



KALEIDO **SCOPE**

STANDING CONFERENCE OF PUBLIC ENTERPRISES



**DG, SCOPE Meets
Hon'ble Union Minister
for HI & PE**

SCOPE holds 45th AGM



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CHAIRMAN'S DESK



As India embarks for a new journey to imprint its mark globally, my heartiest congratulations to the new ministers of the government. I am confident that they would anchor India towards prosperity under the leadership of our Hon'ble Prime Minister. Public Sector on its part remains committed to strengthen the future of India.

SCOPE recently concluded its Annual General Meeting. I once again thank the constituents and other stakeholders for their whole hearted support and trust. We are poised to take SCOPE to newer horizons in days to come. In this context, SCOPE Think Tank conceptualised the need for a Mega PSE Economic Summit so as to understand and analyze PSE linkages to the global economy and way forward for better integration with value chain. A Steering Committee has also been formed to take the initiative forward. The next meeting of the SCOPE Think Tank is scheduled on 26th June 2019 on proposed design, structure and modalities for the Mega Economic Summit which aims to fulfil the dual objective of intellectual deliberations while creating brand value and visibility of PSEs in the apex body. I request all PSEs to actively associate themselves with us to make this endeavour a great success.

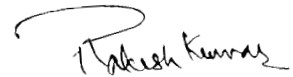
Corporate Communication (Corp. Comm.) is an intrinsic part of an organization. From brand and image building to connecting stakeholders, handling crisis, Corp. Comm. have forged themselves as a strategic part of the corporate. Understanding the importance of Corp. Comm., SCOPE came up with Corporate Communication Excellence Awards to

recognize the efforts put in by Corp. Comm. departments of PSEs. We received an overwhelming response in the third edition of the awards this year. After two tier evaluation process, SCOPE recently announced the winners. I take this opportunity to congratulate the winning PSEs. We also appreciate the efforts put in by all PSEs and thank them for their participation. The awards would be distributed in the SCOPE Corp. Comm. Summit which is to be held in coming months. Along with the distribution of the awards, the summit would ponder upon the disruptions in the field of communication. It would also exert on devising a policy to bring Corp. Comm. at the forefront of an organization and develop them as a strategic partner.

SCOPE Academy of Public Sector Enterprises (APSE) has been striving to build a cadre of professionals in PSEs who are not only the experts in their respective domain but also have a fair knowledge and expertise in the functioning of Public Sector as a whole. APSE also wants to develop

them as future leaders who would make PSEs even more efficient. It is soon coming up with Executive Development Program and I hope we will get your support in this endeavour.

With changing times and business landscape, SCOPE too is looking forward to re-invent itself to the needs of the current times. We would be up-scaling our efforts and of course, we would need the support of our constituents and stakeholders as we had in the past. Together, we would work to instil excellence in PSEs and exhort ourselves to reach at the pinnacle of success. It is where lies the success of India, as well!



Rakesh Kumar
Chairman, SCOPE

SCOPE Holds 45th AGM

The 45th Annual General Meeting of the Governing Council of SCOPE (the apex body of PSEs) was held on 7th June 2019 in SCOPE Convention Centre which was addressed by Mr. Rakesh Kumar, Chairman, SCOPE & CMD, NLC India Ltd in the presence of Mr. Kishor Rungta, Vice Chairman, SCOPE & CMD, FACT and Dr. U. D. Choubey, Director General, SCOPE. Large numbers of representatives including CMDs from public sector enterprises (PSEs) were present on the occasion.

Chairman, SCOPE and CMD, NLCIL, Mr. Rakesh Kumar welcomed the Members of Governing Body of SCOPE on the occasion of 45th Annual General Meeting of the apex body of public enterprises.

At the outset, Mr. Rakesh Kumar, Chairman, SCOPE & CMD, NLCIL expressed his pleasure in welcoming all to the 45th Annual General Meeting of the Governing Council of Standing Conference of Public Enterprises (SCOPE). He extended his gratitude to all PSE members of SCOPE for posing trust and faith in him.

Talking about the activities of SCOPE, Chairman, SCOPE said that it has been a very eventful year for SCOPE with its flagship programs and policy advocacy efforts so as to promote the cause of PSEs. He said that many new programs and events have been introduced this year and it's the constant endeavour of SCOPE to develop and introduce programs and studies which can be of benefit to the PSEs in achieving a competitive edge in the present



Chairman, SCOPE, Mr. Rakesh Kumar (Centre) addressing the 45th Annual General Meeting of SCOPE in the presence of Mr. Kishor Rungta, Vice Chairman, SCOPE (to his left) and Dr. U. D. Choubey, Director General, SCOPE (to his right).

dynamic corporate environment. Chairman, SCOPE informed the members present that the new Executive Board of SCOPE soon after taking over, deliberated on a number of issues to bring tangible benefits to PSEs and augment their contribution to the nation's economy. He further apprised that several initiatives have been planned to enhance competitiveness of PSEs in order to help them strive towards global excellence. Talking about the Global and

Indian Economic Scenario, Chairman SCOPE said that the country's growth rate has declined from previous year, but given the international situation, the country has managed to grow at 6.6% in 2017 and even a higher growth rate of 7.1 % by end of 2018-19. Global developments, he said, are likely to open new avenues for India in terms of trade and this would pave an opportune path for PSEs to expand and meet Prime Minister's Vision for 2022.

Chairman, SCOPE said with new reforms and initiatives being outlined by the government to align India with digitalization, Startups, strengthening domestic manufacturing etc., the same cannot be wholesomely achieved without PSEs playing an integral role in it.

Speaking about the green initiative by SCOPE, Chairman said that SCOPE endeavours to positively contribute to environment conservation and sustenance through imbibing latest technology and creating awareness in optimizing power consumption. During the year SCOPE, he said, has brought down energy consumption substantially in two of its two towers at Lodhi Road and Laxmi Nagar, New Delhi. He added that installed capacity of Solar Power Plant, at terrace, has also been increased from 90 KWp to 190 KWp. In most of the Common Areas including Convention Centre and in offices, occupying sensors have been provided so as to save every possible energy, he added. Chairman, SCOPE also apprised the members about the activities undertaken by SCOPE



Dr. U. D. Choubey, DG, SCOPE addressing the AGM.

during FY 2017-18 including Advanced Global Leadership Program, newly introduced Advanced Leadership Program on Governance & Innovation and programmes organized by SCOPE APSE. SCOPE, he said, proposes to organize a Conclave of CMDs & Directors of Public Sector Enterprises in order to solicit their views and suggestions on common issues and prospects which can be taken up with the government and suitable authorities in order to further global excellence in PSEs.

Dr. U. D. Choubey, Director General, SCOPE welcomed the members present. DG, SCOPE

broadly informed the members present about the financial performance of SCOPE which mainly comes from membership subscription, programs, KALEIDOSCOPE magazine, APSE etc. He said that PSEs' performance has been exceptionally well. A very strong head wind, he added, is blowing over the world economy and the way the trade war going on, the way policy of protectionism and currency supremacy is going on, it is likely to boomerang on not only the developed nations, but India too shall not remain immune to this. Recession is not far off and Public Sector cannot remain isolated from it, DG opined. He advised the members that the PM's five-point vision for PSUs viz. maximizing geo strategic reach, minimizing India's import bill, ways to integrate innovation and research in PSEs, optimum utilization of CSR funds and new development model by Indian PSEs would help PSEs and India can come out of it.

DG, SCOPE thanked the Public Sector fraternity for their cooperation and support.



Representatives of the Governing Council of SCOPE during the Annual General Meeting.



Dr. U. D. Choubey
Director General, SCOPE

Empowering Women to Overcome Workforce Crisis



World leading economies are going to face an acute work force crisis by 2030. India won't remain untouched by it. This means that for a change we will have more jobs than people.

We say it profoundly that we have the demographic dividend of being youngest nation in the world and we have an added advantage but unfortunately, we fail to see the skill scenario. If we don't tap this advantage, this could adversely affect our economy. Secondly, India's young population will continue to enlarge the work force only till 2026. It consists of over 200 million men and women between 15 and 24 years of age. The fact that almost three-quarters of

women in this age-group and half of men are not yet working provides an opportunity to prepare them better for work whether they are in or out of secondary or tertiary education." (World Bank Report- India: Women, Work and Employment)

Talking about skill scenario, India is expected to be home to a skilled workforce of 500 million by 2022 while according to Periodic Labour Force Survey (2017-18) by Ministry of Statistics and Programme Implementation (MoS&PI), the share of informal sector among male workers was 71.1 per cent and among female workers was nearly 54.8 per cent in non-agriculture and Agriculture Excluding Growing

of Crops (AGEGC) sectors. It is estimated that less than 5% of the total workforce in India has undergone formal skill training as compared to more than 50% across the developed countries in the world. Therefore, India must focus on scaling up skill training efforts to meet the demands of employers and drive economic growth.

The question remains, how are we going to bridge the deficit? Empowering women could work wonders for not only national, but global economy as well. We need to create and improve the women participation in the labour force. We need to simultaneously carryout the process of upgrading the skill sets of current

Level and trends in rates of labour force participation and unemployment by sex, 2009–21

Country/region	Labour force participation rate (percentages) and gender gap (percentage points)					Unemployment rate (percentages) and female-to-male unemployment rate ratio				
	Men		Women		Gap (Men – Women)	Men		Women		Ratio (Female rate/Male rate)
	2018	2018	2009–18	2018	2018–21	2018	2018	2009–18	2018	2018–21
World	75.0	48.5	▼	26.5	▲	5.2	6.0	▲	1.2	▲
Developing countries	81.1	69.3	▼	11.8	▶	4.6	6.1	▼	1.3	▲
Emerging countries	76.1	45.6	▲	30.5	▲	5.2	6.1	▲	1.2	▲
Developed countries	68.0	52.4	▼	15.6	▼	5.3	5.6	▶	1.1	▶
Northern Africa	71.9	21.9	▼	50.0	▼	9.1	19.5	▼	2.2	▲
Sub-Saharan Africa	74.0	64.7	▼	9.3	▼	6.4	8.2	▼	1.3	▲
Latin America and the Caribbean	77.1	51.5	▼	25.6	▼	6.8	9.5	▼	1.4	▲
Northern America	67.9	55.8	▶	12.1	▼	4.6	4.4	▲	1.0	▼
Arab States	77.2	18.9	▲	58.3	▼	6.8	16.3	▲	2.4	▼
Eastern Asia	74.7	59.1	▲	15.6	▲	4.8	4.2	▲	0.9	▲
South-Eastern Asia and the Pacific	79.4	56.5	▼	22.8	▼	3.5	3.3	▼	0.9	▶
Southern Asia	79.0	27.6	▼	51.4	▲	3.7	5.2	▲	1.4	▼
Northern, Southern and Western Europe	63.4	51.6	▼	11.9	▼	7.9	8.2	▲	1.0	▶
Eastern Europe	67.0	51.8	▲	15.2	▼	5.6	4.9	▶	0.9	▶
Central and Western Asia	73.5	45.1	▼	28.4	▼	8.0	9.4	▲	1.2	▼

Note: Throughout this report, figures for 2018 and beyond are projections. Developments for the periods 2009–18 and 2018–21 are marked with a red upward arrow if the gap in labour force participation (unemployment rate ratio) is projected to widen by more than 0.1 (0.01) percentage points, a green downward arrow if it is projected to narrow by more than 0.1 (0.01) percentage points, and a blue horizontal arrow for projections between those values. Numbers in the “Gap” column refer to the percentage point difference between the male and female labour force participation rates but may not correspond precisely due to rounding. For a detailed list of regional and country income groupings, see online Appendix A.

Source: ILO’s Trends Econometric Models, November 2017 (see online Appendix B for details) and Labour Force Estimates and Projections (LFEP) database, available at: www.ilo.org/LOSTAT.

women workforce and bringing new talents on board.

Women Scenario

India is targeting to shed away its ‘developing country’ tag and join the elite club of ‘developed nation.’ Therefore, this goes without saying that the role of women in socio-economic-cultural transformation is pivotal. United Nations in 2015 adopted the 2030 Agenda for Sustainable Development. The 2030 agenda presents a universal consensus on more and quality jobs for women, reduction of poverty and inequality to achieve gender equality, universal social protection and decent work for all. There has not been a

substantial change since its inception and for that matter in many regions in the world, women in comparison to men are more likely to become and remain unemployed, they have lesser opportunity to become a part of labour force and even on participation there are greater chances that they would settle for a lesser quality of job. This could be justified by the very fact that between 1995 and 2015, the global female participation rate decreased from 52.4 to 49.6 percent which further decreased to 48.5 per cent in 2018. Worldwide chances of women to participate in labour force is 27 percent lesser than their male counterparts (ILO’s World

Employment and Social Outlook – Trends for Women 2018 – Global snapshot).

A look at the table (above) from the aforementioned study clears the picture further.

Last decade has also seen tremendous achievements by women in the field of education but, sadly it has not transformed into comparable improvement in their position at work. The condition of gender wage gap is a matter of concern. The gender wage gap is estimated to be at 23 percent, in other words, women earn 77 percent of what men earn. It is estimated that, at current trends it would take 70 years to close the gap. You could imagine

the need of increase in women employment participation by the fact that if the female rates match the male rates, the GDP of our country would increase by 27 percent.

Women Workforce in India

According to the report by the McKinsey Global Institute (MGI) women contribute only 17 percent of India's GDP, below the global average of 37 percent, despite accounting for 50 percent of the population and having the potential to represent a much larger part of the workforce. Report highlighted that bridging the gender gap could add \$ 700 billion to India's GDP by 2025. About 70 percent of the increase would come from raising India's female labour force participation rate to 41 percent in 2025 from 31 percent at present. This would bring 68 million more women into the economy over this period, it said.

Women comprise 48.5% of the Indian population. According to a SCOPE-ILO Study on Women in Leadership and Management in Public Sector Undertakings in India, "Women make up 42% of new graduates, but only 24% of entry-level professionals. Of the women who enter into professions, about 19% reach senior-level management roles. Women hold only 7.7% of management board seats and just 2.7% of board chairs." The ILO ranks India at 121 out of 131 countries (2013) on female labour force participation, among the lowest in the world.

Women in Public Sector

Indian Public Sector Enterprises (PSEs) has been a model employer that has adopted best practices

Indian Public Sector Enterprises (PSEs) has been a model employer that has adopted best practices in ensuring equal opportunity and by providing harmonious environment for advancement and growth of women employees. It has conducted several programmes on gender issues, sexual harassment and decent working conditions for the same. According to the Public Enterprises Survey 2017-18, women constitutes 8.89% of the total workforce employed by the PSEs. Leadership for women, has become an important aspect of PSEs with the growing recognition about the need for placing women in positions which contribute strategically more value for the organization and in line with their aspirations and capabilities rather than positioning them on perception.

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A women executive at top position is a cultural leap for an organization, as it empowers women at every level within an organization. In other words, they act as a cultural change agents. It is not only about creating gender diversity on the board or empowering women employees but, it also is a nice way of increasing the best practices of corporate governance within the firm.

Government Initiatives

The Ministry of Skill Development and Entrepreneurship (MSDE) has taken several initiatives to boost women participation and their skill sets. Various initiatives taken by the government are as under:

Long Term Skill Development Training via Industrial Training Institutes (ITIs)

India has around 15,042 ITIs with 22.82 lakh candidates enrolled



and special focus is given to female enrolment. According to the MSDE, there is nearly 97% increase in admissions in 2018 as compared to 2014 to reach 173,105 women trainees from 87,799.

Short Term Skill Development Training

Under Pradhan Mantri Kaushal Vikas Yojana, the government aims to increase women participation in the workforce. 50% of the total 56 lakhs candidates who enrolled for PMKVY are women. Skill India has also partnered with Government Initiatives like Ayushman Bharat, Swachh Bharat Mission, Smart City Mission etc. to align skill development efforts to these national missions by ensuring a steady flow of skilled workforce.

Recognition of Prior Learning (RPL)

Under this initiative, more than four lakh women candidates have been oriented in different skill areas, recognizing their existing skills through a formal certificate and giving them a means to earn better livelihood.

Apprenticeship Training

The government has brought several reforms in the Apprenticeship Act 1961 which has resulted into opening up of opportunities for apprentices in the service sector. MSDE states, "Skill India, through NSDC, is conducting focused pilot program with UNDP and Society of Development Alternatives (DA), to benefit more than 50,000 women in 7 states/UTs over a duration of 15 months."

Policy Interventions

The National Skill Development Policy lays focus on inclusive skill development and to achieve it, it is creating infrastructure for training & apprenticeship for women. The government has formed mobile training units, flexible afternoon batches along with on local need-based training to accommodate women; and ensuring safe and gender sensitive training environment, employment of women trainers, equity in remuneration, and complaint redressal mechanism. Boarding and lodging facilities are also provided to women.

Special Women-Centric Projects

NSDC has partnered with

various associations to provide skill development to women in rural areas.

Projects in Pradhan Mantri Mahila Kaushal Kendra (PMMKK)

According to the MSDE, recently, more than 6000 training targets have been allocated to train women in four PMMKs. The crèche facility is also available at these centers so as to facilitate the new mothers to take up skill training. Trainings are being conducted for Self Employed Tailor, Beauty Therapist, Customer Care Executive, Hair Stylist, Yoga Trainer, etc.

Future jobs and industry-oriented courses

Skill India has been imparting training to the women in almost 450 job roles. Skill India is giving focus to new age jobs and have partnered with SAP, Adobe etc. to cater to the needs of the new age jobs.

Entrepreneurial Initiatives

MSDE through NIESBUD concentrates on promoting women entrepreneurship in rural India. It encourages rural women to setup enterprises or group enterprises. The institute also uses the Livelihood Business Incubation (LB I) approach to promote women entrepreneurship. In order to promote and recognize women entrepreneurship the government gives away National Entrepreneurship Awards. Out of 33 companies which received awards, 12 were solely owned by women and in another two, a woman was a co-founder. MSDE has also linked Mudra Yojna with

Skill India and women comprise 78% of the total beneficiaries of the Mudra Yojna which is a positive indicator.

Way Forward and the role of Public Sector

If India is supposed to reach at the pinnacle of success, it could not do it without the participation of women. It needs them now more than ever. It is important to understand that no matter how hard the Government tries, no matter how many number of laws are formed to give women equal footing in the society, until and unless the society sheds its dogmatic patriarchal approach, the women in the nation cannot come on the same platform as men. PSEs need to up the ante and showcase themselves as an example for women empowerment as they have in the past.

We should organize workshops at regular intervals for training of our new women workforce recruits, teaching them the nuances of the business, job efficiency, inter and intra personnel skill sets and through these workshops tap the bright talent and further encourage them to get ready for the next level. Those lagging behind should be further trained. These workshops should be properly designed and should be level based.

PSEs ought to have Mentoring Programs for Women Executives who should take advantage of these mentoring programs. These programmes can help mentor and train younger women executives for higher organizational positions. No matter how many initiatives we launch, until we have a proper source (through which we can introspect our initiatives), all these efforts will not be of much



use. Feedback at proper interval of time should be taken from women executives, seeking their inputs and advice on enhancing their skills, job satisfaction etc.

An HR audit programme needs to be conducted in enterprises to tap potential women candidates and hone their skills. In the business world, women currently hold only 4.6 percent of Fortune 500 CEO positions and the same percentage of Fortune 1000 CEO positions. As women continue their upward trajectory in the business world, they have yet to be fully appreciated for the unique qualities and abilities they bring to the work place.

The world is seeing a volatile technological advancement, the nature of jobs is also changing. If we don't equip ourselves with the ongoing change in genome of the industry, we will fail miserably at our job. Therefore, we should see that whether our women executives are up-to-date with the changing nature of job. Data management is going to be the biggest strength for the employees of future.

Public Sector has dedicated a substantial amount of their CSR fund towards skill development. It should take the mantle of reaching out to the women masses

residing in rural regions or marginalised sections of society, in order to equip them with skill-sets to make them economically independent.

All these combined, we can hope for more women participation and create a better environment of women who are in the workforce so that they are encouraged to move forward in the organizational ladder and not quit.

It is predicted that, labour supply growth rate between 2020-2030, in India would be around 1.26% while the major economies in the world would be in a risky situation. The process of empowering women would not only be beneficial for India as we look forward to be the five trillion dollar economy by 2024-25, but also for the world that would need them. As per McKinsey, 50% of the world population are women and if equality is pursued in workforce, the world economy will increase to 28 trillion dollars which is combined economy of US and China and will add 10% to the India's GDP. Therefore, women workforce should be encouraged to share and partner on equal basis with men. Only through this, we can emerge as a true victor. ■

Public Enterprises in Emerging Europe



Prof. Lallan Prasad
Former Head and Dean,
Department of Business
Economics, University
of Delhi

Most Countries in Western Europe are economically highly developed compared to East European countries which are emerging economies. These are Sweden, Estonia, Slovenia, Latvia, Lithuania, Croatia, Poland, Bulgaria, Czech Republic, Romania, Hungary and Slovak Republic. Public Enterprises in these countries contribute between 1 to 12 Pc. of total economic output and 0.5 to 8 Pc. of total employment. Most enterprises are in utilities- water, gas and electricity, broadcasting, telecommunication, mining, transport and services including banking and finance and postal

services. In some countries PEs Contribute more to output while in others more to employment depending on capital of labour intensiveness. Slovenia, Poland and Sweden are more Capital intensive, hence their contribution to output is substantial while Bulgaria is comparatively more labour intensive, contributing more to employment.

Public enterprises dominate, in most emerging countries, in energy sector contributing more than 60 Pc. of total output. In Sweden and Estoria, share of PEs output in mining is more than 50 Pc. In water utility services their share in Poland, Bulgaria and Slovenia

is more than 30 Pc. In Hungary PE's operate more than 20 Pc. of transport. In Bulgaria hospitals and medical centres account for half of PEs. In other countries medical care plays a smaller role. The number of PEs operating in different countries varies from 2097 in Poland to around 800 in Bulgaria and Romania. In smaller countries number is low. Size of enterprises also vary from small local entities to large scale companies employing big labour force. Average cost of labour per capita is higher in most enterprises compared to private sector, however in some cases it is reported to be comparable



particularly in energy and transport units in PEs. Profitability is generally low in PEs in emerging Europe compared to private sector enterprises. Large losses are recorded in Bulgaria energy sector which is attributed to tariff deficit. In Croatia transport sector has been in red. In Latvia bad banks have been incurring heavy losses. Energy sector, real estate and gaming in some countries have been profitable. Accumulated liability of large PEs in some countries are substantial. In Bulgaria, Croatia and Estonia, it ranges from 5 to 7 Pc. of GDP. In Slovenia, and Slovakia debt liability of PE's in transport sector range between 6 to 9 Pc. of GDP. In Sweden, PEs in telecom and real estate have accumulated sizeable debt. Some PEs have performed better than private sector in some countries. In Energy and mining sectors PEs in Bulgaria and Slovakia are more capital efficient than their counterparts in private sector.

According to an IMF study (2017), this lukewarm performance of PEs in emerging Europe raises three main risks: large and risky contingent liability could stretch public finance, sizeable ownership of banks coupled with poor governance threaten financial stability and negative productivity. In order to meet these challenges the study has suggested floating out a consistent ownership policy, giving teeth to financial oversight and making enterprise boards more professional. Findings of International studies indicate the causes of poor performance which include vagueness in defining the objectives of PEs, lack of clear reporting lines, financial oversights, poor monitoring of compliance of targets,



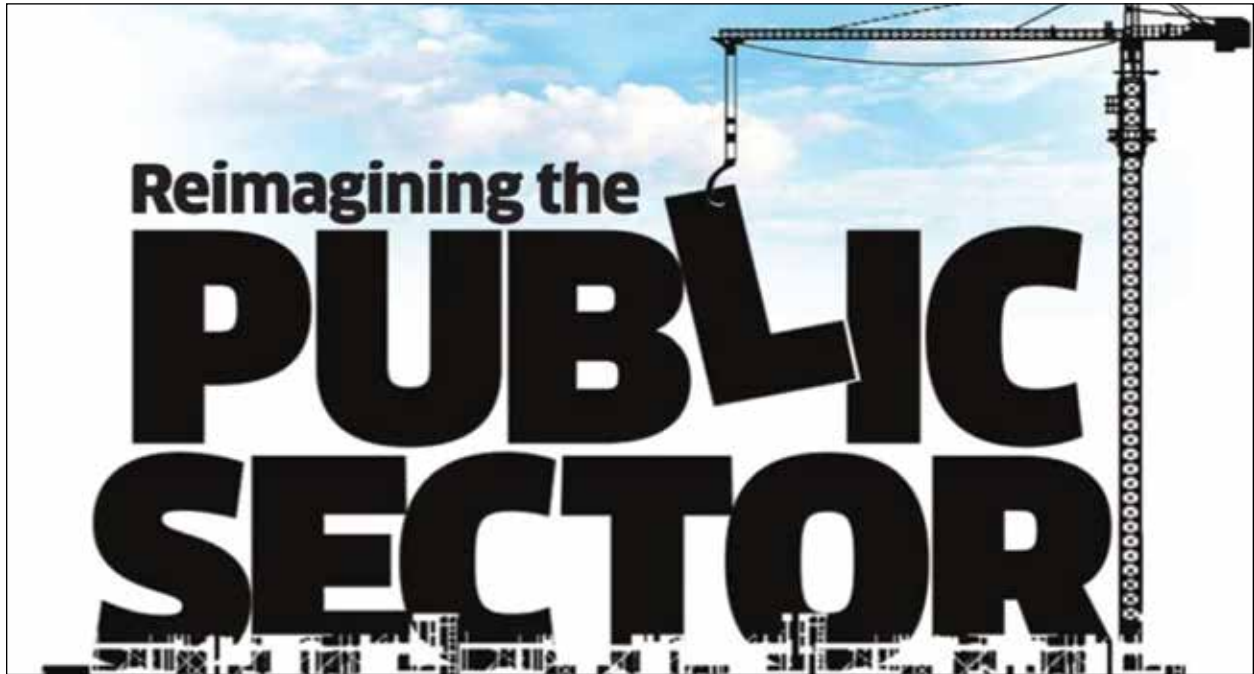
Most Countries in Western Europe are economically highly developed compared to East European countries which are emerging economics. These are Sweden, Estonia, Slovenia, Latvia, Lithuania, Croatia, Poland, Bulgaria, Czech, Republic, Romania, Hungary and Slovak Republic.

