. The highest number of tickets handled in a day was 2,766 and highest number of calls handled was 1,776. However, due to the lockdown, there is a steep dip experienced in the call and ticket volume trend at GST Helpdesk. The total received transactions (Inflow of calls and GRP Tickets) are approximately 20% of the usual volume trend. Before the lockdown, GST Helpdesk would receive average around 8000 to 10,000 calls every day while around 2,000 tickets were raised on GRP portal on a daily basis.

We have tried to create a perfect balance between Employee safety



In this catastrophic situation, while almost every other helpdesk services were either completely non-functional or were running on Interactive Voice Responses (IVRs), it was imperative to find out a solution to ensure the services are provided to GST system taxpayers seamlessly. Generally Helpdesk or Call Centre is synonymous with a large number of people seated in a room providing information to callers.

and Business Continuity during COVID-19 epidemic. Extraordinary time calls for extraordinary measures, the team stood up to the challenge, devised out of the box solution and got implemented.

Out of the twelve languages, GST Helpdesk provides services to, the Hindi Helpdesk services received the highest number of calls comprising 61.66% of the total call volume followed by the English language with 14.80% volume. Marathi at 4.75% received the third-highest number of calls, closely followed by Gujarati 3.65%, Telugu 3.00%, Bengali 2.93% and Tamil 2.86%. The other languages are Kannada, Punjabi, Oriya, Malayalam and Assamese which registered lesser call volume respectively.

Just to remind you, for GST Portal, the issues are reported through voice calls and the GRP portal. While most of the calls have general queries for which on-call resolution is provided, however there are few technical queries for which a ticket is raised either by the helpdesk agent or directly by the user on the Grievance Redressal Self-help facility available at the GST Portal. ■

Ease of Doing Business:

A navigator for facilitating reforms driven growth



CS (Dr.) S. K. Gupta
MD & CEO, IPA of Institute of
Cost Accountants of India

The Doing Business Report (DB) is a study elaborated by the World Bank Group since 2003 every year that is aimed to measure the costs to firms of business regulations in 190 countries. The study has become one of the flagship knowledge products of the World Bank Group in the field of private sector development, and is claimed to have motivated the design of several regulatory reforms in developing countries.

Description of DB Index

It is an aggregate figure that includes different parameters which define the ease of doing business in a country. It is computed by aggregating the distance to frontier scores of different economies. The distance to frontier score uses the 'regulatory best practices' for doing business as the parameter and benchmark economies according to that parameter. For each of the indicators that form a part of the statistic 'Ease of doing business,' a distance to frontier score is computed and all the scores are aggregated. The aggregated score becomes the Ease of doing business index. The study presents every year a detailed analysis of costs, requirements and procedures a private firm is subject to

in all countries, and then, creates rankings for every country. The study is also backed up by broad communication efforts, and by creating rankings, the study spotlights countries and leaders that are promoting reforms.

A nation's ranking on the DB index is based on the average of 10 sub indices:

- Starting a business – Procedures, time, cost and minimum capital to open a new business
- Dealing with construction permits – Procedures, time and cost to build a warehouse
- Getting electricity – procedures, time and cost required for a business to obtain a permanent electricity connection for a newly constructed warehouse
- Registering property – Procedures, time and cost to register commercial real estate
- Getting credit – Strength of legal rights index, depth of credit information index
- Protecting investors – Indices on the extent of disclosure, extent of director liability and ease of shareholder suits
- Paying taxes – Number of taxes paid, hours per year spent preparing tax returns and total tax payable as share of gross profit
- Trading across borders – Number of documents, cost and time necessary to export and import
- Enforcing contracts – Procedures, time and cost to enforce a debt contract
- Resolving insolvency – The time, cost and recovery rate (%) under bankruptcy proceeding

The Doing Business project offers information on following datasets:

- Distance to frontier - Shows the distance of each economy to the "frontier," which represents the highest performance observed on each of the indicators across all economies included since each indicator was included in Doing Business
- Entrepreneurship - Measures entrepreneurial activity. The data is collected directly from 130 company registrars on the number of newly registered firms over the past seven years
- Good practices - Provide insights into how governments have improved the regulatory environment in the past in the areas measured by Doing Business
- Transparency in business regulation - Data on the accessibility of regulatory information measures how easy it is to access fee

schedules for 4 regulatory processes in the largest business city of an economy

Caveat on DB ranking

While fewer and simpler regulations often imply higher rankings, this is not always the case. Protecting the rights of creditors and investors, as well as establishing or upgrading property and credit registries, may mean that more regulation is needed. In most indicators, the case study refers to a small domestically-owned manufacturing company - hence the direct relevance of the indicators to foreign investors and large companies is limited. DB uses a simple averaging approach for weighting sub-indicators and calculating rankings. Some caveats regarding the rankings and main information presented have to be considered by every user of the report. Mainly:

- Doing Business does not measure all aspects of the business environment that matter to firm or investors, such as the macroeconomic conditions, or the level of employment, corruption, stability or poverty, in every country.
- Doing Business does not consider the strengths and weakness neither of the global financial system, nor the financial system of every country. It also doesn't consider the state of the finances of the government of every country.
- Doing Business does not cover all the regulation, or all the regulatory requirements. Other types of regulation such as financial market, environment, or intellectual property regulations that are relevant for the private sector are not considered.

The Doing Business report is not intended as a complete assessment of competitiveness or of the business environment of a country and should rather be considered as a proxy of the regulatory framework faced by the private sector in a country. These rankings focus a lot more on the laws and rules that are on the books and do not necessarily capture the daily experiences of businesses.

Evaluation of DB ranking

Doing Business is a controversial study, with passionate critics and devoted fans. As recognized by the Independent Evaluation Group of the World Bank, some have questioned the reliability and objectivity of its measurements while others doubt the relevance of the issues it addresses or fear it may unduly dominate countries reform agendas at the expense of more crucial development objectives. Attention given to the indicators may inadvertently signal that the World Bank Group values less burdensome business regulations more highly than its other strategies for poverty reduction and sustainable development.

According to researchers, several limitations are present in the DB studies and have to be kept in mind when using the study:

- The indicators and measures are referred to the costs, requirements and fees of doing business in the country's largest business city; thus conditions elsewhere within the country may differ.
- To achieve cross-country standardization respondents are asked to give estimates for a limited liability company of a specific size. Costs for other

forms and scales of businesses may differ.

- Transactions and fees to be cost out are very specifically defined. The costs of other types of transactions may differ.
- The cost estimates come from individuals identified as expert respondents. Sometimes the estimates given by such individual may differ with other experts and with public officials. If so, the responses are cross-checked for consistency.
- The estimates assume that a business knows what is required and does not waste time. Satisfying regulatory requirements will obviously take longer if the business lacks information or is unable to follow up promptly. A related point here is that DB may not understand "work-arounds", "facilitating fees", and "learning time" that speed or delay approvals and causes variation costs.
- Doing Business does not measure the full range of factors, policies and institutions that affect the quality of an economy's business environment or its national competitiveness. The focus is deliberately narrow to allow the comparability of 190 economies. It does not, for example, capture aspects of macroeconomic stability, development of the financial system, market size, the incidence of bribery and corruption or the quality of the labour force

DB rankings 2020: India makes highest ever jump to rank 63/190

Sustained business reforms over the past several years helped India jump to the 63rd position on the World Bank's ease of

doing business ranking riding high on the government's flagship 'Make in India' scheme and other reforms attracting foreign investment. Government process re-engineering, massive use of technology and constant engagement with users have helped India in improving its position in the ranking. On the "distance to frontier metric," one of the key indicators in the survey, India's score went from 67.23 in Doing Business 2019 to 71 in Doing Business 2020. This means last year India improved its business regulations in absolute terms – indicating that the country is continuing its steady shift towards best practice in business regulation. The ranking show "how much can be achieved with a strong political will and total commitment of officials to reforms. In its 'Doing Business' 2020 report, the World Bank commended the reform efforts undertaken by the country "given the size of India's economy". "This is the third year in a row that India makes to top 10 in Doing Business, which is a success which very few countries have done over the 20 years of the project. Without exception, the other countries that have done this are very small, population-wise, and homogeneous, India is the first country of its type to achieve that " Simeon Djankov, Director of Development Economics at the World bank told PTI in an interview.

With streamlining of processes, India made it faster and less expensive to obtain a construction permit. It also improved building quality control by introducing decennial liability and insurance. The cost for completing all procedures to build a warehouse has been slashed to 5.4 percent of the



warehouse value, from 23.2 percent earlier, while the total time needed for obtaining a permit has been reduced to 95 days, from 144 days. India's continued effort to make Dealing with Construction Permits easier has this year catapulted the country to a global rank of 52, from 181 last year. Getting Electricity was made cheaper and faster in Delhi with the cost for low voltage connections reduced by more than 30 percent of the income per capita, while the time needed was reduced to 31 days, from 39 days. India made Paying Taxes easier by merging diverse sales taxes into a single General Sales Tax (GST). This is another area in which reforms have been carried out for a third consecutive year. And, importing and exporting was made more efficient for a third consecutive year. The latest reform initiatives included electronic submission of documents and upgrading of port infrastructure. As a result, the time needed for exporters to comply with documentation requirements was reduced to 14 hours, from 38 hours. India performs well in the area of Getting Credit. This year, the country further

strengthened access to credit by amending its insolvency law to give secured creditors absolute priority over other claims in insolvency proceedings. The country's global rank in getting Credit improved to 22 this year. India also performs particularly well in the area of Protecting Minority Investors, with a global rank of 7, and scoring a perfect 10 in the index measuring shareholders' rights and role in major corporate decisions. MCA has taken significant steps for facilitating ease of doing business viz. establishment of Central Registration Centre, launch of SPICe, integration of MCA 21 with CBDT, protecting minority investors, introduction of simplified name reservation process and incorporation with zero fee.

Way forward – The Imperatives for reforms Agenda

While there has been substantial progress, India still lags in areas such as Enforcing Contracts (ranked 163 globally) and Registering Property (166). It takes 69

days and costs about 8 percent of the property value to register a property, compared to 20 days and 4.2 percent among high income OECD economies. And, it takes 1,445 for a company to resolve a commercial dispute through a local first-instance court, almost 3 times more than the 582 days needed in high income OECD economies.

