



KALEIDO **SCOPE**

STANDING CONFERENCE OF PUBLIC ENTERPRISES



SCOPE hosts Gurudev Sri Sri Ravi Shankar
in Conversation with Chief Executives of Leading PSEs



SCOPE represents PSEs at meetings with
Shri Santosh Gangwar, Hon'ble MOS(I/c) for
Labour & Employment



SCOPE conducts Webinar on Issues of
Arbitration and Future of Virtual Hearings with
Justice Vibhu Bakhru, Judge, Delhi High Court

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Contents

Contents

Message by Chairman	05
Director General's Desk.....	06

SCOPE News

SCOPE conducts Webinar on Future of Work, 5 th in SCOPE Webinar Series 2020	07
SCOPE hails the Impetus to Businesses & MSMEs in the Economic Package to Make 'Atma Nirbhar Bharat'	08
SCOPE holds Interactive Webinar on Financial Planning and Liquidity	09
Management, 6 th Webinars in 6 weeks	
Interface with Stakeholders.....	10
SCOPE Initiatives Unlocked During National Lockdown.....	11
PSEs in Conversation with Sri Sri Ravi Shankar.....	15
DG, SCOPE highlights Public Sector contribution at ICSI Webinar.....	17
Overwhelming Response to SCOPE Webinar Series 2020.....	18

SCOPE in Media

SCOPE in Media.....	19
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Articles

Solidarity in Dire Straits..... by <i>D. Singh</i>	20
Halliburton v Vedanta: Performance bonds and COVID-19..... by <i>Shourav Lahiri</i>	22
Economy and Me – COVID-19..... by <i>Dr. Dewarker Goel & Sneha Viresh Bagdiya</i>	26
Evolution of Labour Laws & Reforms in Indian Context..... by <i>S. A. Khan</i>	30
Working of Startups in India: Need to Review..... by <i>Pramod Kr. Sinha</i>	34
Excessive Pricing: CCI Intervention should be Carefully Measured..... by <i>Pranjal Prateek</i>	40

PSE News

SAIL Becomes the Largest Domestic Crude Steel Producer in FY'20.....	47
NALCO Clocks All Time High Production of Bauxite and Alumina Amidst Corona Crisis.	49
COVID-19: MCL Reacts Promptly to Help Administration	51
Director (HR), NLCIL conferred with the 'Top Rankers Excellence 'HR Leader Ship Award'	51
PSEs Pay Dividend to Government	53
NRL Organises Webinar with MSE Vendors.....	55
DG, CSIR launches Compendium of Indian Technologies for Combating COVID-19	56

Contents

PSEs CSR Activities.....	57
PSEs Ink MoU	62
PSEs Celebrate International Women's Day.....	64
CM, Andhra Pradesh and NBCC CMD Discuss Progress of 'Mission Build Ap' Initiative...	66
NCL Registers 6% Growth in Coal Production NCL Once Again Ready to Hit.....	66
100MT Mark in Coal Production and Despatch	
ITDC Observes Samrasta Divas; Preamble read at the Digital Gathering.....	66
Four AAI Airports Amongst Best Rated in the World	67
Launch of Customer Payment Portal by HIL (India) Limited	68
Celebration of Constitution Day, Ambedkar Jayanti at HAL	68
GAIL Director (Finance) Reviews 'Urja Ganga'	69
HAL Hands Over 50 th Set of L-40 Stage of GSLV-MKII to ISRO	69
HUDCO Marks its Golden Jubile.....	70
Personalia.....	70
Production Activities Pickup Pace at GSL	71
NCL at New Heights in Coal Production and Dispatch Surpasses Coal Production	71
and Dispatch Targets Both Best Performance in its 34 Years of Journey	
NHPC Explores Renewable Energy Plans in Telangana	72
NTPC's installed capacity crosses 62,000 MW with NEEPCO, THDCIL Acquisitions	72
Port Quiz - for the Employees of Cochin Port Trust.....	73
REC Commits Financial Assistance to Impart Vocational & Skill Training to 1800 Women	73
THDCIL Successfully Organize 22nd ICPSU Table Tennis Tournament at THDCIL	74
BEML Bags Major Order from Coal India	74
IRCON Contributes Rs 20.5 crore to PMCARES Fund	75
BHEL Optimises Emphasis on Employee Engagement during the Lockdown;	75
BEL Achieves Record Turnover in Excess of Rs.12,500 Crores	76
GAIL in Readiness to Quick Start Project Execution, Post Lockdown	76



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Message by CHAIRMAN



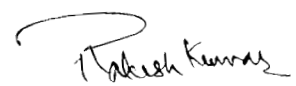
Amidst the outbreak of COVID-19, companies around the world are going through tremendous transformation in their business models, the role of their employees in digital workspace and are discovering new work life balance. But the worst is not over yet, as per recent findings of World Economic Forum (WEF), economic distress and social discontent will rise over the next 18 months unless there are efforts to handle the fallout of the COVID-19 pandemic. As the economy embattles this notified disaster, the Government of India has announced Rupees 20 Lakh Crore package to revive the country's economy. Organisations have also resumed functioning with staggered work/business hours as lockdown are being eased down and Work from Home have become new normal to minimise spread of pandemic. Public Sector Enterprises (PSEs) are all set to take greater responsibility to retrace the growth for greater societal equality and sustainability.

As PSEs were created on the foundation to serve the twin objective of economic growth with social justice, their focus will always be on development of economy and catering to society at large. A role they have fervently accomplished by providing

relief material and support to many effected over the last two months. PSEs continue to play an emblematic role in helping the country counter and address the latest pandemic. SCOPE has also continued to compile and highlight the good work being done by PSEs.

SCOPE, as the apex organisation of PSEs, has been advocating the concerns of PSEs to create an enabling environment for their efficient functioning. Recently, a number of Policy Advocacy issues have been taken with the government which have emerged owing to COVID 19 pandemic. Besides, a number of initiatives have been launched to enhance skills and capacities of PSE executives. Foraying into the digital format, SCOPE has been conducting Webinar programs on topics most relevant to PSEs in the current scenario and in the time to come. The overwhelming response has encouraged us to continue with our initiatives for the betterment of PSEs.

As the world goes through the biggest social experiment, PSEs have been working continuously to provide a safe working environment to its employees. SCOPE will continue to come up with new initiatives to keep up with the current trends and technologies. I hope PSEs will continue giving their support to our endeavour which is an attempt to evolving their skill sets in these transforming times. We will continue to take new initiatives for our member enterprises for which we continue to seek your inputs and suggestions. I also strongly believe that if we continue to display the same grit and determination, which is our forte, Public Sector will continue to play a major role in navigating a prolific recovery path for our country.


Rakesh Kumar
Chairman, SCOPE



Director General's Desk

The Government across the world are taking relentless measures to restart their economies and mitigate the impact of COVID-19 outbreak. The Government of India has also announced economic stimulus package of INR 20 lakh crores to spur the economic growth and build an Atma Nirbhar Bharat or self reliant India. SCOPE compliments the government for giving thrust to various sectors including MSMEs through the economic stimulus that would go a long way in reviving our economy. Atma Nirbhar Bharat based on five pillars – Economy, Infrastructure, Technology Driven System, Vibrant Demography, and Demand will amplify the role of industry including Public Sector Enterprises (PSEs). In these challenging times, SCOPE, as an apex body of PSEs,

has given thrust to turn the current crisis situation into an opportunity. In this regard, a series of new initiatives have been unlocked during this lockdown period by providing a platform of knowledge sharing and capacity building for PSE employees. Besides, efforts have also been made to create a conducive and cohesive policy environment for their optimal functioning. In this regard, SCOPE has been conducting a Series of Webinars on relevant subjects along with interactive sessions with policy makers and regulators for dispelling their concerns and issues. SCOPE has so far conducted eight Webinars during this lockdown period as part of SCOPE Webinar series 2020. We have been receiving an encouraging and over whelming response from our member enterprises.

As part of its Policy Advocacy efforts, issues of concern of PSEs have been taken up with Department of Public Enterprises, Ministry of Corporate Affairs and Ministry of Labour and Employment, based on the inputs received from PSEs. The government bodies were receptive of the suggestions made by us. SCOPE also participated in the meetings organized through webinars by Ministry of Labour and Employment which discussed various issues and challenges in view of COVID-19 pandemic. These meetings provided SCOPE a great opportunity to put forth issues faced by PSEs during the ongoing scenario. With gradual reopening of offices, requisite preventive measures have been taken for creating safe working environment in both the office complexes of SCOPE.

I am sure we will emerge stronger once the pandemic passes. I wish you all good health.

Stay alert, Stay Safe.

Atul Sobti
Atul Sobti

Director General, SCOPE

Programmes & Initiatives Launched (Since last issue of Kaleidoscope)

- Future of Work in the New Normal CPSE Perspective with Deloitte India – **30th April, 2020**
- Financial Planning & Liquidity Management in Current Pandemic Scenario with KPMG India – **14th May, 2020**
- Issues in Arbitration & Future of Virtual Hearings with Justice Vibhu Bakhru – **23rd May, 2020**
- Leading through uncharted waters – Chief Executives of leading PSEs in conversation with Gurudev Sri Sri Ravi Shankar – **25th May, 2020**

SCOPE conducts Webinar on Future of Work, 5th in SCOPE Webinar Series 2020



Mr. Atul Sobti, DG, SCOPE, Mr. Sunil Kumar, Director (HR&EB), MTNL, Mr. Pratik N. Mehta, Partner, Human Capital, Deloitte India and Mr. Ankur Walunjkar, Partner, Human Capital, Deloitte India during the webinar.

SCOPE organised Webinar on 'Future of Work in the New Normal (CPSE Perspective)' in association with Deloitte as its knowledge partner on 30th April 2020. The Webinar, 5th in the series of SCOPE Webinars, aimed at making various strategies that organizations would need from a people and process standpoint to ensure they thrive in the present situation of COVID-19 and thereafter. Special e-issue of SCOPE's monthly magazine Kaleidoscope encompassing PSEs contribution to economy and the role being played by

them in Fight against COVID-19 was released on the occasion. The Webinar received an overwhelming response of over 500 participants including several senior members of the Public Sector fraternity. The Webinar was addressed by Mr. Atul Sobti, DG, SCOPE and Mr. Sunil Kumar, Director (HR & EB), MTNL. Mr. Ankur Walunjkar, Partner, Human Capital and Mr. Pratik N. Mehta, Partner, Human Capital, Deloitte India presented the role of virtual office spaces in the present times and also discussed the need for organisations to

revisit their work, employee relevance in digital workspace, alternative workplace models, work from home policies and requirement of new skill sets required by employees.

Mr. Atul Sobti in his address highlighted that every challenge presents a new opportunity which can be replicated in the present crisis. He also added that while Work from Home may become the new normal in times to come but there would be equal number of challenges associated. However, by developing nimble



Mr. Atul Sobti, DG, SCOPE released special e-issue of SCOPE's monthly magazine Kaleidoscope in the presence of Mr. Sunil Kumar, Director (HR&EB), MTNL and Deloitte team.

and agile operating models and adopting new ways of working, the same can be resolved.

Mr. Sunil Kumar complimented SCOPE for conducting webinars on subjects most relevant to PSEs

and highlighted the need for organisations to be agile in adopting the new work forms. ■

SCOPE hails the Impetus to Businesses & MSMEs in the Economic Package to Make 'Atma Nirbhar Bharat'

SCOPE welcomed the economic stimulus package of the GoI to spur the economic growth and build a self-reliant and resilient India.

Mr. Atul Sobti, Director General, SCOPE while appreciating the commitment of the Government said that the thrust given to various sectors through the economic stimulus would go a long way in

bringing the economy back on a growth trajectory. He said 'While the Government continues its responsibility towards migrants and the poor, the financial and other measures to MSMEs would play a significant role in boosting the Make in India initiative thereby making the country self-reliant on varied aspects. The impetus to MSMEs shall play a special role

for the Public Sector as PSEs make 25% of its procurements from the said sector.' DG, SCOPE added.

SCOPE also welcomed measures with respect to liquidity infusion in NBFCs, contractors and realty along with reduction of TDS/TCS rates which would ensure increase liquidity in the hands of common man thereby making way for increased demand. ■

SCOPE holds Interactive Webinar on **Financial Planning and Liquidity Management**, 6th Webinar in 6 weeks



Mr. Kishor Rungta CMD, FACT & Vice Chairman, SCOPE, Mr. Atul Sobti DG, SCOPE, Mr. A. K. Tiwari, Director (Finance), GAIL, Mr. Venkateswaran Narayanan, Partner, KPMG India and Mr. Shamit Mukherjee, Partner, KPMG India during the webinar

SCOPE conducted its 6th Webinar on 'Financial Planning and Liquidity Management in Current Pandemic Scenario' with eminent experts from KPMG to address the concerns and need for effective financial planning and liquidity management. The Interactive Webinar saw the participation of over 300 PSE executives including CMDs and Directors.

The Webinar was addressed by Mr. Atul Sobti, DG, SCOPE, Mr. Kishor Rungta, CMD, FACT & Vice Chairman, SCOPE and Mr. A. K. Tiwari, Director (Finance), KPMG India and Mr. Shamit Mukherjee, Partner,

KPMG India presented the initiatives of the Government to ease liquidity for the corporate and along with possible corporate behaviour and planning that can help achieve effective financial planning with liquidity. They highlighted how the top management should follow good discipline with respect to cash, capital, cost and customer to ease liquidity pressures on their companies

In his address, Mr. Atul Sobti complimented the PSEs in being committed to the nation to overcome the current crisis. He added that the webinar is very timely given the stimulus package

announced by the Government to manage corporate liquidity. He further said that while the given situation is a pandemic but with efficient planning and management, organisations can strike a balance in optimising operations and use of resources.

Mr. Rungta spoke about the handholding role being played by the PSEs and the need to not focus on maximising profit but minimising loss by all organisations. Mr. Tiwari in his closing remarks appreciated SCOPE in addressing the subject in a timely manner and urged the Public Sector to focus on relationships and then profit. ■

Interface with Stakeholders



SCOPE represented PSEs at meetings with Shri Santosh Gangwar, Hon'ble MOS(I/c) for Labour & Employment.



SCOPE's reaction on Government's economic stimulus introduced during COVID-19 telecasted on DD News

SCOPE's reaction on Government's economic stimulus introduced during COVID-19 telecasted on ZEE News



SCOPE Initiatives Unlocked During National Lockdown (upto Lockdown 3.0)

With the outbreak of COVID-19 pandemic world over, adhering to Government's guidelines Public Sector Enterprises were suggested to work with skeletal staff in attendance at office premises and rest through Work from Home. SCOPE being the apex organisation of PSEs in India took this as a challenge and decided to transform it into an opportunity to raise the bar of employee engagement.

DG, SCOPE Inspirts Employees

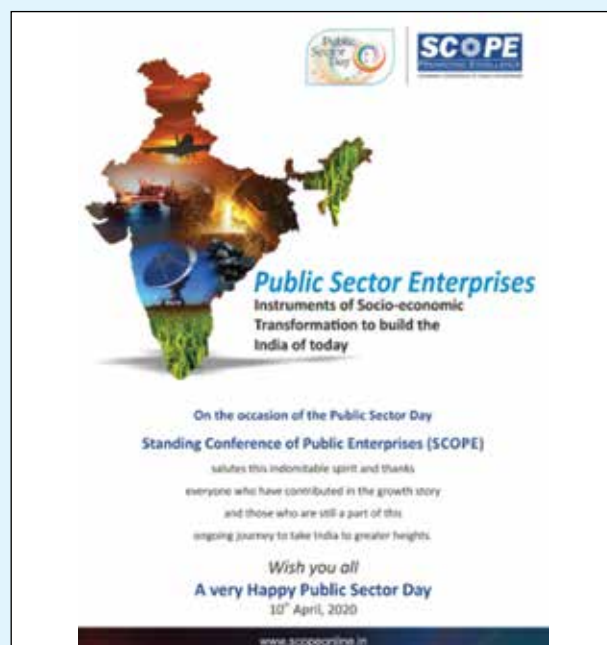


Mr. Atul Sobti, DG (SCOPE) inspires employees at commencement of lockdown.

Steering the employees ahead in this period of lockdown, Mr. Atul Sobti DG, SCOPE addressed SCOPE employees through WEBCAST and inspired them to 'remain connected & safe' and 'make optimum utilisation of Work from Home opportunity' during the Lockdown period. He also asked each employee to work towards building a progressive and innovative work culture.

SCOPE celebrates Public Sector Day

On the occasion of Public Sector Day, Mr. Sailesh, IAS, Secretary, DPE in his message, commended the efforts of PSEs in socio-economic development of the country as well as their contribution in supplementing the Government efforts to contain COVID-19 outbreak. He also complimented SCOPE for its capacity building programs to enhance excellence in



PSEs and complementing PSEs efforts in this challenging time.

SCOPE introduces SCOPE Webinar Series 2020

In light of the grave situation owing to COVID-19 pandemic, there has been a tremendous transformation in the way organisations function around the world. In a couple of weeks, SCOPE planned and organised LIVE webinars as part of its modified programmes, a maiden attempt that received an overwhelming response from all. These webinars were conducted on issues most relevant to PSEs.

Webinar 1 & 2





In the series, the first two Webinars were held on 'International EPC contracting: A Legal Perspective' by Mr. Shourav Lahiri, Barrister-at-law, London and 'Climate Change- Role of Indian PSUs and Impact of COVID-19' by Dr. Ashish Chaturvedi, India Director of GIZ Germany.

Webinar 3



SCOPE organised the third Webinar of the SCOPE Webinar Series 2020 titled 'Economic Impact of COVID- CPSEs Perspective' with Deloitte as knowledge partner. Mr. Kishore Rungta, CMD, FACT and Vice Chairman, SCOPE was also present.

Webinar 4



Standing Conference of Public Enterprises (SCOPE), the apex body of Public Sector Enterprises (PSEs) in continuation of its endeavour for creating a conducive policy and business environment for PSEs organised an interactive Webinar with Ministry of Corporate Affairs (MCA) on 'Ease of Doing Business Initiatives & Business Continuity Measures undertaken by MCA during COVID-19'.

Webinar 5



SCOPE successfully organised Webinar on Future of Work in the New Normal (CPSE Perspective)' in association with Deloitte. The Webinar, 5th in the series of SCOPE Webinars, aimed at making various strategies that organizations would need from a people and process standpoint to ensure they thrive in the present situation of COVID-19 and thereafter.

Webinar 6

The 6th Webinar was held on the topic of 'Financial Planning and Liquidity Management in Current Pandemic Scenario' with eminent experts from



KPMG to address the concerns and need for effective financial planning and liquidity management. The interactive Webinar saw the participation of over 300 PSE executives including CMDs and Directors.

SCOPE Introduced Preventive Safety Measures



SCOPE took various precautionary measures for employees of SCOPE, Constituent Members and the visitors to curb the spread of novel corona virus (COVID-19). As per the directives of govt. and other agencies, crucial decision and subsequent actions were taken for SCOPE COMPLEX and SCOPE MINAR. The measures were taken to improve the hygiene. Thermal Scanning and Social distancing were also circulated to all the constituents. Work from Home (WFH) concept was also introduced for the first time in SCOPE.



The Technical team of SCOPE swung into the action immediately and chalked out the plan for providing all services. Within the lockdown, a 'lock in' strategy was framed where in to maintain the above services skeletal staff of Technicians/ Operators/



Helpers was selected, who can stay at the premises for long to avoid community contacts, also the transport was not available. Arrangement of food within the premises was also made for them. All the workers were provided mask, sanitizers and Social distancing norms was followed.

Cleaning and sanitization of outer areas, staircases, frequently touched surfaces, lifts etc. have been carried regularly through housekeeping staff. Fumigation with disinfectants was also carried out in both the SCOPE offices. DG, SCOPE also motivated all engineers through VC and reviewed all activities on daily basis. Now all efforts are being made to ensure proper norms/directives of Govt are followed once the Lockdown is over.

SCOPE Employees Donated their One Day Salary in PMCARES Fund

Employees of SCOPE contributed their one day



SCOPE employees donated their one day salary in PMCARES Fund.

salary to the PMCARES Fund, to combat the COVID-19 epidemic. SCOPE saw it as privilege to partake in the nation's resolve to overcome the biggest calamity of recent times. As responsible corporate citizens, Public Sector Enterprises (PSEs) have always remained at the vanguard to respond effectively to national priorities. Even during this ongoing crisis, PSEs stand committed and have come forward to supplement the efforts of the Government. SCOPE is working closely with its member enterprises to compile initiatives taken by them and bring to forefront their imperative contribution.

Internal Training Session for Employee Engagement

Series of internal programs were held for capacity building of employees. To establish a routine for employees and to keep up learning



process, SCOPE team came up with a wide range of activities and initiatives. These efforts were made to foster a sense of belongingness and Virtual training sessions were held at regular intervals. These included Yoga sessions, Health talks, session on Water Supply, Sanitary and other Civil Maintenance Works etc. SCOPE also took initiatives during the lockdown by organizing a series of Health & Wellness talk which was attended by employees and their family members.

SCOPE's Policy Advocacy Efforts



SCOPE has written to different ministries regarding issues related to PSEs. Mr. Atul Sobti, DG, SCOPE represented PSEs at meeting held under the Chairmanship of Mr. Santosh Kumar Gangwar, Minister of State (I/C) for Labour & Employment. ■



PSEs in Conversation with Sri Sri Ravi Shankar



SCOPE Webinar with Gurudev Sri Sri Ravi Shankar.