Public Enterprises in these countries contribute between 1 to 12 Pc of total economic output and 0.5 to 8 Pc of total employment.

Most enterprises are in utilities- water, gas and electricity, broadcasting, telecommunication, mining, transport and services including banking and finance and postal services.

ad hoc dividend policy, board appointments, politically motivated, lack of competitive selection procedure, frequent transfers and replacements, absence of experts, independent members and industry experts of Board, remuneration policy lacking transparency and link with productivity etc. These observations are general, causes specific to countries and enterprises are subject matter of detailed study. Economic market activity and public policy obligations of PEs are not the same in all countries. Involvement of state in some countries are very high while in some balanced or low. Privatization movement in recent years have changed the scenario. Consequently the role of PEs too.

OECD formulated certain guidelines for efficient, transparent and accountable operation of Public enterprises which were agreed upon member states in 2005 and further developed in 2015. These guidelines aim at professionalizing state as owner, operate with similar good practices in private sector and ensure competition between public and private firms with a level playing field. Highlights of these guidelines are the rationale for state ownership



(carefully evaluated and disclosed objectives in public interest), state role as owner (active owner ensuring transparency and accountability), equitable treatment of shareholders, stakeholders relations and responsible business, disclosure and transparency including compliance and auditing standard, the responsibilities of Boards with necessary authority, competencies and objectivity to carry out their functions of strategic guidance and monitoring of management with integrity and be held accountable for their actions, role of Board founded in legislation, nomination of Board members in transparent manner and skill based and remuneration policies to attract qualified personnel.

In most emerging countries measures have been taken to reform PEs. In Croatia, for instance monitoring frame work has been strengthened, new selection

framework adopted which allows private sector candidates to enter management. In Czech Republic, principles for remuneration structure has been adopted, new transparency and accountability mechanism, have been created. In Estonia, ownership and regulation functions are separated. In Hungary, a ministerial council is established to oversee holding company and management of PEs. In Latvia, new laws have been, enacted which gives rationale for state ownership: market failure, natural monopolies, strategic sectors. In Lithuania, performance targets are monitored based on return is on equity and dividend policy is specified by the statute. In Poland, law is enacted to separate ownership from regulation and to promote value creation and competition while keeping state control in strategic cases. Romania, has amended legislation for more transparent

and professional selections to depoliticize boards. In Slovenia, individual performance indicators are set for each PE, overall profitability target is fixed – 8 Pct. return equity. Sweden also has firm specific target and performance tracking. Apart from annual evaluations, self evaluation is also promoted. Divided policy is linked to optimal capital structure.

Governance practices differ from country to country and from enterprise to enterprise. Practices which are governed by law becomes binding. Since PEs are financed, managed and controlled by the Government, interference by political authority is a rule rather than exception as the concerned ministry is accountable to the legislature. This has been a handicap as well as source of strength for PEs depending on the way Political authority is exercised. ■

HCL Taking Great Strides in Copper Production



Kunal Bose
Senior Journalist

The 76.05 per cent government of India owned Hindustan Copper Limited (HCL), which by all parameters did exceptionally well during 2018-19, is a unique constituent of the country's three-member copper industry. Unlike its two peers in the private sector, namely Hindalco and Vedanta, which are totally dependent on imports for the smelter feedstock metal in concentrate (MIC), the public sector undertaking (PSU) has presence in every segment of production chain from exploration of resources to mining to making of MIC to smelting of copper (cathode) and finally to value addition in the form of continuous cast wire rod.

Constituted in November 1967 and subsequently acquiring the mineral assets and smelter of private enterprise Indian Copper at Ghatsila in the mineral rich eastern state of Jharkhand on following its nationalisation in 1972, HCL has exclusive ownership of all the copper ore mining leases in the country. Driven by an

ambition to expand its profile as a miner in a big way, HCL is seeking new mining leases, mostly in areas adjoining to where its present ownership and activities are. When it comes to smelting, HCL is one of the few global examples of producer of copper cathodes from MIC and also through Kaldor furnace, which uses imported scrap, blister and black copper. The Kaldor furnace at Bharuch in Gujarat came to HCL when it acquired the assets of private sector Jhagadia Copper Limited that became bankrupt in 2015. The furnace with nameplate capacity of 50,000 tonnes of copper cathode will take some more time to be brought back to normal functioning.

Let's have a quick go through the results of 2018-19 to figure out if the PSU is truly in shape to scale up copper ore production to 20.2 million tonnes in the six years from 2018-19 when ore output was 4.122 million tonnes, a 12 per cent rise from 3.675 million tonnes the year before. HCL Chairman, Mr. Santosh Sharma

says: "Our progress in ore excavation marked by an impressive jump in output year-on-year is in line with achieving the 20.2 million tonne target. The MOU that the company has signed with the Ministry of Mines assigns on HCL an ore production target of 5.15 million tonnes for 2019-20, up 25 per cent on what was achieved in 2018-19. The extensive development work in the form of capacity expansion of operating mines along with their modernisation, reopening of mines closed earlier and execution of an underground mining project is making HCL ready to scale the ore excavation peak of 20.2 million tonnes in a few years."

HCL could dare give itself such an ambitious ore production target emboldened as it is by "strong government support and our capacity to raise low cost funds backed by excellent credit rating." During 2018-19, the company's net profit was up 83 per cent to Rs145.74 crore and EBITDA margin was 30 per cent, compared with 19 per cent in 2017-18.

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Sharma says “the relentless drive to step up copper ore production and the focus on selling high margin products will largely explain our good results.” HCL’s good working is to be seen in the light of “high volatility in LME copper prices and high input costs,” the chairman adds.

What MIC the company makes now is good to take care of around 5 per cent of the industry’s requirements. Therefore, HCL strategy to focus on stepping up production of MIC for which the country remains heavily import dependent could only reinforce long-term viability of its business. How much of its production of copper concentrate HCL will smelt itself and how much is to be sold in the market will always be decided by market dynamics. For example, HCL’s record earnings of Rs. 842.67 crore foreign exchange equivalent in 2018-19 against Rs. 340.69 crore in the previous year are principally due to high exports of MIC. At all times, copper prices in India are a mirror image of the prices quoted on London Metal Exchange.

Elaborating the mines development programme, Mr Sharma says: “The Malanjkhand underground mine development

Constituted in November 1967 and subsequently acquiring the mineral assets and smelter of private enterprise Indian Copper at Ghatsila in the mineral rich eastern state of Jharkhand on following its nationalisation in 1972, HCL has exclusive ownership of all the copper ore mining leases in the country. Driven by an ambition to expand its profile as a miner in a big way, HCL is seeking new mining leases, mostly in areas adjoining to where its present ownership and activities are.

happens to be the flagship expansion project and that is making satisfactory progress keeping to schedule. The plan is to start production from the underground mine this financial year. We have plans to start work to reopen Rakha mine and also start Chapri-Sidheswar mine development work at Ghatsila soon. Bids for Malanjkhand and Chapri mines have been received. Successful parties will be finalised soon.”

Ore resources at Malanjkhand, including reserves are an estimated 310.09 million tonnes with copper content of 0.9 per cent. At the Ghatsila complex in Jharkhand, HCL has lease rights over resources of 184.53 million tonnes at five centres with copper content ranging from 0.86 per cent to 1.26 per cent. HCL’s Rajasthan deposits amount to a more modest 76 million tonnes where copper content in ore is from a low of 0.95 per cent to exceptionally high of 1.92 per cent.

All this combined makes a total of 570.62 million tonnes. For a long time, copper ore prospecting and exploration were not given the same kind of priority as received by minerals such as coal, iron ore and bauxite. “But things are changing with HCL being designated also as an exploration agency. We along with the government owned Minerals Exploration Corporation Limited (MECL) have got an ambitious exploration programme. Hopefully, by undertaking exploration in depth we will be able to establish an additional 1,000 million tonnes of reserves in our existing lease areas,” the Chairman adds.

Construction of an underground mine beneath the existing open

cast operations at Malanjkhand will lift ore excavation to 5 million tonnes from 2 million tonnes in the first phase and then to 8 million tonnes on completion of second phase by 2023-24. According to a company report, expansion of Khetri and Kolihan mine and development of Banwas deposit, all in Rajasthan, will boost ore output from 1.1 million tonnes to 5 million tonnes in two phases. Expansion of Surda mine in Jharkhand involves in going to greater depths that is to result in production rising to 1 million tonnes from 0.4 million tonnes. Incidentally, India owns about 2 per cent of the global copper ore reserves.

Mr. Sharma says India's demand for copper is growing at an annual healthy rate of 7 to 8 per cent. Copper consumption in the country was up every year from 478,000 tonnes in 2012-13 to 665,000 tonnes in 2017-18.



Mr. Santosh Sharma
CMD, HCL

Domestic copper use figure for 2018-19 is under preparation but industry officials believe it was over 700,000 tonnes. The government focus on infrastructure development, strengthening of the power industry and making renewable energy, particularly solar power an important component of national electricity supply will lift Indian copper demand to

about 1.5 million tonnes by 2026. This being the demand outlook for the industry, it is given that HCL with its major growth programme centred around copper ore mining and identifying more reserves will have many sunny years ahead.

The future is beckoning HCL as one of the three PSU promoters – the other two being National Aluminium Company Limited and MECL – of Khanij Bidesh India Limited (KABIL) to acquire reserves of lithium, a critical mineral in the making of batteries for electric cars. The Chairman informs a KABIL team has been to South American countries such as Chile, Peru and Bolivia, which boasts of lithium reserves not found in many countries with an acquisition target. KABIL will also “identify, explore and acquire” strategic minerals such as tungsten, titanium, gallium, cobalt and tin in foreign lands. ■



Corporate Disclosure for Value Creation



Bhaskar Ranjan Das
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India CIMA

Corporate disclosure can be defined as the information communicated by the public firms to its stakeholders. The main aim of disclosure is to communicate firm performance and governance to outside investors. This communication is used by shareholders and investors to analyze the relevance of their investments as well as by the other stakeholders, particularly for information about social and environmental policies amongst other areas.

Disclosure can take different forms. The first one is financial reporting, essentially financial statements whose contents are defined by accounting standards (for instance the International Financial Reporting Standards).

As compliance with good practice in corporate governance is now required, reporting also concerns governance. Reporting must respect specific rules, even specific formats, restricting the discretion of managers, and allowing stakeholders a better understanding of information. Besides reporting, managers also communicate information in a less formal way, for instance by press conferences, by announcement on websites and so on.

Whatever the form the disclosure takes, two other distinctions can be done.

The first distinction is based on the opposition between financial and non-financial disclosure. The latter includes information relating to the company's social and environmental responsibility and company's corporate governance as well as information relating to the firm's operating methods or to the environment or even to health and safety or diversity.

Another distinction is based on the opposition between voluntary and mandatory disclosure. Voluntary disclosure is a measure of self-regulation or a response to the expectations of stakeholders and civil society for more disclosure. Mandatory disclosure results from legislation or regulatory norms or guidelines.

A firm can increase its level of disclosure in different ways. First, the quantity of information disclosed may be higher.

The Sarbanes-Oxley Act, which has applied to all companies listed in the US market since 2002, required the disclosure of "all material off-balance sheet transactions, arrangements, obligations, etc. that may have a

material current or future effect on it's financial condition.

Another example is the governance disclosure and the CSR (Corporate Social Responsibility) disclosure. The French Financial Market Authority (AMF) for example demands the disclosure of permanent information: any information that could influence the share price. And the executives may decide to give more interviews or to organize meetings with financial analysts. Third, the information disclosed may be more easily available. The general regulation of AMF demands that the regulated information are disclosed on the company website and on all the medias. Finally, the quality of the information disclosed may be enhanced. This was one of the main objectives of the Sarbanes-Oxley Act. More generally the quality of disclosure can be improved by a better internal control or external control, as required by the Sarbanes Oxley Act.

The accounting standards play an important role. The international normalization, thanks to the creation of the IFRS (International Financial Reporting Standards), allows for a better clarity, comparability and understanding of the

financial reports by the outsiders, in particular the non-professional shareholders. Furthermore, the IFRS increase the quality of disclosure thanks to the concept of fair-value (or market-to-market value): assets and liabilities have to be measured by their market value instead of their historical value.

To sum up, a greater level of (mandatory or voluntary) disclosure may lead to more, or to more frequent, or to more easily available information, or to a better quality of the disclosed information.

The Benefits of Disclosure are:

- Shareholder Value Creation
- Improvement in information held by third parties
- Investor's behavior and increased share liquidity
- Better governance through improved managerial behavior

Financial scandals across the world such as Enron, WorldCom, Lucent, Parmalat, Global Crossing, Xerox, etc. have eroded public confidence in financial reporting. Closer home, in India financial scandals such as Satyam, Bofors, Coalgate, 2G Spectrum, PNB, Telgi, etc. have rocked both corporate and governments alike with damaging consequences. We have also seen the disastrous consequences of such financial scandals both on investor confidence and on the economy.

A straightforward approach to more authentic financial disclosure is by strengthening audit quality – both internal as well as external. This can help to reduce the problems related to credibility of financial statements as well as strengthen the internal



processes through robust checks and balances which will prevent such occurrences. The application of COSO frameworks for Internal Audit and Enterprise Risk Management is a step forward in this direction.

The Securities and Exchange Board of India (SEBI) released on 9 May 2018, the SEBI (Listing Obligations and Disclosure Requirements) (Amendment) Regulations, 2018 (SEBI (LODR) (Amendment) Regulations, 2018 or Corporate Governance Amendments in order to adopt and give effect to several recommendations that were proposed in a Report given on 5 October 2017 by the SEBI Committee on Corporate Governance formed on 2 June 2017 under the Chairmanship of Mr. Uday Kotak (Kotak Committee). These recommendations were made with the aim of :

1. Improving the role, composition and effectiveness of the board and its committees, including evaluation practices
2. Ensuring independence in the spirit of Independent Directors and their active participation in the functioning of the company

3. Improving safeguards and disclosures pertaining to Related Party Transactions
4. Improving transparency in accounting and auditing practices by the listed companies
5. Addressing issues faced by investors on voting and participation in general meetings
6. Enhanced monitoring of group entities
7. Disclosure and transparency related issues

The Chartered Institute of Management Accountants (CIMA), UK in a joint research conducted with Stanford University Graduate School of Business, University of Auckland and University of Pretoria published a report on “Economic Consequences associated with Integrated Reporting Quality”.

The key conclusions of this research report were as follows :

- We find a positive association between integrated report quality (IRQ) and both stock liquidity and firm value.
- Further, we decompose firm value into two components – expected future cash flows

(numerator effect) and cost of capital (denominator effect). We find that IRQ is positively associated with expected future cash flows, while we find no evidence on the association between IRQ and the cost of capital.

- Thus, on balance, our evidence suggests that the association between IRQ and firm value is mainly driven by increasing expected future cash flows, consistent with investors revising their estimates of future cash flows upward because they have a better understanding of the firm's capitals and business strategy or with integrated reporting leading to better decisions being made by managers as a result of "integrated thinking".
- We probe these two explanations for our expected future cash flows results and find that IRQ is positively associated with ex-post operating cash flows, but has no association with target price accuracy.
- Finally, we repeat our main analyses by decomposing IRQ into individual components linked to the IIRC's integrated reporting framework. We find that the components related to connectivity, stakeholder relationships, materiality, and conciseness are the most important drivers of our main results.

The International Integrated Reporting Council (IIRC) also

conducted a voluntary pilot integrated Reporting program with more than 100 leading multinationals, including Deutsche Bank, HSBC, National Australia Bank, Pepsi, Unilever and Tata Steel. Currently, professional bodies and standard-setters in Brazil, India, Japan, Singapore, South Africa and Australia have indicated support for integrated

Disclosure can take different forms. The first one is financial reporting, essentially financial statements whose contents are defined by accounting standards (for instance the International Financial Reporting Standards). As compliance with good practice in corporate governance is now required, reporting also concerns governance. Reporting must respect specific rules, even specific formats, restricting the discretion of managers, and allowing stakeholders a better understanding of information.

reporting. In South Africa, today, Integrated Reporting is mandatory. In India, SEBI has in 2017 issued a circular for the top 500 companies to adopt Integrated Reporting on a voluntary basis.

Integrated Reporting <IR> as defined by the <IR> framework requires the disclosure of the following six capitals :

- Financial Capital
- Manufactured Capital
- Intellectual Capital
- Human Capital
- Social Capital
- Natural Capital

Shareholders usually bear the brunt of company bankruptcies. However, when governments engage to bailout bankrupt companies or their lenders (such as banks and financial institutions), then taxpayer's money gets involved and thus the case for corporate disclosure gets stronger. However, we need to ensure that corporate disclosure, whether mandatory or voluntary provides the relevant information as well as acts as a trigger to management and boards to intervene and act well before the cause for action becomes a cause for concern for public or shareholder interests. In summary, it can help to address the information asymmetry between organizations and shareholders, employees, creditors, institutional investors, regulators and public authorities. ■

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Insider Trading and 'Price Sensitive Information' in India



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Insider Trading in markets gives rise to various issues that are ethical, legal and economic. It creates an unequal plane that doesn't provide uniform opportunity to the market participants to exploit information in order to execute trades in various types of securities. This places those who are not in possession of such inside information at a disadvantage that jeopardizes their faith the market system. It further affects their will to participate that hampers the flow of financial markets which is obviously not healthy for the economy in the long run. This Article tries to briefly analyse the law relating to Insider Trading in India keeping in view the legal framework relating to 'price sensitive information', 'insider' and defences available to communicators of such information. It also outlines the change in legal framework brought in by the 2015 SEBI regulations and 'due diligence carve-out' which is an exception added in light of the extensive merger and acquisition deals taking place in the country today.

What Is Insider Trading?

Insider Trading is a term used for one of the malpractices wherein the 'Insider' i.e. a person having access to information which rest of the public doesn't, uses it to his undue advantage as it is crucial to make investment decisions. This is considered to be unfair because of the imbalance in egalitarian plane created by the virtue of relative positions of different investors vis-a-vis the company. In other words, when the key managerial executives or directors or employees use their access to strategic information which is capable of giving them an upper hand in comparison to other investors, for trading in securities, they are said to practise what is called 'insider trading'¹. In order to promote fair trading in the market for interest of a common investor, this practice is highly discouraged by the Securities and Exchange Board of India so much so that it is illegal. However, at the same time it is important to note that if the said information has been made public such that all prospective investors have equal access to it, it is not illegal

as the accused is no longer an 'insider' with regard to that particular information.

The objective of penalizing provisions in relation to insider trading can be traced back to the fiduciary duty of trust and confidence posed in the employees and others working with a company by virtue of their possession in material, non-public and 'sensitive' information about a security of the company². If they breach this duty, it is bound to shake investor confidence in the fairness and integrity of investor markets.

Legal Framework

The legal framework for insider trading has recently been overhauled as Securities and Exchange Board of India Act, 1992 read with SEBI (Prohibition of Insider Trading) Regulations, 1992 has now been replaced with SEBI (Prohibition of Insider Trading) Regulations, 2015³ which are wider and more extensive in scope. These came into effect on May 15, 2015. In respect of a listed company or the company, these regulations prohibit provision as well as receipt of

1. <http://economictimes.indiatimes.com/definition/insider-trading>

2. <https://www.sec.gov/fast-answers/answersinsiderhtm.html>

3. http://www.sebi.gov.in/sebi_data/attachdocs/1421319519608.pdf

‘Unpublished Price Sensitive Information’ through the following prohibitions -

- An insider from communicating unpublished price sensitive information;
- Any person from procuring unpublished price sensitive information from an insider;
- An insider from trading in securities when in possession of unpublished price sensitive information.

Regulation 3 expressly prohibits communication and procurement of price sensitive information.

SEBI (Prohibition of Insider Trading) Regulations, 2015 also deals with the insider trading. The conflict are many, a major one is especially for defence. These new regulations are lenient and provides quite a few defence (communication of Unpublished Price Sensitive Information related provisions) while section 195 is stricter, which provides only window of defence to the person (communication required under ordinary course of business), which is primarily inspired from the old SEBI (Prohibition of Insider Trading) Regulations, 1992. Post Companies Act 2013, SEBI faces question of which regulation to apply – The act or its own published regulations. An interesting twist in the old regime and the new.

Who is an Insider?

Regulation 2(g) of the 2015 Regulations define ‘insider’ as a connected person, or anyone in possession of unpublished price

Disclosure requirements are a significant part of the insider trading regime as every key managerial person or director is obligate to disclose to his company his holding of securities of the company as on date of appointment or as of the date of notification of the new SEBI Regulations which is May 15, 2015.

The employee, director or promoter will have to make continual disclosures in case the traded value of security exceeds the monetary threshold of INR 10,00,000.

sensitive information. A note to this Regulation as published in the Official Gazette further clarifies that anyone in possession of such information must be considered an ‘insider’ irrespective of how he came in possession of it. The explanatory note further



states that the onus of proving someone an ‘insider’ shall be on the one levelling the charge against him.

Regulation 2(d) defines a ‘connected person’ as the one who is directly or indirectly associated with the company for 6 months or more prior to the concerned act; or by being in a fiduciary, contractual or employment relationship; or by holding a position by virtue of a business or professional relationship with the company whether temporary or permanent that enables him to have access or is reasonably expected to have excess to unpublished price sensitive information⁴. Some persons like immediate relatives, holding and subsidiary companies etc. are deemed to be connected.

What is Unpublished Price Sensitive Information?

Unpublished price Sensitive Information means any information regarding a company or its securities which is not ‘generally available’, i.e. not accessible to the public on a non-discriminatory basis, which if made available, is capable of materially affecting the price of the securities.

4. http://www.nishithdesai.com/fileadmin/user_upload/pdfs/Research%20Papers/Mergers___Acquisitions_in_India.pdf

A non-exhaustive list of such information has been given in Regulation 2(n) of the 2015 regulations which includes financial results, dealings, disposals, changes in key managerial personnel, disposal/expansion of business and so on. Material events in accordance with the listing agreement like change in general character of business, commencement or disruption of operations due to various reasons like natural calamity or strikes, regulatory action, revision in ratings and so on.

The non-exhaustive list of unpublished price sensitive information has been produced below-

- financial results;
- dividends;
- change in capital structure;
- mergers, de-mergers, acquisitions, delistings, disposals and expansion of business and such other transactions;
- changes in key managerial personnel; and
- material events in accordance with the listing agreement.

Defences/Exceptions

There are various exceptions to



the communication and procurement of unpublished price sensitive information if such communication or procurement is in furtherance of legitimate purposes, performance of duties or legal obligation. The defences available to persons are explained through the table given below.

Another exception that is carved out for such transactions is regarding due diligence. The due diligence carve out is expected to recognise the practical aspects of commercial transactions which often require some sort of disclosure of non-public information as it is both legitimate and necessary for analyzing the merits of a transaction. Regulation 3(3)

therefore allows the firms to communicate unpublished price sensitive information subject to the following conditions-

- For transactions that entail the obligation to make an open offer letter under SEBI Substantial Acquisition of shares and Takeovers) Regulations, 2011 also known as the Takeover Code laid down by SEBI, only when the Board of directors is convinced about the transaction being in the best interest of the company by the virtue of being an informed opinion;
- For transactions that do not entail the obligation to make an open letter under the takeover code by SEBI:

Table 1: Defences for the offence of insider trading

Section 195 Companies Act, 2013	2015 SEBI Regulations	
	General	Specific for non-individual insiders
• Communication required under the ordinary course of business or profession.	• If they were in possession of the same unpublished price sensitive information without being in breach of Regulation 3.	• Individuals who executed the trade were different from individuals
	• Both counterparties made a conscious and informed trade decision	• Possession of UPSI and were not in possession of such UPSI
		• Chinese wall arrangements were in place and there was no leakage of information and the Regulations were not violated
		• Trades were made pursuant a trading plan.

- Board of directors is convinced about the transaction being in the best interest of the company by the virtue of being an informed opinion; and
- The information that constitutes unpublished price sensitive information and is proposed to be communicated, is made available at least two trading days prior to the proposed transaction being affected.

These provisions ensure the symmetry of information in the market as well as the availability of all information in the letter of offer under the Takeover Code to enable the shareholders to make an informed divestment or retention decisions.

Disclosure Requirements

Disclosure requirements are a significant part of the insider trading regime as every key managerial person or director is obligated to disclose to his

Although the Regulations do not contain any penalizing provision for violation of the prohibitions contained in Regulation 3, Regulation 10 empowers SEBI to deal with violations in accordance with Securities and Exchange Board of India Act, 1992. Section 15G of the said Act prescribes a penalty of Rs. 10 lakh extending upto 25 crores or three times the profit made from an insider trading activity, whichever is higher.

company holding of securities of the company as on date of appointment or as of the date of notification of the new SEBI Regulations which is May 15, 2015. The employee, director or promoter will have to make continual disclosures in case the traded value of security exceeds the monetary threshold of INR 10,00,000.

Penalty

Although the Regulations do not contain any penalizing provision for violation of the prohibitions contained in Regulation 3, Regulation 10 empowers SEBI to deal with violations in accordance with Securities and Exchange Board of India Act, 1992⁵. Section 15G of the said Act prescribes a penalty of Rs. 10 lakh extending upto 25 crores or three times the profit made from an insider trading activity, whichever is higher. ■



6. <https://www.sec.gov/fast-answers/answersinsiderhtm.html>

HR - An Environmental Management Partner in a Business Organization –

A Scenario Analysis in Overseas Global Business Houses vis-à-vis Indian Organizations



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People function in organizations globally has witnessed paradigm shifts from a law and regulation oriented personnel and administrative function to 'Human Resource Management' function to 'HR as a strategic business partner'. Has the time arrived for the human resource and the HR function in Indian business houses also to partner with the organization for achievement and fulfillment of environmental objectives and responsibilities, and inculcate in a culture of Green HRM! Literature review and studies of HRM initiatives linked to Environmental Management objectives and systems reveal Indian Business organizations need to seriously think and work on the need and significance of imbibing a congenial corporate culture, strategic linking and orienting human resource and the HR function for actualization and fulfillment of the organization's environmental responsibilities. And strive to be at par with the globally acclaimed business organizations. Studies have been undertaken in different countries with respect to environment-oriented corporate culture and integration of HR strategies, policies, practices and processes with the organizational citizenship behavior for the environment and environmental performance which reveal that pro-environmental HR strategies, policies and practices have been found to foster and promote environmental management systems and environmental performance. In India, however, very less work has been undertaken in this context in a structured manner. For Indian business organizations to go global, need to consciously effort to bring in a pro-environment corporate culture, and involve the human resource and integrate HR strategies and function into actualization of corporate environmental responsibilities.