However, progress is mid-stream at best. A deeper look at the key factors that comprise the EODB rankings highlights how lack of progress on key reforms has left India struggling on key factors such as “Starting a Business” and “Resolving Insolvency.” As the government looks to continue improving its rankings in the EODB index, it should consider these crucial, incomplete reforms and ensure their implementation. in line with the government’s objective of providing ease of doing business to law abiding corporates, fostering improved corporate compliance for stakeholders at large and also to address emerging issues having impact on the working of corporates in the country. The government has created a committee chaired by Secretary, Ministry of Corporate Affairs (MCA) to look at recategorization of certain offences under the Companies Act as civil offences as well as review other provisions of the Companies Act.

While numbers in the report clearly suggest that the government has taken firm steps to improve the business environment in the country. We urgently need to find new ways of measuring progress which can put everyday people’s well being at the centre of economic platforms. The Government should focus on structural improvements and

reforms in land acquisition, land data digitization, setting up more local courts, setting up fast-track/alternate commercial dispute resolution mechanism implementation of fixed-term employment in all the states and decriminalization of businesses as stringent labor laws are a major roadblock to enhance production possibility frontiers and employment generation in the economy.

Urgently create a consensus at

The Company Secretary role – like many other jobs – is changing. A growing focus on governance and corporate social responsibility; increasing shareholder and stakeholder expectations; the need to reflect a diverse range of views on the board – all of these are changing the role and responsibilities of the Company Secretary. Creating a facilitative business ecosystem requires effective corporate governance which is being viewed as a fundamental enabler of trust and, at its heart, is the promotion of transparency and accountability between all of society’s stakeholders.

a national and state level on the next wave of economic reforms required to take India into the top 50 countries in the World Bank’s ease of doing business rankings

Prioritize reforms which can be rolled over into other sectors and significantly reduce the burden of compliance and bureaucratic barriers

Adopt international standards and processes, and ease national ones which hinder trade

Create a single regulatory authority to support industry

Review labor laws, reducing obsolete ones and reducing the number of inspections for firms by making greater use of digital technology.

Company Secretary and Ease of Doing business

The Company Secretary role – like many other jobs – is changing. A growing focus on governance and corporate social responsibility; increasing shareholder and stakeholder expectations; the need to reflect a diverse range of views on the board – all of these are changing the role and responsibilities of the Company Secretary. Creating a facilitative business ecosystem requires effective corporate governance which is being viewed as a fundamental enabler of trust and, at its heart, is the promotion of transparency and accountability between all of society’s stakeholders. Governance frameworks guide decision-making in organizations and dialogue with stakeholders. The company secretary is an unique interface between the Board, management and other and as such acts as a key facilitator of business. The

soul and core of corporate governance is not the conduct or behavior that we see on face of it. It is internalized values that an organization or a company and its top level management follows. Company Secretary ensure that business and enterprise align their practices to the larger socio-economic objectives of the country. India has drawn a blueprint to enhance its brand value as a destination for international business and investment. In this effort, how Company Secretaries implement company laws in a transparent manner has a critical bearing. The role of the company Secretary, therefore, involves, in addition to a compliance role, the management of people and processes to create the appropriate cultures to enable the corporate governance structures, policies, and procedures to work effectively for improving transparency and confidence of investors. Company Secretary also assists in developing law abiding culture and sustainable frame work for the company Strengthening the Board process.

Conclusion

To really usher in an era of business friendly governance, instead of sitting on its laurels, the government has to work on both the guidelines provided by the World Bank as well as the feedback from the business community to bring in policies that inspire



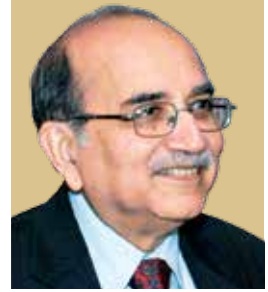
the confidence of investors on the country. The government has announced that its goal is to be ranked amongst the top 50 in the world. A laudable goal no doubt, but the road will not be easy. We should also recognize that a high ranking is not an end in itself. For attracting new investment, both foreign and domestic, several macroeconomic issues have to be addressed.

The government has made all the right moves when it comes to reforms. Not so with their implementation. If we need to make a significant leap from our present ranking, execution will be key, and that is when we will see inclusive and sustainable economic growth and investors lining up to do business in and with India.

A number of steps have already been taken to boost India's

rankings and a lot of them were those that could be done immediately. The focus now will be on the next step forward. Some of these initiatives are already rolled out, some other are in the process and others will soon see the light of the day. We believe that a converged effect of all these initiatives shall make the progress very rapid. Having said that, of course we are waiting for the day when we celebrate a half-century. Rankings aren't everything perhaps but we should be proud when we are headed for the summit. That India has moved up the order in Doing Business report this year is an indication - albeit with a narrow viewpoint given the limitations of the study - of how the world views the nation's objectives. We however should be a nation of early movers and adopters; not early celebrators. ■

Milestone Event of Current Century - COVID-19



Dr. Rajen Mehrotra*

Milestone Event of Last Century

There were three milestone events of the last century that impacted people, nations and enterprises/business.

The first milestone event of last century was end of First World War in 1918

The end of the First World War saw the spread of Spanish Flu Pandemic in various countries of the world including India. The Spanish flu, also known as the 1918 flu pandemic, was an unusually deadly influenza pandemic caused by the H1N1 influenza A virus. Lasting from spring 1918 through spring or early summer 1919, it infected 500 million people, i.e. about a third of the world's population at that time. It is estimated, that in India, nearly 18 million people which was 6% of the population at that time, lost their lives in this disease which locally was called plague. This pandemic impacted many families in India. Mahatma Gandhi lost his daughter-in-law and a grandchild in this pandemic, and was

himself a victim and was cured and we all know his contribution to India in the freedom struggle. My family was impacted by this pandemic; wherein my paternal great grandfather lost two of his sons and when himself infected did not permit his wife or children to look after him and died, leaving behind five sons and three daughters with the eldest son (i.e. my grandfather) being 15 years old to look after the family.

Also, the end of First World War led to the birth of the International Labour Organization (ILO) in 1919, with whom I had occasion to work and superannuate. ILO is the international body which from its inception debates amongst its members and comes with conventions and recommendations; and every country that ratifies a convention needs to ensure its compliance for which they frame suitable labour legislation. At the same time, every country is sovereign, and decides on the labour legislations that it desires to frame and implement. India at that time under British rule became a member of ILO.

Also, at the end of First World War, countries in Europe continued to rule over countries in many parts of the world, which were their colonies. Hence, the ruling countries continued with an approach on movement of people, currency, goods and information as being closed economies, benefitting their rule over the colonies. This approach mainly benefitted enterprises and citizens of the ruling country with very limited growth of enterprises in the colonies.

The second milestone event of last century was end of Second World War in 1945

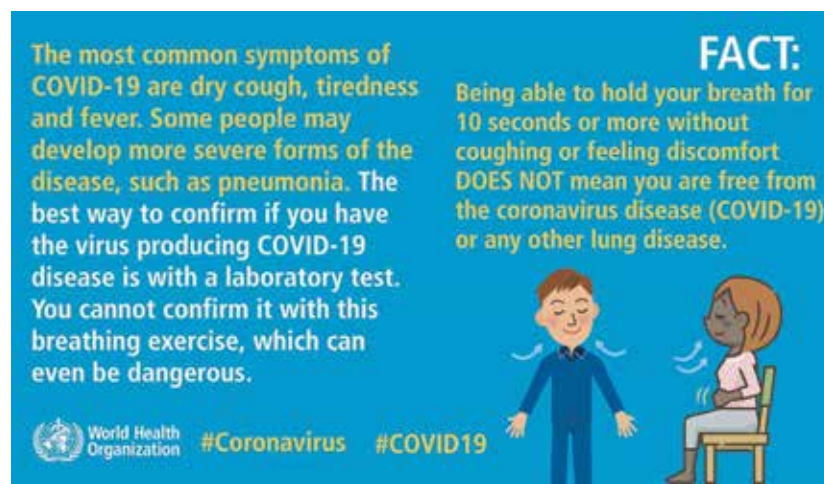
Second World War was a major conflict in human history, which marked the death of 70 to 85 million people in the world, most of whom were civilians in the Soviet Union and China. It also included massacres, genocides (including the Holocaust), strategic bombing wherein there was use of nuclear weapons in war over Hiroshima and Nagasaki in Japan. Following the end of Second World War, the colonial system was subject to

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growing unrest, and most countries became independent nations between 1945 and 1965 varying from a peaceful to protracted revolutionary process.

Also, the end of Second World War led to the birth of the United Nations as a means of better arbitrating international conflict and negotiating peace than was provided for by the League of Nations. Also, the International Labour Organization (ILO) which was born at the end of First World War became a specialized agency of United Nations. The United Nations over a period of time added the following specialized agencies; Food and Agriculture Organization (FAO), United Nations Educational, Scientific and Cultural Organization (UNESCO), International Civil Aviation Organization (ICAO), World Health Organization (WHO), World Bank Group (World Bank Group) and International Monetary Fund (IMF).

Also, at the end of Second World War, countries in Europe gradually lost their colonies. Hence, the European countries opened their economies with reference to movement of people, currency, goods and information by becoming open economies. At the same time colonies that became independent nations, took an approach of being closed or open or mixed economies depending upon their choice. India on independence in 1947 chose to be a mixed economy, with the core sector such as cement, steel, coal, electricity, interstate bus transport, railways, airlines, etc. being price controlled or / and state controlled; and also setting up a large number of Public Sector Undertakings later and also nationalizing sick private sector



units plus the banks and insurance business plus the oil companies. We in India had strict control on movement of foreign currency in terms of a monitored exchange rate, high import duties coupled with Rupee trade with Union of Soviet Socialist Republics (USSR), strict rules with reference to visas on employment of foreign nationals. Also, the domestic enterprises enjoyed a sheltered market with not much of competition, as enterprises were subject to operate within the limits of their licensed capacity.

The third milestone event of last century was end of Cold War in 1989

The Cold War finally came to an end in 1989 with the fall of the Berlin Wall and the collapse of the Communist regimes in Eastern Europe as well as Union of Soviet Socialist Republics (USSR) a former communist country in eastern Europe and northern Asia; established in 1922; included Russia and 14 other soviet socialist republics (Ukraine and Byelorussia and others); which was officially dissolved on 31st December 1991.