SCOPE in a bid to infuse positivity and mental wellbeing among Public Sector Enterprises (PSEs) during this pandemic situation, organised an Interactive Webinar with one of the world's most revered spiritual leaders, Gurudev Sri Sri Ravi Shankar and Chief Executives of leading PSEs including Shri Anil Kumar Chaudhary, Chairman, SAIL, Shri Pramod Agrawal, CMD, CIL, Shri Rakesh Kumar, CMD, NLCIL, Dr. Nalin Shinghal, CMD, BHEL and Shri Manoj Jain, CMD, GAIL.

The webinar was organized by Shri Atul Sobti DG, SCOPE. The Session titled 'Leading through uncharted water' aimed at bestowing spiritual guidance and achieving mental wellness in these times of isolation was held on 25th May, 2020. The live streaming of the interaction was viewed by many through social media platforms of SCOPE and Art of Living.

At the outset, Shri Atul Sobti DG, SCOPE welcomed the participants and thanked Guruji for the blessed interaction stating that it was an honour for the PSE fraternity to be joined by him. Highlighting the role and pivotal position of PSEs in the economy and their initiatives in times of crisis, he added that the webinar was the most cherished moment in SCOPE's digital journey as it attempted to instil hope in PSE employees. Chief Executives on the panel asked pragmatic questions that were candidly responded to by Guruji who advised them



to tread ahead with self-belief and perseverance as like any crisis faced by humans, this too shall pass.

Initiating the queries from PSE Chiefs, Shri Anil Kumar Chaudhary Chairman, SAIL said that we all are being faced by extremely uncertain times and extreme pessimism, which calls for guidance from him. He also cited the challenges being faced by leaders who display their true strength by enhancing creativity and emotional intelligence in their employees and asked how could one negate negativity and move ahead. Replying to his doubt, Guruji said there was a need in creating a positive mindset at home and at work. He cited the example of past pandemics faced by the country and the resilience to overcome them. He, therefore, said that the present disaster can also be averted if we follow the mantra of 'Utho, Jago, Kaam Karo' without succumbing to fear and disdain. He also coined the idea of avoiding competition and having confidence and cooperation to overcome this crisis. Gurudev also stated that there was an urgent need to harmonize the body, mind and emotions through meditation and take the path to instil creativity, adopt 'Sakarattmak' mode as well. He encouraged to adapt Yoga in our daily life as slowing down and reflecting on our actions is the lesson taught to us by nature at this juncture.

The second question was put up by Mr. Pramod Agrawal, CMD, Coal India Ltd who asked whether each one of us is moving towards an Individualistic tendency in life and was the concept of Globalisation diminishing and the role PSEs can play in this





situation. Replying to this, Guruji stated that human values can never die. Being so deeply entrenched in our psyche there was no way that humanity can be overcome. He assured that through hardwork and positive attitude normalcy and solutions can be achieved. It is all in one's mindset.

Asking the third question Shri Rakesh Kumar, CMD, NLCIL & Chairman, SCOPE asked Guruji that after the outbreak of Corona there has been a shift from economic values to human values. Shri Kumar asked if this will be lost once the pandemic is over or will it sustain and for the society to prosper, as even economic growth is important, so how should PSEs work towards that? Giving a pragmatic outlook to the situation, Guruji retorted that the first and foremost responsibility of PSEs was to maximise profitability and regain economic strength of the country. He added that Humanitarian work will be done by NGOs and institutions like Art of Living, but PSEs need to recover and be open to competition. He encouraged all to create more locally rather than relying on imports. He emphasised that for Sustainable growth and development there is need to be judicious use of resources. He also suggested PSEs to compile the efforts needed to be made towards road of recovery and impediments faced by them, that he would like to forward to our Hon'ble Prime Minister.

Moving ahead, Dr. Nalin Shinghal CMD, BHEL raised his concern as to how could everyone maintain their Faith and support other's in this time of trauma and hopelessness. He also added

that the intense migration of labourers is a great crisis as there will be a dearth of workforce in the city and rise in pandemic in interior areas where migrant labourers are taking the virus and infection with them. Pondering on the critical situation, Guruji added that it is a true challenge for the cities to recall the migrants that have returned to their villages and town but not impossible. The resilience and encouragement needed by them can be provided through efforts by PSEs. The idea was to create employment opportunities and develop skill development centres for the youth to gain their confidence once again. The final question of the session was put up by Shri Manoj Jain, CMD, GAIL who sought guidance from Guruji in reaching out to far off workers in remote areas and plants of PSEs where there was immense negativity and fear. Replying to him, Guruji added that true moral support can be provided by laying focus on leniency at this time. He said that companies need to have an encouraging and supportive attitude and 'Atmabal' is the key to regaining confidence. He also stressed on meditation and spiritual power being most important in mental wellness of workers. Besides he also asked PSEs to work towards updating their technologies and encouraging Start ups. Sri Sri Ravi Shankar thanked SCOPE and DG, SCOPE for the unique opportunity to interact with vibrant and essential entities of the country, the PSEs and said he looked forward to more such fruitful opportunities. The program was followed by a Meditation session where participants from 142 countries joined in. ■

DG, SCOPE highlights Public Sector contribution at ICSI Webinar



Mr. Atul Sobti, DG, SCOPE addressing the participants during the webinar.

The Institute of Company Secretaries of India (ICSI), a statutory body constituted under the Company Secretaries Act, 1980 organised a webinar on the topic 'Aatmanirbhar Bharat : The Dawn of a New India' on 18th May 2020. The eminent panel included Shri Suresh Prabhu, Hon'ble Member of Parliament, Rajya Sabha, Shri K. J. Alphons, Hon'ble Member of Parliament, Rajya Sabha, Shri Ashutosh Sharma, Secretary, Department of Science & Technology, Govt. of India and Shri Atul Sobti DG, SCOPE among others dignitaries. In current times when the country is facing economic and health crisis, the Webinar intended to discuss and deliberate the efforts of the regulators who promptly analyzed the rising panic and took immediate measures to curb the impact. Certificates of the unique initiative of ICSI called "Shaheed ki Beti" that provides financial support to the girl child of the martyrs for her higher education or for any other purpose were presented to all the panellists.

The Webinar was inaugurated by Mr. Suresh Prabhu who spoke about the Atma Nirbhar



ICSI acknowledges DG, SCOPE's support in their unique initiative called 'Shaheed ki Beti'.

initiatives undertaken by Government of India. He emphasised that 'Atma nirbhar Bharat' was not about making India isolated, but rather about creating connections and garnering self sufficiency in the country. He reinstated that the goal of this mission was to prepare the country for tough competition and face challenges of global value chains. He also emphasised on the creation of correct values and maximising the Human capital needs to achieve this goal. In his address, Shri Atul Sobti appreciated the tremendous effort and slew of measures being undertaken by the Government and the contribution of Public Sector in the national economy. DG, SCOPE cited that the year can either be seen as one only of crisis or one full of opportunities. He said the year will be remembered in case of new economies that survived and sustained this era of crisis. He also mentioned that the clarion call made by the Prime Minister to become 'Atma nirbhar' calls for hardwork and becoming self sufficient. Talking about the journey of PSEs, he stated that Public Sector has played a major role in making the country self reliant and have done an exceptional job in maintaining the country's economic equilibrium. DG, SCOPE also mentioned that the key parameters to attaining self dependence and lowering imports in the country would be to encourage Innovation as a criteria and promoting Research and Development in industries. He also emphasised that we must create technology that is world class and sellable to achieve success. ■

Overwhelming Response to SCOPE Webinar Series 2020

Owing to COVID-19 pandemic, SCOPE has provided a virtual platform for capacity building, knowledge sharing and addressing the concerns and issues of Public Sector Enterprises. We are pleased to share with you that SCOPE has got a very positive and encouraging feedback for its webinars series 2020. Since the lockdown, SCOPE has organised 8 webinars in a period of 8 weeks on varied subjects. Each webinar was attended by a large number of enthusiastic participants

through various mediums including virtual meeting and SCOPE social platforms – Facebook, Twitter, YouTube etc. We are truly overwhelmed and energized by the support and appreciation received from Public Sector Fraternity and the participants who attended SCOPE webinars. This has in fact encouraged us to organise more such programmes on important topics relevant to PSEs. Some of the encouraging feedback are reproduced below:

"Very well organized. Congratulations to Team, SCOPE"

Shri Sudhakar Ramaiah

Director (Finance), PDIL & Member, SCOPE Executive Board

"Beautiful moderation and Excellent Session."

Shri Ashutosh Vasant

Director(POM) RailTel & Member, SCOPE Executive Board

"Nice program sir. You have taken SCOPE to new heights"

Shri S. Sakthimani

Director (Finance) CCI & Member, SCOPE Executive Board

It was a brief but very good program. Compliments to Sobti Saab and the team to conceptualize the important theme.

Dr. H. Purushotham, CMD, NRDC & Member, SCOPE Executive Board

It is a wonder experience. Thanks for organizing this.

Dr. S. P. Mohanty, CMD, HIL & Member, SCOPE Executive Board

"Program was excellent. It showed that our PSUs & their CMD are extremely conscious of current crisis, human values, faith in humanity, business challenges & business continuity.

As Gurudev mentioned, faith in humans ability to rise again has to be motto of life & businesses more than ever. The session's meditation was so so good that I felt extremely happy at the end of it. Kudos to DG Scope & entire team of Scope for such wonderful thoughtful initiative in these times where positive energy & positive thoughts are so much needed." My heartfelt thanks.

"A truly mesmerizing conversation with Guruji. Thanks for organizing it and making it open to all of us.

And it goes without saying, your passion always lights up all these interactions. SCOPE will definitely achieve glory under your guidance."

"Excellent Initiative"

"Thanks very much for conducting such program."

"Well, session with Sri Sri Ravi Shankar ji was a hit. I had shared the links with 7-8 groups of ex-PSU people/ HR practioners/ extended family members/ friends, with a view to sensitize them as to how PSU heads are creating a spiritual space for them and their employees, during these lockdown times.

Nice initiative. Stay safe....and reach out to people on a virtual plane.

Thank you."

"Superb"

"Conducted very well.."

"What a great session ! Thank you so much for the opportunity. Spiritual intelligence is what is encouraged these days and you did it!!!! In such a great creative unique way"

"Congratulations! The programme 'Leading thru Uncharted Waters' was amazing. You moderated the sessions of CEOs' interface with the Gurudev Sri Sri Ravishankar extremely well."

"Your xlent leadership during lock down has given new direction to SCOPE. True. Best leadership is utilizing limited resource for best outcome. Badhai."

"Conducted very well. Saw you in this role for the first time."

"Excellent initiative by SCOPE"

"Congrats SCOPE for the excellent initiative. Let it flourish beyond COVID Lockdown"

SCOPE in Media

हिन्दुस्तान

स्कोप ने भविष्य की योजनाओं पर चर्चा की नई दिल्ली। सरकारी कंपनियों के संगठन स्कोप ने वेबिनार के जरिये भविष्य के कामकाज के विषय पर चर्चा की। इसका आयोजन डेलॉयट के सहयोग से किया गया। स्कोप के महानिदेशक अतुल सोबती, एमटीएनएल के निदेशक सुनील कुमार, अंकुर वालुंजर एवं प्रतीक.एन. मेहता पार्टनर ह्यूमन कैपिटल समेत सरकारी कंपनियों के 500 कर्मियों ने हिस्सा लिया।

Excelsior



SCOPE conducts webinar on 'Future of Work'

Dr H S Paul
At office spaces in the present times and also discussed the need for organizations to review their work, employee relations in digital workplace, alternative workplace models, work from home policies and implementation of new skills required by employees. The webinar received an overwhelming response of over 500 participants including several senior members of the public sector fraternity.

THE FREE PRESS JOURNAL



SCOPE conducts webinar on Future of Work
Standing Conference of Public Enterprises (SCOPE), the apex body of Public Sector Enterprises (PSEs) successfully organized Webinar on Future of Work in the New Normal (CPSE Perspective) in association with Deloitte. The webinar, 5th in the series of SCOPE Webinars, aimed at making various strategies that organizations would need from a people and process standpoint to ensure they thrive in the present situation of COVID-19 and thereafter. Special e-issue of SCOPE's monthly magazine Kaleidoscope encompassing PSEs contribution to economy and the role being played by them in fight against COVID-19 was released on the occasion. The webinar was addressed by Atul Sobti, Director General, SCOPE and Sandi Kumar, Director (HR&EB), MTNL, Mr. Ankur Walunjkar, Partner, Human Capital and Mr. Pratik N. Mehta, Partner, Human Capital, Deloitte India presented the role of virtual office spaces in the present times.

hindustantimes

SCOPE conducts webinar on Future of Work

SCOPE successfully organised webinar on Future of Work in the new normal (CPSE Perspective) in association with Deloitte. The webinar, 5th in the series of SCOPE webinars, aimed at making various strategies that organisations would need from a people and process standpoint to ensure they thrive in the present situation of Covid-19 and thereafter. Special e-issue of SCOPE's monthly magazine Kaleidoscope encompassing PSEs contribution to economy and the role being played by them in fight against Covid-19 was released on the occasion. The webinar was addressed by Atul Sobti, Director General, SCOPE and other senior officials.

THE HINDU

SCOPE conducts webinar on adapting new work measures for organizations

The webinar, 5th in the series of SCOPE Webinars, aimed at making various strategies that organizations would need from a people and process standpoint to ensure they thrive in the present situation of COVID-19 and thereafter. Special e-issue of SCOPE's monthly magazine Kaleidoscope encompassing PSEs contribution to economy and the role being played by them in fight against COVID-19 was released on the occasion. The webinar was addressed by Mr. Atul Sobti, Director General, SCOPE and Mr. Sunil Kumar, Director (HR&EB), MTNL, Mr. Ankur Walunjkar, Partner, Human Capital and Mr. Pratik N. Mehta, Partner, Human Capital, Deloitte India. The webinar received an overwhelming response of over 500 participants including several senior members of the Public Sector fraternity.

Excelsior

Package will stimulate economic growth: SCOPE

Excelsior Correspondent
JAMMU, May 14: Standing Conference of Public Enterprises (SCOPE) has welcomed the government's economic stimulus package to spur economic growth. SCOPE director-general Atul Sobti said that the thrust given to various sectors through the economic stimulus would go a long way in bringing the economy back on a growth trajectory.

the pioneer

8.05.2020 Pg no : 9 All Editions

SCOPE conducts webinar on Future of Work

New Delhi: "Every challenge presents with a new opportunity which can be replicated in the present crisis," said M. Sobti, Director General, Standing Conference of Public Enterprises (SCOPE), the apex body of Public Sector Enterprises (PSEs) while addressing the SCOPE webinar on "Future of Work in the New Normal (CPSE Perspective)".

FINANCIAL EXPRESS

SCOPE welcomes govt's stimulus package

Standing Conference of Public Enterprises (SCOPE) has welcomed the government's economic stimulus package to spur economic growth. SCOPE director-general Atul Sobti said that the thrust given to various sectors through the economic stimulus would go a long way in bringing the economy back on a growth trajectory.

समय जगत

BHOPAL EDITION 5.05.2020 Pg no : 8

स्कोप ने वेबिनार का किया आयोजन

भोपाल। सार्वजनिक क्षेत्र के उद्यमों (फोर्सई) के शीर्ष निष्ठा ने स्कोप डेलॉयट के साथ मिलकर नए सामान्य (सीपीएसई पर्सपेक्टिव) में भविष्य के काम पर वेबिनार का आयोजन किया। इस वेबिनार का आयोजन कोरोना संकट के बाद की रणनीतियों को लेकर किया गया। वेबिनार को अतुल सोबती, महानिदेशक स्कोप और सुनील कुमार, निदेशक एमटीएनएल, अंकुर वालुंजर ने संबोधित किया गया। वेबिनार में बताया गया कि भारत ने वर्तमान समय में बहुत अधिक स्पेस की भूमिका प्रस्तुत की और संगठनों को अपने काम को फिर से करने, डिजिटल कार्यक्षेत्र में कर्मचारी प्रशिक्षण, वैश्वीकरण कार्यस्थल मॉडल, बड़े ग्राम होम आदि मामलों में आगामी भूमिका निभाई है।

SCOPE conducts webinar on Future of Work

added while Work may become the normal in times to come, would be equal number of challenges associated. by developing nimble operating models adopting new ways of work can be a success in association with Deloitte.

The Statesman

SCOPE's 5th webinar on 'Future of Work'

Standing Conference of Public Enterprises (SCOPE) successfully organized Webinar on Future of Work in the New Normal (CPSE Perspective) in association with Deloitte. The webinar, 5th in the series of SCOPE Webinars, aimed at making various strategies that organizations would need from a people and process standpoint to ensure they thrive in the present situation of COVID-19 and thereafter. Special e-issue of SCOPE's monthly magazine Kaleidoscope encompassing PSEs contribution to economy and the role being played by them in fight against COVID-19 was released on the occasion. The webinar was addressed by Atul Sobti, Director General, SCOPE and other senior officials.

वीर अजय

15.05.2020

स्कोप ने सरकार के आर्थिक पैकेज का स्वागत किया

नई दिल्ली, (बीएन)। सार्वजनिक क्षेत्र के उद्यमों के कार्यक्षेत्र और पारस्परिक प्रभाव (स्कोप) ने सरकार के आर्थिक पैकेज का स्वागत किया। स्कोप के महानिदेशक अतुल सोबती ने कहा कि सरकार द्वारा जारी किए गए पैकेज का स्वागत किया जा रहा है।

THE FREE PRESS JOURNAL

SCOPE hails the impetus to businesses & MSMEs to make 'Atma Nirbhar Bharat'

SCOPE hails the impetus to businesses & MSMEs to make 'Atma Nirbhar Bharat'. The webinar, 5th in the series of SCOPE Webinars, aimed at making various strategies that organizations would need from a people and process standpoint to ensure they thrive in the present situation of COVID-19 and thereafter. Special e-issue of SCOPE's monthly magazine Kaleidoscope encompassing PSEs contribution to economy and the role being played by them in fight against COVID-19 was released on the occasion. The webinar was addressed by Mr. Atul Sobti, Director General, SCOPE and Mr. Sunil Kumar, Director (HR&EB), MTNL, Mr. Ankur Walunjkar, Partner, Human Capital and Mr. Pratik N. Mehta, Partner, Human Capital, Deloitte India. The webinar received an overwhelming response of over 500 participants including several senior members of the Public Sector fraternity.

SCOPE

PROMOTING EXCELLENCE

Standing Conference of Public Enterprises (SCOPE), apex body of Public Sector Enterprises (PSEs) successfully organized Webinar on Future of Work in the New Normal (CPSE Perspective) in association with Deloitte. The webinar, 5th in the series of SCOPE Webinars, aimed at making various strategies that organizations would need from a people and process standpoint to ensure they thrive in the present situation of COVID-19 and thereafter. Special e-issue of SCOPE's monthly magazine Kaleidoscope encompassing PSEs contribution to economy and the role being played by them in fight against COVID-19 was released on the occasion. The webinar was addressed by Atul Sobti, Director General, SCOPE and other senior officials.

SCOPE

PROMOTING EXCELLENCE

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उजाला

18.05.2020

भारत बनेगा आत्मनिर्भर : स्कोप

नई दिल्ली। स्टैंडिंग कॉन्फ्रेंस ऑफ सार्वजनिक उद्यम (स्कोप) ने सरकार के आर्थिक पैकेज का स्वागत किया। स्कोप के महानिदेशक अतुल सोबती ने कहा कि सरकार द्वारा जारी किए गए पैकेज का स्वागत किया जा रहा है।

Solidarity in Dire Straits



D. Singh
CMD, IREL

IREL (India) Limited, a Mini Ratna, Category-1 CPSE under the administrative control of Department of Atomic Energy (DAE) is a Multi-Unit-Multi Product Company with the mandate to produce Atomic Minerals, Rare Earths and other Compounds of Strategic interest. The Atomic Minerals, also known as Beach Sand Minerals (BSM) are a suite of 7 (seven) minerals which interalia include Ilmenite, Rutile, Leucoxene which are titanium bearing minerals, Zircon—a zirconium bearing mineral, Sillimanite— a silicate of aluminium, Garnetiron - aluminium silicate, & Monazite which is a phosphatic mineral of Rare Earths.

Atomic Minerals are used for a horde of applications spanning production of pigments, titanium metal, plastics, aircraft body parts, ceramics, welding electrodes, refractory bricks, sand blasting, water jet cutting, abrasives, etc. Rare Earths are performance enhancing material having number of niche applications such as consumer gadgets, electronics, renewable energy, defence, space, pollution control, petroleum refining, etc. The Strategic Compounds produced by IREL find direct use in the Atomic Power Programme, Space and Defence Sectors of the

Country, besides commercial applications such as doping agents for enhancing performance.

The operating units are located along the coastal tracts of Chatrapur, Odisha, Manavalakurichi, Tamil Nadu and Chavara, Kerala where these Atomic Minerals and Rare Earths are available. The Rare Earths Extraction Plant (REEP) is located in Odisha while the separated High Pure Rare Earth Plant (HPRE) is located in Aluva, Kerala. IREL has constituted a subsidiary company, IREL IDCOL Limited to harness the Atomic Mineral deposits in Odisha.

