



# KALEIDO SCOPE

STANDING CONFERENCE OF PUBLIC ENTERPRISES

## Shri Santosh Kumar Gangwar, Hon'ble MoS (I/c) for Labour & Employment Inaugurates Program on Contract Labour



**SCOPE Symposium  
on Implementation  
of RTI Act**





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## Message by CHAIRMAN



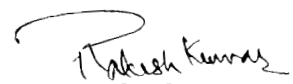
**T**he world at present is undergoing a defining change. Shuddering under the colossal effect of COVID-19 public health emergency, the Corona virus has brought to fore the everlasting impact of human activities on the environment. In line with the nation's efforts of curbing the spread of this deadly disease, Public Sector Enterprises (PSEs) are taking all the necessary steps in helping the economy overcome this challenging time.

Over the years, PSEs have made inimitable contribution to the nation's economic growth and have left no stone unturned in achieving milestones for country's overall growth. The recently presented, 59<sup>th</sup> edition of Public Enterprises Survey (2018-19) reaffirms the fact that Indian PSEs will continue to have a unique place among the state owned enterprises of the world. The survey presents that the overall net profit of PSEs has grown by 15.52% from Rs.1.24 lakh crore in 2017-18 to Rs.1.43 Lakh crore in 2018-19. PSEs have also

made a significant contribution to the central exchequer by providing Rs. 3.68 lakh crore in various forms like dividend, interest, corporate taxes and GST, showing an increase of 4.67% over the previous year.

For PSEs competitiveness has acquired a new meaning in today's time. To enhance the global stature and footprint of PSEs, SCOPE has conceptualised Strategic Transformational Leadership Programme for CMDs/CEOs/Directors and Top management of PSEs. The programme would deliberate how top management of PSEs can play a proactive role in strategic transformation of leading PSEs towards becoming national and global champions. In addition, SCOPE has been conducting programs on pivotal issues such as Contract Labour to deliberate on the same. PSEs have always believed in creating an ethical workspace and SCOPE, as their apex organisation will continue to conduct programmes on issues like Implications of RTI Act to create a better understanding of the same.

SCOPE has an unremitting commitment towards enhancing the competencies and it will continue to conduct seminars, workshops and interactive programs to achieve the sustainable growth and excellence in PSEs. SCOPE is bringing out a concise Programme Calendar 2020-21 for meticulous planning of future programmes.

  
**Rakesh Kumar**  
Chairman, SCOPE



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## Director General's Desk

**W**ith the global economy in a volatile phase, organisations around the globe are gearing up to face the economic slowdown and fight against the outbreak of a worldwide pandemic. India, understanding the impact of the global trepidation is working towards fortifying its domestic market and contain the spread of this virus. Public Sector Enterprises (PSEs) that play a strategic role in providing essential goods and services to critical sectors in the country are also taking preventive measures for the overall well being of their employees. Not to forget during the global economic meltdown of 2008, PSEs ensured that the country remained steady on the path of growth and are continuing to do the same in the present scenario.

Indian PSEs have attained an inimitable spot among the state owned enterprises of the world. The recent Public Sector Survey reports that the gross turnover/ revenue of operating PSEs has increased to Rs. 25.43 lakh crore in 2018-19 from Rs.21.55 lakh crore in previous

year recording a growth of 18.03%. The overall net profit of 249 operating CPSEs also grew by 15.52% from Rs.1.24 lakh crore in 2017-18 to Rs.1.43 lakh crore in 2018-19. I am sure PSEs would continue to strive to achieve new heights of excellence.

SCOPE on its part has taken initiatives to tackle the spread of Novel Corona Virus (COVID 19) and to ensure the safety and well being of its employees. Also, two programs envisaged by SCOPE on Corporate Governance and Influence of Social Media on Media Relation Management to be conducted in a few days have been postponed due to this ongoing health crisis and in view of Govt. advisory against large public gathering.

Understanding the significance of Contract labour in Public Sector, SCOPE also organised program on 'Management of Contract Labour, Compliance of Labour Laws with special reference to Code of Wages 2019' which was inaugurated by Shri Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for

Labour & Employment. Right to information is seen as an instrument of good governance in organisations and to deliberate on its implications and effective implementations, SCOPE held a Symposium on Implementation of Right to Information (RTI) Act to instil RTI as an instrument of Good Governance in PSEs.

The creation of effective and world class management in PSEs has been of top priority to SCOPE. In keeping with the country accelerating its journey towards a transformed India@75, we are conducting a Strategic transformational Leadership Program for CMDs/ CEOs/Directors to address the developmental need of top management and accentuate industry academia collaboration. SCOPE has been conducting programs on Advanced Global leadership and Corporate Governance for similar capacity building.

Based on the overwhelming response received by SCOPE during its programs, SCOPE Program Calendar 2020-21 is being prepared in consultation with various stakeholders. We invite the inputs and suggestions of our member enterprises for finalising the same and organise well rounded capacity building programs for PSEs.

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

- Symposium on Implementation of RTI Act 2005 & 2012
- Health Talk on Respiratory Diseases Awareness
- Interactive Seminar on 'Management of Contract Labour, Compliance of Labour Laws with special reference to Code of Wages 2019'

### Program Initiatives in Offing

- Program on Corporate Governance – 19th -20th March (postponed)
- Influence of Social Media on Media Relations Management - 24th March (postponed)

*Atul Sobti*  
**Atul Sobti**

Director General, SCOPE

## SCOPE Precautionary Measures to deal with **COVID-19 Menace**

**In the wake of the current Novel Corona virus (COVID - 19) and to contain its spread, in line with the advisories issued by the Government of India as well as other agencies, SCOPE has taken a no. of precautionary measures for employees of SCOPE. The highlights of the crucial decisions and subsequent measures taken by SCOPE to support the endeavour of the Government and the general public are as follows:**

### **I. Measures taken to improve Hygiene & Social Distance**

#### **A. For SCOPE Offices**

- Cleaning and sanitization of offices of SCOPE shall take place at regular intervals particularly of the frequently touched surfaces. It has been ensured by placing dispensers in wash rooms, receptions and all work locations.
- Check list of areas of cleaning and availability of Sanitizers etc have been placed in every Wash Rooms and will be strictly followed.
- Tissue box placed on work locations.
- Entry of the visitors has been restricted to the minimum business requirement level.
- Convention Centre to remain inaccessible and will be open as and when required. However, future bookings can be made.
- In case of official exigencies, video conferencing has been encouraged minimizing meetings and some of meetings/ programs have been rescheduled.
- Unless essential in business exigencies, all employees have been advised that no official

travel shall take place.

- To avoid gathering, Gym shall remain closed till further notice.
- Employees have been advised and sensitized on preventions and getting quarantined and taking proper treatment in case of flu-like symptoms and to inform their Reporting Officer and immediately proceed on leave.
- Delivery and receipt of daks are being facilitated at the entry point / reception area itself.
- All HoDs have been advised to sanction leave whenever any request is made for self-quarantine as a precautionary measure and to take suitable advice from HR.
- An indicative list of Do's and Don'ts have been widely circulated amongst employees with Circular, Posters and mails for proper awareness and safeguards.

#### **B. For SCOPE Complex and SCOPE Minar**

- Thermal Scanning shall be introduced at the entry gate of office complex in consultation with the constituents, subject to availability of the Scanner.
- At both Complexes Thermal Scanner has already started

working at the main entry point of SCOPE office. For remaining Gates, it is being explored in consultation with Constituent Members.

- Mandatory placing of hand sanitizers at the reception area and all work stations has already been executed and a close liaison is maintained to get installed in all the Buildings of Constituent Members of SCOPE in close conjunction with them. Emergency meeting with Constituent Members is taking place to take this forward.
  - In consultation with the Constituent Members, opening of the gates shall be restricted.
  - Frequent cleaning and sanitization are carried out in common areas including passages, staircases, railings, handles, toilets, lift lobbies, lifts of both SCOPE Complex and Minar.
  - Respective agencies were asked to provide masks to security staff and other contract labours and Guards on duty have already started using the same.
  - Periodic announcement of the



## Do's

- To maintain personal hygiene and physical distancing.
- To practice frequent hand washing. Wash hands with soap and water or use alcohol-based hand rub. Wash hands even if they are visibly clean.
- To cover your nose and mouth with handkerchief/tissue while sneezing and coughing.
- To throw used tissues into closed bins immediately after use.
- To maintain a safe distance from persons during interaction, especially with those having flu-like symptoms,
- To sneeze in the inner side of your elbow and not to cough into the palms of your hands.
- To take their temperature regularly and check for respiratory symptoms.
- To see a doctor if you feel unwell (fever, difficulty in breathing and coughing). while visiting doctor, wear a mask/cloth to cover your mouth and nose.
- For any fever /flu-like signs/symptoms, please call State helpline number. or the 24x7 helpline number of the Ministry of Health & Family welfare at 011- 23978046.

## Don'ts

- Shake hands.
- Have a close contact with anyone, if you're experiencing cough and fever.
- Touch your eyes, nose and mouth.
- Sneeze or cough into palms of your hands.
- Spit in Public.
- Travel unnecessarily, particularly to any affected region.
- Participate in large gatherings, including sitting in groups at canteens.
- Visit gyms, clubs and crowded places etc.
- Spread rumours or panic.

measures taken by SCOPE shall be done by utilising Public Address System for better awareness.

- Ambulance is available at both SCOPE Complex & Minar and in case of any emergency or exigencies Constituent Members are encouraged to avail this service.

The above decisions & measures shall be reviewed in consultation with Constituents Members.

## II. Introduction of Work From Home concept

- A policy on work from home is also being introduced for employees of SCOPE. The immediate initiative is in the wake of COVID - 19 and to possibly create room for social distancing on need basis.
- We are sure, these initiatives will help to prepare well and face the challenges and threat posed by the growing pandemic of COVID 19 together. ■

# Interface with Stakeholders



Mr. Atul Sobti, DG, SCOPE's views on the critical issue of Management of Contract Labour in PSEs was telecast on DD News.

# Minister of State (I/c) for Labour & Employment Inaugurates SCOPE Program on Management of Contract Labour



Mr. Santosh Kumar Gangwar, Hon'ble Minister of State (I/c) for Labour & Employment with Mr. Heeralal Samariya, Secretary (Labour & Employment), Mr. Atul Sobti, Director General, SCOPE, Mr. Ravi Peiris, Senior Specialist, ILO and Mr. Inderjit Singh, former Chief Labour Commissioner at the inaugural session.

SCOPE organized Programme on 'Management of Contract Labour, Compliance of Labour Laws with Special Reference to the Code on Wages, 2019' on 3<sup>rd</sup> - 4<sup>th</sup> February, 2020 at SCOPE Convention Centre, New Delhi. It was organised to update the knowledge and upgrade skills of employees of Public Sector Enterprise (PSEs) in the area of labour - management relations and compliance with Labour Laws. The programme commenced with lighting of lamp by Chief Guest Mr. Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour & Employment. Mr. Heeralal Samariya, Secretary (L&E), Mr. Atul Sobti, Director General, SCOPE, Mr. Ravi Peiris, Senior Specialist, ILO and Mr. Inderjit Singh, Former Chief Labour Commissioner also

addressed the participants during the inaugural session.

Hon'ble Minister in his inaugural address said workers should not be treated as a commodity and they should get all the benefits of the Labour Laws. He mentioned that the Prime Minister

has directed speedy action in the matter of labour reforms. He said many important changes have already been made like women workers being allowed to work at night and in underground mines.

Mr. Samariya emphasized that Social Security was very



Mr. Heeralal Samariya, Secretary (L&E) addressing the participants during SCOPE Programme on Contract Labour.



important and work relating to simplification and rationalizing of the Labour Laws was at an advanced stage. The remaining three Codes would also be introduced in the Parliament soon he said.

Mr. Peiris said that the world of work was facing many challenges and one of the controversial areas was contract labour. He also mentioned about the audit tool of ILO for contract labour.

DG, SCOPE in his address spoke about various reforms, policy initiatives taken by the government that has led to India's improved Ease of Doing Business ranking to 63 from 114 for the year 2014. He said that the ongoing labour reforms will further improve this ranking. Mr. Sobti said that PSEs were employing about 6% more contract labour and ensuring all the statutory benefits to them. He further emphasized that contract labour, out-sourcing, turn-key, etc. are indispensable for the survival of the economy, generation



(L to R) Mr. Atul Sobti, DG, SCOPE and Mr. Ravi Peiris, Senior Specialist, ILO addressing the inaugural session.



of jobs and alleviation of poverty in the country.

Mr. Inderjit Singh, while explaining the Programme Perspective stated that the basic objective of the Seminar was to deal with issues relating to Contract Labour and explain the provisions of The Code on Wages, 2019, their implications and ways and means of complying with the same.

The two day program saw presentations and deliberations by a vast group of dignitaries including Dr. Onkar Sharma, Dy. Chief

Labour Commissioner (Central), Mr. Michael Dias, Advocate, Mr. Alok Bhasin, Advocate, Mr. A. N. Verma, Executive Director (HR), NTPC, Mr. S. K. Wadhvani, CGM (HR), Mr. Rajan Verma, Chief Labour Commissioner (Central). Mr. S. K. Gupta, Advocate, Mr. Pankaj Raman, Additional Central Provident Fund Commissioner, Dr. M. K. Pandey, Advocate, Supreme Court and Mr. K. K. Rai, Senior Advocate. The programme was attended by 74 senior officials from 32 PSEs. ■

## SCOPE Celebrates International Women's Day

SCOPE celebrated the International Women's Day. On this occasion, Mr. Atul Sobti, DG, SCOPE appreciated women employees in SCOPE and Public Sector Enterprises and encouraged them to aspire for challenging tasks and make sincere efforts to make SCOPE inspiring innovative and impactful.



Mr. Atul Sobti, DG, SCOPE with women employees of SCOPE during the celebration.

## SCOPE Symposium on Implementation of RTI Act



Mr. Neeraj Kumar Gupta, Information Commissioner, CIC delivering inaugural address at the SCOPE RTI Symposium.

SCOPE organized 13<sup>th</sup> Symposium on Implementation of RTI Act 2005 & 2012, 'Challenges of CPSEs for Commercial Information & Transparency Audit' on 26<sup>th</sup> & 27<sup>th</sup> February, 2020 at SCOPE Convention Centre, New Delhi. The objective of the symposium was to enable AA/PIOs/CPIOs and Associated Officers of CPSEs to gain better appreciation of the RTI Act and the issues involved for its effective and true implementation in their respective organizations as well as to share latest developments in RTI. Main focus was on disclosures of the Commercial Information, Challenges in Transparency Audit and Contradict Decisions.

The symposium was inaugurated by Mr. Neeraj Kumar Gupta, Information Commissioner, Central Information Commission. Mr. S. P. Mohanty, CMD, HIL and Member of SCOPE Executive Board, Mr. O. P. Khorwal, Program Facilitator and Mr. H. S. Rajpal, Head, (Legal), IOCL also addressed the inaugural session.

During his Inaugural address Mr. Gupta mentioned that RTI Act is not difficult to understand.

He stressed that all CPSEs / public authorities must pro actively and suo-moto disclose most of the information. He emphasized that if Section 8, 9 & 11 are properly understood and applied, most of the problems in providing information shall be solved. As these three sections are the exemption and third party information even if available, can be legally denied as exempted, to be disclosed if there is no larger public interest exists in disclosures. He also



Mr. S. P. Mohanty, CMD, HIL and Member, SCOPE Executive Board addressing the RTI programme.

shared other important provisions of the Act and his experiences while disposing of the second appeal. He also shared some cases and reasoning for imposing of the penalties.

Mr. Mohanty in his address said the RTI is an important instrument for bringing transparency and ethical value system in PSEs.

Mr. Khorwal briefly shared various initiatives taken by SCOPE such as organizing awareness program on RTI, developing RTI manual and providing expertise guidance to the member CPSEs in the area of RTI Act 2005.

Mr. Rajpal made the concluding remarks and proposed Vote of Thanks.

Among the eminent faculty and speakers who addressed various sessions included: Mr. A. K. Tiwari, former Chief Information Commissioner, CIC, Prof. M. M. Ansari, former Information Commissioner, CIC, Mr. M. L. Sharma, former Information Commissioner, CIC, Dr. S. B. Mitra, ED (Law & HR), GAIL (India) Limited, Mr. H. S. Rajpal, GM (Corp. Affairs), Indian Oil Corpn. Ltd, Dr. Ashok Sharma, former GGM, MMTC Limited, Mr. Ashish Srivastava, DGM, CS, RITES, Mr. H. C. Lohumi, CPIO & Mr. Kompal Bali, GAIL, Ms. Arpita Mehta, CPIO, BHEL, Consultant on RTI Act, SCOPE and Mr. Dhananjay Rai, Chief Manager, IOCL.

58 participants representing 28 Public Sector Enterprises from different regions attended the program. ■



## SCOPE Health Talk on Respiratory Diseases



Dr. Rahul K. Sharma, Director & Head, Department of Pulmonary & Critical Care, Garg Hospital addressing the SCOPE Health Talk.

**S**COPE in association with Dr. Reddy's Foundation for Health Education organised

Health & Wellness Talk on Respiratory Diseases Awareness on 25<sup>th</sup> February 2020 at SCOPE Minar, Laxmi Nagar, New Delhi. Dr. Rahul K. Sharma, Director & Head Department of Pulmonary & Critical Care, Garg Hospital, New Delhi addressed the participants. Dr. Sharma apprised the participants on common symptoms of Asthma like, frequent cough, shortness of breath, chest tightness, chest pain, wheezing, fatigue and seasonal variable and the misconceptions related to the disease. He also cautioned that ignoring

the symptoms or health issue of Asthma attacks could cause serious health or life threat.

Mr. P. K. Sinha of SCOPE in his address stressed on the need of healthy workplace. He emphasized on keeping workplaces healthy to enhance productivity of employees. The Team of PPHF took the audience through some activities and highlighted the impact these Non Communicable Diseases (NCD) have been having on human life, which is quite alarming. Large number of participants from various PSEs participated in the event.

## SCOPE's Initiative: Meeting of Chief of Communications of PSEs

**A**t the initiative of SCOPE a meeting of senior Corporate Communication officers of public sector enterprises was organised at SAIL HQ in New Delhi to deliberate on various issues and challenges faced by them.