This led to all countries in the world that were closed or mixed

economies becoming to varying degree open economies including India. It is in 1991, that India shifted gear from a mixed economy to an open economy, by devaluing the currency, permitting flow of foreign direct investment plus foreign institutional investment, reducing and rationalizing the import duty based on World Trade Organization (WTO) tariffs and permitting foreign made goods to be easily imported and available, relaxation on movement of persons from foreign countries to work in India.

The European Union (EU) and European citizenship were established when the Maastricht Treaty came into force in 1993 and the European Union introduced its new currency, the euro on 1st January 1999.

The impact of the opening up of the economy in India was that large number of domestic enterprises post 1991 restructured their product portfolios as well as resources, including the permanent workforce working for the enterprise through Voluntary Retirement Scheme (VRS), as labour laws did not go through change. The restructuring

exercise of enterprises led to enterprises getting various activities which were done inhouse being outsourced and/ or sub contracted resulting in substantial growth of ancillaries, as well as the supply chain. Certain enterprises got acquired under new ownership and in certain cases also closed down.

New Milestone Event

In the present century we had SARS (Severe Acute Respiratory Syndrome) corona virus (SARS-CoV) –identified in 2003 infecting humans in the Guangdong province of Southern China in 2002. Then Middle East Respiratory Syndrome (MERS) a viral respiratory disease identified in Saudi Arabia in 2012. Then EbolaVirus Disease (EVD), formerly known as Ebola haemorrhagic fever outbreak in 2014–2016 in West Africa covering Guinea, Sierra Leone and Liberia, but none of these impacted the world and the enterprises of every country.

However, the coronavirus disease 19 (COVID-19) which is a highly transmittable and pathogenic viral infection caused by severe acute respiratory syndrome coronavirus 2 (SARS - CoV-2), which emerged in Wuhan, China in 2019 has affected 212 countries and territories around the world. Corona virus disease 19 (COVID-19) has impacted every country of the world, and this pandemic is a milestone event of the current century which is impacting life, livelihood, enterprises and the economy of every country in the world.

Practically every country in the world adopted a lockdown strategy to reduce the spread of the corona virus disease-19 (COVID-19)

to save lives of their citizens, and also getting the country medically prepared to handle the epidemic which was the first priority, though the lockdown was bound to negatively impact the economy of the country.

Every country is working/ has worked its own strategy on when and how to lift the lockdown, at the same time permitting enterprises to commence their operations in a phased and limited manner, as feasible.

There is no easy solution to preventing the spread of the coronavirus disease 19 (COVID-19), unless the citizens fully cooperate in implementing the lockdown guidelines laid by the Government of the country. Countries will have to review their public health expenditure percentage to country's GDP for the future and bring it to at least three to five percent and this is not easy.

Post coronavirus disease 19 (COVID-19) the international trade will go through a change, as countries are likely to reduce their dependence on China, which had become a manufacturing hub for a large number of items for many countries after the end of cold war 1989. Countries world over will review their policies on global supply chain, as countries would work on strategies for being self-reliant in certain specific areas / sectors to protect domestic enterprises and reduce dependence on imports and also safeguard jobs for the locals arising from the downturn. International deglobalization is likely to be an approach by certain countries to reduce dependence of imports in specific areas. Also, there might be reluctance / defiance by

countries depending upon their size and economic strength, to abide by the agreed World Trade Organization (WTO) tariffs; and probably WTO itself may get a jolt and be restructured, wherein its role could go through a change. Also, the funding of international agencies like WHO from some of the countries has already gone through a change, though the role of an organization like WHO becomes vital and relevant, when such a pandemic impacting countries of the world occurs and needs to be reported and acted upon to prevent the spread. Also, WHO will have to do serious introspection with reference to its funding, performance plus its role and this could result in some restructuring of the organization.

Impact on Indian Enterprises

The Government of India adopted the lock down approach from 25 March 2020 initially for 21 days which in phases got extended till 31 May 2020 so as to reduce the spread of corona virus disease 19 (COVID-19) amongst the citizens and also to improve the preparedness of the various states and districts in the country medically for tackling the epidemic. The annual public health expenditure by states and union territories together in India amounted to around 1.58 trillion Indian rupees which is estimated to be around 1.28 percent of the country's GDP and this will have to go up in the future.

The Government of India did permit the functioning of enterprises /business involved in activities which were essential for meeting the daily necessities of life such as food, milk, vegetables,

medicines, health care and news when the lockdown commenced. Individual State Governments did permit functioning of certain enterprises first the essential ones and later the others in a phased manner to operate, with limited work force depending on the zones in which these enterprises were located with protocols of thermal check, safe distance, masks, sanitization to be followed by the people working at the work place and also the transport vehicles entering the plants. This was for ensuring safety of the persons working from being infected with coronavirus disease 19 (COVID-19).

The Government of India has come forward with an economic package for enterprises, farmers, migrant workers and individuals for reducing the negative impact of the lock down. Enterprises and individuals need to look at the economic package and see how it would benefit them in reducing their financial stress and take benefit of the same wherever possible. The functioning of every enterprise in India has been impacted by the coronavirus disease-19 (COVID-19) and the lockdown enforced in the country. Also, enterprises do not know how long the corona virus disease 19 (COVID-19) will continue during which the enterprise will have to operate or be permitted to operate, and when will the post coronavirus disease 19 (COVID-19) stage emerge. The intensity of the impact of the corona virus disease-19 (COVID-19) for each enterprise differs based on the (i) sector in which it operates, (ii) cash liquidity (iii) profitability and (iv) location (i.e. zone).

There are certain sectors like Aviation, Travel, Tourism, Hotels,

Restaurants, Automobiles, Capital Goods, Film Production, Movie Theatres, Entertainment, Trade Fairs, Event Management, Malls, Real Estate, etc., where the dip in revenue for enterprises in the financial year 2020-21 is likely to be more than 50% because of substantial fall in demand. If an enterprise in these sectors has a low cash liquidity, coupled with low profitability, then these enterprises are likely to have a tough future for independent existence and in the worst case could lead to continue to be sick or being acquired by interested buyers, unless innovative steps are taken by the management to undertake heavy cut in fixed cost to survive. However, if they have a high cash liquidity and low or negligible debt to equity, then they would be able to sail through the turbulent duration of coronavirus disease-19 (COVID-19) period, survive and later also grow.

There are certain sectors like Pharmaceuticals, Hospitals, Medical Equipment, Personal Protective Equipment (PPE), Information Technology (IT), Information Technology Enabled services (ITE's), Mobile Networks, Mobile Phones, App Based Platforms doing home delivery, Fast Moving Consumer Goods (FMCG), Agrochemicals, Fertilizers, Seed Growing & Processing, Dairy & Dairy Products, Food Processing, Cash Crops, Tobacco, Cigarettes, Alcohol, etc. where the dip in revenue for the financial year 2020-21 for enterprises in this sector is likely to be low. Even if an enterprise in this sector has a low cash liquidity coupled with a medium / high debt to equity and low profitability, it will survive in the post coronavirus disease-19 (COVID-19) period, though there

will be some negative impact to enterprises in these sectors if they are located in the red zone.

Situation of Enterprises in India

The impact of coronavirus disease 19 (COVID-19) is that the smooth functioning of every enterprise whether in the informal or the formal sector (micro, small medium or large) in India has been tripped and each enterprise will continue to have a time period of tripping based on which colour zone (i.e. red, orange or green) they are located, as activity and movement will be hampered in red zones. Also, the duration for enterprises to operate before a cure for corona virus disease-19 (COVID-19) is available could be from two quarters to sixquarters starting 1st April 2020, thus various scenarios will emerge for enterprises. The duration of the tripping for an enterprise will depend on the sector and zone in which it operates, and this could result in a V shaped curve or a U-shaped curve or a L shaped curve. Functioning of each enterprise has been hampered due to the lockdown; there is a fall in income for practically every enterprise because of the lock down, likely continuation of a certain stagnation of demand for certain time period will be there in certain sectors, and there will be a revival of demand later for all. Every enterprise will have to assess in which curve they fall. For an enterprise falling in a L shaped curve, because of the sector and zone in which it operates, along duration of low negligible demand will adversely affect them and all-out effort needs to be made to move to a U-shaped curve by innovative strategies. Enterprise falling in L shaped

curve will have the toughest time in recovering from the tripping. Every enterprise will have to assess in which curve it will fall and this to a large extent will depend upon the sector and zone in which the enterprise operates, and also based on the market share it is presently controlling and can continue to control in the future. Each enterprise will have to assess the situation arising from the demand side, supply side and also from its resource side and work its strategy to avoid becoming a sick enterprise.

One thing good on present date (i.e. 2020), is that the number of mobile telecom subscribers in India as of December 2019 is over one billion, that means practically every working individual, including workers in the informal sector have mobile phone connectivity, though everybody will not have a smart phone. Also, internet usage in India has exceeded half a billion people and is estimated to be over 600 million users in end 2019 and hence a large number have an e-mail account connectivity. This has led to ease of communication and easy availability of information to every section in the society, though in certain remote places at times the connectivity drops or at times is poor. Enterprises who could continue their operations with employees not coming to office during the lock down phase, did ask employees to Work from Home, wherever feasible, and ensured continuity of some business that was possible. The option of working from home has limitations in the case of manufacturing enterprises, as the input material has to be converted into a finished product, which involves movement and processing of the input material coupled with

physical presence cum activity of persons to ensure completion of the operations safely. The present manufacturing facilities in the factories in India are not designed such, that they can operate without the physical presence of people. However, manufacturing enterprises are learning to operate their factories with limited workforce, at the same time ensuring compliance of the safety protocols laid down by the Government arising from the coronavirus disease-19 (COVID-19) pandemic in the country.

Physical distancing norms at work place will impact every enterprise, however the labour intensive enterprises will have a higher negative impact, as either the numbers engaged have to be reduced and /or the working method modified, so as to ensure maintenance of the required physical distance while working. Enterprises functioning in remote areas and small towns will be less impacted for availability of work force, than the ones situated in or near metropolis or large city, due to lockdown conditions and movement of people within the city limit. Enterprises in remote areas draw their work force locally from the nearby vicinity and hence they are less impacted compared to enterprises in and around metropolis and big cities, as these enterprises have substantial interstate migrant labour, where there is heavy exodus towards their home town, in spite the limitations and inconveniences on modes of travel, as people feel safe being with their family members especially in the present coronavirus disease-19 (COVID-19) pandemic.