Keywords: Strategic HRM, environmental management systems, corporate citizenship, corporate culture, Green HRM, environmental performance, environmental sustainability.

Prelude

Human existence survives on development. Through the couple of centuries the world has witnessed a surge in economic growth-based development. Nations across the globe are chasing and

striving hard for healthy economic condition and collateral development through rapid utilization of resources. Concurrently, the chase for economic growth generating problems and terrible threats for the environment. To

keep a balance, the nations, however, were united on certain common fronts –

- Save the environment;
- Safeguard the natural resources;



- Non-renewable resources must be shared and not exhausted;
- Human rights must be asserted;
- Earth's capacity to produce renewable resources must be maintained;
- Promote sustainable development.

The UN Conference on Human Environment, Stockholm, June 1972, marked the emergence of international environmental law; and a Declaration on Human Environment setting out the principles for various international environmental issues, human rights, natural resource management, pollution prevention and the relationship between the environment and development. Despite the world nations were conscious of 'The need to save the planet Earth from the destructive advances of development and threats, challenges were growing and problems were however looming.

The UN General Assembly resolution led to the Brundtland Commission, in 1984, formally known as the World Commission on Environment and Development (WCED). In 1987, the Brundtland Commission submitted its maiden report – "Our Common Future". Its recommendations lead the societies to

seriously think of the need and significance of carrying on sustainable development initiatives, instead of development alone.

Bhopal Gas tragedy, occurred in December 3, 1984, which affected 5 lakh people due to leakage of 42 tons of MIC gas. Severity of the accident shook & shivered the world and the Indian society in particular. The Indian society and political wills were compelled to consolidate, various legislations for protection of environment were passed; however, most comprehensive Act - 'The Environment (Protection) Act, 1986' was enacted under Article 253 of the Indian Constitution.

The Rio de Janeiro Earth Summit, also known as the UN Conference on Environment and Development (UNCED), held in June 1992, addressed critical issues:-

- Systematic scrutiny of patterns of production – particularly, production of toxic component, poisonous waste, including radioactive chemicals.
- Alternative sources of energy to replace the use of fossil fuels which is linked to global climate change.
- Reliance on public transport-systems to reduce vehicle emissions, traffic congestion and health problems.
- Growing usage and limited supply of water.

The Rio Earth Summit 1992 was followed by Rio Summit 2002, Johannesburg and the UN Conference on Sustainable Development - Rio + 20 or Rio Earth Summit 2012.

Growing global environmental concern and emergence of

international environmental standards provide leads for business to adopt formal environmental strategies and programmes (Daily and Huang, 2001). Traditionally, the companies around the world have used the compliance approach in their environmental management initiatives. In the past several years, external forces such as customer boycotts, dynamic preferences, customer requirements have, however, affected business strategies – from pollution control to pollution prevention (Brockhoffet al, 1999).

Liu, T. and Xie, P. in their research on 'Dynamic Implementation of Green Human Resource Management' have found that concern for deteriorating global environment and continued emergence of green movement jointly form a powerful force which demands enterprises to change their environmental management concepts and establish green management systems including green technology, green production, green marketing, green financial and green human resource management. Shoeb Ahmad (2015) opined that corporate / business world is a major stakeholder for environment and an important part of the solution to environmental hazard. The employees today are committed and satisfied with the organizations that take a proactive part in endorsing green. Implementation of corporate environmental program involves several units - HR, Marketing, IT, Finance to work together to put forward a positive effort. Among them, the most important contributor seems the Human Resource Management (HRM) unit and the whole context of HRM is being considered in the light of environmental

management and sustainability all over.

Objective of the study

This article intends to comprehend how and what initiatives are being taken by the corporations to endorse and attain the environmental management objectives & goals through strategic and planned HR systems, policies and practices, and significance of corporate culture in ensuring effective implementation of environmental management systems somewhat on comparative platform, based on the extant literature, between the global and major Indian business houses.

Literature Review

Corporate Culture

Corporate culture is one of the key factors for business to excel, and represents an active, living phenomenon by which key members of the organization create shared meaning (Morgan, 1997). Previous researches (Mandip, 2011; Jabbar et al., 2012; Daily et al., 2012 and Jacob, 2012) have shown that HR function will become the driver of green culture within the organization by aligning its practices and policies with sustainability goals.

Strategic HRM

Strategic HRM researchers argued that to achieve HR effectiveness, HR should be practiced as a whole and must be aligned with the strategic business goals (Collins and Clark, 2003). Previous literatures paid attentions to the link of HR practices with organizational outcomes such as productivity, flexibility and financial performance (Ichniowski et al, 1997; Mendelson and Pillai, 1999; Collins and Clark, 2003), but the

Encouraging employee involvement and participation in environmental management systems and processes create entrepreneurs within the organization who are socially or ecologically oriented. Employees need to be involved in formulating environmental strategy, so that they create and expand the knowledge needed to market green products. An HSBC initiative in U.K. found benefits in carbon saving come from employee initiatives. The staff bring rubbish from home and recycle it at work.

understanding also need to encompass environmental management initiatives (Renwick et al, 2008). The HR strategy should reflect and inspire ambitions of the HR team and the employees, align with the company's strategy, values and culture, deliver sustainable returns to the investors and address customer needs.

Elements of HR

Mandip (2012) argued that Green HR essentially consists of two major elements

- environment-friendly HR practices and the preservation of knowledge capital. Within an organization, human resource and the HR systems are the basic foundation of business. They are the ones responsible for planning and executing those eco-friendly policies to create a green atmosphere. Green HR refers to using every employee as an interface to promote sustainable practices, and increase employee awareness and commitments on the issues of sustainability through the HR processes - recruitment, training, compensation, etc. It involves undertaking environment-friendly HR initiatives which help organizations to preserve knowledge capital, reduce employee carbon footprints by electronic filing, car-sharing, job-sharing, teleconferencing, virtual interviews, recycling, online training, energy-efficient offices, etc.

Researchers in green management area argued that Environmental Management System (EMS) can only be effectively implemented if the companies have the right people with the right skills and competencies (Daily and Huang, 2001). Our further discussion on implementation of EMS and pro-environment HR practices encompass HR processes like recruitment and selection; performance management & appraisal; training & development; employee involvement & participation; reward & compensation.

Recruitment & Selection

Sumanta Dutta (Feb. 2012) viewed that job descriptions specifying environmental aspects can be used in employment notifications. These include environmental reporting roles, health and safety tasks, and match the

staff attributes according to the environmental competencies (Wehrmeyer, Renwick, 2008; Margaretha, M & Saragih, S, 2013). Interview questions should be tailored to find potential compatibility with the company's green goals. Recruitment of employees who are 'Green aware' becomes part of the interview schedule. Survey data in the U.K. show that high achieving graduates judge the environmental performance and reputation of a company as criteria for decision making when applying for jobs (Wehrmeyer; Oates, in Renwick, 2008). A survey by the British Carbon Trust shows over 75% of 1,018 employees considered working for a firm is important when they have a policy to reduce carbon emissions. The latest CIPD/KPMG survey of 1,000 respondents states that 47% of HR professionals feel that employees would prefer working for firms having a strong green approach and 46% state that having one would help attract potential recruits (Mandip, 2012). Firms now recognizing that gaining reputation as a green employer is an effective way to attract new talent (Phillips, 2007; Stringer, 2009). German companies like, Siemens, BASF, Bayer and Mannesmann use environmental activities and green image to attract high-quality staff. The Rover Group, in Britain, makes environmental responsibilities and qualifications part of every job profile (Wehrmeyer, 1996).

Performance Management System (PMS)

Margaretha, M & Saragih, S (2013) inferred that using PMS in Environmental Management (EM) presents the challenges of measuring environmental

performance standards in the firm, and gaining useful data on environmental performance of managers. PMS can successfully be initiated in an organization by linking performance evaluation to job descriptions, mentioning specific green goals and tasks. Attaining the objectives would be the basis of performance evaluation and link to payment and reward (Mandip, 2012). Amoco, U.S. installed a company-wide environmental performance standards (which cover on-site use, waste management, environmental audits, and waste reduction) to measure environmental performance standards, developing green information systems and audits. At Union Carbide, a green audit programme has been included, containing field audits, and a mechanism for the employees to raise recurring problems, gain information and feedback on past and future environmental performance (Milliman and Clair, 1996: 61-63). PMS can be successfully initiated in an organization by developing performance indicators for each risk area in environmental awareness and education - as per the British example (TUSDAC, 2005: 42).

Tata Group of Companies have installed corporate-wide environmental performance standards (Covering on-site use, waste management, environmental audits, and reduction of waste) to measure environmental performance standards, and develop green information systems and audits.

Training and Development (T&D)

Margaretha, M and Saragih, S (2013): T&D system should include social and environmental issues at all levels. Green

orientation programs for the newly hired employees should be an integral part of the T&D process. Training should inform the employees about the green procedures and policies including the vision/mission statement of the company, the sustainability oriented benefits, company-wide initiatives, like, reducing green-house gases, creating green products, etc. Allied Signal Inc., a U.S. company, includes a Total Waste Minimization (TWM) programme in training curriculum (May & Flannery, in Renwick, 2008). At the Body Shop, U.K., environmental awareness is a part of induction/ orientation programme. At GEC, such training proceeds in three stages –

The training content, such as environmental legislation; BS7750 and the EMS.

Employee Involvement (EI) and Participation (EP)

Encouraging employee involvement and participation in environmental management systems and processes create entrepreneurs within the organization who are socially or ecologically oriented. Employees need to be involved in formulating environmental strategy, so that they create and expand the knowledge needed to market green products. An HSBC initiative in U.K. found benefits in carbon saving come from employee initiatives. The staff bring rubbish from home and recycle it at work. In American Airlines, the flight attendants recycle over 616,000 pounds of aluminum cans and earn around \$40,000 in one year (May & Flannery, in Renwick, 2008).

One of the ways workers can participate in environmental projects

-a suggestion programme and problem solving circles where the specialist is more involved in project initiation, while line workers participate in project implementation. Other ways to pursue green commuting habits like allowing flexible work weeks, car pool program, free or discounted public transport passes, car sharing, etc. as employee benefit and setting up transportation savings account (Mandip, 2012). An EI approach in EM motivate the workers, allow them to detect problems like leakages in the process of production. Delegation of responsibilities to workers is based upon team knowledge of the causes of waste and how to reduce waste at Kodak, DuPont, and Procter & Gamble (May, D.R. and Flannery, B.L., 1995). In IBM, UK, the 'action-team program' gives grants to encourage employees and families to get involved in environmental projects (Wehrmeyer, 1996). Other policies and practices in US and Europe - at GE Plastics, the Netherlands, Lucent Technologies in Pennsylvania, and Nestle Oy in Finland - supportive behavior from supervisors in EM are seen to encourage employees produce possible solutions to environmental problems (Ramus, 2001).

Compensation:

Pay and Reward system

Monetary - based environmental reward systems are in place, where, an important proportion of monthly managerial bonus/ Performance Related Pay (PRP) is dependent upon performance outcomes in EM. Pepsi Co, AKZO Nobel, Dutch drug makers-DSM and logistics giant TNT have made "green buildings", carbon

emission standards and renewal sources of energy as a major parameter of remuneration for their executives. DuPont has an Environmental Respect Awards program which recognizes employee environmental achievements. 3M rewards suggestions that individual staff make to help the environment and increase firm profitability (Govindarajulu and Daily, 2004). In the context of Green HRM, rewards and compensation can be potential tools for supporting environmental activities in organizations. Towards strategic approach for reward and management, modern organizations are developing reward systems to encourage eco-friendly initiatives. A CIPD/KPMG survey in UK estimated that 8% of firms reward green behavior with various types of awards and/or financial incentives (Phillips, 2007). Bank of America provide tax incentives for procuring energy efficient cars, hybrid cars. Google provides cash to buy cars that get aggressive mileage.

Non-monetary Recognition and Awards:

Recognition-based rewards in US and UK include presenting awards in public meetings, and via news articles. US companies like Federal Express offer employees' sabbaticals which enable them take up to 3-months' paid leave every five years to work on jointly-agreed projects with the firm. Other innovative non-monetary rewards in US firms include paid vacations, time off, favored parking, and gift certificates - all seen to encourage employees on environmental performance. In Europe, the use of environmental rewards and recognition (like daily praise and company

awards) are seen to have a significant impact on employee willingness to generate eco-initiatives. Employee anniversaries are celebrated with eco-friendly gifts like gift certificates to natural food store, free bus pass, etc. In Britain, companies allow employees to build up points for positive behavior towards emission reduction on a "carbon credit card" to earn extra benefits.

Indian Scenario:

Sustainable Initiatives in ITC Ltd. through new technology, recycling and conservation -

The Paperboard and Specialty Papers Division (PSPD) has manufacturing units at Bhadrachalam, Kovai, Tribeni and Bollaram, and are ISO 9001, ISO 14001 and OHSAS 18001 certified.

The Bhadrachalam unit pioneered the Elemental Chlorine Free (ECF) technology substituting elemental chlorine with ClO_2 . This reduced AOX, COD and BOD in effluent. ITC PSPD introduced the superior O_3 bleaching technology, which reduced AOX in effluent.

Biodegradable Paper and Paper Board Laminates:

PSPD introduced a new series of paper and paperboard laminates which are bio-degradable and disposable, and also used for disposables. Similar new products are 'Omegawrap' for flexible packaging, 'Omegabarr' for folding Cartons and 'Omegabev' for disposables. "Econatura" and "Eco Blanca" are recycled boards.

The Pulping Process: PSPD has replaced the conventional batch digesters by the latest Superbatch technology, which significantly reduced steam consumption, improved quality of pulp and

reduced generation & release of non-condensable gases.

Reducing Carbon Footprint:

Carbon emission in PSPD is lowest in the country. The "Green" Boiler is designed to use biomass like bark, chip dust etc., in place of coal, thus reducing CO₂ emission.

Water Conservation: A filter employing advanced technology prevents clogging of filter cloth, enabling recycling of back water and reduced use of fresh water.

Energy Conservation: Usage of Variable Frequency Drive (VFD) instead of valves, AC drives in place of DC motors, Replace old pump with energy efficient ones, Upgrade steam & condensate system, Installation of solar water heating and Replacement of incandescent lamps with CFLs.

Color removal from effluent: Adoption of Moving Bed Biofilm Reactor technology for effluent treatment resulted in significant reduction in color of effluent.

ITC has trained and raised awareness of over 2000 managers on various sustainability issues. ITC has constructed Green Centre at Gurgaon, a certified highest rated green building in the world. Also taken measures in waste management leading to reduction in waste generation.

A WOW initiative started in 2007 to create awareness among the people about the advantages of recycling process to improve civic amenities, public health and hygiene. Cost-effective raw materials are generated for the paper, plastics, metal and glass industries. The initiative has been spread in many parts of India and roughly 26,731 tons of waste get collected



through this initiative.

Infosys: Built intelligent buildings in campuses which are Platinum certified. Construction of more such Platinum certified buildings helped reduce energy consumption and reduce energy performance index as low as 84 kh/m² /year. Use of smart meters (to monitor energy consumption of lighting system) plug loads, air conditioning and other devices, and has reduced power consumption by 50% and plug loads by up to 20% in 2013. Deployed optimized desktop power management (a tool named "Terminator"), which reminds user to switch off their computers after working hours and shut down 96% of the machines after a predefined time. Infosys taken eco-friendly initiatives for managing Data Centres and servers; started using video and audio conferencing to cut down travel and carbon foot prints. Infosys implemented 'virtual cloud strategy' which help the client reduce carbon foot print.

Coca-Cola: Working on HFC-free coolers has helped reduce carbon footprint by 6% since 2011. They recycled 25% of plastic in packaging. In a program called Continuum, over 15 million plastic bottles used in Olympic Games

were recycled and reprocessed. Infineon, France (A JV of Coca-Cola and Apple) took innovative measures to reduce use of water by installing low carbon warehouse and storage facility, delivery vehicles powered by landfill gas and use of HFC-free beverage coolers. **ONGC:** ONGC's Green HR practices include Projects of Landscaping, designing of garden. Greening of the Jolly grant Airport campus, Dehradun. Another one is Vadodara Movement with Indian Express.

Conclusion

It may therefore concluded that for socially responsible business practices to visualize and rip the benefits of green management systems and movement, enterprises need to –

- primarily have a conducive organization culture for support and promotion and implementation of green management practices;
- devise human resource management strategies to link the enterprises' HR systems, policies and practices with the green management systems and practices; and
- put in place the enterprises' environmental management systems' driven HR policies, procedures and practices.

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TCIL devised Early Warning Dissemination System (EWDS) helps minimize loss of life during Cyclone FANI at Odisha



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Fani, a rare summer cyclone in the Bay of Bengal, hit eastern India on May 3rd, 2019. It was one of the strongest cyclones to have hit India in the last 20 years. But the worst-affected state, Odisha, has been successful in keeping the loss of life and numbers of affected people to a minimum. This is the result of a very effective strategy of pre-disaster preparation and quick post disaster response.

A record 1.2 million people (equal to the population of Mauritius) were evacuated in less than 48 hours, and almost 7,000 kitchens, catering to 9,000 shelters, were made functional overnight. This mammoth exercise involved more than 45,000 volunteers.

To put this mammoth structure in place, Telecommunications Consultants India Ltd, TCIL was awarded the Technical Consultancy for the implementation of the World Bank funded 'National Cyclone Risk Mitigation Project (NCRMP)' in Odisha by National Disaster Management Authority (NDMA), New Delhi in Jan 2014.

TCIL devised a robust communication strategy, selected appropriate technologies, identified



implementers and also undertook project monitoring and O&M. Capacity Building exercises were carried out regularly to ensure that people followed the protocols in place when the warnings come in which massively minimized the vulnerability of coastal communities. The project comprises of development of Last Mile Connectivity, Early Warning Dissemination System (EWDS) and Capacity building for Coastal Communities. The EWDS is an effective service to predict accurate timings of cyclone formation and when it will make landfall along the coastline. This early warning system enabled Odisha's State Disaster Management Team to accurately predict when the cyclone

formation began in the Bay of Bengal and near accurate time when it would hit the coastline in Odisha. This information helped them to be disaster ready and minimize loss of lives.

Fani cyclone is categorized as Category 4 (Extremely Severe cyclone) which is the 10th such cyclone to hit India in past 52 years. Cyclone Fani hit the Odisha coast in Puri district with a wind speed of around 175 kmph causing wide spread destruction. As many as 18168 villages with nearly 1,65,30,900 people were affected, 508467 houses were damaged and yet the human casualty reported was only 64, which considering the severity



of the cyclone could have been substantially higher. TCIL began work on the NCRMP in Odisha on 14th January 2019 in 6 Coastal Districts, 22 Coastal Blocks, 122 Multi-Purpose Cycl-one Shelters (MPCS) locations. Warnings to the coastal communities were disseminated by using alert sirens and location based text messages (sms) which helped the people to move to safer places and reduce casualties.

Major Technologies used in the EWDS system were:

- Alert Tower Siren System
- Digital Mobile Radio (DMR)
- Mass Messaging System which include Group Based Alert SMS (GBAS) system and Location Based Alert SMS system (LBAS)
- Satellite communication (Satellite Based Mobile Data Voice Terminals)
- Universal Communication Interface (UCI)

Functioning of EWDS during 'FANI' Cyclone

LBAS (Location Based Alert SMS)
The LBAS system was installed at the State Emergency Operation

Center, using which the Revenue Disaster Management Dept. was able to send 1.2 Crore Location Based Alert SMS messages in vulnerable areas in a short span of 24 hours. This played a major role in effectively communicating warning messages to the vulnerable population.

Alert Siren activation from SEOC (State Emergency Operation Center) and TEOC (Taluka

TCIL began work on the NCRMP in Odisha on 14th Jan. 2019 in 6 Coastal Districts, 22 Coastal Blocks, 122 Multi - Purpose Cyclone Shelters (MPCS) locations. Warnings to the coastal communities were disseminated by using alert sirens and location based text messages (sms) which helped the people to move to safer places and reduce casualties.

Emergency Operation Center)

122 Alert Sirens were triggered from the SEOC for mass communication to the Coastal communities and villagers before the arrival of Cyclone Fani covering 438 villages and a population of nearly 11.65 lakhs.

Digital Mobile Radio (DMR)

The DMR connectivity from SEOC to Block level was made available through Odisha State Wide Area Network (OSWAN) link and from Block to last mile through radio interface.

The DMR technology is used pre-cyclone. The DMR hand sets were extensively used for making calls like one to one and one to many (Group calls) between SEOC, 6 DEOCs, 21 Blocks and 122 MPCS locations during pre-cyclone.

Satellite Based Mobile Voice Data Terminal (SBMDVT)

Post disaster, when the communication lines broke down at many places, the Revenue department and the OSDMA (Odisha State Disaster Management Authority) was able to communicate via SBMDVT. As many as 2,26,88,362 SMS messages were sent out.

Conceptualizing the EWDS for multiple rural communities living in near inaccessible and unconnected terrain was challenging, but seeing its use and benefit during the 'Titli and Fani' cyclones, made the effort extremely satisfying.

Today TCIL is working with several other state governments viz; Goa, Maharashtra, Karnataka, Kerala and other coastal regions to develop, customize and implement the EWDS. ■

¹ <https://www.business-standard.com>

पीएसयू सुधार के लिए सिर्फ

विनिवेश पर भरोसा काफी नहीं



नितिन प्रधान
राष्ट्रीय ब्यूरो प्रमुख
दैनिक जागरण

पब्लिक सेक्टर के उद्यम एक बार फिर चर्चा में हैं। चर्चा दो वजहों से है। पहली केंद्र की नई सरकार की नीतियों के लिहाज से और दूसरे, हाल में आये नतीजों में कई सरकारी कंपनियों के प्रदर्शन में अभूतपूर्व सुधार के रूप में। सरकार की नीतियों के लिहाज से इन कंपनियों के सामान्य और रणनीतिक विनिवेश को लेकर चर्चा है। सरकार चाहती है कि घाटे में चल रही और बंद हो चुकी सरकारी कंपनियों की रणनीतिक बिक्री कर दी जाए। इसके अतिरिक्त सरकार ने चालू वित्त वर्ष के लिए 90 हजार करोड़ रुपये विनिवेश से जुटाने का लक्ष्य रखा है। इसकी पूर्ति के लिए भी सरकार कई पब्लिक सेक्टर इकाइयों में विनिवेश करना चाहती है। दूसरी तरफ तीन साल तक घाटा उठाने वाली स्टील सेक्टर की देश की सबसे बड़ी सरकारी कंपनी स्टील अथॉरिटी ऑफ इंडिया यानी सेल ने इस वर्ष अपना कायापलट कर लिया है। कंपनी ने इस अवधि में दो हजार करोड़ रुपये से भी अधिक का मुनाफा कमाया है। मेटल क्षेत्र की कई अन्य सरकारी कंपनियों ने भी इस बार बेहतर प्रदर्शन किया है।

ये दोनों ही तथ्य परस्पर विरोधाभासी लगते हैं। एक तरफ ऐसे उपक्रम हैं जो वर्षों के प्रयासों के बावजूद अपने प्रदर्शन में सुधार कर पाने में विफल रहे

हैं। सरकारी मदद और विभिन्न पैकजों के बावजूद इन कंपनियों का पुनरोद्धार नहीं हो पाया। स्थिति इतनी बिगड़ गई है कि कई उपक्रमों को बंद करने का फैसला करने के बाद भी सरकार इनसे बाहर नहीं निकल पा रही है। वजह, इन कंपनियों के लिए उपयुक्त खरीदारों का नहीं मिलना है। सरकार पिछले कई वर्षों से इनकी रणनीतिक बिक्री के प्रयास भी कर रही है। बावजूद इसके इसमें सफलता नहीं मिल रही। दूसरी तरफ ऐसे भी उपक्रम हैं जो गले तक वित्तीय दबाव में फंसने के बावजूद न केवल उसमें से बाहर निकले हैं बल्कि दूसरों के लिए आदर्श भी बने हैं। सेल ने इस दिशा में एक बेहतर उदाहरण प्रस्तुत किया है।

इन दोनों ही परिदृश्यों की मूल वजह दरअसल एक ही है। यह है किसी भी कंपनी का बेहतर प्रबंधन और उसके नेतृत्व की काबिलियत। इसमें सरकार की तरफ से की जाने वाली नीतिगत और वित्तीय मदद लक्ष्य तक पहुंचने में मददगार साबित होती है। जिन सरकारी कंपनियों ने अपना पुनरोद्धार किया उनमें उपरोक्त कारक ही कारगर साबित हुए हैं। चाहे वह सेल हो या फिर सात आठ वर्ष पूर्व में कायापलट करने वाली एनबीसीसी। ऐसी ही कई दूसरी कंपनियां भी हैं जिनके प्रबंधन ने अपनी काबिलियत से अपनी तस्वीर को

बदल दिया है। इंजीनियरिंग क्षेत्र के बड़े सार्वजनिक उपक्रम भारत हेवी इलेक्ट्रिकल्स को भी इसी नजरिये से देखा जाना चाहिए। लेकिन क्या ऐसे नतीजे पाना इतना ही सरल है? कतई नहीं।

आजादी के बाद के इन 72 वर्षों में देश में सार्वजनिक उपक्रमों की संख्या में भी विस्तार हुआ है और नई अर्थव्यवस्था में इनकी भूमिका भी नए सिरे से व्याख्यायित हुई है। खासतौर पर कुछ खास क्षेत्रों मसलन पेट्रोलियम, इंजीनियरिंग, स्टील व बिजली निर्माण, खनिज उत्खनन जैसे क्षेत्रों में सरकारी कंपनियों ने देश में ही नहीं दुनिया भर में अपनी क्षमता का लोहा मनवाया है। हालांकि प्रबंधन की कमजोरी और प्रतिस्पर्धा में पिछड़ने की वजह से इस क्षेत्र के लिए दिक्कतें भी पैदा हुई हैं। लेकिन कमोबेश इस बात को स्वीकार करने में किसी को हिचक नहीं होनी चाहिए कि देश के औद्योगिक विकास के साथ साथ अर्थव्यवस्था को एक मजबूत आधार देने में आज भी सार्वजनिक उपक्रमों की अहम भूमिका है।