IREL having a strong CSR base in these areas sprung into action post declaration of lockdown due to the COVID-19 Pandemic, which has gripped the entire world with fear on the uncertain future. While war impacts the economy of a Country, waging war against an unseen threat strains the economy in leaps & bounds. The Company joined hand with the Nation in its fight against the COVID-19 by contributing Rs 1 (One) cr. to the Prime Minister's Citizen Assistance & Relief in Emergency Situations (PM CARES) Fund from its CSR funds, while the employees contributed a day's salary for the cause.

Operations of the Company being in the Coastal areas which

are predominately inhabited by the fishermen community with meagre literacy levels, the immediate need was to reach out to the populace, create awareness on the safe practices and match shoulder with shoulder to develop confidence amongst the underprivileged section of the society to fight the unseen enemy. The Company took a calibrated approach to inhibit spread of the Pandemic around its operating units. IREL engaged Public Address System in the nearby villages and officials from the District Administration, Sarpanch of the Village Panchayats, local leaders, active groups were made the backbone of the drive to spread awareness on the practices promoted by the Government including those of social distancing, frequent hand wash, wearing face masks in public, avoid spitting, etc.

Self-help groups stitching masks

The local self help groups and women welfare society of the Housing Colony were activated to stitch masks, which were in short supply because of panic buying. The masks were distributed not only in the surrounding villages, but also in areas where IREL does not have its footprint.



Distribution of food grains

The Quality Control department swung into action to prepare hand sanitizers, which were prepared in-house in accordance with the norms stipulated by WHO and widely distributed. Packets of food items and other essentials were distributed to the needy public across all the operating units of the Company and also to the migrant workers through the office of the District Administration. Under the cleanliness drive large scale sanitisation activities were carried out using IREL's Fire Tender in all the adjoining villages. The offices of district administration like Offices of Collector, Superintendent of Police, Additional District Magistrate, Tehsildar, Police Stations, etc were also sanitized by IREL.

Sanitisation of local villages

Helping hand was also extended to financial institutions such as local branches of SBI, Indian Bank, LIC etc and Industrial houses in the vicinity such as SARAF Industries, which could resume operations thereafter.

Sanitisation of SARAF Industries

IREL ensured meticulous implementation of the various directives issued by Department of Personnel & Training (DoPT),

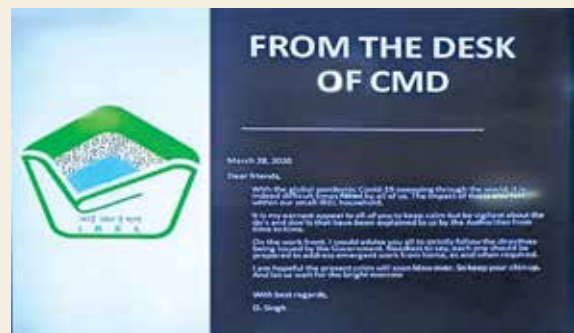
New Delhi; Ministry of Home Affairs (MHA), New Delhi; Department of Atomic Energy (DAE) and also those of the local State Govt. around the operating units. During the period of Lockdown, IREL maintained roster for executives & non-executives to ensure skeleton manpower, implemented concept of Work from Home to keep up with the Business Promise, carried out thorough disinfection of work areas, monitored social distancing norms, etc. After declaration of the exemptions granted for Mining and Mineral Production activities vide circulars from MHA, New Delhi; Ministry of Mines, New Delhi and DGMS, Dhanbad, IREL units approached the respective State/District authorities for and resumed operations in a phased manner from the 1st week of April 2020.

Social distancing by employees, temperature monitoring and SOPs under display

Standard Operating Procedure (SOP) on 'Disinfection & Prevention of COVID-19 at work places', 'Mining Operations in COVID Situation' and 'Resumption of operations after lockdown' were prepared and implemented in all the operating units. Further, the SOPs issued by statutory agencies like DGMS, CPCB, KSPCB etc.

were also scrupulously followed.

The use of AarogyaSetuApp, launched by the Government was widely publicized among all the stakeholders of IREL. The lockdown period was gainfully utilized towards skill development of its employees. Employees were encouraged to enrol for online Skill Development courses conducted by different agencies. Around 200 employees attended these programs and developed skillsets necessary for multi-tasking.



Leading from the front in the fight against the Pandemic, the top Management of the Company connected with all the operating units using various communication channels like video conferencing, messages etc to keep up the morale and spirit of all the employees. The various safety measures, facilities to employees reporting for work and keeping the production process running are being monitored on a daily basis. ■

Halliburton v Vedanta: Performance bonds and COVID-19



Shourav Lahiri
Barrister-at-law,
Atkin chambers, London

Shourav Lahiri examines the interesting issues of law raised by the recent ad-interim injunction granted by the Indian courts against a call on performance bonds due to circumstances caused by COVID-19.

The New Delhi High Court issued an ad-interim (temporary) injunction restraining Vedanta from calling performance bonds issued by Halliburton (*Halliburton Offshore Services v Vedanta Limited* (O.M.P. (I) (COMM) & I.A. 3697/2020)). What is interesting about this decision, and one which raises as many questions as it answers, is that it was based on the lockdown in India due to COVID-19 constituting a force majeure event excusing Halliburton from having to continue to perform its obligations during the period of lockdown.

The facts are these: Halliburton was the drilling contractor for Vedanta on three onshore oil and gas blocks in the state of Rajasthan in India. Under its contract, Halliburton was supposed to have completed drilling of these wells by 16 January 2019, 16 March 2019 and 16 June 2019 respectively. Therefore, by the time the injunction

application was lodged earlier this month, Halliburton was technically in delay.

Halliburton asserted that its delay had been excused by the extension of time granted until 31 March 2020, a matter that Vedanta disputed. On 18 and 25 March 2020, shortly before Halliburton took out its injunction application, and before the asserted period of extension of time expired, Halliburton gave notice of force majeure to Vedanta based on the COVID-19 related lockdown in India.

Vedanta's submission was that the only basis on which the court could interfere with the call was if the call was fraudulent, which it was not. Vedanta's submission was similar to what would be the position had the bonds been governed by English law, as set out in *Edward Owen Engineering v Barclays Bank* [1978] Q.B. 159 and in the cases following.

The New Delhi High Court disagreed. Adopting Halliburton's

submissions, the Court held that, in addition to fraud, Indian law allowed a bond call to be restrained if "special equities" could be shown. Treating the lockdown due to COVID-19 as "unprecedented, and .. incapable of having been predicted" by either party, the court seemed to be of the view that "special equities" had been established in the present case.

At first blush, this decision may appear obvious. The COVID-19 pandemic has caused serious disruption to the supply chain of labour and materials. Halliburton had argued that, as at 18 March 2020, the date on which it gave Vedanta the force majeure notice, only between 2.1% and 5.5% of the work remained to be completed. Had it not been for the lockdown, the works would have been completed by 31 March 2020. Given the circumstances, a call on the performance bonds seemed to be unjustified.

But could it really be said to

have been unjustified, in law? The Court's decision throws up two particular questions that may also arise in other courts or jurisdictions that seek to follow the COVID-19 as a force majeure theme in interfering with bond calls.

Irretrievable harm, special equities and other grounds in addition to fraud

First, the decision seems to buck the current trend of courts across jurisdictions that are seeking to uphold the sanctity of contractual arrangements and tightening the grounds on which bond calls can be restrained. It is well known that certain jurisdictions outside of English law have been open to grounds for restraining bond calls on grounds that fall short of fraud. For instance, in Singapore, unconscionability – held to mean abuse, unfairness, and dishonesty, being broader than the notion of fraud (*BS Mount Sophia Pte Ltd v Join-Am Pte Ltd* [2012] 3 SLR 352) – is a ground commonly cited in injunction applications to restrain calls on bonds. This submission has become so commonplace that beneficiaries of bonds have started to draft contractual provisions that preclude the procurer of the bonds from relying on unconscionability as a basis for injunctions against bond calls. Such provisions have been tested in the Singapore courts and found to be valid (*CKR Contract Services Pte Ltd v Asplenium Land Pte Ltd* [2015] 3 SLR 1041) with dicta in a recent Court of Appeal decision indicating that any argument that such clauses fall foul of the Unfair Contract Terms Act would also have no

In the case of Halliburton, after it filed the injunction application, Vedanta terminated the contract. In situations where the contractor's contract has been terminated, it is often difficult for the contractor to obtain an extension of bonding facilities. We have seen this in the English case of Liberty Mercian Ltd v Cuddy Civil Engineering Ltd and another (No 2) [2014] EWHC 3584 (TCC) where the contractor's inability to obtain a performance bond because the underlying contract had been terminated led the court to have to order the contractor to pay money into the court in lieu of the performance bond.

merit (*Bintai Kindenko Pte Ltd v Samsung C&T Corp and another* [2019] 2 SLR 295).

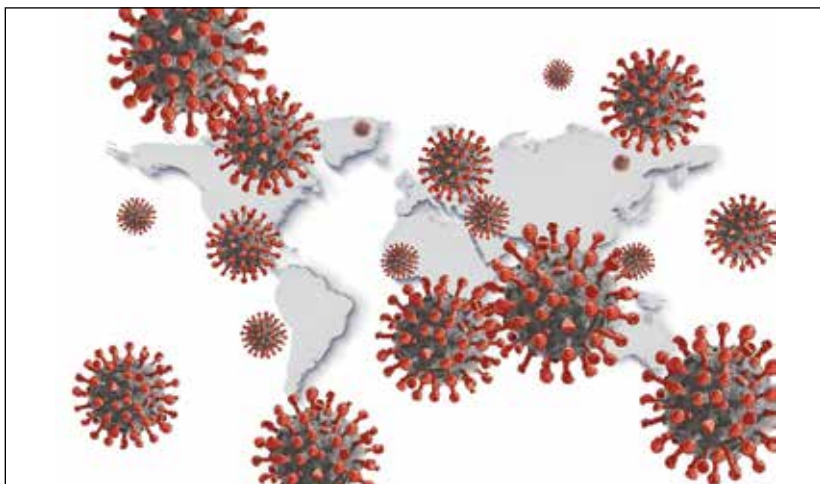
Therefore, even in jurisdictions that had previously broadened the grounds for interfering with bond calls, one sees a drawing-back. An on-demand bond has been said to be 'as good as cash'.

However, even while upholding the ground of unconscionability as the basis of restraint, it has not escaped the Singapore Court of Appeal that there is a 'perennial tension' between the interests of the procurer and beneficiary of the bond (*BS Mount Sophia*). Liquidity concerns, for instance, can apply equally to the beneficiary of the bond who, for instance, may need funds to complete works left unfinished. It is therefore in the rarest of cases that calls on bonds are restrained.

The decision in Halliburton v Vedanta seems to buck that trend

If one examines the Court's decision as to why an event of force majeure affecting the underlying drilling contract was able to affect a distinct contract involving a third-party bank (i.e. the performance bonds), one can see analysis that starts by relying on a US court authority from 1983 (*Itek Corporation v. First National Bank of Boston* 566 Fed Supp 1210 ("Itek")) and construes the test of irreparable/irretrievable harm used to justify the grant of an injunction in *Itek* to fall within the concept of "special equities" under Indian law justifying the grant of a restraint (though the Court also goes on to hold that the ground of "special equities" is a basis that is additional to fraud and occurrence of irretrievable injury on which a call could be restrained).

As far as one is able to tell from the Court's summary of the facts in *Halliburton v Vedanta*, the conditions seem to be different from those that existed in *Itek*. In *Itek*, a US exporter sought to terminate its liability under stand-by letters



of credit issued by a US Bank in favour of an Iranian Bank. Following the Iranian revolution, the US Government had blocked all Iranian assets under the jurisdiction of the United States and cancelled export contracts. The US court took the view that any claim for damages against an Iranian purchaser arising from a fraudulent draw-down of the letters of credit would not be executable in Iran given these circumstances, and therefore allowing encashment of the bank guarantee/letters of credit would cause irreparable harm to the plaintiff. The court therefore restrained the call.

There seem to be two differences between Itek and Halliburton v Vedanta

First, in Itek, there had been a prior finding of fraud in the making of the call, and therefore the examination of whether there would be irreparable damage were the injunction not to be granted was based on that prior finding. While there was a submission by Halliburton that Vedanta's call was also fraudulent, the Court does not seem to have been persuaded by that

submission – at least at the ad-interim stage.

Secondly, the Court in Halliburton v Vedanta accepted that the circumstances in Itek were “exceptional circumstances which [made] it impossible for the guarantor to reimburse himself if he ultimately succeeds” and that “a mere apprehension that the other party will not be able to pay, is not enough”. There does not seem to be a similar submission by Halliburton as to Vedanta's ability to repay. Yet, the Court took the view that if no interim protection was granted, and the bank guarantees were allowed to be encashed while the lockdown was in place, “the injury and prejudice that would result to the petitioner merits being categorised as irretrievable”. Perhaps, these arguments may be examined more closely when the matter returns before the Court for a fuller hearing on whether the injunction should be made more permanent pending the outcome of the arbitration.

There is no doubt that the current COVID-19 pandemic is an exceptional and deeply disruptive event. But whether it provides a

further basis for courts to interfere with financial instruments is a matter that merits consideration and debate.

That this is a somewhat tricky question has perhaps been recognised in Singapore. In response to the COVID-19 pandemic, the Singapore parliament enacted certain “temporary measures” under the COVID-19 (Temporary Measures) Act 2020. In introducing the Bill that led to the Act, the Minister of Law openly admitted that Parliament was interfering with the freedom of contract on an exceptional basis because such interference was justified by the current circumstances. One of the measures is to prevent the beneficiary of a performance bond from making a call on the bond until at least seven days before the performance bond expires if the default prompting the call is materially caused by COVID-19 (section 6 of the Act). A legislative imprimatur, particularly one that is temporary for the duration that the effects of COVID-19 are felt, seems to a convenient route for jurisdictions to achieve a balancing of interests without having to shape existing legal principle in order to do justice.

Expiration of validity of performance bonds

The second interesting issue that the Halliburton v Vedanta decision raises is the question of what would happen to an injunction against a bond call that lasts for the period of a lockdown if the lockdown is extended beyond the period of validity of the bond.

In Halliburton v Vedanta, the Court has currently granted an injunction for a period that ends

seven days after the end of the lockdown. Five of the eight performance bonds that were the subject of a call in *Halliburton v Vedanta* will expire on 30 June 2020. While there is still some gap between the end of the period of injunction and the expiration of some of the bonds, what would happen were the lockdown to be extended by a period that ended after the date of expiry of the bonds? Would the balance of convenience at that stage shift in favour of the beneficiary being allowed to proceed with the call to protect its interests because not allowing a call would cause irreparable damage to the beneficiary instead?

In practice, a threat of a call because of an imminent expiry of a bond is often met with an offer by the party procuring the bond to extend the validity of the bond. This is a sensible approach and causes the least disruption and cost to both the procurer of the bond and the beneficiary. However, this approach assumes that the procurer is able to obtain an extension of the bond.

In the case of *Halliburton*, after it filed the injunction application, Vedanta terminated the contract. In situations where the contractor's contract has been terminated, it is often difficult for the contractor to obtain an extension of bonding facilities. We have seen this in the English case of *Liberty Mercian Ltd v Cuddy Civil Engineering Ltd and another* (No 2) [2014] EWHC 3584 (TCC) where the contractor's inability to obtain a performance bond because the underlying contract had been terminated led the court to have to order the contractor to pay money into the court in lieu of the performance bond.



So, we could encounter a situation, either in *Halliburton v Vedanta* or in future lockdown-related injunction cases, where the “special equities” may change depending on the interaction of the period of lockdown and the expiry of the bond. Again, this is an area expressly dealt with by Singapore’s COVID-19 (Temporary Measures) Act 2020 that provides that the period of validity of any bond that would otherwise expire during the period that the Act prohibits a call from being made, will be automatically extended (upon application by the procurer) to a period ending seven days after the prohibition is lifted (section 6 of the Act). Such ‘deeming’ provision does away with the uncertainty as to whether the bank providing the bond would agree to an extension, and on what terms.

Of course, it would be open for a court facing a call on the bond whose expiration is imminent to order that the bank honour the call but hold the funds with itself pending final resolution of the dispute. But that sort of order would probably only be

made if there was a risk that the beneficiary would not be good for the money if it were required to repay in due course. This risk does not seem to have been argued to exist in *Halliburton v Vedanta*.

The ad-interim injunction issued by the Court will stay in force until the next hearing. It will be interesting to see how the Court deals with this issue on fuller submissions at that stage.

Dealing with the impact of COVID-19

COVID-19 and the resultant impact on contractual performance is a hot topic across legal circles across the world. Issues affecting contractors and employers who are dealing with COVID-19 related disruptions under English and Hong Kong law have been the subject of an excellent article by two of my fellow members of Chambers Andrew Goddard QC and Mischa Balen.

The injunction application in *Halliburton* was heard by the New Delhi court by video conference, something that is becoming increasingly common during this lockdown period. ■

Economy and Me – COVID-19



(Prof.) Dr. Dewakar Goel*



Sneha Viresh Bagdiya
Acclaimed Writer
Social Activist

Cis for corona, C is for commerce. We are witnessing how one C has got the other in sheer crisis. COVID-19 has changed the world of commerce. Since the great depression of the 1930's, this year has marked a shattering irrecoverable loss of humankind and catastrophic collapse of the economy, due to the drastic failure of human smugness over nature. What we have been seeing is just the tip of the iceberg, how bad it has already been, still remains to be seen. The International Monetary Fund says for the first time in last six decades, Asian economies may observe zero growth. Ninety percent of the countries shall experience a negative growth in real gross domestic product per head this year. The global output could even be about 8-9 % below the baseline in 2021. One little virus has deposed all our superciliousness. This pandemic hit India when its economy was flagging due to continual fiscal sector frailty. Economists are already losing hope of a V shaped upsurge post lockdown. Instead, with countless efforts & sacrifices, it could sustain an L shaped recovery.

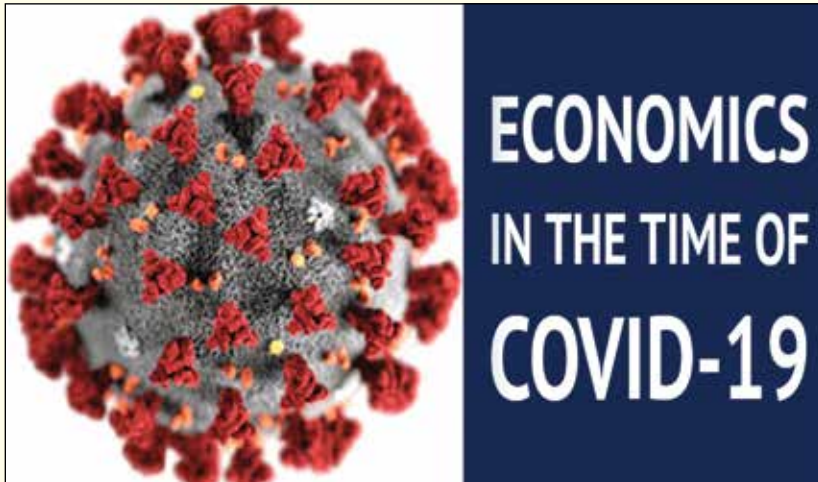
While we are saving the mankind,

huge concerns over economic ill health and its recovery are cropping up. No one knows what more this pandemic has in store; head to tail efforts are overcome with least possible damage. When we talk about the upsetting impact on Public Sector Undertakings of our nation, especially when our government plays a major role in the infrastructure, technology, aviation, Public Sector plays an extremely crucial role. Of course there is one significant difference; today technology has come to the rescue letting many people around the world work from their homes. Industries that are highly technical in nature can pull "Work from HOME", but in a country like India, how much administration work can be done from home? Barely 15-20% share of nationwide. At the grassroots level, India survives on people. Economy cannot sustain without ME and when people are locked in, financial system trembles. Worse hit sectors are Aviation, Hospitality, Tourism, Retail, Shipping to name a few. Be it public or private both are worse hit or a principal employer, there are so many compliances that need to be done PF, ESI, GST, everything looks frozen.

Aviation Industry is the worse hit. Especially when India was so ambitious going leap and bound, about 23% growth soaring in the sky to reach zenith in domestic and 3rd in International sector after China and US, this sector today is awfully bruised. Aviation losses are adding to the tune of Rs. 8,200 crores and growing. A simple "Passenger Ticket" is the main source of income beside non aeronautical income that comes from aviation industry. Airports across the world are shut. Internationally, it is about 50-60% but India has about 30-35% comes from non aeronautical sources.

This entire revenue is gone. Most of the airlines in here have taken the aircrafts on wet or dry lease, how do we stop them from going into bankruptcy like Kingfisher and Jet? Air – India which is a government sector already bearing Rs.1000 – 2000 crore loss may sustain this shutdown, but what about the staff? A huge number of people are employed in the aviation industry right from pilots to airhostesses to ground staff to technical teams. If we keep a few lac pilots aside having good amount of salary in their

* Former ED, AAI & Director, Indian Aviation Academy
Chairman, Aero Academy of Aviation Science & Management (AAASM).



corpses to sustain this lockdown, what about the countless airhostesses and ground handling staff with an average 5 digit salary? Not just the airport staff, numerous workers today are on contract basis. If at an airport about 11-12 agencies work, about 50-60% is contract labour be it taxi, trolley operators, shops, parking lot people. Where will they go? How are the airlines going to pay for all of them? Airports Authority of India, the biggest organisation, Helicopter Corporation, government undertakings may be able to compensate, but the question is for how long? We were going in a big way to outsource about 60-70% to cut short manpower, but that has gone in private hands, that too are affected. How the management will be done about the projects of India, when 150 regional connectivity airports were to come up in the country, what will happen to that? Money is already in the pipeline for the construction, modernisation of airports, etc.