The meeting was attended by Mr. P.K. Sinha, Head (HR&CC), SCOPE, Ms. Sumita Dutta, ED (CAD), SAIL, Mr. Manas Kaviraj, ED(HRM&CC), NBCC, Mr. Rajeev Goel, CGM (PR&CC), HPCL, Mr. Harish K. Awal, GGM (CC), ONGC, Mr. Anil Ahluwalia, GM (PR& Brand), BPCL, Mr. Atanu Dutta, AGM, RINL, Mr. M. Mukandan, AGM (CC),

BHEL, Mr. Rohit Singh, SDGM (CC), BHEL and other Corporate Communication professionals.

Ms. Sumita Dutta of SAIL emphasized on learning from each other in the field of corporate communication through experience sharing and stressed on the need to share the best practices in communication in all PSEs for which such meetings are being organized at the initiative of SCOPE.

Mr. P.K. Sinha of SCOPE highlighted initiatives taken by SCOPE such as Corporate Communication Summits of PSUs during the last couple of



years to promote this profession. He urged the participants to utilize Kaleidoscope magazine extensively for brand promotion of PSU fraternity. The meeting also deliberated on various programmes to be conducted by SCOPE for the Corporate Communication fraternity.



# SCOPE in Media

## Management of Contract Labour



Standing Conference of Public Enterprises (SCOPE), an apex body of PSEs, organized a program on 'Management of Contract Labour, Compliance of Labour Laws with special reference to Code of Wages, 2019'. Santosh Kumar Gangwar, Minister of State (Independent Charge) for Labour & Employment inaugurated the program. Heeralal Samrajiya, Secretary (L&E), Atul Sobti, Director General, SCOPE, Ravi Puri, Senior Specialist, ILO and Indrajit Singh, Former Chief Labour Commissioner also addressed the participants during the program.

reference of SCOPE public Secretary believes that the government will take steps to improve the economy.



that Union Budget is in line with the progressive

measures adopted by the government in the recent past and shall provide the much needed impetus to both investment and consumption - the key drive of the economy. New policy announcements in education, logistics, data centre parks, new science and technology, climate change and strengthening



Standing Conference of Public Enterprises (SCOPE) program on International Arbitration and Global Best Practices

## समय जगत

February 2020

हिलाएं देश और समाज को प्रभावी भूमिका निभाएं:



समय जगत, मोपल। 'स्कोप' संस्था के तत्वावधान में सार्वजनिक क्षेत्र में महिलाओं के फोरम (विमस) ने सार्वजनिक क्षेत्र की महिला कर्मचारियों के लिये 'पावर टू द फोरम - डिसेजिन टू प्र' कार्यक्रम का शुभारंभ किया।

## the pioneer

NEW DELHI | WEDNESDAY | MARCH 4, 2020

**GOVT IS WORKING ON SIMPLIFYING LABOUR LAWS: GANGWAR**  
New Delhi: Standing Conference of Public Enterprises (SCOPE), an apex body of PSEs, organised a program on 'Management of Contract Labour, Compliance of Labour Laws with special reference to Code of Wages, 2019'. Santosh Kumar Gangwar, Minister of State (Independent Charge) for Labour & Employment inaugurated the program. Heeralal Samrajiya, Secretary (L&E), Atul Sobti, Director General, SCOPE, Ravi Puri, Senior Specialist, ILO and Indrajit Singh, Former Chief Labour Commissioner also addressed the participants during the program.



## THE TIMES OF INDIA, NEW DELHI

FRIDAY, MARCH 6, 2020

**SCOPE hosts programme on Contract Labour**

## businessdaily

## SCOPE programme on Management of Contract Labour

Director General, SCOPE, Ravi Puri, Senior Specialist, ILO and Indrajit Singh, Former Chief Labour Commissioner also addressed the participants during the inaugural session. In his inaugural address, Gangwar spoke about the initiatives taken by the Government to simplify and transform labour laws in the country. He emphasized that not seeing labour as a commodity will result in reduction of labour disputes and enhance economic growth and better working conditions in the country.

Samarajiya spoke about the need for safeguarding workers in the country. He added that simplified labour laws will enable right to minimum wages, timely payment and social security to majority of the working population of the country.

Sobti said various reforms, policy initiatives taken by the government has led to India's improved rank in doing business, ranking to 61. The ongoing labour reforms will further improve this ranking.



## THE FREE PRESS JOURNAL

MUMBAI 13.2.20

**SCOPE organises 30th National Meet for Empowerment of Women employees**



## PROGRAMME-SCOPE

SCOPE recently organized a programme on Management of Contract Labour. SK Gangwar, MoS (I/C) for Labour & Employment, inaugurated the program. H Samrajiya, Secretary (L&E), Atul Sobti, DG, SCOPE, & addressed the participants during the program.

## THE FREE PRESS JOURNAL

MUMBAI | THURSDAY | FEBRUARY 13, 2020

**SCOPE organises 30th National Meet for Empowerment of Women employees**





## Standing scope March, 2020



# PSUs

## Pursuing Global Goals



**Anu Chaudhary**  
Founder & CEO  
SustainPlus

**T**he 17 Sustainable Development Goals (SDGs) set forth in 2015 have created a mass momentum for sustainable development across the global economy. More than 195 representatives of nation states have decided to put their trust in an exhaustive framework for sustainable development. By 2030, this framework aims to end poverty, fight inequality and stop climate change.

India admits to major developmental concerns in its Intended Nationally Determined Contribution (INDC). These are mainly related to infrastructure deficit in the midst of rapid urbanization and industrialization. In the wake of these concerns, equitable access to public services, competitive markets and decent work for the population is bound to become stressed (considering business as usual scenario).

To curb these concerns, major drivers that are sought out by think tanks and policy makers alike include corporate citizenship, skill development and access to finance. However, all these drivers are underpinned by a common theme of effective stakeholder communication.



India's 249 operating PSEs. PSUs are collectively responsible for majority of infrastructure delivery and maintenance of ecosystem. These centrally or state-run institutions have been working closely with government's umbrella action plans like National Action Plan on Climate Change (NAPCC) (and the 8 subsequent missions thereof).

### Importance of Sustainability Disclosures

Considering the diverse operations of these public entities, it might be overwhelming to think that there can be a one plug and play philosophy of sustainability that fits all. At a time where business units everywhere struggle to

be competitive, SDGs offer a common directive for stability and direction.

The Government of India is currently focused towards tracking and evaluating the impact of its present initiatives and scaling up successful interventions with regards to the SDGs. Consequently GAIL, took the initiative in its Sustainability Report (FY 2017-18) by mapping its key initiatives with SDGs relevant to business approach. By reporting on relevant SDG indicators, GAIL took another step towards becoming more responsible and transparent in its operations. Adhering to SDG Reporting Framework also eliminates the year end reconciliation effort an organization's

management might need to spend for reporting of all its initiatives.

Similarly, a Navratna company like REC Limited that promotes rural electrification projects across India (among its other business functions) can choose a relevant indicator to demonstrate its work for Affordable and Clean Energy (SDG 7's, Target 7.1 "ensure universal access to affordable, reliable and modern energy services").

Besides building on the national agenda of sustainability, SDGs also offer an opportunity to government entities for pioneering impact centric strategies to attain business goals. Thus, PSUs have the capability of leading by example once they leverage their scale and network.

### Measuring Impact and establishing a monitoring plan

Once organizations identify their unique position for delivering on the SDGs, quantification of tangible and intangible impacts on sustainable development comes as the logical next step. Now, organizations can choose relevant indicators to facilitate internal and external disclosures.

It is tempting to think that having more and better information will improve policy choices, but this is not automatic. Moreover, demanding more information may lead to a deteriorating supply of information if demand outstrips supply.

Thus, there needs to be established institutional capacity for developing a monitoring plan which gives opportunity for real measurements of achieved SDG targets. At the same time, timely



**In the Indian context much like everywhere else, Government undertakings are often first to register the impact of amendments in regulations and policy. Having an operating and reporting framework that conforms to SDGs not only prepares PSUs for upcoming reforms, but also serves as a platform to showcase innovation and resilience.**

evaluation of the monitoring methodology will ensure that business functions are capable to implement the monitoring plan.

### Non-traditional data sources

Besides relying on traditional sources of data for SDGs like National Statistical Offices (for census/ surveys), international organizations (world bank/ WTO etc.) and respective ministries (environment, agriculture),

organizations can also explore innovative ways to measure impacts.

Organizations can also explore some non-traditional sources e.g. satellite/drone imagery, spatial data infrastructure (land cover and land use), citizen generated data (social media/citizen science), official sensor networks and commercial data depending on their specific use cases.

### Way forward

In the Indian context much like everywhere else, Government undertakings are often first to register the impact of amendments in regulations and policy. Having an operating and reporting framework that conforms to SDGs not only prepares PSUs for upcoming reforms, but also serves as a platform to showcase innovation and resilience. At a time when Public Sector Undertakings tackle financial instability, working for SDGs should not be treated as an overhead. Rather, management at these institutions should internalize the framework to identify functions which are under-utilized and use them to develop new capabilities. ■

# Artificial Intelligence - Still a Man Behind Machine



Prof. (Dr.) Dewakar Goel\*

Shakespeare said, "What's in thy name?" But, I feel there is a lot in the name. When we talk about Artificial Intelligence (AI), we must know as to what it signifies. It aims at intelligence which says the capacity and ability to think, learn, reason and apply knowledge. Intelligence test assesses a person's mental and developmental ability whereas the word artificial gives a meaning for a particular thing which is invented or produced by people and is not natural. Basically, it is imitation of natural like we have artificial flowers.

My idea of giving the dictionary meaning of these words is to emphasize that artificial intelligence is not natural but a creation of mankind. John McCarthy is known as father of Artificial Intelligence and according to him, AI is the science and engineering of making intelligent machines especially intelligent computer programmes. AI is a way of making a computer, a computer-controlled robot or a software think intelligently in the similar manner as to how intelligent humans think. AI is accomplished by studying as to how human brain thinks, how it learns, decide

and work while solving the problem. Then, using the outcome as the basis of developing intelligent software systems.

## AI's beginning was slow but steady

It is important to be aware of the historical perspective of every concept. Therefore, we need to know the timeline of AI. It goes as follows:

1943: Warren McCulloch and Walter Pitts: a model of connected artificial neurons

1956: Dartmouth workshop Alan Turing, John McCarthy, Marvin Minsky, Allen Newell

1958: LISP by McCarthy

1965: ELIZA: Weizenbaum, a program that acts as a psychotherapist, Work on machine language, unsuccessful

1966: Funding for AI stopped. Difficulties: Lack of knowledge about world. The scale problem: easy to solve toy problem, very difficult to solve real world problems.

1969-1979: Knowledge - based systems

1972: Prolog, created by Alain Colmerauer

1975: Frames: a knowledge representation scheme, developed by Marvin Minsky

SHRDLU by Terry Winograd- understanding natural language in block world

DENDRAL- inferring molecular structure from the information provided by a mass spectrometer. Developed by Edward Feigenbaum.

MYCIN- a rule-based system for knowledge representation and inference in the domain of medical diagnosis and therapy.

1980: R1- first commercial ES- McDermott, configures orders for new computer systems.

1981: Fifth generation project in Japan. Mid 80s Neural networks

1990: Major advances in machine learning, natural language processing, multi-agent systems, robotics.

2000 Robotics: Humanoid robots, Rodney Brook, Robo cup soccer, humanoid sociable robots, interactive robot pets

After 2000, there has been tremendous progress in the field of AI and today we talk about remote air traffic control, heart operations by robots, driverless

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cars and metros, and things are moving rapidly finding solutions to problem areas where human brain is unable to calculate.

Now, the question comes as to how the human intelligence is different from machine intelligence. Where humans perceive by patterns machines perceive by set of rules and instructions. Human store and recall information by patterns, machine do it by searching algorithms. For instance, the number 80808080 is easy to remember, store and recall as pattern is simple. Humans can figure out the complete object even if some part of it is missing or distorted but machines cannot do it correctly. The domain of AI is huge in breadth and width whereas human intelligence has got its limits depending upon individual capacities.

### **Computerization - The beginning of AI**

AI is an intelligence exhibited by machines. Any device that perceives its environment and takes action which maximises its chances of success at some goal are smart devices. Artificial Intelligence is a science and technology based on disciplines such as computer science, psychology, mathematics, biology, linguistics and engineering. AI emphasizes the development of computer functions associated with human intelligence such as reasoning, learning and problem-solving. The basic philosophy of AI is based on power of the computer system and it all began with curiosity of humans which led to wonder as to whether a machine can think and behave like human. The goals of AI are: to create expert systems which exhibit intelligent behaviour, learn,

demonstrate, explain and advise its users. It also aims to implement human intelligence in machines by creating systems that can understand, think, learn and behave like humans.

Now-a-days, everybody talks about AI with certain amount of fear in the mind as to whether it will replace the human resource. It came from technology and the advancement has come in the mainstream system. Microsoft, Google, Amazon have made it more accessible. There are optimistic and pessimistic views with regard to future of AI and its impact on mankind. AI is a branch of computer science which is concerned with the automation of intelligent behaviour. It is a science of making machines to do things that would require intelligence if done by men. In simple terms, we can understand AI in the form of study of computations that make it possible to perceive, reason, and act.

### **AI is extension of human intelligence**

The academicians and researchers have been working on AI since last many decades and today the strongest form of AI has come by creation of a robot which is autonomous, thinks for itself, makes its own decisions, can deliberate about its own thoughts, can learn and adapt to new situations and it can communicate with humans through the use of language.

Let us see how we define intelligence in the context of AI because there is no human factor involved to have the feeling. The intelligence in terms of AI is the ability of a system to calculate, reason, perceive relationships and analogies, learn from experience, store

and retrieve information from memory, solve problems, use natural language fluently, classify, generalise, adapt new situations and comprehend complex ideas.

The above intelligence can be linguistic, logical, mathematical, spatial, bodily kinesthetic, interpersonal. Finally, we can say that a machine or system is artificially intelligent when it is equipped with at least one and at the most all above intelligence. It is dependent on human intelligence who created it. We must agree that a super intelligent artificial intelligence cannot exhibit human emotions like love or hate and there is no reason to expect feelings from AI. A robot can think, innovate and act with certain limitations. It will choose the best alternative but its search will be limited to the alternatives available in the memory. AI might become a risk if it is programmed to do something devastating. Autonomous weapons with AI systems can be programmed for killing and if it is in the hands of wrong doers, these AI weapons can cause mass casualties. The AI arms race could inadvertently lead to AI war resulting in mass casualties. We need to design weapons with a button turn off. The AI is programmed to do beneficial things but it may adopt a destructive method to achieve a goal and this can happen if we fail to fully align our goal with AI. You may have an obedient AI car to your destination as fast as possible. It may get you but you may face vomiting. It's not what you really wanted.

### **Tech Radar Report – a milestone**

Let us know about technologies and tools for artificial intelligence

to be used by application development professionals. Noted researcher Forrester has published a tech radar report with a detailed analysis of technologies which may be considered to support human decision-making.

First and foremost the Natural language generation, in order to produce text from a computer data which is being used in customer service, report generation and digital reasoning purposes. The Speech recognition, transcribed and transformed human speech into format useful for computer application. We are using it in interactive voice response system and mobile application. The virtual agents named as the current darling of the media by Forrester. It was a relationship from simple chat-bots to advanced systems that can network with humans. It is used in customer service and support as smart home manager by Amazon, Apple, Google, Microsoft, and IBM, etc. The Machine learning platforms provide algorithms, training toolkits, computing power to design. IT is used in wide range of applications like predictions and classifications by Skytree, Microsoft, Amazon, Google.

Forrester also talked about AI optimized hardware as graphics processing units and appliances specifically designed to efficiently run AI oriented computational jobs. Google, Amazon, Intel use them in making a difference for deep learning applications. The decision management is another field in the form of engines, that insert roots and logic into AI systems to be used for initial setup, training and on-going maintenance, tuning. It is a matured technology which is used in wide variety of enterprise application.

It assists in performing automated decision-making.

The deep learning platforms is special type of machine learning which consists artificial neural networks with multiple abstraction layers. It is being used in pattern recognition and classification, applications with a support of very large data sets by Saffron Technology, Sentinent Technologies, fluid AI and math works. Biometrics is another important AI tool which enables natural interaction between humans and machines such as image and touch recognition, speech and body language. It is being used for the purposes of market research by face first, sensory, affective and tahzoo.

Forrester also talked about Robotic Process Automation which uses scripts and other methods to automate human action for supporting business processes. It is being used when it is too expensive and inefficient for humans to execute a task or a process. Blue prism, automation anywhere, UI path and work fusion are sample vendors. Text analytics and natural language processing uses and supports text analytics by facilitating the understanding of sentence structure and meaning, sentiment, intent through statistical and machine learning methods. This AI tool is important in fraud detection and security. The basis technology, expert system, Indico, Knime, Mind Breeze are some of the sample vendors. Handwriting recognition software is important tool of AI which reads the text written on paper via pen or on screen by a stylus. It can recognise the shapes of the letters and convert it into editable text.

A Narrative Science survey found last year that 38% of enterprises are already using AI, growing at 62% by 2018. Forrester Research predicted a greater than 300% increase in investment in artificial intelligence in 2017 compared with 2016. It is estimated that AI market will grow from 8 billion dollars in 2016 to more than 47 billion dollars in 2020.

### AI leads to accuracy and perfection

We must appreciate that when programming is done without AI, it can answer specific questions it is meant to solve and modification in the programme, may lead to change in its structure. Moreover, modification is not quick and easy and it may also affect the programme adversely whereas if the programming is done with AI, it can answer the generic question it is meant to solve and programme can absorb new modification by putting highly independent pieces of information together and the programme can be modified without affecting its structure which is quite quick and easy.

We analyse as to why AI? It is not a replacement of human resource. In real world, knowledge has come with some unwelcomed properties because its volume is huge next to unimaginable. It is not well-organised or well-formatted. Knowledge is scattered. Moreover, it keeps on changing constantly. AI is a creation of human in order to organise and use the knowledge efficiently so that it should be perceivable by the people who provide it and the process of modification for correcting errors should be easy.

The AI looks for using the

information in many situations even though it may be incomplete. The AI techniques elevate speed of execution of the complex programme. We should not miss the role of intelligent robots who are able to perform the tasks given by humans. Their sensors to detect physical data from the real world such as light, heat, temperatures, movement, sound, bump, and pressure. They have efficient processors, multiple sensors and huge memory, to exhibit intelligence. In addition, they are capable of learning from their mistakes and they can adapt to the new environment.