यह सही है कि निजी क्षेत्रों की तुलना में सार्वजनिक उपक्रमों में प्रबंधकीय क्षमताओं को लेकर सवाल खड़े होते रहे हैं। काफी हद तक इसे सही माना भी जा सकता है। लेकिन पूरे क्षेत्र के

प्रदर्शन को इसी नजर से देखना सही नहीं होगा। अन्यथा समय समय पर सार्वजनिक उपक्रमों की नीति में हुए सुधारों के बाद ये कंपनियां अंतरराष्ट्रीय स्तर पर प्रतिस्पर्धा में हिस्सेदारी नहीं कर रही होती। यह सार्वजनिक उपक्रम में हुए सुधारों का ही नतीजा है कि आज भारत हेवी इलेक्ट्रिकल्स लिमिटेड, ओएनजीसी, स्टील अथारिटी आफ इंडिया, एनटीपीसी, पावरग्रिड और इंजीनियर्स इंडिया लिमिटेड समेत सार्वजनिक क्षेत्र की कई कंपनियां आज वैश्विक अर्थव्यवस्था में अपना स्थान बना चुकी हैं। नई सरकार के गठन के बाद एक बार फिर सार्वजनिक उपक्रमों में सुधारों को लेकर चर्चा शुरू हो गई है। लेकिन फिलहाल यह चर्चा केवल विनिवेश तक ही सीमित है। जबकि सार्वजनिक उपक्रमों की मौजूदा स्थिति को देखते हुए कुछ ऐसे बिंदु हैं जिन पर तत्काल ध्यान दिए जाने की आवश्यकता है। इनमें बीमार सार्वजनिक उपक्रमों को लेकर स्पष्ट नीति, पीएसयू प्रबंधन को प्रशासनिक मंत्रालयों की जकड़न से निकालना, उनमें उत्तराधिकार की एक स्वतंत्र और सुस्पष्ट नीति जैसे मुख्य विषय शामिल हैं। एक और विषय जिस पर हालांकि केंद्र सरकार की भूमिका बहुत अधिक नहीं है, वो है राज्यों में सार्वजनिक उपक्रमों की हालत में सुधार। एक-दो राज्यों को छोड़ दें तो इस पर बहुत ज्यादा काम अभी होना बाकी है। केंद्र की भूमिका इस मामले में सलाहकार की हो सकती है क्योंकि असल काम इस क्षेत्र में राज्य सरकारों को ही करना है। लेकिन खुद केंद्रीय सार्वजनिक उपक्रम इस काम में बड़ी भूमिका अदा कर सकते हैं। यदि अपने अपने क्षेत्र के सफल उपक्रम राज्यों के उन्हीं क्षेत्रों के उपक्रमों को मदद करें तो संयुक्त उद्यम रणनीति के जरिए राज्यों के उपक्रमों को उबारा जा सकता है। ऐसा होता है तो यह देश की सकल जीडीपी को नई ऊंचाई तक ले जाने में मददगार साबित होगा।

आजादी के बाद के इन 72 वर्षों में देश में सार्वजनिक उपक्रमों की संख्या में भी विस्तार हुआ है और नई अर्थव्यवस्था में इनकी भूमिका भी नए सिरे से व्याख्यायित हुई है। खासतौर पर कुछ खास क्षेत्रों मसलन पेट्रोलियम, इंजीनियरिंग, स्टील व बिजली निर्माण, खनिज उत्खनन जैसे क्षेत्रों में सरकारी कंपनियों ने देश में ही नहीं दुनिया भर में अपनी क्षमता का लोहा मनवाया है।

हालांकि प्रबंधन की कमजोरी और प्रतिस्पर्धा में पिछड़ने की वजह से इस क्षेत्र के लिए दिक्कतें भी पैदा हुई हैं। लेकिन कमोबेश इस बात को स्वीकार करने में किसी को हिचक नहीं होनी चाहिए कि देश के औद्योगिक विकास के साथ साथ अर्थव्यवस्था को एक मजबूत आधार देने में आज भी सार्वजनिक उपक्रमों की अहम भूमिका है।

सार्वजनिक उपक्रमों में सुधार की दिशा में दूसरी सबसे बड़ी जरूरत इनके अधिकारों का दायरा व्यापक बनाने का है। आज के वैश्विक अर्थव्यवस्था के माहौल में त्वरितनिर्णयों की भूमिका कंपनी को आगे बढ़ाने में काफी अहम होती है। साथ ही अंतरराष्ट्रीय स्तर पर होने वाली बिजनेस बैठकों में कंपनी प्रबंधन की मौजूदगी काफी मायने रखती है। लेकिन मंत्रालयों से विदेश दौड़ों के लिए स्वीकृति लेने की अनिवार्यता के चलते पीएसयू का शीर्ष प्रबंधन इन मौकों पर अपनी उपस्थिति बनाने से चूक जाता है। ऐसे में घरेलू और निजी प्रतिस्पर्धा में खड़े होने की उनकी क्षमता प्रभावित होती है। ये मौके कंपनी को आगे बढ़ाने में सहायक होते हैं। इसलिए यह जरूरी है कि महाप्रबंधक स्तर पर विदेश दौड़ों का

निर्णय कंपनी के निदेशक बोर्ड के विवेक पर छोड़ दिया जाना चाहिए। कंपनी के हित में फैसले करने का सबसे उचित मंच वही है।

सार्वजनिक उपक्रमों में सुधार के क्रम में कंपनियों को प्रशासकीय मंत्रालयों की जकड़न से भी पूरी तरह मुक्त किया जाना जरूरी है। दरअसल खुली और प्रतिस्पर्धी अर्थव्यवस्था में सार्वजनिक कंपनियों को काम करने की पूरी स्वतंत्रता होनी चाहिए। पेशेवर प्रबंधन के साथ ये कंपनियां बाजार में निजी कंपनियों से मुकाबले को खड़ी हैं। इसलिए इन कंपनियों के कामकाज और कारोबारी नीति तय करने में सरकार की कोई भूमिका नहीं होनी चाहिए। यह पूरी तरह प्रबंधन का दायित्व और उनकी जवाबदेही होनी चाहिए। चूंकि सरकार इन कंपनियों के प्रमोटर की भूमिका में है और सबसे बड़ी शेयरधारक है लिहाजा प्रबंधन उसके प्रति जवाबदेह तो है। लेकिन कंपनी को विकास की दिशा में बनाए रखने के लिए वो क्या नीति बनाता है इसके लिए उसे बार बार अनुमति लेने के लिए सरकार के पास जाने की आवश्यकता नहीं होनी चाहिए। वैसे भी सरकार साल के शुरू में कंपनियों के साथ उनके प्रदर्शन को लेकर एमओयू करती है। इसलिए कंपनी को किस दिशा में बढ़ना है यह पहले ही स्पष्ट हो जाता है।

अंततः कंपनी के प्रदर्शन की दिशा उसके प्रबंधन की क्षमता और कौशल पर ही निर्भर करता है। सेल, भेल, नाल्को समेत तेल कंपनियों का प्रबंधन यह साबित कर चुका है। लेकिन इसके लिए सरकार को भी अपनी नीति में सकारात्मक रुख अख्तियार करना होगा। सबसे अधिक आवश्यकता सही अर्थों में विनिवेश की नीति को लागू करने की है। इक्विटी स्वैप का तरीका सरकारी खजाने को भरने के लिहाज से तो ठीक हो सकता है। लेकिन सार्वजनिक उपक्रमों की सेहत सुधारने की दिशा में यह कतई कारगर साबित नहीं हो सकता। ■

SCOPE Organizes Program on Companies Act & SEBI Regulations

The provisions under the Companies Act, 2013 and the SEBI Regulations have been developed and formulated with an intent of promoting and laying a strong foundation of governance, accountability and transparency which brings onerous responsibilities on the shoulders of management requiring them to attain and possess in-depth knowledge of Companies (Incorporation) Amendment Rules including E-form ACTIVE, SEBI (Prohibition of Insider Trading) Regulations, 2015 and SEBI (LODR) Regulations which will help them to focus on the profitability, accountability and global competition. Keeping this in sight as well as the number of provisions being applicable to Public Sector Enterprises (PSEs) and any breach thereof attracting penalty, it becomes imperative to understand the compliances in detail, rendering the corporate and enterprises fully compliant. SCOPE, therefore, in association with the Institute of Company Secretaries of India (ICSI) jointly organized program on 'Recent Developments under Companies Act 2013 and SEBI Regulations' on 10th June, 2019 at SCOPE premises. The dignitaries who addressed the opening session included Dr. U.D. Choubey, Director General, SCOPE, Mr. Pradeep Ramakrishnan, GM, CFD-CMD, SEBI, Mr. Ashok Kumar Dixit, Officiating Secretary, ICSI, and Mr. NPS Chawla, Council Member, ICSI.

Dr. U.D. Choubey, Director General, SCOPE in his address said that Company Secretaries are at the front desk of a company. He said the compliance of the Corporate Governance lies on four pillars: Transparency, Integrity, Accountability and Responsiveness. Dr. Choubey said that PSEs comply with right norms of corporate governance. Also recently government has appointed large many Independent Directors including Women Directors on the Board, he added. CS Ashok Kumar Dixit, Officiating Secretary, ICSI gave the program perspective. Mr. Dixit said that we are responsible for our stakeholders. He advised the gathering that Company



Dr. U. D. Choubey, DG, SCOPE, Mr. Pradeep Ramakrishnan, GM, CFD-CMD, SEBI, Mr. Ashok Kumar Dixit, Officiating Secretary, ICSI, and Mr. NPS Chawla, Council Member, ICSI during the inaugural session.

Secretaries should carry their work with utmost sincerity and use their digital signatures with caution. Talking about the code

of conduct of professionals, Mr. Dixit said that one should read the laws and procedures of Companies Secretaries Act.



(From L to R): Dr. U. D. Choubey, DG, SCOPE, Mr. Ashok Kumar Dixit, Officiating Secretary, ICSI, Mr. Pradeep Ramakrishnan, GM, CFD-CMD, SEBI and Mr. NPS Chawla, Council Member, ICSI addressing the inaugural session.

Ethics and Governance, he added, can't be taught and Company Secretaries should ensure that the Board follows its procedures in an ethical manner.

Mr. Pradeep Ramakrishnan, GM, CFD-CMD, SEBI in his address said that the impact on the corporate and PSEs in general has been very profound when it comes to corporate governance. Mr. Ramakrishnan said that SEBI has the view that all listed companies whether PSEs or private should be treated at par. He added that Government should look into corporate governance compliance in PSEs. Company Secretaries, he added, are the gatekeepers of upholding the corporate governance in a company.

CS NPS Chawla, Council Member, ICSI in his address said

that there have been many changes in Companies Act, and ICSI has been doing whatever it can to ensure smooth implementation of Companies Act. Decriminalization of offences under Companies Act, he said, should be looked at.

Following the inaugural session, a session was organized on Recent Amendments in Company Law– An Analysis and Impact on PSUs and The Companies (Amendment) Ordinance, 2019 which was addressed by CS Harish Kumar, Partner Designate, L & L Partners Limited.

CS. Pradeep Ramakrishnan, General Manager, CFD-CMD, SEBI addressed the session on Recent Amendments in SEBI Regulations – An Analysis and Impact on PSUs and Annual

Secretarial Audit Report and Annual Secretarial Compliance Report for Listed Entities and their Material Subsidiaries.

The third session was on Recent Developments under SEBI Regulations– An Analysis and Impact on PSUs and SEBI Regulations 2015 (Prohibition of Insider Trading) which was addressed by CS I. P. Singh, Additional General Manager & Former Company Secretary, BHEL.

It was followed by a final session on Directors and Officers Liability Insurance by Ms. Divya Tandon, Chief GM, Compliance Officer & Company Secretary, PGCIL.

The program was attended by large number of company secretaries of public sector enterprises.



**Dr. U.D. Choubey,
Director General, SCOPE made
a courtesy call to Shri Arvind
Ganpat Sawant, Union Minister
for Heavy Industries & Public
Enterprises.**



Second Steering Committee Meeting of SCOPE Corporate Communication Summit 2019 held

Standing Conference of Public Enterprises in its ongoing effort to promote the corporate communication efforts in PSEs has planned to organize Corporate Communication Summit 2019 on 2nd -3rd August 2019 at SCOPE headquarters. The steering committee chaired by Ms. Sumita Dutta, ED (CAD), SAIL and co-chaired by Mr. Pallab Bhattacharya, ED (Corp. Comm.), ONGC finalized the summit details in its 2nd Steering Committee Meeting held at IRCON headquarters. Senior Corporate Communication professionals from PSEs who are part of the steering committee



Members of SCOPE CC Summit Steering Committee.

also expressed their expectations from the summit. It is to be noted that SCOPE has also announced the winners of Corporate Communication Excellence

Awards which shall be given during the two day summit. Mr. P. K. Sinha, Summit Director thanked all the members of the committee for their support.

SCOPE Announces Winners of Corporate Communication Excellence Awards 2019: Sets New Benchmark



Mr. Bimal Julka, IAS, Information Commissioner and Chairman of the Jury (in the centre) along with other Jury Members at the Final Evaluation of the CC Excellence Awards 2019.

Corporate Communication (CC) has forged itself as an intrinsic part of the corporate world. From brand & image building to connecting its stakeholders, handling crisis, organizations rely heavily on Corporate Communication.

We at SCOPE understand the value CC Professionals bring to the table and therefore, SCOPE came up with SCOPE CC Excellence Awards in the year 2016. In its third edition this year, SCOPE enhanced the level of evaluation in order to bring more transparency, objectivity and also to create an ethical standard, instituted two tier evaluation of the entries received from PSUs across India.

The 183 entries from 57 Public Sector Companies in 12 categories had to go through a tough & objective evaluation process during the Preliminary Evaluation. Post Preliminary Screening, the entries again had to stand

the expectations of Final Jury Members. Both, the Preliminary and Final Jury Committee consisted of eminent personalities ranging from Civil Servants, Academicians, Communication and Media personalities. The



Jury Members of the preliminary evaluation process along with the SCOPE CC Excellence Awards 2019 team.

Project Director (ICSSR) ISID & Former Professor & Program Director, IIMC, Mr. Shishir Sinha, Sr. Deputy. Editor, The Hindu Business Line and Ms. Shruti Jain, Associate Prof., Times School of Media Bennett University. Mr. P. K. Sinha, Awards & Summit Director facilitated the final evaluation process. Subsequently the winners decided are as follows:

Preliminary Evaluation Process was judged by Mr. P. K. Sinha, SCOPE (CC Summit and CC Excellence Awards Director), Dr. Anand Pradhan, Associate Professor, IIMC, New Delhi, Mr. Rajat Gupta, Adviser, Business India and Mr. Rajeev Ranjan Jha, Editor, Nivesh Manthan. Following the preliminary round, during the Final Evaluation Process was carried out under the chairmanship of Mr. Bimal Julka, IAS, Information Commissioner: Former Secretary, I&B, GoI.

Other member of the jury committee were Mr. Satyendra Prakash, IIS, DG, Bureau of Outreach & Commendation (BOC), DAVP, GoI, Dr. K G Suresh, Former DG, IIMC, Prof (Dr.) J. Jethwaney,



Category 1	
BRAND BUILDING THROUGH INCLUSIVE GROWTH INITIATIVES	
First Prize	: NTPC Limited (Rihand)
Second Prize	: Central Coalfields Limited
Third Prize	: RINL (Vizag Steel)
Commendation	: MOIL

Category 7	
BEST HOUSE JOURNAL [ENGLISH]	
First Prize	: REC Limited
Second Prize	: MRPL
Third Prize	: HPCL

Category 2	
BEST CORPORATE COMMUNICATION CAMPAIGN & PROGRAM- INTERNAL COMMUNICATION	
First Prize	: BPCL
Second Prize	: REC Limited
Third Prize	: HPCL & SAIL

Category 8	
BEST HOUSE JOURNAL [HINDI]	
First Prize	: MDL
Second Prize	: HPCL
Third Prize	: WAPCOS

Category 3	
BEST CORPORATE COMMUNICATION CAMPAIGN & PROGRAM- EXTERNAL COMMUNICATION	
First Prize	: WAPCOS
Second Prize	: GRSE Limited
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Category 9	
BEST ANNUAL REPORT	
First Prize	: HPCL
Second Prize	: ONGC Limited
Third Prize	: Power Grid Corporation of India Limited & PFC Limited

Category 4	
INNOVATIVE STAKEHOLDER INTERFACE	
First Prize	: NTPC Limited & HPCL
Second Prize	: Northern Coalfields Limited
Third Prize	: NMDC Limited

Category 10	
SPECIAL BRAND BUILDING PUBLICATION	
First Prize	: Nuclear Power Corporation of India Limited
Second Prize	: Balmer Lawrie & Co. Limited
Third Prize	: NTPC Limited

Category 5	
CRISIS HANDLING	
First Prize	: WAPCOS
Second Prize	: SAIL
Third Prize	: PNB

Category 11	
BEST CORPORATE FILM	
First Prize	: GAIL (India) Limited
Second Prize	: ONGC Limited
Third Prize	: Naini Aerospace Limited (NAeL)

Category 6	
EFFECTIVE USE OF DIGITAL MEDIA	
First Prize	: GAIL (India) Limited
Second Prize	: Cotton Corporation of India Ltd
Third Prize	: REC Limited
Commendation	: Balmer Lawrie & Co. Limited

Category 12	
PUBLIC RELATION & CORPORATE COMMUNICATION PERSON OF THE YEAR	
Mr. Rajeev Goel, CGM, Public Relations & Corporate Communication Department, HPCL	

Conference Facilities at SCOPE Convention Centre

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

Auditorium



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

Mirza Ghalib Chamber



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

Tagore Chamber



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

Bhabha Chamber



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

Fazal Chamber



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

Business Centre



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

Banquet Hall



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

Annexe I



The Annexe-I having capacity of 25 Persons.

Annexe II



The Annexe-II having capacity of 25 Persons.

Tansen Chamber at UB



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

Amir Khusro Chamber at UB



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

For Booking & Tariff details please contact

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

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

STANDING CONFERENCE OF PUBLIC ENTERPRISES

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

New and Improved Conference Facilities at SCOPE Minar Convention Centre

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

Convention Hall



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

VIP Lounge



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

Board Room



Board room having “U” shaped table, with a sitting capacity of 55 delegates with modern facilities - projector, screen, table mic etc.

SCOPE Academy of Public Sector Enterprises



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

Meeting Hall



Meeting hall having “U” shaped table, with a sitting capacity of 60 delegates. Most widely used for small size meetings and training programmes, group discussion, power point presentations etc.

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

For Booking & Tariff details please contact

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

SCOPE Forum of Conciliation and Arbitration (SFCA)



SCOPE had set up an Arbitration Cell known as SCOPE Forum of Conciliation and Arbitration (SFCA) mainly to settle disputes between PSUs and its associates. This was inaugurated on 9th January, 2004 by Shri Santosh Gangwar, the then Hon'ble Minister of State for Heavy Industries, Public Enterprises and Parliamentary Affairs, which was attended by the then Secretary, Ministry of Heavy Industries and Public Enterprises, Joint Secretary, DPE, CMDs and other senior officers of Govt. of India and PSUs.

SFCA has framed its own rules prescribing consolidated fee structure and expenses with the assurance that arbitration proceedings shall be completed in the shortest possible time and shall be more economical in comparison to other institutions. A panel of expert Conciliators and Arbitrators has also been drawn which consists of retired Judges

of Supreme Court, High Court, retired Secretaries, Joint Secretaries of Govt. of India, Chief Executives, Directors and senior officials of Govt. of India and PSEs, besides Advocates and C.As and other professionals.

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

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

For further details please contact

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Ms. Radhika
Executive - Legal (SFCA)
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e-Mail: scopesfca@gmail.com

For booking and tariff details please contact

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(M) 9891781484, 24365739
e-Mail: sfcascopes@gmail.com

STANDING CONFERENCE OF PUBLIC ENTERPRISES

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

Union Minister for HI&PE, Reviews Performance of BHEL



Union Minister, HI&PE, Mr. Arvind Sawant reviewing BHEL's performance.

Union Minister of Heavy Industries & Public Enterprises, Mr. Arvind Sawant, reviewed the performance and the future readiness of Bharat Heavy Electricals Limited during a visit to the company's Corporate Office at New Delhi. Mr. Atul Sobti, CMD, BHEL and all Functional Directors on the Board of BHEL, welcomed the

Minister. The Minister was briefed about the performance trends of the company, diversification initiatives taken for enhancing competitiveness & growth, and building R&D capabilities. Mr. Sawant praised BHEL's proactive approach in diversification and advised to continue it to find new avenues of growth.

Minister of State for HI&PE, reviews Performance of BHEL

Minister of State for Heavy Industries & Public Enterprises and Parliamentary Affairs, Mr. Arjun Ram Meghwal, reviewed the performance and the future readiness of Bharat Heavy Electricals Limited during a visit to the company's Corporate Office at New Delhi. Mr. Atul Sobti, CMD, BHEL; Functi-



MoS, HI&PE and Parliamentary Affairs, Mr. Arjun Ram Meghwal reviewing BHEL's performance.

onal Directors on the Board of BHEL, and other senior officials welcomed the Minister. He was briefed about the performance trends of the company, diversification initiatives taken for enhancing competitiveness & growth, and building R&D capabilities. Mr. Meghwal appreciated BHEL's growth - oriented performance and assured it of full support. ■

Mr. Dharmendra Pradhan assumes charge as Steel Minister



Secretary, Steel, Mr. Binoy Kumar greeting the new Steel Minister, Mr. Dharmendra Pradhan and MoS, Steel, Mr. Faggan Singh Kulsate.

Union Minister of Steel, Mr. Dharmendra Pradhan took charge recently as Steel Minister. He was greeted by Minister of State for Steel, Mr. Faggan Singh Kulaste while assuming office. Secretary, Steel, Mr. Binoy Kumar, SAIL Chairman, Mr. Anil Kumar Chaudhary and Senior officials of Steel Ministry received the Minister. After assuming charge Mr. Dharmendra Pradhan was briefed by Secretary

Steel regarding the various aspects of the steel sector. Speaking to reporters while assuming charge Steel Minister said that the steel sector is plays a very important part in the growth of our economy and symbolises strength of the manufacturing sector. He further said that he will strive to achieve all the goals of the National Steel Policy after understanding the intricacies of the sector. ■



हिल (इंडिया) लिमिटेड

(पूर्व में मैसर्ज हिन्दुस्तान इन्सेक्टिसाइड्स लिमिटेड)
(भारत सरकार का उद्यम)



आई.एस.ओ 9001:2008 कंपनी एवं स्टार एक्सपोर्ट हाउस



कृषि रसायन

कीटनाशी

- हिलब्रॉन 36 एस एल (मोनोक्रोटोफॉस)
- हिलफॉव 18.5 ई सी (डाइफोथॉल)
- हिलमाला 50 ई सी (मेलाथिरॉन)
- हिलवेन 20 ई सी (क्लोरोपायरिफॉस)
- हिलबॉम 76 ई सी (डाइक्लोरोवांस)
- हिलपेट 75 एस पी (एसिफेट)
- हिलस्टार 25 डब्ल्यू जी (थियामेथोक्सेम 25% डब्ल्यू जी)
- हिलफॉस प्लस (प्रोफेनो + साइप्र)
- हिलब्लेज 25% एस सी (बूप्रोफेजिन 25% एस सी)
- हिलमिडा 17.8 एस एल (इमिडाक्लोप्रिड)
- हिलसाइप्रिन 10 ई सी (साइप्रमेथ्रिन)
- हिलसाइप्रिन 25 ई सी (साइप्रमेथ्रिन)

- हिलप्रिड 20 एस पी (एसीटमिप्रिड)
- हिलहल्डर (क्लोरोपायरिफॉस 50% + साइप्रमेथ्रिन 5% ई सी)
- हिलजेट (फिप्रोमिल जी आर)
- हिलकार्टेप (कार्टेप 4 जी आर)
- हिलजाफॉस 40 ई सी (ट्राइजोफॉस)
- हिलफॉस 50 ई सी (प्रोफेनोफॉस)
- हिलकार्टेप 4 जी (कार्टेप हाइड्रोक्लोराइड)
- हिलाम्बरा 5 ई सी (लाम्बरा - साइहैलोथ्रिन)
- हिलाम्बरा 2.5 ई सी (लाम्बरा - साइहैलोथ्रिन)

खरपतवार नाशी

- हिलपेंबी 30 ई सी (पेन्डीमेथालिन)
- हिलपिक 15 डब्ल्यू पी (क्लोथिनेप्रॉल)
- हिलफूरॉन 75 डब्ल्यू डी जी (सल्फोमल्फूरॉन)

- हिलटाक्नोर (बुटाक्नोर 50 ई सी)
- ट्रिनाथी-41 एस एल (ग्लाइफोसेट)
- हिलप्रेटी 50 ई सी (पेटीनाक्नोर)

फफूंदी नाशी

- हिलवेन एम-45 (मैकोजेब 75 डब्ल्यू पी)
- हिलकांपर 50 डब्ल्यू पी (कांपर ऑक्सीक्लोराइड)
- हिलनेट 75 डब्ल्यू पी (थियोफेनेट मिथाइल)
- हिलजिम 50 डब्ल्यू पी (कार्बेनडेजिम)
- हिलजॉल 5% ई सी (हैक्साकोनाजॉल)
- हिलमिल (मैकोजेब 64%+मेटालेक्जिल 8%)
- हिलपंच (मैकोजेब-63%+ कार्बेनडेजिम 12%)
- हिलब्लास्ट 75 डब्ल्यू पी (ट्राइसाइक्लोजॉल)
- हिलसल्ल 80 डब्ल्यू डी जी (सल्लर 80% डब्ल्यू डी जी)

बीज

- धान
- गेहूँ
- चना
- सरसों
- मूंग
- सोयाबीन
- मूंगफली
- हाइब्रिड मक्का

सब्जियों के बीज

- क्रेच बीन
- भिंडी
- धनिया
- पालक
- मूली इत्यादि

उर्वरक

- यूरिया
- एस एस पी
- डी ए पी
- एम ओ पी
- एन पी के
- हिलसोल्यूशन (एन 18-18-18) (एन 18-18-18) (एन 18-18-18)
- बेंटोमाइट सल्फाम

टेक्निकल्लस: मोनोक्रोटोफॉस, डाईकोफॉल, मेलाथिरॉन, एसीफेट, मैकोजेब
इमिडाक्लोप्रिड, बूप्रोफेजिन, क्लोरोपायरिफॉस, पेन्डीमेथालिन, ग्लाइफोसेट...