My heart beats for the expansion plans in this sector, about 1000 aircrafts orders were pending in private airlines and other sources to

come to India because the growth was tremendous. Boeing and Airbus had plans to sell aircrafts, what will happen to that? Now everything suddenly has come to a standstill post lockdown, the future of aviation is hazy. One can't take work from home from the flying people in this sector. Wherever passenger facilitation is concerned, robots can't replace the human touch. Sadly, losses in the aviation industry may take years to come to normalcy.

In the Oil industry, apart from public undertakings we have opened license to ESSAR, Reliance and other people in private sector besides Hindustan Petroleum, Indian Oil and Bharat Petroleum. When movement is locked, entire supply chain, entire logistics is at a standstill. Fuel pumps have closed due to negligible consumption of fuel on vehicles in transportation sector. This doesn't end here; oil industry is also one of the biggest sufferers because right from their plans for refineries to marketing activities to storage and consumption, everything is at a halt. Private sector had invested a lot of money for expansion.

Storing of fuel being a graving concern, where will the crude oil go?

Coming to the heavy industry, Steel or Power sector, all are affected. Power consumption has gone down since most of the units are closed. When we talk about public sector, a number of companies are inter-dependent. What will happen to the expansion plans of NBCC, multiple numbers of projects in hand? SBI had given about Rs. 26,000 crores to NHAI (National Highway Authority of India), for infrastructure, road construction, national highways in the making, everything has stopped. Numerous losses are not just to the public sector of central government, but also to the state government undertakings. Look at the steel plants of the country, Steel Authority of India. Zero consumption instigates failure of the entire supply chain. This contagion will impact not only manufacturing, but every process and service. Entire coal production has stopped, Coal India employs about 3 lac people, about 15 lacs would be contract labour, and how will they endure this shock? Take another sector, shipping. About 93% cargo movement is done by the ships across the world, India having its own share. No movement, no money. Productivity loss is unimaginable, when fuel is not sold, buildings are not constructed, airlines are not running, retail sector is shut entirely. This corona virus has paralyzed the world and economic loss is enormous. Countless projects were in pipeline, money has already been allotted, we can't imagine what amount of

monetary loss every day we are doing away with. COVID-19 is eating away a meal of whopping Rs.40,000 cr everyday from the India's economic platter. But I feel, steel will have better days in India ahead. Manufacturing here will increase because it will be a more preferred destination than China for the world market.

Impact is worse on public sector enterprises undeniably, because of the better labour law compliance, besides the motto being social welfare along with profit compared to private sector, where the sole motto is profit. Tourism, which accounts for about 10% of India's GDP is starving. Even in the private sector or individual businesses, be it hospitality, retail sector, tourism, all are shattered. Hospitality is about to lose Rs.30,000 crore revenue, 15-20 lac job loss, how will we come up with all this? Hospitality will witness continued decline, since people's will, will decline to tour and travel, not just because of the recent fear fall, but also because many have had a long holiday break at home and many will have sheer stress on resources. For the retail industry, be it jewellery or clothing, March, April, May were the main seasons. The entire wedding season of about Rs. 10000 crore has failed for the textile market. The stocks were piled up for the wedding season, awaiting hordes of customers, not knowing a complete shutdown. Economic shock means millions of losses at every individual level. Think of the billions of daily wagers, small entrepreneurs, or self employed lot, service agencies. This is the

The government has left no stone unturned to do whatever best possible to curb this virus and stabilize the economy. Banks will now have more genuine borrowers than NPA's. Aim is to keep financial systems sound, so that it can flow across the pyramid, from top to lowest level. RBI Governor has cut the reverse repo rate to 3.75% from 4%, also Rs. 50,000 crore LTRO has been announced, our finance minister has assured every possible relief but since we are a hundred million plus population, the question is for how long can we sustain? How much can the private players, public sector undertakings and the government uphold in a scenario when no one knows, how long will it take to contain and what impact it will make?

time when the nation needs to save, on every resource. Globally, stock markets have crashed by a third or more, real estate on its last legs was hoping to stand back on its feet in

2020, now crippled again. Automobile sector is amongst the heavily burnt lot, with not just drastic cut in employment due to low sales, but also due to the lowered spending capacity pre and post lockdown.

Recovery looks to start with services, moving to manufacturing. First thing would be to organise the supply chain. With slow consumption post lockdown, it will start taking shape. A tougher aspect is, when the production will resume, how will we replace the migrant labourers who have gone back? After suffering worse, many left to die, treading to their homes post countless efforts, will they return this easy and quick? It is depressing, but a major portion of people won't return to metros in search of work. No wonder, many industries may shift to smaller pockets soon.

The government has left no stone unturned to do whatever best possible to curb this virus and stabilize the economy. Banks will now have more genuine borrowers than NPA's. Aim is to keep financial systems sound, so that it can flow across the pyramid, from top to lowest level. RBI Governor has cut the reverse repo rate to 3.75% from 4%, also Rs. 50,000 crore LTRO has been announced, our finance minister has assured every possible relief but since we are a hundred million plus population, the question is for how long can we sustain? How much can the private players, public sector undertakings and the government uphold in a scenario when no one knows, how long will it take to contain and what impact it will make? Especially when people are not mending their ways, a large

number of Indians are uneducated, unaware; we can't imagine how many small pockets have suffered. It was the urban India that got the virus and transmitted it. Sadly, it has gone to the lower strata of the society, making situation worse.

One or two month lockdown hasn't impacted one quarter, but a couple of years ahead. Apart from economy, or materialistic loss, it is the human life itself that is affected. Today, animals are free and humans are caged. When the air is pure, we are on masks! This shows how bad we have treated our nature. To find a solution to this is not easy. We don't see any change for a bounce back in the near future. Not until a couple of years. Facts and figures will be more gruelling with every passing day, due to multiple factors. About two third economic losses will be indirect, apart from loss of life. Economic instability, survival issues, collapsing healthcare systems, is sure to increase the pressure we are taking today.

But imagine! We still are in the comfort of our homes. No matter we slept in one world and got up in a changed one, this is not a calamity that has devastated everything for a new start. This is just a pause. Entire world economy has come to a standstill to handle a few lac infected people and curb the virus, imagine if we place economy on a higher priority, world will collapse. We are absolutely unfit to handle any geometric rise of positive cases. This is not the time to panic. Though economy seems on its last legs, we will heal. We hope, the public sector enterprises will overcome this setback every possible way. Increasing number of working

On a lighter note, let us see the positive side with this poetry!
Planet Says, Slay No More, Let Me Detox, to the Core!

Think on your Sin,
 Since you logged IN,
 What knocked me OUT,
 Why I Logged OUT?

Technology no matter, at its best,
 Fails in a go, when I seek to test,
 So much you staked for your need,
 So much you faked for your greed,
 Now when I locked you indoors,
 Nature has found a space to breathe!

While finding ways to deal with this,
 Mankind has evolved above differences,
 This is probably how I could heal,
 Your barriers are, now unsealed!

Let me also rest a little,
 You take a break too,
 Stop being slaves to materialism,
 For yours, and my sake too,
 Indulge in things you left behind,
 It is time, you unfurl and unwind!

I'll nurture again, once I detox myself,
 Don't trash me down to bits again,
 TAKE CARE OF HOW YOU LIVE IN IT,
 Don't force me to call it Quits again!

- **Dr. Dewaker Goel** (Ex. Executive Director, Airports Authority of India) &
Sneha Viresh Bagdiya (Acclaimed Writer, Social Activist)

hours, no increment year, setting high targets, collective efforts by one and all, we shall rise. This experience is a big lesson to learn where we are heading in the age of artificial intelligence, how much can we depend on technology, over nature? One positive aspect is humans have got time to

unwind. This is the time to evolve above human barriers. We will overcome, and this too shall pass away! No matter human kind and economy has suffered tremendously, we can't overlook the fact that if it gets worse, mankind will collapse. Staying IN, is the ONLY way OUT! ■

Evolution of Labour Laws & Reforms in Indian Context



S. A. Khan
GGM
(Corp. Affairs), SCOPE

The labour movement has been instrumental in the enacting of laws protecting labour rights in the 19th and 20th centuries. Labour rights have been integral to the social and economic development since the industrial revolution. The need for Labour law arose due to the demands of workers for better conditions, the right to organize, and the simultaneous demands of employers to restrict the powers of workers in many organizations and to keep labour costs low.

International Labour Organisation (ILO) was one of the first organisations to deal with labour issues. The ILO was established as an agency of the League of Nations following the Treaty of Versailles, which ended World War I. Post-war reconstruction and the protection of labour unions occupied the attention of many nations during and immediately after World War I.

With the establishment of the International Labour Organization (I.L.O.) in the year 1919 after the conclusion of the First World War, number of labour laws, such as the Workmen's Compensation Act, 1923 (since re-named as the Employee's Compensation Act in the year 2009), Trade Union Act, 1926, The Payment of Wages Act,

1936, The Industrial Employment (Standing Orders) Act, 1946 and The Industrial Disputes Act, 1947 were enacted.

- After independence in the year 1947, a number of new labour laws were added by the Central Government for the welfare of labour and providing a measure of social security to them. As labour falls in the Concurrent List in the Constitution of India, the State Governments also passed number of labour laws.
- Though the intention to provide relief to the working class was well intentioned and also justified by the 'socialist ideology' then ruling in the world, the difficulties faced by the employers in complying with multitude of labour laws were not taken into consideration as the working class had undergone serious exploitation during the British Raj.
- But increasing globalization made things rather difficult for the employers to face competition from other countries and they started crying for change and the need to reduce the rigidities of the ever increasing number of labour laws in the country. With the turn of the century, the need for reforms in Labour Laws was explained

by Dr. S. P. Gupta, Member Planning Commission in his report titled 'Task Force on Employment Opportunities-2001' in the following words:

'Indian Labour Laws have evolved in such a manner which has greatly reduced the flexibility available to employers to adjust the labour force in the light of changing economic circumstances.'

- The Task Force under the Chairmanship of Dr. Mopntek Singh Ahluwalia, then Dy. Chairman of Planning Commission, also suggested some reforms in the July, 2001. In February, 2001, the then Finance Minister, Mr. Jaswant Sinha, outlined in his Budget Speech some labour reforms proposing to raise the limit of 100 to 1000 workmen for the coverage of an undertaking under Chapter VB of the Industrial Disputes Act and for relaxing some of the provisions of the Contract Labour (R& A) Act, 1970 by permitting employers to allow managements to engage contract labour in non-core activities. But his Budget Speech evoked such a strong reaction from all the Central Trade Union Organizations that the proposals made by

him were not pursued by the Government.

- It may be mentioned that even prior to that, the National Labour Law Association, a society of professional in the field of labour laws under the Chairmanship of Shri T. S. Shankaran, retired Additional Secretary in the Ministry of Labour, had submitted its report titled 'Draft Labour Code' to the Ministry of Labour in the eighties and suggested that the various labour laws could be compressed into five functional codes;

- Industrial Relations;
- Wages ;
- Working Conditions and safety;
- Social Security; and
- Labour Welfare.

- The Ministry of Labour in its Note On Making Labour Market Flexible; Suggestions for Consideration-2005 looked at the issues of labour reforms as under: 'Within the next decade, half of India's unemployed will be its educated youth. If one-half of India's population is under 25, India simply needs to double its employment. THE BPO/IT industry generates a mere 0.2% of employment. Employment growth and opportunity will, therefore, come only as the Indian economy expands. It means that India ought to remove the difficulties that have held back the manufacturing and service industries.'

- It was further stated in the above NOTE as under: 'Why are labour reforms so difficult in India? Because labour reforms mean different things



to different people. Industry wants hire and fire, though they may not couch it in so many words. Trade Unions want status quo to be adhered to. Where is the question of any reforms, they ask, in a country where payment of wages cannot be ensured, and where child/bonded labour cannot be eliminated? Industry points out that trade unions represent only 7% of the work force, trade unions counter that industry represents only itself. Basically, both are protecting their own turf. Sadly, nobody is talking to the youth of the country, whose future is at stake. Of course, everybody should get a permanent job, but where are the jobs?'

- The Second National Labour Commission, set up in 1999 under the Chairmanship of Shri Ravinder Verma, submitted its report in June, 2002 and made some very important, comprehensive and authoritative recommendations in the area of labour law reforms. The report recommended that the existing body of labour laws should be re-grouped in four or five areas pertaining to-

- Industrial Relations;
- Wages;
- Social Security;
- Safety and working conditions;
- Welfare of Workers.

- The Commission further suggested that for coverage, the criteria and thresh-hold limit for the organized sector should be minimum employment of 20 persons. For establishments employing less than 20 workers, there should be a separate composite law providing for registration, safety, health, welfare of workers, hours of work, leave, wages, bonus, etc. (Paras 6.11, 6.17, 6.28 and 106)..

- The Commission also recommended that the maximum wage for definition of workman should be Rs. 25,000/- p.m., uniformly for all the labour laws and that supervisors should also be kept out of the definition of 'worker' and clubbed with managerial and administrative employees.(Para 6.19). There should be single definition of 'appropriate Government' applicable to all labour laws.

- To provide for minimum level of protection to the managerial



and other excluded employees against unfair dismissal or removals, the Commission recommended adjudication by Labour Courts or Labour Relations Commission or arbitration by mutually acceptable umpires. (Para 6.22). It further recommended that all complaints or claims under the law on labour relations should have a limitation of one year from the date of occurrence of the cause of action (Para 6.96) and all offense under the labour laws must be made triable by the Labour Courts duly empowered for this purpose. The setting up of an All India Labour Judicial Service was also recommended.

- Some amendments were made to Workmen's Compensation Act, 1923 in the year 2009 and its long title changed as Employee's Compensation Act and minimum rates of compensation payable were enhanced. Amendments were also made to the Trade Union Act, 1926 regarding the minimum number of workers required for registration of a trade union under the Act, but these were not seen as of much consequence

as critical issues pertaining to the Contract Labour (R& A) Act, 1970 and the Industrial Disputes Act, 1947 were not touched. In a way, it can be safely stated that there was virtually no progress in the matter of labour reforms in the country. Addressing an audience of CEOs that cited inflexible labour laws as one of the hurdles in making India as a more attractive investment destination, the then Prime Minister, Dr. Manmohan Singh, stated thus on 13.3.2007:-

'The labour market needs to be made more efficient, although I feel the problem is over emphasized. Ninety percent of India's labour force is in the unorganized sector and this sector is not constrained by unwieldy laws.'

- It was on the historic Independence Day on 15.8.2015 that Shri Narendra Modi, Prime Minister, announced that 44 Central labour laws in the country would be compressed into four Labour Codes. As a sequel, The Code on Wages has already been passed by the Parliament on 8th August, 2019 though it has not yet become operational

because Rules to effectuate the said Code have yet to be finalized. After the same are notified by the Central Government and come into force, the Code on Wages will subsume the following existing labour laws:-

- The Payment of Wages Act, 1936;
- The Minimum Wages Act, 1948;
- The Payment of Bonus Act, 1965; and
- The Equal Remuneration Act, 1976.
- The other three Codes, which are said to be at an advanced stage of finalization, are expected to subsume the following labour laws:

The Code on Occupational Safety, Health and Working Conditions.

- The Factories Act, 1948;
- The Mines Act, 1952;
- The Dock Workers(Safety, Health and Welfare) Act, 1986;
- The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996;
- The Plantations Labour Act, 1951;
- The Contract Labour (Regulation and Abolition) Act, 1970
- The Inter-State Migrant workmen (Regulation of Employment and Conditions of Service) Act, 1979.
- The Working Journalists and other News Paper Employees (Conditions of Service and Misc. Provision) Act, 1955
- The Working Journalist (Fixation of rates of wages) Act, 1958

- The Motor Transport Workers Act, 1961
- Sales Promotion Employees (Condition of Service) Act, 1976
- The Beedi and Cigar Workers (Conditions of Employment) Act, 1966.
- The Cine Workers and Cinema Theatre Workers Act, 1981.

The Code on Industrial Relations

- The Trade Union Act, 1926;
- The Industrial Employment (Standing Orders) Act, 1946;
- The Industrial Disputes Act, 1947;
- The Code on Social Security.
- The Employee's Compensation Act, 1923;
- The Employees' State Insurance Act, 1948;
- The Employees' Provident Funds & Miscellaneous Provisions Act, 1952;
- The Maternity Benefit Act, 1961
- The Payment of Gratuity Act, 1972;
- Unorganized Workers Social Security Act, 2008.

- As the taste of pudding is said to be in its eating only and as all the Codes have yet to come into force and become operational, it would therefore be rather premature and unfair at this stage to make any value judgement on the exercise undertaken by the Ministry of Labour, Government of India. But the mere fact that the issue of rationalization, simplification and Codification of labour laws, which was hanging fire and pending for decades, has been taken up vigorously and

The labour movement has been instrumental in the enacting of laws protecting labour rights in the 19th and 20th centuries. Labour rights have been integral to the social and economic development since the industrial revolution. The need for Labour law arose due to the demands of workers for better conditions, the right to organize, and the simultaneous demands of employers to restrict the powers of workers in many organizations and to keep labour costs low. International Labour Organisation (ILO) was one of the first organisations to deal with labour issues.

seriously by the present government and brought to near completion, alone deserves to be applauded as a welcome step in the right direction.

- Before concluding, the role of higher judiciary, and more particularly of the Supreme Court, in reducing, to a certain extent, the rigors of the labour laws, notwithstanding prolonged inaction by the Government, must be noted and acknowledged.

For instance, the burden of proof that a workman was employed after his termination was placed on the employers. But in the case of Municipal Council, Sujampur [2006 (5) SCC-173 = 2006-LLR-662] it was held by the Supreme Court that this fact being within the personal knowledge of the workman, he has to prove his unemployment. Similarly, vide the historic judgement in the case of S.A.I.L. V/s. National Union Water Front Workers & Ors. [AIR-2001-SC-3527= 2001-SCC (7)-1], it was held by the Constitution Bench that on abolition of contract labour system by the appropriate Government under Section 10 of the Contract Labour (R&A) Act, the contract labour have no automatic right of absorption by the Principal Employer. Many more such judgements can be quoted, but it is not necessary to multiply the same for the purpose of this study.

- It would be thus clear from the above analysis that difficulties experienced by the employers, both in public and private sector, in complying with the multifarious labour laws in the country, including those enacted by the State Governments did not receive due consideration and attention for long. As a sequel, not only the issue of labour reforms has remained in a dormant state for long, growth of industry to meet the needs of teeming millions of our people also could not be accelerated and has remained sluggish. However, with the dynamic leadership now in command at the Centre, industry can very much hope to see light at the end of the tunnel soon. ■

Working of Startups in India: Need to Review



Pramod Kr. Sinha

Momentum of startups was peaking up in 2014 when the country could see Startup Wave with million dollar ideas & innovative solutions to many problems. Recognizing the importance of Startups in building Indian Economy, the Hon'ble Prime Minister launched Startup India Scheme in 2016 to promote the Startups of the nation.

Startup India is a flagship initiative of the Government of India, intended to catalyze startup culture and build a strong, inclusive ecosystem for innovation and entrepreneurship and transforming India into a country of job creators instead of job seekers. For providing fund support to Startups, the Government has created a 'Fund of Funds for Startups' (FFS) at Small Industries Development Bank of India (SIDBI) with a corpus of INR 10,000 Crore.

While government has been endeavoring to support Startups by creating avenues of funding and other supports, nevertheless Startups in India are yet to succeed with pace, presence and in numbers it was expected. There are success stories delighting the

Stakeholders, numbers are not very high.

When Prime Minister, Narendra Modi conveys, 'We look forward to making India a \$10-trillion economy. We look forward to making India the third-largest economy. We want to make India a place for start-ups. We want to give our people energy security. We want to reduce our import dependence. We want to make India the world leader in electric vehicles and energy storage devices'- Economic Times Global Business Summit 2019. It infuses confidence to all and gives a challenge to see that such aspirations are transformed into actionable deliveries by respective Nodal Agencies and each and every Stakeholder involved and engaged.

Successive annual budgets & announcements have kept Startups and MSMEs in priority areas. The recent announcement of 20 Lac Crore economic bonanzas further substantiates the intention of the government amidst COVID crisis. The diverse ecosystem responds dynamically to the vicissitudes faced by the Indian markets and

calls for high degree of efficiency amongst the implementers & key Stakeholders engaged in development processes and strengthening Startup Mission.