### **There is always a man behind the machine**

We need to critically analyse human intelligence and artificial intelligence which will reveal that AI is extension to human intelligence. Human learn ordinary tasks since their birth by way of perception, speaking, language. The formal tasks are learnt first and then expert tasks. The ordinary tasks are easy to learn. The machine requires more knowledge, complex knowledge representation and algorithm for all purposes whether it is for ordinary tasks or expert tasks. It does not require common sense. The system is based on agent and its environment. The agent is anything that can perceive its environment through sensors and acts upon that environment through effectors.

Now, let us see how different agents work. A human agent has sensory organs such as eyes, ears, nose, tongue and skin and parallel to these sensors, other organs such as head, leg, mouth for effector. The robotic agent replaces cameras and infrared range

**It is an unfounded myth that Artificial Intelligence is an impediment in the way of human resource development. Rather, it is a great tool in the hands of human resource to enhance the overall efficiency and productivity of the organisation. Human Resources need to feel proud that they are the creator of Artificial Intelligence. The computer programme and for that matter, even a robot can think and innovate only to the extent of memory he/she has got. It can generate alternatives to a problem by the way of choosing the best available in its memory. Errors, mistakes, omissions, inaccuracies and lapses only relates to human intelligence. These words are non-existent in Artificial Intelligence.**

finders for sensors and various motors for effectors. A software agent has encoded bit strings as its programmes and actions. The performance measure of the agent is the criteria which determines its success. The behaviour of the agent is an action it performs after any given sequence of inputs at a given instance. The percept sequence is the history of all agents have perceived and finally, the function of the agent is a map from the percept sequence to an action.

Today, we have AI devices as our personal assistants on our phones. It is driving cars, winning chess matches, chat-bots, interacting with customers online, robots assisting doctors in diagnosing diseases and managing our homes. There is so much new coming out on daily basis. There is no limit to the possibilities of an AI driven features. Even in surgeries, intelligent automation tools are helpful. The areas which

machines cannot replicate would still be of utmost importance such as creativity, empathy and emotional intelligence. AI should not be treated as a threat to human intelligence but it should be taken as enabler for enhanced performance with absolute perfection.

### **Multi-dimensional uses of AI**

It will be relevant to pen picture certain interesting episodes relating to AI like a robot performing human stunts at Disneyland. A video of the stuntrobot shows the machine launching into the air from a swing and performing several flicks before landing in a net. This was the first step of stickman robot towards creating a human scale robot capable of performing stunts. But the guests at Disneyland are not impressed about it as it looks like animation devoid of human touch. The risk factor of the stunts performed by human gives excitement.

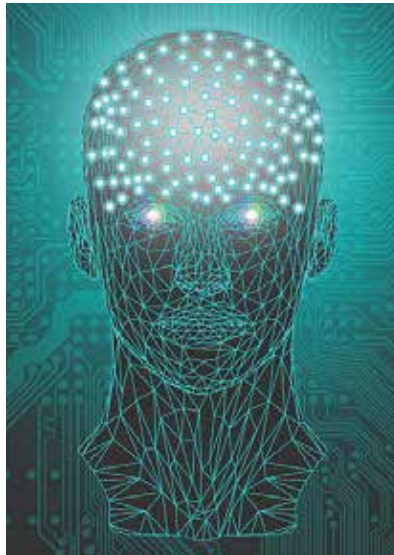


## Google emerges as leading user of AI

The internet search giant Google announced artificial intelligence and security as top priority among host of services it offers. Google is going deep on AI and security areas as security is the number one worry and AI is number one opportunity. The cloud infrastructure of Google is a collection of many football stadium size data centres of Google which are running carbon neutral with specialised processes like Titan. Google extolled deep dive into AI and its benefits in healthcare services with predictive inputs on risk of diseases. We have seen incredible spaces with AI especially with healthcare. AI is helping doctors to predict diseases like heart-attack and strokes to the patients. Google is taking the lead by using AI in various fields since it holds enormous promises for the world.

We are using Google to re-think and re-imagine the products with an AI first approach. It's a cloud journey where safety and security are built into every layer of cloud operation with high level of data encryption. Google is going deep on AI for security areas as in today's scenario security is number one worry and AI is top opportunity. Sundar Pichai, CEO of Google has said that, "Our mission is to organise world's information and make it universally accessible and useful. I am always talking of being fortunate as a company, as a timeless machine, one that feels as it did 20 years ago."

The most recent advancement as a result of AI is Android's journey. Helping mobile makers and users from a coffee shop on the corner to complex enterprises with



thousands of offices around the world. The android was launched with one phone and one carrier in 2008. Today, we have eco-system of phone makers, mobile operators and application developers leading to 24,000 different devices from 1300 different brands.

## AI in HR - optimizing productivity and efficiency

There has been a sea change in the working of HR professionals during last three decades with introduction of computerization and without the use of AI, it was impossible to complete end to end recruitment process for lakhs of candidates within three months right from the stage of notification of vacancies to offer of appointment that too for a right candidate at the right time at the right place. But, the AI has come as a boon and the traditional time-consuming, prone to human error, human skill-based system has been replaced saving time and energy, leading to error-free, transparent selection process. After Google, IBM also revealed its dependency on AI especially in the field of talent

acquisition. It has got more than 3,50,000 employees globally and AI became a dominant theme in HR technology being used by IBM because it helps in taking analytics and predictive insights directly to the right person at the right moment as stated by Ms. Joanna Daly, Vice-President of IBM Talent.

She has given an example in talent acquisition. "Let us say the potential candidate is interested in learning more about roles in IBM. They can interact with Watson and have a conversation using Natural language to ask about jobs and locations. They can upload resume and receive recommendations on roles they match to with insight on how strongly they match to the role and why, based on their skills."

As far as recruiters are concerned, IBM use AI to help the recruiter prioritize which openings to focus on first to have the biggest business impact and which candidate are the best fit. What is so powerful about applying AI to an area like talent acquisition is that AI can change mindsets. Candidates might apply for a role they never would have thought about if they were doing a traditional search. AI can help recruiters and managers to remove bias from selection decisions. AI can help to build a more inclusive technology workforce.

Today, AI has the biggest impact on recruitment making it a more efficient technology which also enhances candidate assessment. AI can turn a 15-minute video interview into a set of 20,000 data points on facial movements, intonation and word choice to assess a candidate. Machine learning can automate candidate's

outreach and streamline employee onboarding. HR software claimed 71% reduction in cost of hiring and a three-fold increase in recruiter's efficiency. These figures are based on statistical findings.

AI also helps in performance management system since technology continuously tracks the productivity of various teams on real time basis. It helps managers in identifying individuals with the highest probability of success in order to place them on the right job. Innovation and virtual learning are an important aspect where AI augments learning and development with multiple platforms. The AI based learning technology claims to have 32% increase in employee productivity and 43% increase in retention of employees. Increased use of smart phones. Tablets and laptops have made mobile workforce management. It brings team mates closer boosting a collaborative spirit.

Another important aspect is Employee Self Service (ESS) in a smart manner so as to have constant free flow of information and engagement. Smart ESS aids quick replies to questions and find policy related information and also have transaction without lengthy administrative processes or multiple level human interactions. The employee data is collected and compiled quickly and without human error. In nutshell, we can say that whether there is 26 years old HR manager or a CHRO with 26 years of experience, the use of AI in HR creates more time for them to tackle bigger and more important challenges and allows to focus on what they can do best by nurturing, cultivating and working with talent.



### Career in AI is no cakewalk but lucrative

It has been observed that from the world's largest tech companies to start-ups, everyone is looking for AI. A lot of mathematics, constant learning and understanding human behaviour are some of the ways to get a foothold in AI's growing industry. There are a few AI professionals who have excelled in making a career and according to them, the career in AI is about many different things from data analysis, text and image recognition to linguistics but the successful AI professionals do not talk about robots. They came from engineering background, gained experience in IT sector and joined MNCs like Amazon, Google, Facebook, etc. Their package ranged from 40 lakhs per annum to 60 lakhs per annum. Many cities in our country have AI communities, both online and offline. One has to keep eyes and ears open, follow the latest research and attend conferences to be abreast with latest happenings.

AI is not some kind of magic tool that can solve all problems. Basically, it is only an advanced statistical tool. For an AI solution to be effective, it requires certain conditions like having plenty

of data to work on. In order to become a successful AI professional, one needs to have good understanding of linear algebra, probability, statistics and other core mathematical concepts because machine learning involves complex functions with different variables. AI professional tweak different parameters and run experiments with them.

Finally, I would like to summarize that it is an unfounded myth that Artificial Intelligence is an impediment in the way of human resource development. Rather, it is a great tool in the hands of human resource to enhance the overall efficiency and productivity of the organisation. Human Resources need to feel proud that they are creator of Artificial Intelligence. The computer programme and for that matter, even a robot can think and innovate only to the extent of memory he/she has got. It can generate alternatives to a problem by the way of choosing the best available in its memory. Errors, mistakes, omissions, inaccuracies and lapses only relates to human intelligence. These words are non-existent in Artificial Intelligence. ■

# Insolvency and Bankruptcy Code – Best Bet to Debt!



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**T**he Insolvency and Bankruptcy Code (IBC) has completed three years. Though still in its infancy, IBC is being hailed as a standout legislation brought in by the present dispensation for debt resolution of troubled companies.

The Companies Act, 1956; the Sick Industrial Companies Act, 1985; the Recovery of Debts Due to Banks and Financial Institutions Act, 1993; the Securitisation and Reconstruction of Financial Assets and Enforcement Securities Interest Act, 2002 had all been used in the past to tackle with the bad debt problem of the banking system, but none could live up to the promises. Reserve Bank of India's corporate debt restructuring scheme also yielded limited results.

Compared to a negligible return of around 26% through all these mechanisms, the recovery rate for the lenders under IBC has been higher at close to 43%. The rate of recovery is likely to go up further with the recent Supreme Court judgment in the Essar Steel matter upholding that the ultimate discretion on the distribution of funds rests with the committee of creditors (CoC) comprising financial creditors (FCs). According to Insolvency and Bankruptcy

Board of India (IBBI), the rising trend of cases admitting under the IBC for corporate insolvency resolution process (CIRP) remained unabated even in the October-December period of current fiscal. Since coming into force with effect from December 1, 2016, insolvency proceedings have been commenced for a total of 3,312 cases of which 246 have been closed in appeal or settled; 135 have been withdrawn; 780 have ended in orders for liquidation and 190 have ended in approval of resolution plans. CIRP is ongoing for 1,961 cases or 59% of the total cases admitted under the IBC.

Of the 3,312 cases, 41% (1,343) belong to the manufacturing sector, 20% (665) belong to the real estate sector, 11% (362) from the construction sector and 10% (328)

from the trading sector, among others. Within the manufacturing sector, metals and textile contributed to the largest number of cases admitted under the IBC at 7% each. Operational creditors (OCs) have triggered 1,630 or around 49% of the CIRPs followed by 1,439 or about 43.4% by financial creditors (FCs) and the remaining by the corporate debtors (CDs). Of their Rs 3,51,528 crore admitted claims so far, FCs have realised Rs 1,51,664 crore which translates into a good 43.1% overall recovery.

Among the 12 major cases for which CIRP was initiated as per the RBI's June 2017 directive, resolution plans for seven companies have been approved while liquidation orders have been passed against two companies. CIRP for two cases is still on;

## Status of Corporate Insolvency Resolution Process (CIRP), as on December 31, 2019:

Status of CIRP	Number of CIRPs
Admitted	3,312
Closed on appeal/settled	246
Closed on withdrawal	135
Closed by resolution	190
Closed by liquidation	780
Ongoing CIRP	1,961

(Source: IBBI)



**Initiation of CIRP:**

Quarter	By OCs	By FCs	By CDs	Total
Jan-Mar,2017	7	8	22	37
Apr-Jun,2017	58	37	35	130
Jul-Sep,2017	98	99	38	235
Oct-Dec,2017	65	65	14	144
Jan-Mar,2018	89	85	22	196
Apr-Jun,2018	130	102	18	250
Jul-Sep,2018	128	98	16	242
Oct-Dec,2018	147	113	16	276
Jan-Mar,2019	162	193	21	376
Apr-Jun,2019	154	129	17	300
Jul-Sep,2019	291	265	9	565
Oct-Dec,2019	301	245	15	561
Total	1,630	1,439	243	3,312

(Source: IBBI)

while in one case, the resolution process had to be started afresh. These 'dirty dozen' had outstanding claims of Rs 3.45 lakh crore, accounting for nearly one-fourth of the then gross NPAs of the banking system.

Since IBC is an evolving and a dynamic legislation; quite inevitably, a lot of issues have cropped up in IBC's journey so far. The government, with the sole aim of rescuing a distress company, has been prompt to address such issues with timely interventions. A lot of issues have been settled, but a lot is yet to be settled such as whether a mere default of Rs one lakh is way too little to trigger insolvency proceedings against a corporate debtor and whether the Prevention of Money Laundering Act (PMLA) overrides the IBC or vice-versa.

Going by the experience so far, OCs have been at the forefront to drag a company to the insolvency court. The meager threshold of Rs one lakh fuels their aggressiveness; but in the process, such cases eat out a majority of the time of the company tribunals and thereby, the number of pending cases

**Going by the experience so far, OCs have been at the forefront to drag a company to the insolvency court. The meager threshold of Rs one lakh fuels their aggressiveness; but in the process, such cases eat out a majority of the time of the company tribunals and thereby, the number of pending cases keeps on mounting.**

keeps on mounting. Though an OC is within his statutory right to take a defaulting company to NCLT, the resolution of the big cases had to wait. Time is perhaps ripe for the government to bring an amendment to the original Act and make it slightly tighter.

Financial Service Providers (FSPs), which were outside the purview of the IBC, have been brought under it. The move, according to Care Ratings, is

expected to ease the restructuring of financial companies as regulators may apply for restructuring well within time and could enable the FSP to service its business. The first FSP admitted for resolution was moved by the Reserve Bank of India against Dewan Housing Finance Corporation Ltd (DHFL). The Insolvency and Bankruptcy Code (Amendment) Ordinance, 2019, notified on December 28, 2019, was issued to amend the Code in order to ring-fence the corporate debtor from attachment/criminal proceedings against offences committed by previous managements.

The Ordinance has inserted Section 32A to provide that the liability of a corporate debtor for an offence committed prior to the commencement of the Corporate Insolvency Resolution Process (CIRP) shall cease, and the corporate debtor shall not be prosecuted for such an offence from the date the resolution plan has been approved by the adjudicating authority, if the resolution plan results in the change in the management or control of the corporate debtor.

The Covid-19 pandemic is likely to turn many enterprises insolvent and with this, the workload of the country's insolvent courts may rise many times. There is a possibility that the Prime Minister-appointed economic response task force will take suitable steps in tweaking the extant NPA norms after assessing the situation. One step would be relaxation of asset-classification norms by banks and thus, allowing companies to delay the repayment of loans. Tax holidays for the worst-hot sectors can also be looked at. If lenders do not agree, IBC will have a major role to play.

## Sustainable Development Goals in Industry 4.0 Era:

# Action Plan of Nineteen Countries



Dr. Rajen Mehrotra\*

### The Seventeen Sustainable Development Goals (SDGs)

In September 2015 at the United Nations (UN) Headquarters in New York, 193 member countries adopted the historic new agenda, entitled “Transforming Our World: The 2030 Agenda for Sustainable Development,” and one hundred sixty-nine targets with an objective of transforming the world. The Sustainable Development Goals (SDGs) are the blueprint to achieve a better and more sustainable future for all. These seventeen SDGs addressed the global challenges we face, including those related to poverty, inequality, climate change, environmental degradation, peace and justice. These seventeen SDGs are all interconnected, and in order to leave no one behind, it is important that each of the 193 member countries undertake efforts at achieving them by 2030.

When the seventeen SDGs were adopted The UN Secretary-General Mr. Ban Ki-moon said

“It is a roadmap to ending global poverty, building a life of dignity for all and leaving no one behind. It is also a clarion call to work in partnership and intensify efforts to share prosperity, empower people’s livelihoods, ensure peace and heal our planet for the benefit of this and future generations”. The seventeen SDGs adopted are given in the annexure.

Every country is at a different level of social, economic and technological development and the Government of each country strives to work in a direction to improve the living standard of the citizens of their country, though the speed at which this takes place differs. Each country does strive to help the socially and economically weaker section to improve and also assists the citizens to lead a better social, economic and healthier life, reduce the disparity; at the same time the challenges that each country faces differs. However, in each country the citizens, civil society, business and the Government needs to strive in tackling the problems relating to poverty, inequality,

climate change, environmental degradation, peace and justice and make all out efforts at achieving the seventeen SDGs by 2030.

### Industry 4.0

The fourth industrial revolution (Industry 4.0) has taken further from what was achieved by the earlier three industrial revolution with the adoption of computers and automation and enhanced it with smart and autonomous systems fueled by data and machine learning including use of robots. As Industry 4.0 unfolds, computers are getting connected and are able to communicate with one another which can facilitate in making decisions without human involvement. Cyber-physical systems are a reality where humans and smart factories connect and communicate to each other via the Internet of Things and the Internet of Services, which makes Industry 4.0 possible and the smart factory a reality. It is also leading to Real -Time Capability where data can be collected and analyzed to provide insights immediately.

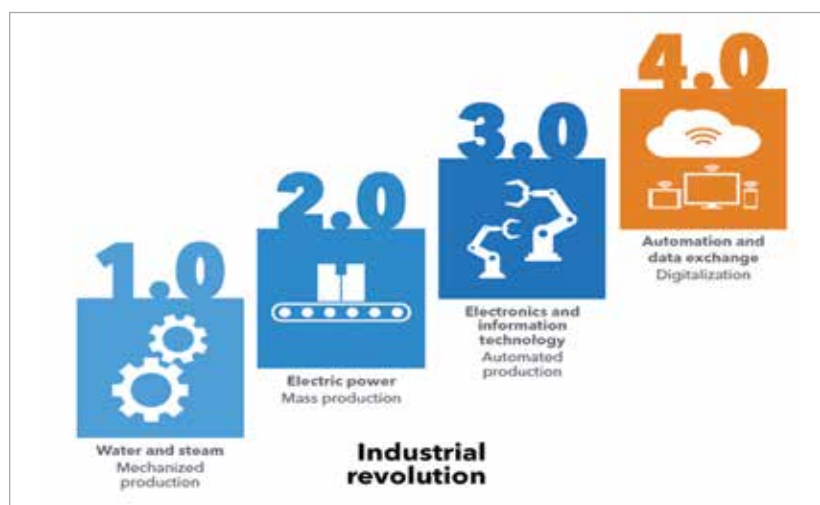
\* Past President of Industrial Relations Institute of India (IRII), former Senior Employers’ Specialist for South Asian Region with International Labour Organization (ILO) and former Corporate Head of HR with ACC Ltd. and former Corporate Head of Manufacturing and HR with Novartis India Ltd.