पेस्टिसाइड्स के सुरक्षित और उचित प्रयोग पर प्रतिज्ञा

हिल (इंडिया) लिमिटेड

रकोप कॉम्प्लेक्स, कोर-6, 7, लोदी रोड, नई दिल्ली-110003 (भारत), दूरभाष: 011-24361019, 24362100, www.hil.gov.in



PSEs Financial Performance during FY 2018-19

GAIL records highest ever Annual PAT of Rs. 6,026 crore

GAIL (India) Limited recorded its highest ever Profit after Tax of Rs 6,026 crore for the Financial Year 2018-19 in its journey of over three decades, a rise of 30 % from Rs. 4,618 crore in the last fiscal on the back of better physical performance in all segments and better realisations. The Company's turnover is up by 39% at Rs. 74,808 crore while Profit before Tax rose by 31% at Rs. 9,085 crore.



Mr. B. C. Tripathi, CMD, GAIL alongwith other Senior Officials of GAIL during the Press Conference.

During the year, the Company registered 14% growth in Natural Gas Marketing and 2% growth in Natural Gas Transmission volumes while sales quantity in Petrochemicals, Liquid Hydrocarbons (LHC) and LPG Transmission segment rose by 9%, 4% and 7% respectively. The increase in profit was mainly due to robust performance of Natural Gas Marketing segment duly supported by increase in profit from Natural Gas Transmission, LHC and Petrochemicals segments.

The earning per share is up by 30% from Rs. 20.48 to Rs. 26.72. The Board has recommended a final dividend of Rs. 1.77 per share (subject to approval of shareholders) on paid-up equity (pre bonus issue) making the total dividend for the year to Rs. 8.02 per share.

The Board has also recommended one fully paid-up Bonus share for every one equity shares held (subject to approval of shareholders).

On quarterly basis, GAIL recorded PAT of Rs. 1,122 crore in Q4 FY 18-19 increased by 10% vis-à-vis the corresponding period in the last fiscal.

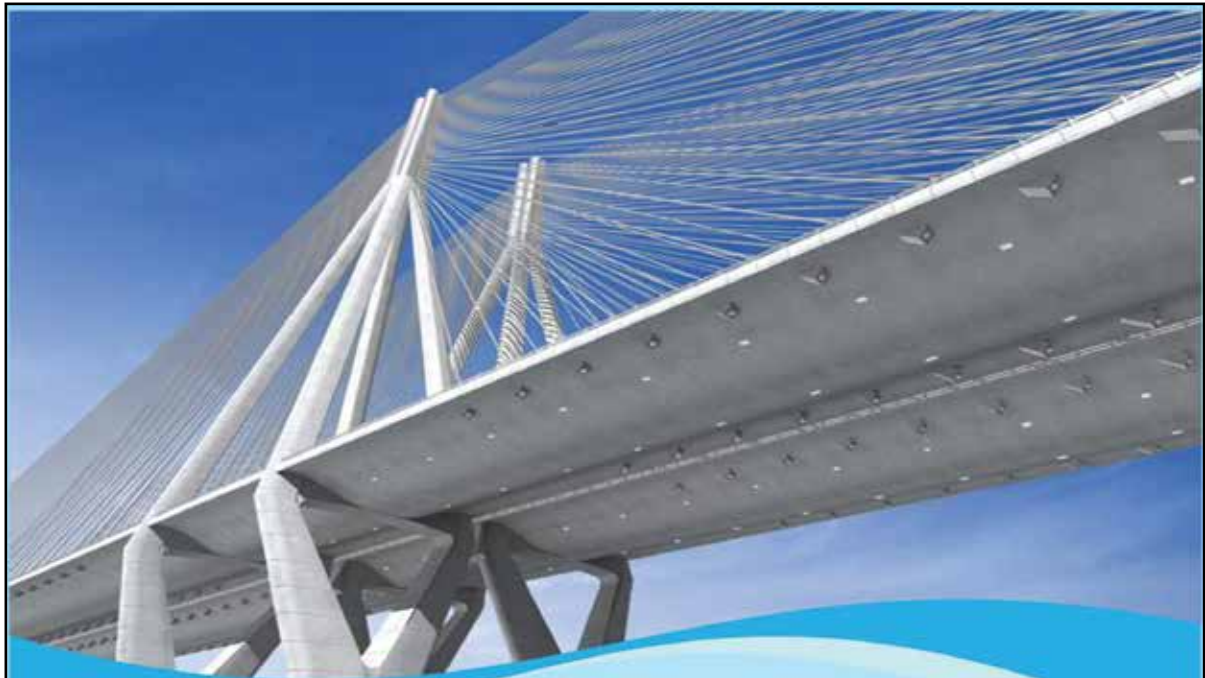
During the quarter, the Company registered growth in physical performance in all segments as compared to corresponding period of the previous year with Natural Gas Marketing up by 10%, Natural Gas Transmission volumes up by 3%, Petrochemicals sales up by 12%, Liquid Hydrocarbon Sales rising by 4% and LPG Transmission volumes increasing by 4%.

During the year 2018-19, the total consolidated group turnover stood at Rs. 75,912 crore while the Group PAT was Rs. 6,546 crore. CGD group companies IGL, MGL, GAIL Gas and Petronet LNG continued to add to the group profit. Taking together the impact, Earning per share as per consolidated statement is Rs. 29.03 in FY19 as against Rs. 21.28 per share in the previous year.

Mr. B. C. Tripathi, CMD, GAIL said that all segments contributed positively to the company's profit during the year. Gas Marketing, Gas Transmission, LHC and Petrochemicals Segments performed better than the last year due to improved physical performance coupled with better realisations in these segments. GAIL's PAT has registered consistent growth of over 30% year on year in each of the last three financial years.

CMD, GAIL, also added that GAIL has made a record Capex of Rs. 8,300 crore in the current FY 2018-19, mainly in the on-going pipeline projects of 5,500 kms, adding to a total investment of Rs. 32,000 crore in next couple of years.

GAIL Gas Ltd, 100% subsidiary of GAIL and its JV's have participated in 9th and 10th rounds of CGD bidding, winning in 15 and 8 Geographical Areas (GAs) respectively. The CGD portfolio will require an Investment of Rs. 12,000 crore.



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BHEL surges forward in its Transformational Journey

As a result of strategic initiatives taken, Bharat Heavy Electricals Limited (BHEL) has registered quantum growth in its profitability and entered several new business areas in fiscal 2018-19, ending the year with significant traction in growth drivers. The continued commitment and efforts to deliver on its purpose – to help in building a New BHEL, and a New India, have resulted in the company continuing on the path of improved performance.



Mr. Atul Sobti, CMD, BHEL

During the year, the company achieved a profit before tax (PBT) of Rs. 2,058 Crore, compared to a PBT of Rs. 1,585 Crore in the year before, registering a surge of 29.8%. Net profit (PAT) for the year stands at Rs. 1,215 Crore, against Rs.807 Crore in the previous fiscal, a 50.7% jump. Earning Per Share (EPS) for FY18-19 is Rs. 3.35 as against Rs. 2.20 in FY17-18, up by 52.3%. The topline has also grown by 5.4% to Rs. 29,349 Crore, as against Rs. 27,850 Crore in the previous year.

An interim equity dividend of 40% has been paid for 2018-19, on the equity following a bonus issue in the year before, maintaining the impeccable track record of rewarding investors by paying dividends uninterruptedly for over four decades. In addition, the company has recommended a final dividend of 60%, subject to the approval of shareholders. With this, the total dividend for the year 2018-19 would stand at 100%, on the equity. Significantly, the total dividend outflow for the year 2018-19 shall be the highest during the last six years.

NTPC surges ahead – Group Profit after Tax up by 20.3%

The Country's largest power generator - NTPC Ltd. which along with its group companies, has an installed capacity of 55126 MW, declared its audited annual financial results for FY19 along with the unaudited financial results for Q4 FY19 recently.

The Gross Generation of NTPC Group for FY19 was 305.90 Billion units as against 294.27 Billion units during the previous year. On consolidated basis, in FY19, the Total income was Rs. 97,537.34 crore as against the Total income of Rs. 89,641.59 crore during previous year, registering an increase of 8.81%. For NTPC Group, Profit After Tax for FY19 was Rs. 12,633.45 crore as compared to Rs. 10,501.50 crore in the previous year, registering an increase of 20.3%.

On Standalone basis, The Gross Generation of NTPC for FY19 was 274.45 Billion units as against 265.80 Billion units in the previous year thereby registering an increase of 3.26%. For Q4 FY19, NTPC generated 69.20 Billion Units as against 68.56 Billion Units generated in Q4 FY18. NTPC Coal stations achieved PLF of 76.68% in FY19 as against the National Average PLF of 61.07%.

On Standalone basis, for FY19, the Total income is Rs. 92,179.56 crore as against the Total income of Rs. 85,207.95 crore during previous year, registering an increase of 8.18%. For Q4 FY19, Total income is Rs. 22,545.61 crore as against Rs. 23,617.83 crore in Q4 FY18. Profit After Tax for FY19 is Rs. 11,749.89 crore as compared to Rs. 10,343.17 crore in the previous year, registering an increase of 13.60%. For Q4 FY19, Profit after tax is Rs. 4,350.32 crore as against Rs. 2,925.59 crore in Q4 FY18.

The Board of Directors of NTPC Ltd. has recommended a final dividend for FY19 @ 25% of paid-up share capital i.e. Rs. 2.50 per equity share of the face value of Rs. 10/- each, subject to the approval of shareholders in the Annual General Meeting scheduled to be held in the month of August 2019. The Company had paid an Interim Dividend @ of 35.80% of paid-up share capital i.e. Rs. 3.58 per equity share in February 2019. This is the 26th consecutive year of dividend payment by the Company.

Breaking new ground with cutting edge technology



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NMDC Limited
(A Government of India Enterprise)



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Oil India registers highest ever Revenue from Operations during FY 2018-19

Oil India Board in its 502th Board Meeting held recently approved the Q4 and FY 2018-19 results. The company has reported the highest ever Revenue from Operations during FY 2018-19 at Rs. 13,734.96 crore which is 29% higher as compared to Rs. 10,656.47 crore for FY 2017-18. There is an increase of 28.23% in EBITDA for FY 2018-19 at Rs. 6,918.81 crore as compared to EBITDA of Rs. 5,395.49 crore for FY 2017-18. EBITDA for Q4 FY 2018-19 is higher by 20.53% to Rs. 1,912.90 crore as compared to EBITDA of Rs. 1,587.02 crore for Q4 2017-18. Due to onetime actuarial deficit of Rs 1026.79 crore, shown as exceptional item, against EPS95, the PAT for FY2018-19 is Rs. 2,590.14 crore as compared to Rs. 2,667.93 crore for FY 2017-18. Crude Oil price realisation increased by US\$ 12.78/BBL to US\$ 68.50/BBL in FY2018-19 as compared to US\$ 55.72/BBL during FY2017-18. Crude oil realisation for Q4 FY 2018-19 is US\$ 61.76/BBL as compared to US\$ 64.93/BBL during Q4 FY2017-18. Crude price realisation in INR terms is higher by 33.37% to Rs. 4,789.52/BBL in FY2018-19 as compared to Rs. 3,591.15/BBL FY2017-18. Board of OIL has declared final dividend of Rs. 1.75 per share for 2018-19 in addition to interim dividend of Rs. 8.50 per share already paid on pre buy back share capital. Crude Oil production for FY2018-19 is 3.323 MMT which is 2.09% lower than the crude oil production of 3.394 MMT during FY 2017-18 due to environmental reasons. Natural gas production during FY2018-19 is 2,865 MMSCM, which is marginally lower as compared to 2,894 MMSCM during FY2017-18 due to short upliftment of natural gas by certain consumers.

REC declares its Annual Financial Results for FY19

The Board of Directors of REC Limited (Formerly Rural Electrification Corporation Limited) approved the audited standalone financial results for Q4 and 12M FY19 recently.

Closing the year on an impressive note, the Company has registered a Net Profit of Rs. 5,764 crore during the financial year 2018-19, as against Rs. 4,420 crore during the previous year. The growth

in the operational profits has been helped by 17% increase in the loan book of the Company, which has grown to Rs. 2.81 lakh crore as at 31st March 2019, as against Rs. 2.39 lakh crore as at 31st March 2018. The interest coverage ratio of the Company has been strong at 1.52 as the Company clocked an Earnings per Share (EPS) of Rs. 29.18 during FY19.

The Net Worth of the Company stands at Rs. 34,303 crores as on 31st March 2019. The Capital Adequacy Ratio has been at healthy levels of 17.77% as on 31st March 2019 to support the future growth of the Company. Healthy asset quality has always been on top priority for the Company. As a result, the Company has been able to sequentially improve the Net NPA levels from 3.96% as at 31st December 2018 to 3.79% as at 31st March 2019. The Provision Coverage Ratio against the credit-impaired assets under the Expected Credit Loss (ECL) framework stands at 47.66% as at 31st March 2019. Further, there are no indications of credit impairment in the loans to the Govt. sector, forming 88% of the loan book.

Talking about the results, Mr. Ajeet Kumar Agarwal, Chairman and Managing Director, said, "The sector has been passing through challenging times. However, the Company has been able to weather the stress in the power sector, keeping its key focus on asset quality. The Company has ended the financial year with record sanctions of Rs. 1.19 lakh crores during the year, which enables us to have healthy growth in the coming times. With a rich experience of 5 decades of energizing the power sector, the Company remains geared towards harnessing the opportunities across the power sector value chain.

Hind Copper net Jumps 83%

The audited financial result of Hindustan Copper Limited (HCL) for the financial year 2018-19 was approved by its Board of Directors in the meeting held recently. The Net Profit for the financial year 2018-19 was Rs. 145.74 crore with an increase of 83% over last year.

The Company's Net Revenue from operations was Rs. 1816.25 crore in 2018-19 which is best ever since its inception and is 9% higher than Rs 1670.48 crore last year. During the Q4, HCL has posted Profit Before Tax of Rs. 74.63 crore compared with Rs. 33.88 crore in Q4 of the corresponding period



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last year. The Company's operations have posted significant increase in EBITDA margin, during FY 19, the margin was 30% compared to 19% achieved in the last year. Operating Profit Margin during FY 19 was 14.19% compared to 6.23% achieved last year.

During the FY 2018-19, the Company has achieved a robust physical performance. The Copper Ore production was 41.22 lakh tonne which is highest in last 21 years and 12% higher than last year's 36.75 lakh tonne. The achievement of Ore production is in line with the production ramp-up plan of the Company to 200 lakh tonne.

Total Copper sales volume was 38,273 MT which is the highest in last 9 years and 5% higher than last year's 36,435 MT. During 2018-19, the Company earned record foreign exchanges of Rs. 842.67 crore as against Rs. 340.69 crore during FY 2017-18 which is mainly due to increased export volume of Copper Concentrate. During the year, Capex was Rs. 592.43 crore. The Malanjkhand underground mine project which is the flagship expansion project of the Company is progressing as per schedule. It is planned to commence production from the underground mine in FY 2019-20.

The Board of Directors has recommended payment of dividend @ 5.05% approx. on Net Worth, i.e. Re 0.52 per share on Rs. 5/- face value for the year 2018-19, for approval of shareholders in the Annual General Meeting.

NMDC'S Spectacular Performance in 2018-19

NMDC has produced and sold 32.36 million tonnes of iron ore during 2018-19 against production of 35.58 million tonnes and sales of 36.08 million tonnes during previous year.

The Company's turnover for the year 2018-19 is Rs.12,153 crore against Rs.11,615 crore during 2017-18, registering a growth of 5%.

NMDC's Profit Before Tax (PBT) for the year 2018-19 is Rs.7,198 crore against Rs.6,179 crore during 2017-18, registering an impressive growth of 17%. Similarly Profit After Tax (PAT) for the year 2018-19 is Rs.4,642 crore against Rs.3,806 crore during 2017-18, registering a record growth of 22%.

NMDC's turnover during the 4th quarter is Rs.3,643 crore comparable with turnover at Rs.3,883 crore of



Mr. N. Baijendra Kumar, IAS, CMD, NMDC addressing the Press in the presence of other senior officials of NMDC.

CPLY. NMDC has recorded Profit Before Tax (PBT) of Rs.2,197 Cr and Profit After Tax (PAT) of Rs.1,454 crore which are higher by around 10% & 31% respectively over 4th quarter of CPLY.

The Company's production of iron ore during the 4th quarter is 10.59 million tonnes (MT) registering a decrease of 7% over CPLY while sales of iron ore was 10.17 MT which is about 3% less than that of the CPLY.

The Audited Financial Results for the year 2018-19 were approved by the Board of Directors of the Company under the Chairmanship of Mr. N. Baijendra Kumar, IAS in its meeting held recently.

CMD, NMDC congratulated all the employees for their commitment, hard work and excellent efforts. These results definitely displayed NMDC's strong character to bounce back in spite of operational challenges. He thanked all the stakeholders for their support and specially thanked Ministry of Steel (GoI) and Chhattisgarh State Government for their support and guidance.

Garden Reach Shipbuilders and Engineers Limited announces Q4 & FY18-19 results

Garden Reach Shipbuilders & Engineers Limited, one of India's leading warship builder for Indian Navy and Coast Guard has announced its Financial Results for the Quarter & Year ended March 31, 2019.

Revenue from operations for the year ended March 31, 2019 stood at Rs.1386.43 crore, compared to

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Rs. 1349.66 crore during the same period last year.

The Company reported Earnings before Interest, Tax, Depreciation and Amortization (EBITDA) of Rs.211.16 crore 29% increased in FY 18-19, as against Rs 164.39 crore in FY 17-18.

The Company reported a healthy increase of 19% in its PAT to Rs. 109.93 crore for FY 18-19, as compared to Rs.92.40 crore in the FY 17-18. The Company's FY 18-19 PAT margin stood at a robust 7.93%, as against 6.85 % in FY18.

The Board of Directors of the Company has recommended a dividend of Rs. 5.10 per equity share of Rs. 10 each. This dividend is in addition to the interim dividend of Rs. 1.85 per equity share paid for the financial year.

The company has recently signed a contract for eight ASW-Shallow Water Craft for the Indian Navy with order value of Rs. 6311 crore. This new order has taken the book order position of the company to a level of more than Rs. 27,500 crore as of date.

BEL achieves Rs. 11,789.22 crore turnover in FY 2018-19

Bharat Electronics Limited (BEL) achieved a turnover of Rs.11789.22 crore (audited) for the ended F.Y. 2018-19 registering a growth of 16.90% over the turnover of Rs.10084.84 crore achieved in the previous year.

The profit after tax (PAT) for the year ended F.Y.2018-19 stood at Rs.1927.29 crore as against Rs.1399.29 crore, registering an increase of 37.73% over previous year.

For the quarter ending March 19, the Company achieved a turnover of Rs.3772.60 crore as against Rs.3427.97 crore for the corresponding quarter of the previous year. The Profit after tax (PAT) stood at Rs.668.62 crore as against Rs.558.74 crore for the corresponding quarter of the previous year.

The Company has paid an interim dividend of Rs.1.70 per share for the F.Y. 2018-19 and the Board has recommended further amount of Rs.1.70 per share as final dividend for the year 2018-19 at the meeting held recently, subject to approval in the AGM. The total dividend payout for F.Y. 2018-19 works out to Rs. 3.40 per share, as against Rs. 2.00 per share in the previous year. The dividend payout is 42.98 % on PAT as against 35.06% for the previous year.

The order book position as on 01.04.2019 is Rs.51798 crore. With a healthy order book position and the projects in pipeline the Company is poised for a sustaining growth in the coming years with commensurate profitability.

During the year the Company has successfully completed the supply of Electronic Voting Machine (EVM) and Voter Verifiable Paper audit Trail (VVPAT) within a stringent delivery schedule to meet the requirement of Election Commission of India for the general elections.

POWERGRID's Profit after Tax crosses Rs. 10,000 crore, Gross Assets surpass Rs. 2,00,000 crore for first time on consolidated basis

Power Grid Corporation of India Limited (POWERGRID), crossed Rs.10,000 crore profit for the first time as it posted a Profit After Tax of Rs.10,034 crore on consolidated basis.

On a standalone basis, the Company posted Profit After Tax and Total Income of Rs. 9,939 crore and Rs.35,618 crore respectively for FY19 registering an increase of 21% & 16% respectively with respect to FY 2017-18.

During the year, POWERGRID capitalized assets worth Rs.25,869 crore including its subsidiaries. The Gross Assets of the Company increased to Rs.1,97,793 crore as at the end of FY19 from Rs.1,77,100 crore as at the end of FY18 on standalone basis. Capital expenditure for the year including subsidiaries was Rs.25,807 crore during the financial year.

The Company has proposed a final dividend of 25% (Rs.2.50 per share on a face value of Rs.10/- each) in addition to interim dividend of 58.3% (Rs.5.83 per share on a face value of Rs.10/- each) already paid for the financial year 2018-19.

During FY 2018-19, POWERGRID completed inter-regional transmission lines viz. 765 kV D/C Jharsuguda-Dharamjaygarh and 765 kV D/C Banaskantha-Chittorgarh thereby, enhancing the Inter-Regional Power transfer capacity by 8,400 MW. In addition, a number of major transmission lines were commissioned during the year, some of which include Angul-Jharsuguda, Aligarh-Orai,



Garden Reach Shipbuilders & Engineers Ltd.

(A Govt. of India Undertaking)

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Bhuj-Banaskantha, Tumkur (Pavagada)-Hiriyur, Farakka-Beherampur, Silchar-Melriat and Tezu-Namsai transmission lines.

With the use of state-of-the-art maintenance techniques, automation and digitization, POWERGRID maintained average transmission system availability of 99.71% for 2018-19.

As at the end of FY19, the total transmission assets of POWERGRID and its subsidiaries stood at 158,297 ckm of transmission lines, 245 sub-stations and 371,912 MVA of transformation capacity.

MMTC achieves Record Performance during 2018-19

During the year 2018-19, the revenue of MMTC from operations increased by 76% to Rs 28979 crore from Rs 16451 crore during last year. The Gross Profit from Operations for 2018-19 increased by 42% to Rs. 474 crore from Rs. 333 crore during last year. Profit after tax increased by 67% to Rs. 81.43 crore from Rs. 48.84 crore during last year on stand-alone basis. The company has reported consolidated Profit after Tax of Rs. 108.72 crore as against Rs. 37.52 crore during last year. The company has recommended dividend @30% on paid up equity shares capital for the year 2018-19.

NALCO beats Market Trends to Register Stellar Performance in 2018-19, Net Profit increase By 29%

According to the audited financial results for 2018-19, taken on record by the Board of Directors in a meeting held recently in New Delhi, during the FY 2018-19, National Aluminium Company Limited (NALCO) has registered a net profit of Rs. 1732 crore, a growth of 29%, i.e. Rs. 390 crore over last year's net profit of Rs.1342.19 crore. In 4th quarter the Company has earned a net profit of Rs. 233 crore. During the year, the Net sales turnover for the year is Rs.11,386 crore registering a growth of 21% over last year. Export earning of Rs. 4792.71 crore also registering a growth of 18 % over last year.

With 100% capacity utilization, NALCO's Panchpatmali Mines has achieved Bauxite excavation of 74.14 lakh MT, which is highest ever since

inception. Bauxite transportation has gone up to 72.31 lakh MT, which is also highest ever since inception. Company's Alumina Refinery has produced highest-ever 21.53 lakh MT of Alumina Hydrate and set a new record. Steam & Power Plant (SPP) of Alumina Refinery achieved highest ever net power generation. Further, Aluminium Smelter achieved highest cast metal production of 4.40 lakh MT in last 8 years. NALCO's Smelter has produced highest-ever Wire rod, billet, green anode, rodded anode, T-Ingot since inception. Wind power generation of 363 MU is also highest ever since inception. In short, year 2018-19 has been a year of new records in production since inception.

It may also be noted that NALCO has ended financial year 2018-19 on a strong performance in domestic sale which is highest-ever since inception. Total metal sale of 4.41 lakh MT registered a growth of 3.5% over last year and also Domestic sale of metal of 4.02 lakh MT registering a growth of 14.9% over last year are highest ever since inception. Further, as per the Public Enterprise Survey of Department of Public Enterprises (DPE), the Company has been rated as the 3rd Highest 'Net Foreign Exchange Earning CPSE' in the Country for the year.

SAIL bounces back into black with Net Profit of Rs. 2179 Crore during FY'19: Company optimistic for scaling greater heights

Steel Authority of India Limited (SAIL) has staged an impressive turnaround by clocking a Net Profit during the Financial Year 2018-19 after



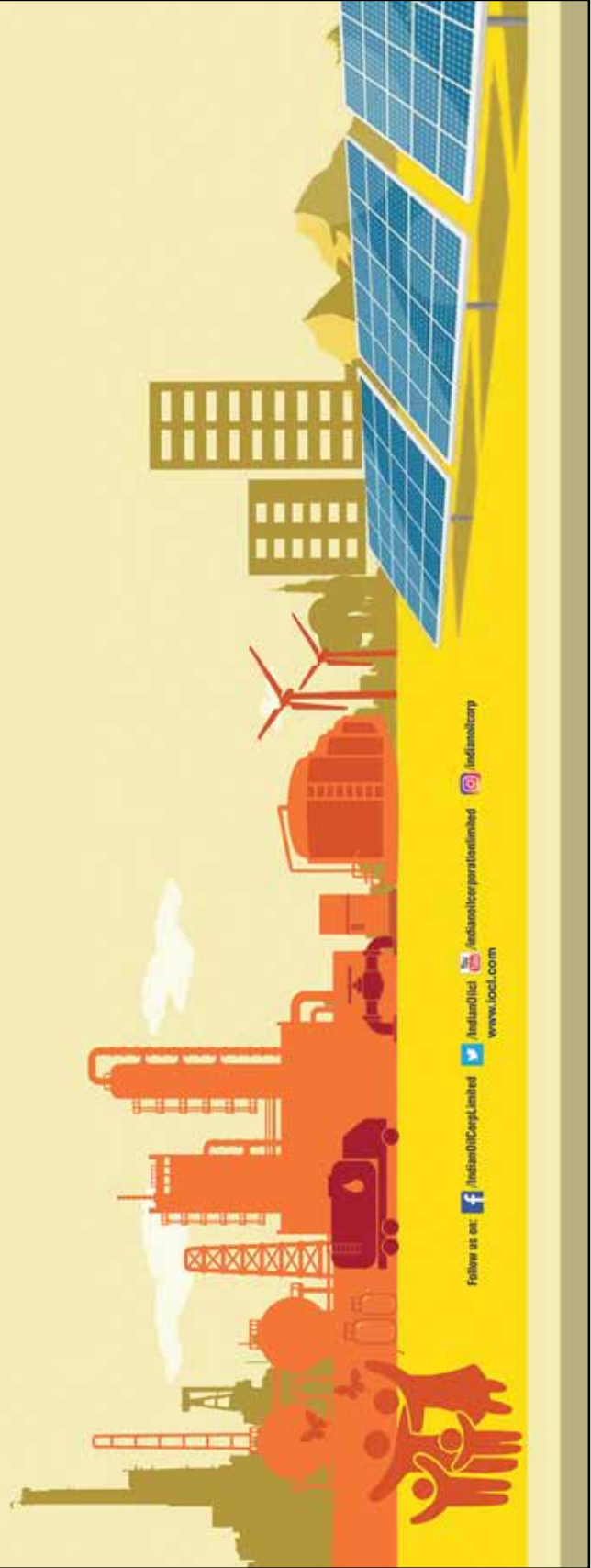
Mr. Anil Kumar Chaudhary, Chairman, SAIL.