Some of the key programs, funding agencies helping the Start-ups and SMEs at different stage of their life cycle are:-

- Scheme for Promoting Innovation, Rural Industry & Entrepreneurship (ASPIRE),
- 'Fund of Funds'
- Micro Units Development Refinance Agency (MUDRA) Bank
- Prime Minister's Employment Generation Programme (PMEGP),
- Credit Guarantee Fund Scheme for Micro and Small Enterprises (CGS)
- Ministry of Skill Development and Entrepreneurship
- Atal Innovation Mission
- Electronic Government to Business (G2B) Portal, eBiz Portal
- Dairy Processing and

Management Expert & Social Development Volunteer Formerly served PSU, DPE, GoI & 100 Fortune Company and Presently with SCOPE

Infrastructure Development Fund (DIDF)

- Support for International Patent Protection in Electronics and Information Technology (SIP-EIT)
- Multiplier Grants Scheme (MGS)
- Credit Guarantee Scheme for Start-Ups (CGSS)
- Software Technology Park (STP) Scheme
- Venture Capital Assistance (VCA) Scheme
- Loan for Roof Top Solar Pv Power Projects
- NewGen Innovation and Entrepreneurship Development Centre (NewGen IEDC)
- Single Point Registration Scheme (SPRS)
- Modified Special Incentive Package Scheme (M-SIPS)
- Stand Up India Scheme: bank loans to atleast one scheduled caste (SC) or Scheduled Tribe, borrower and atleast one Women per bank branch for setting up a Greenfield Enterprise.

These schemes provides eligible Start-ups financial benefits, Income Tax benefits, Registration benefits, availing Government Tenders and use of networking opportunities.

Data & Progress of Startup: In the backdrop of National Vision

As on 22nd December 2019, SIDBI has committed ₹ 3123.20 Cr to 47 SEBI registered Alternative Investment Funds (AIFs). These

“We want to make India a place for start-ups.”

– Prime Minister of India

funds have raised a corpus fund of ₹ 25,728 Cr. ₹ 736.76 Cr. have been drawn from the FFS and ₹ 2,793.93 Cr. have been invested into 285 startups.

If data and progress is to be analyzed, less than 10% of 393,344 Users on Startup India Portal are recognized by DPIIT, just 31,725. In terms of employment as on 31st March 2020, as informed by the Hon'ble Commerce and Industry Minister in a written reply in the Lok Sabha, 3,37,335 employment by 27,137 DPIIT recognized startups.

NASSCOM reported that Startups in India saw a 108% growth in total funding from USD two billion in 2017 to USD 4.2 billion in 2018, however, decline in funding for companies at the seed stage from USD 191 million in 2017 to USD 151 million in 2018. The gap between overall funding & seed funding also needs attention if Startups are to be supported when they look for more of seed money.

Progressive Journey of Indian Startups

Indian Startup Ecosystem is witnessing many successes, to quote a few, Wow! Momo, a food chain with funding of \$470 Million with branches in Delhi, Chennai, Kochi besides other places. Ola Cabs with funding of \$3.80 Billion. AddressHealth, with \$1.50 Million causing a storm in the industry with focus on providing

healthcare in schools and clinics and have proven to very successful. Zomato, with funding of \$ 755.6 Million is one of the most well known startups and successful food tech in India that has turned into an international business. Paytm with funding of \$ 2.2 Billion is very successful startup & is a payment service dominating all over India. FreshToHome with current funding of \$ 13 Million, a delivery service that focuses on meat and fish has expanded to 20 cities. Similarly, FreshMenu with funding of \$ 24.2 Million is another food delivery service growing exponentially. There are many other Startups that infuse confidence in Startup Ecosystem with their successes.

Journey of Foreign Nationals in India

Interestingly, a host of foreign nationals are relocating to India to fulfill their startup ambitions in tech sector, despite stumbling blocks. Some of them have even settled here. This can enhance India's global perspective. Mr. Jose Leon runs a medical transportation startup StanPlus an Uber for ambulances, with his INSEAD batchmate Prabhdeep Singh. Investors like Nakkyun Chome, from South Korea, failed in his e-grocery Startup in India moved to a market place for gift vouchers giftiicon and could net \$ 1 Million in seed funding. British entrepreneur Lizzie Chapman is running a Fin-Tech Company called Zest Money in Bengaluru whereas Skeve Hardgrave from US could raise \$ 75 Million in funding to grow Edu-tech Startup Varthana to offer services to improve access to provide school education in India.

Challenges ahead

While there are success stories of foreign nationals running Startups, there are challenges as well faced by these foreigners in India with the taxes, lack of institutional support and especially when someone is a woman. As co-founder of StanPlus, Mr. Singh has to say, the country needs more diversity in the people creating new age companies in order to bring fresh prospective and work ethics, which could raise \$ 1.1 Million in funding and occupies 30% market share in Hyderabad. Mr. Amit Maheshwari, CA, Ashok Maheshwari & Associates Firm, feels India is still not considered a lucrative destination to set up large scale businesses for bureaucratic delays, frequent regulatory changes in certain sectors and lack of investor's trust dampen their spirits. The degree of concern may vary, yet throw light on areas of improvements. The two areas where foreign entrepreneurs face the most resistance are in hiring senior talent and in getting investor interest.

Looking at 543,000 new businesses launched every month and as various reports or studies suggest, 70% of Startups do not make it beyond three years. This seems to be a serious concern if Startups are to shape New or Future India. Most of them face similar hurdles as they struggle to get past the valley of death. Most of entrepreneurs fail, because they are in love with their 'Proposed Solution.' A major reason why companies fail is that they run into the problem of building a product without testing or validating it with customers - issue of product / market fit.

Possible Solutions

The Indian Ecosystem is witnessing both successful and early failure cases. These challenges of Startups, with capacity to change the face of the Country if made successful, influenced to understand the views of key Stakeholders, Academicians, Venture Capitals, Women Leaders & Entrepreneurs and Development Practitioners throw light on close perspective of functioning of Startups, modus operandi of funding agencies, role of public sectors in promotion of Startups, challenges faced by upcoming Startups.

If go by the Policy Makers and Implementers, thrust has been in making Startups Economic Engine of the Nation. For emerging Startups, the words of wisdom are to innovate, to succeed and to have a good team but as leader of Startups it is their job to educate to allow more inclusiveness towards them. As could be seen, the challenge before PSEs is how do they assimilate the Startups, ideas and innovations? Words of caution are, focus should be on quality of product manufacture and services rendered. For inclusiveness, as emerged, it is essential not to just create an enterprise, also to create impact on society & country and generate income simultaneously which would allow

The gap between overall funding and seed funding also needs attention if Startups are to be supported when they look for more of seed money.

people to dream.

As could be observed, Startups make mistake in focusing too much on the product and technology, but fail on the marketing front and in turn, makes it difficult to get customers. Youths and emerging startups should be smart learners. As we know, SMEs play a pivotal role in growth of the country, contribution to GDP, Exchequer, Export and also in making the country self-reliant with import substitution. For promotion of SMEs, which can also give oxygen to Startups, policy of MSMEs that enunciates 25% for these sectors and of which 3% for Women SMEs, adoption by PSEs and Govt. entity can give a boost to this sector.

Invest India, started in November 2015 as a one-stop shop for investors, is bringing global perspective of investments in startups. According to a survey, 70% of the people like the idea of entrepreneurship, however it falls down to 25% when it comes to actually people doing it, as informed by the learned expert from Invest India. India is emerging market for the world and hence Startup India movement needs involvement and support of all the stakeholders to create Startups Ecosystem with participation of youths in creating new ventures, self-employment and sustainability.

Govt. entity, like PSEs are supporting Startups in big way. NRDC is supporting not only Startups and also some of the PSEs towards innovation initiatives, as informed by Dr. H Purushotham, CMD. Youths should move beyond Startup hub to Sector specialist hubs by aligning state policies in creating

sector hubs/technology hubs, citing examples of London, which is a Fin-Tech Hub and Tel Aviv, a Cyber Security Hub.

PSEs like GAIL are giving opportunity of personal hearing by the CMD before final nod is given on fund support. Globally renowned IOC not only facilitates functioning of startups funded by them, handholding to solution providing in case startups are in difficulty as they are guided by a senior management team member also becomes the first customer of the Startup generally for 10 years, a great boost to those Startups. Oil PSEs have set up a Startup Fund and are very good platform for new startups to capitalize its market base. Just imagine if a Startup keeps his product on any Petrol Pump or get access of customer base of such big PSEs, they can approach to thousands of customers easily. Similarly, As if startups align their work to aspirational districts identified for CSR, a good portion of such fund could be availed by startups as could be understood from BHEL.

Financial institutions like NIESBUD, SIDBI & KVIC and State Missions are also source of funding and support to Startups, youngsters and first generation entrepreneurs with facilities like, back ended subsidy to set-up own units and in the process, automatically the loan component gets adjusted in the bank after paying the first installment to the bank; different stages of Startup Funding - Pre-seed stage, Seed stage, Angel Funding, Venture Capital Fund and Traditional Funding and also skilling with desire to go for entrepreneurship.

The leading Entrepreneurs, like Mr. Ramesh Agarwal is one of the successful Ventures starting from



scratch and making one of the best Movers & Packers organizations of the country. As they felt, persuasion with right intent helps a business to grow and increasing the numbers in Balance-sheet should not be the primary goal, but the customer satisfaction.

Academic and Industry Collaborations have been felt time and again to bridge the gap between need of the industries and innovations & solutions needed. Learned academicians felt that given the pace of Startups in the education sectors in time to come Academic Institutions can think of one course per semester which can be delivered online. Linking Startups with youth of the country can change the canvas of employability of youths and emergence of entrepreneurs in India. For youths going for Startups,

A host of foreign nationals are relocating to India to fulfill their startup ambitions in tech sector, despite stumbling blocks.

they need to make distinction between a Start-up & Business and advised them to understand market dynamics, whether product is scalable, what if startup don't get funding in stipulated time, will be able to manage to run? These will help reduction in incidences of early failures.

Funding Partner & Venture Capital advice to startups has been, let there be a reason to make a startup, identify problem and wealth creation be an outcome, don't raise capital too fast, raise when needed, remain customer focused and while planning to raise capital-choose your investors carefully.

The emergence of Government e Marketplace (GeM) in providing market access to entrepreneurs and startups as a Single Window option for Sellers to reach out to Govt. Departments & PSEs facilitating online procurement of common use goods and services is also gaining attention. Visibly this looks to bring transparency, efficiency and speed in public procurement, a new era of market linkage. As some Founders shared challenges faced by her, distress of women that made to establish



a Cooperative Bank for Women, as shared by Founder, Ms. Alka Srivastava.

Startup Trends & Interventions

Issues that drew attention, include:

- Startups are mostly failing in first 3 years of their inception.
- Startups are confined to metro cities like Delhi NCR, Bangalore, Mumbai, Hyderabad, Pune, Chennai accounting for more than 90% of the Startups in India.
- Majority of Startups are B2C ventures focus largely on information technology enable products and services like e-commerce, Aggregators, Analytics, Internet of Things (IOT), Health-Tech, Online Payments, Fin-Tech etc.
- How far Startup eco-system can offer opportunities to innovators, investors, entrepreneurs, foreign investors and even stakeholders to transform the face of youths and women of India to become owner of their ventures and job provider instead of becoming job

seekers.

- Lack of access to adequate credit at reasonable interest rates to small businesses in India
- To identify the areas and avenues that can promote women entrepreneurship to improve per capita income.

Besides secondary information in

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the form of publish documents & research work of some other scholars, primary information from persons in small business, Startups, funding agencies, Angel Investors also helped to draw certain observations which can help in bringing necessary interventions. It reveals that in terms of investment/readiness of investors majority fall under either beta to prototype or early revenue stage, followed by for growing revenue stage and expansion to new market stage. These statistics also indicate the need of startups & kind of support required to shape the vision of Indian Economy.

Factors like, improper use of Startup, spending too much on customer acquisition even before product/market fit, over compensating, building a product without problem/solution fit, hiring too many people including specialists too early, not adopting business model according to market dynamic and raising too little money to get through the value of death raise a serious concern. These were the factors affected Startup right from customer to product, to team, to business model, to financial linkage and consequences were that majority of the Startups failed pre-maturely, could not scale up, even reach to breakeven level or could not reach to new market for their long term sustainability. Issues came up are quite relevant and alarming as well and should draw attention of Think Tank

India is third largest Startup eco-system in the world with an average of Three Tech Startups born every hour. This diverse eco-system responded dynamically to the vicissitudes faced by the Indian markets and in conditions like Covid-19 e-commerce

Startups have been working round the clock to cater the surge in demand. Additionally Startups have supported the community through Corporate Social Responsibility (CSR). For example- Paytm has launched a campaign “India Fight Corona”, which is supported by brands like Lifebuoy, Unilever and YouWeCan.

HexGn Startup Ready Program of the Govt. is a welcome approach. Given the size of population and our target to be leading Startups Nation globally, more of such Models and their replication might as early as possible not only to turnaround Startups, rather to infuse confidence in upcoming startups, to check on early failure cases and creating entrepreneurial ecosystems across the board.

The key Stakeholders for success of either Startups or SMEs are the Founders or Owners besides Govt., Funding agencies and People engaged. The focus should, therefore, be on making them responsible and disciplined like the governance norms for Board of Directors in Industries. Experiences shared by some of the Founders or Co-founders are worth mentioning. Aaron O’Hearn, Co-founder and CEO of Startup Institute conveys, “Get Comfortable With The Unknown”. Startup will always feel forced to make a decision without fully understanding what is coming and hence will have to learn to deal with uncertainty.

Startup Founder is the heart & soul of the company, may be, they will have to present themselves more responsibly to turn the passion of people engaged into a business and to accomplish that to become a leader. Every individual has a

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set of skills, s/he could be excellence at doing something, may be business development, product development, marketing, sales or

technology that need to be tapped judiciously by the Founder to make their Startup a successful venture.

These challenging areas need continuous intervention & research to keep exploring possible solutions by drawing attention of Stakeholders from time to time.

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Excessive Pricing: CCI Intervention should be Carefully Measured



Pranjal Prateek*



The COVID-19 pandemic has caused supply-demand disruptions in many sectors. Accordingly, we have witnessed a significant volatility in prices of certain goods or services, especially those which have been temporarily in high demand including medical goods and services. There has been a widespread alarm regarding exploitative pricing or price gouging in relation to protective or essential products such as face masks, gloves, sanitizers, medicines and even hospital services. Globally, several competition authorities have issued strong warnings against profiteering by

excessive pricing. For example, the UK Competition and Markets Authority (CMA), in addition to launching a COVID-19 task force which, among other areas, seeks to act on exploitative pricing, also sent warning followed by an open letter to the pharmaceutical and food and drink industries advising them not to charge unjustifiably high prices lest it is constrained to take direct enforcement action. Similarly, the European Competition Network of the national competition authorities of the EU issued a joint statement stating that regulators' would not hesitate to take action against companies taking

advantage of the current situation. In the US, President Trump announced signing an executive order under the Defence Production Act that among other areas, seeks to prevent price gouging, in addition to announcement of possible enforcement by both Department of Justice and Federal Trade Commission. The Competition Commission of India (CCI) has published its own advisory which is primarily focussed on how it would evaluate business cooperation during these times but importantly also cautions businesses "not to take advantage of COVID-19". In India, uniquely, the Legal Metrology

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Act, 2009 requires packaged commodities to bear a maximum retail price (MRP), charging above which is a punishable offence. This ensures that uninformed consumers are not exploited at the hands of retailers but this, however, cannot remedy exploitative pricing. Other than enlisting products/services under Essential Commodities Act, exploitative pricing can have remedy under the Consumer Protection Act and the Competition Act, to the extent that exploitation is by a dominant undertaking, thereby affecting competition in the larger market. In the context of the Competition Act, although in normal market conditions finding a “dominant position” would be the first roadblock for the CCI before it can initiate an inquiry into excessive pricing, in the current times a dominant position could be relatively easier to establish. The CCI could, for example, find an undertaking temporarily dominant due to complete dependence of consumers on the undertaking in a given neighbourhood due to movement restrictions in the lockdown. Alternatively, the CCI may argue that the ability to price the product/service unjustifiably high in itself proves that the undertaking’s ability to act independent of competitors and is, thus, an indicator of dominance.

Like some of the other competition agencies globally, it could be an easy choice for the CCI to intervene now and gain reputation as the champion of the exploited consumers, however, it would be best advised to have a calibrated and careful approach towards exploitative pricing. First, regulating or prescribing caps on pricing interferes with the natural tendency of the markets to respond



Like some of the other competition agencies globally, it could be an easy choice for the CCI to intervene now and gain reputation as the champion of the exploited consumers, however, it would be best advised to have a calibrated and careful approach towards exploitative pricing. First, regulating or prescribing caps on pricing interferes with the natural tendency of the markets to respond to high prices by expanding supplies either through expanding capacity or by new entries in the market.

to high prices by expanding supplies either through expanding capacity or by new entries in the market. Although, such corrections would be slower in markets with high entry barriers. Second, and somewhat related problem is that if supply expansion is affected due to price regulation then the availability of product

is likely to be on a first-cum-first basis or only to those who could afford it at the price level determined to be “reasonable”. This situation can also lead to parallel or black markets involving inferior products/services. Thus, this would lead to undesirable outcomes. Third, there is no objective criteria of determining what price level qualifies as exploitative in a given case. Merely evaluating the price against cost of production or a comparable product could undermine not only demand driven higher prices but also the value of the product/service in the eyes of customers, which is higher in case of dependency in situations such as the present one. At the same time, intervention, could be necessary especially in the short term, in certain cases involving products/services with high entry barriers and where there is a clear evidence of excessive pricing being not a result of higher costs or other market developments. The CCI should strongly consider putting its interim relief framework to good use to intervene in the short term while balancing intervention with the ability of the markets to self-correct themselves. ■

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Tagore Chamber



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

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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.

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

Mirza Ghalib Chamber



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

Fazal Chamber



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

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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.

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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.

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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.

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

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

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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 .

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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.

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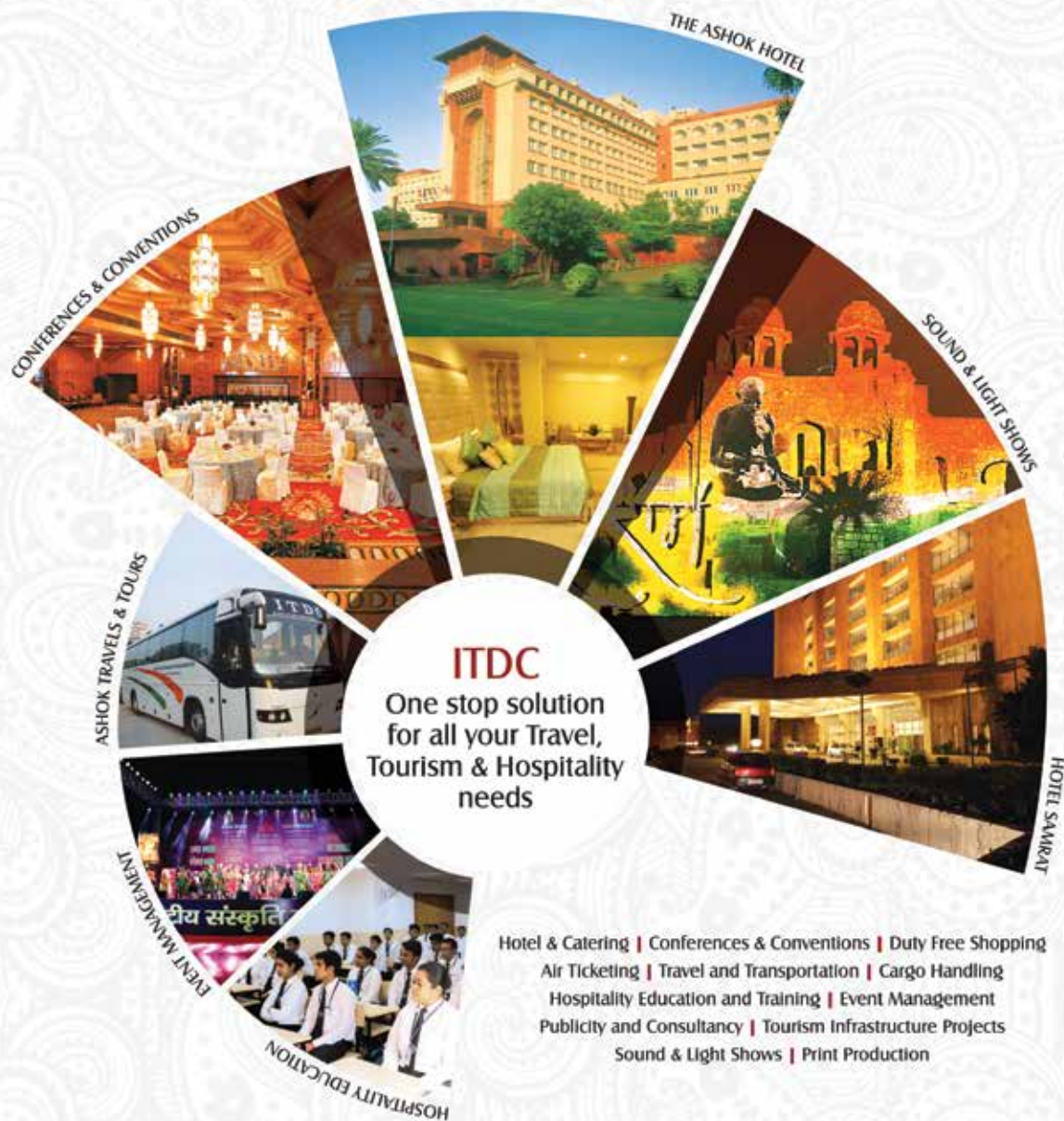
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SAIL Becomes the Largest Domestic Crude Steel Producer in FY'20

Achieves Best Ever Annual Sales in FY'20 with a Growth of 2.8%

Steel Authority of India Limited has become the leader of crude steel production in India in FY 2019-20. SAIL produced 16.15 Million Tonnes of crude steel during the financial year 2019-20 and it was the highest among all other steel producers in the country.