Industry 4.0 presents several challenges and opportunities to all the stakeholders in a country and we need to strive at finding solutions to these challenges at the same time taking advantage of the opportunities in achieving SDGs. A major challenge that Industry 4.0 will throw up is changes in skill required for new type of employments; at the same time decline in prospects of employment for persons not having the new requisite skills. There are also opportunities wherein the benefits of Industry 4.0 could help in education, tele medicines, effective disaster response, etc.

Industry 4.0 is a reality and has entered the world of work and governance. We need to handle it in a manner, wherein it helps the country in achieving the seventeen SDGs. We do find that in many countries of the world, activities are still by and large in the operating phase of industrial revolution two and three and the same will continue. Hence, while looking at SDGs in Industry 4.0 era, we will have to bear in mind the reality at which each of the 193 member countries of the world operate, and how the various stakeholders can use Industry 4.0 for the benefit of the citizens of their country.

### Nineteen Countries Meet

The Association of Overseas Technical Cooperation and Sustainable Partnership (AOTS) of Japan sponsored by the Ministry of Health, Labour & Welfare, Government of Japan organized a Joint Study Workshop of Employers' Organization of 19 countries on the "Sustainable Development Goals (SDGs) in the era of Industry 4.0" from



13 to 15 January 2020 in Hanoi, Vietnam. There were 32 participants from the 19 countries (i.e. Bangladesh, Cambodia, China, India, Indonesia, Korea, Lao PDR, Malaysia, Mexico, Mongolia, Myanmar, Nepal, Pakistan, Philippines, Singapore, Sri Lanka, Thailand, Turkey and Vietnam) that participated in this workshop.

The objective of the workshop was to understand the approaches adopted by the 19 participating countries towards the SDGs and in the workshop evolve through the experience of the participants on what could be an approach at achieving these in the Industry 4.0 era. During the workshop it emerged that each of the 19 countries that participated in the workshop has one of the ministries or a Government agency as the focal point to plan, execute, monitor and document the countries progress with reference to achievement of each of the seventeen SDGs, though the priority on each of these goals differed from country to country. Each of the 19 country participants presented the approach taken by their country. Noteworthy, The Government of Vietnam in 2017

had divided the seventeen SDGs in four focal areas with a Vision statement for each, and is working in the direction of achievement of the Vision as stated by them. The details are given below.

**The Government of Vietnam** has worked out four focal areas and grouped the seventeen SDGs and for each focal area developed a Vision Statement, which are as follows.

**Focal Area One** – Investing in People covering SDGs 1,2,3,4,5& 6 with Vision Statement: Providing inclusive and equitable quality social services and social protection systems for people living in Vietnam to be healthy, educated and free of poverty and empowered to reach their full potential.

**Focal Area Two** – Ensuring climate resilience and environment sustainability covering SDGs 2,5,6,7,8,9,11,12,13,14&15 with Vision Statement: Effectively responding to climate change and natural disasters, as well as sustainable managing resources and the environment.

**Focal Area Three** – Fostering prosperity and partnership covering SDGs 5,8,10,12&17 with Vision Statement: Shifting to



sustainable and productivity led growth model, as well as creating a fairer, more efficient and inclusive labour market that ensures decent work and opportunities for all.

**Focal Area Four** – Promoting justice, peace and inclusive governance covering SDGs 5,10, &16 with Vision Statement: Strengthening governance and adherence to the rule of law, ensuring respect for and the protection of human rights and freedom from discrimination, and moving towards a more just and inclusive society.

### Action Plan Developed by the 19 Country Participants

The 19 country participants during the workshop interacted and worked out a frame work for actions that the Government, business and social activists can undertake for achieving the seventeen SDGs and these are listed below: --

#### SDG1 No Poverty & SDG2 Zero Hunger

- There is growing urban and non-urban poverty - Government needs to provide subsidy to the targeted groups and also schemes to ensure zero hunger.
- The fourth industrial revolution would result in job displacement and there is need to preserve jobs for vulnerable groups which would involve skill development programme.
- The Government needs to establish a proper mechanism for management and disbursement of funds to the poor from taxes or other fund collected from

corporations and individuals.

- The Government need to ensure sustainable food production and also ensure to provide nutritious food to all children below age 5 to eradicate malnutrition.
- Community cultivation and community kitchens / app that helps collect left over food from restaurants and super markets before they lose their shelf life and dispersed to the needy.
- Ensure everyone gets two meals a day.

#### SDG3 Good Health and Well Being

- Child birth mortality rate and maternal mortality rate to

**The Millennium Summit of UN in 2000 came forward with eight international Millennium Development Goals (MDGs) for the year 2015, and these have been followed by the seventeen SDGs and each country has been working on them. In India at the Central Government level, NITI Aayog has been assigned the role of overseeing, reporting and monitoring the implementation of SDGs. Each of the 19 countries that participated in the joint study workshop organized by AOTS of Japan from 13 to 15 January 2020 in Hanoi, Vietnam have been making efforts at achieving the seventeen SDGs.**

be closely monitored, drastically reduced and extensively controlled.

- Increase in public health expenditure by each country from existing level, as it is a major need.
- Need to recognize allocation of funds for mental health, as fourth industrial revolution will lead to its increase.
- New initiatives for business transformation.
- Business can provide online platforms /apps for employees' health and wellbeing such as mental and physical consultations online.
- Need for an effective population control.
- Disclosure on the content of all eatable items.
- Education on health / using technology for imparting at an economical cost.

#### SDG4 Quality Education

- Need for free compulsory quality primary education.
- Less academic and more skill-based education.
- Produce more doers compared to administrators.
- Education and skill development should be aligned with the developments of the fourth industrial revolution.
- Dual curriculum.
- Closer collaboration between industry and academia to ensure curriculum meets industry and business needs.
- Business to partner with government, educational institutions, vocational institutes and offer effective apprenticeships.
- Government should facilitate

for developing affordable vocational / tertiary education infrastructure.

### SDG5 Gender Equality

- Women representation at the high /decision making level.
- Empowering gender equality for all.
- Reduce gender pay gap (equal pay for equal work).
- Social safety security for the housewives.
- Enhanced maternity leave benefit.
- Flexible working hours where feasible.
- Provide incentives and grants to women to enter gig economy (e-commerce).
- Business can provide virtual workplaces / flexible work for women.
- Digital trainings for women.
- Need for action rather than talk / social media campaigns with case examples of success.
- Need for a change in positive mind set of men, towards women.
- Ensuring inclusiveness of lesbian, gay, bisexual, and transgender (LGBT).

### SDG6 Clean Water and Sanitation

- Wherever activities of business and domestic usage results in discharge of waste water and effluent into the water bodies, Government intervention is required to ensure compliance of standards on discharge. Also, industry and business to ensure



compliance.

- Rain water harvesting.
- Community toilets in non-urban areas where cost of constructing individual household toilet may be prohibitive.
- Protection and restoration of water related ecosystem.
- Water and sanitation management through people participation.

### Affordable and Clean Energy

- Reduce taxes for green enterprises.
- Encourage the use of renewable energy.
- Recycling.
- Smart cities.
- Green architecture.

### SDG8 Decent Work and Economic Growth

- Occupational Safety and Health (OSH) management at work place. Need for awareness, training, policy guidelines, best practices.
- Empowering people who are physically challenged through skill development and

providing for a suitably designed friendly work place for them.

- Flexible working hours.
- Social Security net – unemployment insurance for displaced workers.
- Old age pension fund /old age saving scheme.
- Productivity linked performance pay.
- Ensure non exploitation of migrant workforce through memorandum of understanding between country of origin and destination.
- Restructure companies in line with new technologies.
- Digital evaluation of companies.

### SDG9 Industry Innovation and Infrastructure

- Reliable and continuous power and water supply at a reasonable price.
- Internet and other communication have to be available and affordable penetration has to be wide.
- Promote start up and entrepreneurship culture.

- Ensure to innovate continuously to be competitive and digital readiness for meeting challenges of fourth industrial revolution.
- Create digital ecosystem to bring businesses together and share their experiences.
- Mechanism for easy access to capital /credit for micro, mini and small businesses.

### **SDG10 Reduced Inequalities**

- Fourth industrial revolution would result in income disparity between highly skilled and low skilled workers – reskilling and upskilling needed.
- Inclusive growth by empowering and promoting social and economic inclusion for all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status.

### **SDG11 Sustainable Cities**

- Green and smart cities.
- Sustainable cities and communities.
- Urban planning, development plans.
- Integrated transportation system.
- Create community events.
- Community child care centres and Recreation centres
- Social networking
- Autonomous driving system.
- Government needs to ensure adequate, safe, affordable housing, transportation and basic services.

### **SDG12 Responsible Consumption**

- Increased production which

results in higher quantum of air emissions, effluent discharge and solid waste needs to be monitored for achieving reduced quantum from the past by the use of new technologies. Business and Government needs to partner in the same, coupled with incentives and penalties.

- Consumer awareness and education.
- Organic products / eco products.
- Imposition of penalty on unconsumed / wasted food.
- Circular economy.
- Saving energy policy.
- Investment in latest technologies.
- Environment friendly technologies.

### **SDG 13 Climate Action**

- Specialized ministry/agencies to manage environmental issues.
- Reduction of greenhouse gasses.
- Use of renewable energy.
- Waste management.
- Supporting green jobs/businesses.
- Preserving forest coverage.
- Circular Economy reduce, reuse and recycle / use of app to recover electronic wastes and clothes and others.
- Conserve water and move towards use of clean energy
- Clean energy as means of transportation / electricity generated by wind and / or solar power.
- Control carbon emissions

/ paying a price for carbon emissions.

- Ensuring green education and green business / as far as possible paperless functioning.

### **SDG 14 Life Below Water**

- Effluent/waste water management.
- Imposing fines on dumping waste in the sea / river / pond.
- Netting policies.
- Seasonal fishing policy.
- Ocean acidification.
- Sustainable management of marine ecosystem.

### **SDG 15 Life on Land**

- Declaring ecological critical areas.
- Conservation of the endangered species.
- Preservation of heritage.
- Preventing deforestation.
- Promoting afforestation and use farmed timber only.

### **SDG 16 Justice and Peace**

- Review and where possible reduce budget on defence spending.
- Revisiting/rationalizing the justice system.
- Equal access and dispensation to justice.
- Members of the society should be equally treated before the law.
- Judicial reforms to be visited/ reviewed at regular intervals.
- Prevention of corruption/ nepotism.

### **SDG 17 Partnership for the Goals**



- Collaboration among the ministries and agencies to ensure sustainable development at the national level.
- Create social dialogue platforms at company level
- Collaboration with inter and regional partner for mutual development in the respective areas/creating memorandum of understanding /agreements.
- New initiatives to bring social partners together on technological issues, digital trainings, digital transformation of industries.

## Conclusion

The Millennium Summit of UN in 2000 came forward with eight international Millennium Development Goals (MDGs) for the year 2015, and these have

been followed by the seventeen SDGs and each country has been working on them. In India at the Central Government level, NITI Aayog has been assigned the role of overseeing, reporting and monitoring the implementation of SDGs. Each of the 19 countries that participated in the joint study workshop organized by AOTS of Japan from 13 to 15 January 2020 in Hanoi, Vietnam have been making efforts at achieving the seventeen SDGs. The action plan developed by the participants in the joint study workshop is a broad framework of what the representatives of the employer organizations of the countries present perceived could be undertaken, and hence is not a thorough check list.

In each country, the Government

have developed an action plan, allocated budget, and also seeks support / partnership from business, civil society and also if possible, support from rich countries, as the money and effort required is substantial. There is need both at the International Level and also at each country level to work out an “effective recognition and reward system” for all contributors to speed up implementation in the direction of achieving SDGs. There is also need in each country for the civil society, employer organizations trade unions and the Government to work together, to understand the challenges and opportunities emanating from Industry 4.0 and how they could be used in benefitting the achievement of the seventeen SDGs by 2030. ■

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## Annexure

**SDG1:** End poverty in all its forms everywhere

**SDG2:** End hunger, achieve food security and improved nutrition, and promote sustainable agriculture

**SDG3:** Ensure healthy lives and promote well-being for all at all ages

**SDG4:** Ensure inclusive and equitable quality education and promote life-long learning opportunities for all

**SDG5:** Achieve gender equality and empower all women and girls

**SDG6:** Ensure availability and sustainable management of water and sanitation for all

**SDG7:** Ensure access to affordable, reliable, sustainable, and modern energy for all

**SDG8:** Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

**SDG9:** Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

**SDG10:** Reduce inequality within and among countries

**SDG11:** Make cities and human settlements inclusive, safe, resilient and sustainable

**SDG12:** Ensure sustainable consumption and production patterns

**SDG13:** Take urgent action to combat climate change and its impacts (in line with the United Nations Framework Convention on Climate Change)

**SDG14:** Conserve and sustainably use the oceans, seas and marine resources for sustainable development

**SDG15:** Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

**SDG16:** Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

**SDG17:** Strengthen the means of implementation and revitalize the global partnership for sustainable development

# Corporate Social Responsibility: 360° Completed



**B. B. Goel**  
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The national think tank, of late, has been brainstorming on Development Agenda aiming at 8% aspirational growth in tune with UN Sustainable Goals by accelerating momentum for unfinished structural reforms in the country. Public Sector which plays a pivotal role in commanding heights of economy has been suggested to initiate measures for consolidation, mergers and acquisitions of CPSEs leading to economies of scale, global competitiveness and access to cheaper international funding. In this context, 2018 CPSEs Conclave focussing on four core themes (Corporate governance in the new age, re-inventing human resource management, financial re-engineering, and Innovation, R&D & Technology for the future) had projected Vision "New India 2022".

Prime Minister in his address viewed PSEs as profit and social benefit generating enterprises for welfare of stakeholders and civil society. Ruling out separate mantras for success of private and public sector, CPSEs were exhorted to help in making New India Jewel on strength of Incentives, Imagination and Institutional building. He also suggested 5Ps

to improve operational and financial Performance; transparency and accountability in Processes; benchmarking in Personnel; Procurement through GeM and MSMEs; & Preparation for technological disruptions. A 100 days deadline was finalised with measurable targets on five major challenges, namely maximising geo- strategic reach, minimising import bill, integrating innovations and research, new development models that can be provided, & optimally utilisation of Corporate Social Responsibility (CSR) funds on one specific theme like development of 115 Aspirational Districts each year on analogy of Toilet construction in the country.

## CSR significance in Historical Perspective

At the outset, rationale of CSR legislation for social, economic and human development cannot be interpreted as a source of financing resource gap by levying additional taxes/cesses for inclusive growth. The real purpose is to ensure participation and involvement of corporate in discharging multiple responsibilities with their innovative ideas and management skills in delivery of public goods. It requires ring

fencing CSR resources judiciously lest these are frittered away by thinly spreading them for unsustainable programs. Larger interest of CSR, therefore, lies in such events that promote well being of underprivileged.

CSR is not a new concept. MCA conceived CSR Voluntary Guidelines in 2009. These were refined as Nation Voluntary Guidelines on social, environmental and economic responsibilities in 2011. Out of nine fundamentals, Sr. No.8 focussed on national development priorities and strategic CSR based on shared value concept. Subsequently, DPEs' Guidelines (2012) envisaged that since corporate responsibility is integral to CSR, business be conducted responsibly in a transparent and ethical manner. Finally, CSR policy rules were enforced from April 1, 2014 under Companies Act 2013.

Soon thereafter, Anil Bajjal 1st High Level Committee (2015) taking stock of CSR mandate made far reaching recommendations which were suggested for adoption by Company Law Committee (2016). Simultaneously, 2nd HLC (2018) chaired by Injeti Srinivas, Secretary, MCA, came out with its report on 13th August 2019 suggesting CSR roadmap.

But Parliament brought stringent measures for CSR compliance by enacting Companies (Amendment) Act 2019 on 31st July 2019 (two weeks earlier of report submission).

### CSR Mandate

According to latest Act/Rules, only those entities having net worth of Rs.500 crores or turnover of Rs.1000 crores or net profit of Rs.5 crore are required to invest 2% of its average net profit for the immediately preceding three years on CSR activities specified in Schedule VII. These activities are also restricted to over and above company's normal course of business. CSR policy and decision making authority is vested with Board and CSR Committee. Corporate are thus expected to adopt arms' length approach in taking up such activities which sub serve their own ends.

Sub-section 5 of Section 135 provides jurisdiction to pursue CSR activities --"provided that company shall give preference to the local area(s) around it where it operates, for spending the amount earmarked for CSR activities". For utilisation of funds, CSR policy extends leniency on unspent funds on 'comply or explain' principle as these do not lapse for another two years. It implies that if an entity fails to spend funds, Board in its annual report by specifying reasons for not spending, can easily adopt escape route.

As already mentioned, CSR scheme after its official launch in 2014 had many teething problems and successive High Level Committees were constituted to overcome intrinsic and extrinsic difficulties. It would therefore,



be very pertinent to briefly introspect recommendations of Anil Baijal and Injeti Srinivas Committee along with changes brought in Companies Act to proceed ahead.