Tackling the Situation

Each enterprise in India will have to find its own solution for tackling the situation, as this is a phase of disruption for everybody. However, some things are common which the top management of each enterprise will have to work upon, as the tripping of the operations of each enterprise has occurred and a resetting is required with the sole objective of ensuring that the enterprise survives and grows during the period of corona virus disease-19 (COVID-19).

Ensure cash availability as top priority for sustainability.

Continuously communicate with employees using available technology and if possible, also with their families to boost their morale to face the coronavirus disease-19 (COVID-19) pandemic situations calmly and not panic as emotional and mental health is presently impacted. Build confidence in employees through communication. (NB Most people are worried, as to what happens, if they are infected by coronavirus disease-19 (COVID-19), though in majority of the cases it is curable; at the same time, it is best to take precaution, as presently there is no vaccine available for prevention).

Seek the suggestions of employees to tide over the problems specific to the enterprise so as to achieve 'Improving Sales Revenue/ Reducing Cost/ Profit Optimization', so as to ensure the long-term survival of the enterprise.

Seek employees, trade unions co-operation to tide over the crisis by continuously communicating with them.

Communicate with suppliers,

channel partners, transporters, customers, bankers, shareholders and relevant Government agencies at planned intervals, as the enterprise has to remain in business and deal with these stakeholders appropriately, as decisions on rework also impacts them.

Be calm, compassionate and empathetic while communicating, at the same time communicate factually.

Ensure that the workplace of the enterprise is safe for employees to work, ensuring rigorous implementation of protocols and standard operating procedures (SOP) to prevent any spread of corona virus disease-19 (COVID-19).

Ensure insurance coverage and treatment of employees including contract workforce, if infected with corona virus disease 19 (COVID-19).

Move to digitization wherever possible.

Move to Work from Home wherever feasible.

Top management of the enterprise needs to ensure visible austerity measures with the need to cut fixed and variable costs wherever possible.

Defer capital expenditure unless it is absolutely necessary.

Measurement of impact because of this crisis on 'Company's Brand Image & Reputation' or 'Market value of the shares -if it is a listed company' or 'Market Valuation of Company - even if not listed' to be undertaken for moving ahead.

Institute a system of 'Annual Evaluation of all Major Outsourcing and In-Sourcing

decisions along with the Annual Business Planning/ Budgeting Cycle', if not prevalent, as the business environment does change in terms of risk/costs/ revenues/ stakeholder's satisfaction/ profits at this stage.

Lessons learnt from this major crisis needs to be documented, so that the same is available for reference by 'next set of management' during next major crisis if it occurs (probably the next milestone event which cannot be predicted today), when different set of personnel would be the decision makers.

Conclusion

The business and employment model of enterprise in India post corona virus disease-19 (COVID-19) will drastically change compared to the business and employment model pre corona virus disease-19 (COVID-19), as it is a milestone event of the current century. We all have to adapt to a new lifestyle as well as a different working style of enterprises as the corona virus disease-19 (COVID-19) is a tsunami which has affected the world. It will take time before a vaccine to prevent the spread of corona virus disease-19 (COVID-19) is available to all of us. Physical distancing between the people is the need of the hour, but it should not lead to lack of two-way verbal communication which is necessary for maintaining stable emotional and mental health of employees as well as people. The rules of the game in running and surviving of every enterprise is bound to change. Enterprises are likely to restructure their fixed as well as variable cost, and this could impact the persons that are

presently employed at all levels in certain enterprises.

Most enterprise post 1991 in India adopted a work force model wherein the enterprise had people to work and not employees. Hence, most enterprises presently have maximum executives, limited / negligible workers, and maximum contract workers through contractors / service providers. Presently in India, the contract workers in most enterprises are interstate migrants. The interstate migrant contract workers presently are making all-out effort to return to their home state by modes of transport that they consider viable, and substantial numbers have moved and will move. This mass movement of interstate migrant workers will be a major constraint on the availability of the contract workers for most enterprises, as majority of the interstate migrant workers presently want to live in their home village in the financial year 2020-21 and will only undertake interstate migration once again, when they find it safe and convenient to travel back to work for the enterprise, as there employment was not of a permanent nature.

It is a reality that corona virus disease 19 (COVID-19) has negatively impacted life, lifestyle of every individual and every enterprise whether in the informal or the formal sector (micro, small medium or large) in India. We, Indians have made all-out effort to ensure that we lose minimum lives of our citizens as our first priority. At the same time, we need to ensure that the enterprises and businesses in the informal and the formal sector while going through the hardship survive and continue to live which I am confident we all will do. ■

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Conference Facilities at SCOPE Convention Centre Lodhi Road, New Delhi

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

Tagore Chamber



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

Auditorium



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

Bhabha Chamber (Board Room)



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

Mirza Ghalib Chamber



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

Fazal Chamber



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

Business Centre



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

Annexe II



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

Banquet Hall



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

Tansen Chamber at UB



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

Annexe I



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

Amir Khusro Chamber at UB



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

For Booking & Tariff details please contact

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

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

Auditorium



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

VIP Lounge



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

Board Room



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

SCOPE Academy of Public Sector Enterprises



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

Meeting Hall



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

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

SCOPE Forum of Conciliation and Arbitration (SFCA)



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

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

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

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

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Coal India Not To Be Privatised: Mr. Pralhad Joshi

Hon'ble Union Minister of Coal and Mines Mr. Pralhad Joshi said that the Government has announced an investment of Rs. 50,000 crores under "Atma Nirbhar Bharat Abhiyan" to create and develop infrastructure facilities for Coal India. It will help CIL achieve 1 billion tonnes coal production target by FY 2023-24. It's also an opportunity for CIL to open up new mines and increase coal production to reduce country's coal imports saving valuable FOREX. He



Mr. Pralhad Joshi
Hon'ble Minister of Coal & Mines

expected that CIL will substitute 100 million tonnes of coal import annually in near future. Mr. Joshi

reiterated that the Government of India does not intend to privatize Coal India Ltd. Instead, the Government is strengthening CIL and will continue to do so.

He further added that CIL has a coal reserve which will last for over 100 years. Recently, the Government has allotted 16 new coal blocks to CIL to help it fuel the Indian economy. He reassured the Coal India family that the Government is proud of CIL and it will only strengthen it in the days to come.

ITDC Commences Training on Health Protocols Amid Intensive Preparations for Re-Opening of its Hotels



Mr. G. Kamala Vardhana Rao, CMD, ITDC inaugurating Training Intervention on Health and Safety Protocols Amid Intensive Preparations.

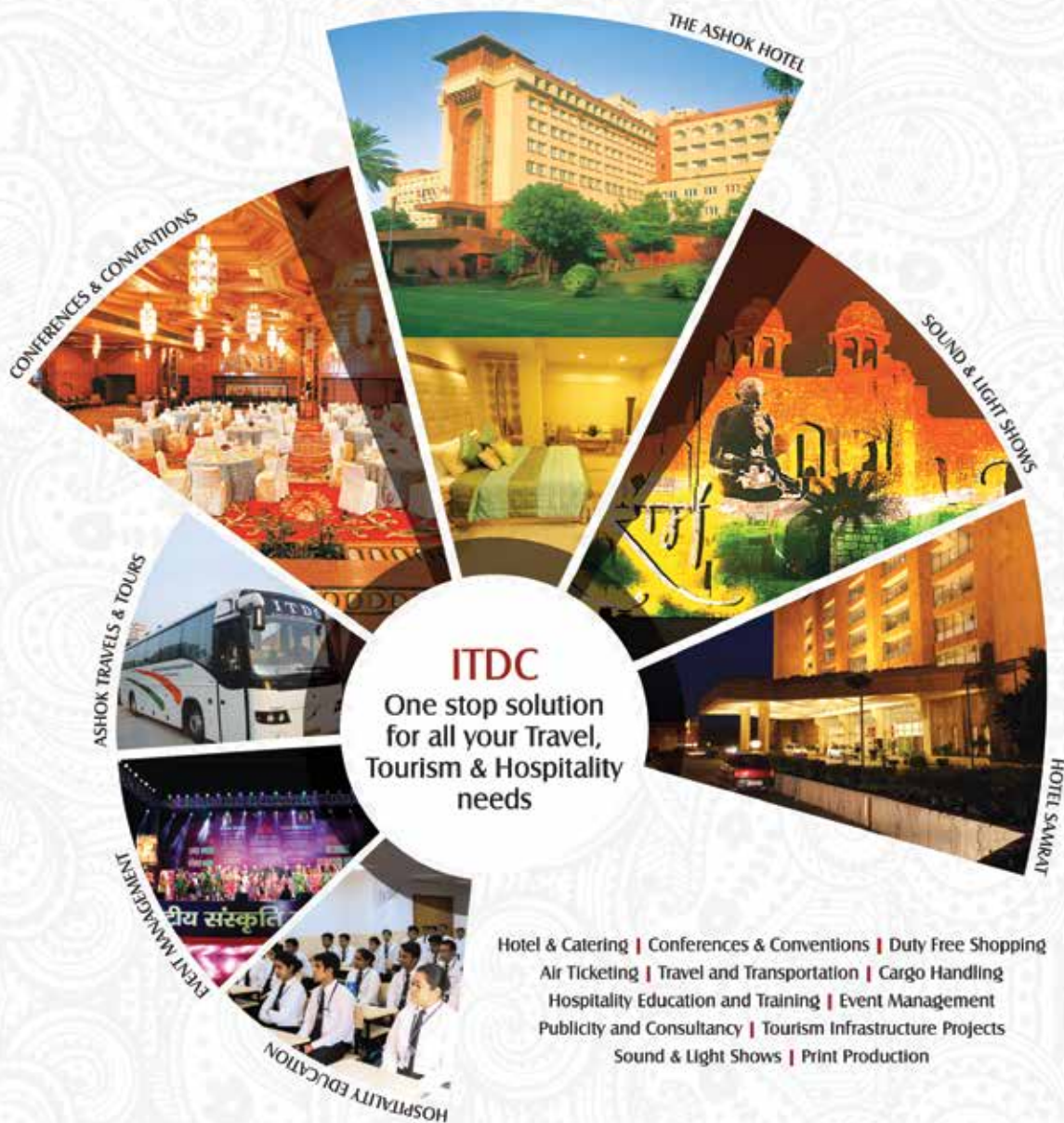
ITDC has remained active in a spate of upbeat activities since March 2020 to support the fight against COVID-19. Preparing to restart business amid a new perspective and a new vision, ITDC is committed to placing health and safety on top

priority, while retaining traditional hospitality. The Corporation is forming a Health and Safety Advisory Board with leading doctors as mentors. The entire post-COVID initiative is a 360 degree amalgamation of SOPs, HACCP and FSSAI codes, technology,

training, medical expertise and strict protocols.