Mr. Anil Kumar Chaudhary, Chairman, SAIL has commented, "SAIL has been continuously focussing on ramping up its steel production from the new units, which came up under modernization along with optimally utilizing the older units. The concerted efforts to increase volumes have resulted in the Company becoming the largest domestic steel producer in FY'20. The Company's well-coordinated production strategies leveraging augmented production capacities, which were installed under the modernization have started to fructify.



Anil Kumar Chaudhary
Chairman, SAIL

In the near future, as the Nation comes out victorious in the fight against Corona virus, the market will definitely show green shoots of steel consumption and SAIL is fully geared up to cater to the steel demands of the Nation".

During the FY 2019-20, SAIL also achieved the best ever annual sales of 14.5 Million Tonnes (MT) with a growth of 2.8% over the corresponding period last year (FY 2018-19). The Company's

strategies to expand its market portfolio also yielded the highest ever exports of 1.18 Million Tonnes during FY 2019-20 which is an astounding 54% growth over CPLY.

Commenting on this, Mr. Chaudhary said 'The Company has been building this sales momentum through its continued thrust on the marketing initiatives and activities. SAIL focused on developing and introducing a wider range of value added and market-oriented products. During FY'20, SAIL launched its branded 'SAIL SeQR' TMT bars, a product which is a notch higher in its class in terms of various quality and safety aspects. We also have been gradually increasing our share of exports and went for deeper penetration of the market with our world class products including railway products.'

SAIL has continued the streak of sales growth consistently, especially from the third quarter onwards where the Company registered a growth of 26% in sales in the Q3 FY'20. The Company posted increase in sales during November, December, January'20 by 36%, 47% and 35% respectively over CPLY. In the first year of launch itself, around 2 lakh tonnes of branded SAIL SeQR TMT has already been sold and it has evoked excellent response from the market. ■



SAIL SeQR.



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Company with Precautions in place for COVID 19 Pandemic, NALCO Surpasses 100% Capacity Utilisations in its Mines & Refinery

NALCO Tides Over Coal Crisis with 90% Capacity Utilisation of Aluminium Smelter

National Aluminium Company Limited (NALCO), has recorded an all-round success in bauxite and alumina productions in the Fiscal 2019-20. It may be mentioned that with more than 100% capacity utilization, NALCO's Panchpatmali Mines has achieved bauxite production of 73.02 lakh MT, which is highest ever since company's inception. Bauxite transportation has gone up to 73.02 lakh MT, which is also highest ever so far. Company's Alumina Refinery has produced highest-ever 21.61 lakh MT of Alumina Hydrate and set a new record. Steam & Power Plant (SPP) of Alumina Refinery has also achieved highest ever net power generation.

The Aluminium Smelter of NALCO has achieved more than 90% capacity utilization with cast metal production of 4.18 lakh MT in spite of facing acute coal crisis in the monsoon season and also the recent Corona virus pandemic. Also noteworthy is that the DC energy consumption at company's smelter plant was at the lowest in 2019-20.

Attributing record performance to the teamwork and dedication of employees, Mr. Sridhar Patra, CMD, NALCO said that in the



on-going sluggish metal market, we would be able to tide over the downturn by continuing to keep our focus on bauxite mining and alumina refining arm, coupled with several cost reduction measures.

Worth mentioning that despite COVID-19 crisis, NALCO's all units are operational with reduced manpower and contributing to the national economy. The company is implementing adequate social distancing and sanitization measures in its plants and residential areas to safeguard its employees and workers against corona virus exposure.

NALCO Gets Mining Lease for Utkal-D Coal Block

NALCO one of leading producer

of alumina and aluminium in the country, has been granted the mining lease of Utkal-D coal block by the Government of Odisha through a notification issued recently by Department of Steel & Mines. As per the notification, the mining lease of Utkal-D coal block is over an area of 301.28 hectares in villages Kosala, Nandichood, Similisahi and Rajjharan under Chendipada Tahasil of Angul District.

It may be noted that upon execution of mining lease deed, NALCO is considering to open Utkal-D coal block in the financial year 2020-21. The initial capacity of Utkal-D coal block is 2 million tonnes per year with a total mineable reserve of 101.68 million tonnes. ■



RECYCLING OF WASTE PLASTIC TO TILES



ATTENTION

OF ALL MUNICIPAL AUTHORITIES / ENTREPRENEURS

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

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



National Research Development Corporation

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

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COVID-19: MCL Reacts Promptly to Help Administration



MCL official handing over infrared thermal scanners to the Sub-Collector of Sambhalpur.

In a prompt reaction, Mahana-di Coalfields Limited (MCL) provided five thermal scanners to Sambalpur district administration for scanning of people arriving in from various states of the country.

The Department of CSR, MCL received a request from the district administration for providing five infrared thermal scanners to screen the people arriving from different states where they were stranded due to lockdown.

The senior officers from CSR, Finance and Health Services departments of the company, under the directions of the Director (Personnel), completed all the paper works, obtained approvals and completed task by handing over five infrared thermal scanners to the Sub-Collector, Sambalpur. ■

Director (HR), NLCIL conferred with the 'Top Rankers Excellence 'HR Leadership Award'

Mr. R. Vikraman, Director (HR), NLCIL has been conferred with the 'Top Rankers Excellence Award for, HR Leadership' at the 21st National Management Summit in New Delhi. Mr. Vikraman received the award for being an inspiring role model as a top HR leader from Padmashree Dr. Pritam Singh, Mr. Yogi Sriram, Sr. VP, Corporate HR, Larsen & Toubro and Mr. V.S.K Sood, President of Top Rankers Management Club. Mr. R. Vikraman is known for his excellence in seamlessly fusing technology with HR operations and his boldness in taking HR interventions forward to realize NLCIL's corporate vision 2025. ■



Mr. R. Vikraman, Director (HR), NLCIL receiving the 'Top Rankers Excellence HR Leadership Award' from Padmashree Dr. Pritam Singh, Mr. Yogi Sriram, Sr. VP, Corporate HR, Larsen & Toubro and Mr. V.S.K Sood, President Top Rankers Management Club.



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PSEs Pay Dividend to Government

NHPC Pays Interim Dividend of Rs. 840.96 Cr. to Govt. of India for FY 2019-20



Mr. A. K. Singh, CMD, NHPC handing over dividend payout advice to Mr. R. K. Singh, Hon'ble MoS (I/c) (Power and New & Renewable Energy) & MoS (Skill Development and Entrepreneurship), in the presence of Mr. Sanjiv Nandan Sahai, Secretary (Power), Gol, Mr. Aniruddha Kumar, Joint Secretary (Hydro), Mr. N. K. Jain, Director (Personnel), Mr. Mahesh Kumar Mittal, Director (Finance) and Mr. Janardan Choudhary, Director (Technical) from NHPC.

NHPC Limited paid an interim dividend of Rs. 840.96 crore to GoI for the financial year 2019-20. The dividend payout bank advice was presented to Mr. R. K. Singh, Hon'ble MoS (I/c) (Power and New & Renewable Energy) & MoS (Skill Development and Entrepreneurship) by Mr. A.K. Singh, CMD, NHPC in the presence of Mr. Sanjiv Nandan Sahai, Secretary (Power), Mr. Aniruddha Kumar, Joint Secretary (Hydro), Ministry of Power and Mr. N.K. Jain, Director (Personnel), Mr. Mahesh Kumar Mittal, Director (Finance), Mr. Janardan Choudhary, Director (Technical) from NHPC. NHPC had paid interim dividend of Rs. 526.53 crore to Government of India for the fiscal 2018-19.

The total Rs 1185.31 crore as against Rs. 713.20 crore for the financial year 2018-19. NHPC has earned net profit of Rs. 2624.26 crore for the nine months ended FY 19-20 as against the previous period corresponding figure of Rs. 2138.26 crore.

BEL pays Rs. 174 Cr. Interim Dividend to Government of India

BEL has paid interim dividend of 140% on its paid-up capital to the Government of India for financial year 2019-20. Mr. M. V. Gowtama, Chairman & Managing Director, BEL, presented the interim dividend cheque of Rs. 174,43,63,569.20/- (Rupees One Hundred Seventy four Crores Forty Three Lacs Sixty Three Thousand Five Hundred Sixty Nine and Twenty Paise only), payable on the shares held by the President of India, to the Defence Minister, Mr. Rajnath Singh, at New Delhi. BEL has declared 140% percent as Interim Dividend (Rs. 1.40/- per share) to its shareholders for the financial year 2019-20.



Mr. M. V. Gowtama, Chairman & Managing Director, BEL, presenting the interim dividend cheque to the Hon'ble Defence Minister, Mr. Rajnath Singh. Also present are Mr. Raj Kumar, Secretary (Defence Production) and Dr. Amit Sahai, Joint Secretary (P&C).

This is the 16th consecutive year that BEL is paying Interim Dividend. BEL has paid a total dividend of 340% on its paid up capital for the financial year 2018-19.

PFC Pays Interim Dividend of Rs. 1404.37 Cr. To Government of India for FY 2019-20

Power Finance Corporation, has paid an interim

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Mr. Rajeev Sharma, CMD, PFC presenting RTGS intimation bank advice of an interim dividend of Rs. 1404.37 crore to Mr. R. K. Singh, Hon'ble MoS (i/c) Power and New & Renewable Energy & MoS for Skill Development and Entrepreneurship.

dividend of Rs. 1404.37 crore to Government of India for the financial year 2019-20 recently.

The interim dividend RTGS intimation bank advice was presented to Mr. R. K. Singh, Hon'ble Minister of State (i/c) Power and New & Renewable Energy & Minister of State for Skill Development and Entrepreneurship by Mr. Rajeev Sharma, CMD, PFC in the presence of Mr. Ashish Upadhyaya, Additional Secretary (Power), Mr. Mritunjay Kr. Narayan, Joint Secretary, Ministry of Power and Mr. N. B. Gupta, Director (Finance) PFC, Mr. P. K. Singh, Director (Commercial) PFC and Mr. R. S. Dhillon, Director (Projects) PFC. ■

NRL Organises Webinar with MSE Vendors



Webinar 1



Webinar 2



Webinar 3



Webinar 4

NRL has effectively leveraged digital platforms to reach out to its Medium and Small Enterprise (MSE) vendors and contractors. A Webinar on 'Business opportunities for MSEs in NRL' was organised by the Company. Otherwise an annual event in the Company calendar, the format for the MSE Meet was changed to Webinar mode keeping in view the current situation of nationwide lockdown this year. This virtual event attracted overwhelming participation of more than 85 MSE manufacturers and service providers across the country as well as those based in

the State of Assam. NRL as a responsible corporate citizen, has always been supportive to MSEs in terms of implementing government guidelines and procedures as well as by creating business opportunities for them. The Webinar commenced with the keynote address presented by Sr. Chief General Manager (Corporate Affairs) Mr. Nikunja Borthakur who apprised them of the opportunities for MSEs in NRL, especially in the light of the mega Refinery Project that NRL has embarked on. Detailed presentations were made by officers from Commercial, Maintenance and Finance Departments

on ongoing and upcoming projects in which MSEs could pitch in with their products and services. Dr. Avinash Choudhary, Zonal General Manager (North East), National Small Industries Corporation addressed the Webinar, where he exhorted MSEs to make full use of the special provisions offered to them by the Govt. An open session at the end of the Webinar invited a multitude of queries by the participants, which were addressed to by GM (Comm.), Mr. N. K. Buragohain, also to be made available in NRL website www.nrl.co.in.

DG, CSIR launches Compendium of Indian Technologies for Combating COVID-19

A 'Compendium of Indian Technologies for Combating COVID-19 (Tracing, Testing and Treating)' prepared by National Research Development Corporation (NRDC) was launched by Dr. Shekhar C. Mande, Director General, CSIR, and Secretary, DSIR, Govt. of India at CSIR Headquarters, New Delhi. The compendium carries information about 200 COVID-19-related Indian technologies, ongoing research activities, technologies available for commercialisation, initiatives and efforts taken by the Government of India, categorised under 3Ts of Tracking, Testing and Treating. Most of these technologies are proof-of-concept (POC) tested and can help the entrepreneurs to take the product to market faster as they do not have to reinvent the wheel. Dr. Mande appreciated the initiative of NRDC for bringing out the Compendium of Indian Technologies for Combating COVID-19 as it is very timely and would benefit the MSMEs, Startups and the public at large.

Dr. H. Purushotham, CMD, NRDC, informed that team-NRDC has made an attempt to compile most relevant and emerging indigenously developed technological innovations, including those which are at research stage,



Dr. Shekhar C. Mande, DG, CSIR and Secretary, DSIR launching the Compendium of Indian Technologies for Combating COVID-19, compiled by NRDC at CSIR-HQ, New Delhi. Present with him is Dr. H. Purushotham, CMD, NRDC.

to fight COVID-19 for the benefit of all stakeholders and this compendium will serve as a ready-reference for policy makers, industries, entrepreneurs, startups, MSMEs, research scholars, scientists and others. He also informed that several of the technologies compiled are approved by ICMR.

The information presented in the compendium is sourced from various government bodies and premier academic institutions including Department of Science and Technology (DST), Department of Biotechnology (DBT), Indian Council for Medical Research (ICMR), Ministry of Electronics and Information Technology (MeitY), Council of Scientific and Industrial Research

(CSIR), Defence Research and Development Organisation (DRDO), Indian Institute(s) of Technology (IITs), Science and Engineering Research Board (SERB), Technology Development Board (TDB), National Innovation Foundation (NIF), Startup India and All India Council for Technical Education (AICTE), Sree Chitra Tirunal Institute for Medical Sciences and Technology (SCTIMST), and Indian Institute of Science (IISc). For more information, including transfer of technology, one may reach NRDC, an enterprise of Department of Scientific and Industrial Research (DSIR), Ministry of Science & Technology, Govt. of India at cmdnrdc@nrdc.in.



PSEs CSR Activities

Organization of CSR Activities by HIL (India) Limited at its Bhatinda Unit to check spread of Cervical Cancer in women.



CSR Program was inaugurated by Dr. S. P. Mohanty, CMD HIL (India) Limited and presided over by Dr. Y. K. Gupta, President, AIIMS Bhopal and renowned Oncologist.

HIL (India) Limited organized a free medical health check up and screening of women between the age group of 18-50 years old at its Bhatinda Unit. The free medical checkup and screening of women for cervical of cancer was organized under Corporate Social Responsibility (CSR) program of the company in association with Sahebghagita International Foundation (SIF), a registered non profit making and voluntary organization having a team of Seniors Expert Doctors mostly from All India Institute of Medical Sciences (AIIMS). Apart from screening of women from Cervical Cancer point of view, they were also educated about maintaining menstrual hygiene, which is reported to be main cause of cervical cancer.

In the camp organized by HIL (India) Limited about 450-500 women were examined, screened from cervical cancer point of view and they were also supplied free packets of sanitary napkins. They were also educated by the medical team as to how they can safeguard themselves by maintaining hygiene. The women group mostly from rural areas and lower income strata group attended the camp. The medical team was headed by Dr. Y. K. Gupta, President, AIIMS – Bhopal along with other experts and supporting staff like Compounders /

Nurses etc. The Chief Medical Officers, MAX Hospital, Bhatinda also associated with the camp. The program was inaugurated and chaired by Dr. S.P. Mohanty, Chairman & Managing Director, HIL (India) Limited, Mr. Shashank Chaturvedi, General Manager (Mktg.) and Mr. Bijoy Maharana, Head of HIL (India) Limited unit at Bhatinda were also present. The event was also widely covered by electronic and print media of the Punjab State.

ITDC provides Advanced Life Support Ambulance to City Hospital, Damoh

India Tourism Development Corporation Ltd. (ITDC) contributed a fully equipped air-conditioned advanced life support ambulance to City Hospital, Damoh (under Aspirational District) in Madhya Pradesh. The ambulance was handed over to hospital authorities recently in presence of Mr. Prahlad Singh Patel, Hon'ble Minister of State for Tourism and Culture (Independent Charge) and Mr. Piyush Tiwari, Director (Commercial & Marketing) ITDC. Speaking on the occasion. Mr. Prahlad Singh Patel, Hon'ble Minister said, "Fully equipped Ambulance would be immensely useful and beneficial for the local people of the district as it has all the required features for serious patients." Mr. Piyush Tiwari, Director (Commercial & Marketing), ITDC said that "This advanced life



Handing over Ceremony of the ambulance to city hospital Damoh in the presence of Hon'ble MoS for Tourism & Culture (I/C) Mr. Prahlad Singh Patel and Mr. Piyush Tiwari, Director (Commel. & Mktg.), ITDC.

support Ambulance has been contributed by ITDC as per the scheme of Development of Aspirational Districts by CPSEs under CSR scheme and it is a matter of pride for ITDC to be part of this scheme." With the aim to further enhance the progress of healthcare services in the district, the ambulance is equipped with modern equipment at par with national standards like Oxygen, Defibrillator, and Ventilator etc.

Interim CSR Budget allocation of Rs. 60.5 Crore for 2020-21 by NHPC

The Committee of Directors on CSR & Sustainability of NHPC Limited during its 35th meeting approved the Interim CSR Budget allocation of Rs. 60.5 crore for 2020-21 including an amount of Rs. 15 crore for 'PM CARES Fund'. A total contribution of Rs. 40 crore (including afore-mentioned amount of Rs 15 crore) has already been made by NHPC to 'PM CARES Fund' from its CSR Budget of FY 2019-20 and FY 2020-21. The above allocation of Rs 60.5 crore includes an amount of Rs. 32.50 crore sanctioned for implementation of CSR activities in the thematic areas of education and health for people around Power Stations and Projects of NHPC, through various KV's & other Schools and Medical facilities through NHPC Dispensaries. An amount of Rs. 1.25 crore has also been allocated for combating COVID-19 pandemic around NHPC Power Stations and Projects. The meeting was held under the chairmanship of Mr. Bhagwat Prasad Makwana, Independent Director, NHPC through video conferencing. During the meeting, Mr. Ratish Kumar, Director (Projects), Mr. Nikhil Kumar Jain, Director (Personnel), Mr. M.K Mittal, Director (Finance), Mr. Y.K. Chaubey, Director (Technical), Mr. M.K. Goel, Executive Director (CSR), Mr. Vijay Gupta, Company Secretary and other Senior Officers of CSR and SD Division were present. The Committee of Directors appreciated the various ongoing CSR activities pertaining to COVID-19 by various Projects and Power Stations of NHPC Limited.

SAIL – The steel Company with a golden heart, in the fight against Corona

Steel Authority of India Limited (SAIL) continues to be at the forefront of India's fight against COVID-19. Under the guidance of Mr. Dharmendra Pradhan, Union Minister of PNG & Steel, SAIL has contributed Rs 4 Crore to four states viz. Jharkhand, Odisha, Chhattisgarh and West Bengal in which its five integrated steel plants are located. The Company has contributed Rs 1 Crore each, amounting to Rs 4 Crore, to the CM Relief Fund of these states respectively. The steel plants located in these states are Bokaro Steel Plant in Jharkhand, Rourkela Steel Plant in Odisha, Bhilai Steel Plant in Chhattisgarh and Durgapur Steel Plant and IISCO Steel Plant in West Bengal.



Cheque handed over by Rourkela Steel Plant to the district administration of Sundergarh district in Odisha.

The Company has enhanced its medical facilities across its Plants and Units in coordination with local authorities of respective state governments in its fight against COVID-19. SAIL has spearheaded various measures to fight against the spread of Corona virus at a pan-India level including wide distribution of masks and sanitizers. It has set up around 300 isolation beds and around 600 quarantine facilities in its Plant and Unit hospitals and townships for the benefit of people of the surrounding regions. It has also mobilized other facilities for medical services such as a COVID testing laboratory at SAIL's Ispat General Hospital at Rourkela and a dedicated COVID Care Centre at SAIL's Bokaro General Hospital at Bokaro. The Company has handed over five ventilators to Odisha Govt. through its Rourkela Steel Plant for treatment of corona patients. It has also undertaken massive 'anndaan' program under Pradhan Mantri Garib Kalyan Anna Yojana at its Plant and Unit locations including two of Company's steel processing units (SPUs) at Kandrori in Himachal Pradesh and Jagdishpur in Uttar Pradesh.



Good Samaritans come forward for COVID Warriors

At a time when people have to stay indoors due to the nationwide lockdown, the police personnel are in the forefront braving all odds to combat COVID 19 by ensuring law and order situation and enforcing round the clock lockdown orders.



Food Packets being distributed by NALCO Mahila Samiti.

To show respect and support to these COVID warriors, the members of NALCO Foundation and NALCO Mahila Samiti as good Samaritans have come forward to provide food packets to these police personnel, who are on frontline duties at various check posts in Bhubaneswar. The team led by Ms. Sasmita Patra, President, NALCO Mahila Samiti, along with Ms. Pratiba Mishra, Secretary and other members of NALCO Mahila Samiti in association with Senior officials of NALCO Foundation, distributed about 1500 hygienically prepared food packets at various check posts including 120 battalion square, Damana Square, Nalco Square, etc.