Anil Baijal Committee (2015): The Committee having examined compliance, monitoring and evaluation of CSR opined that since 2014-15 was the first year to comply with CSR provisions, there is no harm to observe leniency for next two/three years. It favoured greater autonomy and flexibility on the part of Company's Board for a self-regulatory regime. It specifically recommended:

- Segregation of companies into two categories due to small CSR budget for execution;
- Accountability of Board for fund utilisation within existing penalty provisions;
- Omnibus Clause in Schedule VII to objects of social good;
- Uniformity in income tax treatment of CSR expenditure;
- Increased administrative expenses cap from 5% to 10%;
- Other profit making entities set up under specific statutes to fall under CSR domain; and

- Re-visiting CSR framework after three years

### Injeti Srinivas Committee (2019)

This Committee was required to develop a robust and coherent CSR framework for future growth. It clarified that CSR should promote responsible and sustainable business philosophy at broad level. Some of its recommendations are:

- Mandate CSR provisions across all business entities like LLPs & Banks
- Exempt companies to form CSR Committee having CSR expenditure less than Rs.50 lacs to avoid undue burden
- Trigger CSR obligations only after three years for newly created companies for Ease of Doing Business
- Financial audit for CSR expenditure to improve transparency.
- Mere disbursal of funds to Implementing Agencies is not a CSR spend.
- Register Implementing Agencies with MCA after Boards have ascertained their credibility.
- Boards can associate experts on CSR Committee and their



appointment criteria to be prescribed by Government

- Uniform tax benefits for CSR expenditure
- CSR Exchange Portal for leveraging technological benefits of CSR outcomes
- 3<sup>rd</sup> party assessment of CSR projects by identifying 5% companies on random basis.
- CSR impact studies once in five years for companies spending an average of Rs.5 crore in three years
- Hybrid vehicle for bringing private sector and civil society to harness their strengths for achieving social outcomes
- Strengthening CSR reporting with more disclosures in respect of projects, locations and implementing agencies
- Discouraging contribution to funds specified in Schedule VII
- MCA to partner with DPE for formulating CSR guidelines for CPSEs
- Ownership of capital assets created through CSR spends to rest with public while companies to make them self-sustaining in tune with 17th SDG "Partnership for Goals".
- Broadening scope of Schedule VII as per UN SDGs enumerated in 2030 Agenda for Social Development
- Need based CSR spending by looking into local area preferences with national priorities. Besides, CSR funds need not be earmarked for specific beneficiaries.
- Enhanced administrative overheads (5% to 10%) for companies undertaking Impact Assessment studies
- Annual CSR survey on

**To conclude, time tested CSR journey has already evolved in a big way; travelled much beyond money; and needs to run like a business.**

**Distinct from terms like charity, sponsorship or philanthropy, profit making concerns endeavour to dedicate a portion of their profit to the common social good to give back to the society for improving the quality of life. However, slowly and steadily, CSR mandate has taken a complete U-turn. Presently, India is probably the only country world over envisaging an unparallel CSR statutory obligation.**

analogy of Economic Survey for improved decision-making.

- CSR being a tool for social inclusion, non-compliance of provisions is treated as civil and not a criminal offence. However, quantum of penalty be enhanced twice/ thrice of default amount with Rs. one crore cap.

### **Companies (Amendment) Act 2019**

The Government brought drastic overhaul in CSR policy by

amending Section 135 of the Act on 31st July 2019. While under revised sub-section 5, companies are obliged to transfer unspent CSR funds to one of the Funds prescribed under Schedule VII within six months of the expiry of the final year, newly inserted sub-section 6 enjoins that any amount remaining unspent under sub-section 5, pursuant to any ongoing project, shall be transferred within 30 days from the date of financial year to a special account to be opened in a Scheduled Bank to be called as Unspent CSR Account. Such an amount shall be spent within three years from the date of such transfer, failing which company shall transfer the same to a Fund specified in Schedule VII within 30 day from the date of completion of third financial year.

A new sub-section (7) further stipulates that a company shall be punishable with fine (not less than Rs50,000 to Rs.25 lakh) for non-compliance of CSR expenditure within the time limit. Besides, every officer of the company who is in default shall be punishable with imprisonment for a term extendable up to 3 years or with fine which shall not be less than Rs.50,000 but may extend to Rs.5 lakh or with both.

### **Implementation Strategy**

CSR implementation strategy requires resolving following deadlocks:

#### **Piecemeal Widening Scope of Schedule VII**

During the last five years, scope of Schedule VII has been expanding horizontally. Very recently, Government has allowed CSR funds spending on incubators

funded by central/state or any agency/or PSU and making contributions to public funded universities, IITs, national laboratories and autonomous bodies. Similarly, selection of 115 Aspirational Districts as a national theme under CSR framework has been suggested under New India 2022 Vision Document.

There is unanimity in reports of two High Level Committees that CSR mandate must not be widened without any rationale, justification and pre-planning. Such an ad-hoc approach is neither in tune with spirit of the Scheme nor has brought credibility envisaged under the Act. In fact, there is a dire need for incorporating an Omnibus Clause in Schedule VII instead of making frequent piecemeal changes so that CSR mandate amply takes care of anticipated developments, priorities, needs and concerns taking place in the countryside. Once CSR scope is enlarged, corporate entities based on its preferences and chosen sectors can liberally take up combination of numerous activities having direct/indirect impact on lives of inhabitants namely, rehabilitation of abandoned women and children; dowry less mass marriages; welfare of armed forces veterans; homes for homeless; renovation/construction of cremation grounds; infrastructural development of schools/colleges; distance education for all sections of society; adoption of model villages for balanced regional development; preservation of ethnicity of indigenous communities; learn/earn scheme for plumbers, mechanics, carpenters, electricians, web designers etc; local logistics connecting farmers to formal retail sector; etc. The list is only illustrative with



scope for addition/subs traction.

### **Jurisdictional blockade**

Although CPSEs are expected to preferably undertake its activities in local areas, definition of “local area” finds no mention in the Act and the Rules. Management of CPSEs appearing before Committee on Public Undertakings (8<sup>th</sup> Report 2015-16, 16<sup>th</sup> Lok Sabha) reported that while it was quite difficult for Service and Tertiary Sector enterprises to have defined geographical area for commercial operations and could take up CSR activities at any given location, CONCOR had set local limit within a radius of 200 KMs. This issue therefore needs to be looked into earmark specified portion of CSR funds for different locations/themes. For instance, 50% funds can be criteria for uniform pattern of spending in closed vicinity of an enterprise to cater to local demands with explicit explanation of the term ‘local area’ in KMs. The balance 50% can be spent on an annual theme to ensure Pan India impact.

### **Compliance on spending**

CSR scheme has already attained maturity during the last about

six years and therefore, terms like leniency and learning on the part of corporate entities must not be held a valid ground for compliance.

### **Sustaining assets**

Ever since CSR launch, there has been quantitative jump in increased allocations coupled with professionalism and expertise in its implementation. KPMG survey (June 2019) confirms that Reliance Industries tops in CSR spend followed by Public sector giants like NTPC and ONGC. In specific context of CPSEs, CSR expenditure according to latest Public Enterprises Survey was Rs.2450.31 crores, Rs.4028.04 crores, Rs.3336.5 crores, Rs.3441 crores and Rs.3873 crores during 2014-15 to 2018-19 respectively. Recently, State Minister for Finance mentioned that companies have spent about Rs.50,000 crore in the last five years (29.10.19). While CPSEs alone share CSR expenditure close to 30% Pan India, Maharashtra tops highest expenditure (26.6%)-having the largest share of companies registered followed by Delhi and West Bengal.

Conversely, another study provides a dismal picture of CSR



mandate. As many as 10674 (56%) out of 19184 companies did not provide for CSR funds. Only, Maharashtra, Tamil Nadu, Karnataka and Gujarat constituted 54% of CSR pool. Women empowerment received scant attention. Even Union Finance Minister (Economic Times 30.10.2019) asked industry to expand their CSR outreach to poor States such as Jharkhand, Chhattisgarh, Bihar and eight States of North East Region.

### Implement Recommendations Holistically

The two High Level Committees after examining efficacy of CSR have already suggested need based, relevant and very useful recommendations over and above the swift changes brought in Companies Act. It is strongly felt that instead of bringing piece-meal changes; it is high time that the Act is suitably

amended comprehensively in an integrated manner either by an Ordinance route or in the ensuing Parliament session with the rider that there would not be any necessity to look back to the amended provisions at least for the next five to seven years and finally setting at rest dilemma of grace period to the corporate entities to comply with the mandate in letter and spirit.

### Appraisal

Increased CSR allocations if utilised in right perspective, provide vast opportunities in creation of visible, durable and sustainable assets having a lasting impact on lives of teeming millions of Poor. This pace can further be accelerated if corporate incentivise its functionaries by instituting annual awards for excelling in CSR performance. Besides, CSR activities are undertaken with participation of local leadership and

the beneficiaries to give feeling of ownership, mitigating maintenance issues of assets so created on the spot and ensuring constant social audit to minimise eventualities of pilferages/embezzlements. There would also be no harm if select entities pool CSR resources in such a fashion that while monitoring mechanism remains separate with the respective enterprise, the end results with measurable outcomes have lasting impact on the ground.

CSR shall definitely bring smile to the people by integrating social, environmental and human development concerns in entire value chain of corporate business.

To conclude, time tested CSR journey has already evolved in a big way; travelled much beyond money; and needs to run like a business. Distinct from terms like charity, sponsorship or philanthropy, profit making concerns endeavour to dedicate a portion of their profit to the common social good to give back to the society for improving the quality of life. However, slowly and steadily, CSR mandate has taken a complete U-turn. Presently, India is probably the only country world over envisaging an unparallel CSR statutory obligation. Thus, the mandate starting its journey as voluntary on 'comply or explain' principle has completed a full circle at 360°. It is no more a buzz word, but a strategy governing stakeholders including regulators and civil society. ■





# Domestic Arbitral Institutions



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**T**here has been a surge in the growth of Domestic Arbitral Institutions within India. This article seeks to highlight the key parameters one looks whilst choosing an arbitral institution juxtaposed with the applicable Rules of the arbitral institutions. It is pertinent to note that the Rules of Domestic Arbitral Institutions are at par with what is been offered by the International Arbitral Institutions such as ICC, LCIA, SIAC, etc. Few of the Domestic Arbitral Institutions have modelled their rules with that of International Arbitral Institutions. Rules of popular Arbitral Institutions such as Indian Council Arbitration (ICA), Delhi International Arbitration Centre (DIAC), Mumbai Centre for International Arbitration (MCIA) and SCOPE Forum of Conciliation and Arbitration (SFCA) have been discussed hereinbelow.

## Key Parameters

Amongst the normal parameters, a party looks in an arbitral institution such as venue of arbitration, method of commencing an arbitration, Administration fee, Arbitrators' fees. Of lately new

parameters such as the appointment of an emergency arbitrator, fast track arbitration, joinder of multiple parties is also being considered.

### Emergency Arbitrator

The advent of Emergency Arbitrator came into being to provide urgent relief to a party before the constitution of the arbitral tribunal as the constitution takes considerable time.

### Fast Track Arbitration

As the name implies a fast track arbitration usually involves adjudication of disputes based on documentary evidence with the exclusion of oral evidence and strict timelines.

### Joinder of Multiple Parties

As parties entered into a series of contracts which are either layered or intertwined having a similar party or product it so happens the said series of contracts does not have a common dispute resolution clause or no arbitration clause at all. The rule for Joinder Of Multiple Parties comes to the aid of a party who is left outside the preview of the arbitration by consolidating its lis or grievance in the arbitration.

## Domestic Arbitral Institutions

### Indian Council Arbitration (ICA)

One of the oldest Domestic Arbitral Institution based in the nation's capital- New Delhi, ICA was established in 1965 with the initiatives from Govt. of India and popular business think tanks like FICCI etc. It claims to handle more than 400 domestic and international arbitration cases each year. It provides Rules for three spheres of dispute resolution namely Rules of International Commercial Arbitration, Maritime Rules, Rules of Arbitration & Conciliation.

It also has a panel of Arbitrators comprising of judges, advocates, engineers, chartered accountants, executives, maritime experts, businessmen and foreign nationals from which the Registrar calls upon the parties to choose its arbitrator(s). Although, Rules of ICA do provide for a Fast track arbitration, however, it fails to provide for an emergency arbitrator and joinder of multiple parties.

### Delhi International Arbitration Centre (DIAC)

Hon'ble Delhi High Court was

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## Comparison of the Domestic Arbitral Institutions Rules

	<b>Indian Council Arbitration (ICA), Rules 2016</b>	<b>Mumbai Centre for International Arbitration (MCIA), Rules 2016</b>	<b>Delhi International Arbitration Centre (DIAC), (Arbitration Proceedings) Rules 2018</b>
Method of commencing arbitration	<b>Rule 15:</b> By a written request sent to the Registrar and respondent(s).	<b>Rule 3:</b> By a written request sent to the Registrar.	<b>Rule 4:</b> By a written request sent to the Centre/Coordinator and respondent(s).
Number of arbitrators	<b>Rule 22:</b> Unless otherwise provided in the arbitration agreement, a sole arbitrator if the sum in dispute does not exceed One crore Rupees and three arbitrators if the sum in dispute exceeds One crore Rupees.	<b>Rule 7.1:</b> Unless otherwise agreed by parties, a sole arbitrator shall be appointed, but if the dispute warrants a panel of three arbitrators can be appointed.	<b>Rule 8.1:</b> Parties are free to determine the number of arbitrators provided it should not be even number.
Appointment of arbitrators	<b>Rule 23:</b> Registrar to call upon parties to choose arbitrator(s) from the Panel of Arbitrators, failing which Registrar in consultation with Chairman of Committee shall appoint the arbitrator.	<b>Rule 7.3:</b> Appointed by Council. Nominated arbitrators are subject to confirmation by Council.	<b>Rule 8.4:</b> Parties are free to appoint their arbitrator(s), in case of impasse between parties and arbitrators the Chairperson/ Sub-Committee shall appoint arbitrator.
Challenge of Arbitrators	<b>Rule 7.3:</b> Yes	<b>Rule 10:</b> Yes, within 14 days after receipt of notice of appointment of Arbitrator.	<b>Rule 7.3:</b> Yes, within 15 days after receipt of notice of appointment of Arbitrator
Place or Seat of Arbitration Venue of Arbitration	<b>Rule 42:</b> Unless otherwise agreed by the Parties it shall be Delhi and venue be Federation House, Tansen Marg, New Delhi.	<b>Rule 23:</b> Unless otherwise agreed by the Parties it shall be Mumbai.	<b>Rule 23:</b> Unless otherwise agreed by the Parties it shall be Delhi.
Multiple parties, joinder and consolidation	Not provided	<b>Rule 5:</b> Yes	<b>Rule 6, Rule 28:</b> Yes
Time frame for preparation of award Review of the award	<b>Rule 63:</b> Arbitral Tribunal to make Award within six months from the date of reference subject to maximum 12 months.	<b>Rule 30.2:</b> Tribunal shall submit Draft award within 90 days to the Registrar.	<b>Rule 32:</b> Arbitral Tribunal to submit the draft award to Coordinator for its scrutiny. The Coordinator has to communicate the suggestions within 10 days to the Arbitral Tribunal.
Administration fee	<b>Rule 31 (2):</b> Ad valorem as per amount of Claim & Counter Claim with a ceiling limit of Rs. 25 lac.	<b>Schedule of Fees:</b> Case filing fee of Rs. 40,000/ which is non-refundable.	<b>Schedule of Fees:</b> Ad valorem to the sum in dispute Ad valorem as per amount of Claim.
Arbitrators' fees	<b>Rule 31 (2):</b> Ad valorem to the amount of Claim & Counter Claim with a ceiling limit of Rs. 30 lacs.	<b>Schedule of Fees:</b> Ad valorem to the sum in dispute.	<b>Schedule of Fees:</b> Ad valorem as per amount of Claim with a ceiling limit of Rs. 30 lacs.
Emergency arbitrator/ arbitration procedure.	<b>Not provided:</b>	<b>Rule 14:</b> Yes, Unless agreed by all parties the Emergency Arbitrator may not act as an arbitrator in future arbitration proceeding.	<b>Rule 14.10:</b> Yes, Emergency Arbitrator shall become functus officio after the order is made and shall not be a part of the Arbitral Tribunal, which may be formed subsequently and in accordance with Rule 14 unless otherwise agreed to by all the parties.
Fast track arbitration or summary disposal	<b>Rule 44:</b> Yes	<b>Rule 12:</b> Yes	<b>Rule 14:</b> Yes

instrumental in setting up Delhi International Arbitration Centre (DIAC) on 25 November 2009. The DIAC. DIAC Rules are model after the much sought-after Singapore International Arbitration Centre. DIAC is housed within the premises of Hon'ble Delhi High Court. From its inception, it has seen a multi-fold rise of arbitrations being administered by it. Like ICA it too has a panel of Arbitrators comprising of judges, advocates, engineers, chartered accountants, etc. Being modelled after Singapore International Arbitration Centre, Rules of DIAC provide all the bells and whistles which an International Arbitral Institution provides for.

### **Mumbai Centre for International Arbitration (MCIA)**

Mumbai Centre for International Arbitration (MCIA) is the new entrant on the block and within a short period, it has been recognised as one of the leading arbitral institutions. As the name implies it is based in the financial capital of India- Mumbai having a plush office at Nariman Point which also offers a venue to conduct the arbitration(s). It is established with the joint initiative between the Government of Maharashtra and the domestic and international business and legal communities.

so happens with the exit of LCIA India on 1 June 2016 from India, on October 2016 MCIA came to be established. The organization of MCIA is divided into MCIA Council and MCIA Secretariat. MCIA Council has enlisted leading practitioners of arbitration both domestically and internationally. MCIA Secretariat comprises of a CEO, Registrar/

Secretary-General and a team of case handlers.

### **SCOPE Forum of Conciliation and Arbitration (SFCA)**

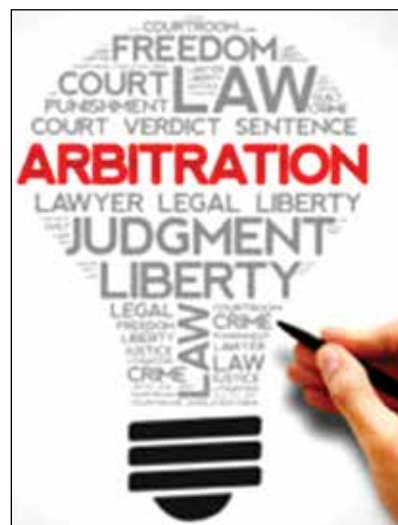
Standing Conference of Public Enterprises (SCOPE) is an apex professional organization comprising of Central Government Public Enterprises, few State Enterprises, Banks and other Institutions as its Members. It came into existence on April 10, 1973, and Central Government of India formally recognized SCOPE as an apex body of Central Public Sector Enterprises in November 1976.