Mr. G. Kamala Vardhana Rao, CMD, ITDC who is stringently monitoring and guiding the activities says, 'The aim is to instill a feeling of reassurance and wellbeing in the minds of our patrons. Our initiative will be based on international benchmarking and be imbued with our deepest concern for our guests'. A rigorous training intervention on health and safety protocols has been formally inaugurated by CMD, ITDC at the flagship property, The Ashok. An empowered and re-oriented work-force and completely safe hotels are ready to welcome visitors. ITDC is moving ahead.

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MCL introduces Online System of Centralised PF, Pension Payments

Mr. B. N. Shukla, CMD, MCL formally inaugurated the centralized payment of Coal Mines Provident Fund and Pension to the superannuated employees of the company, adding a new feather in the cap of Coal India's youngest subsidiary.

The system was inaugurated by the CMD in the presence of Mr. O. P. Singh, Director (Technical/Ops), Mr. K. R. Vasudevan, Director (Finance), Mr. Keshav Rao, Director (Personnel) and Mr. Baban Singh, Director (Technical/P&P). Our objective should be extensive use of technology in bringing greater transparency in the business operations, Mr. Shukla said and congratulated the team of officers from Departments of Pension & PF, Finance and



Mr. B. N. Shukla CMD, MCL inaugurating centralized payment system of CMPF and Pension in presence of senior officials.

Systems and Personnel and Finance teams at all the Areas of the company who have worked on the project under the guidance of the Director (Finance) and Director (Personnel).

Earlier, Mr. Vasudevan, informed

about the operational benefit of the system, which will have zero-human interference and enables the company in making centralized payments of CMPF and pension with administrative charges to the CMPF Office.

HAL Produced FOC Standard LCAs Join IAF Stable



Mr. R. Madhavan, CMD, HAL at the Induction ceremony of LCA Tejas into IAF Squadron 'The Flying Bullets'.

HAL produced FOC standard LCA Tejas has been inducted into IAF Squadron 'The Flying Bullets' at a function at Sullur (Tamil Nadu), marking another milestone for HAL. "We are proud to deliver a much lethal aircraft than the IOC block. Apart from all the capabilities of IOC aircraft, the FOC variant additionally comes with Air-to-Air refueling capability, close combat gun, additional drop tanks, BVR missile capability, updated avionics and flight

control software suite", said Mr. R. Madhavan, CMD, HAL.

The FOC variant will reduce the maintenance manhours and turn-around time resulting in enhanced support for IAF missions. Four more FOC-LCAs are in the advanced stages of production and testing and expected to join the Squadron soon. HAL commenced the training for both air crew as well as maintenance crew for FOC aircraft and the first batch of trained air warriors are already with the 18 Squadron.

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BEML Suburban Train (MEMU) For Indian Railways



BEML's Mainline Electric Multiple Unit (MEMU) dispatched to Indian Railways.

BEML has dispatched prototype of Mainline Electric Multiple Unit (MEMU) to Indian Railways. The Main line electrical multiple unit (MEMU) with 3 phase onboard Propulsion

system, is an existing Indian Railways approved Carbody design that has been adopted, re-engineered and developed by BEML on a contract from Indian Railways.

The 3 phase Propulsion system is state of the art system consisting of IGBT based microprocessor controlled 3 phase drive with VVVF (Variable Voltage Variable Frequency) control. The train has regenerative braking system for energy saving, and saves around 30 percent of energy thus reducing the carbon footprint. Energy saving LED lights are also used for illumination in the Coaches.

The train is equipped with GPS based Public Address (PA) and Passenger Information System (PIS) with Cab to Cab communication. Fire retardant furnishing materials are provided in the Coaches for passenger safety. The train has provision for interfacing with Auxiliary Warning System (AWS) and Train Protection Warning System (TPWS).

NRL Enhances Operations Post 'Unlock 1'

Operations in Numaligarh Refinery Limited have come back to the normal level with the primary process units running at 90 percent to 95 percent throughput. The Company is aggressively implementing all necessary protocol on Social distancing, frequent hand washing and sanitizing and compulsory using of masks in all its locations. During the entire period of lockdown, the Refinery had been functioning round-the-clock sustaining optimal operations with bare minimum employees

and contract workers. Although, the impact of lockdown was felt in the month of March and April with the Refinery operating at about 60 percent capacity, there was minimum impact on sales volumes, which picked up further in the month of May.

'Compared to last year our sales drop during May 2020, was only to the extent of 7 percent in Diesel & 13 percent in Petrol primarily because of lower impact of COVID-19 in our geographical market. We could also start our construction activities in all our

project sites as we did not have much migrant labours. Today around 1000 workers from the neighbourhood are working at our project sites in different locations' said MD, NRL Mr. S. K. Barua. The Refinery had enhanced LPG yield and bottling during the lockdown to ensure that people are not inconvenienced due to shortage of cooking gas. NRL's LPG Bottling Plant is operating in two shifts and is also bottling imported LPG brought in by BPCL through Haldia by road for sales in north-east.



RECYCLING OF WASTE PLASTIC TO TILES



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

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



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NHPC Contributes Towards 'Atma Nirbhar Bharat' Amidst COVID-19 Lockdown by Undertaking In-house Departmental Repairing of Gas Insulated Switchgear (GIS) of Teesta Low Dam-III Power Station

In an outstanding display of moving towards 'Atma Nirbhar Bharat', NHPC Limited undertook in-house troubleshooting and restoration of a Gas Insulated Switchgear (GIS) of Unit-II of its 132 MW Teesta Low Dam-III Power Station in West Bengal amidst COVID-19 lockdown. This was the first time that such work was done successfully without the help of an overseas Original Equipment Manufacturer (OEM). NHPC has saved crores of rupees and

precious time by carrying out the task completely in-house. The Power Station's team had been strongly motivated and given the go-ahead by Mr. A.K. Singh, CMD, NHPC. The task was undertaken by the Power Station on a war-footing basis and achieved with the successful synchronizing of Unit-II with the Grid. The rectification work was led by Md. Sajid Akhter, Senior Manager (E&C) and Mr. Apurbo Kumar Sarkar, Deputy Manager (Electrical) of the Power Station.



Gas Insulated Switchgear (GIS) restoration work under progress.

SAIL collaborates with Max Healthcare for handling COVID for employees

Steel Authority of India Limited (SAIL) has collaborated with one of the best healthcare providers in India namely Max Healthcare, for providing end to end healthcare for its Corporate Office (CO) employees and their dependents affected by COVID, after few employees were tested Corona positive earlier. Through this collaboration, the Company aims to facilitate in getting treatment of its COVID affected asymptomatic employees/dependents and those requiring further medical care including hospitalizations. Max Healthcare will extend their professional expertise in managing

Corona positive cases reported in SAIL Corporate Office and in dealing with future necessities, if required.

SAIL has arranged for an Isolation Care at Home package in collaboration with Max Healthcare Institute for this. Promptly taking all necessary actions to come out with a strategy to facilitate its affected employees, under the guidance of Mr. Anil Kumar Chaudhary, Chairman, SAIL, a COVID management team including doctors and senior officers has also been set up by SAIL. Mr. Chaudhary has also discussed about the modalities and execution of this package with

Mr. Abhay Soi, Chairman, Max Healthcare. This package is primarily designed for remote monitoring care at home for managing the COVID positive patients who are asymptomatic or having mild symptoms or for cases which needs further assistance. The package consists of key elements for managing home quarantine of COVID positive cases of CO employees /dependents who are asymptomatic or having mild symptoms. It has essential medical kit, daily vital monitoring with trained nurses on phone call, tele review with doctors and home delivery of medications among other facilities. In case of

Contd... # 56



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PSEs Ink MoU

NTPC in pact with ONGC to set up Joint Venture Company for Renewable Energy Business

NTPC Ltd. and Oil and Natural Gas Corporation Limited (ONGC) signed a Memorandum of Understanding (MoU) to set up a Joint Venture Company for Renewable Energy business. The MoU will enable both the companies to accelerate their footprint in Renewable Energy.



Mr. Gurdeep Singh, CMD, NTPC and Mr. Shashi Shanker, CMD, ONGC along with the Directors and officials of both the companies during MoU signing activity organized through Virtual conferencing.

The MoU was signed by Mr. A. K. Gupta, Director (Commercial) NTPC and Mr. Subhash Kumar, Director (Finance) and In-charge Business Development and Joint Venture, ONGC. The MoU signing activity was done on Virtual conferencing mode in the presence of Mr. Gurdeep Singh, CMD NTPC and Mr. Shashi Shanker, CMD, ONGC along with other Directors and officials of both the companies.

As per the MoU, NTPC and ONGC will explore the setting up of offshore wind and other Renewable Energy Projects in India and overseas. They shall also explore opportunities in the fields of sustainability, storage, E-mobility and ESG (Environmental, Social and Governance) compliant projects.

NRDC licensed 'AYUSH-Cardiac Care Tea' developed by CCRAS to M/s Palasha India LLP, New Delhi



Dr. H. Purushotham, CMD, NRDC and Dr. Preeti Verma, Partner, M/s Palasha India LLP, New Delhi at the signing event in NRDC Office.

A License Agreement for commercialization of Ayush-Cardiac Care Tea, an ayurvedic formulation for protection of heart developed by Central Council for Research in Ayurvedic Sciences (CCRAS), New Delhi, apex organization for research in Ayurveda in India under the Ministry of AYUSH (Ayurveda, Yoga & Naturopathy, Unani, Siddha and Homeopathy), Govt. of India was signed and exchanged between Dr. H. Purushotham, CMD, National Research Development Corporation (NRDC) and Dr. Preeti Verma, Partner, M/s Palasha India LLP, New Delhi at NRDC Office. Senior officials of NRDC were also present during the event.