GRSE's relief to local needy persons of Metiabruz, Kolkata

GRSE is actively involved in its efforts to contain the spread of COVID-19 particularly in the area surrounding the Factory premises. As face masks are one of the significant protective equipment to protect from COVID-19, GRSE distributed 18,000 masks for the needy and vulnerable section of locality as a CSR initiative. Previously, 4500 masks and 1500 soaps were distributed in two earlier instances to contain the spread of COVID-19 in the local community.

GRSE has also distributed food grains to the local administration towards distribution among the needy and poor people residing in the neighborhood who are unable to earn their livelihood due to the country wide lockdown. 2250 kg. rice, 900 kg. pulses and 900 kg. potatoes were distributed for 450 underprivileged families living in the local slum areas of Metiabruz.



GRSE officials distributing food grains packets to the needy persons.

The Police who are actually the frontline COVID warriors are also being supported by GRSE from time to time. In continuation to its' earlier endeavours, 650 masks and 650 soaps were handed over for the different Police stations under DC Port.

10,000 Masks for Bargarh Villages by MCL



Distribution of facial masks.

At least 10,000 facial masks have been dispatched for distribution among villagers in Bargarh district of #Odisha through "Sambalpur Youth", a voluntary organisation fighting to check the menace of pandemic #CoViD19.

ITDC provides 2000 meals per day



As COVID-19 continues to impact communities across the world, Mr. Jitender Singh, Chef at The Ashok, New Delhi (a flagship property of ITDC) using the technique of food-art, expressed gratitude and thanked the corona warriors who are fighting the deadly virus on the frontline. The Chef said, "I wish to express my gratitude to the superheroes, who have selflessly and tirelessly gone beyond their call of duty to protect us - these individuals personify bravery, courage, and sacrifice." ITDC has been providing up to 2000 meals per day to the healthcare professionals and other needy people as part of its CSR activity.

Vivekananda Kendra, NRL Hospital resumes Mobile Medical Camps

In the wake of COVID-19, Vivekananda Kendra NRL Hospital has been performing a unique



Mobile medical unit of VK NRL Hospital screens truck drivers and attendants at Numaligarh Refinery Marketing Terminal.

role in serving the rural population surrounding Numaligarh Refinery and other remote villages of Golaghat district by conducting Mobile Medical Camps (MMC), thereby bringing health care to the doorsteps of the needy. The two MMC units of the hospital have resumed their services recently after lockdown restrictions were relaxed; maintaining stringent protective measures such as social distancing, regular sanitization and use of face masks and PPE as per Govt. guidelines. While one MMC unit is deployed in a nearby village, the other unit visits Numaligarh Refinery Marketing Terminal for COVID-19 screening of truck drivers and attendants, limiting daily registrations to 40 patients to avoid crowding. Villages covered till now include Ponka, Bishnupur Sewjpur, Rongbong-I, Rongbong-IV, Bormahari Pathar, Rangchali, Parghat-II. Any person found with high fever or other COVID-19 symptoms is immediately directed to a Government Hospital for further testing.

Mobile Medical Camps are a noble initiative adopted by VK NRL Hospital in the year 1998 with the support of NRL. Over the years, the MMCs have grown manifold organizing on an average of 6 camps a week covering 60 villages within a radius of 10 Km of the Refinery and treating 50,000 plus patients in a year. Mobile Medical Units are equipped with Mobile Laboratory facility with provision for on the spot blood report of essential blood tests like hemoglobin, blood sugar, blood grouping etc. The camps not only provide primary health care services, but also conduct awareness programs on various communicable and non-communicable diseases including health and hygiene. Apart from the regular inflow of patients, MMCs provide regular medication to routine patients suffering from chronic illnesses like hypertension, thyroid disorders, diabetes and epilepsy. Since the year 2017, the MMCs are also carrying out regular screening of rural women for breast cancer and cervical cancer.

Vivekananda Kendra NRL Hospital was born on 19th September 1997 through an MoU between the Numaligarh Refinery Ltd. and Vivekananda Kendra, Kanyakumari. With the motto of Swami Vivekananda's message of "SERVE MAN - SERVE GOD" VKNRL Hospital has been holistically serving humanity in the vicinity of Numaligarh Refinery

Expatriates evacuated from Maldives arrive at Cochin Port

Cochin Port lends helping hand in 'Operation Samudra Setu' by throwing open its resources for facilitating the smooth transition of expatriates. Samudrika Cruise Terminal has been opened up for handling the expatriates and Port has taken up necessary refurbishments consistent with the medical protocols. The first group of 698 persons evacuated from Maldives arrived at Cochin Port by the ship 'INS Jalaswa' of Indian Navy.



Ship 'INS Jalaswa' of Indian Navy.

The ship was berthed at BTP Jetty and the disembarkation procedures was carried out at Samudrika Cruise Terminal. The group comprised 595 males and 103 females. Of this, 14 were children below 10 years and 19 pregnant women. Though majority of passengers were from Kerala and Tamil Nadu there were repatriates of 18 other states/UTs also in the ship. Passengers showing COVID symptoms were disembarked first followed by others in small groups, district-wise.

Thermal screening of passengers on arrival was carried out by the Port Health Organisation. Customs and Immigration procedures were carried out inside the Terminal, where arrangement had also been made for distribution of SIM cards by BSNL and installation of Aarogya Setu app in mobile phones of passengers. Disinfection facility for baggage and free wi-fi were made available by the Port at the Terminal. Arrangements for onward travel to hospitals/institutional quarantine centres/home quarantine were ensured by state government by deploying ambulances, state transport buses and taxis. These arrangements were coordinated by the

District Administration, Police Dept and Health Department.

BEL distributes grocery kits to migrant workers through City Police



BEL hands over grocery kits for migrant workers.

Bharat Electronics Limited (BEL) has, as part of its CSR initiatives, come forward to lend a helping hand to migrant workers in Bengaluru, impacted by the lockdown implemented countrywide in view of the spread of COVID-19. The Bangalore Complex of BEL handed over 1,300 grocery kits, valued at Rs. 23 lakhs, to migrant workers through the City Police.

Mr. Vinay Kumar Katyal, Director, BEL-Bangalore, and Mr. Shivakumaran K M, Director (HR), BEL, handed over the kits containing rice, daal, sugar and other essential commodities to migrant workers in the presence of Mr. Shashikumar N, IPS, DCP, Bangalore North, Mrs. Nisha James, IPS, Admn Bangalore, Office of Commissioner of Police, and other senior officers of BEL. In a bid to mitigate the hardships faced by migrant workers, the Bangalore Complex of BEL has, ever since the implementation of lockdown, been providing 250 food packets daily to the workers through the City Police.

The employees of BEL had earlier contributed their one day's salary amounting to Rs. 2.71 Crores to the Prime Minister's Citizen Assistance and Relief in Emergency Situations (PM CARES) Fund. The Company also released Rs. 10 Crores from its CSR Fund towards the PM CARES Fund, to combat and contain the COVID-19 pandemic in India and also for relief efforts. ■

PSEs Ink MoU

NHPC signs MoU for Exploring Possibilities for Cement Requirement for 2880 MW Dibang Multipurpose Project



Mr. A. K. Singh, CMD, NHPC and Mr. B.V.N Prasad CMD, CCI exchange documents after signing MoU in the presence of senior officials from NHPC & CCI.

NHPC Limited signed a Memorandum of Understanding (MoU) with Cement Corporation of India Limited (CCI) for exploring possibilities for cement requirement for 2880 MW Dibang Multipurpose Project. The MoU was signed by Mr. A. K. Singh, Chairman and Managing Director, NHPC and Mr. B. V. N. Prasad, Chairman and Managing Director, CCI at NHPC Corporate Office, Faridabad. Mr. S. Sakthimani, Director (Finance), CCI, Mr. V. K. Maini, Executive Director (SBD&C), NHPC and other senior officers of both the organizations were also present on the occasion.

The MoU will pave the way for addressing the cement requirement for Dibang Multipurpose Project. Consequent upon confirmation of studies, CCI has proposed to install a clinker grinding unit near the project area, which besides fulfilling the cement requirement of Dibang Multipurpose Project, will also generate employment opportunities in the area subject to finalization of modalities subsequently.

NMDC and IIT Hyderabad signs MoU for Joint Incubation Program to Support Deep-Tech Start-ups

NMDC and i-TIC Foundation, IIT Hyderabad, signed an agreement to support start-ups through a collaborative joint incubation program, NMDC Innovation & Incubation Centre [NICE]. This is consistent with the flagship initiative of the Government of India - 'Startup India', intended to build a strong ecosystem that is conducive for the growth of start-up businesses, to drive sustainable economic growth and generate employment opportunities.

The Collaborative agreement was signed by Mr. P. K. Satpathy, Director (Production) on behalf of NMDC and Dr. B. S. Murty, Director, IIT Hyderabad & President, i-TIC Foundation, IIT - Hyderabad in presence of Mr. N Baijendra Kumar, IAS, CMD, NMDC at the NMDC headquarters in Hyderabad. Mr. Amitava Mukharjee, Director (Finance), Mr. Alok Kumar Mehta, Director (Commercial), Mr. Sumit Deb, Director (Personnel) and other senior officers from NMDC and IIT, Hyderabad were also present.

NMDC in partnership with i-TIC Foundation, IIT Hyderabad will establish the start-up eco-system



Signing of MoU between NMDC and IIT, Hyderabad in the presence of Mr. N. Baijendra Kumar, IAS, CMD, NMDC.



in the premises of IIT Hyderabad with a focus to foster, nurture and incubate start-up companies with new and innovative ideas in deep technology. NMDC would contribute tentatively Rs 10 Crore for the five-year joint incubation program, and intends to support at least 15 start-ups. The objective of NICE is to promote the spirit of Innovation and Entrepreneurship in the country.

Speaking on occasion Mr. N. Bajendra Kumar, IAS, CMD, NMDC said 'The program aims to promote innovation and entrepreneurship across pan India by converting and translating technological ideas and innovation in various disciplines of science and engineering into products, processes and services for commercial exploitation and the benefit of society.

NTPC Forays into Electric Bus Business



Exchange of documents after signing of Agreement between NVVN and Deptt. of Transport, A&N Islands.

NTPC Vidyut Vyapar Nigam Ltd (NVVN), a wholly-owned subsidiary of NTPC, has signed an agreement with Department of Transport of Andaman & Nicobar Islands for the deployment of electric buses in the Union Territory. Under this project, the company is offering a complete transport solution, including twenty air-conditioned electric buses of nine metres each in phase 1. Apart from deployment of electric buses, NTPC and Andaman administration are collaborating for setting up public charging infrastructure in the Island.

The agreement was signed by Mr. Binay Mallik, AGM (Business Development), NVVN and Mr. Navlendra Kumar Singh, Director (Transport), A&N recently, in the presence of Mr. Mohit Bhargava, CEO, NVVN and other senior officials of NTPC and NVVN.

PFC inks MoA for 100-bed hospital in Mizoram Amid Presence of Hon'ble Chief Minister



PFC officials of Govt of Mizoram exchanging MoA documents in the presence of Hon'ble Chief Minister of Mizoram, Mr. Puzoramthanga and Mr. P. K. Singh, Director (Commercial) PFC.

Power Finance Corporation (PFC), India's leading NBFC, inked an MoA with Health Dept Govt. Mizoram for the construction of a 100-bedded Hospital at Mamit district at a cost of Rs.18 crore under its CSR initiative.

The MoA (Memorandum of Agreement) was signed by Mr. H. Lalengmawia, IAS, Secretary, Health, Govt. of Mizoram and Mr. R. Murahari, Executive Director (CSR&SD) PFC in presence of Hon'ble Chief Minister of Mizoram, Mr. Pu Zoramthanga and Mr. P.K. Singh, Director (Commercial) PFC.

The proposed Hospital would provide medical care to the needy people in the villages of Mamit District which is an Aspirational District and also adjoining villages of Bordering States.

PSEs Celebrate **International Women's Day 2020**

Hindustan Copper Celebrates International Women's Day



International Women's Day being celebrating at HCL.

Healthy and confident women form the cornerstone of a healthy society. In observance of International Women's Day 2020, Hindustan Copper Limited stressed on empowering women through health education and boosting their self-esteem.

At the Corporate Office, in a meeting chaired by Mr. Arun Kumar Shukla, CMD, HCL, the women at HCL Corporate Office at Kolkata discussed the theme of the International Women's Day 2020, #eachforequal, which also prioritizes women empowerment through health education along with fighting prejudice and celebrating women's achievements.

A team of employees from HCL Corporate Office at Kolkata visited Jai Hind Abaitanik School to interact with the underprivileged girl children. Dr Jayashree Chowdhury, a specialist physician with working experience of 30 years who had accompanied the team from HCL, spoke to the young girls about general health and lifestyle, menstrual hygiene, sex education and preventive measures for Coronavirus, etc. Study materials, sewing clothes, etc. were distributed among the children and they were encouraged to pursue their dreams.

International Women's Day Celebration at Goa Shipyard Ltd.

International Women's Day is a global day for celebrating social, economic, cultural and political achievements of Women. This day is dedicated to women of the world to celebrate womanhood, equality, sisterhood, accomplishments and heights.

#Each for Equal, theme for this years International Women's Day, is about 'Collective Individualism'. This theme for IWD 2020 was the spirit of celebration in Goa Shipyard Limited, Vasco wherein a series of programs were organized by GSL for its Women employees.



Group of Women Employees of GSL Celebrating International Women's Day.

A Pre Women's Day Bash was held in which a Session named 'Strength of a Woman' by faculties of Resurge Management Consultants was held at GORC. This half day session was inaugurated by Ms. Sunita Nagpal, w/o CMD. The session also saw distinguished presence of Ms. Sandhya Kamat, w/o D(Ops) and Mrs Nandita Jagmohan, w/o D (CPP & BD). The session had us ponder upon Versatilities of women, the grace by which women handle pressure, conflict management etc. There were insightful activities of self awareness, appreciation etc.

Even the menace of Corona virus could not dampen



Sign of equality

the spirit of the celebration of Women's day. The last program in the series was an Outbound session at Bogmalo Beach resort on the eve of Women's day. The employees were dressed in Green, white and purple - colour theme of IWD 2020. The program was inaugurated by CMD, Cmde B. B. Nagpal, his good lady Ms. Sunita Nagpal and Capt Jagmohan, D (CPP&BD) in presence of Mr. Manoranjan Khuntia, GM-HR & A.

IREDA Celebrates International Women's Day

Indian Renewable Energy Development Agency Ltd. (IREDA) organised International Women's Day celebration with a health talk by Dr. Anita Malik (Consultant, Radiation Oncologist) at its Corporate Office, New Delhi. Dr. P. Sreenivasan GM (HR & CSR), IREDA felicitated the speaker and greeted women employees for their exemplary contribution.



NMDC Celebrates International Women's Day with a Week Long Celebration

For NMDC everyday is Women's Day. NMDC believes in women empowerment and plans to celebrate International Women's Day in a unique way with all women employees, executives, contract workers, apprentices and other women consultants from the organisation and highlight their contribution to family, society, organization and Nation #Har Ek Kaam Desh Ke Naam. NMDC plans for a week long program recently.

A competition was organized for women employees, staff and trainees. The NMDC team visited Kasthurba Ashram and distributed fruits. Yoga/Health Wellness programme by M/s Jayganaga from Life Coaching Academy, Odisha was arranged. The event continued with felicitation of nursing students undergoing training under Balika Shiksha Yojna and motivational talk. The program concluded and graced by former Justice T. Meena Kumari and several renowned speakers shared their views on 'I am Generation Equality: Realizing Women's Rights.' The organisation celebrated womanhood by gifting flowers, chocolates and tokens of appreciation to the women employees all through the week.



International Women's Day Celebration at NMDC.

At Kasturba Ashram, NMDC cherished moments of togetherness with needy women and children by distributing fruits & there were lively discussions on women empowerment. The week long programmes was graced by CMD, Functional Directors and Senior executives of NMDC.

CM, Andhra Pradesh and NBCC CMD Discuss Progress of 'Mission Build Ap' Initiative



CM, Andhra Pradesh, Mr. Y. S. Jaganmohan Reddy and Mr. P. K. Gupta, CMD, NBCC during the SLMC meeting at Vijayawada.

State Level Monitoring Committee (SLMC) of the Govt. of Andhra Pradesh, co-chaired by Mr. Y. S. Jaganmohan Reddy, CM and Mr. P.K. Gupta, CMD, NBCC, accompanied by their officers, recently held meeting in Vijaywada (AP) to review the progress of ambitious 'Mission Build Ap' initiative of the Government of Andhra Pradesh which has been entrusted to NBCC.

Mr. Gupta during the meeting, apprised CM of various post study recommendations of NBCC with regard to monetization of Government's various land parcels across the state. CM, while asking the officials to make optimum use of Govt. land, appreciated efforts put in by NBCC so far and also felicitated NBCC CMD in recognition.

NCL Registers 6% Growth in Coal Production

NCL Once Again Ready to Hit 100MT Mark in Coal Production and Despatch

The flagship Coal India arm, Northern Coalfields Limited (NCL) produced 98.03 million tonnes of coal in the first eleven months of current fiscal i.e. from April 2019 to February 2020 which was 6.3% higher than 92.21 million tonnes of coal produced in the same period of last fiscal and about 102% of the target set for the

current financial year till the end of February. Similarly, in the first eleven months of the current financial year, NCL dispatched a total of 99.04 million tonnes of coal to all its coal consumers including powerhouses, which was about 6.8% higher than the coal despatched during the same period of last financial year. During the same period in the last fiscal,

the company had despatched 92.75 million tonnes of coal to all its coal consumers.

The company's coal supply to the powerhouses had also grown up by 4% till February of the current fiscal. The company has supplied 80.48 million tonnes of coal to the powerhouses during the first of the current financial year.

ITDC Observes Samrasta Divas; Preamble read at the Digital Gathering

India Tourism Development Corporation Ltd, following the social distancing guidelines, observed Samrasta Divas digitally, recently. This Divas marks the birth of Dr. BR Ambedkar, an Indian jurist,

economist, politician and social reformer. Celebrating his 129th birthday and revering him as one of the architects of the Indian Constitution, the Preamble was read by Mr. G Kamala Vardhana Rao, Chairman & Managing

Director, ITDC in the presence of Directors and other senior officials of ITDC over an online meeting. The occasion reiterated the impending need to follow the tenets of the constitution in its true letter and spirit.



Four AAI Airports Amongst Best Rated in the World



Chandigarh Airport.



Lucknow Airport.



Mangaluru Airport.



Trivandrum Airport.

Airports Authority of India's continuous thrust on enhanced passenger convenience and superlative services has been yielding results year after year. In continuation to the glorious tradition of providing excellent services to its customers and passion for providing world-class airports by AAI, four AAI airports - Chandigarh, Mangaluru, Trivandrum and Lucknow were yet again adjudged the best in

the world in recently announced ASQ awards for the year 2019. These airports won 10 awards in four categories.

Airport Service Quality (ASQ) survey is the world-renowned and internationally established global benchmarking programme measuring passengers' satisfaction, whilst they travel through an airport, conducted by the Airports Council International (ACI), (a global non-profit organization of

Airport Operators). ASQ Awards recognize those airports around the world that deliver the best customer experience in the opinion of their own passengers. In the year 2019, ACI-ASQ survey was carried out at around 356 airports across North America, Latin America and Caribbean, Europe, Africa, Middle East and Asia. The ASQ survey results are monitored by AERA, NITI Aayog and MoCA.

Launch of Customer Payment Portal by HIL (India) Limited



Left to right: Mr. G. K. Sudhakar Rao, Regional Head, South, UBI, Mr. R. K. Jaglan, Head, Government Business, UBI, Dr. S. P. Mohanty, Chairman and Managing Director, HIL and Mr. Anjan Banerjee, Director, Finance, HIL at the launch of CPP.

Keeping pace with Govt. of India's vision of 'Digital India', HIL (India) Limited, association with Union Bank of India, has taken a land mark initiative and launched Customer Payment Portal (CPP) to collect the payment from its customers through various online modes for faster and smoother collection of dues. This portal will help the customers of HIL to pay their dues in a quick and convenient manner by any Debit Card, Credit Card, Net Banking, UPI or online wallets from their homes

or offices. This new initiative will provide one step platform facilitating online payment, data maintenance, customized MIS report and seamless reconciliation of financial records.

Above Portal was launched by Dr. S.P. Mohanty (Chairman and Managing Director), Mr. Anjan Banerjee (Director, Finance) of HIL (India) Limited and Mr. R. K. Jaglan (Head, Government Business Department), Mr. G. K. Sudhakar Rao (Regional Head, Delhi South) of Union Bank of India.

Celebration of Constitution Day, Ambedkar Jayanti at HAL



HAL officials Celebrating Ambedkar Jayanti.

HAL organised various programs as part of Celebration of Constitution Day and Ambedkar Jayanti at its various locations across the country.

Mr. R. Madhavan, CMD, HAL paid tribute to Bharat Ratna Dr. B. R. Ambedkar at HAL Senior Officers' Enclave, Bengaluru along with other senior officials of the company. The team of senior officers also read the Preamble and deliberated on Citizens' Duties Awareness Programme (CDAP) as part of the celebration of the Constitution Day.