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3 consecutive years of losses. Declaring its annual results recently the Company posted a Net Profit (Profit After Tax) of Rs. 2178.82 Crore in FY 2018-19 (FY'19) as against a net loss of Rs. 481.71 Crore in FY 2017-18. During the financial year 2018-19, intensive efforts on improving physical performance throughout the year in tandem with the market conditions made it possible to achieve higher volumes, improve the product-mix and increase the share of value-added steel.

Mr. Anil Kumar Chaudhary, Chairman, SAIL, dedicated the turnaround to organisational synergy and team work. He said, "The entire SAIL Collective worked in mission mode to achieve this turnaround. Together we have done it and it has strengthened our resolve to perform better in coming times. We all are committed to put SAIL into a higher orbit of performance. The performance during the last year gives us confidence to aim higher and we shall put in even greater efforts to ramp-up production from our sophisticated mills while focussing on augmenting production of special & valued added steels and niche products."

SAIL's operating margin grew by more than 100% in FY'19 over CPLY indicating an overall improvement in the performance.

Improvement in FY'19, giving an enriched product basket. A dedicated logistics set-up has been created by the Company to smoothly handle the increased despatches from higher level of production. In FY'19, SAIL had the highest ever production of 9.85 lakh tonnes of UTS-90 Rail.

In Q4 FY'19, SAIL posted a Net Profit of Rs. 468 crore. During this period, the EBITDA stood at Rs. 2461 crore and the turnover was Rs. 18,323 crore, a growth of 9% over CPLY. The Q4 FY'19 recorded growth of 10%, 8% and 14% in respect of production of hot metal, crude steel, and saleable steel respectively while sales grew at 13%.

NLCIL declares Financial Results for FY 2018-19

During the current FY 2018-19 the company has successfully commissioned 404 MW of Solar Power Plants in Tamil Nadu & Andaman and increased its renewable footprint from 291 MW to 695 MW. The Plant Load Factor (PLF) of Thermal Power Stations achieved 73.03% and 70.52% on standalone and consolidated basis respectively for the FY



Mr. Rakesh Kumar, CMD, NLCIL.

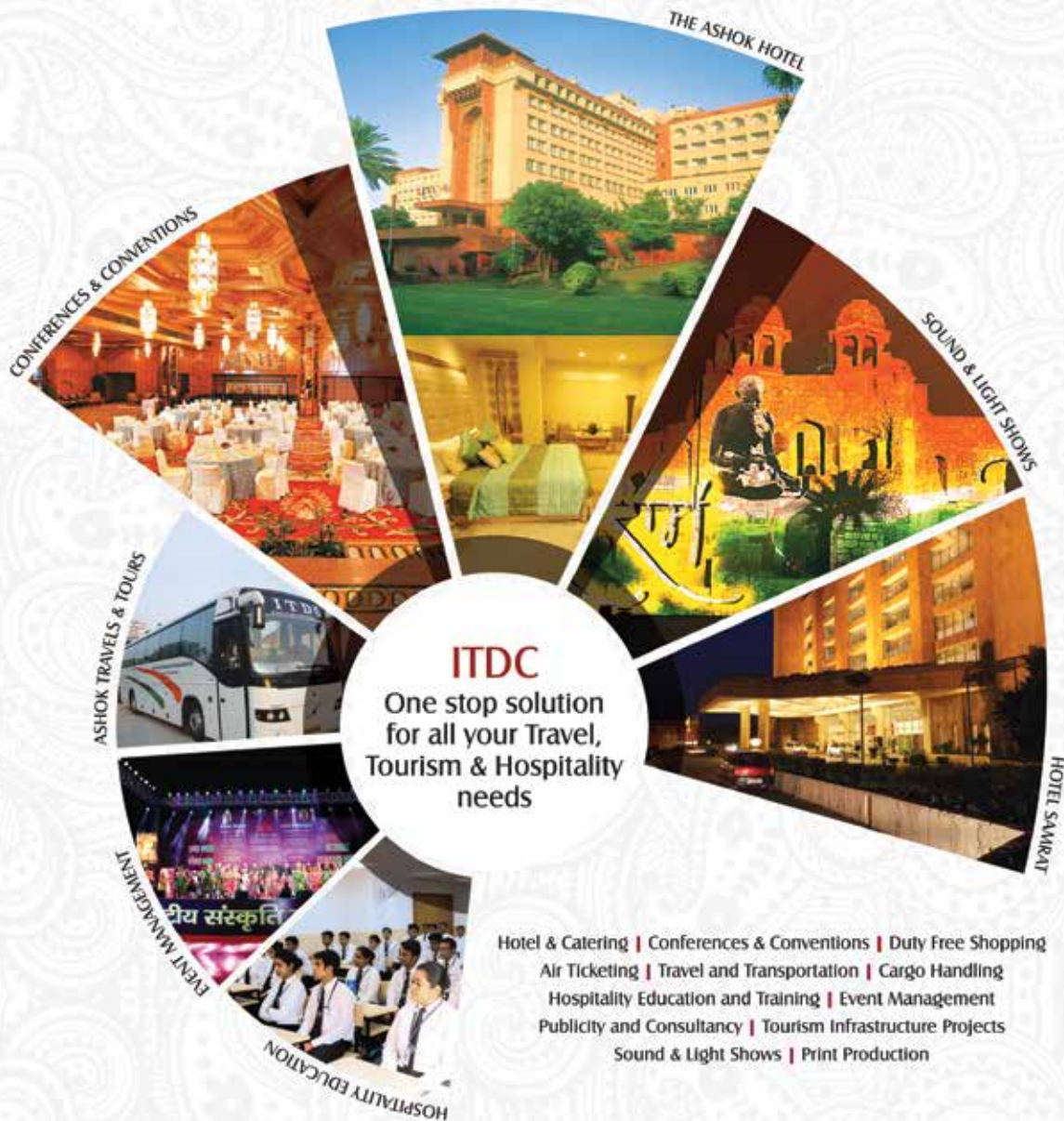
2018-19 against the National Average Thermal PLF of 61.07%. The Power generation achieved 20,677 MU as against 20,741 MU in the corresponding previous FY. Out of the total power generation, renewable power accounted for 585 MU against 200 MU in the previous FY. The Power export achieved 17,505 MU as against 17,419 MU in the corresponding previous FY. The Lignite Sales increased by 55% from Rs 372.57 crore to Rs 579.28 crore in the corresponding previous FY. Power surrender has reduced from 3525 MU to 2872 MU. The total revenue for the FY 2018-19 is Rs.8059.27 crore as against Rs.9083.05 crore in the corresponding previous FY. The dip in revenue is mainly on account of reduction of lignite transfer price (Rs.420 crore), implementation of IndAs 115 (Rs.658 crore) and non- applicability of clean energy cess (Rs.220 crore) in the current FY and having no impact on bottom line.

The profit for the year is Rs.1266.97 crore as against Rs.1848.78 crore in the corresponding previous FY. The dip in profit is mainly on account of lower plant availability, decrease in Lignite Stock and implementation of VRS. The Company achieved highest ever CAPEX of Rs. 7,111 crore during the FY 2018-19.

ITDC takes a big leap with threefold increase in standalone profits to Rs. 43.93 crore in FY 2018-19

India Tourism Development Corporation (ITDC), the public sector undertaking under the aegis of the Ministry of Tourism, posted a significant

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performance for the financial year 2018-19. Total Income stood at Rs. 371.72 crore as compared to Rs. 366.42 crore in last financial year. Revenue from operations stood at Rs. 349.96 crore as compared to Rs. 339.71 crore in the last fiscal. Corporation posted profit before tax (PBT) of Rs. 62.23 crore and profit after tax (PAT) of Rs.42.16 crore in 2018-19 against Rs.40.12 crore and Rs.17.71 crore respectively in the previous year.

This financial year the company earned an operating profit of Rs. 26.06 crore as against operating loss of Rs. 10.09 crore in the last financial year from continued operations.

The total comprehensive income for the financial year 2018-19 is Rs. 43.93*crore as against Rs. 13.22*crore during the previous year.

The results were announced in the Board Meeting of the company held recently at the Group's flagship hotel, The Ashok, New Delhi.

FY 2018-19 has been a crucial and important year for ITDC, especially in view of the ongoing disinvestment. The profit is result of several proactive initiatives taken by the organization during the year e.g. improvement in turnover, overall reduction in costs, process improvement, realignment of business policy & processes etc. to improve its productivity and efficiency.

The Corporation proposed a dividend of 21% amounting to Rs. 21.71 crore including tax as compared to 18.5% during last financial year.

DCIL doubles Profit

The Board of Directors of Dredging Corporation of India Limited (DCIL) have recommended for approval of the shareholders the annual results for the year 2018-19 in the Board Meeting held recently. The turnover of the Company for the year 2018-19 is Rs. 698.51 crore as against Rs.612.12 crore for the previous year 2017-18.

During 2018-19, the Company carried out dredging activities for Kolkata/Haldia Port, Cochin Port, Kamrajar (Ennore) Port, Paradeep Port, Cochin Shipyard, Visakhapatnam Port, Mongla Port (Bangladesh), Gujarat Maritime Board, Indian Navy- Kochi, Gangavaram Port, Mumbai Port etc.

The Profit after Tax for the year 2018-19 has more than doubled to Rs.44.59 crore as against Rs.17.14 crore for the previous year 2017-18. The earning

per share (EPS) of the Company has also more than doubled to Rs.15.92 per share for 2018-19 as against Rs.5.94 per share for the previous year 2017-18.

The Board has recommended a dividend @ 30% (previous year 20%) per equity share of Rs. 10 each i.e Rs. 3 (previous year – Rs. 2) per equity share for the year 2018-19 subject to the approval of the shareholders at the ensuing General Meeting.

NBCC reports 15.14 % rise in Profit for FY2018-19

NBCC (India) Ltd. announced its Audited Finance Results for the quarter and financial year ended March 31, 2019. For the financial year ended March 31, 2019, the company has reported standalone net profit of Rs. 384.11 crore as against net profit of Rs. 333.60 crore during the previous financial year, representing a healthy growth of 15.14 per cent. The standalone total income for the financial year 2018-19 stood at Rs. 7432.22 crore as compared to Rs. 6011.14 crore in the previous year, seeing a growth of 23.64 per cent. The consolidated total income for FY2018-19 stood at Rs. 10151.37 crore as compared to Rs. 8609.62 crore in the previous financial year. For the quarter ended March 31, 2019, the Company's standalone total income stood at Rs. 2424.09 crore as against Rs. 2223.32 crore of Q4 of the previous year. The net profit for the period stood at Rs. 152.75 crore as compared to Rs. 141.65 crore in the corresponding quarter in the previous year.

Commenting on the results, Mr. Rajendra Chaudhari, Director (Commercial), NBCC said, "In the FY19-20, we shall be extra determined and fast track our steps to successfully accomplish a strong market share growth as well as enhance our topline & bottomline numbers while fulfilling the expectations riding on NBCC by the government, our stakeholders and the citizens." Commenting on the results, Mr. Neelesh Shah, Director (Projects), NBCC said, "It is heartening that we have sustained the performance trajectory of the company and achieved commendable results in the past year." A preferred partner of the Government for infrastructure projects, NBCC's 93% of business revenue comes under PMC segment which has grown by leaps and bounds, touching an order book of more than Rs. 85,000 crore.

During FY18-19, NBCC bagged various projects like AIIMS- Bilaspur & Jharkhand, IIM-Ranchi & Vishakhapatnam, IIT Bhubhneswar,



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Promoting Academic Research Conversion to Enterprise (PACE)	Small Business Innovation Research Initiative (SBIRI)	Biotechnology Industry Partnership Programme (BIPP)
<p>Supports academia to develop technologies/products (up to PoC stage) of national importance and their subsequent validation towards commercialization through:</p> <ul style="list-style-type: none"> • Academic Innovation Research (AIR) Development of PoC by academia with/without the involvement of industry • Contract Research Scheme (CRS) Aims at validation of prototype/technology by the industrial partner 	<p>Supports industry for development of proof-of-concept and early stage validation of products/technologies of high societal relevance</p> <ul style="list-style-type: none"> • Encourages and strengthens R&D capabilities and capacity of smaller businesses • Funding in the form of Grant-in-aid is provided to start-ups, SMEs and other Biotech companies on cost sharing basis 	<p>Supports industry for high risk, transformational technology/product development from early to late stage validation leading to product commercialization</p> <ul style="list-style-type: none"> • Supports new and futuristic technology development with major social bearing but uncertain market driven demand • Biotech companies receiving financial support are required to contribute at least 50% of the total project cost

Who can apply?

For PACE

Academic institute, University, NGO, or Research Foundation, having proper registration/accreditation from a government body are eligible to apply either alone, or in partnership with academia or industry (*while involvement of industry is optional for AIR scheme, it is mandatory to have an industrial partner for CRS*)

For SBIRI & BIPP

A single or consortia of Indian company (ies) registered under "The Indian Companies Act 2013" with minimum 51% Indian ownership, and in-house R&D unit, are eligible to apply either alone, or in collaboration with another Company/Institute/University

How to apply?

Proposals for all the Schemes are required to be submitted **online only**. For scheme details and submission of proposal, please log on to BIRAC website (www.birac.nic.in).

Last date for submission of proposals

31st July, 2019

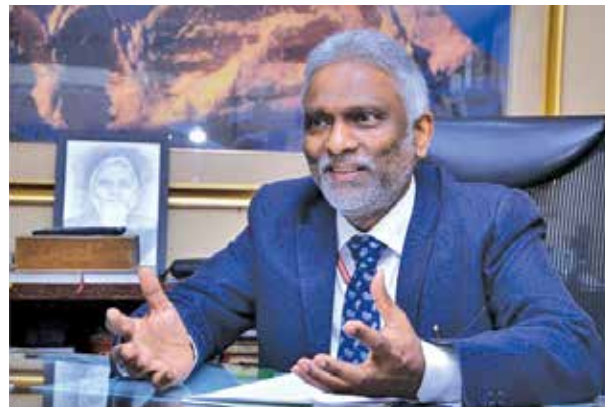
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infrastructure works under Raipur SMART city Limited, redevelopment of WHO Office, projects under Central govt schemes of PMGSY & Namami Gange and other projects in different Indian states. The company expanded its International orderbook in the FY18-19 bagging a Rs. 2000 crore project to build Mahatama Gandhi International Convention Centres in nine African nations and another order to construct the Indian Pavilion at the World Expo 2020 in Dubai. The company recently signed an agreement to construct three key projects in Mauritius worth USD 44 million (Rs. 304 crore approx.). The total value of projects won from April 2018 to March 2019 is Rs. 12427.42 crore. During the year, NBCC also forayed into large-scale residential projects by submitting Resolution Plan (RP) to acquire debt-ridden Jaypee Infratech Ltd., so as to deliver the houses for around 22,000 aggrieved homebuyers. During the year, NBCC acquired public sector company HSCC formerly known as Hospital Services Consultancy Corporation. HSCC, under the Ministry of Health and Family Welfare, is engaged in the provision of consultancy services in health-care and other social sectors in India and abroad with a vision to secure business synergies.

HUDCO posts Robust Financial Results in 2018-19

Dr. M. Ravi Kanth, CMD, HUDCO, shared the highlights of HUDCO's robust performance in 2018-19,



Dr. M. Ravi Kanth, CMD, HUDCO

wherein the company has witnessed a 17% rise in Net Profit that has touched an all-time high of Rs.1180 crore in 2018-19, from Rs.1010 crore in 2017-18. HUDCO has seen a 10% growth in its net worth that has reached Rs.10956 crore in 2018-19, from Rs. 9943 crore in 2017-18. The net total income also witnessed a jump of 33% to Rs. 5548 crore in 2018-19, from Rs. 4,171 crore in 2017-18.

HUDCO has disbursed Rs. 31,009 crore, which is a growth of 87% in 2018-19, from Rs.16,565 crore in 2017-18. The balance sheet size of HUDCO has seen a quantum jump of 49% to Rs.72829 crore in 2018-19, from Rs. 48915 crore in 2017-18. HUDCO's Net NPA is 0.50%, which is among the lowest in the sector. During the year 2018-19, a total of 20.68 lakh dwelling units were sanctioned, including EWS and LIG category, as against 8.88 lakh units in 2017-18.

NRDC pays Royalty of Rs. 9.72 Cr to DSIR & CSIR

National Research Development Corporation (NRDC) has paid Rs. 9.72 Crores to Department of Scientific and Industrial Research (DSIR), and Council of Scientific and Industrial Research (CSIR) towards Royalty share for commercializing their technologies to SMEs/Start-ups/Corporates for the year 2018-19, which is 27.8% higher than the last year. The cheque was presented to Dr. Shekhar C. Mande, Director General, CSIR & Secretary DSIR by Dr. H. Purushotham, CMD, NRDC. During the last 5 years NRDC paid Rs. 37.72 Crores Royalty to DSIR & CSIR.



Royalty cheque being presented to Dr. Shekhar C. Mande, DG, CSIR & Secretary, DSIR by Dr. H. Purushotham, CMD, NRDC.

PSEs Ink MoU

MoU between THDCIL & RITES

THDC India Ltd. has entered into a Memorandum of Understanding (MoU) with RITES Limited recently for "Consultancy Services for Detailed Engineering (DE) and Project Management Consultancy (PMC) for the proposed Railway Siding of Khurja Super Thermal Power Project (3X660 MW) in District Bulandshahr, (UP).



Mr. U. C. Kannaujia, GM (NCR), THDCIL and Mr. G. L. Goel, GGM (RPO-North), RITES exchanging the MoU documents in the presence of other senior officials.

The MoU was signed at THDC India Limited, NCR office, Kaushambi by Mr. U. C. Kannaujia, General Manager (NCR), THDC India Ltd. and Mr. G. L. Goel, Group General Manager (RPO-North), RITES Limited. Mr. Sanjay Singhal, AGM (Coal/Railway Siding) and Mr. Brij Mohan Singh, Sr. Engg. (Railway Siding) from THDCIL and Mr. Sushil Prasar, AGM, from RITES were also present on the occasion.

MoU for FY 2019-20 signed between SCI and MoS



Mr. Gopal Krishna, IAS, Secretary (Shipping) and Capt. Anoop Kumar Sharma, CMD, SCI during the MoU signing ceremony.

The Memorandum of Understanding (MoU) for the year 2019-2020 was signed between Ministry of Shipping (MoS) and The Shipping Corporation of India Ltd (SCI) recently at New Delhi. Mr. Gopal Krishna, IAS, Secretary (Shipping) and Capt. Anoop Kumar Sharma, CMD, SCI, signed the MoU in the presence of senior officials of Ministry of Shipping.

HIL signs MoU with Ministry of Chemicals & Fertilizers



Mr. P. Raghavendra Rao, Secretary (Chemicals), and Mr. S. P. Mohanty, CMD, HIL (India) Ltd. showing the MoU documents in the presence of other senior officials.

HIL (India) Ltd. signed the MoU-2019-20 with Ministry of Chemicals & Fertilizers recently. The MoU was signed between Mr. P. Raghavendra Rao, Secretary (Chemicals), and Mr. S. P. Mohanty, CMD, HIL (India) Ltd., in the presence of Mr. Samir Kumar Biswas, Joint Secretary (C&PC). Mr. D.K. Madan, Director (C&PC), and Dr. Vishal Choudhary, Manager (Corporate Planning & Q.A.), HIL were also present on the occasion.

AAI signs its Annual Performance Contract (MoU) for 2019-20 with Ministry of Civil Aviation

Airports Authority of India (AAI) signed its Annual Performance Contract i.e. Memorandum of Understanding (MoU) for the year 2019-20 with Ministry of Civil Aviation. The MoU was signed recently between Mr. Pradeep Singh Kharola, Secretary (Civil Aviation) and Dr. Guruprasad



Mr. Pradeep Singh Kharola, Secretary (Civil Aviation) and Dr. Guruprasad Mohapatra, Chairman, AAI exchanging MoU signed between MoCA and AAI in the presence of Sr. Officers of MoCA and Members of AAI Board.

Mohapatra, Chairman, AAI. On this occasion, senior officers from the Ministry of Civil Aviation and Board Members of AAI were also present.

MoU 2019-20 specifies various parameters and targets to be performed by AAI during the year. Apart from the targets in the field of Finance, Research & Development, Human Resource Development, Airport Service Quality (ASQ), Cargo and CPSE Conclave- 2018, AAI has undertaken an ambitious target of Rs. 5160 crore towards Capital Expenditure on airport infrastructure development.

ITI Limited inks MoU with Department of Telecommunications for the Year 2019-20

ITI Limited signed a Memorandum of Understanding (MoU) with the Department of Telecommunications, Ministry of Communications, Government of India for the year 2019-20. The



Ms. Aruna Sundararajan, Chairman, Digital Communications Commission & Secretary (Telecom) exchanging MoU with Mr. K. Alagesan, CMD, ITI Limited at Sanchar Bhavan, New Delhi.

MoU was signed by Ms. Aruna Sundararajan, IAS, Telecom Secretary and Chairman (Telecom Commission), Department of Telecommunications and Mr. K. Alagesan, Chairman and Managing Director, ITI Limited in the presence of senior officials from Department of Telecommunications at Sanchar Bhawan, New Delhi. The MoU envisages to achieve turnover and profit for the company for the year 2019-20 by giving greater thrust towards manufacturing of telecommunication equipment's and other emerging technology products in the Broadband, Internet of things etc. The MoU also focuses to drive the Make in India and Digital India initiatives of the Govt of India.

BHEL Signs MoU 2019-20 with Govt. of India



Dr. A. R. Sihag, Secretary, DHI, MoHI&PE and Mr. Atul Sobti, CMD, BHEL showing the MoU document in the presence of senior officials of DHI and BHEL.

Bharat Heavy Electricals Limited (BHEL) signed a Memorandum of Understanding (MoU) with Govt. of India outlining the performance targets for the year 2019-20 in New Delhi. The MoU was signed by Dr. A. R. Sihag, Secretary, Department of Heavy Industry (DHI), Ministry of Heavy Industries & Public Enterprises and Mr. Atul Sobti, Chairman and Managing Director, BHEL in the presence of senior officials of DHI and BHEL.

Hindustan Copper signs MoU for FY 2019-20

Hindustan Copper Limited signed a Memorandum of Understanding with the Ministry of Mines, Government of India recently, outlining the performance targets for the financial year 2019-20.



Mr. Anil Mukim, Secretary, Ministry of Mines, and Mr. Santosh Sharma, CMD, HCL, signing the MoU in the presence of Dr. N. K. Singh, Joint Secretary, Mr. Alok Chandra, Economic Adviser, and Ms. Farida. M. Naik, Director, Ministry of Mines.

The MoU was signed between Mr. Anil Mukim, Secretary, Ministry of Mines, and Mr. Santosh Sharma, Chairman and Managing Director, HCL, in presence of Senior Officers of the Ministry.

For the financial year 2019-20, target of Copper ore production is 51.5 lakh tonne which is 25% higher than the last year's achievement of 41.22 lakh tonne. The target of ore production is in line with the HCL's production ramp-up plan to 200 lakh tonne. The target for revenue from operations has been set at Rs. 2000 crore and Capex at Rs 600 crore to be spent mainly for mine expansion projects of HCL.

REIL inks MoU with Govt. of India for FY 2019-20

Rajasthan Electronics & Instruments Limited has signed performance MoU for the financial year 2019-20 with the Department of Heavy Industry, Ministry of Heavy Industries & Public Enterprises Govt. of India & has set yet another highest target



Dr. A. R. Sihag, Secretary, DHI, MoHI&PE and Dr. A. K. Jain, Managing Director, REIL alongwith the MoU documents.

with 18% growth in revenue from operations and 31% growth in profit. Dr. A. K. Jain, Managing Director, REIL signed MoU for performance targets of the Company for the year 2019-20 with Dr. A. R. Sihag, Secretary, Department of Heavy Industry, Ministry of Heavy Industries & Public Enterprises, Government of India at New Delhi.

On this occasion, Dr. Jain stated that Company will strategically contribute in e-mobility mission of the Government of India through manufacturing & setting up of EV Charging Infrastructure under FAME Scheme. The Company also look forward to contribute in Skilling India mission by bridging the skill gap at various levels in the areas of Agro Electronics, Renewable Energy & E-mobility and hence, creating employment opportunities to bring livelihood for masses, in addition to its on-going activities aligned with national missions such as Make in India, National Solar Mission, National Dairy Plan, Digital India and Swachh Bharat Mission.

On this occasion, Dr. Jain assured Hon'ble Secretary that the Company will continue to move on progressive path and will achieve set targets with the support of Government of India, State Government, other stake holders and dedicated team of REIL employees.

NSIC signs MoU with Ministry of MSME for the year 2019-20



Mr. Ram Mohan Mishra, AS & DC (MSME) and CMD, NSIC with Dr. Arun Kumar Panda, Secretary, MSME during the MoU signing ceremony in the presence of other senior officials of NSIC and MSME.