IRCON, NIIFL and AYANA sign an MoU for Solar Energy Sector

Iron International Limited (IRCON), signed a Memorandum of Understanding (MoU) with National Investment and Infrastructure Fund Limited (NIIFL) and Ayana Renewable Power Private Limited (AYANA), a NIIF platform company to explore and collaborate on opportunities in the Solar Energy Sector.



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According to the MOU, NIIFL and IRCON will evaluate strategic partnerships across infrastructure projects and have agreed in-principle to identify, bid and execute solar energy projects through joint ventures/consortium arrangements. The partnership will further consider suitable opportunities for solar energy production for Indian Railways as they intend to increase the share of renewable in their overall energy mix. This collaboration will enable execution of renewable energy projects at scale by utilizing the complementary strengths of all partners.

Commenting on the MoU Mr. S. K. Chaudhary, CMD, IRCON, said, "Through this collaboration, we are diversifying our business in solar energy sector. Further, this collaboration is aligned with Government of India's policies on renewable energy sector and we believe solar energy sector has enormous opportunities. We hope our association with AYANA and NIIFL to explore projects in solar energy sector will be rewarding to all stakeholders".

EESL and GAIL sign MoU for Trigeneration projects

GAIL (India) Limited and Energy Efficiency Services Limited (EESL) have signed a Memorandum of Understanding (MoU) in New Delhi for cooperation in development of Trigeneration projects in India. The MoU aims at building a closer strategic partnership between the two companies by jointly exploring business opportunities in Trigeneration business segment in India. Under this MoU, GAIL & EESL shall jointly undertake studies and if found viable, 50:50 joint venture between GAIL & EESL will be incorporated for undertaking Trigeneration projects. Mr. Santanu Roy, ED (Business Development & Project Development) signed the MoU on the behalf of GAIL, while Mr. Amit Kumar Kaushik, ED, (Strategic Growth) inked the MoU on the behalf of EESL in the presence of Mr. Manoj Jain, CMD, GAIL and Mr. Saurabh Kumar, MD, EESL through video conference.

During the signing ceremony, Mr. Manoj Jain stated, "There is a significant market potential for trigeneration projects in India, particularly small industrial and commercial sectors and office buildings. As trigeneration business is at initial stage, the collaboration would enable to take first mover advantage in the trigeneration business similar to



Mr. Santanu Roy, ED (Business Development & Project Development), GAIL, and Mr. Amit Kumar Kaushik, ED (Strategic Growth), EESL during MoU Signing through video conferencing in the presence of Mr. Manoj Jain, CMD, GAIL and Mr. Saurabh Kumar, MD, EESL

GAIL's city gas business. Further, it would also push gas usage in new applications which is in line with GAIL's Strategy 2030. Accordingly, the strategic partnership between GAIL & EESL is a win-win situation for both the companies'.

Mr. Saurabh Kumar, MD, EESL added, "The intervention potential of trigeneration technology in revolutionizing India's energy landscape is significant. EESL is proud to pioneer the effort towards harnessing this potential with GAIL which will set a precedent for upcoming trigeneration projects. I wish both the parties all the very best for the successful implementation of this initiative".

NRDC Licenses Navrakshak PPE Suit Manufacturing Know-How to Agra Based Indian Garment Company

The National Research Development Corporation (NRDC), has signed a technology licensing agreement for the manufacturing know-how of a Personal Protective Equipment (PPE) Suit named as Nav Rakshak with M/s. Indian Garment Company which is an Agra based apparel manufacturing entity and also a registered micro enterprise under the MSME Act. The entity is already manufacturing PPE kits in and around Agra and supplying to various hospitals and has now proposed an annual production target of over one million PPE kits using the licensed know-how of Nav Rakshak to meet the increased requirement of



PPEs enforced by COVID crisis.

The agreement was signed by Dr. H. Purushotham, CMD, NRDC with Mr. Rajesh Nayyar, owner of Indian Garment Company at the NRDC Headquarters, New Delhi. The occasion was graced by representatives from Indian Navy and Ministry of Defence including Surg. Rear Admiral Dr. G. Vishwanath (ADGMS(N)), Col. Anuj Garg (Col QA (IPF Cell)/DGQA) and Surg. Lt. Cdr. Arnab Ghosh (Principal Inventor of Nav Rakshak). Senior officials from NRDC which included Mr. D. C. Joshi (Chief- Business Development), Dr. Sanjeeva K. Majumdar (Manager- IPR & Incubation Activities) and Ms. Pooja Goel (Manager- Finance & Accounts) were also present.

Nav Rakshak PPE has been developed principally by Dr. Arnab Ghosh who is also a Naval Doctor incorporating his personal experiences in using the PPE for the comfort and protection of the doctors. It incorporates superior quality breathable fabric to make the PPE suit while its design innovation eliminates the need of costly taping and sealing of the seam which is otherwise needed in other PPEs available in the market. This makes it an attractive proposition to be used by the frontline health workers who are required to wear these suits for long hours and face extreme discomfort while working. The prototype development earlier took

place at Naval Dockyard, Mumbai and it was tested and certified at the Institute of Nuclear Medicine & Allied Sciences (INMAS), DRDO, an accredited lab authorized by Ministry of Textile currently in India for PPE prototype sample testing as per the prevailing ISO standards & Ministry of Health & Family Welfare/Ministry of Textile guidelines. The fabric, suit and seam have been found to meet the synthetic blood penetration resistance criteria comfortably.

Since, the concept of using uncoated, unlaminated or untaped PPE has been first time provided, and using such PPE was not practiced at all, Intellectual Property Facilitation Cell of DGQA, MoD; Indian Navy and NRDC partnered in protecting the IP and its commercialization. A patent application has also been filed for the Nav Rakshak PPE by the inventors through NRDC-DGQA IPFC mechanism.

Previously also, NRDC licensed the technology know-how to five MSME clients based across the country namely, M/s. Greenfield Vintrade Pvt. Ltd. (Kolkata), M/s. Vaishnavi Global Pvt. Ltd. (Mumbai), M/s. Bharat Silks (Bangalore), M/s. Sure Safety (India) Ltd. (Vadodara) and M/s. Swaps Couture (Mumbai) to meet the ongoing country wide demand of quality PPE kits. These five manufactures put together have also proposed to mass produce more than 10 million PPEs per year. ■

Contd... from # 51

requirement, necessary hospitalization facilities will also be organized through Max Healthcare. Extensive fumigation and sanitization were carried out at the

office premises with the assistance of a Government agency along with other supporting facilities and it is being done in a sustained manner. The Company is taking

all necessary steps to provide extensive health care assistance to its employees while keeping their morale high and positive to fight the challenge together. ■



NHPC Explores Power Projects in Union Territory of Ladakh

With a view to leverage development of Hydro and Solar Power Projects in Union Territory of Ladakh, Mr. A. K. Singh, CMD, NHPC called on Mr. R. K. Mathur, the Hon'ble Lt. Governor of UT of Ladakh at J&K Bhawan, New Delhi. The meeting was held to discuss NHPC's proposals and way forward on implementation of various identified Hydro and Solar Power Projects in Leh-Ladakh region.

During the discussion, CMD, NHPC intimated the Hon'ble Lt. Governor about achievement of NHPC in harnessing Hydro Power potential of Ladakh region by commissioning 45 MW Nimmo Bazgo in Leh and 44 MW Chutak Hydro Power Projects

in Kargil. He also presented future plan of NHPC to develop 3 nos. Hydro Power Projects viz. Khalsi (80 MW), Kanyunche (45 MW) and Takmaching (30 MW) in Ladakh along with a solar power project of capacity 50 MW at Phyang. While explaining the techno-commercial viability of projects, CMD, NHPC proposed that taking advantage of high solar irradiance of the region, blending of Hydro Power with Solar Power may also be explored.

The Hon'ble Lt. Governor appreciated the efforts made by NHPC in commissioning two nos. of Hydro Power Projects and maintaining smooth Operation and Maintenance of these projects in spite of tough conditions. He also encouraged NHPC to have



Mr. A. K. Singh, CMD, NHPC with Mr. R. K. Mathur, Hon'ble Governor of UT of Ladakh.

an in depth analysis of techno-commercial viability of future projects and assured for all possible supports from UT of Ladakh in order to facilitate expeditious development of these power projects by NHPC.

NSIC and Mozambique Explore Area of Mutual Co-operation



Mr. P. Udayakumar, DPM, NSIC and DG (IPEME) Dr. Claves Zimba signing the Minutes of the Meeting.

After a detailed wrap up meeting on the various activities of Incubator in Manica province, the Minutes of Meeting was signed between Mr. P. Udayakumar DPM (NSIC) and DG (IPEME), Dr. Claves Zimba thereafter a meeting was held with Hon'ble Minister of Industries and Trade, Mozambique, Dr. Ragenda Berta de Souza.

PSEs CSR Activities

MCL providing ALS Ambulance to DHH, Sambalpur



ALS Ambulance being provided by MCL.

MCL is providing Advance Life Support Ambulance to District Headquarter Hospital Sambalpur under its CSR initiative. It is an ICU enabled Ambulance equipped with Advance Life Saving (ALS) medical equipments including ventilator. It was a much sought after need of Sambalpur district which will bridge the gap between the requirement and availability of Ambulance service with high end instrumentation. MCL has deposited a sum of Rs 31.34 lakhs to Collector, Sambalpur for the procurement of the Ambulance. The ALS Ambulance will give a quantum boost to healthcare system of Sambalpur district in terms of preparedness of District Hospital in management of critical patients during COVID-19 and as well as post COVID for the shifting of Critical positive cases to Bhubaneswar or to any other advanced medical care centers.



Dry snacks packets being provided by MCL to Indian Railways.

Team @mahanadicoal has started supplementing efforts of Indian Railways by supplying 1600 dry snacks packets daily, along with 1600 ltr packaged drinking water, for passengers of #ShramikSpecial trains passing through Sambalpur.

NHPC distributes personal hygiene kits during Swachhata Pakhwada 2020

NHPC Ltd. recently observed Swachhata Pakhwada across all its regional offices, power stations and projects. During this Pakhwada, NHPC organized various activities like cleanliness awareness programmes, cleanliness drives and hygiene kit distribution in and around its Corporate Office complex and Residential Complex at Faridabad. The activities were organized under the guidance and leadership of Mr. A. K. Singh, CMD, NHPC .