GAIL Director (Finance) Reviews 'Urja Ganga'

Progress, Briefs Analysts and Investors about Preparedness of JHBDPL Project

GAIL Director (Finance) Mr. A. K. Tiwari reviewed project progress of the 'Pradhan Mantri Urja Ganga' pipeline project and met Analysts and Investors to brief them about the project. 23 Analysts and Investors visited various sites of Jagdishpur - Haldia & Bokaro - Dhamra (JHBDPL) project to have an insight of the physical progress of the project.



Mr. A. K. Tiwari, Director (Finance), GAIL addressing the Analysts and Investors.

HAL Hands Over 50th Set of L-40 Stage of GSLV-MKII to ISRO

HAL handed over the 50th L-40 stage of Geo Synchronous Launch Vehicle (GSLV-MKII) to ISRO at a program held recently. This L-40 stage is meant for GSLV MKII - F12 Flight planned by ISRO in August 2020. The Aerospace Division of HAL has so far integrated and supplied L-40 stages for 12 flights of GSLV MKII including the GSLV MKII - F10 flight planned in the first week of March-2020. Apart from the Integrated L-40 stages, HAL is manufacturing the riveted structures, propellant tanks, feedlines of PSLV, GSLV MKII and GSLV MKIII launch vehicles and structures of various satellites for ISRO. HAL is

one of the most reliable partners of ISRO for the past three decades and has contributed and participated in almost all of ISRO's ambitious projects namely Chandrayaan-I, Chandrayaan-II, Mangalyaan and upcoming projects like Gaganyaan. Mr.

Amitabh Bhatt, CEO-BC, Dr. V. Narayanan, Director-LPSC of ISRO, Dr. A. Manimaran, Dy. Director (MME, LPSC), Mr. Mihir Mishra, General Manager (HAL Aerospace Division) and other officials of ISRO and HAL were present on the occasion.



HUDCO Marks its Golden Jubilee

HUDCO's Golden Jubilee Celebrations webcasted on 27th April 2020 at 4:30 p.m.



On the occasion of HUDCO's Golden Jubilee, more than 1000 officials and stakeholders from across the country joined a live webcast event to mark 50 years of distinguished service to

the nation. In the wake of the corona pandemic, the use of information technology to enable virtual celebration of the Foundation Day, was a historic first. Mr. Durga Shanker Mishra, Secretary, Ministry of Housing and Urban Affairs, the Chief Guest on the occasion, addressed the officials and appreciated HUDCO's contribution towards nation building. He urged HUDCO to continue to dream big and strive innovatively to address the challenges in the habitat sector and to develop as a knowledge hub among the SAARC and Commonwealth nations, particularly post the COVID pandemic. Further, Mr. Mishra stressed the need to learn from our past experiences and go beyond our usual business so as to achieve our dream of making India a developed nation by 2030. Mr. Shiv Das Meena, CMD, HUDCO congratulated the employees for their commitment and dedication over decades, that has made HUDCO a continuously profit making enterprise with a unique business model of 'profitability with social justice'. Mr. M. Nagaraj, Director (Corporate Planning) welcomed the participants and Mr. D. Guhan, Director (Finance) proposed the vote of thanks.

PERSONALIA



Mr. Manoj Jain
CMD, GAIL assumes
additional charge as
Chairman of Mahanagar Gas.



Mr. Shiv Das Meena, IAS
assumes charge as
CMD of HUDCO.



Mr. P. K. Purwar
CMD, BSNL assumes
additional charge as
CMD of MTNL.



Mr. Rakesh Chopra
assumes charge
as MD of REIL.



Mr. Ravinder Singh Dhillon
assumes charge as
CMD of PFC.



Mr. Dilip Kumar Patel
assumes charge
as Director (HR)
of NTPC.



Mr. Y. K. Chaubey
assumes charge as
Director (Technical) at
NHPC Limited.



Mr. Ramesh Babu V
assumes charge as
Director (Operations),
NTPC Ltd.



Mr. Baban Singh
assumes charge as Director
(Technical/Projects &
Planning) of MCL.



Mr. Sandip Das
assumes charge as Director
[Fin.] & Chief Financial Officer
of Balmer Lawrie & Co.



Production Activities Picks up Pace **at GSL**

Ship production activities at, Goa Shipyard Limited, restarted after coming to a complete halt on 22 March 2020 due to the COVID-19 lockdown, ordered by State / Central government to prevent spread of CORONA virus epidemic. Before resuming production activities, GSL has taken various measures as per MHA guidelines to minimize risk of spread of COVID-19 in the yard. Production activities are gradually picking up pace and the manpower strength is being increased in phased manner. All the personnel are being screened at the entry gates by the Health Wardens deputed by

the company. Compulsory use of mask is being enforced and vehicles are being sanitized before entry to the yard. Further, a large number of hands-free sanitizer dispensing units have been placed at various locations and personnel are encouraged to use them frequently.

Social distancing norms are being strictly adhered to inside the yard. Company has started working in 2 shifts to eliminate crowding at work place. No visitors are being permitted inside the yard and all meetings etc are being held through virtual modes. Due to GSL's inherent strength in working on ERP based system,



shipyard has quickly adapted to paperless working. Shipyard has arranged transportation of its workers from various parts of Goa and has discontinued canteen services for time being.

NCL at New Heights in Coal Production and Dispatch Surpasses Coal Production and Dispatch Targets Both Best Performance in its 34 Years of Journey

Northern Coalfields Ltd (NCL) has once again outshined in its performance. The company has produced more coal than its assigned targets and has also crossed dispatch targets of FY 2019-20.

The company till the last day of the financial year has produced 108.05 MT coal with 6.45% growth surpassing its annual target of 106.25 MT coal production. Similarly, the company has also surpassed its annual coal dispatch targets of 106.25 MT by dispatching 107.42 MT of coal with 5.75% growth y-o-y.



NCL also achieved its highest-ever single day production with 4.13 Lakhs Tonnes of Coal and NCL is the only subsidiary of Coal India to have positive growth

in Coal Production, Dispatch, and OBR for the FY 2019-20. The company has dispatched more than 80% of its total dispatch to powerhouses.

NHPC Explores Renewable Energy Plans in Telangana

Mr. A. K. Singh, CMD, NHPC and Mr. Janardan Choudhary, Director (Technical), NHPC along with team from Renewable Energy Division, NHPC held a series of meetings with senior Telangana State dignitaries at Hyderabad to discuss NHPC's intentions for development of techno-commercially viable Solar Power Projects in Telangana State. During their visit CMD, NHPC & Director (Technical), NHPC held discussions with Mr. Ajay Mishra, IAS, Special Chief Secretary, Energy Department, Government of Telangana, Mr. Prabhakar Rao, CMD, TSTRANSCO and other top government functionaries on the possibilities of cooperation in the Renewable Energy in Telangana.



Mr. A. K. Singh, CMD, NHPC holding meeting with Telangana State dignitaries in Hyderabad.

CMD, NHPC also met Mr. N. Janaiah, Vice Chairman & Managing Director, Telangana State Renewable Energy Development Corporation (TSREDCO) along with Mr. G. Prasad, General Manager, TSREDCO and Mr.

Ramakrishna, Project Director, TSREDCO and held discussions regarding development of Floating Solar, Ground Mounted and Canal Top Solar projects in association with TSREDCO.

NTPC's installed capacity crosses 62,000 MW with NEEPCO, THDCIL Acquisitions

- Largest Power Producer Ends FY20 with 13% Addition in Total Installed Capacity-

- NTPC Augments its Hydro Portfolio by 2,625 MW

NTPC Ltd announced that its total installed capacity at the group level has risen to 62,110 MW after stake acquisitions in NEEPCO & THDCIL. With completion of the twin acquisitions, NTPC Group has added nearly 13% capacity in the current financial year that ended on March 31. At the end of March 2019, NTPC's total

capacity stood at 55,126 MW.

The overall hydro portfolio of NTPC Ltd has reached 3,425 MW. Further, overall addition in the capacity of India's largest power producer includes 1,757 MW of NEEPCO and 1,537 MW of THDCIL, which includes additions in Hydro, Wind, Gas and Solar projects. NTPC Group's total installed and

commercial capacity now stands at 62110 MW and 61126 respectively. The present installed capacity of NTPC group comprises 45 NTPC Stations i.e. 24 Coal based, 7 combined cycle gas/liquid fuel, 1 Hydro, 13 Renewables and 25 JV & Subsidiaries stations i.e. 9 Coal, 4 Gas/liquid fuel, 8 Hydro, 4 Renewables.



Port Quiz - for the Employees of Cochin Port Trust

Port Quiz - the quiz programme for the employees of Cochin Port Trust was conducted at Samudrika Hall, Cochin Port Trust, Willingdon Island. The programme led by famous quiz master Mr. Snehaj Srinivas and team, was inaugurated by Dr. M. Beena IAS, Chairperson, Cochin Port Trust. The event was supported by M/s Petronet LNG Ltd. Knowledge support for the program was given by Q- factory, Kozhikode.

The preliminary round was attended by 140 employees from

8 departments of the Port. Final session was conducted jointly by Dr. M. Beena IAS and Mr. Snehaj Srinivas in which 6 teams selected from the prelim-session participated.

The team comprising Mr. Joji Paul K and Ms. Anjana N. bagged the first prize. Mr. Biju B. N. and Mr. Bright Antony P. Hormis won the second prize and Mr. George Prakash James and Mr. M. X. Joseph won the third prize. Dr. M. Beena IAS, Chairperson and Mr. Hemant H. Bahura, GM, Petronet LNG



Dignitaries distributing Certificates to the Winners of the Port Quiz.

distributed certificates to the prize winners. Heads of Departments of Cochin Port Trust were also present.

REC Commits Financial Assistance to Impart Vocational & Skill Training to 1800 Women



Signing of MoU between REC Foundation and TCIT.

REC Ltd. (Formerly Rural Electrification Corporation Limited), committed financial assistance of Rs. 2.79 crore under its CSR initiative to

(TCIT) for imparting job-oriented skill development training to 1800 women belonging to EWS/SC/ST/ residing in Chandel, Manipur, Muzaffarpur, Uttarakhand, Bihar & Udham Singh Nagar through

its CSR arm, REC Foundation.

The main objective of the project is to enhance the employability of poor and deprived youths through vocational and skill trainings. The Memorandum of Agreement (MoA) in this regard was executed between REC Foundation and TCIT in New Delhi. Mr. S. N. Srinivas, CEO, REC Foundation, on behalf of REC Foundation and Ms. Anita Rajan, CEO, TCIT, on behalf of TCIT signed the Memorandum of Agreement in the presence of Mr. Sanjeev Kumar Gupta, Director (Technical), REC Ltd., Mr. Ajoy Choudhury, ED (CSR), REC Ltd. and other officials of REC and TCIT.

THDCIL Successfully Organizes 22nd ICPSU Table Tennis Tournament at THDCIL

THDCIL successfully organized 22nd Inter Central Power Sector Undertakings (ICPSU) Table Tennis Tournament at THDC India Limited (THDCIL), Rishikesh under the aegis of Power Sports Control Board, Ministry of Power, Govt. of India. The final match in Team event was played between PGCIL and BBMB, where PGCIL became the winner. SJVNL secured the third place. In the Double event match, Mr. Ronal Singh and Mr. J. Mukherjee of PGCIL won the title against Mr. Gaurav Sahani and Mr. Naresh Kumar of BBMB. Navneet and Paramjeet of BBMB secured third place in the same event. The Single Event Final match was played between Mr. Ronal Singh and Mr. J. Mukherjee of PGCIL where Mr. Ronal won the title.

The Chief Guest of the Closing Ceremony, Mr. D.V. Singh, CMD THDCIL gave away the prizes and medals to the winners.



Mr. D. V. Singh, CMD, THDCIL presenting prizes to the Winners of the 22nd ICPSU Table Tennis Tournament at THDCIL.

While expressing his thoughts, Mr. Singh emphasized the importance of Sports in bringing discipline and shaping an organization and also the importance of sports spirit amongst players and their team.

The event was attended by Director (P) Mr. Vijay Goel, Director (F) Mr. J. Behera, CVO Mr. B.P. Gupta, ED (Services/S&E) Mr. H. L. Bharaj and General

Managers Mr. L.P. Joshi, Mr. G.S. Chaudhery & Mr. Kumar Sharad, AGM (P&A) Mr. N.K. Prasad and DGM (CC) Dr. A.N. Tripathy and other senior officials and employees of the Corporation.

Total 10 teams of Power Sector viz. Ministry of Power (MOP), POWERGRID, BBMB, DVC, CEA, PFC, SJVNL, NHPC, POSOCO and host team THDCIL participated in this tournament.

BEML Bags Major Order from Coal India

BEML Limited, bagged order from Coal India Limited for supply of 7 nos. 150-T and 8 nos. 205E-T Dump Trucks under trial cum sale along with 8 years spare parts contract. These Dumpers will be deployed at Coal India subsidiaries viz SECL's Gevra Project and M/s NCL's Amlohri & Nigahi Projects respectively. The total

value of the order is Rs.398 cr.

Indigenously designed and developed by BEML, these Dump Trucks are being manufactured at its Mysore complex. These products will address the growing demand for higher capacity equipment in the mining industry and will enhance its production substantially.





IRCON Contributes Rs 20.5 crore to PMCARES Fund

Ircon International Limited (IRCON) has come forward to provide an additional financial assistance of Rs. 15.5 crore to PMCARES Fund for fighting COVID-19. This amount is in addition to Rs 5 crore assistance announced earlier. Company's total contribution to PMCARES Fund now amounts to Rs 20.5 crore, including contribution of Rs 51 lakh by the employees.

Mr. S. K. Chaudhary, CMD, IRCON said that the COVID-19

is one of the biggest challenges that our country is facing and it has been unprecedented in its severity. We at IRCON, has always been at the forefront in times of need for the country. The biggest need at this time is to be united and strengthen the hands of the Government of India. We as responsible company have been assessing the situation and have decided to enhance our contribution. Further, Mr. S. K. Chaudhary said that, IRCON, through the

years has been partnering with the Government towards nation building. We are confident that as a nation, we will be able to overcome this exceptional situation and emerge a stronger nation.

IRCON employees have also come forward and supported company's endeavor by donating their one day's salary for this COVID-19 fund. Total amount of Rs 51 lakh was contributed by all employee of Ircon International Ltd.

BHEL Optimises Emphasis on Employee Engagement during the Lockdown;

Nearly 21,000 Employees Benefit though renewed Focus on E-learning

Undaunted by the unprecedented halt in operations due to the lockdown, Bharat Heavy Electricals Limited (BHEL) has achieved a major milestone by successfully implementing a huge employee engagement initiative. In the past one month, the company has reached out to nearly 21,000 employees to maintain continuity and to facilitate the transition to work-from-home. Significantly, in addition to focusing on the health and wellbeing of its employees, BHEL has effectively used this lockdown as an opportunity to sharpen the skill set and

creativity & productivity of employees. The company has created more than 230 learning opportunities through various e-learning courses / webinars / trainings on technical, functional, managerial and behavioral domains. These opportunities are the joint efforts of BHEL's Corporate Learning & Development Division, Engineering Division – Project Engineering Management and various training centres spread across BHEL's units. BHEL has extensively used its in-house skill, expertise and domain experts in developing e-modules that are available on its e-Learning Portal

(Unnayan). During such difficult times, BHEL is also very effectively using the power of social media, not only for instant, seamless and authentic communication across the organisation but also for sharing details of learning & development opportunities along with information on latest developments, circulars & advisories. BHEL's monthly journal 'Ekam' is also being shared digitally on this forum. During the review of BHEL's L&D Initiatives during the lockdown period, Secretary (Heavy Industries) lauded BHEL's efforts and encouraged them to continue with its innovative initiatives.

BEL Achieves Record Turnover in Excess of Rs.12,500 Crores

Bharat Electronics Limited (BEL) posted a turnover in excess of Rs.12,500 crores (Provisional & Unaudited) during the Financial Year 2019-20. The company had a growth of 6% over the previous year's turnover of Rs.11,789 crores.

BEL's Order Book as on 1.4.2020 was Rs. 51,800 Crs. The year saw BEL securing significant orders worth Rs. 13,000 Cr. Some of the major orders acquired during the year are Akash (7 Sqdn), Coastal Surveillance Systems (CSS), Upgrade for EW system, Radars, AMCs for Radars & Weapon systems, Software Defined Radio (SDR), Sonars, Advanced Communication Systems, etc.

Some of the flagship projects

executed during FY 2019-20 were Command & Control Systems, Thermal Imagers for tanks, Upgrade of communication system, Land Based EW systems, Weapon Repair Facility, Electronic Fuzes, various Radars, Smart City Projects, Delhi CCTV project, Schilka Upgrade, Avionics Package for LCA, Classroom Jammers, Real Time Information System for Railways and LRSAM.

BEL achieved Export sales of US\$ 48.59 Million during FY 2019-20. Major products exported included Cable Looms, Coastal Surveillance System Spares, Radar, Compact Multi-Purpose Advanced Stabilization System (CoMPASS), Electro Mechanical

parts, etc. BEL's CMD, Mr. M. V. Gowtama, said, 'The global lockdown due to COVID-19 and the economic slowdown had some impact on BEL during the last month of the last quarter of FY 2019-20. Execution/ acceptance of some of the major projects could not be completed due to Force Majeure which otherwise would have further contributed to BEL's revenues during FY 2019-20 itself. However, BEL remained focused on enhancement of its capabilities and competitiveness through diversification, continuous modernisation, indigenisation and outsourcing to Indian industries with increased thrust on MSME sector.

GAIL in Readiness to Quick Start Project Execution, Post Lockdown

GAIL is in readiness to resume construction of various hydrocarbon infrastructure projects of national importance, post lifting of the COVID-19 led lockdown. In order to kick start the crucial infrastructure projects to enable expansion of the gas based economy, GAIL along with its Subsidiary and JV companies has chalked out

catch-up plans for various locations and work fronts to ensure timely completion and avoid any slippages. Graded measures in the short to medium term shall be rolled out starting with the support of local administrative authorities across the States. The Company has in the meanwhile facilitated arrangements for continued stay of the migrant

labourers working at various sites/camps during the lockdown period for ensuring safety of all concerned. Detailed SOPs / protocols have also been devised for ensuring hygiene and social distancing norms, promoting use of masks at the project sites and work stations in compliance with the instructions/ guidelines issued by the Government of India.



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

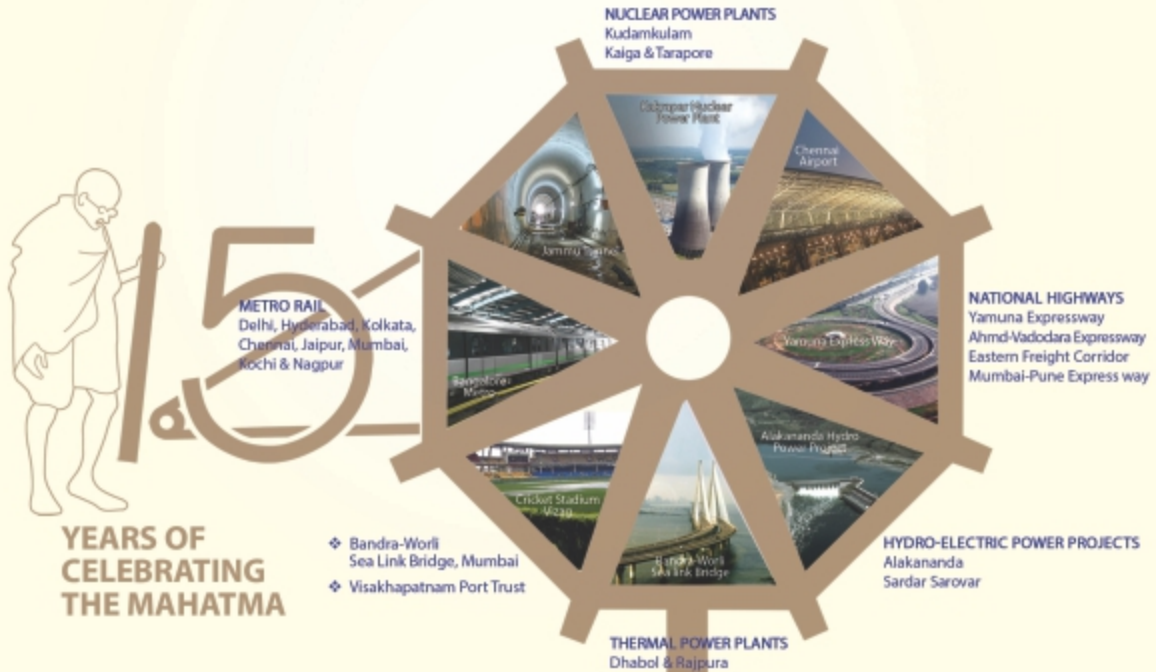
World Trade Centre, 1st Floor, Babar Road, Barakhamba Lane, New Delhi-11001 (INDIA)



www.petronetlng.com

RINL-Vizag Steel... Strengthening the New India

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



उत्पाद श्रेणियाँ व उपयोग PRODUCT MIX & APPLICATIONS



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

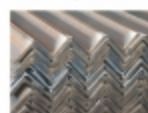
Construction - Reinforcement



BILLETS / BLOOMS

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

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



VIZAG UNKL 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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राष्ट्रीय इस्पात निगम लिमिटेड
(भारत सरकार का उद्यम)

विशाखपट्टणम इस्पात संयंत्र

ISO 9001:2015, ISO 14001, ISO 50001, ISO 27001 & OHSAS 18001 Certified Company