In order to cater to the demands from Public Sector Enterprises for setting up a forum to resolve disputes through arbitration, conciliation and mediation SCOPE Forum of Conciliation and Arbitration (SFCA) came to be established in 2003 under the aegis of SCOPE with the objective to settle the disputes between Public Sector Enterprises and private parties expeditiously at a minimal cost.

A large number of Public Sector Enterprises including M/s IOCL, BPCL, SAIL, NFL, CONCOR, NHPC, Airport Authority of India Limited & M/s SJVN Limited have opted SFCA Clause in their contracts and agreements.

The organization set up of SFCA comprises of Governing Body and Secretariat. Governing Body of SFCA comprises of 15 office bearers for a term of two years. Amongst other functions, the Governing Body appoints the Secretariat.

SFCA Rules-2003 (as amended up to 2017) provide for a default venue of arbitration at New Delhi in terms of Rule 21. Administration



fee and Arbitrators' fees are Ad valorem to the claim amount. Rule 33 provides for expeditious disposal of the proceedings within six months from the completion of pleadings. Further Rule 34 provides for levy of interest @ 2% higher than the current rate of interest as stipulated in the Interest Act in those instances where interest is not stated in the award.

As the cliché goes "one size fits all" is certainly not applicable to arbitral institutions as every institution will have its positives coupled with negatives, therefore, it becomes imperative for a general counsel or advocate to delineate the possible disputes that may arise in future and how the same can be effectively resolved through arbitral institutions.

### **Important Note**

This is a simplified guide intended to provide an overview of the similarities and differences among some of the major domestic institutional arbitration rules. It is not intended as a substitute for detailed legal advice as to the procedures and laws which govern a particular dispute. Corrected as at 06 August 2019. ■



## New and Improved Convention Centre at SCOPE Complex and SCOPE Minar

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

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

#### Auditorium



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

#### Mirza Ghalib Chamber



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

#### Tagore Chamber



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

#### Bhabha Chamber (Board Room)



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

#### Fazal Chamber



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



## Business Centre



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

## Annexe II



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

## Banquet Hall



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

## Tansen Chamber at UB



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

## Annexe I



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

## Amir Khusro Chamber at UB



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

**For Booking & Tariff details please contact**

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

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

### Auditorium



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

### VIP Lounge



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

### Board Room



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

### SCOPE Academy of Public Sector Enterprises



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

### Meeting Hall



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

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



## SCOPE Forum of Conciliation and Arbitration (SFCA)



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

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

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

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

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## STANDING CONFERENCE OF PUBLIC ENTERPRISES

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




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वर्षों की उत्कृष्टता

**ग्रामीण भारत का उत्थान**  
इलेक्ट्रॉनिक्स, अक्षय ऊर्जा और सूचना प्रौद्योगिकी समाधान के माध्यम से




**“दुग्ध उत्पादकों एवं किसानों की आय को तकनीकी समाधान द्वारा दोगुना करने के लिए प्रतिबद्ध”**




ऊर्जा दक्षता




हरित ऊर्जा और सुरक्षा




स्वच्छ सुरक्षा



डिजिटल डेवरी



दुग्ध परीक्षण



सूचना प्रौद्योगिकी

**गत तीन दशकों से सर्वाधिक मिल्क ऐनेलाइजर के निर्माता एवं महत्वपूर्ण सौर ऊर्जा समाधान प्रदाता**

राजस्थान इलेक्ट्रॉनिक्स एवं इन्फ्रानेट्स लिमिटेड (जानेराज 9001:2015 एवं आईएसओ 14001:2015 'ग्रीन रेल' केन्द्रीय सर्वप्रमाणित क्षेत्र का उद्योग), 2, कनजपुरा औद्योगिक क्षेत्र, सिरसी रोड, जयपुर-302034 (राजस्थान), भारत

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## NLC India Ltd. observes International Women's Day 2020

The International Women's Day was celebrated at NLCIL in a grand manner. Smt Vismita Tej, IRS, Joint Secretary, Ministry of Coal graced the occasion as the Chief Guest. Smt S Rajeswari, IPS, Superintendent of Police, Idol Wing, Tamil Nadu was the Guest of Honour. Selvi K. Jayalakshmi, a student who has been selected to visit NASA and Smt. Jothimani, the only 60 Tonne capacity Women Truck driver from Tamil Nadu were the Achiever Guests.

Mr. Rakesh Kumar, CMD, NLCIL, presided over the function. Smt. Kanchan Rakesh Kumar, President, Neyveli Ladies Club released the souvenir on International Women's Day. The souvenir was received by the Chief Guest and other dignitaries. Mr. R. Vikraman, Director (Human Resources), Mr. N. N. M. Rao, Director/P&P, Mr. Prabhakar Chowki, Director (Mines), Mr. Shaji John, Director (Power), Mr. Jaikumar Srinivasan, Director (Finance) and Mr. T. Vennkata-subramanian, CVO/NLCIL were present during the function. Smt. Shanthi Vikraman, Smt. Aruna Rao, Smt. Pushpalatha Chowki and Smt. Aancy John, Patrons of Neyveli Ladies Club, also attended the occasion. The event powerfully



Photograph taken just after releasing the Souvenir by Smt. Kanchan Rakesh Kumar (Eighth from left) and receiving by Smt. Vismita Tej (sixth from left) in commemoration of the International Women's Day-2020. Also seen are Mr. Rakesh Kumar, CMD, NLCIL, Smt. Shanthi Vikraman, Smt. Aruna Rao, Smt. Pushpalatha Chowki, Smt. Aancy John, Smt. N. Ramalakshmi and office bearers of WIPS.

started with screening of a Short Film showcasing the significant contributions made by the women employees of NLCIL to the company and the society and the contributions through skill development and empowerment of economically weaker women in villages surrounding Neyveli.

The short film also carried messages of CMD, Functional Directors, President and Patrons of Neyveli Ladies Club felicitations on the occasion of International Women's Day.

Ms. Rajashri Swati Trike, Addl. General Secretary, WIPS, welcomed the gathering. Smt.

N. Ramalakshmi, General Secretary, WIPS, Neyveli Chapter, delivered the Women's Day message.

During the occasion, sewing machines were distributed to six needy women from nearby villages by WIPS, NLCIL chapter. In recognition of the achievement of Ms K Jayalakshmi, class 11 student, who has won the trip to NASA in May 2020 and Smt. Jothimani, the only woman driver of 60 Tonne capacity, 24 wheeled heavy cargo truck from Tamil Nadu and a recipient of Kalpana Chawla award for Courage in the year 2015, the WIPS, Neyveli Chapter presented them cash award.





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अंतरराष्ट्रीय हवाई अड्डे  
(3 सिविल एन्क्लेव तथा  
3 संयुक्त उद्यम हवाई अड्डे)  
**International Airports**  
(3 Civil Enclaves &  
3 Joint Venture Airports)

+

**10**

कस्टम हवाई अड्डे  
(4 सिविल एन्क्लेव)  
**Custom Airports**  
(4 Civil Enclaves)

+

**81**

अन्तरदेशीय  
हवाई अड्डे  
**Domestic Airports**

+

**23**

अन्य  
सिविल एन्क्लेव  
**Other  
Civil Enclaves**

=

**137**

हवाई अड्डे  
**Airports**

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# PSEs CSR Activities

## HAL Showcases Best Practices of CSR at DPE Conference



Mr. Amitabh Kant, CEO, NITI Aayog, inaugurating the HAL CSR Stall in the presence of Mr. Sailesh, Secretary, DPE and other officials.

A one-day Conference on 'Implementation of Corporate Social Responsibility (CSR) by CPSEs in Aspirational Districts in Education, Healthcare & Nutrition sectors – Issues, Challenges & Best Practices' was held at New Delhi. A poster exhibition was organized on the occasion by select CPSEs and State/ District Authorities to showcase their CSR initiatives. Mr. Amitabh Kant, CEO, NITI Aayog inaugurated HAL CSR Stall in presence of Mr. Sailesh, Secretary, Department of Public Enterprises and other officials of DPE. HAL prominently showcased the CSR initiatives in Education, Healthcare, Sports & Civic Amenities undertaken in Koraput – one of the Aspirational Districts in Odisha. Mr. Prakash Javadekar Union Minister of Heavy Industries and Public Enterprises addressed the valedictory session. Mr. Javadekar said the CPSEs through their CSR expenditure can play a significant role in transformation of Aspirational districts. Earlier, delivering the keynote address, Mr. Amitabh Kant, CEO NITI Aayog called upon the CPSEs to utilize CSR funds in a focused manner for development of Aspirational Districts.

This mega event was organized by Department of Public Enterprises, Ministry of Heavy Industries and Public Enterprises to share and replicate the best practices on implementation of CSR projects in Aspirational Districts, besides providing a leading platform to all stakeholders to discuss the issues and challenges being faced by CPSEs, District Administration and Implementing agencies.

Mr. Ch. Venkateswara Rao AGM (HR), Mr. Sunil

Bhati RM Delhi and other officials of HAL Koraput and Delhi were present at the event.

## NLCIL provides purified Drinking Water Plant to Chidambaram Govt. Hospital



Mr. R. Vikraman, Director (HR), NLCIL commissioning the modern RO Water Treatment plant at Chidambaram Government Hospital, installed by NLCIL under its CSR initiatives in the presence of Mr. Vishu Mahajan, IAS, Asst. Collector, Chidambaram, Dr. B. Tamilarasan, CCS, CMO, GH. Also seen are, officials from NLCIL CSR Dept and Chidambaram GH.

As part of its CSR initiatives and with an aim to provide clean drinking water to the out-patients and in-patients of the Chidambaram Government Hospital. NLC India Ltd. had installed a 1000 LPH Capacity purified drinking water plant at a cost of Rs.12.20 lakhs. The 1000 LPH Capacity plant was inaugurated by Mr. R. Vikraman, Director (Human Resource), NLCIL in the presence of Mr. Vishu Mahajan, IAS, Asst. Collector, Chidambaram, Dr. B. Tamilarasan, CCS, CMO, GH, Mr. R. Mohan, CGM/CSR, Mr. V. Ramachandran, GM/CSR, senior officials of NLCIL and Government Hospital, Chidambaram. Mr. R. Vikraman, Director (HR), NLCIL, speaking on the occasion told that NLCIL is receiving lot of applications on CSR front. However, NLCIL gives Top Priority to three fields viz., education, health and hygiene and water augmentation. Accordingly many CSR projects were initiated and completed in surrounding villages. Mr. Vishu Mahajan, IAS, Asst. Collector, Chidambaram spoke on the occasion where he praised NLCIL for doing a commendable job on CSR. NLC India Ltd's CSR policy is implemented



# हम बच्चों का भविष्य संवारते हैं इसलिए कोयला निकालते हैं



## हमारी कायाकल्प योजनाएँ

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



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with objectives of inclusive growth and sustainable development. Education, health, Infrastructures for the people in the periphery, sanitation, environment improvement, caring of Elders and skill development are some of the other thrust areas under CSR.

## Exposure visit by students of IIM, Sambalpur to CSR Project Area of MCL



Students of IIM, Sambalpur addressing the participants at CSR Project area of MCL

MCL hosted the exposure visit of students of IIM, Sambalpur to its ongoing CSR project site of Comprehensive Community Development Programme “CCDP-Utthan” being implemented by BAIF Development Research Foundation.

During the visit, students got opportunities to witness Agro-horti work, WADI and also interacted with the beneficiaries to develop understanding at grassroot level. The authorities of MCL and BAIF explained the socio-economic aspects and made students understand the wide angle perspective of the project. The intervention aims to uplift the economic status of the rural households by providing sustainable livelihood opportunities.

## NCL constructs School building under its CSR initiative

With a motive to provide quality educational infrastructure, Northern Coalfields Limited (NCL) has constructed a primary school building at Village Misira under its CSR initiative. General Manager of the company's Krishnasila Project inaugurated the school building and assured all



General Manager, NCL's Krishnasila Project inaugurating the school building.

possible support to the school children to pursue their educational dream. The newly constructed primary school building has six rooms along with facilities of kitchen, store, and toilets for boys and girls.

## NCL gives 304 Prosthesis and Assistive Devices to Divyaangjans



Mr. Nag Nath Thakur, Director (Finance and Personnel), NCL, Mr. Ram Lallu Vaishya, local MLA, Mr. Charles Juster, GM (Personnel), NCL, Mr. Atmeshwar Pathak, GM, CSR, NCL and Mr. S. K. Bhoval, Chief of Medical Services along with other employees at the event

Aimed at enabling and assisting persons with disabilities, Northern Coalfields Limited (NCL) gave 304 prosthesis and assistive devices to 207 divyaangjans (Differently able persons) in a programme organized at its Nehru Shatabdi Chikitsalaya, Jayant under CSR (Corporate Social Responsibility). On the occasion, Director (Finance and Personnel) NCL, Mr. Nag Nath Thakur, local MLA Mr. Ram Lallu Vaishya, GM (Personnel) Mr. Charles Juster, GM (CSR) Mr. Atmeshwar Pathak, Chief of Medical Services Mr. S. K. Bhoval along with other employees and beneficiaries remained present in the event. Addressing the gathering Mr. N. N. Thakur said that it is a matter of pride for NCL, who has got the opportunity for this noble cause.



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- ❖ Integrated Security Systems, Electronics Jammers and Encryption equipment.

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## NHPC organizes Free Medical Camp



Dr. Kamla Fartyal, CGM (Medical Services), Dr. Rakesh Ranjan, Dr. Sushma Trivedi from NHPC and Dr. Vijay Malik, SMO, Rural Primary Health Centre, Kurali at the free medical camp organized by NHPC at Kurali village, Faridabad.

NHPC organized a free medical camp at Kurali village, Faridabad recently under its CSR-SD scheme. Dr. Kamla Fartyal, CGM (Medical Services), NHPC, Dr. Rakesh Ranjan, Senior DCMO, Dr. Sushma Trivedi, Senior DCMO and paramedical staff from NHPC, Dr. Vijay Malik, SMO from Rural Primary Health Centre, Kurali and doctors from Fortis Escorts were present on the occasion.

## NHPC Free Medical Camp at Pali Village, Faridabad



Dr. Krishna Kumar, Civil Surgeon, B. K. Civil Hospital inaugurating the camp.

NHPC organized a free medical camp at Pali village, Faridabad under its CSR-SD scheme. The camp was inaugurated by Dr. Krishna Kumar, Civil Surgeon, B.K. Civil Hospital. Dr. Kamla Fartyal, CGM (Medical Services), NHPC, Dr. Rakesh Ranjan, Senior DCMO, NHPC, Dr. Ram Bhagat, DCMO and Malaria In-charge, B.K. Civil Hospital, Faridabad and Dr. Bina Rastogi from Pali PHC alongwith NHPC paramedical staff and doctors from Sarvodaya Hospital, Faridabad and Centre for Sight, Faridabad were also present during the camp. The camp was organized by NHPC in association with Civil Hospital, Health Department, Faridabad, Sarvodaya Hospital, Faridabad and Centre for Sight, Faridabad. ■

# SAIL Records Jump in Sales and Saleable Steel Production in 3<sup>rd</sup> Quarter



**Mr. Anil Kumar Chaudhary**  
Chairman, SAIL

**S**teel Authority of India Limited (SAIL) declared its performance results for the 3<sup>rd</sup> quarter of Financial Year 2019-20 (Q3 FY'20) recently. During the quarter, the Company reported a 5 percent growth in its top line over CPLY. Despite the reduction in prices, SAIL has been able to achieve higher revenue through its continual push towards higher volumes which saw production (3.9 MT) and sales (4.1 MT) grow by 3 percent and 26 percent over CPLY respectively. However, the reduction in prices, which has hurt the financial performance of all major domestic steel producers during the quarter, impacted the profitability of SAIL as well with the Company posting a net loss of Rs 429.62 cr. in Q3 FY'20.





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# Defence Minister Inaugurates HAL's LCH Production Hangar

EVINCES INTEREST IN HAL'S NEW OFFERING: INDIAN MULTI ROLE HELICOPTER (IMRH)

Defence Minister Mr. Rajnath Singh inaugurated the new LCH Production Hangar at Helicopter Division in the presence of HAL CMD Mr. R. Madhavan and other senior officials. LCH is completely ready for operational induction and Helicopter Complex is fully geared up for the production of LCH, said Mr. R. Madhavan CMD, HAL. The new production hangar will augment the LCH production capacity to reach a peak production of 30 helicopters per year, added Mr. GVS Bhaskar, CEO, Helicopter Complex. The techno Commercial Proposal



Mr. Rajnath Singh, Defence Minister inaugurating the new LCH Production Hangar at Helicopter Division in the presence of Mr. R. Madhavan CMD, HAL and other officials of the company.

for 15 Limited Series Production (LSP) helicopters has already been submitted by HAL in March

2018 and the order is awaited. The total projected requirement is for around 160 helicopters.

## Inauguration of Crèche facility at AAI



Ms. Anita Gulati, Vice President, Kalyanmayee and Mr. Vineet Gulati, Member (ANS) inaugurating Kidzania in the presence of Mr. M. N. N. Rao, Regional Executive Director (Northern Region) and other senior officers of AAI.

AAI Kidzania, the crèche facility has been created at New Air Traffic Services Complex of Airports Authority of India for the children of age group 6 months to 6 years of AAI Employees working in Delhi Air Traffic Services (DATS), New Air Traffic Services (NATS) and Regional Headquarter (Northern Region).

This Kidzania which is first of its kind in AAI has all the facilities and amenities. It will cater not only the physical, emotional

and hygiene related needs of the children but also to make the prolonged stay of the children, more interesting and comfortable. M/s Footprints Childcare Private Limited will manage this crèche on behalf of AAI.

Kidzania was inaugurated recently by Mr. Vineet Gulati, Member (ANS) and Ms. Anita Gulati, Vice President, Kalyanmayee in the presence of Mr. M. N. N. Rao, Regional Executive Director (Northern Region) and other senior officers of AAI.