The National Small Industries Corporation Limited (NSIC) signed the Memorandum of Understanding (MoU) with Ministry of Micro, Small and Medium Enterprises (MSMEs) for the year 2019-20. The MoU was signed by Mr. Ram Mohan Mishra, AS & DC



(MSME) and CMD (NSIC) with Dr. Arun Kumar Panda, Secretary, MSME, Govt. of India in the presence of Ms. Alka Nangia Arora, Joint Secretary, SME, Ms. Mercy Epao, Director (SME), Mr. P. Udayakumar, Director -P&M (NSIC) and Mr. A.K. Mittal, Director-Finance (NSIC).

The said MoU envisages provision of enhanced services by NSIC under its Marketing, Financial, Technology and Other support services schemes, for MSMEs in the country. The Corporation projects to increase 'Revenue from Operation' by 22% from Rs. 2540 crore in the year 2018-19 to 3100 crore in the year 2019-20. Corporation also projects growth of 32% in 'Profitability' during the year 2019-20. NSIC also plans to enhance its activities in the areas of imparting entrepreneurship and skill development training by targeting 45% growth in the number of trainees. Dr. A. K. Panda, Secretary, MSME, while appreciating the performance of NSIC, urged the Corporation to create niche activities for itself. He also suggested that greater efforts be made to expand reach of NSIC so as to serve larger number of MSMEs.

NTPC signs MoU with Ministry of Power



Mr. Gurdeep Singh, CMD, NTPC Ltd. and Mr. Ajay Kumar Bhalla, Secretary, Ministry of Power, exchanging the MoU documents in the presence of senior officials of NTPC and Ministry of Power.

India's largest power generating company, NTPC signed the Memorandum of Understanding (MoU) with Ministry of Power for the year 2019-20. NTPC has kept key targets as Rs. 20,000 crore for capital expenditure and generate 310 Billion Units (BU) of electricity under excellent category. The corporation would also ensure 10.4 Million Metric Tonnes of coal production in a bid to strengthen fuel supply to its power stations. NTPC Ltd is committed

towards enhancing operational efficiency and simultaneously aiming to increase its revenue by 12% by employing measures to strengthen financial performance for the year 2019-20. The MoU was signed by Mr. Gurdeep Singh, Chairman and Managing Director, NTPC Ltd. and Mr. Ajay Kumar Bhalla, Secretary, Ministry of Power, Government of India in the presence of senior officials of NTPC and Ministry of Power. As part of MoU, company shall ensure operational efficiency and incorporate measures to ensure upgradation of relevant technological parameters in line with Central Public Sector Enterprise (CPSE) Conclave, in addition to continuous project monitoring and human resource management across its project sites. NTPC group recorded a gross generation of 305.90 BU during 2018-19, as against 294.27 BU in the previous year thereby registering an increasing of 3.95%. NTPC has an installed capacity of 55,125 MW.

Chandigarh International Airport signs Annual Performance Contract with Airports Authority of India

Chandigarh International Airport Limited (CHIAL) signed its Annual Performance Contract i.e. Memorandum of Understanding (MoU) for the year 2019-20 with Airports Authority of India (AAI). The MoU was signed by Dr. Guruprasad Mohapatra, Chairman, AAI and Mr. I. N. Murthy, Chairman, CHIAL recently. MoU 2019-20 specifies



Dr. Guruprasad Mohapatra, Chairman, AAI and Mr. I. N. Murthy, Chairman, CHIAL during the signing of Annual Performance Contract of Chandigarh International Airport for the year 2019-20.

various parameters and targets to be performed by CHIAL during the year. MoU includes ambitious target in the field of finance, Capacity Utilization, improvement in Airport Service Quality (ASQ) and Non-Aeronautical Revenue over previous year.

The Chandigarh International Airport Limited was incorporated on 28th January, 2010 as joint venture company by AAI with 51% stake in association with Punjab Government through Greater Mohali Area Development Authority and Haryana Government through Haryana Urban Development Authority (HUDA) to operate and maintain Chandigarh International Airport.

NBCC signs Annual MoU with Ministry for FY 2019-20



Mr. Durga Shanker Mishra, IAS, Secretary (HUA) and Mr. Shiv Das Meena, CMD, NBCC during the MoU signing ceremony.

NBCC (India) Ltd. signed Memorandum of Understanding (MoU) for the FY 2019-20 with its administrative Ministry recently. The signed MoU outlines performance targets for the Company based on various financial parameters, dynamic parameters, sector specific and enterprise specific parameters. Sales turnover of the company has been fixed at Rs. 9,500 crore and operating profit has been targeted at 5% of revenue from operations (net). Profit After Tax (PAT) has been targeted as 27% of Average Net Worth.

Further, this year's MoU has laid specific emphasis on achieving set parameters with respect to completion of projects above Rs. 150 crore without time overrun. Among other additional parameters significant to the MoU, include new orderbook target, return from three subsidiaries of the company, Human Resource Management and procurement of large number of overseas orders. The annual MoU

has been signed by Mr. Durga Shanker Mishra, IAS, Secretary (HUA), Govt. of India, on behalf of the MoHUA and Mr. Shiv Das Meena, CMD, NBCC, on behalf of NBCC. Senior Executives from the Ministry and NBCC were also present on the occasion.

PFC signs MoU with Ministry of Power



Mr. Ajay Kumar Bhalla, Secretary, Ministry of Power, and Mr. Rajeev Sharma, CMD, PFC during the MoU signing ceremony.

Power Finance Corporation Ltd (PFC) has signed a performance-based 'Memorandum of Understanding' (MoU) with Ministry of Power, Govt. of India detailing various targets to be achieved by PFC during FY 2019-20. The MoU has been signed by Mr. Ajay Kumar Bhalla, Secretary (Power), Govt. of India and Mr. Rajeev Sharma, CMD, PFC in presence of various senior officials of MoP and PFC. The MoU contains various parameters relating to financial viz., Revenue from operations, Operating Profit as percentage of Revenue from Operation. PAT a % of Average Net worth and Non-financial parameters viz., Human Resource management and IPDS-related parameters.

NRDC inks pact for supporting "Establishment of Livelihood Incubator under ASPIRE scheme of MoSME"

NRDC signed a MoA with Marri Laxman Reddy Institute of Technology (MLRIT) for support and as technical mentor in setting up of Livelihood



Business Incubator under ASPIRE scheme of MoSME. A Scheme for Promotion of Innovation, Rural Industries and Entrepreneurship (ASPIRE) a scheme of Ministry of Micro, Small & Medium Enterprises (M/o MoSME) was launched with an objective to set up a network of technology centres, incubation centres to accelerate entrepreneurship and also to promote start-ups for innovation and entrepreneurship in rural and agriculture based industry with a fund of Rs.210 crores.

The agreement was signed by Dr. H. Purushotham, CMD, NRDC and Dr. K Srinivas Rao, Principal, MLRIT recently at NRDC-HQ in presence of senior officials of NRDC and the Institute.

This MOA with NRDC will provide skill development/EDP/Cluster Development etc. Mentoring Services, Technology Transfer/ Management to and from the Startups/Entrepreneurs associated with MLRIT, IPR management, training,



Dr. H. Purushotham, CMD, NRDC and Dr. K Srinivas Rao, Principal, MLRIT alongwith the MoU documents.

Techno-commercial evaluation of technologies developed at MLRIT Incubation, facilitates innovators in establishing their own start-ups and linking to Start-up/ Entrepreneurs India Mission, file patents under SIPP scheme etc.

MMTC's Festival of Gold a celebration of Purity & Prosperity

The Festival of Gold is MMTC's flagship event and a favourite attraction for the city's residents during festive periods. The Miniratna is the only Govt. of India enterprise in the jewellery sector and has been organizing the popular gold festival since 1994 in its efforts to offer the customers a variety of hall-marked jewellery and value-added bullion products at affordable prices and assured quality under one roof. The MMTC Festival of Gold was held this year for a five-day period, on the propitious occasion of Akshay Trithiya, at MMTC's Community Center and its sales outlets across the city. The Company ushered in the springtime festivities with some new medallion designs inspired

by religious deities. Along with silver medallions in different colour representations of gods and goddesses, MMTC also introduced its bestselling 8 gm gold coin for the first time in 22 carat.

A testament to MMTC's promise of purity and trust to its customers, the Festival of Gold is a prominent initiative towards serving consumer preferences and promoting consumer interests. MMTC's CMD, Mr. Ved Prakash, who inaugurated the event, addressed the media on this matter and answered queries about the Company's new and upcoming retail initiatives. The grand exhibition-cum-sale remains popular for its range of gold and studded jewellery, sterling silverware from in-house brand Sanchi, gold



MMTC's CMD, Mr. Ved Prakash inaugurating the MMTC's Festival of Gold.

and silver medallions, gemstones, and the Govt. of India's Indian Gold Coin. While Akshay Trithiya is traditionally synonymous with the practice of buying and gifting gold, MMTC adds shine to it with its Festival of Gold.

NCL to produce 106 MT Plus Coal in FY 19-20: CMD, NCL



Mr. P. K. Sinha, CMD, NCL interacting with the Media in the presence of other Senior Officials of NCL.

Mr. P. K. Sinha, Chairman-cum-Managing Director (CMD) of Northern Coalfields Limited has said that NCL will create a record in current financial year (2019-20) by fulfilling its 106.25 million tonnes of coal production and 106.25 million tonnes of coal dispatch targets. He said that the previous financial year (2018-19) has been a proud year for NCL in which the company became third company of Coal India Limited that produce more than 100 million tonnes of coal annually. Mr. Sinha was interacting with media persons at NCL headquarters recently. On this occasion, Mr. Gunadhar Pandey, Director (Technical /Operations) NCL, Mr. P. M. Prasad, Director

(Technical/Project and Planning) and Director (Finance and Personnel) Mr. N. N. Thakur were also present.

Referring to the company's accomplishments, Mr. Sinha said that in the last financial year (2018-19), the company produced 101.50 million tonnes of coal and dispatched 101.60 million tonnes of coal which not only exceeded the assigned targets, but also became the highest ever production and dispatch figures ever touched by the company in its history. He said that in the initial two months (April and May 2019) of the current financial year (2019-20), the company has produced 17.59 million tonnes of coal and during this period the company's coal

dispatch remained at 17.04 million tonnes. During the period, the coal production and dispatch of the company are in line with assigned targets and approximately 7 percent and 3 percent more than the corresponding period of last financial year.

He spoke extensively with the media on other achievements and future plans of the company and said that in the last financial year, the company spent about Rs. 74 crore on the works related to CSR, which is almost double the expenditure in the financial year 2017-18. The company also spent Rs. 1150 crore as capital expenditure. The company has set a target of Rs. 1235 crore for capital expenditure in current fiscal.



AAI to use Best Potential of Land and Properties

by making Asset Documentation a Robust and Real Time Process

In order to make asset documentation a robust and real time process, Airports Authority of India (AAI) has signed an agreement with NTrust Infotech – Anarock Consortium recently for asset rationalization, lease administration and related services on pan-India basis through cutting edge Lease Administration Technology.

The agreement is signed for a period of 3 years. Speaking on the occasion, Mr. S. Suresh, Member (Finance), AAI reiterated that this pact will help AAI in rationalizing its assets thus by making use of best potential of land

and properties and making asset documentation a robust and real time process.

Mr. Anil Gupta, Executive Director (Land Management & Business Development), Airports Authority of India informed that by engaging NTrust Infotech – Anarock Consortium who are the global industry leaders, specializing in delivery of technology enabled services, will help AAI who is managing 129 airports all across the country in identifying best potential of land asset which in turn will improve revenue stream for AAI. This will also result in bringing transparency,



Mr. S. Suresh, Member (Finance), AAI during signing of agreement between AAI and NTrust Infotech – Anarock Consortium for asset rationalization, lease administration and related services on pan-India basis.

better management control and monitoring of costs for AAI.

Personalia



Mr. A. V. Ramana
Deputy Chairman CPT
appointed
as Chairman, NMPT.



Mr. R. S. Dhillon
takes over as Director
(Projects), PFC.



Mr. Shivakumaran K. M.
takes charge as
Director (HR), BEL.



Mr. Alok Kumar Mehta
is appointed as
Director (Commercial),
NMDC.



Mr. M. V. Rajasekhar
takes charge as
Director (Mining &
Construction), BEML.



Capt. Raj K. Malik
takes over as Executive
Director (RCS), AAI.



Mr. B. K. Mehrotra
takes over as Executive
Director (KID), AAI

GAIL accelerates work for Jagdishpur-Haldia & Bokaro-Dhamra Pipeline project

Completes awards worth Rs. 10,500 crore for line pipe supply and laying

Stepping up the momentum for construction of the Jagdishpur - Haldia & Bokaro-Dhamra Natural Gas Pipeline (JHBDPL) and Barauni-Guwahati Pipeline (BGPL) pipeline, GAIL (India) Limited has completed awards for all major contracts worth Rs. 10,500 crore for pipe supply and laying for the integrated 3,400 km. long project. GAIL has placed an order worth Rs. 475 crore for steel line pipes of approx. 280 km. to provide pipeline connectivity from Durgapur to Haldia including spur line to Kolkata in West Bengal. Till date, the company has committed over Rs. 12,500 crore for the project.

The pipeline has already reached

Barauni and GAIL is ready for supplying gas to refinery and upcoming fertilizer plant. The pipeline also supplies Natural Gas for Patna City Gas Distribution network (CGD). This is a major milestone towards providing green fuel to eastern part of the country. The work for balance portion is going on in full swing and is scheduled to be completed by December 2021 in a phased manner. The construction work of Dobhi-Durgapur Pipeline section is likely to be completed by December 2019 for supplying gas to Matix Fertilizers, Durgapur, West Bengal. GAIL is currently executing around 5,500 km. of pipeline related projects for Rs.

25,000 crore to provide gas supply largely to areas of Eastern and Southern parts of the country. Another 1,400 km. pipeline involving capex of Rs. 7,000 crore is under evaluation which is targeted to be completed by 2023. These pipeline projects by GAIL will be part of the National Gas Grid providing Natural Gas to areas hitherto untouched by the green fuel. Mr. B. C. Tripathi, Chairman & Managing Director, GAIL (India) Limited said, "GAIL is committed towards creating the National Gas Grid providing Natural Gas connectivity throughout the country. GAIL will soon raise loan for the upcoming huge Capex programme for laying Natural Gas related infrastructure."

Chief of Naval Staff Visits GRSE

Admiral Sunil Lanba, PV-SM, AVSM, ADC, Chief of Naval Staff, accompanied by Vice Admiral Karambir Singh, PVSM, AVSM, FOC in C, Eastern Naval Command visited GRSE recently. During the walk around, CMD GRSE, Rear Adm VK Saxena, IN (Retd.) showcased the shipbuilding facilities of GRSE, spread across two distinct locations at Main Works and FOJ Unit in Kolkata. GRSE has a strong order book of Rs. 28000 crore (approx), today, having bagged two orders on

competitive bidding recently. With capacity to construct 20 ships concurrently, a 100 member strong design team & achieving a historical milestone of delivering 100 warships since 1960 ranging from Frigates, ASW & Missile Corvettes to Fast Attack Crafts, GRSE has laid the foundation to set sail on a strong growth trajectory. Admiral Lanba and Vice Admiral Karambir Singh reviewed the Yard's modernization initiatives, Shipbuilding projects and also visited Yard 3020, a ASW Corvette under construction at GRSE.



Admiral Sunil Lanba, PV-SM, AVSM, ADC, Chief of Naval Staff, accompanied by Vice Admiral Karambir Singh, PVSM, AVSM, FOC in C, Eastern Naval Command during their visit to GRSE alongwith CMD GRSE, Rear Adm VK Saxena, IN (Retd.) and other senior officials.



Crude and Vacuum Columns at HPCL VRMP

HPCCL has successfully completed the Transportation & Erection of Crude and Vacuum Columns as part of its Visakhapatnam Refinery Modernisation Project (VRMP).

Crude Column and Vacuum column are the primary equipment of the new Crude Distillation unit being set up under VRMP Project for enhancing the capacity of HPCL Visakhapatnam Refinery from 8.33 MMTPA to 15 MMTPA. The Crude column the longest ever column transported in single piece is 75.51m tall, 7m in diameter and weighed 685 Metric Tons. The Vacuum Column, the widest ever transported in single piece is 62.52m tall, 12m diameter and weighed 923 Metric Tons.



Crude and Vacuum Columns at HPCL VRMP.

It was envisaged to transport and erect the Crude Column and Vacuum Column as single piece. In line with HPCL's efforts to be responsible corporate citizen, all the trees located in the

median that needed to be cut and removed for transportation of the equipment, have been carefully uprooted and are being nursed by professionals for replantation and restoration.

NHPC conducts Analyst Meet Post Annual Result for FY 2018 -19

NHPC Limited conducted an Analyst Meet recently at Mumbai. The meet was attended by Mr. Balraj Joshi, Chairman & Managing Director, Mr. Ratish Kumar, Director (Projects), Mr. N. K. Jain, Director (Personnel), Mr. M.K. Mittal, Director (Finance), Mr. Janardan Choudhary, Director (Technical) and other senior officers of the Company. The Management shared highlights of the financial year 2018-19 and an Investor Presentation was made to the analysts present in the meet. The Management of the Company further answered the queries raised by the analysts during question answer session after detailed presentation.



Mr. Balraj Joshi, CMD, Mr. Ratish Kumar, Director (Projects), Mr. N.K. Jain, Director (Personnel), Mr. M.K. Mittal, Director (Finance) and Mr. Janardan Choudhary, Director (Technical) during the Analyst Meet at Mumbai..

PSEs CSR Activities

THDCIL Celebrated CSR Day -2019



Dr. Madhukar Gupta, IAS, Addl. Secretary, DPE along with Mr. D.V. Singh, CMD, THDCIL during the CSR Day celebrations at THDCIL.

THDC India Limited (THDCIL) celebrated First CSR Day-2019 at its Corporate Office, Rishikesh recently. A seminar was conducted at its Rasmanjari Auditorium wherein various speakers delivered their valuable views. GM (S&E/CSR), Mr. Sailendra Singh presented the CSR achievements of the last 10 years of the Corporation. An Exhibition was also organized wherein various NGO's associated with THDCIL's CSR activities exhibited and sold their valuable products.

Dr. Madhukar Gupta, IAS, Addl. Secretary, Department of Public Enterprises was the Chief Guest on this occasion. Mr. D.V. Singh, CMD, THDCIL welcomed Dr. Gupta. Mr. Gupta appreciated THDCIL's efforts in the field of CSR. A Book entitled "Ten Years of Enlightening Lives" written by Ms. Geetajali Gaud was launched on the occasion. Mr. D.V. Singh, CMD, Mr. H. L. Arora, Director (Technical), Mr. Vijay Goel, Director (Personnel), Mr. H.L. Bharaj, ED (CSR/Services), Mr. P. K. Naithani, DGM(CSR) of THDCIL were also present along with many other officers on this occasion.

Oil India Limited contributes Rs. 3.20 Crore to the Chief Minister Relief Fund, Govt. of Odisha

Odisha is one of the worst affected states in the recently hit cyclone 'FANI' which made landfall in

Puri on 3rd May 2019, leaving a trail of widespread devastation across the state and causing manifold misery to its people. Said to be an extremely severe cyclonic storm since the super cyclone of 1999, 'FANI' affected nearly 11 districts in Odisha, ravaging homes and leading to large scale ecological, financial and infrastructural damage.



Mr. Rajeev Singhal, GM (F&A), OIL handing over the cheque to Mr. Bishnupada Sethi, Special Relief Commissioner.

In the aftermath of the destruction, Mr. Naveen Pattanaik, Chief Minister of Odisha had made a request to Mr. Dharmendra Pradhan, Union Minister of Petroleum & Natural Gas and Skill Development for sending 10 Lakh litres (1000 KL) of kerosene to Odisha for relief works. MoPNG has, therefore, requested Oil India Limited (OIL) for contributing the fund of Rs. 3.20 crore which is equal to the cost of 10 Lakh litres of kerosene. OIL has contributed the above amount towards the Chief Minister's Relief Fund, Government of Odisha. The cheque was handed over by Mr. Rajeev Singhal, GM (F&A), OIL to Mr. Bishnupada Sethi, Special Relief Commissioner recently at Bhubaneswar.

POWERGRID helps Restore Power in 'Fani' affected Odisha

Power Grid Corporation of India Ltd. (POWERGRID) played a major role in quick restoration of power supply in the state of Odisha which was badly affected by the cyclone 'Fani', recently. Reportedly the strongest tropical cyclone to hit coastal areas in last 20 years, it devastated the coastal areas of Odisha and caused massive damage to the power supply infrastructure uprooting lakhs of electric poles, transformers and collapse of towers.



Hot and humid weather added to the problems of the cyclone-affected people in Odisha, with the government facing a gigantic task of restoring power to houses in the state.

Stepping up the efforts for quick resolution of the problem, POWERGRID has successfully helped restore power in quickest time possible with the use state-of-the-art techniques like ERS (Emergency Restoration System), swift operation management and by pooling its about 1000 specialized manpower from the neighboring states like West Bengal and Andhra Pradesh to assist the state entities like OPTCL (Odisha Power Transmission Corporation Limited) and CESU (Central Electricity Supply Utility). All the necessary help has been extended for restoration of electricity in affected parts of the state.

POWERGRID also extended help in restoration of communication network thus, helping the state return to normalcy. POWERGRID has created specific 24x7 control rooms at its various strategic locations and its workforce has been working day and night for coordination between various state agencies, providing timely assistance and feedback to its teams and state entities at ground zero.

MCL despatches 2,500 tarpolin to Fani-affected Puri

Coalfields Limited (MCL) despatched 2500 tarpolin to Fani-hit Puri for relief operations. The truck was flagged off by Mr. M. G. Brahmapurkar, Area General Manager, Jagannath Area in Talcher Coalfields to hand over 2500 tarpolin of 15'x12' size to the Collector, Puri for Fani relief. Mr. Ugrasen Pradhan, Driver, took the responsibility for transportation of tarpolin to Puri.

This was second initiative of Jagannath provide succor to the fani-affected people in Puri. Earlier, two trucks carrying relief packets containing glucose, chuda, mudhi, ORS, candles, match boxes, mixture, jaggery, milk and biscuits, were sent to Puri district for the victims of Fani cyclone.

Mr. Jagabandhu Behera, Sr. Manager (Personnel) Jagannath Colliery, Mr. Killi Prasad, Deputy Manager (Personnel), Mr. B. D. Nayak, Depot Officer, Mr. Kaibalya Behera, Assistant Manager (Finance) were prominent among members of a special team of Jagannath Area undertaking relief work.

In view of entire Puri facing power shut down following Fani landfall, 200 solar lamps purchased by employees here at MCL (HQs) were handed over to the emergency office of the Collector, Puri.

GAIL's CSR initiative transforming lives of hundreds of students



Students of GAIL's Utkarsh Initiative.

In a resounding success of GAIL (India) Limited's flagship Corporate Social Responsibility initiative 'GAIL Utkarsh', all 100 students from underprivileged sections of society enrolled at its Kanpur centre qualified the JEE Mains 2019 examination. Apart from them, 50 of the 60 students from its newly-established centres in Uttarakhand also cleared the prestigious entrance test, GAIL's Director (Human Resources), Mr. P. K. Gupta announced recently.

While the Kanpur chapter has been consistently successful in transforming the lives of talented students, this is the first time that it has achieved a success rate of 100 %, wherein all the 100 students including 14 girls, qualified the JEE Mains this year. Last year, 99 of the 100 students had passed the examination, Mr. P. K. Gupta said at a felicitation ceremony in which also present were GAIL's Executive Director (HR & CSR), Mr. Prasoon Kumar, GAIL's Chief General Manager (CSR), Mr. Anoop Gupta and Center for Social Responsibility and Leadership's (CSRL), Director, Mr. S. K. Shahi.

The students, who are from the tenth batch of 'GAIL Utkarsh', were provided one year of free residential coaching under this CSR project which is conducted in partnership with CSRL. GAIL also started similar programmes recently in Dwarahat and Srinagar in

Uttarakhand. This year, 26 out of 30 students from Srinagar and 24 out of 30 from Dwarahat qualified JEE Mains.

NRL extends insurance cover for Forest Staff of Kaziranga National Park

As part of its CSR, NRL has adopted a definitive step to secure the future of the courageous forest staff manning Kaziranga National Park whose lives are often fraught with danger from wild animals' attacks and poachers. The Company has facilitated Group Insurance for 1129 forest staff with National Insurance Company. The Group Personal Accident Insurance Policy was ceremonially handed over to Director, Kaziranga National Park (KNP), Mr. P. Sivakumar by MD, NRL, Mr. S. K. Barua in presence of DFO Upper Assam Wildlife Division, Mr. Rohini Ballave Saikia, KNP rangers, officials of NRL and National Insurance Company at Kaziranga National Park recently.

The Group Personal Accident Insurance Policy will provide an insured sum of Rs. 5 Lakhs per insured person/ nominee for death or bodily injury resulting solely and directly from accident caused by external violent and visible means. Weekly benefit upto Rs. 5,000 for maximum 104 weeks has also been provided for temporary disablement. Insured amount can be directly claimed from National Insurance Co. Ltd., Golaghat. This policy, initiated by NRL, will be effective from 01-04-19 for a 1 year term initially to be further extended on yearly basis.

NLCIL motivates the students of Gaja Cyclone affected Districts

NLC India Limited and Tamil Nadu Science Forum (TNSF) jointly organised an Empowerment Programme for students from Gaja affected Districts at Neyveli. NLCIL organised this purposeful programme as its Corporate Social Responsibility initiative. As many as 72 students of 5th to 12th standard, including 28 girls from Thiruvarur, Thanjavur, Nagapattinam, Pudukottai and Cuddalore districts participated in the programme.

The inaugural session was held at NLC Middle School, Block-9, Neyveli, in which Prof. Dr. L. Jawahar Nesan, former Vice-Chancellor, Saveetha



Students with Mr. R. Mohan, CGM/CSR, NLCIL, Mr. S. Mathivanan, CGM/Finance, NLCIL, Mr. S. Vinayagamorthy, DGM/ Education and office bearers of TNSF in the programme.