NHPC officials distributing personal hygiene kits during Swachhata Pakhwada 2020.

Under this programme, NHPC distributed personal hygiene kits to local residents of Santosh Nagar, NHPC Contract labour and NHPC security employees. The activities were undertaken following all norms of Social distancing in view of ongoing COVID-19 pandemic.

Contribution of GRSE Towards COVID Prevention Measures and Relief & Rehabilitation Post Super Cyclone Amphan



Rear Admiral V. K. Saxena, IN (Retd.) CMD, GRSE presenting the cheque to Hon'ble Mayor of Kolkata.

During the prevailing pandemic conditions due to COVID-19, GRSE has been actively supporting the local population of Metiabruz area by providing masks, sanitizers, food grains etc. and the Traffic and Local Police by providing face masks and sanitizers. In a gesture to express solidarity with the State Administration towards supporting the relief and rehabilitation activities being undertaken by the Govt. of West Bengal for the Amphan affected citizens and also for the COVID prevention measures, the shipyard has contributed Rs 10 lakhs to the West Bengal State Emergency Relief Fund. The amount was donated by the employees of the shipyard and the CMD, GRSE, Rear Admiral VK Saxena, IN (Retd.) presented the cheque for the said amount to Hon'ble Mayor of Kolkata. ■

ITI Limited Manufactures Face Shields- Joins Fight Against COVID-19

Protects frontline workers; Supplements Atma Nirbhar Bharat Abhiyan of Govt of India.

Established manufacturing facility with capacity of 15,000 - 20,000 face shields per day to be enhanced in the coming days.

Complementary Face shields to Hospitals, Civic Bodies, Police Personnel, NGOs, Educational Institutes etc.



Face shield manufactured by ITI Ltd.

To strengthen the objective of Government of India's, Atma Nirbhar Bharat Abhiyan and to prevent the spread of Coronavirus, ITI Limited has started manufacturing of Face Shield at its Bengaluru based unit. The 3D designed unique and safe face shield provides complete protection to facial area including

eyes, nose and mouth from sprays and droplets. The indigenous face shield also provides hassle free respiration and very convenient to use. Commenting on the innovative steps taken by the company Mr. R. M. Agarwal, CMD, ITI Limited said, "ITI has joined the fight against coronavirus as the number of positive cases in the country are increasing every-day and being country's first PSU



we have an obligation to extend help to corona warriors across the country. The company is now capable of producing 5,00,000 face shields monthly which may be extended to 15,00,000 face shields per month in the coming days. 'In the first phase, the company is providing these face shields to various healthcare setups, educational institutes, NGOs and local administrations on complementary basis. In the second phase, we are planning to provide these to various organisations such as airports, municipal corporations, police departments, state governments, corporates etc.', Mr. Agarwal further added.

PERSONALIA



Mr. Sanjeev Kumar Gupta
assumes addl. charge as
CMD of REC Limited.



Ms. Harjeet Kaur Joshi
SCI's CMD gets tenure
extension on Director
(Fin) post.



Mr. A. K. Jana
assumes charge as
Managing Director
of IGL.



Mr. Virendra Nath Datt
assumes charge as
CMD of NFL.



Mr. A. K. Choudhary
assumes charge as MD
of CVPPPL.



Mr. PVKR Mallikarjuna Rao
assumes charge as
Director (Personnel) of
BCCL.



Mr. A. K. Srivastava
assumes charge as
Director (Defence
Business), BEML.



Mr. Pankaj Kumar Goswami
assumes charge as
Director (Operations) of
Oil India Limited.



Mr. Ram Narayan Dubey
assumes charge
as Director (Finance)
of NCL.



Ms. Amrita Sharan
assumes charge as
Director (Personnel) of
Air India.



Mr. Sanjay Varma
assumes charge as
Director (Refinery) of
MRPL.



Mr. Chandan Kumar Mondol
assumes charge as
Director (Commercial)
of NTPC.



Mr. V. Balasubramanyam
assumes additional
charge as Director
(Finance) of NALCO.



Mr. E. S. Ranganathan
assumes charge as
Director (Marketing)
of GAIL.



Mr. Amit Kumar Singh
(IRTS) assumes charge
as Director (M&CP) of
CWC.

Ms. Nanduri Srinivas
(IRTS) assumes charge as Director (Operations & BD) in DFCCIL.

Ms. Meenakshi Malik
assumes charge as Director (Commercial) of Air India.

Mr. Kalyan Kumar Coari
assumes charge as Director (Finance) of Braithwaite & Co. Ltd.



PSEs Observe World Environment Day

BEML Observes World Environment Day



Mr. Deepak Kumar Hota, CMD, BEML planting sapling in the presence of Directors, CVO and others.

BEML Ltd., observed World Environment Day at its Units and all its complexes, for encouraging awareness and action to protect our environment. Mr. Deepak Kumar Hota, CMD, BEML, planted the sapling in the presence of Mr. Suraj Prakash, Director (Finance), Mr. M. V. Rajasekhar, Director (Mining & Construction), Mr. R Panneer Selvam, Director (HR), Mr. A. K. Srivastav, Director (Defence), Mr. Vidya Bhushan Kumar, IFS (Chief Vigilance Officer) and representatives of employees, officer's association. Saplings were distributed to employees and officers at its units, to promote greenery and to raise awareness on conserving the planet. This year theme is 'Biodiversity', with a focus on its role in providing the essential infrastructure that supports life on earth and human development.

World Environment Day at KIOCL

KIOCL Ltd. celebrated World Environment Day at all its Units. While celebrating the Environment Day at Pellet Plant Unit, Mangaluru, Mr. M. V. Subba Rao, CMD, emphasized on the theme of World Environment Day 2020 as Biodiversity – 'Time for

Nature'. This year theme focuses on providing essential infrastructure that supports life on earth and human development. CMD and other senior officers planted sapling in the Pellet Plant premises. While addressing the gathering he stressed on the need for a healthy living and highlighted the role of environment that plays an important role in our day to day life.



Environment Day Celebrations at KIOCL.

At Corporate Office, Bengaluru, Mr. S. K. Gorai, Director (Finance) emphasized that it is an auspicious day to encourage people worldwide to save and protect our mother earth from environmental challenges, we are facing. Director (Commercial), Director (Production & Project) and other senior officers participated in the celebration by planting saplings in the premises of corporate office.

Inauguration Ceremony of World Environment Day at MCL

Corporate Environment and Forest Department of Mahanadi Coalfields Ltd. observed the World Environment Day. On this occasion, flag hoisting was done in front of corporate office, MCL, Jagruti Vihar, Burla. CMD, MCL Mr. B. N. Shukla inaugurated the WED-2020 followed by CIL corporate song and oath taking ceremony in presence of Mr. O. P. Singh, Director (T/Op), Mr. K. R. Vasudevan, Director (F), Mr. K. Rao, Director (P), and HOD/



Oath taking ceremony at MCL.

GMs, Officers and staff of MCL HQ. Mr. Neeraj Kalla, GM (Environment & Forest) welcomed CMD, FDs by fruit bearing plant as a symbol of energy and environment and delivered his welcome speech in the beginning of the ceremony.

Thereafter, CMD, MCL addressed the gathering with his valuable information on the environment and biodiversity-time for nature. Mr. D. K. Khanda, Sr. Manager (Mining) read out the message of Mr. Pramod Agrawal, IAS, Chairman, CIL, followed by distribution of face masks and sanitizers to the employees to fight against COVID-19. Mr. Kalla, GM (Env.&Forest) facilitated Mr. B. N. Shukla, CMD, MCL to feed the birds in the said premises. The entire function was well managed by Ms. Lopamudra Patnaik, Asst. Manager(Geology) with the full support of all the executives and staff of Environment and Forest Department. Mr. A. P. Singh, Chief Manager (Mining) extended vote of thanks to one and all present over there in the occasion at the end.

NALCO celebrates World Environment Day

National Aluminium Company Limited (NALCO), celebrated World Environment Day. As a responsible corporate citizen, NALCO's commitment towards environment care and management has been its hallmark since its inception. To mark the occasion, mass plantation drives were undertaken at the company's units and offices. At Bhubaneswar, Mr. Sridhar Patra, CMD, NALCO, formally launched the plantation drive by planting a sapling in the NALCO residential colony. Directors of the company, representatives of various Unions and Associations also participated in the plantation drive adhering to Social distancing norms and adequate precautionary measures in view of the

COVID-19 pandemic. Mr. Sridhar Patra, CMD, reiterated about NALCO's continuous endeavour towards nurturing nature and safeguarding the environment. 'At individual level and at collective level, we must continue to contribute towards protecting and promoting our environment as it pivotal for a sustainable future', he said. He also urged everyone to be conscious about the responsibility towards protecting the planet and gifting a better tomorrow for future generations.



Plantation by NALCO Mahila Samiti.

In a separate function, the members of NALCO Mahila Samiti, led by Ms. Sasmita Patra, President, also participated in a mass plantation drive with much enthusiasm in the presence of noted Bollywood actress Ms. Archita Sahu and planted saplings of fruits & medicinal plants.

World Environment Day observed in Cochin Port



Dr. M. Beena IAS, Chairperson and Mr. A. K. Mehera, Dy. Chairman, Cochin Port Trust planted saplings on the occasion of World Environment Day.



World Environment Day-2020 celebrated in NCL

On the occasion, CMD, NCL, Mr. Prabhat Kumar Sinha said that NCL is fully committed to the conservation of the environment and biodiversity along with the energy security of the nation. During his address, he told that NCL has planted more than 2 crores 43 lakh trees so far and increasing the coal dispatch through rail and eco-friendly mode of the coal transport system (MGR and BPC). He also said that modern technology and equipment are being used in NCL to monitor and control noise, water, and air pollution.



NCL, Singrauli celebrated World Environment Day-2020 with all norms of Social distancing in a simplistic manner in the wake of COVID-19.

In the program, Director (Personnel) Mr. Bimlendu Kumar, Director (Technical/ Project and Planning) Dr. Anindya Sinha, JCC Members, and departmental heads were present. Earlier, the program started with unfurling of environment flag by CMD NCL. General Manager Environment Mr. C. S. Tiwari read the Environment Day message of CIL Chairman Mr. Pramod Agarwal and administered the pledge to protect and improve the natural environment including forests, water bodies and wildlife and have compassion for living creatures, take care to safeguard the natural resources of the earth including air, water land, flora and fauna. All the dignitaries present on the occasion planted the saplings in the NCL HQ premises. The best participants of essay, slogan, and painting competition organized in view

of World Environment Day-2020 were awarded and a painting and poster exhibition depicting biodiversity and other environmental-related topics was also on display.