**MCL**

## ALL GREAT ACHIEVEMENTS ARE A SERIES OF SMALL EFFORTS.

### LET'S KEEP ODISHA CLEAN

Mahanadi Coalfields Limited (MCL), a Government of India Enterprise under Ministry of Coal, operates 15 open cast and 5 underground coal mines in Angul, Jharsuguda and Sundergarh districts of Odisha. The company contributes to 25 percent of total production by Coal India. Ever since its inception, MCL has been a front-runner in introducing innovative ideas and technology to minimise the impact of coal mining on environment. Extending Swachhta Abhiyan to waste management level with new technology and best practices, the company has achieved huge advancements in cutting down and safe disposal of solid waste in its mines. Committed to inclusive growth, MCL is the top spender under CSR in Odisha.



*Ujjwal Bharat Ka Hai Sapna, Swachh Koylanchal Ho Apna*

#### **Mahanadi Coalfields Limited**

(A subsidiary of Coal India Limited)

Corporate Office: At/PO:- Jagruti Vihar, Burla, Sambalpur, Odisha-768 020

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# PSEs Ink MoU

## AAI signs concession agreements for Ahmedabad, Lucknow and Mangaluru Airports



Mr. Arvind Singh, Chairman, AAI during signing of three concession agreements for Operations, Management and Development of Ahmedabad, Lucknow and Mangaluru airports by Mr. B. K. Mehrotra, ED, Strategic Initiative Unit on behalf of AAI and Mr. Behnad Zandi, CEO, Adani Enterprise Ltd

Airports Authority of India signed three Concession Agreements for Operations, Management and Development of Ahmedabad, Lucknow and Mangaluru airports through PPP mode with the Concessionaires i.e. Adani Ahmedabad International Airport Ltd, Adani Lucknow International Airport Ltd and Adani Mangaluru International Airport Ltd respectively. The agreements were signed by Mr. B. K. Mehrotra, ED, Strategic Initiative Unit on behalf of AAI and Mr. Behnad Zandi, CEO, Airports Adani Enterprise Ltd. at Corporate Headquarters of AAI in the presence of Chairman, AAI, Board Members and other senior officials of AAI and Adani Enterprises Ltd.

The concessionaires are required to take over the Ahmedabad, Lucknow and Mangaluru airports after fulfilling certain conditions precedents within 180 days and will operate, manage and develop the airports for next 50 years, in accordance with the terms and conditions specified in the Concession Agreements

An International competitive bidding process for PPP transaction for six airports (viz. Ahmedabad, Lucknow, Mangaluru Guwahati, Jaipur and Thiruvananthapuram,) was initiated by AAI during December 2018 and Adani Enterprises Limited emerged highest bidder for these airports. During July 2019, the Central Government conveyed the approval for award of concession to the Highest Bidder for Ahmedabad, Lucknow and Mangaluru airports. In respect of remaining three airports, the approval of the Central Government is awaited.

The concessionaires shall pay AAI a per passenger domestic fee of Rs.177.00, Rs.171.00 and Rs.115.00 for Ahmedabad, Lucknow and Mangaluru Airports respectively (both embarking and disembarking passengers) and in case of international passengers, the Concessionaire will pay two times of per passenger domestic fee. Further, the per passenger fee will be revised annually taking into account of the variation in the CPI (IW).

The concession fee that AAI would receive will be utilized for the maintenance and development of other brown field airports and also development of RCS –UDAN and other Greenfield airports across the country.

## BEL signs Collaboration and Marketing Agreement with JSR Dynamics

Bharat Electronics Ltd (BEL) has signed a Collaboration and Marketing Agreement with JSR Dynamics Pvt Ltd (JSR), a Nagpur-based Start-up company. The agreement aims at leveraging the individual design and manufacturing capabilities of BEL and JSR to develop Glide Bombs, Range Extension Kit and Light Weight Cruise Missile, which have business potential in both the domestic and international market.

Mrs. Anandi Ramalingam, Director (Marketing), BEL, and Air Marshal Shirish Deo (Retd), MD, JSR Dynamics Pvt Ltd, signed the agreement on behalf of BEL and JSR.



## WITH BEST COMPLIMENTS



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## Lockheed Martin and BEL to explore opportunities in F-21 fighter programme; Lockheed Martin strengthens commitment to India

Lockheed Martin (NYSE: LMT) has signed a memorandum of understanding (MoU) with Bharat Electronics Limited (BEL) to explore industrial opportunities in the F-21 programme. Lockheed Martin is strengthening and growing its partnership with the Indian industry to support the company's F-21 proposal for the Indian Air Force.

"We are excited to begin exploring F-21 opportunities with BEL, one of India's leading aerospace and defence companies," said Dr Vivek Lall, Vice President of Strategy and Business Development, Lockheed Martin Aeronautics. "An F-21 partnership with India integrates Indian industry, including BEL, into the world's largest and most successful fighter aircraft ecosystem and demonstrates Lockheed Martin's commitment to India."

Mrs Anandi Ramalingam, Director (Marketing), BEL, said: "We are happy to collaborate with Lockheed Martin which is a global major in the aerospace sector. We are eagerly looking forward to cash in on this co-operation to address domestic and international market needs in this sector."

### BEL signs MoU with CSIR-NAL

Bharat Electronics Ltd (BEL) has signed a Memorandum of Understanding (MoU) with CSIR-NAL for co-operation in the field of Avionics and establishing infrastructure for Composite manufacturing. BEL is jointly working with CSIR-NAL in developing Avionics Suite for civilian aircraft SARAS and HANSA. The Avionics Suite includes Smart Displays, Flight Control Computer, Communication Suite, Surveillance System based on Millimetre Wave Radar, Multi-Function Displays, NAVCOM System, etc.

### BHEL signs MoU with Rosoboronexport, Russia

Bharat Heavy Electricals Limited (BHEL) signed an MoU with Joint Stock Company 'Rosoboronexport', Russia during the 5th India Russia Military



Dr. Nalin Shinghal, CMD, BHEL and Mr. Alexander A. Mikheev DG, Rosoboronexport after signing the MoU.

Industrial conference held in Lucknow. The aim of the MoU is to cooperate and undertake joint projects and operations for Defence Systems. This will help in leveraging BHEL's strength/capabilities in the Defence Sector in association with Russian OEMs under the 'Make in India' initiative and offer indigenous support and solutions to the Indian Defence Forces.

### ITDC signs MoU with Government of Gujarat

India Tourism Development Corporation (ITDC) Ltd. in an attempt to further enhance tourism growth in India signed an MoU recently for providing consultancy services for innovative/decorative lighting and illumination of important monuments and sound and light show at important places in Gujarat State.

The MOU was signed by Mr. G Kamala Vardhana Rao, CMD, ITDC, Mr. Jenu Devan, Commissioner of Tourism and MD, Tourism Corporation of Gujarat (Govt. of Gujarat) in the presence of Union Minister



Mr. G. Kamala Vardhana Rao, CMD, ITDC and Mr. Jenu Devan, Commissioner of Tourism and MD, Tourism Corporation of Gujarat ( Govt. of Gujarat) after signing the MoU.





# RECYCLING OF WASTE PLASTIC TO TILES



## ATTENTION

OF ALL MUNICIPAL AUTHORITIES / ENTREPRENEURS

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

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



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of State for Tourism Mr. Prahlad Singh Patel, Chief Minister, Gujarat Mr. Vijay Rupani, senior officials from Gujarat Tourism department & Ministry of Tourism.

## NSIC signs MoU with MMTC



Mr. Paramjeet Singh, Senior GM, NSIC and Mr. Khushinder Nath, GM, MMTC signing the MoU.

NSIC signed MoU with MMTC for supply of Imported Non-Ferrous Metals to MSMEs through NSIC. Mr. Ved Prakash, the then CMD, MMTC, Mr. Ashwani Sondhi, Director MMTC and Mr. P. Udayakumar, Director (P&M), NSIC were present on the occasion. The MoU was signed by Mr. Paramjeet Singh, Senior General Manager, NSIC with Mr. Khushinder Nath, General Manager, MMTC.

## NTPC to Provide Financial Support for Monitoring Air Quality

NTPC Ltd signed an agreement with Central Pollution Control Board (CPCB) to provide financial support for installation and commissioning



NTPC and CPCB officials exchanging documents after signing Agreement.

of Continuous Ambient Air Quality Monitoring Stations (CAAQMS). NTPC will provide financial support of Rs. 80 crores for installation of 25 CAAQMS across 6 States and 3 Union Territories. The CAAQMS will be installed in Gwalior (Madhya Pradesh), Ranchi (Jharkhand), Patna (Bihar), Varanasi, Lucknow, Kanpur and Allahabad (all in Uttar Pradesh), Pimpri – Chinchwad (Maharashtra) and Madurai (Tamil Nadu). Along with these cities, CAAQMS will also be installed in Andaman & Nicobar Islands, Dadar & Nagar Haveli and Daman & Diu (Port Blair, Silvassa and Daman).

## POWERGRID Signs MoU With Kendriya Sainik Board



Mr. V. K. Singh, Director (Personnel), POWERGRID and Brig. Mrigendra Kumar, SM, Secretary, Kendriya Sainik Board after signing the MoU.

Power Grid Corporation of India Limited (POWERGRID) and the 'Central Transmission Utility (CTU)' of the country, signed an MoU with Kendriya Sainik Board (KSB), a nodal organization of the Ministry of Defence, recently, for contribution to Armed Forces Flag Day Fund (AFFDF) with the objective of Education Grant for Children of Ex-Servicemen, Martyrs and their widows, under its CSR initiative. The MoU for Rs 15 Crore was signed by Mr.V.K.Singh, Director (Personnel), POWERGRID and Brig. Mrigendra Kumar, SM, Secretary, Kendriya Sainik Board in presence of Senior officials from both the organisations.

## POWERGRID Signs MoU with National Foundation for Communal Harmony (NFCH)

PowerGrid Corporation of India Ltd.

Contd... from 62



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# Union Minister of Steel Visits Bhilai Steel Plant, Begins Heating Process of 3<sup>rd</sup> Converter at SMS3



Mr. Dharmendra Pradhan, Union Minister of Petroleum & Natural Gas and Steel at Bhilai Steel Plant, SAIL

**M**r. Dharmendra Pradhan, Union Minister of Petroleum & Natural Gas and Steel visited SAIL's Bhilai Steel Plant (BSP) on his maiden visit. During his visit, Mr. Pradhan witnessed the beginning of the heating process of the 3<sup>rd</sup> Converter at the modernized SMS-3.

During his interaction with the senior management of SAIL-BSP, Mr. Pradhan congratulated the Bhilai Collective for achieving

highest ever production of rails in current fiscal year and exhorted senior officials to draw a detailed action plan for enhancing production, efficiency and ensuring a zero accident paradigm. Mr. Pradhan also interacted with the representatives of MSMEs in and around Bhilai, worker's unions and officers association. The Minister was accompanied in his visit by Chairman SAIL, Mr. Anil Kumar Chaudhary, Directors and other senior officials of SAIL.

## NRL Commences Supply of BS VI grade of Automotive Fuel

**N**umaligarh Refinery Limited (NRL) has started supplying Bharat Stage (BS) VI grade of Motor Spirit (Petrol) and High Speed Diesel (Diesel) from its refinery.

NRL had commissioned a Diesel Hydro Treater (DHDT) plant during 2018 with a project cost of around Rs 1,000 Cr.. This plant is capable of producing BS-VI grade of Diesel. Recently, NRL invested around Rs. 125 Cr. for revamping its Motor Spirit plant to meet

BS-VI specification of petrol which has also been commissioned during January 2020. Further, the Refinery which has embarked on a massive expansion plan from 3 MMTPA to 9 MMTPA has been configured to produce BS VI compliant fuels from its new facilities. As compared to the present specification of BS IV grade of automotive fuel used in the country with a sulphur specification of 50 PPM, BS VI grade of automotive fuel has a much stringent

sulphur limit of 10 PPM. While the country will leapfrog from the current BS-IV grade fuel to BS-VI, which have emission standards equivalent to Euro-VI fuel from April 1, 2020, NRL has begun supplying the ultra-clean fuel to the market ahead of schedule so that oil marketing companies taking supply from NRL can upgrade their inventory of automotive fuel – Petrol and Diesel, in their retail outlets and terminals well ahead of the timeline.



Mr. M. K. Singh, CGM (CSR), POWERGRID and Mr. Ravi Shankar Tripathi, DDO, NFCH after signing the MoU in the presence of Mr. V. K. Singh, Director (Personnel) POWERGRID, Mr. Manoj Pant, Secretary, NFCH and senior officials from both the organisations.

(POWERGRID), signed MoU with National Foundation for Communal Harmony (NFCH), an Autonomous Organization under Ministry of Home Affairs, Govt. of India recently, for providing assistance for the rehabilitation of child victims of communal, caste, ethnic or terrorist violence, with special reference to their care, education and training besides promoting communal harmony, fraternity and national integration in Assam, Manipur and Chhattisgarh under its CSR initiative. The MoU for Rs.2.1 Crore was signed by Mr. M. K. Singh, CGM (CSR), POWERGRID and Mr. Ravi Shankar Tripathi, DDO, NFCH in the presence of Mr. V. K. Singh, Director (Personnel) POWERGRID, Mr. Manoj Pant, Secretary, NFCH and senior officials from both the organisations. ■

## NCL Observes National Productivity Day



Mr. Anurag Kumar, GM, Industrial Engineering Department, Singrauli administering productivity pledge to the employees.

**N**orthern Coalfields Limited (NCL) kick started 'National Productivity Week' on the occasion of National Productivity Day recently. NCL observed National Productivity Week recently aimed to create awareness about productivity so that maximum output with optimum utilization of resources can

be planned and achieved. In an inaugural ceremony at the company's headquarters in Singrauli, General Manager of Industrial Engineering Department Mr. Anurag Kumar, GM(IED) NCL unfurled the flag and administered the productivity pledge to the employees. On this occasion, the employees of the

company took a pledge to ensure the growth of production and productivity with safety at the workplace. They also pledged to encourage their co-workers for the growth of the company, the living standard of the society and the prosperity of the nation.



## PERSONALIA



**Mr. Manoj Jain**  
assumes charge as  
CMD  
GAIL (India) Ltd.



**Vice Admiral  
Narayan Prasad**  
AVSM, NM, IN(Retd) takes  
over as CMD, MDL



**Mr. Surinder Kumar Gupta**  
takes over as  
CMD of MSTC Ltd.



**Mr. Abhey Kumar Singh**  
takes over as CMD  
NHPC.



**Mr. Sanjeev Razdan**  
takes over as CMD  
Pawan Hans Ltd.



**Mr. Bhanu Pratap Yadav**  
assumes Additional  
Charge of CMD,  
IREDA



**Mrs. H. K. Joshi**  
takes over as CMD of  
Shipping corporation of  
India Ltd.



**Mr. A.K. Mehera**  
assumes charge of  
Deputy Chairman,  
Cochin Port Trust.



**Mr. Amit Sen**  
takes over as  
Director  
(Finance) SAIL.



**Mr. Anirban Dasgupta**  
takes charge as  
the Director  
(Projects & Business  
Planning), SAIL.



**Mr. K. V. Bhaskara  
Reddy**  
assumes charge as  
Director (Production &  
Projects) KIOCL Ltd.



**Mr. S. N. Tiwary**  
takes over as  
Director (Marketing) of  
Coal India Ltd.



**Mr. Alok Verma**  
assumes charge  
as Director (HR)  
HAL.



**Mr. Jaikumar  
Srinivasan**  
assumes charge as  
Director (Finance) of  
NLC India Ltd.



**Mr. Amitabh Bhatt**  
takes over as CEO,  
HAL's Bangalore  
Complex.



**Mr. Vinod Kumar Singh**  
assumes the charge of  
Director (Personnel),  
POWERGRID.



**Mr. Rajesh Prasad**  
takes over as Director  
(Operation) of Rail Vikas  
Nigam Ltd.



**Mr. P. C. Singh**  
GM (HR&Admn.), HIL  
(India) Ltd. is appointed  
Part-Time CVO of the  
company



# Participation by REIL in 48<sup>th</sup> Dairy Industry Conference



Dr. A. K. Jain, MD, REIL briefing Dr. Sanjeev Balyan, Minister of State, Ministry of Animal Husbandry and Dairying & Mr. Atul Chaturvedi, Secretary, DAHD and other dignitaries at the event.

**R**EIL participated in 48<sup>th</sup> Dairy Industry Conference at Birla Auditorium Jaipur. The theme of REIL in conference was an innovative approach towards purity & prosperity in line with Company's product range and experience. Dr. Sanjeev Balyan, Minister of State, Ministry of Animal Husbandry and Dairying, Government of India & Mr. Atul Chaturvedi, Secretary, DAHD, Government of India inaugurated REIL's stall and dignitaries were briefed about displayed product range by Managing Director, REIL, Dr. A.K. Jain. MoS appreciated the work done by REIL in the field of rural development and way forward towards doubling farmers' income. MD, REIL apprised them about the new setup for Electronic milk analyzer manufacturing line at REIL premises in accordance with Government's "Make in India" Mission and

company's initiative regarding availability of products on GeM portal encouraging transparent procurement practices. Dr. A.K. Jain also emphasized for deployment of low cost solution for detection of yeast Mastitis "Somatic Cell Counter" to be available disease free milk for the consumers.

Ms. Caroline Emond, Director General, International Dairy Federation, Mr. Shamim Uddin, IAS, MD MPCDF, Milk Union Officials and Board of Directors from various milk unions also visited REIL during conference days and appreciated the support provided by REIL for maintaining the quality of milk to the consumers. They appreciated the innovations being made in the areas of Dairy, Solar Energy and e-Mobility by

REIL. During the Conference, Managing Director, Dr. A.K. Jain chaired a technical session on "Enhancing Investment & Income for Dairy Enterprises Role of Policies and Finance". He emphasized on the technology to combat milk adulteration and early detection of Animal Diseases and testing of entire milk whether through organized or unorganized sector before its consumption. He further focused on the promotion of startups by the State Cooperatives and Private Corporates. He urged startup companies to work ethically with long-term objectives. While highlighting these key mantras he also stressed upon IoT, Big data and Artificial Intelligence to be taken in a big way to connect farmers with urbanized India.

## NHPC Achieves Highest Ever Generation of 24209 MUs since its Inception

**N**HPC Ltd. achieved its highest ever generation by generating 24209 Million Units (MUs) (upto 23.02.2020) in the current year 2019-2020. NHPC has

thus, surpassed its previous year (FY 2018-19) generation of 24193 MUs. This is the highest ever generation by NHPC since its incorporation in November 1975.