University, Chennai; Mr. S. Vinayagamorthy, DGM/Education, NLCIL and Mr. M. Birathvi Raj, I.A.S., (An alumni of Jawahar Hr. Secondary School, Neyveli, recently selected for IAS) addressed the students.

The Students were trained in the subjects including Tamil, English, Science, Mathematics etc. apart from Attitude and Personality Development in a simple and easy way by experts in the field. Literary sessions, Yoga & Taekwondo classes were also conducted for them by expert trainers.

Mr. R. Mohan, CGM/CSR, Education, Sports & Culture, NLCIL, participated as the Chief Guest and presented the certificates and prizes to the students in the valedictory session. Mr. S. Mathivanan, CGM/ Finance, NLCIL & Patron, TNSF presided over the function. Mr. S. Vinayagamorthy, DGM/Education, NLCIL, Mr. Abdul Khader, ACM/Education, NLCIL, Mr. R. Damodharan, Mr. K. Manavalan, Mr. Stephen Nathan, Ms. M. Rani, Office bearers of TNSF spoke on the occasion. Mr. Mohan, Ms. Thamaraiselvi, Ms. Baby Mala, Mr. Sivakumar, Mr. Prasana Kumar, Mr. Muthukrishnan, Mr. Ananda Prasad, Mr. Vetrivel, office bearers of TNSF made all the arrangements for the eight day motivation programme.

NBCC builds Sahara Hostel for War Widows

In its bid to support widows of Indian Navy officers who lost their lives on duty, NBCC has constructed a four-storey Sahara Hostel in New Delhi. NBCC



has undertaken this project as part of its Corporate Social Responsibility (CSR) and has borne 50% of the construction cost amounting to Rs. 512.64 lakhs with the Indian Navy.



Sahara Hostel being inaugurated by Lt Governor, Delhi, Mr. Anil Baijal in presence of senior officials of Indian Navy and NBCC.

The hostel was recently inaugurated by Lt Governor of Delhi, Mr. Anil Baijal in presence of senior officials of Indian Navy and NBCC. This welfare initiative is for providing accommodation to the widows who visit the national capital for employment and other purposes. The Sahara Hostel comprises 34 dwelling units equipped with all necessary amenities for dignified living, along with a common Dining Hall and a Community Hall.

MCL to construct Pre-fab toilets in All Railway Stations of Odisha

Expanding its presence in the CSR space towards 'Swachh Bharat' mission, Mahanadi Coalfields Limited has entered into a joint MoU with RITES & ECoR for installation of prefabricated toilets in circulating areas of 232 Railway Stations of Odisha. The project is going to cover all railway stations in the State of Odisha.

The tripartite MoU was signed recently by Mr. B. Sairam, General Manager (CSR) MCL Sambalpur, Mr. Prem Ranjan Kumar, General Manager RITES Gurgaon, and Mr. B. K. Mishra, Chief Engineer (Planning), East Coast Railway Bhubaneswar in the presence of Mr. N K Uikey, Principal Chief Engineer, ECoR at MCL office Bhubaneswar.

The project will cover 172 stations of East Coast Railway (ECoR), 55 stations of South Eastern

Railway (SER) and 5 stations of South East Central Railway (SECR) of Odisha. Each toilet block will have 7 nos. of toilets (3 for men alongwith 4 urinals, 3 for women and 1 for Divyangjans). There is provision of overhead tank, wash basins and electrical fittings. The toilets will also have provisions of sanitary pad dispensing machines & napkin incinerator in female toilets and condom vending machine in male toilets.

Total cost of the project is Rs.58.07 Crore which will be borne by MCL. The project is expected to be completed in one-year period.

NALCO Mahila Samiti extends hands of support to Fani Victims



NALCO's Mahila Samiti distributing relief materials amongst the Fani affected families.

NALCO Mahila Samiti, led by its President Ms. Preeti Roy Chand, came forward to extend hands of support to the residents of Dharabati Colony and Bapuji Colony, situated in the suburb of Jatani in Khurda district, who were badly hit by the severe cyclonic storm Fani. Relief materials and hygienic kits were distributed to 106 families of both the colonies, out of which 49 families are leprosy affected. Also, 51 families from the neighboring Muslim colony were also provided with the relief materials. Ms. Sasmita Patra and Ms. Sabita Pattnaik, members of the Samiti, along with members from Nalco Foundation were present on the occasion. The essential relief items comprised of flattened rice, sugar, dal, water bottles, biscuit packets, candles, match box, etc. Ms. Chand and members of NALCO Mahila Samiti distributed relief materials and interacted with the affected people.

REC to support Infrastructure Development Project in Institution of Engineers (India), Dehradun, Uttarakhand



Mr. S. N. Srinivas, CEO, REC Foundation and Mr. Aditya Kumar Dinkar, Chairman, IoE, Uttarakhand exchanging the agreement documents in the presence of other senior officials.

REC Foundation, the CSR arm of REC Limited, signed a memorandum with The Institution of Engineers (India) in Dehradun extending CSR support of Rs. 25 lakh for Renovating the Seminar Hall of the Institution of Engineers (India) in Dehradun, Uttarakhand. The project is aimed at facilitating easy student movement and providing better facilities to the 1300 plus engineers and diploma holders of Uttarakhand. The agreement was signed on recently between Mr. S. N. Srinivas, CEO, REC Foundation and Mr. Aditya Kumar Dinkar, Chairman, Institution of Engineers, Uttarakhand in presence of Mr. T. S. C. Bosch, ED (CSR) and other officials of REC Foundation and Institution of Engineers (India).

REC to empower the elderly by "Providing Digital Literacy" in Delhi/NCR with Agewell Foundation

REC Foundation, the CSR arm of REC Limited, signed a memorandum with Agewell Foundation in New Delhi for providing digital literacy to senior citizen in Delhi/NCR. The project is aimed at empowering the elderly by providing and conducting Mobile Digital Literacy and Financial Inclusion drives for around 4700 digitally illiterate senior citizens from lower-middle, & middle class localities from 100 different location of Delhi-NCR.

The agreement was signed recently between Mr.



Mr. S. N. Srinivas, CEO, REC Foundation and Mr. Himanshu Rath, Chairman, Agewell Foundation during the agreement signing ceremony.

S. N. Srinivas, CEO, REC Foundation and Mr. Himanshu Rath, Chairman, Agewell Foundation in presence of Mr. T. S. C. Bosch, ED (CSR) and other officials of REC Foundation and Agewell Foundation.

NMDC establishes 'NMDC Global' Department

NMDC while maintaining its leadership position in Indian iron ore industry is also focussing on increasing its geographic foothold globally. NMDC currently has presence in Australia, Mozambique, Tanzania etc and is also looking to diversify into strategic and critical raw materials and also the other emerging opportunities in



key minerals which has potential to deliver the long term benefits to the company and the country.

To give a structured thrust on the above areas, NMDC has created a separate department "NMDC Global" to pursue those international opportunities for acquisition of mineral assets and strategic tie-ups regarding emerging technologies.



NLCIL honors its senior most Retired Employees on its 63rd Raising Day (Gratitude Day) Celebrations

NLC India Limited celebrated its 63rd Raising Day as Gratitude Day recently by recollecting the historical occasion on 20th May 1957, the day NLC's mining operations were commenced and to show its gratitude and recognize the services of the former employees, who had toiled very hard for the growth of this organization.

Mr. B. Surender Mohan, Former CMD, NLCIL was the Chief Guest and kick started the celebrations by hoisting the NLCIL flag in the presence of Mr. Rakesh Kumar, CMD, NLCIL, Mr. R.Vikraman, Mr. N. N. M. Rao, Mr. Prabhakar Chowki, Mr. Shaji John, Functional Directors and Mr. T.Venkatasubramanian, CVO at the Lignite Hall, Block-11, Neyveli.

To mark the occasion, 10 senior most employees who served organization in the early years at various capacities were invited and honoured by recalling their relentless services rendered for the growth of the organization.

Mr. B Surendra Mohan in his address as the Chief Guest, recalled his tenure in company and appealed to all present employees not to restrict themselves within the given targets only, but to set and achieve new bench marks in the industry and take this organization to further heights.



Mr. B. Surendar Mohan (fourth from left), former CMD of NLCIL and the Chief Guest of the 63rd Raising Day Celebrations of NLCIL receiving a memento from CMD & Directors of NLCIL. (From left) Mr. Shaji John, Mr. NNM. Rao, Directors, Mr. Rakesh Kumar, CMD, Mr. R.Vikraman, Mr. Prabhakar Chowki, Directors, Mr. T.Venkatasubramanian, CVO, NLCIL at a function held at Neyveli.

Mr. Rakesh Kumar, CMD in his address, recalled the selfless and dedicated services rendered by the former employees to help this organization to taste the zenith of success. It was due to their blessings that NLCIL could reach these heights after 63 years of its commencement, he added.

All Functional Directors & CVO extended their felicitations. Employees of NLCIL were presented with Excel, Elite, Pearl, Sports Star, Seva, Knowledge Management and Motivational Leader Awards in recognition of promoting excellence, innovation, cost control measures,

contribution to knowledge management in their respective area of work.

A large number of senior officials, employees, representatives of recognized Trade Unions, Associations and Welfare Associations attended the celebrations with great enthusiasm. Mr. N. Muthu, Executive Director/HR welcomed the gathering and Mr. S. R. Sekar, CGM/TA extended the vote of thanks.

Earlier, as part of the celebrations the Unit heads of Mines, Thermal Power Stations and Administrative offices hoisted NLCIL flag.

PSEs celebrate **World Environment Day 2019**

World Environment Day 2019 celebrated in NHPC



Mr. Balraj Joshi, CMD, NHPC along with Mr. Ratish Kumar, Director (Projects), Mr. M.K. Mittal, Director (Finance) and other senior officers of NHPC during World Environment Day Celebrations.

World Environment Day 2019 was celebrated by NHPC Limited, India's premier hydropower company across all its locations. On this occasion a plantation programme was organized at its Corporate Office wherein Mr. Balraj Joshi, Chairman and Managing Director, NHPC, Mr. Ratish Kumar, Director (Projects), Mr. N. K. Jain, Director (Personnel) and Mr. M.K. Mittal, Director (Finance) planted saplings. Various activities like plantation, cleanliness drives, painting competitions etc. were organized at various NHPC power stations/ projects to mark the occasion.

BEML observes World Environment Day

BEML LIMITED observed World Environment Day at its Head Quarters and all its complexes to promote greenery and pollution free atmosphere. Planting of slapping's programme was organized on this occasion. BEML Management along with



World Environment Day celebration at BEML.

employees' and executives participated in large number.

Garden Reach Shipbuilders and Engineers Limited observes World Environment Day



Rear Admiral VK Saxena, IN (Retd), CMD, GRSE during the plantation drive.

To mark the occasion of 'World Environment day' Garden Reach Shipbuilders and Engineers Ltd. (GRSE), one of the premier Defence PSUs undertook a sapling plantation drive at their Main Unit. Rear Admiral VK Saxena, IN (Retd), Chairman & Managing Director along with other senior officials of GRSE were also present at the event where the employees participated with great enthusiasm.



HUDCO celebrates World Environment Day 2019

Dr. M Ravi Kanth, CMD, HUDCO inaugurated a workshop on “Clearing the Air – Combating Air Pollution in Indian Cities”, organised by HUDCO’S HSMI, to observe the World Environment Day and stressed the need to work for sustainable urban development to improve the air quality. CMD reiterated, the Hon’ble Prime Minister’s call to move towards zero defect and zero effect - zero defect in production and zero effect on the environment.



Dr. M Ravi Kanth, CMD, HUDCO at the inauguration of the workshop.

HUDCO’s initiative in this direction has been to extend loans for waste to energy initiatives and the sensitization workshop saw deliberations on the need for innovative solutions. The workshop was attended by sector experts, representatives of NGOs, Local bodies, MoEFCC, and senior HUDCO officials.

NCL Employees to plant five Saplings each this year: Director (Operations), NCL

NCL celebrated Vasudha Mahotsav for making masses aware of the environmental protection and promotion. While addressing a function held at Headquarters on Wednesday as Chief Guest of the occasion, Mr. Gundahar Pandey, Director (Technical/Operations) NCL said that this year each employee will be given five saplings so that NCL as a family can help in environmental conservation. Mr. P. M. Prasad, Director (Technical/Project & Planning) NCL was present as guest of honour on the occasion. During the one-week period, the company organized multiple thematic activities in Headquarters and coal areas. Mahila Mandal teams of various



Mr. Gundahar Pandey, Director (Technical/Operations) NCL alongwith other senior officials launching MCL's In-House Magazine Panaroma on Environment.

areas also participated in celebration by planting saplings. The week culminated with grand closing ceremony at NCL Officer’s Club Singrauli. Mr. Gundahar Pandey, Director (Technical/Operations) NCL graced ceremony as Chief Guest. Mr. Diwakar Shrivastava, General Manager (Environment) NCL welcomed all the guests while Chief Manager (Environment) Mr. Sanjay Kumar Malaviya gave a vote of thanks. The program was attended by Area General Manager of NCL, departmental heads of NCL HQ and employees in large number.

GSL celebrates World Environment Day



World Environment Day at GSL.

World Environment Day was celebrated with full enthusiasm and vigor at Goa Shipyard Limited. Mr. Sudhakar T N, Offg. CMD, GSL, senior officials, CISF team and staff participated in plantation drive towards green environment. The plantation drive was preceded by a Pledge ceremony, attended by all participants. Mr. Sudhakar in his speech made an appeal to plant more and more trees in the surroundings and contribute towards protecting environment.

HR Initiatives that Changed Lives of Many in South Eastern Coalfields Limited (SECL)



Organizations can use human resources better through organized training programs and skill up-gradation of their employees. It's a known concept in Organization Management. The magnanimous effect of this powerful concept, if applied in a PSU, would not have been gauged till recently the principle was applied by HR team in SECL. Human Resource Systems are a back bone of any

organization. A robust HR framework leads to dedicated and disciplined work force committed to its organizational targets. Under the guidance of Dr. R. S. Jha, Director (Personnel) of SECL, an attempt was made to utilize skills available within the organization for bigger responsibilities in the coal mine. The experiment took off with need based training programs for specialized trades of utility in coal mines. SECL

employees at the entry level were inspired to take training in trade of their choice. These skill up-gradation trainings were highlighted within the organization and all interested employees were allowed to learn new skills. This exercise had a huge positive impact on the organizational culture.

Going ahead with the HR wave, during FY 2018-19, SECL absorbed 199 General Mazdoors, after skill up-gradation in various highly skilled jobs. 57 of them were absorbed as Drill Operators, 46 as Dozer Operators, 24 as Grader Operators, 39 as Payloader Operators and 33 as Crane Operators. They were all unskilled workers in General Mazdoor category. Through Skill Upgradation, they were given an opportunity to enrich their jobs and assume higher responsibilities in Coal Mines.

PFC raises USD 1 Billion through Reg-S Bonds

PFC has successfully tapped international market and raised USD 1 billion through Reg-S bonds in one go. This was the PFC's first issuance in the international market after successful acquisition of Government of India holding in REC. The issuance attracted a strong and diversified order book indicating investor's confidence towards PFC's differentiated

credit despite volatile market conditions and concerns over Indian NBFI sector.

The USD 1 billion Reg-S transaction was executed through two tranches. The 5 year tranche for USD 400 million @3.87% at a re-offer spread of 195 bps over 5 year UST and 10 year tranche for USD 600 million @4.577% at a re-offer spread of 242.5 bps over 10 year UST. Commenting on the

occasion, CMD, PFC, Mr. Rajeev Sharma stated that the transaction establishes PFC status as leading NBFI in India having priced its first dual and largest USD bonds transaction for Govt owned Indian NBFC. This is also PFC's first USD issuance in the 5 year tenor. The successful completion of the deal underscores investor's continued confidence in PFC post acquisition of REC.



Central Electronics Limited

Touching Rs. 1000 Crore Order Book Value

CEL has crossed land mark level of Rs. 1,000 Cr order book across its business verticals including Solar Photovoltaic, Railway Safety & Signaling equipment, Strategic Electronics and integrated Security & Surveillance systems. CEL has pioneered Solar Photovoltaic in the country and has many notable mile stones to its credit. It today carries orders of over Rs 800 crores including Solar Power Plants, Solar Street Lights, Solar Water Pumping

across more than 10 states in the country. CEL has installed 32 Nos Solar Power Plants aggregating to 24 MWp across various districts in Maharashtra in recent times and is executing orders for over 75000 street lights in various states, under Atal Jyoti Yojna. The Company continues to maintain a healthy market share in the Railway Safety & Signaling equipment vertical despite strong competition from private sector including a number of MNCs in this field. In the

area of Strategic Electronics, CEL continues to develop and supply a range of equipment for strategic sector including missile radomes, Isolators & Circulators, Phase Control Modules, Bullet Proof jackets etc. In the Security & Surveillance vertical, CEL is working with a number of leading Govt. agencies for implementation of Integrated Security & Surveillance systems at various locations in the country including para-military establishments, ministries, PSUs etc.

NRL organises Startup Conclave 2019

A Startup Conclave was organised by NRL in Guwahati to deliberate and gauge the performance, results achieved and way forward for NRL funded / shortlisted startups under the aegis of the Company's Startup initiative iDEATION. The Conclave was inaugurated by Guest of Honour Mr. B. Paul Muktieh, CMD, NEDFi, in the presence of MD, NRL, Mr. S. K. Barua; Director (Technical), NRL, Mr. B J Phukan along with senior officials from NRL, NEDFi and a host of entrepreneurs selected under NRL iDEATION.

During the course of the Conclave, presentations on progress achieved and way forward were made by all the 4 startups funded in the 1st edition of NRL iDEATION 2017 viz. ParkingRhino, Automovill,

Arohan Agrisciences and Deroi Tea. 8 other startup shortlisted for funding in the first phase of iDEATION 2018 also presented their startup ideas. Later, agreements were signed with 3 startups viz. Dr. A. Sarma, Vixudha Bio Product and PiCasoid for disbursement of funding on grant mode. Agreement with the remaining 5 startups shall be signed subsequently.

NRL iDEATION was launched in the year 2017 to lend wings to the dreams and ideas of entrepreneurs from the North-East by selecting promising ideas and assisting them to grow. With its focus on prospective entrepreneurs from the North East, iDEATION seeks to foster an entrepreneurial culture in the region, selecting promising ideas and assisting them to grow. The initiative is in



Mr. B. Paul Muktieh, CMD, NEDFi inaugurating the startup conclave in the presence of MD, NRL, Mr. S. K. Barua; Director (Technical), NRL, Mr. B. J. Phukan along with senior officials from NRL and NEDFi.

line with the ambitious Start-up India Mission of Govt. of India which fosters to build a start-up ecosystem in the country. Startup funding is provided in 3 categories viz Seed funding, Early Stage funding (after proof of concept) and Scale Up funding.

Awards & Accolades to PSEs

Director (Production), NMDC felicitated as best Director

Mr. P. K. Satpathy was felicitated as best Director of the year by Geominetech, Bhubaneswar in recognition of his contribution to the mining industry at the International Symposium on New Equipment, New Technology, Management and Safety in Mining and Mineral based Industries. The award was presented to Mr. Satpathy by Mr. V. Subba Rao, CMD, KIOCL.



Mr. P. K. Satpathy, Director (Prod.), NMDC being felicitated by Mr. V. Subba Rao, CMD, KIOCL.

Mr. Satpathy in his key note address at the symposium emphasized that technology plays a vital role in mining as a catalyst for increasing production and productivity, restoring agility and flexibility in the value chain, aligning the organization and increasing the robustness of business and industry intelligence.

NMDC bags the S&P PLATTS Global Metals Award 2019 under CSR category

NMDC Limited has bagged the S&P Global PLATTS Global Metals Award 2019 in Corporate Social Responsibility category for the second consecutive time in a row for the dedicated initiatives undertaken in the field of Education, Skill Development and Health for the emancipation of



Mr. Sandeep Tula, Director (Personnel), NMDC receiving the award.

local communities. The award ceremony was held recently at London, UK. Mr. Sandeep Tula, Director (Personnel), NMDC Limited received the award among the shortlisted 11 nominations of renowned companies across the world.

The hallmark of NMDC's investment for the cause of Promotion of Education is the 'Education City' - an island of educational facilities from Primary Schooling to Graduation in one of the most backward and Left Wing Extremism affected areas of the country. The stakeholder consultation mechanism adopted by NMDC to implement its CSR has been applauded by the Dept. of Public Enterprises, Govt. of India and has been recommended by them for emulation by all Central Public Sector Enterprises across the Country. Mr. Sandeep Tula said this Platts Award for CSR belongs to the team NMDC who relentlessly worked towards the cause of creating value for the society through in CSR initiatives.

Mr. N. Baijendra kumar, IAS, CMD congratulated NMDC team and said it is a matter of pride for getting the Platts award for CSR, two years in a row.

NTPC Team bags National Quiz Title

NTPC team came second at the 20th anniversary Iqutation quiz International Finals conducted by Event Management group at Mumbai recently. The NTPC team was represented by Mr. Anshuman



(L to R) Mr. Harsh Bhosale Chief People Officer, NAYARA ENERGY, Mr. Nilesh Nekaljay, GM L&D Indianoil, QM Krish Banik, Pratichee Mohapatra, Model and Singer.



Mr. Rupam Goswami , DGM, Technical Services (Engg. & Environment) and Mr. Kapil Medhi, Manager, Technical Services (Environment) receiving the award.

Srivastava, DGM (Corp. Planning) and Mr. K. M. Prashanth, AGM(Corp.Communications). The team qualified for the finals after coming second in the Delhi Regional round More than 50 teams Pan Asia consisting of leading corporate participated in this quiz. The quiz was held at two levels, the regional level at five locations namely Kolkata, Bangalore, Mumbai, Delhi and Bangkok followed by National finals. A team from ITC came first in the International Finals quiz. Other corporate in the finals were ICICI Prudential, HDFC, Hero MotoCorp, three teams from IOCL and a team from Bangkok.

MCL is India's best 'Mini-Ratna PSU', says Dalal Street

Investment magazine Dalal Street journal has awarded Mahanadi Coalfields Limited (MCL) as India's Best Public Sector Undertaking 2018. In a letter addressed to MCL's CMD, the Dalal Street has ranked Odisha-based Coal India arm as Number one "Mini-Ratna of the Year 2018 (non-manufacturing)".

MCL is second largest coal producing company of the country, producing more than 93 % of dry fuel through "Surface Miners", an environment-friendly technology. The company had produced 144.2 million tonnes during the fiscal ended March 31, 2019.

NRL awarded Environment Excellence Award

Numaligarh Refinery Limited (NRL) was awarded

the 'FAME Environment Excellence – Platinum Award' for excellence in Environment Management in Petroleum Refinery Corporate Category recently. The award was presented to NRL team comprising of Mr. Rupam Goswami , DGM, Technical Services (Engg. & Environment) and Mr. Kapil Medhi, Manager, Technical Services (Environment) at a Seminar on National, Social & Economic Development held in Chandigarh recently.

Andhra University Awards Doctorate to Director - HR of HPCL

Andhra University has awarded doctorate to Mr. Pushp Kumar Joshi, Director - Human Resources of Hindustan Petroleum Corporation Limited (HPCL). Mr. Pushp Kumar Joshi was awarded Ph.D. in Human Resource Management (HRM)



Mr. Pushp Kumar Joshi
Director (HR) HPCL.

under the guidance of Prof. K. John, Head of Department, HRM Department, Andhra University, Visakhapatnam. His topic of research was on leadership development through Emotional and Social Intelligence Competencies. The research pertains to leadership development through experiential learning process involving coaching and mentoring with having development of Emotional & Social Intelligence competencies at its core.



CORPORATE COMMUNICATION SUMMIT 2019

Corporate Communication in the Age of Disruptions-Innovative Solutions

2nd & 3rd August, 2019

Venue: SCOPE Convention Centre, SCOPE Complex,
Lodhi Road, New Delhi-110003

OBJECTIVE

- To identify changing landscape of communication and the way forward
- Creating roadmap for handling disruptions
- To evolve leadership skill among Communication professionals
- To become strategic partner of an organization
- To understand new media and become a better storyteller
- To leverage CSR as brand building exercise and sustainable development
- To understand expectations of the organization, stakeholders and media
- To aptly use big data to its own advantage

PARTICIPATION

- CEOs and Functional Directors of PSEs
- PR/Corp Comm, Finance, Company Secretary, HR, CSR, Project professionals
- Middle & Senior Level Management

FACULTY

- Eminent Academicians
- Professionals/Experts from Industry, PR/Corp. Comm. World, Gol
- Media Professionals
- Digital Media Experts

Delegate Registration

Nominations may please be sent to:

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Mr. P. K. Sinha
Head (HR & CC), SCOPE

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Summit Partners

Academic Partner



Media Partner



MSTC Stimulating e-Governance through innovative e-Commerce solutions



DEEP (Discovery of Efficient Electricity Price)

e-bidding & reverse auction portal developed for power procurement by DISCOMS on Short/Medium/Long Term on behalf of Ministry of Power

SHAKTI (Scheme for Harnessing and Allocating Koyala)

MSTC provided a tailor made software solution for execution of the scheme online for allocation of coal linkage for regulated sector

UDAN(Ude Desh Ka Aam Nagarik)

Regional Connectivity Scheme-Developed portal for Ministry of Civil Aviation



Coal Linkage e-auctions

e-bidding platform developed for allocation of coal linkages for non-regulated sectors by CIL/SCCL

e-RaKAM

Developed an e-platform for farmers to sell agricultural produce on pan India basis. The portal is a joint initiative by MSTC and Central Warehousing Corporation arm CRWC

Agri-Products for NE

MSTC in collaboration with NERAMAC & CRWC has developed a portal for sale of different Agri-produces like Ginger, Pine apple , broom stick etc

MSTC METAL MANDI 'M3'

Developed 'M3' portal, which is a virtual marketplace for B2B & B2C transactions for sale and purchase of iron, steel and Non Ferrous products especially

Allocation of Mineral Blocks:

Two-stage e-Auction System (Technical Bid with IPO-Initial Price Offer first, then Forward e-Auction) developed for Mining Lease & Composite License on behalf of Ministry of Mines (MOM)

Other Milestones....



Red Sander Wood multi-currency Auctions for AP/Telangana forest Department



Timber auctions for Kerala forest Department



Developed Portal for Export of Petroleum Product for IOCL



TTD Price Quantity Human Hair auctions



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