The Ashok Hotel, Receives ISO Certification for Its Efficient Energy Management



The Ashok Hotel, New Delhi.

Ahead of World Environment Day, India Tourism Development Corporation's (ITDC) flagship property, The Ashok Hotel received ISO 50001:2018 certification for managing the hotel's energy requirement efficiently.

Sharing details about the accolade Mr. Vijay Dutt, GM, The Ashok Hotel said, "The Ashok Hotel epitomizes heritage and grandeur, with sustainability embedded in its core. The hotel was built in an era when sustainability was an inherent construction practice, and we continue to live by it even today. We are applying the best practices to stay true to all of the principles of environmental protection and also spreading the message that efficient energy management is the only way to make sure your business is sustainable."

In 2017, The Ashok Hotel, New Delhi became the first government-owned existing commercial building in India to be LEED Gold certified under this LEED rating system for existing buildings, and also the oldest hotel property in Asia to earn any level of LEED certification. ■

Rashtriya Chemicals & Fertilizers Celebrates International Women's Day

In line with theme of this year's International Women's Day, 'I am Generation Equality: Realising Women's Rights'. RCF commenced the celebration on this note by organising 'Elocution Competition' for all employees wherein both Male and Female employees enthusiastically participated and presented their opinion on the following topics.

- महिला सबलीकरण / महिलासशक्तिकरण/ Women Empowerment
- महिला सुरक्षा/ Women Safety
- माइयासाठी प्रेरणादायी स्त्री व्यक्तिमत्व/ मेरे लिए सबसे प्रेरणादायी महिला/ The most Inspiring Women to me

The winners of this competition were felicitated during the Women's Day celebration on 9th March 2020 where women employees from Marketing Area offices, CISF Lady force and conservancy staff participated in this one day programme

The dignitaries and the participants were welcomed by a strong women centric song and in the background exhibited key women role models of India. A look back at the fascinating history towards celebrating the International Women's Day was featured. From the International platform we then came down to our very own country India and our Honorable Prime Ministers thoughts expressed

in Man ki Bat about Women achievements was displayed. With the spirits high, there was special screening of our senior women leaders who extended their best wishes and shared their mantra of success.

The program was inaugurated by Chairman and Managing Director Mr. Shriniwas Mudgerikar who expressed the importance of a Women in development of mankind and nation.



The programme also graced the presence of Mr. Umesh Dongre, Director (Finance), Mr. K. U. Thankachen, Director (Mktg.), Ms. Nazhat Shaikh, ED (Finance) and Ms. Ruchi Anand, Commandant CISF.



On this special occasion, the booklets published by Maharashtra Rajya Mahila Ayog related to Women laws were displayed for upgrading their knowledge, to name a few were, महिला व कौटुंबिक कायदा, घरगुती हिंसाचार प्रतिबंधक कायदा and in total 9 laws.

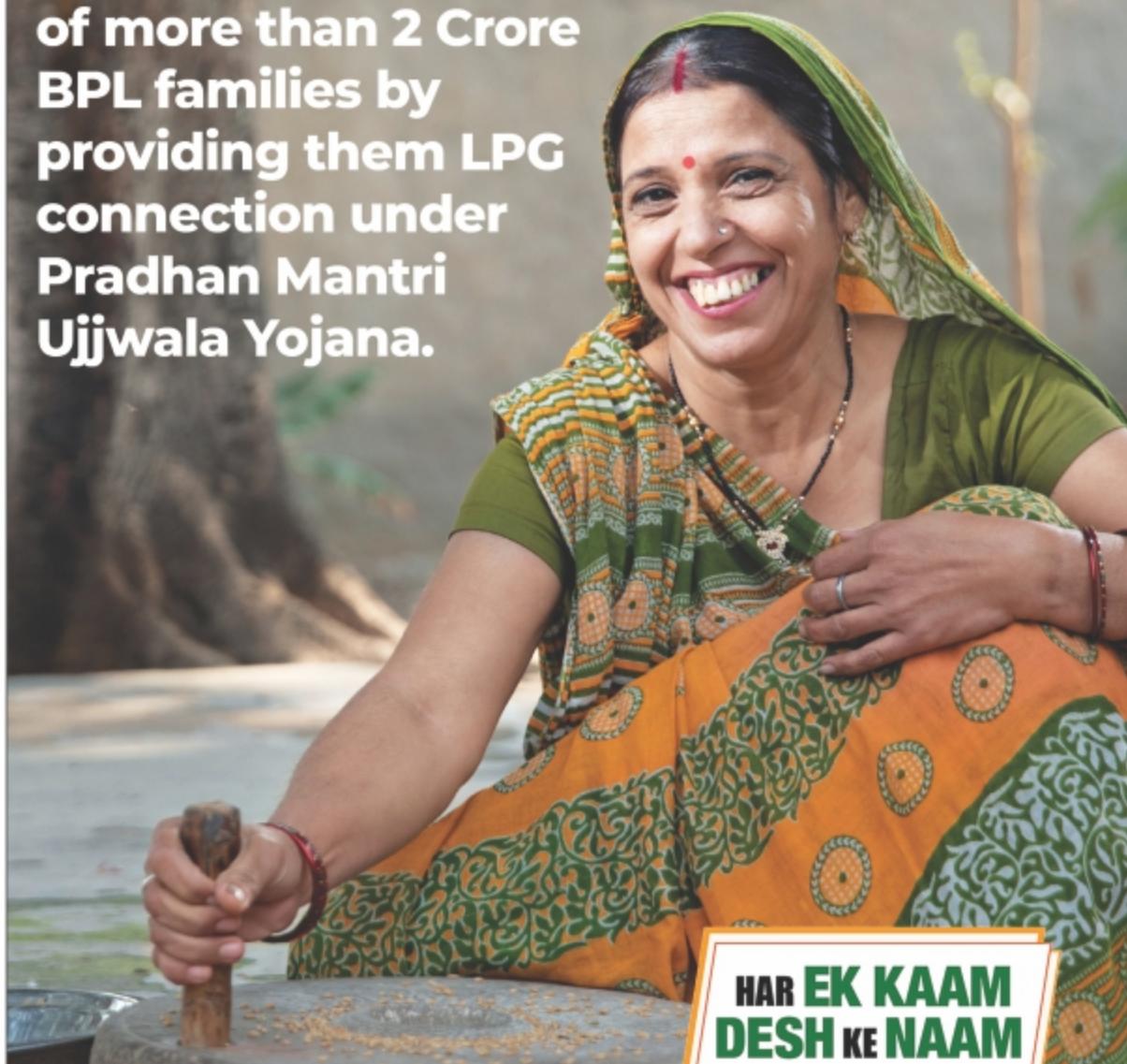
Sessions by eminent personality Dr. Smita Mudgerikar, Gynaecologist was organised on, 'Women Empowerment and Healthy Living' where she expressed her thoughts on balancing work and home along with emphasizing on personal health.



Another session on 'How to be Happy' was organised where Ms. Neeta Singhal, Founder of Chakra Yoga, spoke on activation of chakras for healthy living. In the post lunch session, women employees got an opportunity to show case their talents in form of dance, singing and poetry recitation, where all the women participants could unwind and enjoy their day to the fullest!



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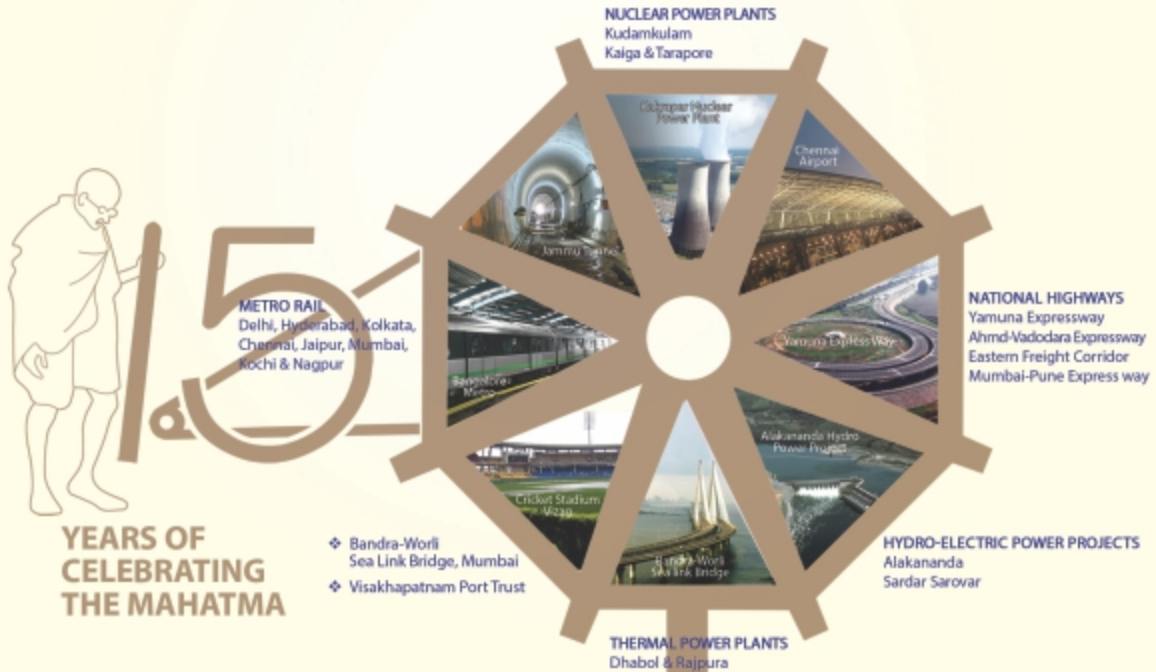
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16 - 95mm

20-45mm both Straight & Coil form
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Fasteners, Forging, Re-rolling,
Railways, Construction



VIZAG TMT REBARS

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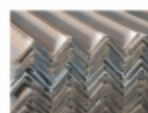
Construction - Reinforcement



BILLETS / BLOOMS

65mm, 77mm, 90 mm / 150mm, 200mm

Bright bars, Forging, Re-rolling,
General Engineering purposes



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