# ITDC hosts CVOs Conference

India Tourism Development Corporation (ITDC), hosted Vigilance Study Circle NCR meet at The Ashok Hotel, New Delhi recently. The meet was attended by Chief Vigilance Officers from various organisations of PSUs/autonomous bodies.

The meeting was chaired by Ms. Suchitra Sharma, CVO (GAIL) and the event was attended by the Chief Vigilance Officers of various organisations. The event was attended by Chairman & Managing Director (C&MD), Director (Commercial & Marketing), Director (Finance) and other senior officials of ITDC.

A lecture was delivered by Mr. Amit Kumar, Jt. Director (Policy), CBI on "Coordination between CBI & Vigilance Division and new prevention of Corruption Act-2018". The conference provided a platform to CVOs and other participants to discuss several issues related to vigilance across sectors and divisions, best practices being followed by organisations and coordination between CBI and CVO of various organisations.

## ITDC organizes meet with Travel & Trade officials

"In order to discuss various



Mr. G. Kamala Vardhana Rao, CMD, ITDC addressing the key travel and trade officials.



Mr. G. Kamala Vardhana Rao, CMD, ITDC addressing the Conference.

areas to strengthen its business and for the overall development of the tourism sector, ITDC organised a meeting with key travel and trade officials from IATO, ADTOI, ICBP, FAITH, ITTA, TAAI etc and other renowned tour operators and travel agents. The meeting was chaired by ITDC CMD, Mr. G Kamala Vardhana Rao and was also attended by Mr Piyush Tiwari, Director (C&M), Mr Rajiv Anand, GM (Corporate Marketing & Sales) and other senior officials of ITDC. The meeting witnessed exchange of ideas and relevant feedback along with the way forward plan."

# REC's Senior Unsecured Note rated 'Baa3' and 'BBB-' by Moody's & Fitch

Fitch Ratings has assigned India-based REC Limited's proposed senior unsecured note rating of 'BBB-/Stable' and Moody's has assigned a rating of 'Baa3' on the same. The notes

will be issued from REC's existing USD 7 billion global medium-term note programme (GMTN). The net proceeds will be used for financing power projects in accordance with the approvals granted

by the Reserve Bank of India and the guidelines for External Commercial Borrowings. The current aggregate amount of bonds issued under the GMTN programme is USD 3 billion.



## NRL Centre of Excellence for Sustainable Materials at IIT, Guwahati



Dr. Ramesh Pokhriyal, Minister of HRD, inaugurating NRL Centre of Excellence (CoE) for Sustainable Materials in the presence of Prof. T. G. Sitharam, Director IIT Guwahati and Mr. S. K. Barua, MD, NRL.

**N**RL has tied up with Indian Institute of Technology Guwahati (IITG) to set up 'NRL Centre of Excellence (CoE) for Sustainable Materials' in the IITG campus with an objective to develop Sustainable / Bio-degradable materials from oil and bio refinery streams.

NRL Centre of Excellence (CoE) for Sustainable Materials was inaugurated by Dr. Ramesh Pokhriyal, Minister of Human Resource Development, at IIT Guwahati in the presence of Prof. T G Sitharam, Director IIT Guwahati and Mr. S K Barua, Managing Director, NRL.

## Power Minister at the NTPC O&M-IPS 2020



Mr. R. K. Singh, Union Power Minister and other Senior dignitaries from the Ministry of Power, CEA and NTPC during the NTPC O&M-IPS 2020 Conference in Raipur.

**T**he demand for power will continue to grow at a rapid pace going forward, thanks to rising per capita consumption.

We have already added 26.6 million new consumers and they will also contribute to the increase in demand. Currently, renewable power accounts for 10 percent of generated power and this percentage will only increase in the coming years, said Mr. R. K. Singh, Minister of State with Independent Charge for Power and New & Renewable Energy, while inaugurating the 9<sup>th</sup> edition of NTPC O&M - India Power Station (IPS) 2020 conference at Pandit Deen Dayal Upadhyay auditorium in Raipur. Mr. Vivek Kumar Dewangan, Joint Secretary (Thermal), Mr. Prakash Mhaske, Chairperson Central Electrical Authority (CEA), Mr. Gurdeep Singh, CMD NTPC, Mr. Saptarshi Roy, Director (HR), Mr. A. K. Gupta, Director (Commercial), Mr. Prakash Tiwari, Director (Operations) and Mr. A. K. Gautam, Director (Finance), senior officials of Chhattisgarh Government and other NTPC Senior Officials were present at the conference.





# ITDC posts Rs. 10.23 Cr profit in 3<sup>rd</sup> Quarter for the year 2019-20

**I**ndia Tourism Development Corporation (ITDC) Ltd. posted a noteworthy performance in the 3<sup>rd</sup> quarter for financial year 2019-20 with Rs. 10.23 Cr as profit. The total turnover in third-quarter ending December 2019 stood at Rs.

108.13 cr and the company registered Profit before Tax (PBT) at Rs. 22.44 cr as compared to Rs. 12.02 cr in the corresponding quarter last year i.e. 2018-19. An increase of 10.42 cr as compared to the last financial year was registered. The

details were announced in the Board of Directors' meeting of the company at the Group's flagship hotel, The Ashok, New Delhi. The major contributor to the total revenue to the corporation was the hotel division.

## GRSE Delivers the 4<sup>th</sup> Anti - Submarine Warfare Corvette, Yard 3020 (Kavaratti)

**G**arden Reach Shipbuilders and Engineers Ltd., (GRSE) delivered Yard 3020 (Kavaratti), to the Indian Navy recently. The ship is the 104th Warship built and delivered by GRSE since its inception in 1960 and is the Last in the Series of four Anti-Submarine Warfare Corvettes (ASWC) under the Project 28. "Kavaratti" was handed over by Rear Admiral VK Saxena, IN (Retd.), Chairman & Managing Director, GRSE to Cdr. Sandeep Singh, Commanding

Officer (Desig) of the ship, in the presence of Cmde. DK Goswami, CEO, Chairman, D448 Eastern Naval Command, Mr. S. S. Dogra, Director (Finance), Cmde. Sanjeev Nayyar, IN (Retd), Director (Shipbuilding) and Cmde. P. R. Hari, IN (Retd), Director (Personnel) and other senior officials of Indian Navy and GRSE. The first three ships of the series, INS Kamorta, INS Kadmat and INS Kiltan were delivered earlier and now form an integral part of Eastern Fleet of the Indian Navy.

The P 28 Class of ships strengthens the Indian Defence System and is the shining Armor in the "Make in India" programme. GRSE currently has a strong order book position of over Rs 27,000 cr. under which there are a total of 18 warships at various stages of construction. GRSE touched a key milestone with the delivery of six warships in 12 months. GRSE continues to sail on a growth trajectory with incorporation of latest technologies (Artificial Intelligence, Machine Learning and Data Analytics) in various areas of operations to improve internal efficiencies & profit margins.

INS Kavaratti



# Awards & Accolades to PSEs

## World HRD Congress Confers 'Sustainable HR Leadership Award' to, Director (HR), ITI



Mr. Shashi Prakash Gupta, Director (HR), ITI Limited receiving the award.

'Sustainable HR Leadership Award' was conferred to Mr. Shashi Prakash Gupta, Director (HR), ITI Limited by World HRD Congress. The award ceremony was held at Taj Lands End, Mumbai.

## NBCC Conferred Global Safety Award 2020

NBCC was conferred the "Global Safety Award 2020" by Energy and Environment Foundation at its Global Excellence Awards Event held in New Delhi. The award was given for outstanding contribution towards practising excellent workplace culture in Health & Safety by evolving Safe Work practices at the Central Information Commission (CIC) Office Building, New Delhi, constructed by NBCC.



Mr. Neelesh Shah, Director (Projects) NBCC receiving the award from Justice (Retd) Mr. Swatanter Kumar.

Justice (Retd) Mr. Swatanter Kumar gave away the award and Mr. Neelesh Shah, Director (Projects) received the award on behalf of the company. Other Former Judges and Bureaucrats were also present on the occasion.

## NHPC conferred CBIP Award 2020 for 'Outstanding performing utility in Hydro Power Sector'



Mr. Ratish Kumar, Actg. CMD and Director (Projects) alongwith Mr. M. K. Mittal, Director (Finance) and Mr. Janardan Choudhary, Director (Technical), receiving the CBIP Award 2020 for 'Outstanding performing utility in hydro power sector' from Mr. Rattan Lal Kataria, Minister of State, Ministry of Jal Shakti.

NHPC Ltd. has been conferred the CBIP Award 2020 for 'Outstanding performing utility in hydro power sector'. Mr. Ratish Kumar, Actg. Director (Projects) NHPC alongwith Mr. M. K. Mittal, Director (Finance), NHPC and Mr. Janardan Choudhary, Director (Technical), NHPC received the award from Mr. Rattan Lal Kataria, Minister of State, Ministry of Jal Shakti, at a function held at New Delhi.

## NRDC Bags Governance Now PSU Award for Investment in Start-up

National Research Development Corporation (NRDC) has been awarded the Governance Now PSU Award under the category Investment in Start-ups at a function in New Delhi. The Award





Mr. Arjun Ram Meghwal, Minister of State for Heavy Industries, Public Enterprises and Parliamentary Affairs presenting the award to Dr. H. Purushotham, CMD, NRDC.

was received by CMD, Dr. H. Purushotham, Dr. Naresh Kumar, Sr. Manager (Corporate Communication) and other NRDC officials from Mr. Arjun Ram Meghwal, Minister of State for Heavy Industries, Public Enterprises and Parliamentary Affairs, and Mr. Sailesh Lodha, a famous TV Actor.

## NTPC Bags CBIP 2020 Award for its Outstanding Contribution to the Power Sector

NTPC Ltd, India's largest power generation company has bagged the recognition from Central Board of Irrigation and Power (CBIP) 2020 award for outstanding performing utility in Thermal Power Sector. The award recognises NTPC's outstanding contribution to the Nation by setting new benchmarks in Generation and Maintenance practices, excellence in Engineering and use of latest State-of-the-art technologies and Smart Solutions.



Mr. Rattan Lal Kataria, Minister of State, Ministry of Jal Shakti presenting the award to Mr. Prakash Tiwari, Director (Operations), NTPC. Mr. Prakash Mhaske, Chairperson Central Electrical Authority (CEA), Mr. R. K. Jain, Chairman, Central Water Commission and Mr. V. K. Kajaria, Secretary, CBIP can also be seen.

Mr. Rattan Lal Kataria, Minister of State, Ministry of Jal Shakti presented the award to Mr. Prakash Tiwari, Director (Operations). Mr. Prakash Mhaske, Chairperson Central Electrical Authority (CEA), Mr. R. K. Jain, Chairman, Central Water Commission and Mr. V. K. Kajaria, Secretary, CBIP were present on the occasion.

## NTPC awarded as India's Best Workplaces in Manufacturing 2020



Mr. A. N. Verma, ED (HR), NTPC receiving the award along with Mr. C. V. Anand, RED (WR-I & SR), NTPC

NTPC has been awarded India's Best Workplaces in Manufacturing 2020 -Top 30, award in Mumbai. Mr. A. N.Verma, ED (HR) received the award along with Mr. C. V. Anand, RED (WR-I & SR).

## CMD, PFC receives CBIP Award for Outstanding Contribution to Power Sector

Mr. Rajeev Sharma, CMD, PFC has been conferred the "CBIP Award 2020 for Outstanding



Mr. Rattan Lal Kataria, Minister of State for Jal Shakti, giving the award to Mr. Rajeev Sharma, CMD, PFC.



Contribution in Growth & Development of Indian Power Sector". Mr. Sharma received this award from Mr. Rattan Lal Kataria, Minister of State for Jal Shakti. Other dignitaries present on this occasion were Mr. V. K. Kanjlia, Secretary, CBIP, Mr. P.S. Mhaske, Chairperson, CEA and Mr. R. K. Jain, Chairman, Central Water Commission.

### **MD, REIL Awarded with "Individual Leadership Award" and REIL awarded "Best PSU Award" in "Research and Innovation, HR Excellence, CSR Category"**

Dr. A. K. Jain, MD, REIL was awarded the "Individual Leadership Award" and the Company with the "Best PSU Award" in the Research and Innovation, HR Excellence, CSR category. The awards were presented by Minister of State for



Mr. Arjun Ram Meghwal, Minister of State for Heavy Industries, Public Enterprises and Parliamentary Affairs and Mr. Shailesh Lodha, Actor presenting the award to Dr. A. K. Jain MD, REIL.

Heavy Industries and Public Enterprises, Mr. Arjun Ram Meghwal and noted actor and poet Mr. Shailesh Lodha in the presence of other dignitaries at the 7<sup>th</sup> Governance Now Best PSU Awards ceremony held in New Delhi. ■

## **Union Minister of Coal and Mines lays foundation stone of Crusher and Conveyor System at NALCO**

Union Minister of Coal and Mines, Mr. Pralhad Joshi laid the foundation stone of Crusher and Conveyor System at NALCO's Mining & Refinery (M&R) Complex in Damanjodi, Odisha. The System will cater to feed bauxite for the 5<sup>th</sup> stream of Alumina Refinery of the company. The project is expected to be completed by April, 2022 and would cost around Rs. 483 crs. "We as a country aim to reach a \$5 trillion economy by 2024 and I am sure NALCO will be a success story in this growth trajectory." Mr. Joshi said while interacting with employees of NALCO at M&R Complex in Damanjodi after laying the foundation stone.

Referring that Odisha has about 51 percent of bauxite, 25 percent



Mr. Pralhad Joshi, Union Minister of Coal and Mines at Conveyor System of NALCO's Mining & Refinery (M&R) Complex in Damanjodi, Odisha along with Senior officials of the Company.

of coal and 34 percent of iron ore resources of the country apart from 96 percent of Chromite and 44 percent of Manganese resources, Mr. Joshi said "Our Government has taken a number of steps to unlock the mining potential of mineral rich States for

the benefit of the country as well as the population residing in these areas." He also appreciated the State Government for supporting mining activities in the region and highlighted that it will help in boosting the economy and bringing development to the State.



# NBCC Implements RPL Programme at IIT-Delhi Project Site



**N**BCC recently implemented the 'Recognition of Prior Learning' [RPL-4] programme in collaboration with CSDCI and CII at the IIT-Delhi project site of NBCC. The workers were felicitated with certificates given away to them by the Senior officers of NBCC. Officers from CII, and CSDCI were also present at the programme. Under Skill India Mission of Government of India, NBCC has been implementing RPL programmes at various project sites across the country with a purpose to promote skill development and discover uncertified talented workforce in construction sector.

## RINL Celebrates 38<sup>th</sup> Foundation Day

### CMD, RINL Unveils Mahatma Gandhi Statue

**3**8<sup>th</sup> RINL Formation Day was celebrated with enthusiasm in Ukkunagaram. Mr. Dhar-mendra Pradhan, Union Minister of Petroleum, Natural Gas and Minister of Steel congratulated RINL collective on the occasion of 38<sup>th</sup> Formation Day for its contribution towards Nation Building and asked RINL collective to continue to contribute for national cause. He asked to mark this moment by rededicating for improving every possible aspect of efficiency in steel making in RINL banking on professional approach by identifying all opportunities to improve the efficiency to produce environmental friendly steel.

Mr. P. K. Rath, CMD, RINL-VSP unveiled the Mahatma Gandhi Statue in the front lawns of the Main Administration Building, to mark the RINL Formation Day, along with the Directors.

Mr. Rath and other dignitaries paid floral tributes to Mahatma on the occasion. The Gandhi Statue sculptured and cast with in-house talent, is going to be a main attraction to the Admn Building with the backdrop of a 100 feet High Mast National Flag. The Statue weighing with around four tons is the first of its kind made with cast iron. Mr. K. C. Das, Director (Personnel), Mr. K. K. Ghosh, Director (Projects), Mr. A. K. Saxena, Director (Operations), Mr. Irphan Ahmed, Commandant, CISF, Mr. K.

Vidyasagar, ED (Works) I/c, Mr. Debaish Ray, ED (Personnel & IR), senior officials, large number of union representatives offered floral tributes to the Father of the Nation on the occasion. The 38<sup>th</sup> RINL Formation Day celebrations started with a Vizag Steel Walkathon by Ms PV Singhu, Vizag Steel Brand Ambassador at the Beach Road. A Steel Pavilion was also inaugurated by Mr. P. K. Rath, CMD, RINL in Ukkunagaram.

Mr. P. K. Rath, CMD, RINL unveiling the Mahatma Gandhi Statue on the occasion of RINL Formation Day in Ukkunagaram. RINL Directors are seen.







# INDIAN GATEWAY TO LNG

Petronet LNG Ltd. is importing 7.5 MMTPA of LNG from RasGas, Qatar under a 25 year long-term Sale and Purchase Agreement (LNG SPA).  
The supply under the LNG SPA started in the year 2004.

In December 20'15 Petronet LNG Ltd. signed another LNG Sale and Purchase Agreement for 1.0 MMTPA with RasGas, Qatar on CFR basis for 12 years. Petronet LNG Ltd. is also importing 1.44 MMTPA LNG from Exxon Mobil, Gorgon LNG Terminal in Australia.

**Petronet LNG Limited**

World Trade Centre, 1st Floor, Babar Road, Barakhamba Lane, New Delhi-11001 (INDIA)



[www.petronetlng.com](http://www.petronetlng.com)



# RINL-Vizag Steel... Strengthening the New India

आपके सपनों को साकार करने की एकमात्र कड़ी - आर आई एन एल के उत्पाद



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WIRE RODS

5.5mm - 20mm

Wire drawing, Bright bars, Fasteners etc.



ROUNDS

16 - 95mm

20-45mm both Straight & Coil form  
45-95mm straight length

Fasteners, Forging, Re-rolling, Railways, Construction



VIZAG TMT REBARS

8mm - 36mm

Construction - Reinforcement



BILLETS / BLOOMS

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

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



VIZAG UKU STRUCTURALS

Angles 75 x 75 x 6 - 110 x 110 x 10mm  
Channels 100 x 50 - 200 x 75mm  
Beams 125 x 70 - 150 x 75mm  
Flats 80 x 12 - 100 x 20mm

Construction, Fabrication, Auto Leaf Springs

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